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Nicolas LE RU
(Dares)

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Summary

In the context of the “Europe 2020” strategy, the National Reform Programmes (NRPs) drawn up by Member States of the European Union present the structural reforms that they would like to implement in order to meet the policy guidelines set by the Heads of State and Governments with a view to achieving the new strategy’s major targets.

With regard to employment, the common target is to reach a 75% employment rate by 2020 for women and men aged 20-64. Furthermore, four out of the ten new integrated guidelines adopted in the context of the new strategy concern policies bearing on employment, education and the fight against poverty.

As was the case during the Lisbon Strategy, the French Government’s NRP was accompanied by a statistical annex on employment, coordinated by DARES. This *Document d’études* presents this statistical annex.

Keywords: Europe 2020 strategy, national reform programme, guideline, Employment Committee

Introduction

The Europe 2020 Strategy¹ was adopted during the European Council of June 2010 and is an extension of the Lisbon Strategy (2000-2010). As such, it seeks to create conditions for smart growth through development of an economy based on knowledge and innovation – sustainable growth because it is based on a greener economy, more efficient in management of resources, and more competitive and inclusive growth in its determination to strengthen employment along with social and territorial cohesion.

As part of the new strategy, and to help guide action taken by Member States and the European Union, five major targets to be reached by 2020 have been defined by the European Council. They bear upon employment, research and development, the environment, education and poverty/exclusion. More specifically, the five main objectives are to: (1) raise the employment rate for women and men aged 20-64 to 75%; (2) invest 3% of the Gross Domestic Product (GDP) in research and development; (3) reduce carbon emissions by 20% (or by 30% if conditions allow), and increase use of renewable energies by 20% and energy efficiency by 20%; (4) reduce the share of early school leavers to under 10% and increase the share of young having completed tertiary education to at least 40%; (5) reduce by 20 million the number of people threatened by poverty.

In the light of these five major targets, Member States have defined their national objectives, taking into account the starting positions and situations specific to each of them. With regard to employment, France has set itself the objective of reaching a 75% employment rate by 2020 for the population aged 20-64, and has also decided to add a sub-target of reaching a 70% employment rate for women between the same ages.

The Europe 2020 Strategy is also based on ten new integrated guidelines, which replace the previous twenty-four guidelines set by the Lisbon Strategy and cover issues connected with employment and economic policies in a coherent manner. Among the ten new integrated guidelines are four that bear upon policies regarding employment, education and the fight against poverty:

- Guideline no.7: Increasing labour-market participation of men and women, reducing structural unemployment and improving the quality of work
- Guideline no.8: Developing a skilled workforce responding to labour market needs, and promoting lifelong education and training.
- Guideline no.9: Improving the quality of educational and training systems and improving their performance at all levels, and increasing participation in higher education or equivalent
- Guideline no.10: Promoting social inclusion and combating poverty

True to the spirit of the Stability and Growth Pact, these integrated guidelines provide Member States with specific paths to follow in drawing up their national policies. These should remain stable up until 2014, with the main focus on their application, and serve as a basis for specific recommendations put to Member States by the Council.

The National Reform Programmes drafted by Member States give detailed presentations of actions undertaken in order to implement the integrated guidelines and realise the major objectives set under the Europe 2020 Strategy. During the European Semester (from January to June), those areas of National Reform Plans relating to employment are subjected to multilateral examination by the European Commission and members of the Employment Committee. The examination results in the Employment Committee giving an opinion to the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) presenting the fields that should be given priority in application of reforms, and the progress to be made with regard to achievement of national employment rate targets.

¹ For further information on the Europe 2020 Strategy, consult the European Commission website (http://ec.europa.eu/europe2020/index_fr.htm).

In April 2011, as was the case with the Lisbon Strategy, the French Government's National Reform Programme² was accompanied by a statistical annex concerning employment, coordinated by DARES with the collaboration of the *Direction de l'Evaluation, de la Prospective et de la Performance* (DEPP – Directorate of Assessment, Forward Planning and Performance), the General Directorate for the Treasury, the *Direction de la Recherche, des Etudes, de l'Evaluation et des Statistiques* (DREES – Directorate for Research, Studies, Assessment and Statistics), the *Institut National de la Statistique et des Etudes Economiques* (INSEE – National Institute of Statistics and Economic Studies) and *Pôle Emploi* (French national employment agency). In order to facilitate use of the statistics presented in this document in the context of multilateral surveillance, selection of nomenclature and presentation of indicators was largely inspired by the Joint Assessment Framework³ developed by the Employment Committee for following guidelines 7 to 9.

Selection of the 30 indicators presented in this document was based on that made by the Employment Committee's "Indicators" group when drafting the Joint Assessment Framework. It is complemented by indicators which, being relevant at national level, help follow the implementation of French priorities. However, it should be kept in mind that the data contained in this document comes exclusively from national statistical sources and may therefore be based on definitions or conventions that differ from those normally made use of at European level, so leading to divergences with the harmonised data published by the European Institute of Statistics, Eurostat. Divergences between the data presented in this document and that normally published at national or European level are mentioned below in the foreword.

² The French National Reform Programme 2011-2014 is available on the General Secretariat for European Affairs website (<http://www.sgae.gouv.fr>).

³ For further information on the Joint Assessment Framework, consult the joint report by the Employment Committee and the Social Protection Committee, "Foundations and structures for a Joint Assessment Framework (JAF), including an Employment Performance Monitor (EPM) to monitor the Employment Guidelines under Europe 2020", available on the European Commission website (<http://ec.europa.eu/social/BlobServlet?docId=6440&langId=en>).

Foreword

Increase labour market participation

The concept of age used here is that of the age reached during the Labour Force Survey reference week (referred to as “age reached at date of survey” or “exact age”). This concept, used by Eurostat, differs from that of age at 31 December, which was used by INSEE up until May 2011. This difference in concepts leads to different estimations for statistical indicators per age group. Since June 2011, INSEE has been disseminating data from the Labour Force Survey in exact age.

The youth unemployment ratio (18.M1) is calculated on the population between 18 and 24 years of age. Eurostat calculates the ratio on the numbers of young people between 15 and 24 years old.

The average exit age from the labour market (18.M4) is calculated based on individual situations declared by people aged 50 or over at the time of the survey and their situations 11 months previously. Therefore, unlike the method of calculation used by Eurostat, this indicator is not based on a probabilistic model.

Exploiting job creation policies

Employment growth (17.M2) is estimated based on employment estimations and not on the National Accounting system (see indicator 17.M5 for a presentation of employment growth based on annual national accounts).

Enhancing labour market functioning and combating segmentation

Observation of annual transitions between the various situations on the job market (21.M1) is based on the Labour Force Survey, not on the *Statistiques sur les Ressources et les Conditions de Vie* (SRCV – Statistics on Resources and Living Conditions) survey, which is the French version of the European Union Statistics on Income and Living Conditions (EU-SILC) survey.

Data on occupational accidents and occupational diseases (21.M3) are based on administrative data from the *Caisse Nationale d'Assurance Maladie des Travailleurs Salariés* (CNAMTS – National Health Insurance Fund for Salaried Workers) and not on the European Statistics on Accidents in Work (ESAW) survey.

Gender equality

The gender pay gap (18.M2) is calculated based on the Labour Force Survey and not on *Déclarations Annuelles des Données Sociales* (DADS – Annual Declarations of Social Data), a source mainly used by INSEE when analyzing wage developments, or on the Structure of Earnings Survey.

Reconciling work and family life

Data on child care facilities (18.M3) are based on national sources not on the SRCV (SILC) survey.

Improving skills supply and productivity, lifelong learning

The participation rate in training programmes (23.M4) presented in this document is calculated on the basis of the quarter preceding the survey. Eurostat takes the four weeks preceding the survey as its reference period.

Improving education and training systems

Data on early school leavers (23.M3) are calculated on national school statistics sources. Eurostat bases calculation of this indicator on Labour Force surveys.

Increase labour market participation

- Employment rate (17.M1)

in percentages

	20-64 years of age			20-24 years of age			25-54 years of age			55-64 years of age		
	Total	Men	Women									
2003	69.7	76.1	63.6	51.6	55.2	48.0	80.4	87.7	73.4	37.0	40.9	33.3
2004	69.6	75.8	63.6	51.0	55.3	46.9	80.5	87.6	73.7	37.7	41.5	34.1
2005	69.4	75.3	63.7	50.2	54.0	46.5	80.7	87.6	74.0	38.4	41.3	35.6
2006	69.4	75.0	63.9	49.5	53.9	45.1	81.2	87.9	74.7	38.1	40.5	35.8
2007	69.9	75.0	64.9	50.9	54.1	47.8	82.0	88.3	76.0	38.2	40.5	36.0
2008	70.4	75.5	65.5	51.5	54.5	48.5	83.1	89.1	77.2	38.2	40.6	35.9
2009	69.5	74.2	65.0	50.4	52.6	48.3	82.0	87.6	76.6	38.8	41.3	36.5
2010	69.2	73.8	64.9	49.4	52.6	46.2	81.8	87.1	76.7	39.6	42.0	37.4

Concepts: workforce employed as defined by the ILO (International Labour Office), exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

Following a period of relative stability between 2003 and 2006, the employment rate for 20-64 year-olds rose between 2006 and 2008, to reach 70.4%. With the sharp decline in the economic situation, the employment rate for 20-64 year-olds dropped off, then stabilised during 2010. An average of 69.2% of people between 20 and 64 years of age were in employment over 2010 – 1.2 points lower than in 2008 and the lowest level since 2003. Due to the continued upward trend in female activity and the greater sensitivity of male employment to the economic situation, the employment rate for men (73.8% in 2010 – 1.7 points lower than in 2008) showed a greater drop than that for women (64.9% in 2010, -0.6 points lower than in 2008).

In 2010, almost 50% of young people between the ages of 20 and 24 were in employment. Between 2003 and 2010, the development of the employment rate for 20-24 year-olds underwent the same fluctuations as that for the working-age population as a whole.

With regard to older age groups, development of the employment rate over the last few years masks the effects of demographic structure: as from 2001, the first and very numerous post-war generations entered the 55-64 age group. For people between 55 and 64 years old, the employment rate decreases steeply with advancing age. Between 2001 and 2005, the progressive arrival of these first post-war generations tended to increase the employment rate for 55-64 year-olds, and then, as these first generations grew older, the effect of demographic structure led to a drop in the employment rate that did not in fact reflect any change in behaviour. Corrected to take account of this effect, the employment rate for men aged between 55 and 64 remained stable from 2003 to 2006, then increased, while that for women in the same age group has been steadily increasing since 2003 (see Page 11, the so-called core employment rates).

- Unemployment rate (17.M3)

in percentages

	15 -64 years of age			18 -24 years of age			25 -54 years of age			55-64 years of age		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	8.5	7.7	9.5	18.4	18.0	18.9	7.6	6.6	8.8	5.0	5.0	5.1
2004	8.9	8.0	9.9	19.9	19.3	20.5	7.8	6.8	8.9	5.6	5.3	6.0
2005	8.9	8.0	9.9	20.4	19.7	21.2	7.8	6.8	8.9	5.3	5.4	5.2
2006	8.8	8.1	9.7	21.5	20.5	22.7	7.6	6.7	8.5	5.7	5.9	5.6
2007	8.0	7.5	8.6	18.9	18.5	19.4	6.9	6.3	7.7	5.1	5.3	4.8
2008	7.4	6.9	7.9	18.5	18.8	18.2	6.3	5.6	7.1	4.6	4.8	4.4
2009	9.1	8.9	9.4	23.0	23.9	21.9	7.7	7.2	8.2	6.2	6.4	6.0
2010	9.3	9.0	9.7	22.5	22.1	23.0	8.0	7.5	8.5	6.6	6.9	6.4

Concepts: unemployment as defined by the ILO, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

In 2010, 9.3% of the workforce in Metropolitan France between the ages of 15 and 64 were unemployed. Following a slight increase from 2003 to 2004, the annual unemployment rate stabilised in 2005 and 2006, then fell rapidly over the following year (-0.8 of a point), and again from 2007 to 2008 (-0.6 of a point), despite the sharp decline in the job market which resulted in a major increase in the unemployment rate over the second half of 2008. Between 2008 and 2009, the unemployment rate rose sharply (+1.7 point), then less significantly between 2009 and 2010 (+0.2 of a point), with a drop in the rate during 2010.

