

ANNUAL REPORT 2023



Measuring, understanding

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INSEE AND OFFICIAL STATISTICS

INSEE collects, produces, analyses and disseminates information on the French economy and society to inform public debate and economic decision-making.

The National Institute for Statistics and Economic Studies

The French National Institute for Statistics and Economic Studies (INSEE) was created by the French Finance Law of 27 April 1946 (Articles 32 and 33), taking over the official statistics activity that has been performed without interruption since 1833. Today, INSEE is a Directorate-General of the Ministry of the Economy and Finance committed to achieving a strong and sustainable economy.

The Institute has offices across France and its employees are agents of the State. It is subject to public accounting regulations and its funds are part of the general State budget.

Working with complete professional independence

INSEE operates with complete professional independence. Created by the Law on the Modernisation of the Economy of 4 August 2008, the Official Statistics Authority monitors compliance with the principle of independence in "the design, production and dissemination of official statistics" (Law No. 51-711, Article 1). The National Council for Statistical Information (CNIS) facilitates interactions between the producers and users of official statistics.

Contributing to European and international statistics

Along with Eurostat, the statistical office of the European Union (EU), and its EU counterparts, INSEE contributes to building the



European statistical system. It also plays a part in the statistical work of international bodies such as the United Nations (UN), the International Monetary Fund (IMF) and the Organisation for Economic Co-operation and Development (OECD).

Coordinating Public Service Statistics

The Official Statistical System (SPP) is composed of INSEE and the 16 Ministerial Statistical Offices (MSOs), which carry out statistical operations in their field of competence (education, health, justice, etc.). INSEE coordinates the work of the SSP and decides together with the MSOs on the methods, rules and procedures for compiling and publishing statistics.



**JEAN-LUC
TAVERNIER**
DIRECTOR-GENERAL
OF INSEE

By taking the lead in analysing the resurgence of inflation, INSEE was able to continue with its missions to provide insights into social and economic phenomena in 2023.

For the first time in 40 years, price rises led INSEE to carry out numerous projects to document the factors behind this phenomenon and its impacts: by applying its survey and price data collection programme, rigorously calculating and publishing macroeconomic indicators, and illustrating the different situations that companies and households may be faced with. It performed more analyses to establish a link between facts and perception, to demonstrate how reliable its methods are, and to educate people. This analysis is critical for INSEE to remain relevant, credible and useful, essentially – at the heart of a pressing, topical debate.

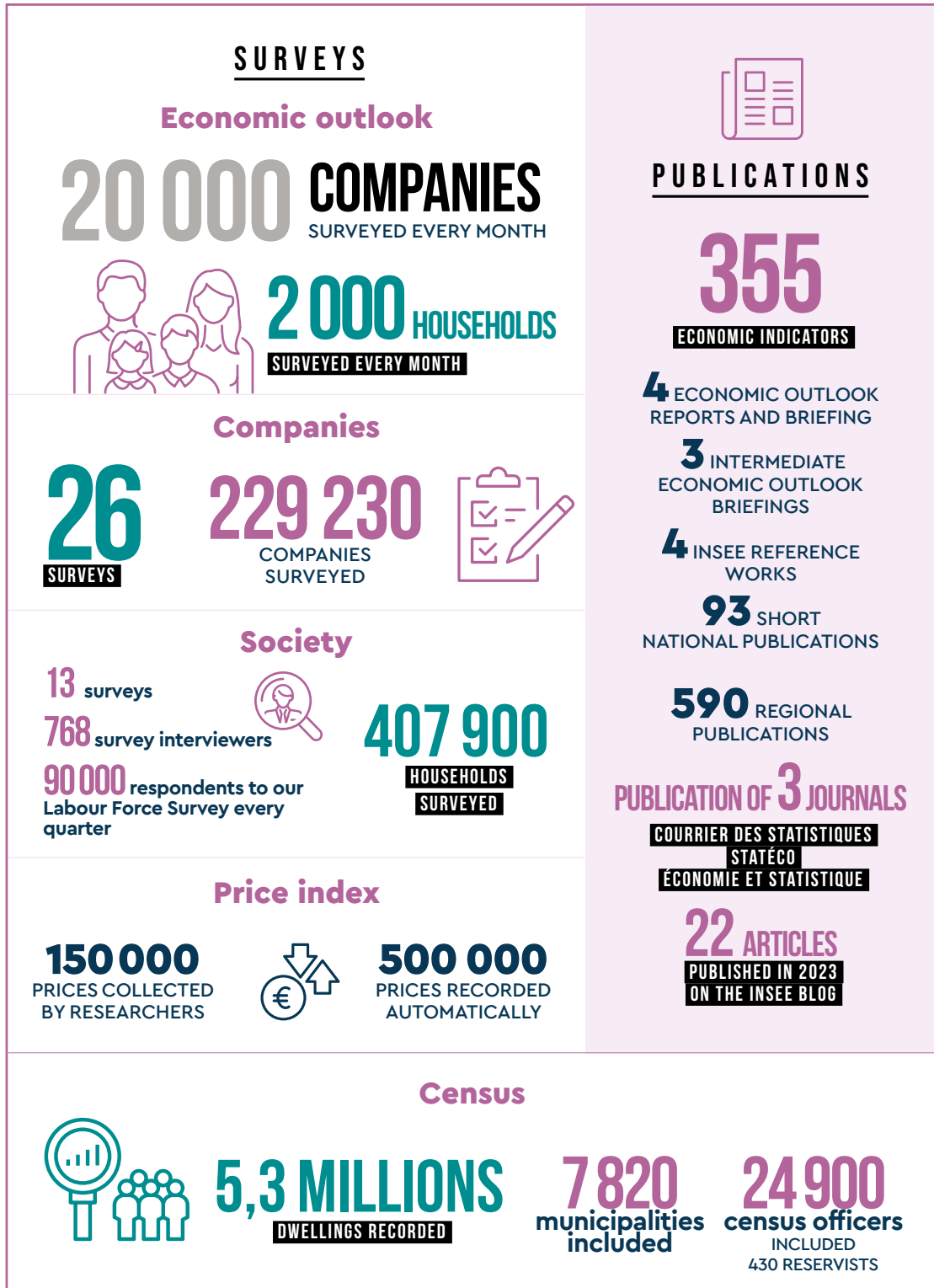
In addition to these numerous publications on inflation, many other issues were covered by studies conducted over the course of 2023 at national or regional level. Here, we can mention the *INSEE reference works* edition on immigrants and their descendants, publications on value chains in industry, on social mobility, on land artificialisation for housing, and much more. The ecological transition was, and will in the years to come continue to be, at the heart of many projects and studies as you will see in this annual report.

INSEE also took key steps in 2023 for its methods and benchmarks. In particular, it made progress with various modernisation projects, including the way the *Logement* housing survey data is collected, which began at the end of August with an innovative multi-method protocol, or the revision of the French Classification of Activities (*Nomenclature d'activités française – NAF*), in the wake of corresponding revisions at European and international level. It continued to reduce the time taken to produce certain indicators on employment and wages.

INSEE also continued to pursue its objective of reaching out to all audiences, using its educational and informational tools (such as the INSEE mobile app, the blog, data visualisations, videos) and through its partnerships. It continued to expand its range of open data and free software for users of its data and to facilitate access via a new catalogue.


I invite you to read this document and discover all the work carried out by INSEE's teams, who I would like to thank for their commitment and contribution to this essential cog in the democratic machine that is Official Statistics.

2023: THE YEAR IN FIGURES



USER COMMUNICATION AND SERVICES

Digital tools


72,7 MILLION VISITS
 to our Insee.fr site

159 865
 INSEE blog views


92 000 SUBSCRIBERS
 to our X/Twitter account @InseeFr

15 regional X/Twitter feeds

53 200
 LinkedIn subscribers



144 282
 INSEE MOBILE APP DOWNLOADS
 since mid-2021

Media


50 620
 PRESS MENTIONS AND QUOTES
 ACROSS ALL MEDIA CHANNELS

User support


125 000
 EMAIL REQUESTS RECEIVED


448 000
 TELEPHONE CALLS RECEIVED


38 000
 CHATBOT CONVERSATIONS*

*on sirene.fr, on le-recensement-et-moi.fr, on the Coltrane company survey platform

INTERNATIONAL RELATIONS


 PARTICIPATION IN
180 INTERNATIONAL
 GROUPS,
 OF WHICH 4/5 ARE EUROPEAN


86 INTERNATIONAL
 COOPERATIVE PROJECTS

MAJOR DIRECTORIES

116,6 MILLION

PEOPLE LISTED ON
 THE FRENCH NATIONAL
 IDENTIFICATION REGISTER
 OF INDIVIDUALS (RNIPP)

48,9 MILLION
 people listed on
 the Single Electoral
 Register (REU)¹

14 MILLION
 active companies
 and 14.9 million
 production units
 registered with
 Sirene

99 300
 active *Legal Entity
 Identifier* (LEI)
 registrations

1. excluding New Caledonia

SURVEYS CONDUCTED IN 2023

To produce information on the French economy and society, INSEE conducts large surveys among companies and private individuals. In 2023, almost 40 surveys were conducted for this.

