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Introduction

The Europe 2020 strategy aims to make the EU a smart, sustainable and inclusive economy with high levels of employment, productivity and social cohesion. It is based on a limited number of guidelines, adopted by the Council of the European Union in October 2010, dealing in a comprehensive way the issues of employment and economic policy.

These integrated guidelines complement the five major targets such as the one consisting in raising the employment rate of women and men aged 20 to 64 to 75 % by 2020, notably through a greater involvement of young people, older workers and the low-skilled and a better integration of migrants.

In order to facilitate the use of these statistics by all Member States within the context of multilateral surveillance, the nomenclature and format used for these indicators is based on the Joint Assessment Framework developed by the Employment Committee at European level to follow guidelines 7-9.

The selection of indicators presented in this annex is based on those selected by the "indicators group" of the Employment Committee, supplemented by the relevant national indicators that help monitor the implementation of French priorities.

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

Note: The data contained in this document are exclusively taken from national statistical sources. Consequently, they can sometimes diverge from harmonized data published by Eurostat.

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I - Increase labour market participation

Table 1 • Employment rate in 2014

in percentages

	20-64 years			20-24 years			25-54 years			55-64 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	69.8	76.2	63.6	51.4	55.1	47.8	80.5	87.9	73.4	37.0	40.9	33.3
2007	69.9	75.1	64.9	50.6	53.7	47.5	82.1	88.4	76.0	38.2	40.5	36.0
2008	70.5	75.6	65.5	51.1	54.3	47.9	83.2	89.3	77.3	38.2	40.6	35.9
2009	69.5	74.3	65.0	49.7	51.9	47.5	82.1	87.7	76.7	38.9	41.5	36.5
2010	69.3	74.0	64.9	48.8	52.1	45.5	82.0	87.4	76.8	39.7	42.3	37.3
2011	69.4	74.1	64.8	48.5	52.5	44.5	81.6	86.9	76.4	41.5	44.2	39.0
2012	69.5	74.0	65.2	47.0	50.2	43.9	81.0	86.0	76.1	44.5	47.5	41.6
2013	69.6	73.7	65.6	47.0	50.5	43.4	80.7	85.2	76.3	45.6	48.4	43.0
2014	69.8	73.6	66.2	47.3	50.0	44.7	80.5	84.9	76.2	47.1	48.9	45.4

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: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

The employment rate for people aged 20 to 64, which is the proportion of people aged 20 to 64 in employment, reached 69.8 % in 2014, and rose by 0.2 point compared to 2013, following a 0.1 point rise between 2012 and 2013. Since 2010, the employment rate for people aged 20 to 64 slightly raises every year, but stays in 2014 at 0.7 point below its 2008 level. The increase of the employment rate in 2014 affected young people (+0.4 point for those aged 20 to 24 years) but, above all, older workers (+1.4 point for people aged 55 to 64 years).

In 2014, 47.3 % of young people aged 20 to 24 were in employment, that is 3.8 points lower than in 2008. Between 2008 and 2012, employment rate of this age group withdrew by 4.1 points, as a result of the crisis, but also in relation to the further extension of schooling since 2009.

With regard to intermediary age group (25-54 years), employment rate is 80.5 % in 2014, decreasing by 0.2 point in a year. It is decreasing every year since 2008, losing 2.7 points within 6 years.

Table 2 • Unemployment rate

in percentages

	15-64 years			18-24 years			25-54 years			55-64 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	8.2	7.4	9.0	18.3	18.1	18.5	7.3	6.4	8.3	4.4	4.4	4.3
2007	7.7	7.3	8.1	18.8	18.6	19.0	6.6	6.1	7.2	4.4	4.7	4.1
2008	7.1	6.7	7.5	18.4	18.8	17.9	6.0	5.5	6.7	4.0	4.2	3.7
2009	8.8	8.7	8.8	23.1	24.4	21.6	7.3	7.0	7.7	5.4	5.7	5.1
2010	8.9	8.7	9.1	22.6	22.4	22.8	7.6	7.3	7.9	5.8	6.0	5.5
2011	8.8	8.5	9.1	21.9	21.4	22.3	7.6	7.3	8.0	5.7	5.7	5.6
2012	9.5	9.5	9.4	23.7	24.3	22.9	8.2	8.1	8.4	6.2	6.5	5.9
2013	9.9	10.0	9.8	24.0	23.9	24.1	8.7	8.7	8.6	7.0	7.5	6.5
2014	9.9	10.2	9.6	23.2	24.3	21.9	8.7	8.8	8.7	7.3	7.9	6.7

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

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

In 2014, in yearly average, 9.9 % of the workforce in Metropolitan France between the ages of 15 and 64 were unemployed, at the same level than in 2013. The 0.1 point decrease of women unemployment rate compensated the equivalent increase of the level of men's unemployment. With the crisis, unemployment rate of 15-64 years steeply rose from the second quarter of 2008. It then slightly decreased during 2010 and the first semester of 2011, but stays in 2014 by 2.8 points higher than in 2008.

Between 2013 and 2014, unemployment rate decreased by 0.8 point for young people aged 18-24 years, while it increased by 0.3 point for 55-64 years and was almost stable for intermediary age groups. The decrease of young people's unemployment rate between 2013 and 2014 was promoted by the enhancement of the implementation of "Jobs for the Future" (Emplois d'avenir), which are subsidized contracts dedicated to young people and targeted to the less graduated ones. However, unemployment rate of 18-24 years stays high. 23.2 % of the workforce aged 18 to 24 years are out of work in 2014, which is 4.8 points more than in 2008. Given the differences in levels, it represents a raise comparable to the raise of the unemployment rate of people aged 15 to 64 years.

The unemployment rate among older workers aged 55 to 64 years stays markedly lower than the one of people aged 25 to 54 years in 2014 (7.3 % against 8.7 %). Between 2008 and 2014, both employment and unemployment rates of older workers increased. It is mainly due to the effect of successive pension reforms and subsidized early retirement measures.

The unemployment rate for women aged 15 to 64 years is lower than men's since 2012 and the gender gap grew in favour of women during the last 3 years: -0.1 point in 2012, -0.3 point in 2013 and -0.6 point in 2014. Economic situation influences the unemployment gender gap: during recession times, sectors traditionally employing more men (industries, building sector) have been hit more strongly. Conversely, during recovery times, with the return of job creation between 2009 and 2011, women's unemployment rate increased by 0.3 point, while that of men decreased by -0.2 point. Beyond the impact of the economic situation, there has been a clear improvement of women's relative position over a long period of time. Women's unemployment rate is weaker than men's for each group of age, with a high discrepancy for young people and older workers.

Table 3 • Unemployment rates by level of qualification and length of time since leaving initial education

in percentages

		2003	2007	2008	2009	2010	2011	2012	2013	2014
Low qualifications	Leaving between 1 and 4 years ago	33.4	36.6	37.2	48.7	43.8	45.2	46.1	48.9	52.8
	Leaving between 5 and 10 years ago	21.6	24.2	22.9	25.8	30.8	28.9	30.8	33.2	33.7
	Leaving 11 or more years ago	9.1	8.8	8.4	10.1	11.1	11.1	12.0	13.0	13.2
Medium qualifications	Leaving between 1 and 4 years ago	14.7	17.3	16.4	22.7	22.0	21.6	23.7	24.7	23.9
	Leaving between 5 and 10 years ago	9.9	9.8	9.5	11.6	11.3	12.7	13.1	15.1	15.1
	Leaving 11 or more years ago	5.7	4.8	4.6	5.9	6.0	6.0	7.0	7.6	7.8
Medium qualifications	Leaving between 1 and 4 years ago	10.0	8.8	6.1	9.4	10.3	9.1	10.0	10.5	11.4
	Leaving between 5 and 10 years ago	5.2	4.9	3.6	4.7	4.8	5.1	5.6	6.1	6.9
	Leaving 11 or more years ago	4.1	3.8	3.5	4.0	3.8	3.9	3.9	4.3	4.7
Total	Leaving between 1 and 4 years ago	15.2	15.9	14.2	20.0	19.6	18.7	20.0	20.3	19.9
	Leaving between 5 and 10 years ago	9.3	9.5	8.7	10.3	10.7	11.1	11.7	12.5	12.6
	Leaving 11 or more years ago	6.5	5.8	5.4	6.6	6.8	6.8	7.3	7.8	7.9

Note : break in series in 2013.

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 (school or universities studies without interruption of more than 1 year, including apprenticeship). People not having followed an initial educational programme have not been taken into account.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

In 2014, the unemployment rate for young people who left initial education 1 to 4 years before stood at 19.9 %. It varied very considerably depending on the level of qualification : the unemployment rate for those with low qualifications (brevet, CEP, or no qualification) stood at 52.8 %, while that for those with high qualifications was 11.4 %. For those who spent more time on the labour market, discrepancies between unemployment rates according to the level of qualification are less marked : in 2014, more than 10 years after leaving initial education, unemployment rate stood at 13.2 % for less qualified and 4.7 % for graduated from university.

Table 4 • **Unemployment share for young people**
in percentages

Year	Total	Men	Women
2003	9.5	10.3	8.8
2007	9.7	10.4	9.0
2008	9.5	10.6	8.4
2009	12.2	13.8	10.5
2010	11.7	12.7	10.8
2011	11.2	11.9	10.5
2012	11.9	13.4	10.5
2013	12.2	13.2	11.1
2014	11.7	13.3	10.1

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

Field: Population of households in Metropolitan France aged between 18 and 24.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

In 2014, although the unemployment rate (ratio of the number of unemployed people to the labour force) for young people between 18 and 24 years of age stood at 23.2 %, the unemployment share (ratio of the number of unemployed people to the total population in the age group under consideration) for young people between the ages of 18 and 24 was only 11.7 % for the same year, as around half of young people in this age group were pursuing their studies without working. The unemployment share is much lower for young women than for young men with a 3.2 points gap in 2014.

Table 5 • **Participation rate**

in percentages

	15-64 years			18-24 years			25-54 years			55-64 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	69.7	75.6	64.0	52.1	56.8	47.5	86.8	93.9	80.0	38.7	42.8	34.8
2007	69.7	74.7	64.9	51.4	55.8	47.1	87.9	94.1	82.0	40.0	42.5	37.6
2008	69.9	74.7	65.2	51.6	56.3	46.9	88.5	94.4	82.8	39.8	42.4	37.3
2009	70.3	75.0	65.7	52.6	56.6	48.7	88.6	94.3	83.1	41.2	44.0	38.5
2010	70.3	74.9	65.8	52.0	56.5	47.5	88.7	94.2	83.4	42.2	45.0	39.5
2011	70.2	74.7	65.8	51.2	55.5	46.9	88.3	93.7	83.0	44.0	46.9	41.3
2012	70.7	75.2	66.3	50.4	54.9	45.9	88.2	93.6	83.1	47.4	50.8	44.3
2013	71.1	75.4	67.0	50.7	55.2	46.3	88.4	93.3	83.6	49.0	52.3	46.0
2014	71.2	75.2	67.4	50.5	54.8	46.2	88.2	93.1	83.5	50.8	53.1	48.6

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

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

In 2014, 71.2 % of people aged 15 to 64 years are part of the labour force (i.e. in employment or jobless), almost one more point than for years 2009 to 2011. For men, this rate is 75.2 % compared to 67.4 % for women. Slightly more than one person out of two persons aged 18 to 24 years and 55 to 64 years is part of the labour force. Older workers are progressively more present on the labour market since the end of the nineties and one has to get back to the eighties to observe an activity rate standing above 50 %. For young people aged 18 to 24 years, participation rate did not evolve a lot during the 2009-2011 period. Participation rate of people aged 25 to 54 years is almost stable during the 2011-2014 period and the gender gap tends to reduce, standing at 9.6 points in 2014, compared to 13.8 points in 2003.