Between 2008 and 2010, the rise in unemployment affected all age groups. Nonetheless, since the beginning of the crisis, it has proved greater among young people between 18 and 24 years old (+ 4.0 points between 2008 and 2010). The unemployment rate for young people is much higher than for other age groups: 22.5% of the workforce between 18 and 24 years of age were out of work in 2010. The unemployment rate for young people is also more sensitive to the economic situation: from 2006 to 2007, it declined by 2.6 points for 18-24 year-olds as against only 0.7 points for 25-54 year-old. The unemployment rate among 55-64 year-olds (6.6% in 2010) is lower than among younger members of the workforce and increased by 2 points between 2008 and 2010.

The drop in the unemployment rate between 2003 and 2008 was more significant among women than among men (-1.6 points and -0.8 of a point respectively), so reducing the gap in the employment rate between men and women. As the crisis first of all affected male employment, in particular with the sharp drop in temping opportunities throughout 2008, the increase in the unemployment rate from 2008 to 2009 was more significant among men (+2 points) than among women (+1.5 points). In 2010, the unemployment rate for women remained 0.7 of a point higher than for men.

- **Unemployment rates by qualification and length of time since leaving initial education (17.M3)**

in percentages

		2003	2004	2005	2006	2007	2008	2009	2010
Low qualifications	Leaving initial education between 1 and 4 years ago	33.6	36.9	38.5	40.8	37.2	38.0	49.1	43.9
	Leaving initial education between 5 and 10 years ago	21.8	23.8	25.8	25.6	24.7	23.4	26.5	31.1
	Leaving initial education 11 or more years ago	9.7	9.9	10.3	10.3	9.5	9.0	10.9	12.0
Medium qualifications	Leaving initial education between 1 and 4 years ago	15.0	17.4	18.1	18.1	17.6	16.7	23.1	22.2
	Leaving initial education between 5 and 10 years ago	10.2	10.6	10.8	10.6	10.1	9.9	11.9	11.7
	Leaving initial education 11 or more years ago	6.1	6.1	6.0	6.0	5.1	4.9	6.3	6.4
High qualifications	Leaving initial education between 1 and 4 years ago	10.2	10.4	9.7	10.2	9.0	6.3	9.6	10.4
	Leaving initial education between 5 and 10 years ago	5.4	5.8	6.0	5.1	4.9	3.7	4.8	4.9
	Leaving initial education 11 or more years ago	4.4	4.7	4.4	4.4	4.1	3.8	4.3	4.1
Total	Leaving initial education between 1 and 4 years ago	15.4	16.7	16.8	17.6	16.2	14.4	20.2	19.9
	Leaving initial education between 5 and 10 years ago	9.6	10.3	10.8	10.1	9.8	8.9	10.5	11.0
	Leaving initial education 11 or more years ago	7.0	7.1	7.0	7.0	6.2	5.8	7.0	7.3

Concepts: unemployment as defined by the ILO, ISCED educational nomenclature; 5 and 6: high qualifications, 3 and 4: medium qualifications (baccalaureate or CAP (Certificate of Professional Aptitude) / BEP (Diploma of Professional Studies), 1 and 2: low qualifications ("brevet" [certificate upon completion of lower secondary studies], CEP [Certificate of Primary Studies] or no qualifications)

Field: Population of households in Metropolitan France, workforce having left initial education. People not having followed an initial educational programme have not been taken into account.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

In 2010, the unemployment rate for young people who had left initial education between 1 and 4 years previously stood at 19.9% and varied very considerably depending on level of qualification: the unemployment rate for those with low qualifications (*brevet*, CEP, or no qualifications) stood at 43.9%, while that for those with high qualifications was 10.4%. Between 2008 and 2010, unemployment rates increased whatever the level of qualification and length of time on the job market.

- **Youth unemployment ratio (18.M1)**

in percentages of the total population aged between 18 and 24

Year	Total	Men	Women
2003	9.7	10.2	9.1
2004	10.4	11.0	9.8
2005	10.6	11.1	10.0
2006	11.1	11.6	10.6
2007	9.8	10.4	9.3
2008	9.7	10.7	8.7
2009	12.3	13.7	10.9
2010	11.9	12.6	11.2

Concepts: unemployment as defined by the ILO, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

In 2010, although the unemployment rate (ratio between number of unemployed people and the active population) for young people between 18 and 24 years of age stood at 22.5%; the unemployment share (ratio between number of unemployed people and the total population in the age group under consideration) for young people between the ages of 18 and 24 was only 11.9% for the same year, as around half of young people in this age group were continuing their studies without working.

- Activity rate (17.M4)

in percentages

	15-64 years of age			18-24 years of age			25-54 years of age			55-64 years of age		
	Total	Men	Women									
2003	70.0	75.7	64.4	52.4	56.8	48.0	87.1	93.9	80.4	38.9	43.0	35.1
2004	70.0	75.6	64.6	52.3	57.1	47.6	87.3	94.0	80.9	40.0	43.9	36.3
2005	70.0	75.3	64.8	51.8	56.5	47.3	87.5	94.0	81.3	40.5	43.7	37.6
2006	69.9	75.0	64.9	51.6	56.7	46.7	87.8	94.2	81.7	40.4	43.0	37.9
2007	69.9	74.8	65.3	51.9	56.1	47.7	88.2	94.2	82.4	40.2	42.7	37.8
2008	70.1	74.8	65.6	52.2	56.6	47.8	88.7	94.5	83.1	40.0	42.6	37.6
2009	70.6	75.1	66.2	53.6	57.3	49.9	88.8	94.4	83.5	41.4	44.2	38.8
2010	70.6	75.0	66.3	52.9	57.2	48.7	88.9	94.2	83.8	42.4	45.1	39.9

Concepts: activity as defined by the ILO, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

In 2010, 70.6 % of people between 15 and 64 years of age were active (i.e. in employment or jobless). For men, the rate was 75.0% in 2010, as had been the case since 2006. For women of the same age, the activity rate was close to 66%, in steady progression for many years. From 2003 to 2010, the activity rate for young people between the ages of 18 and 24 remained stable, close to 52%. Over the same period, the activity rate for 55-64 year-olds increased for men and women alike (+2.1 points and +4.8 points respectively) – an increase not slowed down by the crisis.

- Employment and unemployment rates for European Union nationals and nationals of non-EU countries (19.M5)

in percentages

	European Union nationals			Non-European Union nationals		
	Total	Men	Women	Total	Men	Women
Employment rate for 20-64 year-olds						
Low qualifications	55.9	61.7	50.7	40.7	57.0	27.9
Medium qualifications	71.2	75.3	66.7	54.1	66.1	40.7
High qualifications	81.8	84.6	79.5	60.7	72.2	49.3
Total	70.2	74.3	66.3	48.0	62.8	34.9
Unemployment rate for 15-64 year-olds						
Low qualifications	14.6	14.6	14.5	26.8	24.3	30.5
Medium qualifications	8.5	7.5	9.6	22.6	19.7	27.3
High qualifications	5.2	5.1	5.3	15.6	12.9	19.3
Total	8.8	8.5	9.2	23.0	20.4	26.9

Concepts: activity as defined by the ILO, CITE educational nomenclature; 5 and 6: high qualifications, 3 and 4: medium qualifications (baccalaureate or CAP/BEP), 1 and 2: low qualifications ("brevet", CEP or no qualifications)

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data

In 2010, the employment rate for European Union nationals (27 countries) stood at 70.2% and that for non-European Union nationals at 48.0%. The gap in employment rates was significantly higher for women (31.4 points) than for men (11.5 points).

The unemployment rate for non-European Union nationals was two and a half times higher than that for Union nationals (including France). The gap was particularly marked among those holding higher education qualifications.

- Average exit age from the labour market (18.M4)

	2003	2004	2005	2006	2007	2008	2009	2010
Total	58.9	58.8	58.5	58.8	59.1	59.1	59.6	59.7

Concepts: activity declared, exact age at date of survey, people of 50 or more years old who declared having been in activity 11 months before the survey but were inactive at the time of the survey are considered as being inactive.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

People no longer active in 2010 but who declared having been in activity 11 months earlier were an average age of 59.7 years old.

- Employment rate and core employment rate for 55-64 year-olds (17.M1)

Employment rate

in percentages

	55-64 years of age			55-59 years of age			60-64 years of age		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	37.0	40.9	33.3	54.4	60.0	49.0	13.3	14.4	12.3
2004	37.7	41.5	34.1	54.7	60.1	49.5	13.4	14.6	12.3
2005	38.4	41.3	35.6	55.0	58.9	51.1	13.8	14.7	12.9
2006	38.1	40.5	35.8	54.7	58.0	51.5	14.3	15.1	13.6
2007	38.2	40.5	36.0	55.3	58.6	52.2	15.7	16.6	14.8
2008	38.2	40.6	35.9	56.3	59.0	53.8	16.3	18.3	14.5
2009	38.8	41.3	36.5	58.3	61.2	55.6	17.0	19.0	15.1
2010	39.6	42.0	37.4	60.4	63.9	57.1	17.9	19.1	16.7

Concepts: workforce occupied as defined by the ILO, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

Core employment rate

in percentages

	55-64 years of age			55-59 years of age			60-64 years of age		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	32.9	36.2	29.8	52.6	58.0	47.4	13.2	14.4	12.2
2004	33.1	36.2	30.2	53.2	58.1	48.5	13.0	14.2	11.9
2005	33.8	36.2	31.6	54.5	58.4	50.8	13.2	14.0	12.5
2006	34.3	36.4	32.3	54.8	58.4	51.5	13.7	14.5	13.1
2007	35.2	37.4	33.2	55.7	59.1	52.5	14.7	15.7	13.9
2008	36.0	38.3	33.9	56.5	59.2	53.9	15.6	17.4	13.9
2009	37.4	39.7	35.1	58.3	61.0	55.7	16.4	18.4	14.6
2010	39.0	41.3	36.8	60.4	63.7	57.2	17.5	18.8	16.4

Concepts: workforce occupied as defined by the ILO, exact age at the time of the survey, annual average. core employment rate: arithmetical average of rates by age detail; it is therefore not weighted by size of the various groups and enables neutralisation of the effects of demographic composition, which were of major consequence from 1996 onwards with the arrival of the "baby boom" generation in the 50 years old and over age group, with very considerable impact on the effective employment rate.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

Corrected to take account of demographic effects per age group, the employment rate for older members of the workforce (referred to as the core employment rate) was in constant growth between 2003 and 2010, with a marked rise since 2007. The core employment rate for 55-64 year-olds increased by 6.1 points in 7 years – an increase that concerned both 55-59 year-olds and 60-64 year-olds, men and women alike.

Exploiting job creation policies

- Total employment growth (17.M2)

	Level at the end of the year (in thousands)	Year-on-year change at the end of the year (in thousands)						Year-on-year change at the end of the year (in %)					
	2009	2004	2005	2006	2007	2008	2009	2004	2005	2006	2007	2008	2009
Total employment, including:	26,007	119	188	308	352	-126	-232	0.5	0.7	1.2	1.4	-0.5	-0.9
Agricultural employees	225	-1	-7	-5	-12	-9	-3	-0.3	-2.6	-2	-4.9	-3.7	-1.1
Mainly non-agricultural market sectors	15,876	24	91	192	271	-174	-333	0.2	0.6	1.2	1.7	-1.1	-2.1
Industry	3,352	-92	-89	-61	-43	-76	-172	-2.4	-2.4	-1.6	-1.2	-2.1	-4.9
Construction	1,438	25	47	60	59	8	-46	2.0	3.6	4.4	4.2	0.6	-3.1
Tertiary market sector	11,086	91	133	193	254	-107	-115	0.9	1.2	1.8	2.3	-0.9	-1.0
<i>Of whom, temporary workers</i>	<i>495</i>	<i>14</i>	<i>22</i>	<i>16</i>	<i>27</i>	<i>-135</i>	<i>-18</i>	<i>2.5</i>	<i>3.8</i>	<i>2.7</i>	<i>4.3</i>	<i>-20.8</i>	<i>-3.5</i>
Mainly non-market service sectors	7,539	51	71	97	69	38	82	0.7	1.0	1.3	0.9	0.5	1.1
Self-employed	2,391	40	28	22	19	16	20	1.8	1.2	0.9	0.8	0.7	0.8
Employment in the competitive sector	17,746	65	120	227	305	-141	-285	0.4	0.7	1.3	1.7	-0.8	-1.6

Interpretation: at end 2009, employment in non-commercial tertiary sectors rose to 7,539,000, an increase of 82,000 in comparison with end 2008 – 1.1% growth in one year.