Every year, INSEE organises and manages the population census survey conducted by the municipalities. This provides information on socio-demographic changes at a granular regional level, which can then be used, for example, to assess the resulting needs in terms of infrastructure. The Labour Force Survey (*Enquête emploi*), which is carried out every year, seeks to describe the labour market and any changes that take place, in addition to the unemployment rate, which is its flagship indicator. To complement this, other surveys are carried out among private individuals on various subjects (resources, spending, housing, training and skills, heritage, etc.) in order to provide insights for

public debate in France and Europe. INSEE collects data from companies on their structure (size, sector, work force, etc.) and on their activities (order book, investment, etc.). It also carries out subject-specific surveys in various areas, including energy consumption, new technology, and innovation. Furthermore, INSEE develops diagnoses and forecasts for the economic situation in France. More specifically, each month, it calculates the consumer price index to assess inflation, which has been under particular scrutiny in 2023.

Take a look at the illustrated representation of the subjects for which INSEE conducted surveys in 2023.





MAKING SENSE OF THE FIGURES

ECONOMIC PHENOMENA

In 2023, INSEE provided key data on the economic situation, in particular on inflation, and drew analyses beyond the numbers.



Measuring inflation and its effects

Faced with a resurgence in inflation not seen for 40 years, INSEE continued its work in 2023 to measure as precisely as possible the scale of the phenomenon and its determining factors, to predict how the situation would evolve, and to provide clarification of its impacts on people's income and on business activity. The analyses produced have helped to show the range of situations and establish a link between facts and perceptions. The analysis of changes in business consumer and producer prices has therefore been key to the economic outlook reports and briefing. This has been compared to observations made by our European neighbours. The increase in food prices, which reached unprecedented levels of +15.9% over the year to March 2023, was subject to specific examination. In this context, a blog post also recalled that inflation includes shrinkflation, whereby the size of certain products is reduced.

The impact of inflation on companies

The impact of the increase in energy prices on companies led to several studies. One of these focused on assessing how this increase and the increase in the costs of imported inputs have impacted production costs for companies and then been passed on via sales prices. In February, with the results of a very quick survey conducted among electricity suppliers, it was possible to share information on the foreseeable changes in business electricity prices in 2023. This survey was repeated in December 2023 and extended to gas suppliers, so as to assess the provisional electricity and gas prices that will be charged to companies in 2024. Late in the year, the advance results of the 2022 annual survey on industrial energy consumption (*Enquête annuelle sur les consommations d'énergie dans l'industrie*) were used to clarify the types of electricity and gas contracts used by companies, the tariff increases they experienced at fixed-price contract renewal and the resulting fall in energy consumption. The



impacts of tariff increases on the production of companies, in particular those companies with the highest energy consumption levels, and their set sales prices were also analysed. The impact of price rises on companies with the highest energy consumption led to a study conducted in the Hauts-de-France region, where more energy is consumed in industry than anywhere else in France.

The impact of inflation on households

The consequences of the price increases on household consumption habits were also documented throughout the year. Thanks to new questions introduced into the monthly consumer confidence surveys, it has been possible since late 2022 to provide a quarterly

overview of the characteristics of households whose habits have changed the most, and the products and services most affected. In this context of high energy price rises, material and social deprivation in 2022 reached its highest level since 2013: a study published in July 2023 shows that the number of people reporting insufficient funds to adequately heat their houses rose significantly. INSEE also measured additional expenditure caused by inflation in 2022, with the same consumption level, based on people's standard of living: the increase in standard of living only partly offsets this additional expenditure and this offsetting differs depending on standard of living.

Analysis of economic activity

In the context of the Climate and Resilience Law of August 2021, which asks local authorities to list their areas of economic activity and to push for a more economic development policy in terms of space and resources, a study primarily using the geolocated SIRENE repository was conducted in July 2023, mapping 13,700 areas dedicated to economic activity in France and characterising the companies established there.

In the Pays de la Loire region, a series of studies released in 2023 and involving several partners, including the Regional Department of Economy, Employment, Labour and Solidarity (DREETS), highlighted the assets and weaknesses of the various strands of the regional economy and the dynamics involved. These results will enable public decision-makers to provide better support for the transformations of the productive system currently taking place. These relate to the characteristics of the productive fabric, focusing, in particular, on certain sectors such as industry, seasonal employment and recruitment difficulties in construction.



DIVERSITY IN FRENCH SOCIETY

The surveys conducted by the Institute among private individuals have enabled it to draw up a true social profile of France. Examples from 2023.

Demographic changes

INSEE regularly publishes studies to provide insights into demographic changes in particular the ongoing phenomenon of the ageing French population. This can be seen in the spectacular increase in the number of centenarians (30 times more than in the years 1960–1975), whose characteristics and living conditions were described in detail for the first time in a dedicated publication in April 2023. While ageing affects almost all regions of France, it is particularly prevalent in the French Antilles, as shown in the 2022 demographic reports carried out in Guadeloupe and Martinique. In this context, the results of the migration, family and ageing survey (*enquête Migrations-Famille-Vieillesse*), conducted in partnership with the National Institute for Demographic Studies (INED) in all overseas departments, provide insights into the socio-demographic changes taking place in these regions and advocate

for the implementation of suitable social and health policies at local level. 2023 was also marked by a significant drop in births, which INSEE documented at national and regional level on a monthly basis.



11 years after the first edition, a new *INSEE reference works* publication on immigrants and their descendants was released in March. It is primarily based on the trajectories and origins survey (*Enquête Trajectoires et Origines*) carried out with the INED. While the profile of immigrants is constantly diversifying, this demographic, economic and social profile of the population with links to migration also offers an analysis of the religious diversity in France and an assessment of the scope of labour market discrimination suffered by people of Maghrebi origin.

EXTERNAL PERSPECTIVE



DENIS ROCHETTE
COORDINATOR
AT ATD FOURTH
WORLD

What led to this partnership being fostered with INSEE on measuring serious poverty?

In May 2019, ATD Fourth World and the University of Oxford presented the results of an international three-year research project on the hidden dimensions of poverty to the OECD. The project included people with experience of poverty as co-researchers.

Living conditions and society

Social inequalities

The 2023 edition of *France, portrait social (France, Social Portrait)* established an in-depth overview of social inequalities in various areas, based on the revised socio-professional classification: satisfaction with life and well-being, health of young people and their consumption of psychoactive substances, social proximity of partners in relationships, inequalities in standard of living and wealth, inequalities in guidance at the end of school and inequalities in terms of health, in France and in Europe.

Mobility within the income scale

By using panel tax data from between 2003 and 2019 in an original way, one study showed that the mobility of individuals within the income scale over the period was weak. This fits with the usual diagnosis for changes in income inequalities in France and a previous innovative analysis of intergenerational mobility in terms of income.

Spatial segregation

While large towns and cities are the meeting place for populations of various income levels, these people with different income profiles do not live in the same places, which we refer to as spatial segregation. By using a method implemented in a national publication on the 50 biggest cities in mainland France, IN-

SEE sought to understand how social diversity has changed over the last 15 years in the metropolitan area of Paris and the 68 station neighbourhoods of the Grand Paris Express region, in two studies carried out in partnership with the association *Atelier parisien d'urbanisme* (Apur).

Spatial price comparison

Seven years after the previous version, the results of a new spatial price comparison survey (*enquête de comparaison spatiale des prix*) were released in mid-2023. These garnered widespread media and political attention, specifically in the overseas departments and territories, given that the standard of living of the inhabitants here is significantly lower than that of mainland France and prices are significantly higher. This survey also shows updated price gaps between the Paris region and provincial regions, and between Corsica and other provincial regions.

Digital illiteracy

The digitalisation of society is simplifying day-to-day life for some, but also making it harder for others: for example, 16% of people aged 15 or above are digitally illiterate. INSEE published a study in June 2023 measuring the scale of this phenomenon by region and by region type and found that it is more prevalent in municipalities situated far from towns and small urban centres.

