

Employment

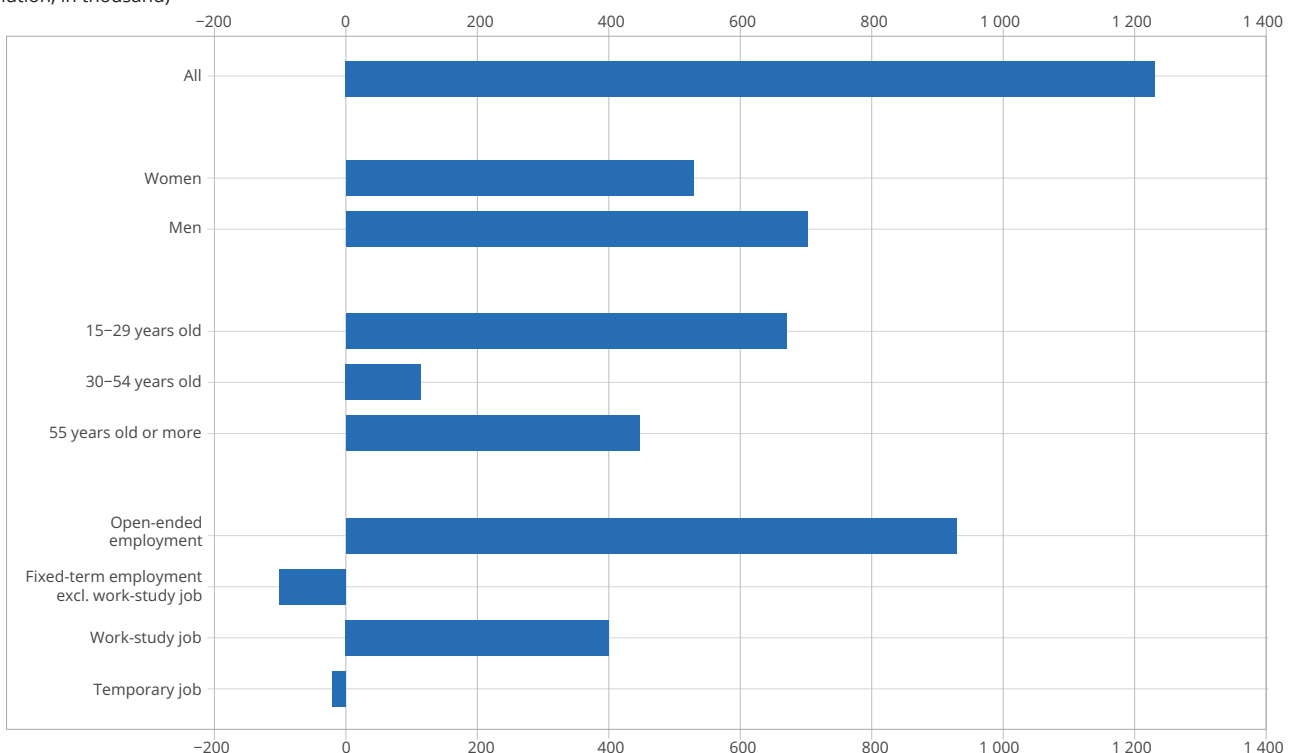
In 2023, payroll employment slowed considerably, increasing by 0.6% year-on-year by the end of the year (i.e. 156,000 net job creations between the end of 2022 and the end of 2023), after +1.4% at the end of 2022 (+376,000 jobs) and +3.2% at the end of 2021 (+814,000 jobs). In Q1 2024, payroll employment grew solidly (+0.3%), especially in the market tertiary sector. This increase, driven as it was by the accommodation-catering and services to businesses sectors, was more pronounced for workers with fixed-term contracts. Since the health crisis, the sharp increase in payroll employment has been greater for young people, seniors, work-study programmes and open-ended contracts (► [Figure 1](#)).