Concepts: synthesis of administrative sources on employment; employment in the competitive sector is made up of salaried employment in the mainly non-agricultural market sectors and salaried employment in the private non-market service sectors.

Field: Metropolitan France.

Source: INSEE, employment estimations for 2004 to 2008 and estimations of salaried employment in private institutions not including agriculture for 2009; employment forecasts for 2009, for the agricultural sector, the public sector and self-employment.

Total employment accelerated between end 2004 and end 2007, with net job creations increasing from 119,000 in 2004 to 352,000 in 2007. Over the course of these 4 years, only salaried employment in the agricultural and industrial sectors contracted. There was sustained job creation in the construction and temporary employment sectors, with an average growth approaching 4% over the period as a whole (2004-2007). Growth was less rapid in tertiary sectors, reaching 2.3% for mainly market sectors during 2007 and 0.9% for non-market sectors. Self-employment also progressed over the same period.

With the sharp decline in the economic situation, employment decreased from the 2nd quarter of 2008 onwards. In 2009, job losses reached -232,000 posts following -126,000 posts in 2008. Temporary employment fell slightly in 2009 (-18,000 posts) following a steep drop in 2008 (-135,000 posts). Industrial employment continued to fall in 2009 (-4.9% in 2009 following -2.1% in 2008), whereas the number of salaried jobs in non-market service sectors and of self-employed jobs continued to increase during 2008 and 2009.

Enhancing labour market functioning and combating segmentation

Annual transitions between the various situations on the job market (21.M1)
in percentages

		Situation, year N					
		Permanent contracts and self-employed	Temporary contracts with a temporary work agency	Other temporary contracts (including assisted contracts)	Unemployed	Inactive	Total
Situation declared in year N-1	Unemployed in:						
	2005	14.4	4.1	13.5	42.2	25.6	100.0
	2006	15.0	4.8	14.7	38.1	27.4	100.0
	2007	18.2	3.7	13.6	38.1	26.5	100.0
	2008	13.3	3.1	13.1	44.5	25.9	100.0
	2009	14.3	4.7	13.9	42.7	24.5	100.0
	Temporary contracts with a temporary work agency:						
	2005	19.0	48.2	10.7	16.7	5.4	100.0
	2006	20.3	49.5	8.8	16.2	5.2	100.0
	2007	18.9	54.0	7.8	14.8	4.5	100.0
	2008	11.8	43.2	10.3	28.4	6.4	100.0
	2009	14.1	44.5	11.0	22.5	7.9	100.0
	Other temporary contracts (excluding assisted contracts) in:						
	2005	13.9	2.1	60.1	16.3	7.5	100.0
	2006	12.6	2.8	62.0	14.6	8.0	100.0
	2007	13.6	2.6	60.3	14.7	8.9	100.0
	2008	10.8	2.1	58.3	19.1	9.8	100.0
	2009	13.0	2.2	59.6	17.0	8.3	100.0

Concepts: situation as defined by the ILO at date of survey and declaratory one year before; stable salaried employees include those with permanent contracts in the private sector and state-owned companies as well as civil service officials; other temporary contracts include fixed-term contracts in the private sector and state-owned companies, fixed-term contracts, assistants and part-time employees in the public sector and assisted jobs inventoried by the Employment Survey.

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

In average over the year 2010, among those declaring unemployment one year earlier, 42.7% were still unemployed and 32.9% had found jobs: 14.3% under permanent contracts or as self-employed workers, 4.7% as temporary workers, and 13.9% under temporary contracts.

In 2010, 22.5% of those who had declared themselves as having been working for a temporary work agency one year earlier were unemployed, as against 28.4% in 2009.

Out of those who declared in 2010 that they had been in temporary employment (excluding temping jobs and State-assisted employment) a year earlier, 59.6% were still working under a temporary contract, 2.2% were temping and 13.0% were working under a long-term contract or were in non-salaried employment.

- **Part-time, special forms of salaried employment, and share of self-employed in total employment (21.M2)**

in percentages

	Share of self-employed in total employment	Share in salaried employment			
		Stable full-time jobs	Stable part-time jobs	Special forms of full-time employment	Special forms of part-time employment
Total					
2003	11.4	73.5	13.6	9.0	3.8
2004	10.8	73.4	13.8	9.1	3.7
2005	10.9	72.5	14.1	9.6	3.9
2006	11.4	72.2	14.1	9.7	3.9
2007	11.0	72.2	14.0	9.7	4.2
2008	10.6	72.8	13.6	9.5	4.0
2009	11.0	72.7	14.3	9.2	3.8
2010	11.5	71.8	14.5	9.7	4.1
Men					
2003	14.3	85.0	3.5	9.5	2.0
2004	13.7	84.9	3.3	9.7	2.0
2005	13.9	83.6	3.6	10.5	2.3
2006	14.5	83.3	3.6	10.8	2.2
2007	14.2	83.6	3.4	10.7	2.3
2008	13.5	84.0	3.5	10.3	2.3
2009	14.3	84.3	3.8	9.7	2.2
2010	15.0	82.9	4.2	10.5	2.5
Women					
2003	8.1	61.1	24.7	8.5	5.7
2004	7.6	60.9	25.1	8.5	5.6
2005	7.4	60.7	25.3	8.5	5.5
2006	7.8	60.4	25.2	8.7	5.7
2007	7.4	60.4	24.9	8.6	6.1
2008	7.4	61.2	24.2	8.8	5.8
2009	7.3	60.8	25.0	8.7	5.5
2010	7.6	60.5	25.0	8.8	5.8

Concept: workforce occupied as defined by the ILO, special forms of employment include temping, FTCs (those under fixed-term contracts, auxiliaries and part-time workers in the public sector, as well as assisted jobs inventoried by the Employment Survey (essentially internships and non-commercial).

Field: Population of households in Metropolitan France.

Source: Employment Surveys and INSEE, processed by DARES; provisional data for 2010

Since 2003, around 11% of jobs have been occupied by self-employed workers, a status about twice as common among men (15% in 2010) than it is among women (7.6% in 2010).

In 2010, over one out of seven salaried jobs fell into the “special forms” category (temping, assisted employment and fixed-term contracts) – a proportion close to that observed in 2003 – with women employed in such jobs a little more frequently than men (14.5% and 13.0% respectively).

In 2010, 18.6% of employees worked part-time, the great majority of them women. Three out of ten women worked part-time. The share of part-time work in salaried employment as a whole increased by 1 point between 2008 and 2010.

Full-time jobs under long-term contracts were largely in salaried employment, accounting for 71.8% of all salaried jobs in 2010 (-1 point in comparison with 2008). This was above all the case with men, over eight out of ten of whom were in salaried employment as against six out of ten for women.

- Dispersion of regional employment and unemployment rates (17.M6)

Regional employment rates

in percentages

Region	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Alsace	74.5	75.1	74.9	74.2	73.7	73.6	73.6	74.5	75.1	73.9	73.3
Aquitaine	68.3	68.4	68.3	67.7	67.4	67.1	67.1	67.8	67.9	66.7	66.4
Auvergne	69.4	70.0	70.3	70.1	69.8	69.8	69.3	69.5	69.8	68.5	68.1
Basse-Normandie	70.6	70.8	70.7	70.3	70.6	70.3	69.9	70.2	70.9	69.8	69.6
Bourgogne	70.9	71.3	71.5	70.9	71.0	70.8	70.5	71.0	71.7	70.3	69.8
Bretagne	70.3	70.9	71.0	70.5	70.8	70.8	70.4	70.8	71.1	69.8	69.4
Centre	72.6	73.2	73.2	72.3	71.8	72.0	71.9	71.9	72.0	70.6	70.3
Champagne-Ardenne	68.6	69.1	69.2	68.4	68.1	68.0	67.9	68.2	68.5	67.0	66.7
Corsica	59.3	59.9	60.0	59.6	59.5	60.0	60.8	61.9	62.4	61.9	61.9
Franche-Comté	72.1	72.7	72.6	71.9	71.3	70.9	70.3	70.6	70.5	68.4	67.8
Haute-Normandie	69.3	70.0	70.1	69.6	69.1	69.3	68.9	69.7	70.1	68.6	67.8
Île-de-France	75.4	75.9	75.7	74.1	73.5	73.8	73.9	75.0	75.8	75.3	74.8
Languedoc-Roussillon	61.1	61.7	62.2	62.5	62.4	62.4	62.1	62.7	63.0	62.1	61.9
Limousin	70.3	70.8	70.9	70.0	69.8	69.8	68.9	69.1	69.3	67.5	67.3
Lorraine	68.1	68.7	68.6	67.9	67.8	67.4	67.1	67.5	67.8	66.1	65.9
Midi-Pyrénées	68.1	68.6	69.1	68.7	68.7	68.6	68.6	68.9	69.4	68.6	68.2
Nord-Pas-de-Calais	63.4	64.2	64.7	64.2	64.0	63.5	63.3	63.9	64.5	63.4	62.8
Pays de la Loire	72.7	73.2	73.3	72.6	72.4	72.3	72.3	72.8	73.6	72.1	71.7
Picardie	68.5	69.1	69.3	68.1	68.0	67.6	67.3	67.6	68.0	66.0	65.5
Poitou-Charentes	68.6	69.3	69.3	68.5	68.4	68.2	67.7	68.1	68.3	66.3	65.6
Provence-Alpes-Côte d'Azur	64.0	65.2	66.2	66.1	66.5	66.5	66.6	67.4	68.2	67.5	67.2
Rhône-Alpes	72.0	72.5	72.6	71.7	71.7	71.5	71.5	72.4	73.0	71.7	71.8
Metropolitan France	70.1	70.7	70.8	70.0	69.8	69.8	69.6	70.3	70.8	69.7	69.3

Note: Employment rates for the 20-64 age group are annual averages. Methodological differences explain the slight overestimation of employment rates for Metropolitan France presented in this table in comparison with those presented on Page 7.

Source: annual estimations of employment and estimations of population, calculations by the "Synthèse et Conjoncture de l'Emploi" (SCE – Employment Synthesis and Situation) unit, INSEE, provisional data for 2010.

Dispersion of regional employment rates

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Dispersion indicator	5.9	5.8	5.4	4.9	4.7	4.9	5.0	5.1	5.2	5.6	5.6

Interpretation: dispersion is measured by the coefficient of variation of regional employment rates, weighted by the region's population aged between 20 and 64 years old. Employment rates are annual averages.

The coefficient of variation is the standard deviation divided by the average. This coefficient decreases when employment rates approach the average and increases when rates diverge (i.e. when disparity between regions increases).

Source: annual estimations of employment and estimations of population, calculations by the "Synthèse et Conjoncture de l'Emploi" (SCE) unit, INSEE, provisional data for 2010.

Between 2008 and 2009, employment rates dropped sharply in all regions (-1.1 points on average). The following year saw rates fall less steeply in all regions with the exception of Rhône-Alpes (+0.1 of a point) and Corsica (+0.0 points). In 2010, regional employment rates in Metropolitan France varied between 61.9% for Languedoc-Roussillon and Corsica and 74.8% for Île-de-France.

After decreasing between 2000 and 2004, the indicator for regional dispersion of employment rates showed a slight increase. Between 2009 and 2010, dispersion between regions remained stable.