Exchanges conducted with INSEE led to the project entitled "*Mieux connaître la grande pauvreté pour mieux la mesurer*" [Better understanding serious poverty in order to measure it more effectively] carried out in 2022 with people having experienced serious poverty, in partnership with the charity, *Secours Catholique*. This project concluded with a day spent at the INSEE offices and a working document published by the Institute. A new stage has now been launched with people having experienced poverty and an additional partnership fostered

by INSEE with the Paris School of Economics.

In your opinion, what are the limits of the main mechanisms used to measure poverty?

When we discuss poverty with people who have experienced it, income is rarely the first consideration. They mention things like institutional and social ill-treatment, fears and suffering, hardships, restrictions, health, isolation, dependency, and also their unrecognised skills and their day-to-day struggles. Income and hardships alone do not adequately explain the many dimensions of experienced

poverty and the everyday struggle for them and others.

What lessons can we learn from INSEE's more qualitative approach?

We firmly believe that expanding the view of poverty to include all its various dimensions in the INSEE surveys and publications can change the perspective of society and, consequently, help to bring about public policies that truly leave nobody out, by incorporating the experience and knowledge of the poorest in society.

ENVIRONMENTAL DIAGNOSES AT REGIONAL LEVEL

The Institute is working to meet the major challenges posed by relevant statistical insights into environmental issues, at both national and local level.

Greenhouse gas emissions from commuting

Greenhouse gas emissions from commuting vary by region and primarily depend on the density of public transport, as shown by a study released in late 2023 and carried out in partnership with the Data and Statistical Studies Service (SDES) of the Ministry for the Ecological Transition. This is illustrated by two regional studies: one concludes that commuters in Île-de-France use cars less frequently and therefore emit relatively little CO₂, while the other shows that commuters in Hauts-de-France emit more than the national average as they travel longer distances.

An internal seminar bringing together regional directors and their head of studies was organised in September 2023 to better incorporate the spatial dimension into INSEE's works as a full component to analyse these problem areas. Furthermore, at the annual regional directors' seminar, Jean Jouzel, a world-renowned scientific expert and member of the intergovernmental climate change expert group (GIEC) for over 20 years, gave a speech on the ecological transition.



Public exposure to risks and pollution

One study highlighted that the regions of Provence-Alpes-Côte d'Azur that are most exposed to air pollution are primarily located in large urban areas along the coast and in the Vallée du Rhône in which the main roads, industries and populations are concentrated. This comes with a strong message that the socio-economic situation of the inhabitants of these regions is often less favourable. Another example can be seen in Réunion, where a particularly noteworthy study established a link between maps of risks and pollution in terms of road noise, poor quality drinking water, the risk of flood or landslide, and the population living in areas identified as being at risk.



Use of space for housing



The use of space associated with housing between 2009 and 2019 differs significantly by region, and even within regions, as shown by studies carried out in Nouvelle-Aquitaine to support the implementation of the Climate and Resilience Law in partnership with the Regional Directorate

for the Environment, Development and Housing (DREAL) and the Vienne Department Directorate. This issue was also addressed in two studies in Normandy and Pays de la Loire, which highlight the high level of use of space in these regions, despite low demographic dynamism in the first region and owing to a sharp rise in the number of households in the second. The development of second homes is also contributing to space consumption: one study conducted in Brittany, which received considerable coverage in national and local media, highlights the fact that second homes are primarily situated along the coast and that half are held by inhabitants of the region or from Pays de la Loire.

Waste

In Bourgogne-Franche-Comté, a study conducted with support from the French Environment and Energy Management Agency (ADEME), the DREAL, and the agency Alterre found that improvements have been made in the separation and recycling of household waste.

In partnership with the Corsica Economic Development Agency, the regional directorate highlighted the fact that island-based construction institutes providing energy improvement works are granted the RGE (Environmental Guarantee Recognition) label less often than those in other areas.

SUPPORTING PUBLIC POLICIES

INSEE uses its studies and data to support public policies.

In 2023, INSEE took part in discussions with local decision-making bodies, in particular in connection with considerations about the outlook for the period up to 2050.

In Corsica and Normandy, INSEE presented the main lessons learned from the demographic forecasts for this time frame to the directors of the departments concerned. In Île-de-France, the Regional Committee for Economic and Social Information (CRIES), the body responsible for consultation between users and producers of economic and social information, celebrated its 40th anniversary with presentations looking back on 40 years of demographics, employment and transport, as well as two round tables on future prospects. In Auvergne-Rhône-Alpes, a study on the current situation regarding access to equipment and the key role of rural centres was presented to the Regional Economic, Social and Environmental Council (CESER). In Occitanie, socio-economic profiles for each of the 13 departments were presented to civil service employees as part of the regional platform offering interministerial support for human resource management (PFRH).

Furthermore, several INSEE regional directorates signed a partnership agreement with the Regional Audit Chamber to deepen understanding of the regional territory through regular meetings, studies or analyses, and sharing of data.

As part of a partnership with the Interministerial Delegation to Combat and Prevent Poverty seeking to analyse differing situations of poverty by region, six profiles of poor households were defined. The national study and its regional versions provide diagnostic elements for the latest generation of solidarity pacts at local level.



In 2023, the Institute contributed to the report managed jointly by Jean Pisani-Ferry and Selma Mahfouz entitled “*Les Incidences économiques de l’action pour le climat*” [The economic impacts of climate action], highlighting the need for appropriate and precise statistics in order to provide insights on public action and public debate on various aspects: estimating greenhouse gas emissions, monitoring public policies affecting companies and households, assessing investments associated with the transition, etc.



INNOVATION ON THE FRONT LINE OF DATA SOURCES

DIFFERENT WAYS TO USE DATA

As part of a strict legal framework and in collaboration with private and public partners, INSEE tests the contribution of new data sources as a supplement to the surveys and administrative sources, and develops statistical processing operations to make better use of these new sources.

Private data

Scanner data

Measuring household food consumption as accurately as possible is key, particularly as this is changing in an exceptional way. This is why INSEE made changes to the method used to calculate the quarterly change in this economic indicator in 2023. But how did it do this? By using food retail scanner data to provide greater accuracy and a more detailed level of product analysis. A blog entry was published to explain these changes in greater detail.

Bank data

Complementing survey and administrative data and rarely used in French studies to date, anonymous data from bank accounts allow for day-to-day monitoring of household spending and cash flow. These elements providing information on the financial situation of households also have the advantage of being available very quickly. They were used in two INSEE publications relating to identifying overdraft usage and spending peaks the day after payday (based on data from La Banque postale) and to the way in which motorists change their fuel consumption according to short-term price changes (based on data from Crédit Mutuel Alliance Fédérale), respectively.

La Poste forwarding contracts

To supplement the information provided by the population censuses, administrative management data, such as forwarding con-



tracts offered by La Poste, was used to judge the extent to which residential mobility was affected by recent phenomena such as the Covid-19 crisis or the increase in remote working. Despite their limited relevance for analysing house moves, this data confirms that the trend of people leaving large metropolitan areas and the Paris region and moving to smaller towns further from urban nuclei, which was prevalent before the health crisis, rose between 2019 and 2021.

Administrative data

A more accurate measure of concealed activity

In the national accounts, any form of activity of companies in French territory must be incorporated into the gross domestic product. Concealed activity should also be part of this. In 2023, INSEE released a new measurement of undeclared company activity and estimated the amount of undeclared turnover for 2014 to be €33.1 billion and that of unobserved added value to be €31.6 billion. The previous estimates from 2011 (for the year 2006) were €20.0 billion and €40.7 billion, respectively. How should we understand such a gap between the two? "This is mainly explained by improvements in the estimation method and the availability and use of more detailed sources from tax assessments, which, in particular, make it possible to measure the scope of hidden intermediary consumption," say Cécile Welter-Medée and Simon Quantin, authors of the working document. Their innovative approach, in terms of both its use and incorporation of more granular data and its use of machine learning, has made it possible to incorporate greater accuracy and finesse into their work and results.

An innovative use of company balance sheets and social accounts

Since 2021, INSEE has been working to obtain widespread and automatic (machine learning) access to data from balance sheets in company social accounts. In 2023, the project was continued by applying innovative methods such as looking for tables in a document or automatically converting PDF documents into spreadsheet files. Currently, the data is accessed manually, which is a major restriction. The extraction process should make it possible to automatically obtain the information required, thereby improving INSEE's statistical production and the production of economics experts. An initial prototype created in collaboration with Banque de France is expected in 2024.

