

As of 31 December 2019, Monaco's civil service employed 4,776 people across all administrative postings. This represents an increase of 1.6% compared with last year. Men continued to account for the majority of civil service staff. Most employees were French nationals and commuted to work, and this trend was increasing. More than three quarters of staff worked for Government Administration.

76% of staff worked in Government Administration

1. Number of public servants, breakdown by administrative posting and gender in 2019

	Number of employees	Share of men	Share of women	Weight
Governmental administration, including:	3,628	60.0%	40.0%	76.0%
<i>Ministry of Interior</i>	1,955	62.5%	37.5%	40.9%
<i>Ministry of Public Works, the Environment and Urban Development</i>	731	84.1%	15.9%	15.3%
<i>Ministry of Finance and Economy</i>	299	35.5%	64.5%	6.3%
<i>Ministry of State</i>	295	47.1%	52.9%	6.2%
<i>Ministry of Health and Social Affairs</i>	258	24.4%	75.6%	5.4%
<i>Ministry of Foreign Affairs and Cooperation</i>	90	35.6%	64.4%	1.9%
Municipality	717	45.9%	54.1%	15.0%
Prince's Palace	196	66.8%	33.2%	4.1%
Department of Justice	148	45.3%	54.7%	3.1%
Committees, assemblies and constitutional bodies	63	46.0%	54.0%	1.3%
Foundations	14	57.1%	42.9%	0.3%
Civil servants appointed in public organisations	10	30.0%	70.0%	0.2%
TOTAL	4,776	57.4%	42.6%	100%

Sources: Human Resources and Training Department, Monaco Statistics

As at 31 December 2019, the Government Administration accounted for 76% of civil service staff. More than half of employees in this area worked for the Ministry of the Interior. The Commune, which accounted for 15% of all staff, had more than 700 employees. Nearly 200 people worked at the Prince's Palace.

The gender distribution varies significantly from ministry to ministry, due primarily to the type of activity carried out: the Ministry of Health and Social Affairs was the most female-dominated (around three quarters of staff were women) while the Ministry of Public Works, the Environment and Urban Development had the highest share of men (more than eight out of ten employees).

The number of employees in Monaco's civil service rose by 1.6% between 2018 and 2019

There were 4,776 people working in Monaco's civil service as at 31 December 2019, an additional 74 people (43 men and 31 women) compared with the end of 2018, or a rise of 1.6%.

The gender distribution remained similar to that noted on 31 December 2018: the majority of public-sector employees were still men (57.4%).

The average age of civil service employees was the same for men and women as at 31 December 2019: 43.7 years (compared with 42 years in the private sector). The overall average age has significantly increased compared with last year (+0.2 years). The share of employees aged 35–44 fell slightly (-0.7 points), while the share of those aged 55–64 increased proportionally (+0.6 points).

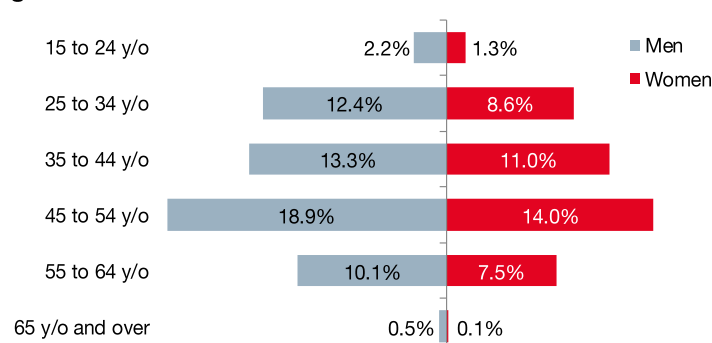
The 45–54 age group continued to be the most strongly represented.