Table 6 • **Employment and unemployment rates for European Union nationals and nationals of non-European Union countries in 2014**

in percentages

	European Union nationals			Non-European Union nationals		
	Total	Men	Women	Total	Men	Women
Employment rate 20 to 64 years						
Low qualifications	54.5	60.3	49.2	42.3	56,9	31,9
Medium qualifications	69.8	73.4	65.9	50.9	57,1	44,1
High qualifications	82.2	84.2	80.4	55.4	68,0	45,0
Total	70.8	74.2	67.6	48.2	60,0	38,4
Unemployment rate 15 to 64 years						
Low qualifications	15.3	16.5	14.0	27.2	27,3	26,9
Medium qualifications	9.9	9.5	10.3	26.5	28,6	23,5
High qualifications	5.9	5.9	5.8	20.0	17,7	22,6
Total	9.3	9.6	9.1	24.9	25,0	24,6

Concepts: workforce as defined by the ILO, ISCED 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: 2014 Labour Force Surveys and INSEE, processed by DARES; provisional data

In 2014, the average employment rate of EU citizens aged 20 to 64 years (28 countries including French nationals) stands at 70.8 % and the one of non-EU citizens at 48.2 %. The employment rate gap between EU citizens and non -EU citizens is clearly higher for women (29 points) than for men (14 points).

Unemployment rate of non-EU citizens aged 15 to 64 (24.9 %) is in 2014 twice and a half time higher than the one of EU citizens (9.3 %). This gap is particularly marked amongst graduated from university.

Table 7 • **Underemployment rate**

in percentage of employment

	20-64 years			20-24 years			25-54 years			55-64 years		
	Total	Men	Wom en	Total	Men	Wom en	Total	Men	Wom en	Total	Men	Wom en
2003	4.8	2.1	7.9	9.0	4.3	14.3	4.5	1.9	7.6	3.2	1.7	5.0
2007	5.5	2.4	8.9	10.5	5.5	16.0	5.3	2.1	8.8	3.5	2.1	5.0
2008	5.6	2.5	9.1	10.3	4.8	16.3	5.3	2.2	8.7	4.8	2.6	7.1
2009	6.4	3.3	9.8	11.5	6.3	17.1	6.1	3.0	9.4	5.4	3.3	7.7
2010	6.7	3.6	10.1	12.3	7.9	17.2	6.4	3.2	9.9	5.7	3.7	7.8
2011	5.9	2.9	9.2	11.6	7.1	16.9	5.5	2.5	8.9	5.0	2.7	7.4
2012	6.1	3.1	9.3	11.5	6.9	16.6	5.8	2.9	8.9	5.2	2.9	7.6
2013	6.5	3.5	9.7	12.2	7.8	17.4	6.1	3.2	9.3	5.7	3.0	8.6
2014	6.3	3.4	9.4	12.0	7.8	16.6	6.0	3.1	9.1	5.4	2.8	7.9

Definitions: employed labor force and underemployment (ILO definition), underemployment = involuntary part-time + temporary layoff or short time working, exact age at date of survey, annual average.

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

In 2014, 3.4 % of men and 9.4 % of women aged 20 to 64 years who are part of the labour force are underemployed, which means they are working part time but wanting to work more and available to work (involuntary part time work), or worked involuntary less than usual (technical or part-time unemployment).

Table 8 • Average exit age from the labour market

	In years								
	2003	2007	2008	2009	2010	2011	2012	2013	2014
Total	58.9	59.1	59.1	59.6	59.7	60.0	60.4	60.1	60.6

Concepts: declared participation in the labour force, exact age at date of survey, people of 50 or more years old who declared participating in the labour force 11 months before the survey but did not participate anymore at the time of the survey are considered as being out of the labour force.

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

People of at least 50 years old no longer participating in the labour force in 2013 but declaring having been working or in unemployment 11 months earlier were on average 60.6 years old in 2014, which is one and a half year more than in 2007 and 2008.

Table 9 • Employment rate and core employment rate for people aged 55 to 64 years

Employment rate

in percentages

	55-64 years			55-59 years			60-64 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	37.0	40.9	33.3	54.4	60.1	49.0	13.4	14.5	12.4
2007	38.2	40.5	36.0	55.4	58.6	52.3	15.7	16.6	14.8
2008	38.2	40.6	35.9	56.4	59.1	53.8	16.2	18.2	14.4
2009	38.9	41.5	36.5	58.5	61.5	55.7	16.9	18.9	15.0
2010	39.7	42.3	37.3	60.7	64.4	57.2	17.8	19.1	16.6
2011	41.5	44.2	39.0	64.1	67.7	60.6	18.7	20.3	17.3
2012	44.5	47.5	41.6	67.2	71.3	63.5	21.5	23.4	19.7
2013	45.6	48.4	43.0	67.5	71.4	64.0	23.3	24.8	21.9
2014	47.1	48.9	45.4	68.3	71.4	65.4	25.1	25.3	24.9

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

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014.

Core employment rate

in percentages

	55-64 years			55-59 years			60-64 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2003	32.9	36.2	29.8	52.6	58.0	47.4	13.3	14.4	12.2
2007	35.2	37.4	33.2	55.7	59.1	52.6	14.7	15.7	13.9
2008	36.0	38.3	33.8	56.5	59.3	53.8	15.5	17.3	13.8
2009	37.4	39.9	35.2	58.5	61.3	55.8	16.4	18.4	14.5
2010	39.1	41.5	36.7	60.6	64.2	57.2	17.5	18.8	16.2
2011	41.4	44.1	38.8	64.1	67.8	60.6	18.6	20.4	17.0
2012	44.3	47.4	41.5	67.2	71.3	63.4	21.5	23.5	19.6
2013	45.4	48.1	43.0	67.6	71.5	63.9	23.3	24.7	22.0
2014	46.7	48.4	45.1	68.3	71.4	65.4	25.1	25.4	24.8

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: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014.

As regards older workers, the evolution of employment rate between 2000 and 2010 conceals structural demographic effects that have to be taken into account. Since 2001, the first cohorts of the numerous baby-boom generations are coming into the 55-64 age group. Yet, between 55 and 64 years, employment rate strongly decreases with age. From 2001 to 2005, the progressive inflow of these first post-war generations tends to increase the 55-64 years employment rate, while afterwards, until 2010, these first generations getting older, the structural demographic effect has a downward effect on the employment rate without conveying any change in behaviour.

Corrected to take into account this demographic effect, the employment rate for 55-64 years old (referred to as the core employment rate) was in constant growth between 2003 and 2014 (+13.8 points in 11 years), with a marked rise between 2008 and 2011. In 2013 and 2014, core employment rate increased more slowly than in 2011 (respectively 1.1 and 1.3 point against 2.9 points in 2011), due in particular to the extension of the retirement conditions at the age of 60, registered in the 2nd of July 2012 decree, and to a non-linear timing circuit of the extension of legal retirement age in the 2010 reform (a larger number of generations reached legal retirement age in 2013 and 2014 than in 2012). The rise of the core employment rate concerned both 55-59 years old (+15.7 points between 2003 and 2012) and 60-64 years old (+11.8 points), and was steeper for women (+15.3 points) than for men (+12.2 points).

II - Enhancing labour market functioning and combating segmentation

Table 10 • Annual transitions between the various situations on the job market
in percentages

		Situation, year N+1					
		Permanent contracts and self-employed	Temporary agency work	Other non permanent contracts ⁽²⁾	Unemployed	Inactive	Total
Situation declared in year N	Unemployed						
	2007	20.2	5.7	15.5	39.3	19.3	100.0
	2008	16.8	3.8	15.1	45.8	18.6	100.0
	2009	17.5	5.1	16.3	43.0	18.1	100.0
	2010	16.6	5.8	14.3	43.8	19.5	100.0
	2011	14.3	4.8	16.0	46.6	18.3	100.0
	2012 ⁽¹⁾	14.6	4.6	13.9	46.3	20.6	100.0
	2013 ⁽¹⁾	14.1	5.2	16.2	43.5	20.9	100.0
	Temporary work agency						
	2007	21.6	41.0	12.1	15.5	9.7	100.0
	2008	13.5	38.0	10.4	28.1	10.0	100.0
	2009	17.5	40.4	13.4	20.8	7.9	100.0
	2010	16.2	48.3	11.4	14.6	9.6	100.0
	2011	18.5	40.5	10.5	20.7	9.9	100.0
	2012 ⁽¹⁾	18.6	41.5	10.2	20.3	9.3	100.0
	2013 ⁽¹⁾	16.8	38.7	11.4	23.2	9.9	100.0
	Other non permanent contracts⁽³⁾						
	2007	23.7	2.0	55.7	9.6	9.0	100.0
	2008	19.8	1.6	56.5	13.5	8.6	100.0
	2009	18.7	2.3	57.8	11.7	9.5	100.0
	2010	18.5	2.2	58.3	11.9	9.1	100.0
	2011	19.0	2.0	56.9	13.3	8.9	100.0
	2012 ⁽¹⁾	17.8	2.1	55.8	14.1	10.1	100.0
	2013 ⁽¹⁾	22.2	2.2	53.6	12.5	9.4	100.0

Concepts: situation as defined by the ILO; the permanent contract category includes 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: Labour Force Surveys 2007-2014, INSEE, processed by DARES on panel data; provisional data for 2011-2014.

⁽¹⁾ In 2013, an upgrading of the survey questionnaire may have led to changes in the classification of individuals according to the activity status as defined by ILO. More particularly, individuals may have been categorized as unemployed whereas they would have been considered as inactive with the former questionnaire. Thus, the data on transitions between years 2012 and 2013 are not fully comparable with those reported in previous years.

⁽²⁾ Including subsidized contracts

⁽³⁾ Excluding subsidized contracts

Among 2013 jobseekers, 43.5 % were still unemployed one year later and 35.6 % had found jobs: 14.1 % under permanent contracts or as self-employed workers, 5.2 % as temporary workers, and 16.2 % under other non permanent contracts.

Workers with non permanent contracts on a given year are more frequently under a permanent contract the following year than individuals who were unemployed. This

observation, that is made since 2011 for individuals working with a temporary work agency as well as for those under other temporary contracts, seems to be confirmed by the last available data: respectively 16.8 % and 22.4 % of those workers (including subsidised jobs) in 2013 are under a permanent contract in 2014, whereas it is the case of 14.1 % of those who were unemployed in 2013. However, a large share of workers remains in the same type of contract from one year to the next: 38.7 % of those who had been employed by a temporary work agency were still working under the same type of contract one year later. For other non permanent contracts, the share is 53.6 %.