A new directory to facilitate statistical production

INSEE carried out a consultation for the RÉSIL Statistical Directory of Individuals and Housing (*Répertoire statistique des Individus et des Logements*) seeking to update the production of demographic and social statistics, in particular by facilitating the use of administrative sources and matching data from various sources. This directory is for Official Statistics statisticians, with production set to start in 2025. Following a broad consultation process conducted in 2022 for this project with the aim of benefiting from external perspectives, the National Commission for Information Technology and Civil Liberties (*Commission nationale de l'informatique et des libertés - CNIL*) was consulted in 2023 and a favourable opinion was returned. The opinion came with recommendations to support the implementation and strengthen some of the planned guarantees, in particular relating to IT security, transparency of the RÉSIL directory and its uses, and the mechanism's conditions for development. The Council of State decree authorising the implementation of the RÉSIL directory was published in January 2024, accompanied by the decree establishing the list of sources used to establish the directory. INSEE created a dedicated area on insee.fr to meet the need for transparency highlighted by the CNIL.



NEW WAYS OF ASSESSING KEY AGGREGATES

INSEE performs methodological work and experiments to promote the quality of its operations and the quick provision of its data.

Carbon footprint

The investigations carried out to improve how the carbon footprint is calculated for a group of households (for example, the wealthiest) are an example of the methodological work performed by INSEE to produce reliable statistical indicators on key subjects such as the ecological transition. The usual method of establishing a household category breakdown of the national carbon footprint for a particular product in proportion to the expenditure of these categories for that product does not give sufficiently accurate results. It is therefore necessary to have detailed data for each household category on the physical quantities consumed, with sufficient detail to measure products with similar carbon intensity in terms of carbon content, and on the main characteristics of the households. This work is part of the efforts of the Institute and Official Statistics to provide sound statistical data to estimate the scale of these changes and to measure their effects. This was the subject of the symposium organised by



the National Council for Statistical Information (*Conseil national de l'information statistique – CNIS*) on 10 March 2023. Entitled “*Mesurer la transition écologique : perspectives économiques*” [Measuring the ecological transition: economic prospects], this meeting was an opportunity to discuss the ongoing work in the field of Official Statistics and the expectations of stakeholders (associations, public and private entities) and researchers with the 100 or so participants.

The economic weighting of tourism

France takes pride in its position as the world's number one country for tourism. But what does tourism mean for the French economy? And how does its weighting change from year to year? To answer these questions and provide insights to all tourism stakeholders and the interested public more widely using reliable data, INSEE developed what is known as a tourism satellite account. In 2023, a measure of French tourism gross domestic product (GDP), to complement that of tourism consumption, was developed for the first time in line with internationally standardised concepts and methods. This showed that

touristic GDP represented 3.0% of the total French GDP in 2021. The increased digitisation of the monthly survey on collective tourist accommodation occupancy also led to an early release of the results for the 2023 summer tourist season: the INSEE Focus edition analysing the results from May to August was released on 27 September to coincide with World Tourism Day. Another key survey for mapping tourism-related practices is the survey on business and personal trips taken by French people, which was tested in 2023 and conducted in 2024 as an experimental pilot. This led to insights into the tourist destinations and spending during these trips.

Wages and employment



The use of the **Nominative Social Declaration (déclaration sociale nominative - DSN) and the updating of the statistical information mechanism** based on the data used are progressively bringing positive results, with time frames for disseminating data on wages and employment being reduced. In terms of annual data, a year was gained compared to the pre-pandemic period regarding the publication of wages in the private sector in 2022, which effectively came in November 2023. At the same time, one month was gained for the quarterly publication of changes in the hourly labour cost and hourly wages: an initial estimate is now available 45 days after the end of the quarter in

question, compared with 75 days previously. The hourly labour cost indices used in indexation clauses are also published one month earlier. A blog post was also released to clarify the data published on wages. As regards the quarterly estimates of salaried employment, produced jointly since 2017 by Urssaf, INSEE and the DARES, the detailed results are now available 60 days after the end of the quarter (compared with 70 days before) at national level, and after 80 days (instead of 90) for local figures. The next steps will be to reduce the time frames for the dissemination of annual data on civil service wages, and the flash estimate of quarterly salaried employment.

EXTERNAL PERSPECTIVE



DELPHINE VESSILLIER
HEAD OF THE SURVEYS AND STATISTICAL STUDIES DEPARTMENT AT THE FRENCH BUILDING FEDERATION (FFB)

What is the benefit of the hourly labour cost index for a federation such as the FFB?

In particular, the FFB looks at Labour Cost Indices (LCIs), which are revisable, to understand the wages and charges component as part of economic monitoring of prices and costs in the building sector. The harmonisation of these indices also allows for European comparisons. The all employees-revised hourly labour cost indices (ICHTrev-TS) are regularly used by companies via the indexation

clauses in employment contracts.

What needs are met by INSEE's 2023 work to shorten the time frame for publishing this index?

For the purpose of contract indexation, it is important to have data that correlates as closely as possible to the economic reality encountered by companies over the course of the contract. The immediately final nature of the ICHTrev-TS makes it easier to quickly apply indexing formulas and to limit the risk of disputes between market players. As users, we therefore need the most reliable data possible within the shortest possible time frame.

What is the benefit of this?

In addition to the direct benefit of being able to use indices more quickly and

more closely to the project time frame, we should also highlight the indirect effect on the "BT" building indices. The resilience plan put in place by the government over the course of spring 2022 provided, in agreement with the professional organisations in the sector, for the reduction of the time frame for publishing the BT indices from 80 days to 45 days after the end of the month. Initially, this required adjustments to the current method used to compensate for the unavailability of the hourly labour cost indices in some months. Going forward, the hourly labour cost indices are taken into account with a three-month delay for all months. All this helps to ease end-of-project relationships, with price indexations implemented more quickly and without subsequent adjustments.

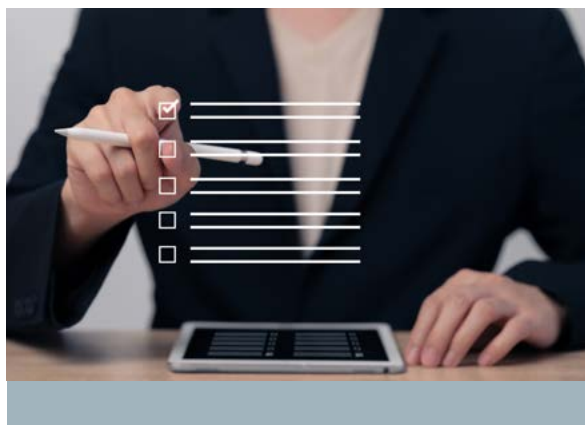
NEW WAYS OF SURVEYING HOUSEHOLDS AND COMPANIES

INSEE is focused on optimising the ways in which data is collected for its surveys and the multi-modal format is an illustration of this.

The transition of household surveys towards multi-modal formats, which combine the use of face-to-face interviews, phone calls and the Internet, has become a key strategic direction for the Official Statistics services. Offering interviewees multiple ways of responding that match their range of lifestyles and preferences should make it possible to maintain high response rates. This also allows for the network of interviewers to be used where they will be able to provide the most added value, for example for the most complex questionnaires and initial interviews for panel surveys. The 2023-2024 national housing survey (*Enquête Logement*) illustrates this strategy, which is gradually being rolled out further: Internet and phone are used alongside face-to-face interviews, which were used to carry out previous editions of the survey.

The Opise survey (*Observation des prix de l'industrie et des services* [Observation of prices in industry and services]) allows INSEE to collect data from companies that is required to calculate producer price indices in industry (monthly) and services (quarterly). In 2023, a new way of updating specific areas

was trialled. Previously, these had been entirely entrusted to business-expert survey engineers (I3E) tasked with working with companies to define the products for which the prices would be monitored on a monthly basis. The possibility of sending companies a digital and self-administered survey was tested. An initial report confirmed the feasibility of the method. New trials will be carried out over the course of 2024 in order to firm up the terms for the potential roll-out of this data collection method.



The process for incorporating Mayotte into the statistics, as for the other overseas departments and territories, continued in 2023, despite a particularly difficult social and security situation (plan to reduce precarious housing, work on road networks, drastic water rationing measures). Activities to collect data in the field were even more difficult than before. The commitment and quality of work of the regional service agents were key to addressing the challenge of continuing to collect data for the third annual census survey, and conducting both a “legacy” Labour Force Survey in the second quarter for the previous year and an initial ongoing Labour Force Survey as in the other overseas departments and territories. The plan to integrate Mayotte into the consumer price index with the aim of achieving homogeneous processing across all French territory in accordance with European regulations was also completed. As across all national territory, price surveys are now carried out using tablets and no longer on paper.



