

On 31 December 2018, there were 4 702 people working in Monaco's civil service, all administrative branches combined, that is, 2 % more than the previous year. A majority of public servants were men (57.4 %) and the average age was 43.5 years old. Nearly two thirds of the public servant population were French and a little over half were commuters.

### The number of public servants increased 2 % between 2017 and 2018

Monaco's civil service comprised 4 702 workers at the end of the year 2018, that is, 8.4 % of people employed in Monaco. The number of public servants increased 2 % with respect to 31 December 2017, that is, there were 92 public servants more. This increase is equal to the average increase observed over the last few years (average annual growth rate of 2 % over the 2013-2018 period).

Men accounted for over half of public servants at the end of 2018 (57.4 %). This share remained stable with respect to previous years.

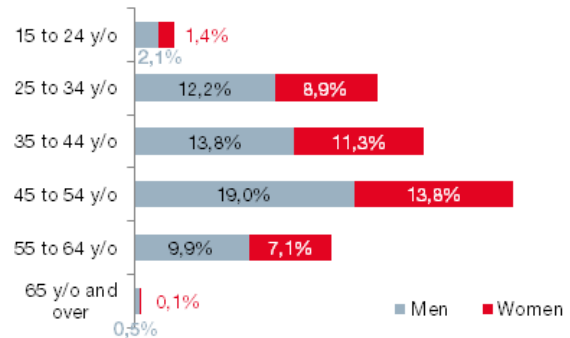
The distribution of public servants by age hasn't changed much since 2013 : since then, the average age of a public servant has been 43.5 years old and around a third of public servants have been aged between 45 and 54 years old. The average age was slightly lower for women than it was for men. These figures were very similar on 31 December 2018.

#### 1. Number of public servants, average age and distribution by sex

	Number of employees	Share	Average age
Men	2 700	57.4%	43.7 y/o
Women	2 002	42.6%	43.3 y/o
<b>Total</b>	<b>4 702</b>	<b>100.0%</b>	<b>43.5 y/o</b>

Sources: Human Resources and Training Department, Monaco Statistics

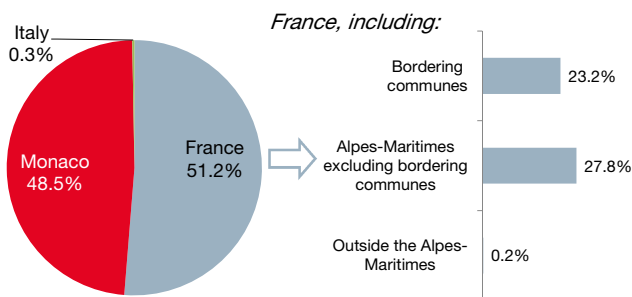
#### 2. Distribution of public servants by age group and sex in 2018



Sources: Human Resources and Training Department, IMSEE

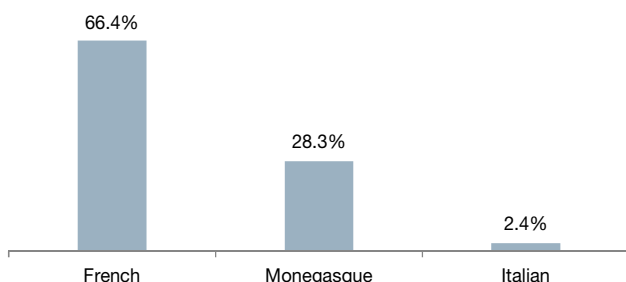
### A majority of public servants are French

#### 3. Distribution of civil service employees by place of residence in 2018



Sources: Human Resources and Training Department, IMSEE

#### 4. Distribution of civil service employees by most frequent nationalities



Sources: Human Resources and Training Department, IMSEE

Up until 2016, a majority of public servants resided in Monaco (51.5 % in 2012). This balance seems to have been reversed over the last few years : in 2018, 51.2 % of public servants were resident in France. This phenomenon is due in part to the increase in the share of public servants who live in the Alpes Maritimes but outside of the bordering communes. The bordering communes (Beausoleil, Cap d'Ail, La Turbie and Roquebrune-Cap-Martin) accounted for 23.2 % of public servants, an increase with respect to the previous year. Nearly 2 300 public servants lived in Monaco at the end of 2018.

In 2018, nearly two thirds of public servants were French. This share has increased over the years (63.8 % were French in 2013). A large majority of these French public servants were men (67 %). Monegasque public servants accounted for nearly 30 % of the civil service employee population on 31 December 2018, that is over 1 300 people. Among these, women were in the majority, accounting for 63 %.