Table 11 • **Part-time, special forms of wage employment, and share of self-employed in total employment**

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	73.7	13.8	8.7	3.7
	2007	11.0	72.5	14.1	9.3	4.1
	2008	10.6	73.1	13.7	9.2	4.0
	2009	10.9	73.0	14.3	8.8	3.9
	2010	11.5	72.1	14.5	9.3	4.1
	2011	11.6	71.9	14.5	9.6	4.1
	2012	11.4	72.0	14.4	9.5	4.2
	2013	11.2	71.6	15.0	9.4	4.0
	2014	11.5	71.5	14.9	9.4	4.3
Men	2003	14.3	85.2	3.6	9.2	2.0
	2007	14.2	83.9	3.5	10.3	2.2
	2008	13.4	84.2	3.5	10.0	2.3
	2009	14.2	84.7	3.8	9.2	2.2
	2010	15.0	83.3	4.2	10.1	2.4
	2011	15.1	82.7	4.1	10.7	2.4
	2012	14.9	83.0	4.1	10.4	2.5
	2013	14.5	82.4	4.5	10.6	2.4
	2014	14.6	82.3	4.7	10.4	2.7
Women	2003	8.1	61.2	25.0	8.2	5.6
	2007	7.4	60.6	25.1	8.3	5.9
	2008	7.3	61.4	24.3	8.5	5.8
	2009	7.3	61.0	25.0	8.4	5.6
	2010	7.6	60.7	25.0	8.4	5.8
	2011	7.8	60.8	25.0	8.4	5.8
	2012	7.6	60.8	24.8	8.5	5.9
	2013	7.7	60.6	25.5	8.2	5.7
	2014	8.1	60.6	25.2	8.3	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 with fixed-term contracts).

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys and INSEE, processed by DARES; provisional data for 2014

Since 2003, 11 % of total jobs were occupied by self-employed workers. The self-employed status is about twice as common among men (14.6 % in 2013) than it is among women (8.1 % in 2013). In 2014, 13.7 % of wage employment fell into the atypical forms of employment (temping, subsidized employment and fixed-term contracts). Women are a little more frequently concerned by atypical forms of

employment than men (14.2 % and 13.1 % respectively).

In 2014, 31.0 % of women employees and 7.4 % of men employees worked part-time. Since 2003, the share of part-time work in women's wage employment is stable, while it increased for men (+1.7 point between 2003 and 2014). Full-time jobs under long-term contracts continued to be the predominant form in wage employment, accounting for 71.5 % of all wage employment in 2014 (-1.6 point compared to 2008 and -2.3 points compared to 2003). This was above all the case for men, over eight out of ten of whom were in wage employment as against six out of ten for women.

Table 12 • Dispersion of regional employment and unemployment rates

Regional employment rates		in percentages							
Region	2000	2007	2008	2009	2010	2011	2012	2013	2014
Alsace	73.6	72.3	72.4	71.0	70.8	70.9	70.8	70.8	70.4
Aquitaine	69.4	69.2	69.5	68.7	68.7	68.8	69.0	69.4	69.3
Auvergne	68.4	69.1	69.4	68.4	68.3	68.2	68.5	69.2	69.4
Basse-Normandie	69.9	69.4	69.8	68.7	68.5	68.4	68.6	68.7	68.3
Bourgogne	69.0	69.6	70.1	68.8	68.4	68.5	68.7	68.7	68.2
Bretagne	69.4	70.2	70.4	69.4	69.5	69.5	69.6	69.5	69.1
Centre	71.0	71.0	71.6	70.7	70.6	70.5	70.5	70.5	70.1
Champagne-Ardenne	68.1	68.0	68.4	67.1	67.1	67.2	66.9	66.8	66.4
Corse	57.6	59.6	60.6	62.0	63.8	64.5	64.7	64.9	64.7
Franche-Comté	70.3	70.2	70.5	69.1	69.1	69.6	69.5	69.4	68.9
Haute-Normandie	67.8	69.0	69.5	68.0	67.4	67.3	67.2	67.0	66.5
Île-de-France	74.8	74.5	75.4	74.6	74.3	74.3	74.6	74.8	74.8
Languedoc-Roussillon	62.1	64.1	64.4	63.6	63.7	63.4	63.1	63.0	62.5
Limousin	68.6	67.7	67.9	66.7	66.5	66.4	66.5	66.8	66.5
Lorraine	67.5	67.7	68.1	66.8	66.6	66.5	66.3	66.2	65.1
Midi-Pyrénées	68.9	69.7	70.0	69.3	69.3	69.3	69.6	69.8	69.3
Nord-Pas de Calais	63.4	64.6	65.0	64.0	63.8	64.1	64.2	64.2	64.1
Pays de la Loire	71.6	72.2	72.9	71.4	71.2	71.2	71.3	71.3	70.8
Picardie	67.1	67.1	67.7	66.4	65.9	65.7	65.5	65.4	65.0
Poitou-Charentes	68.6	68.6	68.9	67.8	67.8	67.8	68.0	68.3	67.9
Provence-Alpes-Côte d'azur	64.9	68.8	69.8	69.6	69.9	69.9	70.2	70.5	70.2
Rhône-Alpes	72.3	73.4	73.9	72.4	72.4	72.7	72.8	72.9	72.7
Metropolitan France	69.7	70.3	70.9	69.9	69.8	69.8	69.9	70.0	69.7

Note: Employment rates for the 20-64 age group are based on 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 6.

Source: annual estimations of employment and estimations of population, calculations by the "Synthèse et Conjoncture du Marché du Travail" unit (SCMT), INSEE, provisional data for 2013 and 2014.

Table 13 • Dispersion of regional employment rates

		In % points							
	2000	2007	2008	2009	2010	2011	2012	2013	2014
Dispersion indicator	5.5	4.5	4.7	4.7	4.6	4.7	4.8	4.9	5.1

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 du Marché du Travail" unit (SCMT), INSEE, provisional data for 2013 and 2014.

Between 2008 and 2009, employment rates fell sharply in most regions because of the outbreak of the economic crisis. Between 2009 and 2013, changes in employment rates were moderate, a little more than half of the regions experienced an increase in their employment rate over the four years. In 2014, employment rate of people aged 20 to 64 years in Metropolitan France stood at 69.7 %, after 70.0 % in 2013. In 2014, employment rates were down in most regions and ranged in Metropolitan France from 62.5 % for the Languedoc-Roussillon to 74.8 % for the Ile-de-France. After declining from 2000 to 2004, the indicator of regional dispersion of employment rates slightly increased until 2008. Between 2008 and 2011, the spread of employment rate between regions remained relatively stable. It then increased significantly between 2011 and 2014.

Table 14 • **Regional unemployment rates**

in percentages

Region	2000	2007	2008	2009	2010	2011	2012	2013	2014
Alsace	4.8	7.0	6.4	8.3	8.4	8.0	8.6	9.1	9.1
Aquitaine	8.4	7.4	6.9	8.3	8.6	8.7	9.3	9.7	9.7
Auvergne	7.5	6.9	6.5	8.0	8.0	7.9	8.4	8.7	8.7
Basse-Normandie	7.7	7.3	6.8	8.6	8.4	8.4	8.8	9.2	9.1
Bourgogne	7.1	6.8	6.3	8.1	8.3	8.1	8.7	9.2	9.0
Bretagne	6.7	6.5	5.9	7.5	7.6	7.4	8.2	8.7	8.7
Centre	6.7	6.6	6.2	8.0	8.2	8.1	8.8	9.4	9.4
Champagne-Ardenne	8.3	8.1	7.6	9.4	9.0	9.1	10.0	10.7	10.7
Corse	11.2	8.4	7.6	8.3	8.6	8.8	9.2	9.8	10.2
Franche-Comté	6.1	7.1	6.7	9.0	8.8	8.0	8.8	9.4	9.3
Haute-Normandie	9.5	8.3	7.7	9.8	9.9	9.8	10.5	11.1	10.9
Île-de-France	7.2	7.2	6.3	7.6	7.9	7.8	8.3	8.7	8.8
Languedoc-Roussillon	12.9	10.6	10.0	11.8	12.0	12.2	13.1	13.9	14.0
Limousin	6.4	6.3	6.0	7.6	7.8	8.0	8.7	9.1	9.0
Lorraine	7.3	7.8	7.3	9.4	9.4	9.2	9.9	10.6	10.5
Midi-Pyrénées	8.6	7.7	7.1	8.6	8.9	8.9	9.6	10.1	10.2
Nord-Pas de Calais	11.6	10.7	10.1	12.1	12.2	12.0	12.7	13.2	12.8
Pays de la Loire	6.8	6.4	5.9	7.9	7.8	7.5	8.1	8.6	8.7
Picardie	9.2	8.7	8.3	10.4	10.5	10.4	11.3	11.8	11.5
Poitou-Charentes	8.0	7.2	6.8	8.5	8.5	8.3	9.0	9.3	9.3
Provence-Alpes-Côte d'azur	11.5	9.2	8.4	9.9	10.2	10.4	10.9	11.4	11.4
Rhône-Alpes	7.1	6.6	6.2	8.1	8.1	7.8	8.4	8.7	8.7
Metropolitan France	8.2	7.7	7.1	8.7	8.9	8.8	9.4	9.8	9.8

Note: unemployment rates are annual average. People aged 15 years old and over.

Source: unemployment estimations, calculations by the "Synthèse et Conjoncture du Marché du Travail" unit (SCMT), INSEE, provisional data for 2013 and 2014.

Table 15 • **Dispersion of regional unemployment rates**

	2000	2007	2008	2009	2010	2011	2012	2013	2014
Dispersion indicator	23.4	16.4	17.5	15.3	15.1	16.1	15.6	15.6	14.9

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 du Marché du Travail" unit (SCMT), INSEE, provisional data for 2013 and 2014.

Between 2008 and 2009, the unemployment rate rose sharply in all regions (+1.6 point for Metropolitan France). Between 2009 and 2010, the increase was more moderate (+0.2 point). Changes in regional unemployment rates were also slight in 2011. As the overall national trend was in small decline, two thirds of the regions experienced a decrease of their unemployment rates. Deterioration of the labor market observed since mid-2011 led to strong increases in regional unemployment rates in 2012 which continued in 2013. Unemployment rate rose in France by 0.6 percentage points in 2012 and 0.4 points in 2013 to 9.8 %. In 2014, unemployment remained stable. The unemployment rates for metropolitan areas ranged from 8.7 % in Auvergne, Bretagne, Pays de la Loire and Rhône Alpes to 14.0 % in Languedoc-Roussillon.

The indicator of regional dispersion of unemployment rates fell during economic slowdowns (2001-2004 and 2008-2010) and was higher in cyclical improvement period (2004-2008). After rising by 1 percentage point between 2010 and 2011, the dispersion fell back in 2012. It remained stable between 2012 and 2013, before reducing in 2014.