REACHING OUT TO ALL OUR STAKEHOLDER

REACHING AS MANY PEOPLE AS POSSIBLE

Providing statistical reference information is a key part of INSEE's work for the general public and students.

Data appropriation tools

In 2023, INSEE designed a new life expectancy data visualisation tool. Freely accessible on insee.fr, this interactive tool allows users to compare the demographic indicator and its development for men and women, at different ages or by social background (education, standard of living, socio-professional category), at national, department or European level. Furthermore, the Institute once again used video to explain some of its statistical concepts, methods and results: following inflation in 2022, it also released a video on life expectancy to accompany the new data visualisation tool and a new mini series of videos (four episodes) on the subject of wages. The INSEE library also worked with the YouTube popular history channel Nota Bene to offer a video entitled "*Les chiffres sont-ils neutres ?*" [Figures: are they neutral?] which maps the history of Official Statistics from the 1830s to today. To make it easier for everyone to access statistical information, insee.fr now offers a search filter entitled "*Première*

approche de notre offre" [Initial approach to what we offer]. Here, users can find, in particular, the "*Essentiel sur*" [Essential information on] collection, which continued to be developed in 2023 with reports on wages and tourism. The Institute and its regional directorates are very active on LinkedIn and Twitter/X. The regional directorates for Auvergne-Rhône-Alpes, Corsica and Guadeloupe-Martinique-French Guiana joined X in 2023. The latter also created a regional LinkedIn account. The regional directorate for Provence-Alpes-Côte d'Azur is also on YouTube.



Action to disseminate the statistics culture

To raise awareness of statistics among the youngest members of French society the Institute regularly visits schools. For example, in 2023, in Centre-Val de Loire and Provence-Alpes-Côte d'Azur, visits to classes of pupils aged between 9 and 11 took place to show reference figures at various regional levels and to raise pupil awareness of the reliability of information sources. These events are part of the framework of initiatives conducted by INSEE to develop the statistical culture of French people, in line with the recommendations of a joint audit report issued by the Inspectorate General for Education, Sport and Research (IGÉSR), the Inspectorate Gen-

eral for Cultural Affairs (IGAC) and the INSEE Internal Audit Unit in March 2023. This is also the case for work carried out in collaboration with the Ministry of National Education, with which INSEE signed a framework agreement in February 2023, to feed into a web service on Eduscol, the information and support site for education professionals. The "*Stat histoires*" [Statistics Stories] seminar cycle from the INSEE library, for university researchers and Official Statistics agents, aims to highlight the history of Official Statistics and quantification in order to provide insights into economic and social phenomena.

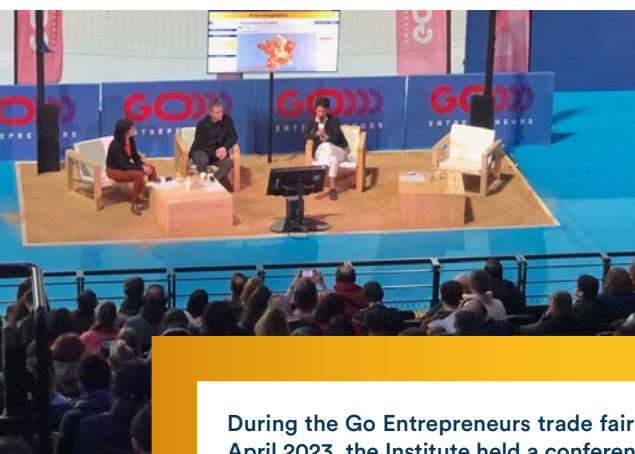
REACHING COMPANIES

INSEE works to facilitate administrative processes for companies and inform them of the services it can provide.

Supporting the roll-out of the one-stop shop scheme

Since 1 January 2023, in accordance with the Pacte Law of 2019 and in order to streamline business processes the procedures for creating, ending or amending business activities can be carried out via the one-stop shop for business processes. This digital one-stop shop replaces the six networks of business procedure centres. It is the interface between companies submitting declarations and the receiving bodies such as INSEE, irrespective of the company's business activity, location and legal form. Its

implementation was entrusted to the National Industrial Property Institute (*Institut national de la propriété industrielle - INPI*) and is accessible from the INPI e-procedures portal. In this environment, which is still shifting even in 2023, many INSEE teams are working to support companies facing difficulties, providing telephone assistance to help with queries from companies being addressed by the INSEE Contact service, while the SIRENE register teams worked with the INPI to rectify any bugs in the one-stop shop system.



During the Go Entrepreneurs trade fair in April 2023, the Institute held a conference entitled “Préparer gratuitement votre étude de marché avec les outils de l’Insee” [Prepare your market study with the free-of-charge tools from INSEE]. The experts from the sirene.fr site and Local Statistics site highlighted the opportunities offered to project leaders in identifying their base location, potential competitors, etc.

Management of the ProConnect service

Alongside the digital department (SNUM) of the Ministries of Economy and Finance, INSEE also participated in the development of a new service for companies, ProConnect. This makes it possible to validate the identity of company directors in just a few clicks and makes it easier for businesses to access administrative procedures online on the administrative portals that have adopted it. The management of the ProConnect service was transferred to INSEE, with a dedicated team set up in September 2023 to carry out business and IT maintenance and to operate the service.

REACHING EXPERT DATA USERS

INSEE continuously expands and improves its open data and open source services. It also makes it easier to search for and use its data sets.

INSEE is continuing its initiatives to facilitate the use of its data. In 2023, it worked on the new Melodi application (*Mon Espace de Livraison en Open Data de l'Insee* [My area for receiving open data from INSEE]), the beta version of which was released in February 2024. As an access point to the Institute's data services, this catalogue allows users to search for data sets that meet their needs using a number of filters: indicator (for example, gross domestic product or population), geographic level, analysis approach (for example age or activity sector) and source. The catalogue is available in its entirety in French and English, and offers various ways of accessing data based on how it is to be used or assessed. Key work has been carried out to describe the metadata in the international standards and to harmonise naming between sources (variables and terms). The beta version is set to be regularly enhanced with new data sets and new function-

alities before the stabilised catalogue is released in summer 2024.

INSEE provided data that could be used to map the geographical boundaries for each polling station. Coupled with the election results provided by the Ministry of the Interior and Overseas Territories for each polling station, this data can be used to develop an accurate analysis of the differences in electoral behaviour from one district to the next within a municipality. For this, a file links the anonymised addresses of voters, taken from the single electoral register (*Répertoire électoral unique*), and the polling station at which they are registered. The IT programmes also offered for using this data make it possible to compare polling station "areas" or "boundaries" and to cross-reference these with other information (standard of living, age of population, etc.).

EXTERNAL PERSPECTIVE



CHRISTOPHE BLEFARI
FREELANCE
DATA ENGINEER

Since 2023, INSEE has been providing census data in parquet format. How do you use this data?

I use the INSEE census data via data.gouv.fr for educational and outreach purposes via DuckDB or similar technology.

What are the benefits of this format?

There are many benefits to the parquet format. It is a

column-based format, which makes it more optimised for data analysis. In fact, when carrying out analytics, we generally want to group data and make calculations based on entire columns. What's more, when data is organised in columns, it is easier to compress. This reduces its hard disk space and bandwidth, and optimises memory reading, which of course can lead to financial savings. A parquet file also contains the data schema (column types), which is an advantage over other formats (such as CSV) as data that is read is already typified, by the producers. We can also do what we call "predicate pushdown",

which allows you to read columns or partitions while omitting others and therefore reduces read time enormously. All this offers improved reading and calculation performance.

And are there any disadvantages?

Parquet is a binary format, so it is therefore not possible to open it in a text editor or in Excel. However, it is still a file format that INSEE should use more often as it is a usable standard in all programming languages.



POOLING AND BUILDING SHARED STATISTICS

FRENCH OFFICIAL STATISTICS ON THE MOVE

INSEE manages and updates many benchmarks that are useful for Official Statistics and for the administrative services more generally.