Responses from business leaders in the business tendency surveys suggest a moderate increase in their workforce in Q2 2024, as the climate in which their responses were analysed was equivalent to its long-term average in June (► [Figure 2](#)). Employment in work-study programmes, which made a significant contribution to the previous increase (accounting for about one third of the increase between the end of 2019 and the end of 2022) then slowed in 2023, is forecast to stabilise, affecting about 1.1 million young people. Thus, in the private sector, employment should continue to increase at a moderate pace in industry, where the balances of opinion on expected workforce remain favourable from a historical perspective, but it is expected to fall back in construction, a sector where the outlook for activity remains unfavourable. In the market tertiary sector, employment should pick up again in Q2, with some companies continuing to plan their recruitment in the context of the Olympic and Paralympic Games (► [Focus](#)), before slowing a little as a reaction in the second part of the year. In the non-market sector, employment is expected to continue with its trend growth, driven by the health and medico-social sectors.

Finally, when the small increase anticipated in the self-employed component is also taken into account, employment is expected to increase by about +0.1% per quarter on average until the end of the year. Year-on-year at the end of 2024, it should increase by +0.6% (i.e. around +185,000 jobs), a similar pace to the previous year (► [Figure 3](#)). Activity should increase more quickly (+0.9% year-on-year at the end of 2024), giving apparent labour productivity the opportunity to continue to pick up. Since the end of 2023, in the non-agricultural market sector, excluding work-study employees, per capita productivity has only just recovered its pre-health crisis level (► [Figure 4](#)), whereas it has exceeded this pre-crisis level in the market tertiary sector since the beginning of 2022. In industry, on the other hand, productivity looks unlikely to regain its pre-health crisis level by the end of 2024, and in construction, this level is expected to be much lower still. ●

► 1. Number of private payroll jobs created between Q4 2019 and Q1 2024

(evolution, in thousand)



How to read it: In between Q4 2019 and Q1 2024, private payroll employment increased by 670,100 for 15-29 year-olds. This age bracket therefore contributed 3.4 points to the overall change in private sector payroll over the period (+6.2%).

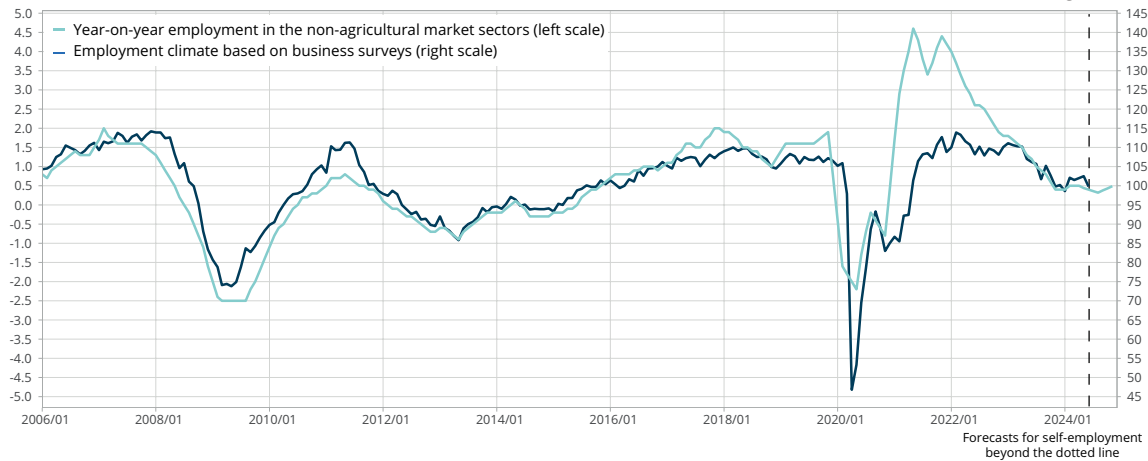
Source: INSEE, Employment estimates; quarterly estimates URSSAF, DARES, INSEE.