Table 16 • **Occupational accidents and occupational diseases**

Evolution of reported occupational accidents

	2000	2008	2009	2010	2011	2012	2013
Accidents with sick leaves, <u>in thousands</u>	743	704	651	659	670	641	618
Frequency	44.1	38.0	36.0	36.0	36.2	35.0	33.8
Severity rate	1.0	1.3	1.3	1.3	1.4	1.4	1.4
Death	730	569	538	529	552	558	541

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: 18.3 million employees in the Social Security system in 2013, 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 reporting 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 million employees in the Social Security system in 2013, essentially from the non-agricultural private sector.

The number of recognized cases of OA with sick-leave dropped from 703 976 in 2008 to 618 263 in 2013. This decrease is a continuation of a long term trend of declining OA, in absolute and relative numbers: between 2000 and 2013 the number of recognized accidents dropped by 125 000 cases, that is, a 17 % decrease, and the frequency index declined from 44.1 in 2010 to 33.8 in 2012, that is a 23 % decrease.

As during every recession, the financial crisis has resulted in a significant decrease in the frequency index of OA between 2008 and 2009, which is partly due to the slowdown in economic activity. In fact, during a recession, work intensity tends to decrease, as the cuts in employment do not match immediately with the reduction of output. Sectors¹ 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 occupational accidents' risk, from -8 % to -10 %. Similarly, the decline in the use of temporary workers (-26 % in 2009) and perhaps, to a lesser extent, the possible change in main employment status of certain temporary workers to self-employed (whose OAs are no longer declared to the CNAM [Caisse Nationale d'Assurance Maladie – National Health Insurance Fund]), contribute to the fall of the frequency index between 2008 and 2009.

¹ Comités Techniques Nationaux (*National Technical Committees - CTN*)

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 40 % since 2000.

Numbers of fatal occupational accidents, falling since 2000, has increased in 2011 and 2012. In 2013 it decreased slightly (-17 deaths compared to 2012). Since 2000 the number of fatal accident decreased by 25 %.

Evolution of occupational diseases compensated each year

	in numbers						
	2000	2008	2009	2010	2011	2012	2013
Occupational Diseases, <u>in thousands</u>	21	45	49	51	55	54	51
Deaths	237	425	564	533	570	523	430

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: 18.3 million employees in the Social Security system in 2013, 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 compensated occupational diseases (ODs) increased rapidly between 2000 and 2013 : +145 %. This rise resulted from a trend towards greater labour intensification and improved legal recognition of ODs, along with greater awareness among the medical profession of the potentially occupational origin of certain pathologies.

Since 2008 the increase is less marked (30 %) and in 2012 and 2013 the number of sickness compensation was slightly down (respectively -2 % and -5 %).

The share of periarticular affections, otherwise called musculoskeletal disorders (MSDs), continued to grow. It represents over 85 % of occupational diseases compensated in 2013.

The number of deaths caused by recognized ODs is almost twofold compared to 2000. However, after a peak reached in 2011, it significantly decreased between 2012 and 2013 (-18 %). These fatalities are mostly due to asbestos.

III - Active labour market policies

Table 17 • **Long-term unemployment rate**
in percentages of the active population

Year	Total	Men	Women
2003	3.3	3.0	3.7
2007	3.1	2.9	3.2
2008	2.6	2.6	2.7
2009	3.1	3.1	3.1
2010	3.6	3.6	3.5
2011	3.6	3.6	3.6
2012	3.8	3.9	3.7
2013	4.0	4.1	3.9
2014	4.2	4.4	3.9

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: Labour Force surveys, INSEE, processed by DARES; provisional data for 2014.

In 2014, 4.2 % of the labour force are unemployed since at least a year. While long-term unemployment decreased between 2003 and 2008 (-0.7 point), it increased every year since 2008, and rose up to 1.5 points in 6 years.

Between 2003 and 2007, long-term unemployment rate of women were virtually higher than that of men. Between 2009 and 2011, both rates came back at the same level and since 2012, women's long term unemployment rate is lower than that of men with a growing discrepancy (-0.5 point in 2014).

Table 18 • Activation rate of Long Term registered Unemployed

	LTU benefiting from an activation measure. 2013	Long Term Unemployed (cat. A). 2013	LTU Activation rate. 2013	LTU Activation rate. 2012
	(a)	(b)	(a) / (a)+(b)	
TOTAL	328 230	1 269 088	20.5%	20.0%
Total < 6m (<25)	71 259	194 464	26.8%	24.0%
Total >12m (25+)	256 971	1 074 624	19.3%	19.2%
MEN	142 739	675 983	17.4%	17.5%
Total < 6m (<25)	30 885	103 502	23.0%	21.7%
Total >12m (25+)	111 854	572 481	16.3%	16.7%
WOMEN	185 491	593 105	23.8%	22.5%
Total < 6m (<25)	40 374	90 962	30.7%	26.3%
Total >12m (25+)	145 117	502 143	22.4%	21.7%
<i>Breakdown by category of measures</i>				
2 - Training	21 809	1 269 088	1.7%	1.4%
Men Total < 6m (<25)	2 234	103 502	2.1%	2.0%
Men Total >12m (25+)	4 663	572 481	0.8%	0.7%
Women Total < 6m (<25)	6 827	90 962	7.0%	5.1%
Women Total >12m (25+)	8 085	502 143	1.6%	1.2%
4 - Employment incentives	69 237	1 269 088	5.2%	5.6%
Men Total < 6m (<25)	9 899	103 502	8.7%	10.7%
Men Total >12m (25+)	25 862	572 481	4.3%	4.7%
Women Total < 6m (<25)	9 202	90 962	9.2%	9.1%
Women Total >12m (25+)	24 274	502 143	4.6%	4.7%
6 - Direct Job creation	166 675	1 269 088	11.6%	10.8%
Men Total < 6m (<25)	14 534	103 502	12.3%	8.7%
Men Total >12m (25+)	44 727	572 481	7.2%	7.2%
Women Total < 6m (<25)	21 159	90 962	18.9%	14.5%
Women Total >12m (25+)	86 255	502 143	14.7%	14.0%
7 - Start-up incentives	70 509	1 269 088	5.3%	5.3%
Men Total < 6m (<25)	4 218	103 502	3.9%	4.0%
Men Total >12m (25+)	36 602	572 481	6.0%	6.2%
Women Total < 6m (<25)	3 186	90 962	3.4%	3.2%
Women Total >12m (25+)	26 503	502 143	5.0%	5.0%

Source : DARES, Eurostat LMP database, 2012 ; data extracted on 22 april 2014. Estimations by DARES. Annual averages. France.

Long-term Unemployed (monthly stock) : "category A" (registered jobseekers obliged to actively seek a job, excluding those having performed short-term reduced activity).

Long-term unemployed : Youth (<25 years) with more than 6 months continuous spell of unemployment ; Adults (25 years or more) with more than 12 months continuous spell of unemployment.

. Category 2 : data very incomplete. Data by unemployment spell are not available for the training sessions organized by the Regions or by the Central government.

. Category 3 : no measure of "job rotation and job sharing" in France.

. Category 4 : Single inclusion contract (CUI-CIE), Professionalization contract, Economic integration enterprises and intermediary associations.

. Category 5 (Sheltered and supported employment and rehabilitation) : stock by unemployment spell are not available.

. Category 6 : Single inclusion contract (CUI-CAE), and new program Employment for the future (EAV).

. Category 7 : Aid for the unemployed setting-up or rescuing a company (ACCRES).

After a peak (350 000) in 2010, followed by a sharp decline in the following year, the number of long-term unemployed (LTU) having benefited from an active measure rose in

2013, from 300 000 to 330 000. However, due to the increase in long-term unemployment, the activation rate remains steady (around 20 %).

Table 19 • **Prevention and participation in active measures by the long-term unemployed**

	Job seekers not benefiting from a « support service »		Job seekers not benefiting from a « new start »					
	Under 25 years old	25 years old and over	Under 25 years old			25 years old and over		
	Total	Total	Total	Men	Women	Total	Men	Women
By 4 months								
2004	24%	35%	27%	26%	28%	39%	38%	40%
2005	22%	32%	25%	24%	26%	36%	35%	37%
2006	20%	28%	23%	22%	24%	33%	32%	34%
2007	17%	23%	22%	22%	23%	32%	31%	32%
2008	19%	25%	26%	26%	25%	34%	34%	34%
2009	19%	27%	27%	28%	26%	37%	37%	36%
2010	17%	25%	25%	25%	25%	35%	35%	35%
2011	18%	26%	26%	26%	26%	36%	35%	36%
2012	19%	28%	28%	29%	28%	37%	37%	37%
2013	16%	24%	28%	29%	28%	37%	38%	37%
By 12 months								
2004	4%	10%	5%	4%	5%	13%	12%	14%
2005	3%	8%	4%	4%	4%	11%	10%	11%
2006	2%	5%	3%	3%	4%	8%	8%	9%
2007	2%	4%	4%	4%	4%	9%	8%	9%
2008	2%	5%	5%	5%	5%	10%	11%	10%
2009	3%	6%	5%	6%	5%	12%	12%	11%
2010	2%	6%	5%	5%	5%	11%	11%	11%
2011	3%	7%	6%	6%	6%	13%	13%	13%
2012	3%	8%	6%	6%	6%	13%	13%	13%
2013	2%	6%	6%	6%	5%	13%	13%	13%

Support services: number of jobseekers entering the 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 the 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: unemployed jobseekers obliged to look actively for a job.

Source: Pôle Emploi, log data file («fichier historique »)

In 2013, 16 % of new Category A jobseekers under 25 years of age continuously looking for employment during the 4 months following their entering the category, did not take advantage of any support services (workshops, skills assessments, guidance support, etc.) during that time. The rate was higher among new jobseekers aged 25 years and over (24 %). The same year, 2 % of new Category A jobseekers under 25 years of age and 6 % of those aged 25 and over continuously looking for employment during the 12 months following their entering the category did not take advantage of any support service during that time.

In 2013, 28 % of new Category A jobseekers under 25 years of age continuously looking for employment during the 4 months following their entering the category did not take advantage of any support service enabling a New start (such as vocational training, job incentives, assisted and rehabilitation contracts, direct job creation, or assistance with

company creation) during that time. The rate was higher among new jobseekers aged 25 years and over (37 %). In 2013, 6 % of new Category A jobseekers under 25 years of age and 13 % of those aged 25 and over continuously looking for employment during the 12 months following their entry in the category, did not take advantage of any job-market policy measure during that time. Differences between women and men are not significant.

Table 20 • **Active Labour Market Policy expenditure (categories 2 to 7) as a percentage of GDP**

	2007	2008	2009	2010	2011	2012	2013
ALMP expenditure / GDP (%)	0.70	0.62	0.71	0.80	0.65	0.62	0.66

Source: DARES, Eurostat LMP database, INSEE.

After a reduction in 2011 and 2012, the active measures spending (categories 2-7) rose by nearly 7 % in 2013. The increase in expenditure associated with subsidised contracts in the non profit sector was noticeable.