Information on countries under the full and standardised Official Geographical Code

The Official Geographical Code (*code officiel géographique - COG*) is a reference point managed by INSEE and updated each year. It brings together the codes and descriptions on 1st January of the current year for the municipalities, cantons, arrondissements, departments, regions, local authorities with departmental jurisdiction and foreign countries and territories. In 2023, to meet both administrative and statistical needs, the Institute redesigned the section on country codes. For people born outside of France, the code for a country or territory of birth is given in the identification number in the register (NIR), more commonly known as the "so-

cial security number", in place of the municipality code for people born in France. All the information on the countries given in the COG since 1943 was updated, with the aim of creating a complete and reliable historical file (in particular, showing which country (with its code) replaced another for those that have undergone changes). "It is an updated country file, with unique codes and descriptions verified thanks to participation from the French National Toponymy Commission and the Ministry of Foreign Affairs, which has been released," summarises Joachim Clé, an expert from INSEE's national hub for geographical benchmarks.

A new activity classification from 2025 onwards

The French Classification of Activities (*Nomenclature d'activités française - NAF*) is defined by statisticians with a view to creating economically relevant groupings of companies and establishments based on their type of activity. Managed by INSEE, it is a widely shared reference tool that establishes the code for the main business of companies and associations, the "APE code", used in the information systems of various bodies.

While the activity classifications need to retain a certain level of stability, owing to their status as benchmarks, they must also take account of changes in the economic environment in order to remain relevant. This is why, as part of a major process to update all the activity and product classifications at European and global level, INSEE used the 2022-2023 period to revise the NAF. The new NAF was drawn up as part of a CNIS working group, bringing together numerous stakeholders, from with-

in and outside the Official Statistical Service, representing producers and users of statistics, trade unions and professional organisations, experts and researchers, as well as other users of the NAF, such as social security bodies and government departments that are partners of the SIRENE register. The working group, coordinated by INSEE, gathered and analysed the needs of users in order to meet these as effectively as possible in compliance with the defined European framework.

As a result of this work, the NAF 2025 was adopted by INSEE in December 2023, following a favourable opinion from the CNIS Bureau. In April 2024, it was approved by the European Commission. It will enter into force firstly in the statistical directories over the course of 2025, and then in all statistical operations by the end of 2028. All APE codes for units registered in the SIRENE register will change in January 2026.

CONTRIBUTING TO EUROPEAN OFFICIAL STATISTICS

INSEE plays an active role in the European Statistical System coordinated by Eurostat.

Private data at the heart of the revised regulation 223 of European Statistical Legislation

Regulation 223 of European Statistical Legislation establishes the legal framework for the development, production and dissemination of European statistics. Following a revision in 2015, which strengthened the governance and independence of the European Statistical System, a new revision is now taking place. The main aim of this is to facilitate access to private operator data sources for the production of European statistics. The Institute already uses private data for some statistical productions such as the consumer price index. However, national statistics legislation (article 3bis of the Law of 1951) limits the obligation to send private data to cases in which this replaces an existing survey. This restriction is not present in the proposed revision of Regulation 223 and therefore opens up new opportunities to use private data in the production of statistics. The revised Regulation 223 also covers other issues such as exchange of data between national statistics institutes and the management of statistical action during a crisis. During the French presidency of the Council of



the European Union in the first half of 2022, INSEE helped to define the scope of this revision. The draft regulation is continuing its way through the European decision-making process: adoption on 10 July 2023 by the Commission, meetings of the Statistics Group of the Council under the Spanish presidency, which obtained a mandate for negotiations in November 2023; the Belgian presidency, which followed the Spanish presidency in January 2024, then obtained a provisional agreement on 1 February, concluding the triologue stage.

INSEE's participation in the European Centre of Excellence on STACE

INSEE is a member of various collaborative networks within the European Statistical System. Since 2020, it has been part of the European Centre of Excellence on Statistical Methods and Tools for Time Series, Seasonal Adjustment and Statistical Disclosure Control (STACE). STACE is a network of methodologists bringing together national statistics institutes and central banks, and working to develop shared tools and promote training and research. As part of this, on 14 and 15 December 2023 at the OECD headquarters in Boulogne-Billancourt,

INSEE held the third time series analysis network conference, which discussed data confidentiality for the first time. Presentations and follow-up discussions on seasonal adjustment, modelling and data confidentiality took place over both days. This event brought together around 100 participants, professionals in the field of official statistics, academics, and representatives of private data processing companies from the STACE member states, as well as US, Canadian, Australian and British observers.

TAKING ACTION AT THE INTERNATIONAL LEVEL

The Institute's international initiatives are promoting French expertise in the field of official statistics.

In 2023, INSEE continued its missions to provide technical development support and contributed to international work and conferences.

An INSEE expert attended the Data Gaps Initiative III plenary conference, which was held between 13 and 15 June 2023 at the IMF's headquarters in Washington. The Data Gaps Initiative was launched in 2009 by the ministers of finance and G20 central bank governors, and is coordinated by the IMF. Its aim was to bridge the gaps in terms of relevant data in fields identified following the global financial crisis. Since then, it has moved through a second phase and into a third in 2022. In particular, this third stage focuses on climate change, household statistics taking into consideration income distribution, financial inclusion and access to new data sources. France is represented here by INSEE and Banque de France.

INSEE was also present at the 17th International Association for Official Statistics conference organised from 4 to 6 April 2023 in Livingstone, Zambia. Four of its experts presented the role of the CNIS and how it works, agile working, the links between the global Sustainable Development Goals and innovations in terms of using administrative data and new data sources to monitor the UN 2030 Agenda and the African Union's Agenda 2063. Some of the Pan African Statistics 2 programme activities, funded by the European Union with contributions from INSEE, were also presented.



EXTERNAL PERSPECTIVE



MOHAMED EL MOCTAR OULD AHMED SIDI,
DIRECTOR-GENERAL OF
ANSADE, (MAURITANIA'S
INSTITUTE OF STATISTICS)

What is the context behind the technical assistance work that INSEE began with the ANSADE back in 2023?

The National Agency for Statistics and Demographic and Economic Analysis (*Agence Nationale de la Statistique et de l'Analyse Démographique et Économique – ANSADE*) was created in 2021. It is the result of a merger between the former National Office of Statistics and the former Mauritanian Centre for Policy Analysis, which was implemented as part of a reform of the Mauritanian National Statistical System. The main aim of the technical assistance provided by INSEE is to support this reform and contribute to the development of the ANSADE's activities in order for it to become a scientific centre of excellence in the fields of statistics and economic, demographic and social analysis.

What needs does this technical assistance work meet?

Various needs were jointly identified by the ANSADE and INSEE, and included as part of the five-year action plan under the Mauritanian National Ten-Year Statistical Development Strategy: support to establish a legal, institutional and organisational framework for the production of official statistics; assistance to expand statistical coverage and produce statistics in line with international standards; improvements to research and analytical studies based on the available statistical data; and support to improve the infrastructure for disseminating and storing statistical products thanks to IT tools.

What were the first initiatives undertaken here?

Face-to-face and online events were organised to provide technical assistance for specific issues such as internal governance and HR management, quality action training, communication, dissemination and storage strategies, and regional action. These events were also coupled with visits by ANSADE delegations to INSEE as part of experience exchanges.



INSEE'S RESOURCES AND ORGANISATION

INSEE'S MISSIONS

In order to carry out its missions of collecting, producing, analysing and disseminating data on the French economy and society, INSEE relies on an organisational structure and human and material resources spread throughout all of France and its territories.

Establishing diagnoses of the economic outlook

INSEE regularly produces diagnostic assessments and makes forecasts on France's economic situation. It measures the unemployment rate every quarter, estimates household consumption and gross domestic product, and calculates the consumer price index each month in order to measure inflation.

Understanding companies

INSEE collects data on the structure (size, sector, etc.) and activity (order books, investment, etc.) of companies. It also conducts a range of thematic surveys on topics such as energy consumption, new technologies, innovation, etc.

Observing changes in society

INSEE conducts statistical surveys of households and individuals. Regular surveys measure changes in major economic and social conditions (consumer confidence, employment, information technologies, etc.), and structural surveys, carried out every five to ten years, focus on certain behaviours or phenomena (day-to-day life and health, housing, resources and living conditions, etc.). Administrative files are used to obtain data without relying on surveys that are expensive for local authorities to carry out, particularly those data pertaining to employment, salaries and income distribution.

Carrying out the population census

Each year, INSEE runs the population census survey. This enables us to be aware of demographic shifts in the population, to help assess the resulting needs in terms of infrastructure, and to determine the allocation of government funding to municipalities.

Describing and analysing regions and territories

Thanks to its regional presence, INSEE is able to gain a detailed knowledge of the French territories. The INSEE regional divisions often produce studies in partnership with local public stakeholders, to whom they also provide advice and expertise when implementing public policies.