## Over three quarters of public servants are part of the governmental administration

### 5. Number of employees in the civil service, distribution by administrative branch and sex in 2018

	Number of employees	Share of men	Share of women	Weight
Governmental administration, including :	3 594	60.1%	39.9%	76.4%
<i>Ministry of Interior</i>	1 947	62.1%	37.9%	41.4%
<i>Ministry of Public Works, the Environment and Urban Development</i>	737	84.1%	15.9%	15.7%
<i>Ministry of Finance and Economy</i>	293	35.8%	64.2%	6.2%
<i>Ministry of State</i>	273	48.0%	52.0%	5.8%
<i>Ministry of Health and Social Affairs</i>	256	24.6%	75.4%	5.4%
<i>Ministry of Foreign Affairs and Cooperation</i>	88	35.2%	64.8%	1.9%
Municipality	686	44.6%	55.4%	14.6%
Palace of Monaco	198	68.2%	31.8%	4.2%
Department of Justice	144	43.1%	56.9%	3.1%
Assemblies and constitutional bodies	61	49.2%	50.8%	1.3%
Public servants working in public organisations	9	22.2%	77.8%	0.2%
Foundations	10	60.0%	40.0%	0.2%
<b>TOTAL</b>	<b>4 702</b>	<b>57.4%</b>	<b>42.6%</b>	<b>100.0%</b>

Sources: Human Resources and Training Department, Monaco Statistics

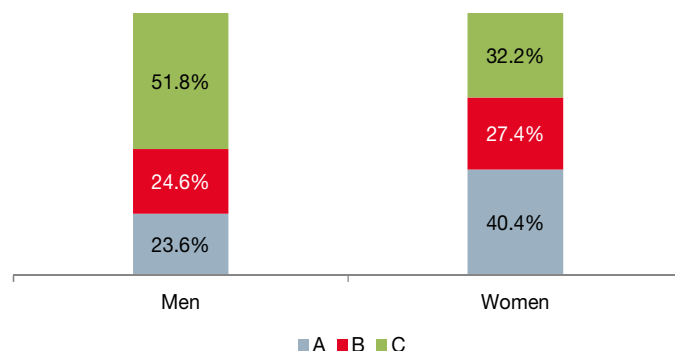
The Governmental Administration comprised over three quarters of the Monegasque civil service's jobs. Within this administrative branch, the Ministry of Interior had the largest number of public servants : this department, which comprises employees of the Police Department and the Department of Education, accounted for over 40% of public servants at the end of 2018 (and 54 % of Governmental Administration jobs). The Municipality accounted for close to 700 public servants.

The distribution of employees by sex within the different branches of the civil service sheds a light upon strong differences between departments and the activities linked to them : the Ministry of Public Works, the Environment and Urban Development was by the far the one with the largest share of men, mostly due to the Department of Urban Amenities and the Public Car Parks Office, while the Ministry of Health and Social Affairs had the largest share of women employees.

### Over 30 % of employees are in category A positions

On 31 December 2018, 30.7 % of public servants were in a category A position, around a quarter were in a category B position and 43.5 % a category C position. This distribution was very different if we look at the job category by sex. Over half of men employed in the civil service in 2018 were in a category C position, mostly as a result of the number of employees in the Police Department, Public Car Parks Office and Department of Urban Amenities where men constitute a large majority of employees. There were relatively more women in category A positions, especially in the education sector. In total, 4 public servants out of 10 were in category A positions in 2018.

### 6. Distribution of civil service employees by job category and sex in 2018



Sources: Human Resources and Training Department, Monaco Statistics

### The new employees hired in 2018 were mostly men and younger than average

#### 7. Profile of the civil service's new hires in 2018

	2018
Number of new hires	388
Share of men	55.2%
Share of women	44.8%
Average age	33.8 ans
Share of Monaco residents	40.2%
Share of France residents	59.8%
Share of Monegasque nationals	16.5%
Share of French nationals	76.5%

Sources: Human Resources and Training Department, Monaco Statistics

Between 2017 and 2018, 296 people left and 388 people joined the civil service. This adds up to a positive net balance of 92 employees. Among these new hires who were 33.8 years old on average, there were a majority of men and mostly people of French nationality (76.5 %). Around 6 employees out of 10 lived in France, including 30 % beyond the bordering communes. 40.2 % of new hires resided in Monaco. A large majority of new employees in 2018 (76 %), were hired by the Governmental Administration, including 40 % by the Ministry of Interior.

**Rule for counting public servants :** only the personnel in activity is taken into account, that is, employees in "active" position (the "detached service" and "availability or unpaid leave" positions are excluded). Substitutes replacing an employee on sick or maternity leave are not taken into account, as opposed to substitutes filling in for open positions or unpaid leave.