

At the end of the year 2018, women accounted for 27.9 % of active people registered in the Trade and Industry Register (RCI) and 40.2 % of Monaco's employee population. The share of women has evolved differently in these two populations and stills varies significantly between economic activity sectors.

Women are in the minority in the Trade and Industry Register but their share increased

Monaco comprised 11 118 active people in the 5 714 companies in the Trade and Industry Register (excluding entities in the "Foreign company" legal form) in 2018. Nearly half (49.9 %) of these people appear to be in a Limited liability company (SARL) and over a quarter (28 %) are on the board of a Public limited company (SAM).

Women accounted for 27.9 % of active people in the Trade and Industry Register at the end of the year 2018, all legal forms combined. They accounted for three out of ten people in Limited liability companies and 21.4 % in Public limited companies. These figures are similar to those observed the previous year. The share of women seemed to be higher in companies registered as sole traders. Since 2014, the presence of women in the Principality's economic entities has gradually increased : the share rose 1 point in 5 years.

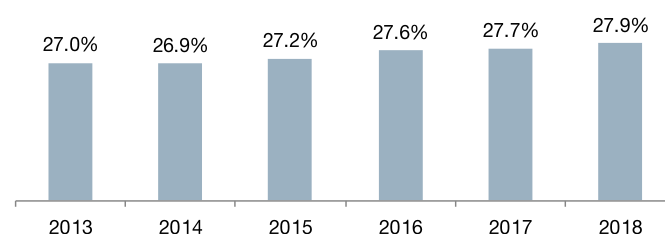
Women in the Trade and Industry Register were more likely to be resident in Monaco than men (72.7 % versus 64.0%). While the same proportion of men and women were resident in the bordering communes, the spread was larger for the rest of the Alpes-Maritimes. On average, women were around 2 years younger than their male counterparts (50.2 years old for women versus 52.4 years old for men).

1. Number of active people in the Industry and Trade Register and share of women by legal form in 2018

	Number of people	Share of men	Share of women
Limited liability company (SARL)	5 515	70.0%	30.0%
Public limited company (SAM)	3 110	78.6%	21.4%
Sole Trader	2 041	68.5%	31.5%
Other legal forms	452	68.8%	31.2%
Total	11 118	72.1%	27.9%

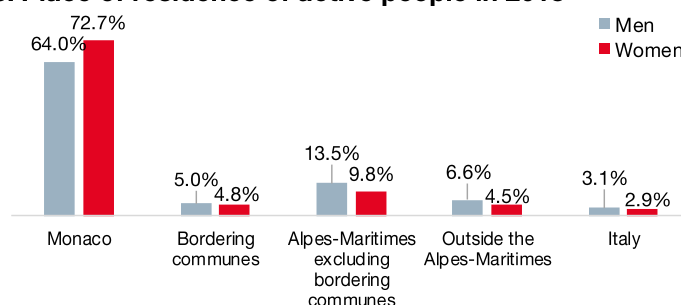
Sources: Business Development Agency, Monaco Statistics

2. Change in the share of women in the Industry and Trade Register's active population



Sources: Business Development Agency, Monaco Statistics

3. Place of residence of active people in 2018



Sources: Business Development Agency, Monaco Statistics

The share of women on the boards of directors varies greatly between sectors

4. Number of active people in the Industry and Trade Register and share of women by major economic sector in 2018

	Number of people	Share of women
Financial and insurance activities	742	17.7%
Wholesale trade	2 096	27.4%
Retail trade	1 051	38.1%
Accommodation and food service activities	400	28.0%
Manufacturing, mining and quarrying, and others industries	365	24.1%
Real estate activities	850	36.2%
Construction	863	20.3%
Transportation and storage	357	17.6%
Scientific and technical activities, administrative and support service activities	2 920	28.7%
Other service activities	695	35.0%
Information and communication	651	19.2%
Public administration, education, human health and social work activities	128	39.1%
Total	11 118	27.9%

Sources: Business Development Agency, Monaco Statistics

While women were in the minority in all major activity sectors, to which companies are tied, they were not represented equally in all sectors. Indeed, it is in the *Public administration, education, human health and social work activities* that there was the highest proportion of women (39.1 %), followed by *Retail trade* with 1 point less (38.1 %). *Financial and insurance activities, Transportation and storage* and the *Information and communication* sectors were the ones with the lowest share of women: over 80 % of people on the boards of companies in these sectors were men.

Scientific and technical activities, administrative and support services activities as well as *Wholesale trade* were the sectors that comprised the largest number of people in the Industry and Trade Register at the end of 2018 (over 45 %).