Managing large repositories

INSEE is bound by law to keep three national registers and repositories up to date: the National Directory for the Identification of Individuals (RNIPP), the Single Electoral Register (REU) and the Business register identification system (Sirene). INSEE also contributes to the Legal Entity Identifier (LEI) global register, and issues this identifier for French legal entities.

Disseminating its statistics and studies

INSEE is not only an institute of statistics; its remit also includes economic and social studies. Subjects of study are selected to best meet the needs of public and private sector decision-makers and respond to the public's preoccupations. An active communication strategy seeks to ensure that its studies are disseminated as widely as possible, notably through the media and via INSEE's digital communication tools. A broad range of freely accessible publications on insee.fr allows the needs of its various users to be met.

Perfecting its methods and assessing quality

INSEE is constantly seeking to improve its methods; it tests out new data and develops statistical processes to take full advantage of them. It also strives to optimise the data collection protocols for its surveys. These activities are carried out with the Ministerial Statistical Offices as well as in partnership with other organisations.

Contributing to European and international statistics

INSEE works closely with the European Statistical System, which aims to develop, produce and disseminate statistics that are comparable between the European Union countries. It also contributes to the creation of international statistics by cooperating with international agencies and providing its expertise to National Statistical Institutes.

THE INSEE BUDGET

INSEE's total budget is

€454,8 MILLION

according to the *Loi de finances initiale de 2023*



€383,1 MILLION

STAFF BUDGET



€51,7 MILLION

OPERATING BUDGET



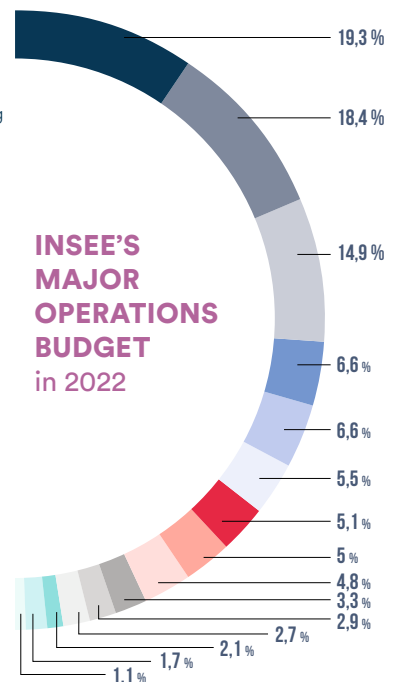
€20 MILLION

INTERVENTION BUDGET

DISTRIBUTION OF THE BUDGET ACCORDING TO THE FULL COST* OF INSEE'S MAJOR OPERATIONS

OPERATIONS

- Household surveys
- Population census
- Regional activities (including regional studies and dissemination)
- Company structural statistics
- Business registers and directories
- Strategic management, coordination, international
- National dissemination
- Consumer price index
- Short-term company statistics
- Administrative statistics on employment and income
- Civil status and electoral register
- National accounts
- National studies
- Thematic company surveys
- Short-term economic analysis



*The full cost includes in each operation the cost of support and cross-functional functions (administrative management, real estate, IT...). In 2022, with the resumption of the annual census surveys, these have once again become the operations consuming the largest budget at INSEE.

THE WOMEN AND MEN AT INSEE

INSEE's resources are distributed between the head office, located in Montrouge, the regional divisions and the national IT centres and services. In the overseas territories, the regional divisions take the form of inter-regional divisions supported by regional services.

Staff in figures

5 028 OFFICERS

INCLUDED 3 870 THROUGHOUT THE 15 REGIONAL DIVISIONS

53%

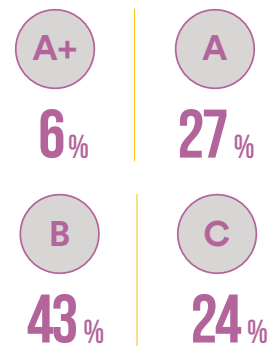
OF STAFF UNDER 50 YEARS OLD

56%

OF TOTAL STAFF ARE FEMALE



DISTRIBUTION OF TOTAL STAFF BY GRADE



41%

OF EXECUTIVES ARE FEMALE

The creation of a senior management delegation

As part of the implementation of the civil service senior management reform, a senior management delegation was created at INSEE in May 2023. Composed

of one delegate, Sylvie Lagarde, and one deputy, its aim is to monitor, support and highlight the professional pathways of senior managers from within the group of administrators and inspectors general at INSEE, with support from the INSEE Director-General.

Directorate-General organisation chart

(as at 30 april 2024)



YAËLLE HAUSEUX
CABINET DIRECTOR



JEAN-LUC TAVERNIER
DIRECTOR-GENERAL



PASCAL RIVIÈRE
HEAD OF THE INTERNAL
AUDIT OFFICE

Secretary General



KARINE BERGER
SECRETARY GENERAL

ADRIEN FRIEZ
Head of the
Coordination of
Cross-Cutting
Initiatives Unit

PATRICK REDOR
Head of the Legal
Affairs and
Litigation Unit

**NICOLAS
VANNIEUWENHUYZE**
Head of the
Financial Affairs
Department

**JEAN-CHRISTOPHE
FANOUILLET**
Head of the Living
and Working
Conditions
Department

**ISABELLE
ROLIN**
Head of the Human
Resources
Department

Directions



**JEAN-
SEVERIN
LAIR**
DIRECTOR OF THE
INFORMATION
SYSTEM



**SYLVAIN
MOREAU**
DIRECTOR OF
BUSINESS
STATISTICS



**CHRISTEL
COLIN**
DIRECTOR OF
DEMOGRAPHIC AND
SOCIAL STATISTICS



**NICOLAS
CARNOT**
DIRECTOR OF
ECONOMIC STUDIES
AND REPORTS



**ALAIN
BAYET**
DIRECTOR OF
DISSEMINATION
AND REGIONAL
ACTION



**CORINNE
PROST**
DIRECTOR OF
METHODOLOGY,
STATISTICAL
COORDINATION AND
INTERNATIONAL
RELATIONS

CHANTAL VILLETTE
Head of IT
Production and
Infrastructure

ALAIN DIVE
Head of the
Information
Systems
Development
Department

LOÏC MIDY
Head of the
Innovation and
Information System
Strategy Unit

MARIE LECLAIR
Head of the
Registers,
Infrastructure and
Structural Statistics
Department

ALAIN JACQUOT
Head of the Short-
Term Statistics
Department

CHRISTINE CHAMBAZ
Head of the
Sectoral Economic
Outlooks
Department

SYLVIE LE MINEZ
Head of the
Demographic and
Social Studies Unit

VLADIMIR PASSERON
Head of the
Employment and
Earnings
Department

MICHEL DUÉE
Head of the
Household
Resources and
Living Conditions
Department

MURIEL BARLET
Head of the
Demography
Department

AURÉLIEN DAUBAIRE
Head of the
Consumer Prices
and Household
Surveys
Department

DORIAN ROUCHER
Head of the
Department of
Short-Term
Economic Analysis

PAULINE GIVORD
Head of the
Economic Studies
Department

GUILAUME HOURIEZ
Head of the
National Accounts
Department

**CHRISTINNE
LAGARENNE**
Head of the
Secretariat of the
National Council
for Statistical
Information

NICOLAS SAGNES
Head of the
Documentary
Resources and
Archiving Unit

LIONEL JANIN
Head of the
Editorial Content
Department

XAVIER BONNET
Head of the
Regional Action
Department

**CÉLINE ZANA
ROUQUETTE**
Head of the Public
Communication
and Services
Department

ÉRIC LESAGE
Head of the
Department of
Statistical Methods

MYLÈNE CHALEIX
Head of
the Quality Unit

OLIVIER BIAU
Head of the
Statistical
Coordination and
International
Relations
Department

ROMAIN LESUR
Head of the SSP
Lab Unit

INSEE IN THE REGIONS



NORMANDY REGIONAL DIVISION
 DIRECTOR: PHILIPPE SCHERRER
309 OFFICERS

BRITTANY REGIONAL DIVISION
 DIRECTOR: NATHALIE CARON
159 OFFICERS

PAYS DE LA LOIRE REGIONAL DIVISION
 DIRECTOR: ARNAUD DEGORE
340 OFFICERS

WEST INDIES-FRENCH GUIANA INTERREGIONAL DIVISION
 DIRECTOR: JEAN-BAPTISTE HERBET
208 OFFICERS

CENTRE-VAL DE LOIRE REGIONAL DIVISION
 DIRECTOR: FRANÇOIS-PIERRE GITTON
182 OFFICERS

NOUVELLE-AQUITAINE REGIONAL DIVISION
 DIRECTOR: DANIEL BRONDEL
310 OFFICERS

REUNION MAYOTTE INTER-REGIONAL DIVISION
 DIRECTOR: LOUP WOLFF
138 OFFICERS

OCCITANIE REGIONAL DIVISION
 DIRECTOR: CAROLINE JAMET
285 OFFICERS

BAIE-MAHAULT

FORT-DE-FRANCE

CAYENNE

SAINT-DENIS

MAMOUDZOU

LILLE

AMIENS

ROUEN

CAEN

MONTROUGE

SAINT-QUENTIN-EN-YVELINES

ORLÉANS

RENNES

NANTES

POITIERS

LIMOGES

CLERMONT-FERRAND

LIBOURNE

BORDEAUX

TOULOUSE



WORKING AT INSEE



Regional facility building of Bordeaux (Nouvelle-Aquitaine).