French economic outlook

► 2. Employment climate and change in market payroll employment

(year-on-year, in %)

(long-term average 100)



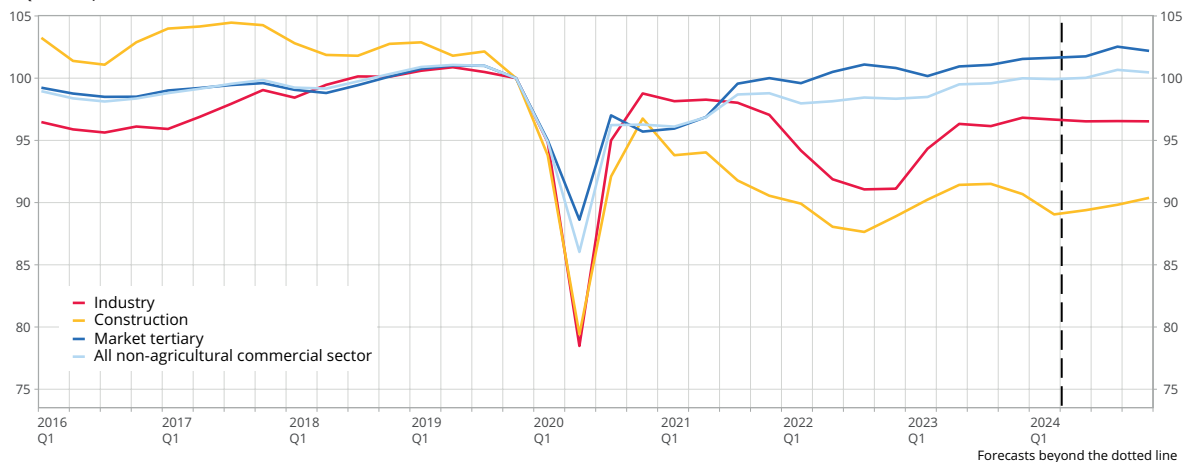
Last point: June 2024 for the employment climate, Q1 2024 for the year-on-year variation in employment in the non-agricultural market sectors (the last three points are forecasts).

How to read it: in June 2024, the employment climate stood at 100 points, its long-term average; in Q1 2024, non-agricultural market payroll employment was 0.5% higher than its level one year earlier

Source: INSEE, business surveys and DARES-INSEE-URSSAF, quarterly employment estimates, INSEE forecast.

► 3. Apparent per capita productivity, excluding work-study

(base 100 = Q4 2019)



Note: apparent per capita productivity is measured here using the ratio of the value added of each branch to payroll employment excluding work-study in the corresponding sector.

How to read it: in Q1 2024, apparent per capita productivity excluding work-study in the industry sector was 3.3% lower than its Q4 2019 level.

Source: INSEE, National accounts and quarterly employment estimates.

► 4. Change in payroll employment

(in thousand, SA, at the end of the period)

	Evolution over 3 months												Evolution over 1 year			
	2022				2023				2024				2021	2022	2023	2024
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				
Payroll employment	87	102	114	73	46	50	52	9	75	35	15	20	814	376	156	145
	0.3%	0.4%	0.4%	0.3%	0.2%	0.2%	0.2%	0.0%	0.3%	0.1%	0.1%	0.1%	3.2%	1.4%	0.6%	0.5%
Agriculture	3	-11	-6	16	-2	1	-2	1	-1	0	0	0	7	2	-2	-1
Industry	6	11	15	9	8	7	11	10	7	5	5	5	41	40	36	22
Construction	6	3	2	2	-2	-2	-5	-4	-9	-10	-10	-10	50	12	-13	-39
Market tertiary	59	91	92	49	33	25	22	-28	52	30	10	15	661	291	52	107
of which: temporary work	-9	-15	13	1	-17	-9	-15	-13	-1	0	0	0	89	-11	-54	-1
of which: excl. temporary work	69	106	79	49	50	34	37	-15	52	30	10	15	573	302	105	107
Non-market tertiary	15	8	11	-3	9	19	27	29	26	10	10	10	54	31	84	56
Self-employment	24	24	24	24	20	20	20	20	10	10	10	10	160	96	80	40
All	111	126	138	96	66	69	72	29	85	45	25	30	974	472	236	185
	0.4%	0.4%	0.5%	0.3%	0.2%	0.2%	0.2%	0.1%	0.3%	0.1%	0.1%	0.1%	3.4%	1.6%	0.8%	0.6%

■ Forecast.

Note: in this table, temporary workers are counted in the commercial tertiary sector.

How to read it: in Q1 2024, payroll employment increase by 0.3%, or 75,000 net new jobs.

Scope: France (excluding Mayotte).

Source: INSEE.