Regional unemployment rates

in percentages

Region	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Alsace	5.1	4.9	5.7	6.6	7.4	7.8	8.0	7.1	6.5	8.4	8.5
Aquitaine	9.0	8.3	8.2	8.6	8.9	8.9	8.7	7.9	7.4	8.9	9.3
Auvergne	7.8	7.4	7.0	7.2	7.6	7.6	7.8	7.2	6.7	8.3	8.4
Basse-Normandie	8.0	7.5	7.6	8.1	8.3	8.4	8.4	7.6	7.0	8.8	8.7
Bourgogne	7.4	6.6	6.9	7.5	7.7	7.8	7.8	7.0	6.5	8.3	8.5
Bretagne	7.0	6.4	6.7	7.1	7.2	7.3	7.4	6.7	6.2	7.7	7.9
Centre	7.0	6.3	6.6	7.3	7.8	7.8	7.7	6.9	6.5	8.3	8.6
Champagne-Ardenne	8.7	8.2	8.2	8.8	9.2	9.4	9.6	8.4	8.0	9.8	9.5
Corsica	11.5	10.6	9.4	9.1	9.5	9.4	9.2	8.4	7.7	8.5	9.1
Franche-Comté	6.3	5.6	6.5	7.2	7.8	8	8.4	7.4	7.0	9.5	9.3
Haute-Normandie	9.9	8.9	8.8	9.1	9.6	9.6	9.6	8.6	8.0	10.1	10.3
Île-de-France	7.5	6.7	7.4	8.4	8.8	8.6	8.3	7.4	6.6	7.9	8.2
Languedoc-Roussillon	13.7	12.4	12.2	12.2	12.3	12.2	12.2	11.3	10.7	12.5	12.8
Limousin	6.6	6.0	5.9	6.4	6.9	6.9	7.1	6.5	6.1	7.8	8.0
Lorraine	7.7	7.1	7.4	8.1	8.6	8.9	9.1	8.2	7.7	9.9	10
Midi-Pyrénées	9.2	8.6	8.3	8.5	8.8	8.8	8.9	8.1	7.5	9.0	9.4
Nord-Pas-de-Calais	12.2	11.2	10.8	11	11.6	11.9	12.2	11.2	10.6	12.6	12.9
Pays de la Loire	7.1	6.6	6.7	7.1	7.5	7.4	7.5	6.7	6.1	8.1	8.1
Picardie	9.5	8.7	8.6	9.1	9.5	9.8	9.9	9.0	8.6	10.9	11
Poitou-Charentes	8.5	7.8	7.6	8.1	8.3	8.4	8.5	7.6	7.2	9.0	9.1
Provence-Alpes-Côte d'Azur	12.3	11.1	10.4	10.5	10.5	10.5	10.5	9.8	8.9	10.5	10.9
Rhône-Alpes	7.5	6.5	6.9	7.6	7.9	7.8	7.7	7.0	6.5	8.5	8.5
Metropolitan France	8.6	7.8	7.9	8.5	8.8	8.9	8.8	8.0	7.4	9.1	9.3

Note: unemployment rates are annual averages.

Source: unemployment estimations, calculations by the "Synthèse et Conjoncture de l'Emploi" (SCE) unit, INSEE, provisional data for 2010.

Dispersion of regional unemployment rates

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Dispersion indicator	24.0	24.2	19.4	15.9	14.9	15.2	15.8	16.9	18.0	15.8	15.8

Interpretation: dispersion is measured by the coefficient of variation of regional unemployment rates, weighted by the region's active population. Unemployment rates are annual averages.

The coefficient of variation is the standard deviation divided by the average. This coefficient decreases when unemployment rates approach the average and increases when rates diverge (i.e. when disparity between regions increases).

Source: INSEE, calculations by the "Synthèse et Conjoncture de l'Emploi" (SCE) unit, INSEE, provisional data for 2010.

Between 2008 and 2009, unemployment rates increased significantly in all regions (by an average of +1.7 points). During the following year, however, rates evolved differently from region to region: some rose again while other ceilinged or even dropped slightly.

Over long periods of time, the indicator for regional dispersion of unemployment rates evolves procyclically, falling in times of economic slowdown (2001-2004) and rising in times of recovery (2004-2008). Dispersion did not vary between 2009 and 2010 after having decreased sharply between 2008 and 2009, as during previous economic turnarounds.

- Occupational accidents and occupational diseases (21.M3)

Evolution of occupational risks

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Accidents with sick-leave	701,175	743,435	737,499	759,980	721,227	692,004	699,217	700,772	720,150	703,976	651,453
Deaths	717	730	730	686	661	626	474	537	622	569	538
Frequency index	44.4	44.1	42.8	43.0	40.9	39.5	39.1	39.4	39.4	38.0	36.0
Severity rate	0.98	1.01	1.06	1.17	1.35	1.33	1.25	1.27	1.28	1.31	1.32

Note: the term "accidents with sick-leave" covers all Occupational Accidents compensated, for the first time during the year in question, by payment of a cash benefit (daily allowance, capital indemnity, or annuity), or which could be so compensated if the victim had a beneficiary.

Field: 18.1 million employees in the Social Security system in 2009, essentially from the non-agricultural private sector.

Source: Caisse Nationale d'Assurance Maladie des Travailleurs Salariés (CNAMTS – National Health Insurance Fund for Salaried Workers)

The risk of being the victim of an occupational accident (OA) may be measured by the frequency index (number of OAs with sick-leave per 1000 employees). It is calculated here on 18.1 million employees in the Social Security system, essentially from the non-agricultural private sector.

In 2009, the number of OAs with sick-leave fell to its lowest level for the 1999-2009 period (651,453). The drop in numbers of OAs was partly due to there being fewer employees in the Social Security system (18.1 million in 2009 as against 18.5 million in 2008), but only partly so: the frequency index fell by 5% between 2008 and 2009. Between 1999 and 2005, the frequency index decreased by 12%, then remained stable until 2007.

The lowering of the frequency index between 2008 and 2009 was partly due to the slowdown in economic activity, as is the case with every recession. Between 2008 and 2009, the *Comités Techniques Nationaux* (CTN – National Technical Committees), which had seen the greatest drop-off in their workforces (metallurgy, chemicals, wood industries, and services excluding banking and insurance) also saw the greatest reduction in OA risk – from -8 to -10%. During a recession, there tends to be a decline in labour intensiveness as reduction of numbers of jobs does not keep pace with reduction of production. In the same way, the drop-off in recourse to temping work (-26% in 2009), along with the change in main employment status to self-employed (whose OAs are no longer declared to the CNAM [*Caisse Nationale d'Assurance Maladie* – National Health Insurance Fund]), also contributed to the lowering of the frequency index between 2008 and 2009.

Numbers of fatal OAs have also been falling since 2007 (-9% in 2008 and -5% in 2009). After having dropped by 34% between 1999 and 2005 (with a spectacular 24% drop recorded in 2005 itself), the number of fatalities increased by 13% in 2006 and 16% in 2007. The fall observed up until 2005 would seem to be partly due to measures taken by the public authorities with a view to preventing road accidents taking place in the context of professional activities – a major risk for employees (accounting for 30% of fatal OAs in 2003 as against 21% in 2006). Such preventive measures were a little less effective in 2007, with 23% of fatal OAs being road accidents, accounting for 28 more deaths than in the previous year.

Finally, although employees have been less exposed to OA risk over the last ten or so years, accidents that do occur are of greater severity. The severity rate (number of days lost following an OA per thousand work hours) has increased by 35% since 1999.

Evolution of occupational diseases compensated each year

in numbers

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Occupational diseases	16,684	21,697	24,220	31,461	34,642	36,871	41,347	42,306	43,832	45,411	49,341
Deaths	201	237	318	426	485	581	493	467	420	425	564

Note: the term “occupational diseases” covers all Occupational Diseases compensated, for the first time during the year in question, by payment of a cash benefit (daily allowance, capital indemnity, or annuity).

Field: 18.1 million employees in the Social Security system in 2009, essentially from the non-agricultural private sector.

Source: Caisse Nationale d'Assurance Maladie des Travailleurs Salariés (CNAMTS – National Health Insurance Fund for Salaried Workers)

The number of occupational diseases (ODs) compensated more than doubled in 10 years, increasing from 16,684 in 1999 to 49,341 in 2009. The increase resulted from a trend towards greater labour intensification and improved legal recognition of workers' rights, along with greater awareness among the medical profession of the potentially occupational origin of certain pathologies.

The share of periarticular ailments – also known as Musculoskeletal Disorders (MSD) – continued to grow, accounting for over 80% of ODs compensated in 2009.

Numbers of deaths caused by ODs have been increasing since 2008. After having almost doubled between 2000 and 2004, there have since been fewer such deaths per year. They are largely due to asbestos.

Active labour market policies

- Long-term unemployment rate (19.M1)

in percentages of the active population

Year	Total	Men	Women
2003	3.5	3.1	3.9
2004	3.6	3.2	4.0
2005	3.7	3.2	4.1
2006	3.7	3.5	4.0
2007	3.2	3.0	3.4
2008	2.8	2.7	2.9
2009	3.2	3.2	3.3
2010	3.8	3.8	3.7

Note: unemployed people for whom no information exists on duration of unemployment are divided up proportionally between less than a year and more than a year.

Concepts: activity as defined by the ILO.

Field: Population of households in Metropolitan France.

Sources: Employment surveys, INSEE, processed by DARES; provisional data for 2010.

In 2010, 3.8% of the workforce had been unemployed for at least a year. Although the long-term unemployment rate increased slightly between 2003 and 2006 (+0.2 of a point), it then fell by almost a point in 2 years. Between 2008 and 2010, the long-term unemployment rate increased by 1 point.

Among the long-term unemployed, although the rise observed between 2003 and 2006 mainly affected men (+0.4 of a point as against +0.1 of a point for women), the ensuing drop in the rate benefited men and women alike (-0.8 of a point and -1.1 points respectively). Between 2008 and 2010, the long-term unemployment rate increased by 1.1 points for men and 0.8 of a point for women. In 2010, the unemployment rate for long-term unemployed women (3.7%) was close to that for men (3.8%).

- Activation rate of the long-term unemployed (19.M4)

	Long-term jobseekers benefiting from an activation measure in 2009 (a)	Category A long- term jobseekers in 2009 (b)	Activation rate in 2009 (a) / (a+b)	Activation rate in 2008
Total	289,434	719,088	28.7%	34.8%
Under 25 years of age (> 6 months)	53,348	137,053	28.0%	33.7%
25 years of age and over (> 12 months)	236,086	582,035	28.9%	35.0%
Men	126,736	377,629	25.1%	32.6%
Men under 25 years of age (> 6 months)	25,563	73,938	25.7%	33.2%
Men 25 years of age and over (> 12 months)	101,173	303,691	25.0%	32.4%
Women	162,698	341,459	32.3%	36.9%
Women under 25 years of age (> 6 months)	27,785	63,115	30.6%	34.2%
Women 25 years of age and over (> 12 months)	134,913	278,344	32.6%	37.4%
Breakdown by category of activation measure:				
- 2: Vocational training¹	14,650	719,088	2.0%	2.6%
Men under 25 years of age (> 6 months)	3,024	73,938	3.9%	5.9%
Men 25 years of age and over (> 12 months)	6,549	303,691	2.1%	2.7%
Women under 25 years of age (> 6 months)	1,366	63,115	2.1%	2.8%
Women 25 years of age and over (> 12 months)	3,711	278,344	1.3%	1.8%
- 4: Assisted contracts schemes (Employment Initiative Contracts, Professionalisation Contracts, and "Integration by economic activity" companies)²	81,287	719,088	10.2%	14.2%
Men under 25 years of age (> 6 months)	11,576	73,938	13.5%	17.2%
Men 25 years of age and over (> 12 months)	30,126	303,691	9.0%	14.6%
Women under 25 years of age (> 6 months)	10,165	63,115	13.9%	14.9%
Women 25 years of age and over (> 12 months)	29,420	278,344	9.6%	13.0%
- 6: Direct Job creation schemes (Contracts for the Future and Employment Assistance Contracts)	142,011	719,088	16.5%	20.3%
Men under 25 years of age (> 6 months)	7,244	73,938	8.9%	11.7%
Men 25 years of age and over (> 12 months)	37,788	303,691	11.1%	14.0%
Women under 25 years of age (> 6 months)	13,536	63,115	17.7%	21.5%
Women 25 years of age and over (> 12 months)	83,443	278,344	23.1%	26.6%
- 7: Assistance with company creation or takeover	51,486	719,088	6.7%	8.1%
Men under 25 years of age (> 6 months)	3,719	73,938	4.8%	8.7%
Men 25 years of age and over (> 12 months)	26,710	303,691	8.1%	10.6%
Women under 25 years of age (> 6 months)	2,718	63,115	4.1%	4.0%
Women 25 years of age and over (> 12 months)	18,339	278,344	6.2%	6.2%

The term "long-term jobseekers" applies to jobseekers under 25 years of age registered as unemployed for over 6 months, and to jobseekers of other ages registered for over 12 months.