Environmental business performance

INSEE is committed to an ambitious transition plan combining numerous initiatives aimed at reducing the greenhouse gas emissions associated with its activities.

The aim is to reduce emissions by 17% by 2025 (compared with 2019 levels), i.e. a reduction in volume of 2630 tonnes.

In particular, the initiatives relate to the main emissions sources: – commuting and business travel, by reducing the distances travelled, encouraging soft modes of transport, reducing business trips linked, in particular, to initiatives specific to INSEE's business areas (in-field data collection through the development of multi-modal survey response gathering, testing new ways of supervising the census, hiring of electric vehicles for interviewers, etc.); building energy consumption by adjusting office temperatures, incorporating energy perfor-

mance into building choices (work or relocation); the IT system and use of IT equipment by optimising server resource consumption (calculation, storage, backup), using specialist centre hosting services, and investing in applied eco-design.

To achieve this, awareness must be raised among all departments and employees: various initiatives were carried out in 2023 to bring these on board, such as the *Mai à vélo* [Cycle in May] challenge, participation in the *Tous acteurs de Bercy vert* [All for a Greener Ministry of Economy and Finance] call for projects, the Digital Cleanup Day or ecological transition training. As of 2023, 13% of employees have received the sustainable mobility package. Consumption of gas and electricity has fallen by 27% and 57% compared with 2019 levels.

Renewing Equality and Diversity labels

Following the example of the ministries of economy and finance, INSEE is focusing on incorporating an equality and diversity policy into its HR management. To achieve this, the ministry reached the first milestone by obtaining the Diversity label in 2010. This recognition was followed by the Professional Equality between Men and Women label in 2018.

In 2023, AFNOR audited all the departments of the Ministry of Economy and Finance. For INSEE, the auditors met with numerous teams from the directorate general and in the regional directorates of Bourgogne-Franche-Comté and Provence-Alpes-Côte d'Azur. The two labels were maintained, highlighting the sustainable commitment of the ministry to preventing discrimination and promoting diversity. For this, the Institute deployed several initiatives

in 2023, including the provision of training for around 100 employees in diversity and combating discrimination, in collaboration with the association Comin-G. One of the regional initiatives involved INSEE Bourgogne-Franche-Comté calling in psychiatric doctors from the Besançon hospital to raise awareness among its employees of psychological disability.

Another initiative that is emblematic of INSEE's commitment to gender equality was the internal organisation of a round table to mark International Women's Day in March. This event was an opportunity for stimulating discussions on subjects such as wage gaps, diversity, and representation of women in associations, while also highlighting the work completed by INSEE's female statisticians and mathematicians.



A reliable IT system

INSEE is actively committed to continuously transforming its digital practices, highlighting Craftmanship and DevOps.

This transformation, which is still being rolled out, aims to elevate the Institute to a new level of digital maturity. Craftmanship, which promotes quality and technical skills, is being progressively integrated to make the Institute's developments more reliable. In parallel, DevOps improves collaboration between the development and IT production teams, optimising application quality and efficient management of application developments. These initiatives are part of a global innovation and excellence strategy that seeks to make full use of the potential of new technology (containerisation, internal managed services, data science platform, AI, etc.) and methods from the digital world (agility, UX Design, Lean, Open Source, etc.). IT system security remains at the heart of this transformation, guaranteeing protection of data and trust in our digital services. By adopting these new practices, INSEE is affirming its commitment to continuous improvement and service quality, while also preparing the organisation for future challenges.

Working at INSEE

INSEE draws on a variety of skills that cover the following statistical fields:



- **statistical production:** methodology, design and management of statistical operations.



- **statistical analyses and studies:** national statistical studies, economic summaries and short-term economic analyses.



- **regional activities, public relations and coordination:** consulting/expertise missions with regional public stakeholders, dissemination of publications and data, responding to users, coordination of official statistics.



- **IT:** dT development and production, steering the development of INSEE's IT system and cybersecurity.



- **support functions:** documentation and/or archive management; human resources management; financial management; domaine expertise (law, communication, public procurement, prevention); secretariat and management support; and logistical support.



- **data collection:** INSEE relies on a network of specialised surveyors for both household and business surveys.



College students discover the jobs at INSEE

To enable young people to discover the diversity of the economic and professional world, INSEE welcomed around 50 students aged 14–15 to its directorate general and 11 of its regional directorates in 2023. This immersive week gave them an opportunity to discover the range of tasks, jobs and careers possible at INSEE, including in the digital world.

Competitive exams, training centre and schools

Competitive exams

INSEE primarily recruits its agents through competitive exams. 18 internal or external competitive exams covering 5 grades for onboarding with INSEE as a survey interviewer, senior administrative assistant, a statistical controller, statistical officer or administrator. From 2025 onwards, 31 additional places per year will be allocated to students at its associated schools in order to meet the demand for data and IT system management specialists.

INSEE's training centre

Founded on 1 February 1996 in Libourne in Gironde, the CEFIL is INSEE's training centre. Its main mission is to design and deliver basic training for administrative assistants, statistical controllers and surveyors arriving at INSEE or being promoted to a new unit. It is also responsible for designing remote training, hosting an integrated preparatory class ("classe prépa Talents") for the external competitive exam for statistical controllers, and for organising and hosting national and international meetings and seminars.

The Group of National Economics and Statistics Schools (GENES)

INSEE is responsible for the technical oversight of the GENES, a public higher education and research establishment under the Ministry of the Economy. It comprises four entities:

- the National School of Statistics and Economic Administration (ENSAE), which trains administrators for the Official Statistical Service as well as statisticians and economists for the private sector;
- the National School for Statistics and Information Analysis (ENSAI), which trains the attachés of the Official Statistical Service and statistical engineering, data processing and general economics managers for the private sector;
- the Centre for Economic Programme Studies (CEPE), which is a professional training centre working for both the public and private sectors;
- the Centre for Research in Economics and Statistics (CREST).

Ongoing training

In order to promote the creation of diversified and constructive career paths, INSEE human resources offer public officers enhanced training opportunities and individual support. INSEE's strategy to focus its transition towards the use of free software (R, Python, etc.) is supported by a concerted effort to provide training to develop a high level of expertise regarding itself, its new languages and its best practices. For example, around 1000 interns took an R training course in 2023.

Key figures 2023

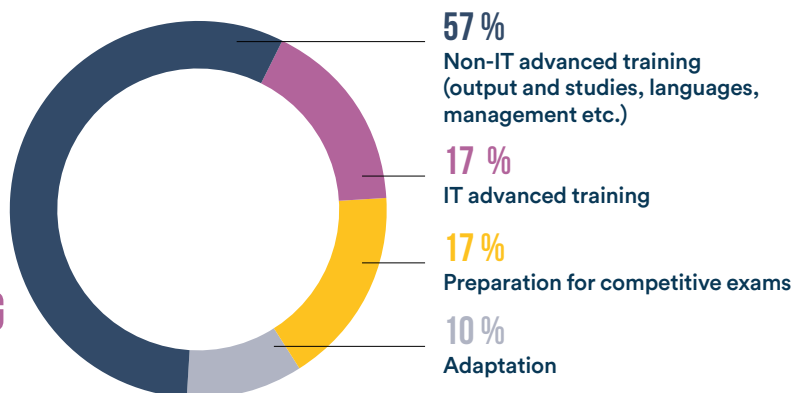
81,6%

OF OFFICERS ATTENDED
AT LEAST ONE
TRAINING COURSE

EACH OFFICER
RECEIVED

7,7 DAYS OF TRAINING ON AVERAGE

BREAKDOWN OF TRAINING HOURS BY TYPE



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