Table 21 • **Active Labour Market Policy expenditure (categories 2 to 7) per person wanting to work**

	2007	2008	2009	2010	2011	2012	2013
ALMP expenditure per person wanting to work (Euro)	4 306 €	4 178 €	3 881 €	4 431 €	3 694 €	3 364 €	3 443 €

Source: DARES, Eurostat LMP database, INSEE.

The active measures expenditure (categories 2-7) per person wanting to work remained relatively stable in 2013 (+2 %) after a decline of almost 11 % in 2012. The increase in active spending was offset by the increased number of people wanting to work (+5 %).

Table 22 • **Labour Market Policy participants (categories 2 to 7) per 100 persons wanting to work**

	Total	Men	Women
2013	34.6	34.6	28.3
2012	37.8	37.8	31.1
2011	40.4	43.1	31.6
2010	44.1	46.7	35.2
2009	41.8	43.2	32.6
2008	53.0	59.9	40.9
2007	53.4	57.6	39.5

Concept: Number of participants in regular activation measures (LMP categories 2-7) divided by the number of persons wanting to work (ILO unemployed plus labour reserve).

Source: Eurostat LMP database. Estimated values.

The share of people wanting to work benefiting from an active measure has declined since 2009 due to a sharp deterioration of the labour market since mid-2008. This ratio increased in 2010 with the development of subsidised contracts. Then it has fallen since 2011, mainly because of the increased number of people wanting to work.

IV - Adequacy of the social protection system and make work pay

1. Adequacy of the social protection system

Table 23 • **People at risk of poverty according to a threshold at 60 % of the median equivalised disposable income by most frequent activity status (ILO definitions(1))**

	in percentages								
	2005	2006	2007	2008	2009	2010	2010 (2)	2011 (2)	2012 (2)
Total (including people aged less than 15)	13.1	13.1	13.4	13.0	13.5	14.1	14.0	14.3	13.9
In work	7.5	7.5	7.8	7.4	7.6	7.6	7.6	8.0	7.5
Unemployed	34.5	34.9	36.4	35.9	35.0	36.5	35.9	38.9	37.2

(1) The calculation of this ILO variable has been modified in 2007, which could explain certain sharp evolutions . Age in year of revenue collection.

(2) From 2010, estimations of financial revenues refer to Property Income Survey 2010 .

Individuals : person living in Metropolitan France in an ordinary household which reference person is not a student.

Income : declared household's income is positive or zero.

Sources : Insee-DGFIP-Cnaf-Cnav-CCMSA, Tax and Social Income Surveys 2005 to 2012.

People in work are much less often exposed to poverty than others: the relationship between the risk of poverty rate of people in work and that of the total population actually fell from 0.57 to 0.54 between 2005 and 2010. In contrast, the poverty rate of people unemployed is significantly higher than the average. In the recent period, the ratio between these two rates stayed stable at around 2.6 to 2.8. Employment remains the best safeguard against poverty and this protective role has even increased during the last decade.

Table 24 • **Out-of-work income maintenance expenditure (category 8) as a percentage of GDP**

	2007	2008	2009	2010	2011	2012	2013
LMP expenditure (8) as a % of GDP	1.16	1.12	1.38	1.40	1.36	1.41	1.46

Source: DARES, Eurostat LMP database, INSEE.

In 2013, the unemployment benefit expenditure increased by 4.3 % in constant euros (30.9 billion after 29.4 billion euros in 2012). The expenditure expressed in percentage of GDP reached 1.46 %, the highest level since 2005.

Table 25 • **Out-of-work income maintenance expenditure (category 8) per person wanting to work**

	2007	2008	2009	2010	2011	2012	2013
LMP expenditure (cat. 8) per person wanting to work (Euro)	7 202 €	7 515 €	7 542 €	7 702 €	7 658 €	7 623 €	7 603 €

Source : DARES, Eurostat LMP database, INSEE.

The unemployment benefits expenditure (category 8) rose by 4.3 % in constant euros in 2013, while the population wanting to work also increased (+5.3 %). As a result, the ratio remained rather stable (-1.0 %) during the period.

2. Make work pay

Table 26 • Number of tax households concerned by the Prime pour l'emploi

Year of taxation	2001	2007	2008	2009	2010	2011	2012	2013	2014
In million	8.7	8.9	8.9	8.2	7.3	6.7	6.3	5.9	5.5
In % of total number of tax households	26.3	25.0	24.7	22.5	20.0	18.2	17.4	16.0	14.9

Scope: France.

Interpretation: In 2014, 5.5 million tax households benefited from the PPE for their income in 2013.

Sources: Figures from the General Directorate for Public Finances, processed by the General Directorate of 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 available income occasioned by a low-paid professional activity. This tax credit aims to partly reduce the difference in taxes and social benefits between an inactive person and a worker.

The freeze of the PPE scale since 2009 (leaving the scale unchanged since 2008) and the imputation of the RSA Activité, created in 2009, on the PPE allowed since 2010 explain the drop in numbers of tax households benefiting from the PPE, which decreased from 8.9 million households in 2008 to 5.5 million in 2014.

Table 27 • Beneficiaries of the Revenu de Solidarité Active (RSA)

data at 31st of December 2013

	RSA "Activité"	RSA	RSA "Activité" in % of the RSA
2009	598 800	1 730 154	34.6
2010*	665 600	1 833 800	36.3
2011	675 600	1 869 600	36.1
2012	690 700	1 964 200	35.2
2013	734 600	2 100 900	35.0

Field : Metropolitan France

Source : CNAF et MSA

* : Since 1st of September 2010, people who are under 25 years old (under conditions of work) can benefit of the RSA. They represent less than 1 % of beneficiaries.

	RSA "Activité"	RSA	RSA "Activité" in % of the RSA
2011	707 800	2 067 300	34.2
2012	727 000	2 176 200	33.4
2013	778 200	2 330 200	33.4

Field : France

Source : CNAF and MSA

From 1st of June 2009 on, 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 who is 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. Since 1st of 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 implemented in French Overseas Departments since January 2011 (in Mayotte since 1st of January 2012).

The RSA is a differential allowance, complementing 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".

On 31st of December 2013, 2.33 million households in the whole of France benefited from the RSA. During the same year, 778 200 people benefited from the RSA "Activité" in the whole of France, which represents 33.4 % of the total number of RSA recipients. In Metropolitan France, in 2010, the beneficiaries of RSA "Activité" have grown much faster than the whole population of beneficiaries. On the other hand, since then, the growth of the number of RSA "Activité" has been lower than that of the whole number of recipients of RSA, and is then decreasing in comparison to 2010. Nevertheless, the number of RSA "Activité seul" beneficiaries is decreasing faster than the number of RSA beneficiaries as a whole. The share of of RSA "Socle+ Activité" beneficiaries is stable since 2010.

V - Reconciling work and family life

Table 28 • Conciliation between work and family in 2013

Participation, working time and unemployment according to household situation in 2013

Household situation	Participation rate		Full time		Part time		Unemployment in total population	
	Women	Men	Women	Men	Women	Men	Women	Men
In couple	67.1	76.8	41.5	66.4	20	4.1	5.7	6.3
<i>Without children</i>	65.0	71.1	43.2	61.5	16.5	4.6	5.3	4.9
<i>1 child aged less than 3</i>	83.4	96.4	57.6	83.9	18.1	4.3	7.7	8.2
<i>2 children with at least one aged less than 3</i>	68.1	96.1	32.1	85.1	30.7	4.2	5.3	6.9
<i>3 children with at least one aged less than 3</i>	41.2	87.6	17.4	70.2	19.5	5.4	4.3	12.0
<i>1 child aged 3 or more</i>	72.7	78.7	47.2	67.4	19.3	4.2	6.2	7.1
<i>2 children aged 3 or more</i>	71.7	78	43.8	69.3	23	3.6	5	5.1
<i>3 children aged 3 or more</i>	55.7	67.9	28.2	56.1	20.8	3.6	6.8	8.2
Single	66.6	72	43.3	55.3	14.6	5.7	8.7	11
<i>Without children</i>	67.8	75.5	47.2	58.2	13.6	6.1	7.0	11.2
<i>With 1 child at least</i>	66.3	56.3	37.3	43.0	16.9	3.8	12.0	9.4
Ensemble	67.0	75.5	42.0	63.3	18.4	4.6	6.6	7.6

Note: annual average.

Field: Metropolitan France, person of reference in the household and potential partner aged 15 to 64.

Source: INSEE Labour Force Survey from 1st to 4th quarter 2014.

In 2013, 67.1 % of women in couple aged 15 to 64 are participating in the labor force, either being employed full time (41.5 %), employed part-time (20 %) or unemployed (5.7 %). For mothers living in couple, having one or two children, when they are 3 years old or more? is often combined with work. With at least three children, all 3 years old or more, female activity is weaker than with only one or two children above 3 years old. These disparities in labor force participation according to the number of children are more pronounced amongst women having at least one child aged less than 3 years. Besides, when these mothers work, they more likely work part-time. Unlike women, men's participation is relatively unaffected by the number and the age of their children.

Table 29 • Daycare facilities for young children

Daycare facilities for young children at 31st December 2013 (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	2 243	81 923	3.6 % (0 - 2 years old)
of which, parental crèches	129	2 053	0.1 % (0 - 2 years old)
Kindergartens and Toddler daycare	267	8 667	0.2 % (2 - 6 years old)
Day nurseries	1 429	23 801	0.4 % (0 - 6 years old)
Multiple care types facilities (Structures multi-accueil)	8 048	- collective: 230 060	10.0 % (collective)(0 - 2 years old)
		- family: 10 730	0.2 % (family) (0 - 6 years old)
Total collective facilities (not including family daycare)	11 987	344 451	6.3 % (0 - 6 years old)
Family daycare services	671	41 297	0.8 % (0 - 6 years old)
Total establishments	12 658	396 478	7.3 % (0 - 6 years old)

	Number of practising child minders with valid certifications at 31/12/2013	Theoretical day care capacity	Theoretical day care capacity compared with number of children in the age range
Practising child minders	321 592	981 683	18.0 % (0 - 6 years old)

Field: Metropolitan France.

Notes:

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 estimations given refer to the number of places available and is not the number of children actually attending such facilities. Data are based on authorised capacities compared with: the number of children under 3 years old at 31 December 2013 (2 292 303) ; the number of children between 0 and 6 years old at 31 December 2013 (5 449 528); the number of children between 2 and 6 years old at 31 December 2013 (3 926 532).

Collective crèches take in children under 3 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 3 years old.

Family daycare services or family crèches are made up of registered child minders, each of whom looks after from 1 to 4 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.

Toddler day care (between infant daycare and Kindergarten) act as alternatives to nursery schools and take in children from 2 and 3 years old.

Day nurseries are facilities providing occasional or part-time daycare for children under 6 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 Local Authority (Conseil Général) and actually in activity. They provide daycare by the day for children between 0 and 6 years old, but usually between 0 and 3 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.

Sources: DREES (PMI 2013 survey), INSEE (estimates of population - provisional results established at end 2014), IRCM (Practising child minders).

Taking into account practising child minders, overall potential daycare offer is around 25.3 places per 100 children between 0 and 6 years old. However, if only children under 3 years old are taken into consideration, the various modes of daycare currently on offer provide 60.1 places per 100 children.