Notes: 1. Data for Category 2 (vocational training) very incomplete; data per duration of unemployment registration not available for placements organised by Regions. 2. Data on Category 4 (employment assistance) estimated on the Employment Initiative Contract scheme; 2008 data was carried over to the total 2009 inventory, in extinction.

Category A jobseekers: unemployed jobseekers obliged to take positive action to find jobs

Field: Metropolitan France.

Source: DARES, based on the Eurostat PMT (Job Market Programmes) database for 2009; extraction on 4 April 2011. DARES estimations. Annual averages.

Because of the increase in numbers of long-term jobseekers in the context of job-market deterioration prevalent since late 2008, the overall activation rate fell to 29% (2009), following the high levels achieved over the two preceding years: 39% (2007) and 35% (2008). The drop mainly affected men. Among other things, the economic recovery plan implemented in late 2008 widened the offer with regard to assisted contracts. Such emergency measures, however, were of little benefit to long-term jobseekers as they were mainly designed to target employment of young people (Employment Initiative Contracts for young people and internships) and to stimulate economic activity.

The average number of long-term jobseekers benefiting from assisted contracts in the competitive sector

(Category 4) decreased in 2009, falling from 95,400 (2008) to 81,300 (2009), with the exception of professionalisation contracts. In the non-commercial sector (Category 6), numbers dropped to a far lesser extent, from 147,100 (2008) down to 142,000 (2009), thanks to development of the Employment Assistance Contract. The rise in assistance with company creation or takeover did not do a great deal for long-term jobseekers (Category 7). In 2009, long-term unemployment particularly affected men and young people. Activation rates for the long-term unemployed largely mirrored these trends.

- Prevention and participation in active measures by the long-term unemployed (19.M3)

in percentages

	Jobseekers not benefiting from a "support service"						Jobseekers not benefiting from a "New start"					
	Under 25 years of age			25 years of age and over			Under 25 years of age			25 years of age and over		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
By 4 months												
2003	24.3	24.1	24.6	35.5	35.0	36.0	26.8	26.3	27.3	39.2	38.5	39.8
2004	23.5	22.9	24.1	34.2	33.4	35.0	26.6	25.8	27.5	38.4	37.4	39.3
2005	22.0	21.4	22.6	32.1	31.1	33.0	25.3	24.4	26.2	36.2	35.0	37.3
2006	19.0	18.4	19.7	27.6	26.8	28.3	23.1	22.3	24.0	33.0	32.1	33.8
2007	15.2	15.0	15.5	21.7	21.2	22.2	22.1	21.4	22.7	31.6	30.9	32.2
2008	15.6	16.3	14.8	22.1	22.4	21.9	25.5	26.3	24.6	34.1	34.4	33.8
2009	15.4	16.3	14.4	24.1	24.8	23.4	27.3	28.2	26.2	36.5	37.4	35.6
By 12 months												
2003	4.2	4.0	4.3	10.8	10.5	11.0	5.4	5.1	5.7	14.2	13.8	14.6
2004	3.5	3.2	3.8	9.1	8.6	9.6	4.7	4.3	5.2	12.6	11.9	13.3
2005	2.7	2.5	2.9	7.6	7.2	8.0	3.9	3.6	4.3	10.7	10.1	11.3
2006	1.8	1.6	2.0	4.4	4.2	4.6	3.3	3.0	3.6	8.4	8.0	8.7
2007	1.4	1.3	1.4	3.3	3.1	3.5	3.7	3.5	3.9	8.7	8.4	8.9
2008	1.5	1.6	1.3	3.9	4.1	3.7	4.9	5.2	4.6	10.4	10.9	9.9
2009	1.9	2.0	1.8	5.4	5.5	5.2	5.3	5.5	5.0	11.7	12.2	11.1

Support services: number of jobseekers entering Category A in month M and still looking for work 4 months/12 months later and not having participated in any support service (Category LMP 1.1.2) compared with the total number of jobseekers entering Category A in month M.

New start: number of jobseekers entering Category A in month M and still looking for work 4 months/12 months later and not having participated in any support service (Categories LMP 2 to 7) compared with the total number of jobseekers entering Category A in month M.

Category A jobseekers: jobseekers obliged to take positive action to find jobs, unemployed.

Source: Pôle Emploi, log datafile («fichier historique»), processed by DARES/Pôle Emploi

In 2009, 15.4% of new Category A jobseekers under 25 years of age were still looking for employment during the 4 months following their entering the category, and did not take advantage of any support services (workshops, assessments, support itineraries, etc.) during that time. The rate was higher among new jobseekers 25 years of age and over (24.1%). The same year, 1.9% of new Category A jobseekers under 25 years of age and 5.4% of those aged 25 and over were still looking for employment during the 12 months following their entering the category, and did not take advantage of any support service during that time.

In 2009, 27.3% of new Category A jobseekers under 25 years of age were still looking for employment during the 4 months following their entering the category, and did not take advantage of any support service enabling a New start (such as vocational training, employment incentives, assisted and readaptation contracts, direct job creation, or assistance with company creation) during that time. The rate was higher among new jobseekers 25 years of age and over (36.5%). After having decreased steadily between 2003 and 2007 (-4.7 points for under 25 year-olds and -7.6 points for those aged 25

and over), the rate went on to increase, in particular with regard to men. In 2009, 5.3% of new Category A jobseekers under 25 years of age and 11.7% of those aged 25 and over were still looking for employment during the 12 months following their entering the category, and did not take advantage of any job-market policy measure during that time.

Make work pay

- Number of tax households concerned by the *Prime pour l'Emploi* (19.15)

Number of tax households concerned	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
In millions	8.7	8.5	8.3	8.8	9.1	8.6	8.9	8.9	8.2	7.7
In % of total number of tax households	26.3%	25.5%	25.0%	25.0%	26.3%	24.5%	25.0%	24.7%	22.5 %	21.2%

Interpretation: In 2010, 7.7 million tax households benefited from the PPE for their income in 2009.

Sources: Ministry for the Economy, Finances and Industry, figures from the General Directorate for Public Finances, processed by the General Directorate for the Treasury.

Created in 2001, the in-work benefit, *Prime pour l'Emploi* (PPE – Employment Bonus), was designed to enable an increase in the additional income available occasioned by a return to a low-paid professional activity. This tax credit aims to compensate a percentage of the increase in deductions and reduction in social benefits brought about by return to professional life.

Besides modifications of scales designed to ensure coherent evolution of thresholds, the system has been substantially reformed on three occasions.

In 2003, the total for PPEs paid out to people working part-time was significantly increased. In 2004, a fixed flat rate of €250 was instituted for certain people returning to active professional life for six months and who, during the preceding six months, had been without work and registered as jobseekers or beneficiaries of the minimum invalidity allowance, disabled adults allowance, single parent allowance, minimum integration income, parental education allowance at full rate, or cessation of activity supplementary benefit at full rate under the *Prestation d'Accueil du Jeune Enfant* (PAJE – Early Childhood Benefit Programme).

In 2006 and 2007, major revision of scales raised the PPE maximum pay-out from €38 in 2005 to €14 in 2006, and then to €48 in 2007. Finally, the increase applied to part-time workers was raised over a period of two years: in 2005, a part-time worker paid the guaranteed minimum wage received 72.5% of the PPE paid to a full-time worker on the guaranteed minimum wage – this percentage was raised to 82.5% in 2006 and to 92.5% in 2007.

The PPE scale has not been reassessed since 2008. Furthermore, since 2010, the PPE received by tax households has been reduced by totals of *RSA Activité* (the share of the minimum income RSA paid in complement to a paid work) paid out for the preceding year. As the RSA was put into general practice on 1 June 2009, only 7 months of *RSA Activité* was charged to the PPE paid out in 2010, in the special context of the phasing in of the measure. These two phenomena go to explain the drop in numbers of tax households concerned, decreasing from 8.2 million households in 2009 to 7.7 million in 2010.

- Recipients of the *Revenu Minimum d'Insertion* (RMI) benefiting from “*intéressement*” (19.16)

Recipients of the *Revenu Minimum d'Insertion* (RMI – Minimum Integration Income) benefited from a system known as “*intéressement*” (effectively a monetary incentive scheme) that provided financial aid upon return to work. The system was reformed by the law of 23 March 2006 bearing on employment and the rights and duties of beneficiaries of income support. Data from 2007 onwards is therefore not comparable to previous years. As from 1 June 2009, the *Revenu de Solidarité Active* (RSA – Active Solidarity Income) replaced the RMI and the *Allocation de Parent Isolé* (API – Lone Parent Allowance) in Metropolitan France. In French Overseas Departments, the RMI remained in place until 1 January 2011.

Recipients of the RMI benefiting from “*intéressement*”

data at 31 December of the year

Metropolitan France	<i>Intéressement</i>	RMI	<i>Intéressement rate</i>
2000	127,346	940,587	13.5
2001	111,684	916,738	12.2
2002	123,817	929,268	13.3
2003	122,384	975,272	12.5
2004	129,967	1,061,005	12.2
2005	134,309	1,111,374	12.1
2006	160,245	1,101,372	14.5
2007 *	174,002	1,007,117	16.1
2008 *	137,134	983,807	13.1

Overseas Departments	<i>Intéressement</i>	RMI	<i>Intéressement rate</i>
2000	6,797	131,671	5.2
2001	9,145	134,987	6.8
2002	11,923	139,655	8.5
2003	11,166	145,572	7.7
2004	10,875	154,892	7.0
2005	9,157	155,055	5.9
2006	8,569	154,177	5.6
2007 *	12,074	144,063	8.1
2008 *	10,772	136,720	7.6
2009 *	8,238	136,927	6.0

France as a whole	<i>Intéressement</i>	RMI	<i>Intéressement rate</i>
2000	134,143	1,072,258	12.5
2001	120,829	1,051,725	11.5
2002	135,740	1,068,923	12.7
2003	133,550	1,120,844	11.9
2004	140,842	1,215,585	11.6
2005	143,466	1,266,429	11.3
2006	168,814	1,255,549	13.4
2007 *	186,076	1,151,180	15.1
2008 *	147,906	1,120,527	12.5

Field: France as a whole (Metropolitan France + Overseas Departments)

Source: CNAF (Caisse Nationale des Allocations Familiales – National Family Allowances Fund) data (excluding MSA [Mutualité Sociale Agricole – Agricultural Social Security Agency])

**: 2000-2006 data not comparable with 2007-2008 data. For 2007, the “*intéressement*” rate is calculated by the ratio between beneficiaries of an “*intéressement*” under the RMI (paid or unpaid under the RMI) as numerator, and recipients of the RMI + beneficiaries of an “*intéressement*” under the RMI unpaid under the RMI as denominator. The table above does not show beneficiaries of an “*intéressement*” under the RMI unpaid under the RMI, to be added to the denominator.*

For those entering employment before 1 October 2006, the *intéressement* mechanism was made up of two periods:

- an initial period of 3 to 6 months (between the date of return to work and the first date of the quarterly review of the RMI, as well as during the following quarter) during which recipients drew the whole of their RMI allowance and income from work concurrently (the RMI allowance was not reduced by any account being taken of work income);
- a second period of 9 months during which recipients drew part of the RMI allowance and their income from work concurrently (50% of work income was taken into account in the total of household resources upon which determination of the RMI allowance was based).