Women account for 40.2 % of the employee population

56 303 people were employed in Monaco at the end of the year 2018, a great majority of which were in the private sector. 40.2 % of employees were women. The public sector comprised 42.6 % of women in its ranks: the share of women was higher than in the private sector where 6 out of 10 employees were men.

While the share of women in the total employee population hovered between 40 and 41 % over the 2013-2018 period, their representation evolved differently depending on the sector. While the share of women in the civil service increased until 2016 before stabilising, in the private sector, the share of men has slightly increased over the last few years.

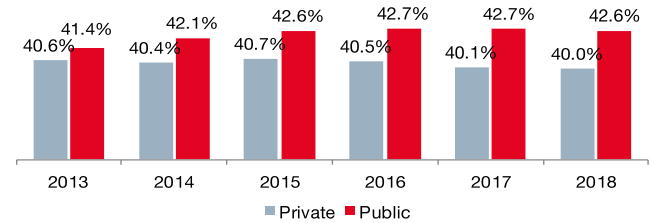
The distance between employees' place of residence and their job varied noticeably based on gender: in 2018, women employees were more likely to live closer to their job than their male counterparts (47.1 % in Monaco or the bordering communes versus 36.1 % for men). The latter live mostly beyond the bordering communes. Although the average age of men employees was higher than women's, the difference between the two populations was only small (women employees were 41.6 years old on average versus 42.2 years old for men).

5. Number of employees and share of women by sector in 2018

	Number of employees	Share of men	Share of women
Private sector	51 601	60.0%	40.0%
Public sector	4 702	57.4%	42.6%
Total	56 303	59.8%	40.2%

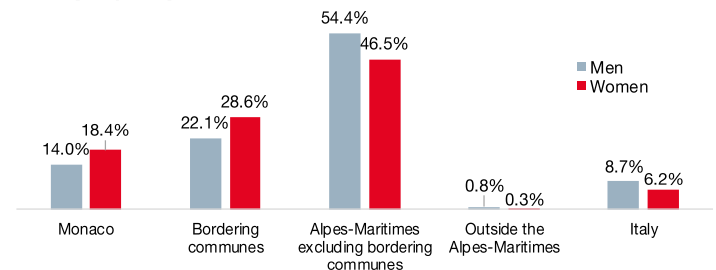
Sources: Caisses sociales de Monaco, Human resources and training department, Monaco Statistics

6. Change in the share of women in the employee population by sector



Sources: Caisses sociales de Monaco, Human resources and training department, Monaco Statistics

7. Employee place of residence in 2018



Sources: Caisses sociales de Monaco, Human resources and training department, Monaco Statistics

Women employees are more numerous in the civil service and in small companies

8. Number of employees and share of women by major economic sector

	Number of employers	Share of women
Financial and insurance activities	3 880	52.1%
Wholesale trade	2 616	48.1%
Retail trade	2 887	54.0%
Accommodation and food service activities	7 791	30.7%
Manufacturing, mining and quarrying, and others industries	2 603	35.9%
Real estate activities	1 617	35.5%
Construction	5 063	8.8%
Transportation and storage	2 027	27.8%
Scientific and technical activities, administrative and support service activities	11 754	34.9%
Other service activities	5 969	59.7%
including house staff	2 257	80.4%
Information and communication	1 304	25.2%
Public administration, education, human health and social work activities	4 091	71.4%
Civil service	4 702	42.6%
Total	56 303	40.2%

Sources: Caisses sociales de Monaco, Human resources and training department, Monaco Statistics

9. Number of employers in the private sector and share of women among employees by employer size

	Number of employers	Share of women
Less than 5 employees	2 305	52.7%
5 to 9 employees	675	42.8%
10 to 49 employees	599	34.8%
50 to 199 employees	125	38.4%
200 employees and over	34	35.1%
Employers of house staff	2 374	80.4%
Total	6 112	40.0%

Sources: Caisses sociales de Monaco, Monaco Statistics

There were great differences in the ratio of women to men employees depending on the employer's economic sector. Indeed, women accounted for a large majority of employees in the *Public administration, education, human health and social work activities* (over 70 %). Similarly, in the *Other service activities* sector, which comprises, among others, housekeeping, artistic and recreational activities, 6 out of 10 employees were women. However, they were very poorly represented in the *Construction* sector (less than 9 %). The *Information and communication* and *Transportation and storage* sectors also had a large share of men employees: around three quarters were men. *Scientific and technical activities, administrative and support services activities* and *Accommodation and food service activities* were the two sectors with the most employees in 2018.

At the end of 2018, the private sector comprised 6 112 employers, a majority of which employed less than 5 workers. Women were globally more represented in smaller companies in all economic sectors, except for *Financial and insurance activities*, where there were nearly equal numbers of women and men employed irrespective of company size.