Table 30 • **Percentage of children under 3 years old in a “formal” mode of daycare (main mode of daycare)**

	2002	2007	2013
Percentage of children under 3 years old in a “formal” mode of daycare (main mode of daycare)*	23 %	29 %	33 %

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

Note: The main mode of daycare is the one in which the child spends most of the 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, 2007 and 2013, DREES, calculations by DREES.

VI - Exploiting job creation policies

Table 31 • Total employment growth

	Level at the end of the year	Year-on-year change at the end of the year						
	(000's)	(in thousands)						
	2014	2008	2009	2010	2011	2012	2013	2014
Total employment	26 419	-168	-212	147	124	-53	52	11
Agricultural employees	240	-10	-2	-4	4	4	7	4
Non-farm business sectors	15 813	-187	-262	56	58	-108	-66	-74
Industry	3 141	-78	-167	-85	-17	-21	-57	-38
Construction	1 346	10	-39	-18	-9	-16	-26	-49
Tertiary market sector	11 326	-119	-56	158	84	-71	17	13
<i>Of whom, temporary workers</i>	<i>542</i>	<i>-135</i>	<i>-18</i>	<i>98</i>	<i>-21</i>	<i>-62</i>	<i>33</i>	<i>0</i>
Non-market service sectors	7 789	13	46	4	7	21	102	65
Self-employed	2 576	16	5	91	54	30	9	15
Employees in the competitive sectors	17 805	-153	-213	103	73	-84	-42	-61

	Level at the end of the year	Year-on-year change at the end of the year						
	(000's)	(in %)						
	2014	2008	2009	2010	2011	2012	2013	2014
Total employment	26 419	-0.6	.	0,6	0,5	-0,2	0,2	0,0
Agricultural employees	240	-4.0	-0.8	-1.6	2.0	1.6	3.1	1.7
Non-farm business sectors	15 813	-1.1	-1.6	0.4	0.4	-0.7	-0.4	-0.5
Industry	3 141	-2.2	-4.7	-2.5	-0.5	-0.6	-1.8	-1.2
Construction	1 346	0.7	-2.6	-1.2	-0.6	-1.1	-1.8	-3.5
Tertiary market sector	11 326	-1.1	-0.5	1.4	0.7	-0.6	0.1	0.1
<i>Of whom, temporary workers</i>	<i>542</i>	<i>-20.8</i>	<i>-3.5</i>	<i>19.7</i>	<i>-3.6</i>	<i>-10.9</i>	<i>6.4</i>	<i>0.1</i>
Non-market service sectors	7 789	0.2	0.6	0.0	0.1	0.3	1.3	0.8
Self-employed	2 576	0.7	0.2	3.8	2.2	1.2	0.4	0.6
Employees in the competitive sectors	17 805	-0.8	-1.2	0.6	0.4	-0.5	-0.2	-0.3

Interpretation: at the end of 2014, employment in industry rose to 3.141.000, a decrease of 38.000 in comparison with end 2013 (-1.2 % decrease in one year).

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

Field: Metropolitan France.

Source: INSEE, employment estimations for 2008 to 2013 and estimations of wage employment in private institutions not including agriculture for 2014; employment forecasts for 2014, for the agricultural sector, the public sector and self-employment.

Total employment slightly increased in 2014: +11 000 jobs, after +52 000 in 2013. As in 2013, the rise in total employment was mainly driven by tertiary non-market sector (+65 000 after +102 000 in 2013) and to a lesser extent by self-employment (+15 000). Nevertheless, in non-farm market sector, wage employment is withdrawing since 2012 (-74 000 in 2014, after -66 000 in 2013 and -108 000 in 2012). Temporary agency work was stable in 2014. Besides temporary agency work, wage employment in the industry stayed oriented on a downwards trend since 2008 (-38 000 jobs in 2014,

corresponding to +0.1 %).

From the beginning of the year 2008 until the end of the year 2014, total employment decreased by 99 000 jobs. Actually, employee job creations in the non market sector (+258 000) and independent jobs (+221 000) do not compensate the downturn of the number of employee jobs in non–farm market sectors.

VII - Gender equality

Table 32 • Employment gender gap

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	Gender gap	Men	Women	Gender gap	Men	Women	Gender gap	Men	Women	Gender gap
2003	76.2	63.6	12.6	55.1	47.8	7.4	87.9	73.4	14.5	40.9	33.3	7.6
2007	75.1	64.9	10.2	53.7	47.5	6.2	88.4	76.0	12.3	40.5	36.0	4.5
2008	75.6	65.5	10.1	54.3	47.9	6.4	89.3	77.3	12.0	40.6	35.9	4.7
2009	74.3	65.0	9.3	51.9	47.5	4.4	87.7	76.7	11.1	41.5	36.5	5.0
2010	74.0	64.9	9.1	52.1	45.5	6.6	87.4	76.8	10.6	42.3	37.3	4.9
2011	74.1	64.8	9.3	52.5	44.5	7.9	86.9	76.4	10.6	44.2	39.0	5.2
2012	74.0	65.2	8.8	50.2	43.9	6.3	86.0	76.1	9.9	47.5	41.6	5.9
2013	73.7	65.6	8.1	50.5	43.4	7.1	85.2	76.3	8.9	48.4	43.0	5.4
2014	73.6	66.2	7.4	50.0	44.7	5.2	84.9	76.2	8.7	48.9	45.4	3.5

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

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys, INSEE, processed by DARES; provisional data for 2014.

In 2014, the employment rate gap between men and women from 20 to 64 years of age stood at 7.4 points (73.6 % as against 66.2 %). This gap was 12.6 points in 2003 and decreased almost constantly over the period. Overall, with the continued development of the activity of women 30 years and over, women's employment rate has been getting closer to men's, while the rate of participation to the labour force of men aged 30 to 49 years was slightly falling.

For women aged 25 to 54 years, employment rate also continuously came closer to that of men's, with a 8.7 points gap in 2014 against 14.5 points in 2003. In contrast to what has been observed for the whole working age population, the employment gap between men and women did not continuously decrease for young people and elders for specific reasons related to both these age groups, more specifically longer schooling for the former, and the removing of subsidised early retirement measures and pension reforms for the latter. Overall, the employment rate gender gap decreased between 2003 and 2014, both for young people (5.2 points in 2014 against 7.4 points in 2003) and elders (3.5 points in 2014 against 7.6 points in 2003).

Table 33 • Gender pay gap

Comparison of average net salaries for women with average net salaries for men, by full time equivalent

	2000	2007	2008	2009	2010	2011	2012
W / M	0.78	0.79	0.79	0.80	0.80	0.81	0.81

Field: France, private sectors and public enterprises, all salaried workers excluding agriculture, employees of households, apprentices and interns.

Sources: annual declaration of social data (DADS), INSEE, processed by Dares.

Gender pay gap has progressively decreased since 2000. For the 2007-2012 period as a whole, the average net monthly salary for women is 20 % lower than for men.

Methodology : Dares decided to change its gender pay gap indicator. From now on, it is calculated according to annual declaration of social data (DADS), a comprehensive data source much more accurate regarding wages than the sample of the Labor Force Survey (LFS), which was used before. Effects of part-time work are corrected because the indicator calculates average salaries by full time equivalent (FTE): it is therefore similar to the former “net hourly salaries” indicator from the LFS, apart from the fact that it is an average, not a median, covering a larger field, explaining a deeper gender pay gap than the former indicator. Indeed, this new indicator covers the entire France, including overseas departments.

VIII - Improving skills supply and productivity, lifelong learning

Table 34 • Lifelong learning

Quarterly rate of access to non-formal education and training by people between 25 and 64 years of age (all non-formal education and training activities)
in percentages

	2013			2014		
	Total	Men	Women	Total	Men	Women
25-34 years old	26.9	26.1	27.6	28.6	28.9	28.3
35-44 years old	26.4	24.7	28.0	27.5	24.8	30.0
45-54 years old	22.6	19.9	25.2	23	20.1	25.8
55-64 years old	15.9	12.6	19.0	17.2	13.2	20.9
Total	22.9	20.7	24.9	23.9	21.6	26.2

Non-formal education and training : not leading to a recognized diploma.

Field: individuals between 25 and 64 years of age who have completed their initial studies at least one year before the survey, belonging to households in Metropolitan France.

Sources: Labour Force Surveys, INSEE, processed by DARES; provisional data for 2014.

In 2014 the average quarterly rate of access to non-formal education and training of people aged between 25 and 64 years stood at 23.9 %, one point higher than in 2013. Access to non-formal education and training is highly differentiated depending on age – markedly higher among younger than older people. Women also declare to have greater access to non-formal education and training. The discrepancy between women and men remained rather constant in 2014 compared to 2013.

Quarterly rate of access to non-formal vocational training by salaried employees between 25 and 64 years of age
in percentages

	2013			2014		
	Total	Men	Women	Total	Men	Women
Cadres (managers/professionals)	20.8	21.5	19.8	21.4	21.6	21.1
Professions intermédiaires (Int. occupations)	17.8	17.6	18.1	17.9	17.8	17.9
Employés (White-collar workers)	10.8	12.8	10.1	10.7	12.5	10.2
Ouvriers (Blue-collar workers)	7.8	8.0	6.7	7.8	8.2	6.7
Total	13.9	14.3	13.5	14.0	14.4	13.6

Non-formal education and training : not leading to a recognized diploma.

Field: salaried employees between 25 and 64 years of age who have completed their initial studies at least one year before the survey, belonging to households in Metropolitan France.

Sources: Labour Force Surveys, INSEE, processed by DARES; provisional data for 2014.

Over 2014, an average of 14.0 % of employees between 25 and 64 years of age attended a non-formal vocational training course over a quarter-year period. This rate remained stable compared to 2013 (13.9 %). Blue-collar workers were almost three times less likely to access to non-formal vocational training than managerial staff and twice less than intermediate occupations. Female employees also participated less than men to non-formal vocational training.

Quarterly rate of access to non-formal education and training by people between 25 and 64 years of age by situation on the job market (all non-formal education and training activities)
In percentages

	2013			2014		
	Total	Men	Women	Total	Men	Women
Employed	26.1	23.5	29.0	27.1	24.3	30.1
Unemployed (BIT)	18.7	15.7	22.0	19.1	16.4	22.2
Inactive	12.5	9.5	14.3	14.1	10.9	16.0
Total	22.9	20.7	24.9	23.9	21.6	26.2

Field: individuals between 25 and 64 years of age who have completed their initial studies at least one year before the survey, belonging to households in Metropolitan France.

Sources: Labour Force Surveys, INSEE, processed by DARES; provisional data for 2014.

In 2014 the average quarterly rate of access to non-formal education and training of unemployed people stood at 19.1 %. It is higher than in 2013 (18.7 %) as with employed and inactive people. Women had greater access to non-formal education and training, whatever their labour status.