For those entering employment as from 1 October 2006, the *intéressement* mechanism is made up of two periods:

- an initial period of 3 months during which recipients draw the whole of their RMI allowance and income from work concurrently;
- a second period of 9 months during which recipients benefit either from the 50% partial concurrence rule as in the old system (return to work of under 78 hours/month), or from a monthly lump sum of 150 euros for a single person living alone or 225 euros for a household of at least two people (return to work of 78 hours or more).

At 31 December 2008, 147,906 people benefited from an *intéressement* under the RMI in France as a whole – corresponding to an *intéressement* rate to the tune of 12.5%.

- Beneficiaries of the *Revenu de Solidarité Active* (RSA) (19.16)

data at 31 December

	RSA “ <i>Activité</i> ”	RSA	RSA “ <i>Activité</i> ” in % of the RSA
2009	598,800	1,730,154	34.6%

Field: Metropolitan France

Source: CNAF and MSA data

On 1 June 2009, the RSA replaced the RMI and the API in Metropolitan France. The RSA is a family means-tested scheme designed for households. It may be paid to any person residing in France and at least 25 years of age, or, regardless of age, to anyone assuming responsibility for at least one child already born or yet to be born. On 1 September 2010, it was extended to people under 25 years old who had worked for at least two years during the previous three years. It has been in force in French Overseas Departments since January 2011.

The RSA is a differential allowance, complementing a household’s initial resources to bring them up to a guaranteed income calculated as the sum of two components:

- a lump sum, the scale for which varies depending on composition of the household;
- a percentage (62%) of the professional income drawn by household members.

Beneficiaries no longer receive the allowance once household income exceeds guaranteed income level. For members of a household where resources fall below the lump sum, the RSA acts as a minimum welfare benefit (RSA “*Socle*” [“base”]). For people receiving a professional income and belonging to a household where resources fall below the guaranteed income, the RSA acts as a complement to income from professional activity (RSA “*Activité*”). The difference must be made between the RSA “*Activité seul*” (“Activity only” – for those in work and whose total resources are greater than the lump sum), and the RSA “*Socle + Activité*” (for those in work and whose total resources fall below the lump sum). It is not necessary to have received the RSA “*Socle*” in order to receive the RSA “*Activité*”.

Implementation of the RSA therefore led to the phasing out of the incentive schemes (*intéressement*) associated with return to work. However, in cases of return to work, income received from the new activity is not taken into account in calculation of the allowance for three months, to a maximum of four months in the course of a civil year. Furthermore, the RSA “*Activité*” (RSA “*Socle*”+ “*Activité*” and RSA “*Activité seul*”) enables the topping up of low professional incomes. Unlike the old incentive schemes, which were strictly temporary, it has no duration limit (depending on resources) and does not only concern beneficiaries who have returned to work, but rather anyone who works.

At 31 December 2009, 1.73 million households in Metropolitan France benefited from the RSA. During the same year, 598,800 people benefited from the RSA “*Activité*” in Metropolitan France – 34.6% of the total number of RSA recipients.

- **Recipients of the *Allocation de Solidarité Spécifique* (ASS – Specific Solidarity Allowance) as *intéressement* (19.16)**

*data at 31 December
in percentages*

	2003	2004	2005	2006	2007*	2008 *	2009 *
Reduced activity rate among ASS beneficiaries	13.3	13.5	14.2	15.1	21.8	20.4	21.2

*: *Data for 2007 onwards is not comparable with that for preceding years. In that year, a new set of measures brought in by the law of 23 March 2006 bearing on return to work reformed the “intéressement” system.*

Since 2007, the “intéressement” rate has been calculated as follows:

(end-of-month ASS beneficiaries with low work intensity (activité réduite) + those with low work intensity and eligible for but not beneficiaries of the ASS / end-of-month ASS beneficiaries + those with low work intensity and eligible for but not beneficiaries of the ASS)

Field: Metropolitan France

Source: Unédic data, calculations by DREES

The law of 23 March 2006 bearing on return to employment and the rights and duties of beneficiaries of income support modified the incentive system with a view to making it more financially attractive to recipients of the *Allocation de Solidarité Spécifique* (ASS) in reduced activity and working at least 78 hours a month.

Out of the 323,100 ASS beneficiaries at end December 2009, almost 39,200 were in reduced activity. At end December 2009, 21.2% of end-of-month ASS beneficiaries were therefore receiving the allowance as an incentive. The percentage of end-of-month ASS beneficiaries in reduced activity among the total number of ASS recipients stood at 51.4% at end 2009.

Gender equality

- Employment gender gap (18.A1)

in percentages

Year	20-64 years of age			20-24 years of age			25-54 years of age			55-64 years of age		
	Men	Women	Gaps									
2003	76.1	63.6	12.5	55.2	48.0	7.2	87.7	73.4	14.3	40.9	33.3	7.6
2004	75.8	63.6	12.2	55.3	46.9	8.4	87.6	73.7	13.9	41.5	34.1	7.4
2005	75.3	63.7	11.6	54.0	46.5	7.5	87.6	74.0	13.6	41.3	35.6	5.7
2006	75.0	63.9	11.1	53.9	45.1	8.8	87.9	74.7	13.2	40.5	35.8	4.7
2007	75.0	64.9	10.1	54.1	47.8	6.3	88.3	76.0	12.3	40.5	36.0	4.5
2008	75.5	65.5	10.0	54.5	48.5	6.0	89.1	77.2	11.9	40.6	35.9	4.7
2009	74.2	65.0	9.2	52.6	48.3	4.3	87.6	76.6	11.0	41.3	36.5	4.8
2010	73.8	64.9	8.9	52.6	46.2	6.4	87.1	76.7	10.4	42.0	37.4	4.6

Concepts: workforce occupied as defined by the ILO, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Employment Surveys, INSEE, processed by DARES; provisional data for 2010.

In 2010, the employment rate gap between men and women from 20 to 64 years of age stood at 8.9 points (73.8% as against 64.9%). In comparison, this gap reached 12.5 points in 2003. Overall, with the continued development of female activity, the employment rate for women has been getting closer to that for men. Furthermore, as men are in the majority in those sectors most affected by the crisis (industry, construction and temping), the employment rate for men dropped (-1.7 points) more significantly than it did for women (-0.6 of a point) between 2008 and 2010, further reducing the employment rate gap between men and women.

- Gender pay gap (18.M2)

Comparison of net salaries for women with net salaries for men, all work durations (median monthly salaries)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
W/M	0.80	0.80	0.79	0.80	0.81	0.82	0.82	0.81	0.81	0.81	0.81

Field: All salaried employees in households in Metropolitan France, not including apprentices and interns.

Sources: Employment Surveys, INSEE, processed by DARES, revised data for 2003 to 2008; provisional data for 2010.

Comparison of net salaries for women with net salaries for men, full-time employment (median monthly salaries)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
W F-T/M	0.91	0.90	0.88	0.88	0.90	0.90	0.89	0.90	0.89	0.88	0.88

Field: Full-time salaried employees in households in Metropolitan France, not including apprentices and interns.

Sources: Employment Surveys, INSEE, processed by DARES, revised data for 2003 to 2008; provisional data for 2010.

Comparison of net hourly salaries for women with net hourly salaries for men, all work durations (median monthly salaries)

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
W/M	0.89	0.89	0.89	0.89	0.89	0.90	0.90	0.90	0.90	0.90	0.90

Field: All salaried employees in households in Metropolitan France, not including apprentices and interns.

Sources: Employment Surveys, INSEE, processed by DARES, revised data for 2003 to 2008.

Gender pay gap has remained almost constant since 2000: the median net monthly salary for women is 19% lower than for men, in a large part due to part-time work being more frequent among the former. The gap is lower for full-time employees (12%) and in terms of hourly salaries (10%).

Reconciling work and family life

- Daycare facilities for young children (18.M3)

Daycare facilities for young children at 31 December 2008 (not including nursery schools)

Daycare facilities	Number of facilities	Number of places	Number of places in comparison with number of children in the age range
Collective crèches	1,960	87,143	3.8% (0 - 3 years old)
<i>of which, parental crèches</i>	<i>160</i>	<i>2,519</i>	<i>0.1% (0 - 3 years old)</i>
Kindergartens	194	7,739	0.2% (2 - 6 years old)
Day nurseries	2,006	33,323	0.6% (0 - 6 years old)
Multiple care types facilities (<i>Structures multi-accueil</i>)	5,283	- collective 153,380	7.0% (collective)(0 - 3 years old)
		- family 10,341	0.2% (family) (0 - 6 years old)
Total collective facilities (not including family daycare)	9,443	281,585	5.3 % (0 - 6 years old)
Family daycare services	756	50,554	0.9 % (0 - 6 years old)
Total establishments	10,199	342,480	6.4% (0 - 6 years old)

	Number of valid certifications at 31/12/2008	Theoretical daycare capacity	Theoretical daycare capacity compared with number of children in the age range
Practising child minders	281,659	769,209	14.3% (0 - 6 years old)

Field: Metropolitan France.

Sources: DREES (PMI survey), INSEE, IRCEM (Institut de Retrait Complémentaire des Employés de Maison – Institute of Supplementary Pensions for Household Employees) (Practising child minders).

Remark: percentages given for children attending daycare facilities should be treated with caution:

- firstly, the same child may attend more than one such facility;*
- and secondly, the number of places given here is relatively theoretical as the number of children actually attending such facilities is unknown. Data is based on authorised capacities compared with:*
 - the number of children under three years old at 1 January 2008: 2,323,805;*
 - the number of children between 0 and 6 years old at 1 January 2008: 5,360,935;*
 - the number of children between 2 and 6 years old at 1 January: 3,811,175.*

Collective crèches take in children under three years old.

Parental crèches, referred to as “parent-managed establishments” since the decree of 1 August 2000, are institutions set up in association with the parents who initiated their creation and who are responsible for managing them. They participate in provision of daycare for children alongside professionals in the field (number of places limited to 20). Daycare for under three-year-olds.

Family daycare services or family crèches are made up of registered child minders, each of whom looks after from 1 to 3 children at home under the supervision of a nursery nurse, physician or educator specialising in young children. Daycare for 0 to 6 year-old, but distinction by age is unknown.

Kindergartens act as alternatives to nursery schools and take in children from 2 to 6 years old.

Day nurseries are facilities providing occasional or part-time daycare for children under six years old.

Multiple care types facilities are institutions providing combinations of regular/occasional and family/collective daycare services.

Practising child minders are those registered by the General Council and actually in activity. They provide daycare by the day for children between 0 and 6 years old. Their intake capacity depends on the number of children covered by their accreditation, to a maximum of four children each. Such child minders do not necessarily take in as many children as they are authorised to do; the total number of children actually taken care of is unknown.

Taking account of the age ranges covered by each type of daycare facility along with practising child minders, overall potential is around 21 places per 100 children between 0 and 6 years old. However, if only children under six years old are taken into consideration, the various modes of daycare currently on offer provide 48 places per 100 children.

Percentage of children under 3 years old entrusted primarily to a “formal” mode of daycare provision

	2002	2007
Percentage of children under 3 years old primarily entrusted to a “formal” mode of daycare*	22%	28%

*collective daycare facilities (excluding kindergartens), family crèches, and child minders paid by private individuals

Note: Primary daycare mode is that in which the child spends most time from Monday to Friday between 8 a.m. and 7 p.m.

Field: Metropolitan France

Sources: “Modes de garde et d’accueil des jeunes enfants” survey (Patterns of child minding and daycare provision), 2002 and 2007, DREES, calculations by DREES.