2. Number of public servants, distribution and average age by gender in 2019

	Number of employees	Share	Average age
Men	2,743	57.4%	43.7 y/o
Women	2,033	42.6%	43.7 y/o
Total	4,776	100%	43.7 y/o

Sources: Human Resources and Training Department, Monaco Statistics

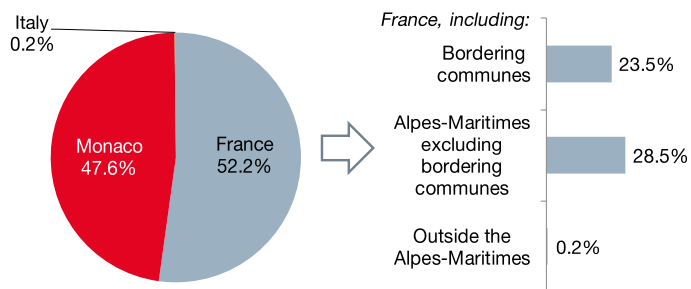
3. Distribution of public servants by age group and gender in 2019



Sources: Human Resources and Training Department, Monaco Statistics

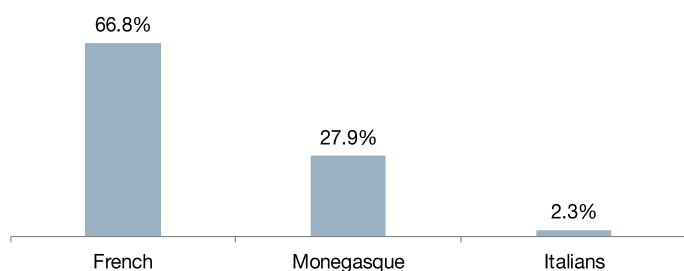
More than half of civil service employees lived in France

4. Distribution of public servants by place of residence in 2019



Sources: Human Resources and Training Department, Monaco Statistics

5. Distribution of public servants by most frequent nationalities in 2019

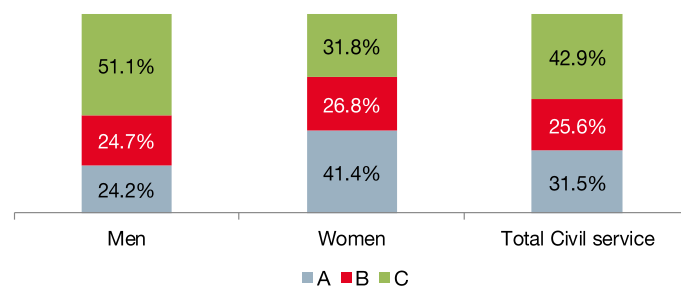


Sources: Human Resources and Training Department, Monaco Statistics

Proportion of staff in category A posts increases

At the end of 2019, 31.5% of civil service staff occupied a category A post, up nearly one point compared with the end of 2018. The proportion of staff in category C posts, on the other hand, fell (-0.6 points). This held true for both genders, although the increase in category A staff between 2018 and 2019 was more pronounced among women than men (+1 point and +0.6 points respectively). Women continued to be better represented in category A, while more than half of men occupied category C posts.

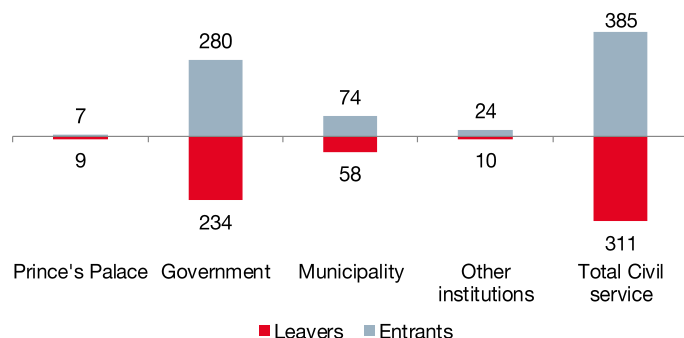
6. Distribution of public servants by job category and gender in 2019



Sources: Human Resources and Training Department, Monaco Statistics

The majority of new entrants joined the Government Administration

7. Number of civil service entrants and leavers by posting in 2019



Sources: Human Resources and Training Department, Monaco Statistics

Between 2018 and 2019, 385 staff joined the Monegasque civil service and 311 left, producing a positive balance of 74 people. The most significant recruitment took place in the Governmental Administration, with an additional 46 staff in 2019, nearly half of whom were posted to a department under the authority of the Ministry of State. Of the 385 new entrants to the civil service, 54% were men and most (around seven in ten) were French nationals.

These new recruits, who had an average age of 35, generally lived in France (55%, of which 26% lived in a neighbouring commune).

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.