Table 35 • **Growth in labour productivity**

	average annual growth in %								
	2000 - 2006	2007	2008	2009	2010	2011	2012	2013	2014
Productivity (per head)									
Total economy	1.2	1.0	-0.1	-1.5	1.6	1.4	0.5	0.6	0.1
Business sector excluding agriculture	1.3	1.1	-0.6	-2.2	2.0	1.2	0.4	0.7	0.2
Productivity (per hour)									
Total economy	1.9	0.2	-0.2	-0.6	1.6	1.2	1.0	0.7	0.2
Business sector excluding agriculture	2.0	0.4	-0.6	-1.2	2.1	1.0	0.8	0.8	0.3
Gross Value Added									
Total economy	2.1	2.4	0.3	-2.6	1.7	2.1	0.6	0.4	0.4
Business sector excluding agriculture	2.4	2.9	0.1	-3.9	2.0	2.3	0.6	0.2	0.1
Employment									
Total economy	0.9	1.4	0.5	-1.1	0.1	0.7	0.1	-0.2	0.3
Business sector excluding agriculture	1.1	1.8	0.6	-1.8	0.0	1.1	0.2	-0.5	-0.1
Hours worked									
Total economy	0.2	2.3	0.5	-2.0	0.1	0.9	-0.4	-0.2	0.2
Business sector excluding agriculture	0.5	2.5	0.7	-2.8	-0.1	1.3	-0.2	-0.5	-0.2

Sources: National Quarterly Accounts, INSEE Base year: 2010.

In 2008 and 2009, due to the time needed for employment to adjust to the reduction of economic activity, productivity gains per head moved back strongly (-1.5 % in total economy and -2.2 % in business sector excluding agriculture in 2009). This decrease has been more important than what productivity cycles observed in the past would let us expect. However a decrease in hours worked per head in 2009 contributed to highlight the decrease in productivity per head during the crisis.

In 2010 the rise in activity together with a more progressive upturn of employment led to a recovery of productivity per head compensating the drop of the productivity level during the crisis without catching up the tendency gains of productivity (during the first half of years 2000, apparent productivity per hour rose by +1.9 % in average in total economy, and by +2.0 % in business sectors excluding agriculture). It did not rise between 2006 and 2010.

Since 2011, productivity gains flattened out again. The catching-up process observed in 2010 did not go on with the quick restarting of job creation. Productivity then continued to slow down in 2012 and 2013, in a context of weak economic activity and subdued employment growth. Such developments of productivity during these two years are more in line with usual productivity cycle than between 2008 and 2011. In 2014, productivity gains decreased, partly limited by a slowdown in the pace of job destructions.

IX - Improving education and training systems

Table 36 • Educational levels of young people between 20 and 24 years of age

Highest qualifications gained and highest grades completed by young people aged 20 to 24 years

in percentages

Qualifications and Grades	ISCED *	NF **	2000			2013		
			Total	Men	Women	Total	Men	Women
Total of young people holding tertiary degrees, <i>Baccalauréat</i>, <i>BEP</i>, <i>CAP</i> (ISCED 3-5 qualifications)	3-6		81.8	80.2	83.4	86	84.1	87.9
Hold tertiary degrees, <i>Baccalauréat</i> or equivalent qualifications	3-6	I-IV	62.2	57.2	67.0	72.0	68.2	75.8
Hold <i>CAP</i> or <i>BEP</i> qualifications	3C	V	19.6	23	16.4	14.0	15.9	12.1
Total of young people without qualification at ISCED 3-5 levels	0-2		18.2	19.8	16.6	14.0	15.9	12.1
Have completed an ISCED 3 programme but did not obtain the final examinations	2		10.4	11.9	9.0	6.2	7.5	4.8
* <i>Baccalauréat</i> programme completers	2	IV	4.6	4.7	4.6	3.0	3.6	2.4
* <i>CAP</i> or <i>BEP</i> programmes completers	2	V	5.8	7.2	4.4	3.2	3.9	2.4
Dropped out before completion of ISCED 3	0-2		7.8	7.9	7.6	7.8	8.4	7.3
* dropped out of <i>Baccalauréat</i> programme, after Grade 10 (<i>Seconde</i>) or Grade 11 (<i>Première</i>)	2	V	1.2	1.3	1.0	1.3	1.5	1.1
* dropped out of <i>CAP</i> or <i>BEP</i> programmes after Grade 10, or dropped out of lower level (include non-respondents)	0-2	Vbis -VI	6.6	6.6	6.6	6.5	6.9	6.2
Total			100	100	100	100	100	100

* International Standard Classification of Education (ISCED), version 1997: UNESCO classification shaping comparability across countries of statistics on education systems. Coding references on the website of the UNESCO institute for statistics (<http://www.uis.unesco.org/Education/ISCEDMappings/Pages/default.aspx>).

** Niveaux de Formation (NF): nomenclature for French education and training (version 1969).

Reading: In 2013, 86 % of young people aged 20 to 24 year-olds report holding a tertiary degree, a *Baccalauréat*, a *Brevet d'Études Professionnelles* (BEP) or a *Certificat d'Aptitude Professionnelle* (CAP) (qualifications classified at levels 3 and 5 of ISCED-97).

Scope: young people aged 20 to 24 year-olds (at survey time) living in a regular household in the metropolitan territory of France.

Sources: Labour Force Survey, INSEE, processed by DEPP; data files of end of 2014 on year 2013; questions posed in 2013 better identify qualifications than previous questions.

In 2013, 72 % of young people aged 20 to 24 years held a tertiary degree or a *Baccalauréat*, and 14 % held a *Brevet d'Études Professionnelles* (BEP) or a *Certificat d'Aptitude Professionnelle* (CAP). Thus, overall, 86 % of young people aged 20 to 24 have successfully completed upper-secondary education. This percentage increased by 4 percentage points since 2000, partly thanks to an increase in data quality identifying diploma.

A higher percentage of young women (88 %) successfully completed an upper secondary programme of education than do their male counterparts (84 %). A greater proportion of women held a *Baccalauréat*, compared to men, who more frequently left education after gaining a vocational qualification such as a BEP or a CAP.

On the other hand, 14 % of the young people aged 20 to 24 years do not have the educational background required by a knowledge based economy. They are a little fewer than they were in 2000. Their educational pathways separate these young people in two groups. The first group (6 % of the 20-24 age group) has completed an upper-secondary education programme, but did not successfully complete it (students failed to exams). The second group, slightly bigger (8 %), did not enroll until the final grade of upper-secondary education. Within this latter group, 6.5 % of the young people dropped out

after grade 10, grade 11, after a first year of BEP or CAP or sooner at lower secondary level. These young people did not complete an education programme at “CAP level” and dropped out education at French levels VI-Vbis.

Table 37 • **Educational attainment of adults aged 20 to 64 years in 2013**

Proportions of graduates from upper secondary education and tertiary education (ISCED 3 and above), by age group and gender (20 to 64)

	Men	Women	Total
20-24 years	84.1	87.9	86.0
25-29 years	83.1	87.0	85.1
30-34 years	84.1	86.3	85.2
35-44 years	80.3	81.7	81.0
45-54 years	73.8	70.9	72.3
55-64 years	65.7	57.2	61.2
Total	76.7	75.3	76.0

Reading: In 2013, 77 % of men and 75 % of women aged 20 to 64 report holding a qualification at tertiary or upper-secondary levels of education (ISCED level 3 and above).

Scope: people aged 20 to 64 year-olds (at survey time) and living in a regular household of the metropolitan territory of France.

Sources: Labour Force Survey, INSEE, processed by DEPP; data files of end of 2014 on year 2013; questions posed in 2013 better identify qualifications than previous questions.

The proportion of graduates of tertiary and upper secondary education stands at least at 85 % among the three age groups 20-24, 25-29 and 30-34. These age groups have had more opportunities to study and succeed in school than their elders. In general, French people studies and obtains degrees at young ages.

Table 38 • **Grade attained by secondary school leavers**

For 100 pupils leaving formal secondary education and training

Grade attained:	NF *	2000	2008	2011	2012
Grade 12 of 'Baccalauréat' programmes	IV	66.9	70.0	77.2	79.7
Grade 11 of CAP or BEP (BEP until 2009)	V	21.3	19.9	12.7	11.8
Grade 12 of a 'Brevet professionnel' or 'Bac professionnel' accessible after successful completion of CAP or BEP		2.4	2.6	0.5	0.4
Total pupils completing upper-secondary education:		90.6	92.5	89.9	91.5
Grades 10 or 11 of a general 'Baccalauréat' programme ('Bac. Général' and 'Bac. Technologique')	V	2.4	1.8	1.0	1.1
Grades 10 or 11 of a vocational 'Baccalauréat' programme ('Bac professionnel' accessible after successful completion of ISCED 2**)		-	-	6.4	4.8
Lower secondary (Grades 9 and lower), Grade 10 of CAP or BEP programmes (BEP until 2009)	VI-Vbis	7.0	5.7	2.7	2.6
Total pupils who did not complete upper-secondary		9.4	7.5	10.1	8.5
Total pupils leaving formal secondary education and training		100	100	100	100

Reading: out of 100 pupils leaving formal secondary education in 2012, 91.5 have completed upper-secondary education.

* "Niveaux de formation" is a French nomenclature for education and training (see table page 34 for details and relationships with ISCED).

** Grade 10: 2.6 % 2011, 2.4 % 2012.

Scope: France, metropolitan territory (excludes overseas regions); lower and upper-secondary education. Without young people who never accessed to secondary education (less than 1 % of an age group).

Source: enrolment synthesis; Ministries for Education and Tertiary education and research, DEPP (directorate for evaluation and prospects). For more information: Repères et références statistiques 2014 pages 272-273 (<http://www.education.gouv.fr/cid57096/reperes-et-references-statistiques.html>).

91.5 % of young people leaving secondary education in 2012 (or “secondary leavers”) had completed upper-secondary education, according to enrolments synthesis. The significant increase in the Baccalauréat completers and the decrease in the CAP and BEP completers reflect, mid-2012, the school career of the second cohort of the reform of the upper-secondary vocation education and training.

The reform develops vocational upper-secondary programmes of three years duration instead of programmes of two and four years. The new vocational Baccalauréat is prepared in three years by young people who successfully completed lower secondary education. The former vocational Baccalauréat was a two year duration programme, prepared after successful completion of a first two year programme at ISCED 3 level, called Brevet d'Etudes Professionnelles (BEP). These two consecutive programmes of two years duration remain the rule for pupils preparing a Certificat d'Aptitude Professionnelle (CAP) and a Brevet professionnel (BP).

Out of 100 young people leaving secondary education in 2012, 8.5 % dropped out education before completing upper-secondary level. Among this group, 2.6 % of young people dropped out after enrolling at lower secondary level or after enrolling in the 10th grade of CAP. 1.1 % of young people dropped out after attending 10th grade (Seconde) or 11th grade (Première) of a general and technological Baccalauréat programme. 4.8 % of young people dropped out after attending 10th grade (Seconde) or 11th grade (Première) of a vocational Baccalauréat programme. One who drops out after grade 10 or 11 of a Baccalauréat programme does not complete an upper secondary level. The slight increase in drop outs recorded for the first cohort of the reform (secondary leavers in 2011) has been mostly temporary. Nevertheless, the proportion of secondary leavers who stopped enrolling in secondary education without completing ISCED 3 remains 1 percentage point higher to the proportions recorded from 2005 to 2008, among the last cohorts that took a Baccalauréat in much higher proportions than elders.