The *Prestation d’Accueil du Jeune Enfant* (PAJE – Early Childhood Benefit Programme) groups together five allowances. It was instituted by the law bearing on financing the Social Security system for 2004 and, since 1 January 2004, has replaced the five benefits previously covering early childhood for children born or adopted after that date: the *Allocation Parentale d’Education* (APE – Parental Education Allowance), *Allocation pour Jeune Enfant* (APJE – Young Child Allowance), *Allocation d’Adoption* (AAD – Adoption Allowance), *Aide à la Famille pour l’Emploi d’une Assistante Maternelle Agréée* (AFEAMA – Family Aid for Registered Child-minder Employment) and *Allocation de Garde d’Enfant à Domicile* (AGED – Child-minding at Home Allowance).

The PAJE comprises a birth or adoption bonus, a basic allowance payable up until the child’s 3rd birthday, a *Complément de Libre Choix d’Activité* (CLCA –Occupation Free Will Supplement) in cases of total or partial interruption of professional activity by one of the parents and payable as from the first child (but only over a period of six months) and a *Complément Mode de Garde* (CMG – Child-care Mode Supplement) in cases of recourse to a registered child-minder or home-based child-minding.

Improving skills supply and productivity, lifelong learning

- Lifelong learning (23.M4)

Quarterly rate of access to training programmes by people between 25 and 64 years of age (all training programmes)

in percentages

	2006			2009			2010		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
25-34 years of age	13.1	12.8	13.3	11	10.6	11.3	10.2	9.7	10.8
35-44 years of age	10.5	10.3	10.8	10.6	10.1	11.1	9.9	9.4	10.4
45-54 years of age	8.7	8.5	8.8	8.8	8.5	9.1	8.1	7.6	8.6
55-64 years of age	3.7	3.1	4.2	3.9	3.4	4.3	3.8	3.4	4.2
Total	9.1	8.8	9.3	8.6	8.2	9.0	8.0	7.5	8.5

Note: The concept selected for access is the fact of having undergone at least one day of training during the preceding quarter, whether or not the training course in question began during the quarter under consideration. The statistics presented here should be clearly distinguished from those for rates of access to training over 4 weeks in the criteria selected by the European Commission.

Field: individuals between 25 and 64 years of age who have completed their initial studies, belonging to households in Metropolitan France.

Sources: Employment Surveys, INSEE, processed by DARES; provisional data for 2010.

In 2010 the average quarterly rate of access to training by people between 25 and 64 years of age stood at 8.0%, slightly lower than in 2006 (9.1%). Access to training is highly differentiated depending on age – higher among the young and rare among older people. Women of whatever age also have greater access to training.

Quarterly rate of access to vocational training programmes by salaried employees between 25 and 64 years of age

in percentages

	2006			2009			2010		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
<i>Cadres</i> (Managers/professionals)	16.5	15.1	18.8	14.5	13.4	16.2	13.7	12.7	15.4
<i>Professions intermédiaires</i> (Intermediate occupations)	15.2	14.6	15.9	14.2	13.0	15.4	12.9	11.6	14.1
<i>Employés</i> (White-collar workers)	9.6	11.7	9.0	8.7	9.2	8.5	8.1	9.6	7.7
<i>Ouvriers</i> (Blue-collar workers)	5.6	5.9	4.6	6.0	6.3	4.5	5.3	5.5	4.9
Total	11.3	10.9	11.7	10.6	10.0	11.1	9.8	9.3	10.3

Note: The concept selected for access is the fact of having undergone at least one day of training during the preceding quarter, whether or not the training course in question began during the quarter under consideration. The statistics presented here should be clearly distinguished from those for rates of access to training over 4 weeks in the criteria selected by the European Commission.

Field: salaried employees between 25 and 64 years of age who have completed their initial studies, belonging to households in Metropolitan France.

Sources: Employment Surveys, INSEE, processed by DARES; provisional data for 2010.

Over 2010, an average of 9.8% of salaried employees between 25 and 64 years of age attended a vocational training course over a quarter-year period – slightly fewer than in 2006 (11.3%). Blue-collar workers were two or three times less in evidence than managerial staff or intermediate occupations. Overall, women participated more often than men. However, although women active in management or in intermediate occupations undergo training more often than their male counterparts, such is not the case among white-collar and blue-collar worker.

- Growth in labour productivity (17.M5)

average annual growth in %

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Productivity per head										
Total	1.0	0.0	0.3	0.9	2.5	1.2	1.2	1.0	-0.1	-1.3
Mainly non-agricultural market sector	1.5	-0.7	0.3	1.8	1.9	1.8	1.9	1.0	-0.7	-1.7
Activity										
Total value added	3.7	1.8	1.0	1.0	2.6	1.8	2.2	2.5	0.5	-2.5
Value added in the non-agricultural market sector	5.3	2.0	1.2	1.7	2.0	2.3	3.0	2.8	0.1	-3.7
Employment										
Total employment	2.7	1.8	0.6	0.1	0.1	0.6	1.0	1.4	0.6	-1.2
Employment in the non-agricultural market sector	3.7	2.7	0.9	-0.1	0.0	0.5	1.1	1.7	0.8	-2.1

Sources: National Annual Accounts, INSEE.

In 2001, contraction of activity led to a drop in gains in productivity. Employment adjusted to the situation at the pace it usually does in times of economic slowdown – so much so that, with the marked recovery of activity during the second half of the year, productivity rebounded. From 2005 onwards, employment progressively strengthened, leading to rather more moderate productivity gains. In 2007, employment was more dynamic than expected compared with growth, resulting in a drop in productivity gains. Finally, in 2008 and 2009, with the effects to be expected of the economic situation, productivity gains were once again extremely low.

Wage setting mechanisms and labour cost development

- Evolution of social security contribution rates (22.1)

Employees paid the SMIC (guaranteed minimum wage), 35-hour working week – non-agricultural commercial sectors

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Monthly gross SMIC, 35 hpw (in euros)	1011	1036	1091	1154	1218	1254	1280	1321	1338	1344	1365
In contribution points (compared to gross wage)											
Employee contribution rates (a)	20.9%	20.9%	20.9%	21.2%	21.4%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%
Reduction of employer contributions in % of gross wage	26.0% ¹	26.0% ¹	26.0% ²	26.0% ²	26.0%	26.0%	26.0%	26.6% ³	26.6%	26.6%	26.6%
Employer contribution rates after reductions (b)	19.1%	19.5%	19.5%	20.2%	20.4%	20.4%	20.3%	19.8%	19.8%	20.0%	20.0%
Total Social Security contributions (a+b)	40.0%	40.4%	40.4%	41.4%	41.8%	41.9%	41.7%	41.2%	41.3%	41.5%	41.5%
Total excluding supplementary pension	30.5%	30.9%	30.9%	31.9%	32.3%	32.4%	32.2%	31.7%	31.8%	32.0%	32.0%
In labour cost points											
Total employer and employee Social Security contributions	33.6%	33.8%	33.8%	34.4%	34.7%	34.8%	34.7%	34.4%	34.5%	34.6%	34.6%

Contribution rates are calculated at 1 January, SMIC level is that following adjustment at 1 July of the year.

Notes: 1. 18.2% in companies that have not adopted the 35-hour working week.

2. Between 2003 and 2005, at the time when the SMIC and the “Garanties Mensuelles de Rémunération” (GMR – Monthly Wage Guarantees) converged, reductions at SMIC level were brought progressively to 26.0% in all companies at the same time; in companies still working a 39-hour week, they stood at 20.8% in 2003 and 23.5% in 2004.

3. On 1 July 2007, reduction rates for the SMIC were raised from 26% to 28.1% in companies with fewer than 20 employees – concerning around 30% of employees paid the SMIC.

Interpretation: In 2008, employees paid the hourly SMIC rate on the basis of 35 hours' work per week were subject to a wage contribution rate equal to 21.5% of their gross salary. In the same year, employers of employees paid the SMIC on the basis of 35 hours' work a week were subject to an effective contribution rate equal to 19.9% of the gross wage: their common-law contribution rate was subject to a general reduction of 26.0% if their company had 20 or more employees, and of 28.1% if not – an average of 26.6% for all employers taken as a whole.

Source: Ministry for the Economy, Industry and Employment, General Directorate for the Treasury.

Employees paid the average wage – non-agricultural commercial sectors

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Monthly gross average wage (in euros)	2121	2196	2249	2331	2406	2489	2555	2619	2655	2714	2773
In contribution points (compared to gross wage)											
Employee contribution rates ¹	20.9%	20.9%	20.9%	21.2%	21.4%	21.5%	21.5%	21.5%	21.5%	21.5%	21.5%
Employer contribution rates ^{1,2}	45.1%	45.5%	45.5%	46.2%	46.4%	46.4%	46.3%	46.4%	46.4%	46.6%	46.6%
Total employer and employee Social Security contributions	66.0%	66.4%	66.4%	67.4%	67.8%	67.9%	67.7%	67.8%	67.9%	68.1%	68.1%
In labour cost points											
Total employer and employee Social Security contributions	45.5%	45.6%	45.6%	46.1%	46.3%	46.4%	46.3%	46.3%	46.4%	46.4%	46.4%

Contribution rates are calculated at 1 January. Wage level corresponds to gross wage (annual average, equivalent to full time).

Notes: 1. Common-law rate with regard to the Social Security ceiling.

2. Between 2000 and 2002, a flat-rate reduction in Social Security payments existed for companies adopting the 35-hour working week, corresponding to a reduction rate of 2.3% on the monthly gross average wage.

Source: Ministry for the Economy, Industry and Employment, General Directorate for the Treasury.

Since 1 July 2005, the reductions in employer Social Security contributions relative to the process of

convergence between the SMIC and the GMR (monthly guaranteed pay) implemented at the time of the adoption of 35-hours working week act, have been unified, and are no longer dependent on the number of hours a week worked by a company. All employers now benefit from a 26% reduction in their Social Security contributions with regard to employees paid the SMIC (28.1% in companies with fewer than 20 employees since 1 July 2007).

Wage contributions decreased slightly in 2009, following the 0.05-point reduction in the Wage Guarantee Fund, from 0.15% to 0.10%.

The following modifications were made to Social Security contributions between 2009 and 2011:

Between 2009 and 2010

- The Wage Guarantee Fund rate has stood at 0.4 % instead of 0.2 % since 1 October 2009.
- The social contribution (not on wages, but on employee saving schemes for example) increased from 2 to 4%.

Between 2010 and 2011

- Wage tax base for the CSG (Supplementary Social Security Contribution) and the CRDS (Contribution for the Reimbursement of Social Debt): the tax base remains at 97 % of the wage for the proportion of the wage under 4 Social Security ceilings, but increases to 100% beyond. (Article L136-2 of the French Social Security Code).
- The corporate contribution to financing APEC (Association for the Employment of Executive Staff) (only of concern to managerial personnel) is no longer only applied to income between 1 and 4 Social Security ceilings, but rather to all income lower than 4 Social Security ceilings.
- Employers' contributions to the FNAL (National Housing Aid Fund), which finances a percentage of accommodation allowances, have been modified. The rate specific to companies with 20 or more employees now stands at 0.4% below the ceiling and 0.5% above. Previously, the rate was 0.4% on the wage taken as a whole.
- In 2011, annualisation of general reductions in contributions payable by employees earning low wages led to lower rates of reduction by introducing variable elements of remuneration over the year into their calculation.

- Average taxation rate per earned income bracket (22.4)

Share of SMIC	Gross monthly wage of the household (in €)	Average taxation rate * in 2011 (in %)			Average taxation rate (including RSA "Activité") ** in 2011 (in %)		
		Single, no children	Monoactive couple without children	Monoactive couple with two children	Single, no children	Monoactive couple without children	Monoactive couple with two children
0.5	683	12.0	11.0	10.1	-8.8	-27.0	-27.0
1	1,365	16.6	15.8	15.4	16.5	8.3	-1.0
1.5	2,048	26.1	21.3	21.0	26.1	17.1	16.4
2	2,730	27.5	23.0	21.4	27.5	23.1	20.0
2.5	3,413	29.4	24.9	22.7	29.4	24.9	22.7
3	4,095	31.5	25.8	23.1	31.5	25.8	23.1
4	5,460	34.1	26.9	24.8	34.1	26.9	24.8
5	6,825	35.6	28.8	25.9	35.6	28.8	25.9
6	8,190	36.8	31.0	26.6	36.8	31.0	26.6
7	9,555	38.7	32.6	28.5	38.7	32.6	28.5
8	10,920	40.1	33.7	30.2	40.1	33.7	30.2
9	12,285	41.1	34.5	31.4	41.1	34.5	31.4
10	13,650	41.8	35.0	32.2	41.8	35.0	32.2
13	17,745	43.9	37.6	35.4	43.9	37.6	35.4
15	20,475	44.9	39.4	37.5	44.9	39.4	37.5

* Average taxation rate = (wage contributions + income tax (including PPE) + CSG + CRDS) / gross wage. For calculation of the rate, the household is considered as not being eligible for the RSA (a young person under 25 years of age, for example).

