

# Employment

In 2023, payroll employment slowed considerably, increasing by 0.6% year-on-year (i.e. 150,000 net job creations between the end of 2022 and the end of 2023), after +1.5% in 2022 (+390,000 jobs) and +3.2% in 2021 (+815,000 jobs). It stabilised in particular in Q4 2023 (0.0%, or +11,900 payroll jobs): it was virtually stable in the private sector (-0.1%, or -12,600 jobs), and increased by 0.4% in the public sector (i.e. +24,500 jobs), especially in the health sector.

The overall slowdown in payroll employment compared to the previous quarters was due mainly to the market tertiary sector, excluding temporary workers: it was more or less stable in Q4 2023, after increasing by 0.3% on average in each of the first three quarters of 2023 and by 0.9% in each quarter in 2021 and 2022. Payroll employment also declined throughout the year for temporary workers and those in construction. Conversely, industrial employment continued to increase in Q4 2023 (+0.3%).

Responses from business leaders in the business tendency surveys suggest a small increase in their workforce, as the climate in which their responses were analysed is very similar to that of the long-term average. They are more optimistic in industry and remain pessimistic in the temporary sector. In addition, work-study programmes, which made a major 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, are forecast to stabilise, affecting about 1.1 million young people. Thus, in the private sector, employment should continue to increase moderately in industry and to fall back in construction, in line with the downward trend in activity in this sector. In the market tertiary sector, employment is likely to be almost at a standstill; temporary employment in particular is expected to continue its decline. In the non-market sector, employment is expected to follow an upward trend, driven by the health and medico-social sectors.

Ultimately, when a small increase expected in the self-employed component is also taken into account, employment should increase by about 20,000 per quarter (+0.1%) in H1 2024: by mid-2024, it should rise by 0.4% year-on-year (i.e. +123,000 jobs), a significant slowdown compared to the previous year (+1.1% year-on-year by mid-2023, i.e. +331,000 jobs). Due to the timid restart in activity, apparent labour productivity is expected to increase slightly, while remaining well below its pre-health crisis level at mid-2024. ●

## ► 1. Change in payroll employment

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

	Change over 3 months										Change over 1 year			
	2022				2023				2024		2021 Q4	2022 Q4	2023 Q4	2024 Q2
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2				
<b>Payroll employment</b>	<b>92</b>	<b>102</b>	<b>110</b>	<b>86</b>	<b>55</b>	<b>22</b>	<b>61</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>815</b>	<b>390</b>	<b>150</b>	<b>103</b>
	<b>0.3%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>3.2%</b>	<b>1.5%</b>	<b>0.6%</b>	<b>0.4%</b>
Agriculture	3	-12	-4	14	-1	0	-2	2	0	0	7	2	-1	-1
Industry	6	12	14	9	8	6	13	9	5	5	41	41	36	32
Construction	5	4	3	3	-2	-5	-1	-4	-5	-5	50	15	-12	-15
Market tertiary	66	93	87	57	42	8	31	-29	5	5	663	303	51	11
of which: temporary work	-9	-14	13	0	-17	-8	-16	-13	-10	-5	89	-11	-54	-44
of which: excluding temporary work	76	107	74	57	58	16	47	-16	15	10	575	313	105	55
Non-market tertiary	12	5	10	3	9	13	22	34	10	10	54	30	76	75
<b>Self-employment</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>24</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>160</b>	<b>96</b>	<b>20</b>	<b>20</b>
<b>All</b>	<b>116</b>	<b>125</b>	<b>134</b>	<b>110</b>	<b>61</b>	<b>27</b>	<b>66</b>	<b>17</b>	<b>20</b>	<b>20</b>	<b>975</b>	<b>486</b>	<b>170</b>	<b>123</b>
	<b>0.4%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>3.4%</b>	<b>1.6%</b>	<b>0.6%</b>	<b>0.4%</b>

■ Forecast.

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

**How to read it:** in Q4 2023, payroll employment was stable (0.0%), that is 12,000 net new jobs.

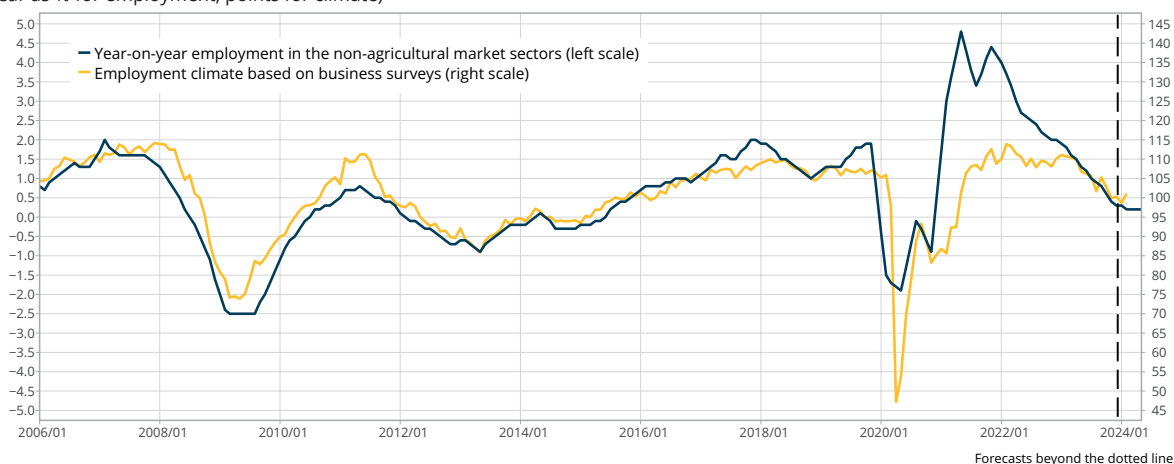
**Scope:** France (excluding Mayotte).

**Source:** INSEE.

# French economic outlook

## ► 2. Employment in non-agricultural market sectors (SMNA) and employment climate

(year-on-year as % for employment, points for climate)



**Last point:** February 2024 for the employment climate, Q2 2024 for the year-on-year SMNA employment (forecast for the last two points).

**How to read it:** in February 2024, the employment climate stood at 101 points, above its long-term average (100); in Q4 2023, non-agricultural market sector employment was 0.4% above its level of one year previously.

**Source:** INSEE, business surveys and quarterly employment estimates, INSEE forecast.