Employment

In Q4 2021, payroll employment again increased sharply (+107,000 between the end of September and the end of December, ► **Figure 1**): this was the fourth consecutive quarterly increase, with a vigorous upturn in Q1 (+164,000) and Q2 (+305,000) and a similar rise in Q3 2021 (+121,000). These successive increases more than make up for the 317,000 job destructions in 2020, with the result that at the end of December 2021 payroll employment was well above its level at the end of 2019, with 380,000 net job creations in two years (or +1.5%). This level was exceeded in all the major sectors of activity (building construction, market and non-market tertiary) with the exception of industry (► **Figure 2**). Notably, at the end of 2021 the health situation contributed to increasing the need for workforce: absences linked to the epidemic (sick leave, isolation, childcare, etc.) rose temporarily resulting in a drop in employees' average working time (► **Focus** on the impact of sick leave). Covering for these absences resulted in considerable use of temporary employment, thus providing a boost to employment.

In Q1 2022, payroll employment is expected to slow considerably (+15,000 jobs). On the one hand, the buoyancy of employment in 2021 was to a large extent a rebound after the dip associated with the health restrictions, which hit services particularly badly until spring 2021. At the beginning of 2022 this rebound is largely over and offers no further potential. On the other hand, after the temporary increase in the need for workers to make up for absences resulting from the health situation at the end of 2021, a return to a normal proportion of absences is likely to have a negative impact on improving employment during Q1.

Self-employment is expected to stabilise in 2022 after a moderate downturn in 2021. Total employment (payroll employment and self-employment) should therefore increase in Q1, on a par with payroll employment (+15,000). By the end of March 2022, it is likely to exceed its pre-crisis level at the end of 2019 by 385,000 jobs (including 395,000 payroll employment jobs), or +1.3% over a little more than two years. In comparison, between 2015 and 2019, 260,000 jobs were created on average each year (including 216,000 payroll employment jobs). ●

► 1. Change in payroll employment

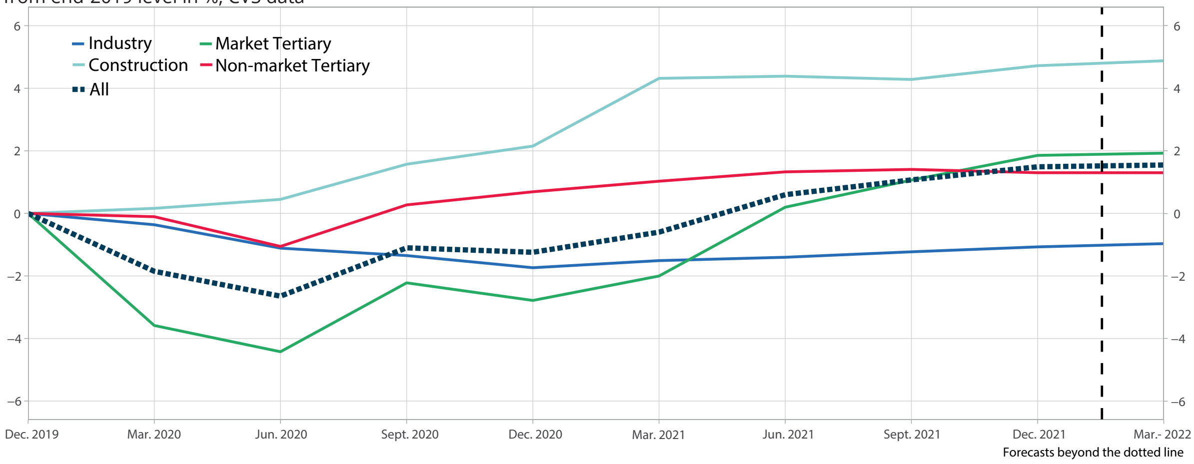
in thousand, SA, at the end of the period

	Evolution over 3 months									Evolution over 1 year		Evolution since end of 2019		
	2020				2021				2022					
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	2020	2021	End of Dec. 2020	End of Dec. 2021	End of March 2022
Agriculture	–4	–2	2	5	1	0	1	5	0	2	7	2	9	9
Industry	–12	–24	–8	–12	7	3	6	5	3	–55	21	–55	–34	–31
Construction	2	4	16	8	31	1	–2	6	2	31	37	31	68	70
Commercial tertiary sector	–451	–106	277	–71	98	277	109	99	9	–350	583	–350	233	242
Tertiary non-trading	–9	–76	107	34	27	24	6	–9	0	55	49	55	104	104
All	**–472**	**–203**	**394**	**–36**	**164**	**305**	**121**	**107**	**15**	**–317**	**697**	**–317**	**380**	**395**
	–1.9%	*–0.8%*	*1.6%*	*–0.1%*	*0.7%*	*1.2%*	*0.5%*	*0.4%*	*0.1%*	*–1.2%*	*2.8%*	*–1.2%*	*1.5%*	*1.5%*

■ Forecast
Note: in this table, temporary workers are counted in the sector tertiary non-trading.
Scope: France (excluding Mayotte)
Source: INSEE

► 2. Payroll employment compared to the end of 2019

deviation from end-2019 level in %, CVS data



How to read it: at the en of June 2021, payroll employment was 0.6% higher on its level at the end of 2019.
Note: in this graph, temporary workers are counted in the sector tertiary non-trading.
Scope: France (excluding Mayotte)
Source: INSEE