** Average taxation rate (including RSA "Activité") = (wage contributions + income tax (including PPE together with RSA) + CSG (Cotisation Sociale Généralisée – General Social Contribution) + CRDS (Contribution au Remboursement de la Dette Sociale – Contribution to Repayment of the Social Debt) – RSA "Activité") / gross wage. For calculation of the rate, the household is considered as being eligible for the RSA.

Notes: Calculation of taxation rates does not take account of any tax advantages households might enjoy, with regard to household employees for example, or of benefits (excluding RSA) that might be paid to them (Housing allowances, family benefits, etc.). Above a Social Security ceiling, contributions applied are those for managerial staff. The employee is considered as working in a company with over 20 employees and children are considered as attending primary school.

Interpretation: in 2011, a single person without children working half-time and paid the SMIC (€683 gross per month) has an average taxation rate of 12% if he/she is not eligible for the RSA and -8.8% if he/she is eligible for the RSA.

Source: Ministry for the Economy and Finance, General Directorate for the Treasury, Paris model, Legislation for 2011.

Implementation of the RSA on 1 June 2009 and its linkage with the PPE in accordance with a non-concurrency principle (RSA "Activité" totals for year N are deducted from PPE totals paid out in year N+1 with regard to income for year N) suggest a widening of the definition of the tax rate to include RSA "Activité".

In order to take into account the fact that support for low-income workers' purchasing power has in part been transferred from the tax sphere (PPE) to the social sphere (RSA), two taxation rate concepts have been selected here:

- a taxation rate for a household ineligible for the RSA, and consequently comparable with 2009 taxation rates;
- a taxation rate extended to include the RSA "Activité", in order to take account of the introduction of this new incentive to activity.

In comparison with average taxation rates bearing on 2009 legislation:

- In the case of households not eligible for the RSA, deindexation of the PPE scale has meant a rise in the average taxation rate: single people with an activity income of 0.5 SMIC and not eligible for the RSA are now subject to an average taxation rate of +12.0%, as against +9.9% in 2009;
- In the case of households eligible for the RSA, implementation of the RSA has reduced average taxation rates. Single people with an activity income of 0.5 SMIC are now subject to an average taxation rate of -8.8% (the RSA and PPE received are higher than the taxes and contributions paid out), as against +9.9% in 2009.

- In the case of incomes higher than 10 SMIC, taxation rates have increased by about 0.5 of a point under the effect of the one-point rise in the marginal rate for the last income tax bracket, and, to a lesser extent, of a number of modifications of the CSG scale (widening of the tax base to 100% of the wage as from 4 Social Security ceilings (the APEC contribution is now applied to the whole wage up to 4 Social Security ceilings, and contribution rates for the National Fund for Housing Support, FNAL, have been modified).

Improving education and training systems

- Educational levels of young people between 20 and 24 years of age (23.M2)

Highest qualifications awarded to and classes reached by young people between 20 and 24 years of age

in percentages

Highest qualification, class reached	ISCED *	EL **	2000	2008	2009		
			Total	Total	Total	Men	Women
Total number of graduates: higher education, baccalaureate, BEP, CAP or equivalents	3-5		82	83	83.4	81.1	85.6
<i>Graduates: higher education, baccalaureate or equivalent</i>	3-5	I-IV	62	66	65.7	60	71.4
<i>Holders of CAP or BEP diplomas</i>	3C	V	20	17	17.7	21.1	14.2
Total: "Brevet" graduates and without qualification	0-2		18	17	16.6	18.9	14.4
<i>Studied up to the end of a second cycle of secondary education but did not obtain their diploma (failed examinations)</i>	2		10	8.5	8.3	9.4	7.2
<i>of whom: Final year of baccalaureate or equivalent</i>	2	IV	4	4.5	4.3	4.5	4.2
<i>of whom: Final year of CAP or BEP</i>	2	V	4	4	4	4.9	3
<i>Ended their studies before the end of a second cycle of secondary education</i>	0-2		8	8.5	8.3	9.5	7.2
<i>of whom: Seconde (two years before the end of secondary school) or Première (one year before the end of secondary school), general or technological</i>	2	V	1	1.5	1.8	2.2	1.4
<i>of whom: No studies, First cycle of secondary education, or First year of CAP or BEP</i>	0-2	Vb-VI	7	7	6.5	7.3	5.8
Total			100	100	100	100	100

* "levels" as defined by the International Standard Classification of Education (ISCED), used for comparisons between countries and as community indicators.

** "levels" as defined by the French inter-ministerial classification of Educational Levels, 1969.

Interpretation: In 2009, 83% of young people between 20 and 24 years of age declared themselves holders of a higher education qualification, a baccalaureate, or a BEP or CAP diploma.

Field: young people between 20 and 24 years of age at date of survey and belonging to a household in Metropolitan France.

Sources: Employment Surveys, INSEE, processed by DEPP; weighting February 2010 for 2009.

In 2009, 66% of young people between 20 and 24 years of age declared themselves as higher education graduates or holders of a baccalaureate or equivalent qualification, and 18% as holders of a *Brevet d'Études Professionnelles* (BEP – Vocational Studies Diploma) or a *Certificat d'Aptitude Professionnelle* (CAP – Certificate of Vocational Aptitude). Thus, 83% of young people between 20 and 24 years of age declared themselves as holders of at least one diploma validating their success in the second cycle (two or more years) of secondary education. This percentage has remained almost unchanged since 2000.

A higher percentage of young women hold diplomas validating their success in higher secondary education than do their male counterparts (86% and 81% respectively). There are more women baccalaureate graduates than there are men, who are more apt to end their studies after obtention of a BEP or CAP.

On the other side of the coin, 17% of young people between 20 and 24 years of age are not sufficiently qualified to ensure their success in an economy that requires a solid educational background – a percentage that has largely remained stable since 2000.

Such young people may be divided into two groups with differing schooling and educational histories. The first group (8% of the age range as a whole) studied up to the final year of higher secondary

education but did not manage to obtain a certificate validating acquisition of knowledge. The second group, of comparable size, did not reach the final year of higher secondary education. Within this latter group, we may distinguish the 6.5% of young people situated in levels Vb and VI by the French classification of 1969. They did not participate in any educational programme at “CAP level” (level V) – long considered as the minimum level by the French public authorities.

- Early school leavers (23.M3)

per 100 interruptions of secondary studies

Class enrolled in	EL *	2000	2003	2006	2007	2008
Total pupils reaching the final year of higher secondary studies		90.6	91.2	92.9	92.3	92.5
<i>Final year of baccalaureate or equivalent</i>	IV	66.9	68.5	70.3	70.1	70.0
<i>Final year of CAP or BEP **</i>	V	23.7	22.7	22.6	22.2	22.5
Total pupils dropping out before the end of higher secondary studies		9.4	8.8	7.1	7.7	7.5
<i>End of Seconde or Première (two years and one year before the the end of secondary school), general and technological</i>	V	2.4	2.3	2.0	2.1	1.8
<i>1st cycle, 1st year CAP/BEP (no qualification)</i>	VI-Vb	7.0	6.5	5.1	5.6	5.7
Total pupils interrupting their secondary studies for the first time		100	100	100	100	100

Interpretation: out of every 100 young people leaving secondary education in 2008, 7.5 had not reached the final year of higher secondary education.

** French classification of Educational Levels, 1969.*

*** Including 1 to 3% (of the group) leaving the first years of baccalaureate or vocational diploma.*

Field: Metropolitan France – First interruptions of secondary studies, not including young people who never started their secondary studies (less than 1% of an age group).

Source: schooling statistics (synthesis of schooling and geographical origins of pupils and apprentices enrolled in "collèges" [lower secondary schools], lycées, agricultural lycées and apprentice training centres), Ministry for National Education/Minister for Higher Education and Research-DEPP.

In 2008, syntheses of enrolments in secondary educations put the percentage of dropouts before completion of higher secondary studies at 7.5%. In 1.8% of cases, such dropouts took place after enrolment in general or technological second- or first-year classes, and, in 5.7% of cases, after enrolment in first-cycle classes, in the first year of the CAP or BEP. By contrast, 92.5% of young people interrupting their secondary studies for the first time managed to complete their higher secondary education, even though it meant a two-year cycle.

- Public expenditure on education (23.M1)

Domestic Education Expenditure (DEE) and the share of public expenditure on education (1980 – 2009)

	1980	1990	2000	2008	2009
DEE (France as a whole)					
at then current prices (in billions of euros)	28.5	68.0	104.9	129.8	132.1
at 2009 prices (in millions of euros)	71.4	93.1	125.1	130.4	132.1
DEE/GDP (in %)	6.4%	6.6%	7.3%	6.7%	6.9%
DEE/inhabitant at 2009 prices (in euros)	1,320	1,600	2,050	2,020	2,050
Average expenditure per pupil *					
At then current prices (in euros)	1,760	4,030	6,200	7,820	7,990
At 2009 prices (in euros)	4,420	5,510	7,390	7,860	7,990
Structure of initial financing (in %) **					
Public expenditure on education	83.7	82.9	87.2	85.3	85.4
<i>State</i>	69.1	63.7	65.2	59.2	59.2
<i>of which, Ministry for National Education /</i>	60.9	56.5	57.4	54.0	54.1
<i>Ministry for Higher Education and Research</i>					
<i>Local authorities</i>	14.2	18.5	19.9	24.5	24.6
<i>Other public authorities and CAF (Caisse d'Allocations</i>	0.4	0.7	2.1	1.6	1.6
<i>Familiales – Family Allowance Fund)</i>					
Companies	5.5	5.9	5.4	7.0	6.7
Households	10.8	11.2	7.4	7.7	7.9
Total public expenditure on education / GDP (in %)	5.4	5.5	6.3	5.7	5.9

* The DEE is assessed on a yearly basis by the "Compte de l'Éducation", a satellite account of the French National Accounting System. This latter was recently revised for the whole period owing to breaks in series in 1999 and 2006. In 2006, the organic law relating to the Finance Laws (LOLF) modified the State's budgetary and accounting rules; social contributions in particular are now better assessed and assigned to remuneration of State officials. For more detail, consult the 2010 edition of "L'Etat de l'École" (<http://www.education.gouv.fr/cid53863/l-etat-de-l-ecole-29-indicateurs-sur-le-systeme-educatif-francais.html>).

** Initial financing: financing effectively chargeable to each player (before taking account of transfers existing between the various economic players).

Source: DEPP/Ministry for National Education, Youth and Community Life / Ministry for Higher Education and Research; Totals given for 2009 expenditure are provisional.

The DEE represents total expenditure by all economic players, central and local public authorities, companies and households on educational activities, including scholastic and extracurricular educational activities at all levels, activities bearing on organisation of the education system (general administration, educational documentation and research on education), activities designed to encourage school attendance (cafeterias and boarding facilities, school medical services, transport, etc.) and expenditure required by educational institutions themselves (supplies, books and outfitting).

In 2009, such domestic education expenditure came to 132.1 billion euros – 6.9% of the nation's wealth (GDP). The national community, taking all financiers together, is making a major financial effort with regard to education, to the tune of 2,050 euros per inhabitant or 7,990 euros per pupil or student.

International comparisons between national GDPs and expenditure on initial education alone (not including ongoing education) show that France, which recorded a percentage of 6.0% in 2007, is still above the average for OECD countries (5.7%), below the United States and Sweden but markedly ahead of Spain, Italy and Japan.

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