Table 39 • Public expenditure on education

Domestic Education Expenditure (DEE) and the share of public expenditure on education (1980 – 2013)

Metropolitan France + overseas department	1980	1990	2000	2010	2012	2013p
DEE						
at then current prices (in billions of Euros)	29.7	70.9	109.4	140.8	142.3	144.8
at 2013 prices (in millions of Euros)	76.2	99.4	134.3	145.0	143.4	144.8
DEE/GDP (in %)	6.6%	6.7%	7.4%	7.0%	6.8%	6.8 %
DEE/inhabitant at 2011 prices (in Euros)	1410	1710	2 210	2 240	2 190	2 200
Average expenditure per pupil						
At then current prices (in Euros)	1830	4180	6 330	8 170	8 220	8 320
At 2011 prices (in Euros)	4680	5850	7 770	8 410	8 280	8 320
Structure of initial financing (in %) *						
State	67.5	61.8	63.3	57.3	56.9	57.0
of which Ministries in charge of education/National Education /	59.8	55.2	56.1	52.4	52.5	52.6
Local authorities	14.9	19.3	20.8	24.7	24.5	24.5
Other public authorities (Family Allowance Fund)	0.4	0.8	2.1	2.3	2.6	2.6
Firms	6.6	7.1	6.5	8.2	8.5	8.4
Households	10.6	11.0	7.3	7.5	7.5	7.5

Note: The DEE is assessed on a yearly basis by the "Education Account", a satellite account of the French National Accounts. This latter was revised for the whole period because of the break in series *due to a change in the basis of the national accounts (base=2010)*. Statistical series were then backcasted to 1980, which explains that the amounts presented here are different from those of the anterior editions. For more details, consult the 2013 edition of "L'état de l'École" (<http://www.education.gouv.fr/cid57102/l-etat-de-l-ecole-30-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, Higher Education and Research; Amounts given for 2013 expenditures are provisional.

The DEE represents total expenditures funded by all economic stakeholders, central and local government, companies and households on educational activities, including initial education and continuing training 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 clothes).

In 2013, such domestic education expenditure came to 144.8 billion Euros – 6.8 % of the national wealth (GDP). The national community, taking all funders together, is making a major financial effort for education, up to 2,200 Euros per inhabitant or 8,320 Euros per pupil or student.

International data compare to national GDPs the expenditures devoted to the only initial education (continuing education is excluded). They stand on older data, on year 2011. In 2011, France is at the average for OECD countries (6.1 %), below Finland (6.5 %) and United States (6.9 %) but ahead of Germany (5.1 %), Japan (5.1 %) or Italy (4.6 %).

Table 40 • **Young people not in employment and not in education (NEET)**

Share of young people not in education and not in employment (NEET rate)
in percentage

	15-24 years			15-19 years			20-24 years		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
2004	10.9	10.3	11.6	5.4	6.1	4.7	16.6	14.7	18.6
2007	10.8	10.2	11.4	5.6	6.3	4.9	16.0	14.2	17.8
2008	10.6	10.5	10.8	5.5	6.1	4.8	15.9	15.0	16.7
2009	12.8	13.4	12.2	6.8	7.5	6.0	18.8	19.4	18.3
2010	12.8	12.8	12.7	6.7	7.4	5.9	18.8	18.2	19.3
2011	12.3	12.0	12.6	6.4	7.2	5.6	18.2	16.9	19.4
2012	12.6	13.0	12.1	6.6	7.6	5.6	18.4	18.4	18.5
2013	11.1	10.9	11.4	6.5	6.8	6.1	15.9	15.1	16.6
2014	10.6	11.0	10.3	6.2	6.9	5.5	15.3	15.3	15.2

Note: break in series in 2013

Concepts: employment according to ILO, education = formation formelle (initiale ou non) et non formelle, exact age at the time of the survey; annual average.

Field: Population of households in Metropolitan France.

Source: Labour Force Surveys. INSEE, processed by DARES; data for 2012.

In 2014, 10.6 % of the young people aged 15 to 29 are neither in education nor in employment nor training (NEET): 6.2 % of the 15-19 and 15.3 % of the 20-24 years old, the latter being less often in education than younger people. From 2013 to 2014, with the decrease of the share of unemployed young people, the proportion of NEETs decreased by 0.5 point for the 15-24 years. With the crisis, the proportion of young NEETs aged 15-24 rose by 2.2 percentage points between 2008 and 2009, and varied very little between 2009 and 2012.

X - Wage setting mechanisms and labour cost development

Table 41 • Evolution of social security contribution rates

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

	2000	2001	2008	2009	2010	2011	2012	2013	2014	2015
Monthly gross minimum wage (in euros)	973	1 012	1 321	1 338	1 344	1 365	1 398	1 430	1 445	1 458
In contribution points (compared to gross wage)										
Employee contribution rates (a) (in percentage)	21.0	20.9	21.5	21.5	21.5	21.5	21.6	21.7	21.9	22.1
Employer reduction rates (in percentage)	26.0	26.0 ¹	27.1 ²	27.1	27.1	27.1	27.1	27.1	27.1	28.2
Employer contribution rates after reduction (b) ³ (in percentage)	19.5	19.1	19.3	19.3	19.5	19.5	19.5	19.7	19.9	16.6
Total employer and employee social security contributions (a+b) (in percentage)	40.5	40.0	40.8	40.8	41.0	41.0	41.1	41.4	41.8	38.7
Total excepting mandatory supplementary pensions (in percentage)	31.0	30.5	31.3	31.3	31.5	31.5	31.6	31.9	32.1	28.9
In labour cost points										
Total employer and employee social security contributions (in percentage)	33.9	33.6	34.2	34.3	34.3	34.3	34.4	34.6	34.9	33.2

Contribution rates are calculated at 1 January. SMIC level is that following adjustment on 1st of July of the year before 2010 and on 1st of January afterwards.

Notes:

- 18.2 % in companies that have not adopted the 35-hour working week.
 - On 1st of July 2007, reduction rates for the SMIC were raised from 26.0 % to 28.1 % in companies with fewer than 20 employees – concerning around 66 % of employees paid the SMIC.
 - Reduction applied to the rate of employers contributions in companies with more than 20 employees.
- Interpretation: on 1st of January 2015, employees paid the hourly SMIC rate on the basis of 35 hours' work per week were subject to a wage contribution rate equal to 22.1 % of their gross salary. At this time, employers of employees paid the SMIC on the basis of 35 hours' work a week were subject to an effective contribution rate equal to 16.6 % of the gross wage: their common-law contribution rate was subject to a general reduction of 28.35 % if their company had 20 or more employees, and of 27.95 % if not – an average of 28.2 % for all employers taken as a whole.

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

Employees paid the average wage – non-agricultural business sectors

	2000	2001	2008	2009	2010	2011	2012	2013	2014	2015
Monthly gross average wage (in euros)	2 085	2 142	2 663	2 690	2 777	2 818	2 870	2 912	2 961	3 002
In contribution points (compared to gross wages)										
Employee contribution rates (a) ¹ (in percentage)	21.0	20.9	21.5	21.5	21.5	21.5	21.6	21.7	21.9	22.1
Employer contribution rates (b) ² (in percentage)	45.5	45.1	46.4	46.4	46.6	46.6	46.6	46.8	47.0	46.6
Total employer and employee social security contributions (a+b) (in percentage)	66.5	66.0	67.8	67.9	68.1	68.1	68.2	68.5	68.9	68.7
In labour cost points										
Total employer and employee social security contributions (in percentage)	45.7	45.5	46.3	46.4	46.4	46.4	46.5	46.7	46.9	46.9

Contribution rates are calculated on 1st of 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. Rates in companies with more than 20 employees in Paris and Hauts-de-Seine where contributions are at the maximum rate.

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

Since the 1st of July 2005, the reductions in employer Social Security contributions relative to the process of convergence between the SMIC and the 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 weekly number of hours worked in a company. All employers now benefit from a 26.0 % reduction in their Social Security contributions with regard to employees paid at the SMIC level (28.1 % in companies with fewer than 20 employees since 1st of July 2007).

The following modifications were made to Social Security contributions between 2009 and 2015 :

Between 2009 and 2010

The Wage Guarantee Fund rate stood at 0.4 % instead of 0.2 % since the 1st of October 2009.

The social contribution (not on wages, but on employee saving schemes for example) increased from 2 % to 4 %.

Between 2010 and 2011

The tax base for the CSG (Supplementary Social Security Contribution) and the CRDS (Contribution for the Reimbursement of Social Debt) remained at 97 % of the wage for the proportion of the wage under 4 Social Security ceilings, but increased to 100 % beyond (Article L136-2 of the French Social Security Code).

Since 1st of January 2011, the employer contribution rate for work-related accidents and occupational diseases (accidents du travail et maladies professionnelles, AT/MP) has been revised upwards of 0.1 point.

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 social security ceiling and 0.5 % above. Previously, the rate was 0.4 % on the wage taken as a whole.

In 2011, the calculation on an annual basis 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.

Between 2011 and 2012

The tax base for the CSG (Supplementary Social Security Contribution) and the CRDS (Contribution for the Reimbursement of Social Debt) increased to 98.25 % of the wage (97 % in 2011) for the proportion of the wage under 4 Social Security ceilings, and remained at 100 % beyond (Article L136-2 of the French Social Security Code).

From the 1st of April 2011, the corporate contribution to financing AGS (a fund that aims to guarantee the payment of employees in case of liquidation) has decreased to the rate of 0.30 % (0.40 % before).

Between 2012 and 2015

Financing the early retirement scheme for individuals who began working at a young age will be achieved by increasing both employer and employee contributions by 0.25 point. The increase will be incremental and will be completed by 1st of January 2016.

Adjustments to rates paid by employers to cover work-related accidents and occupational diseases (accidents du travail et maladies professionnelles, AT/MP), as stipulated in the Ministerial Order of 28 December 2012, will result in an increase of roughly 0.1 point in the average national AT/MP rate.

The 3 % allowance in the base for calculating the General Social Security Contribution (CSG) and the Social Security Debt Repayment Contribution (CRDS) was eliminated with respect to employers' contributions to supplementary pension schemes.

Although the Tax Credit for Encouraging Competitiveness and Jobs (CICE) will not bring about a corresponding reduction in employers' social security contributions, it significantly reduces labour costs. The CICE, which is based on gross wages paid to salaried employees (within a limit of 2.5 times the French minimum wage), is set at 4 % for wages paid in 2013 and 6 % as from 2014. The credit will be offset against corporate income tax owed in the year following the payment of wages (i.e. starting in 2014).

Within the framework of the 2013 pension reform, an increase of the contribution rate of the employers and the employees will be distributed over 4 years, from 2014 till 2017, at the rate of: 0.15 % for the contributions of the employers and the employees in 2014 on the whole salary and 0.05 % in 2015, 2016 and 2017.

Within the framework of the Responsibility and Solidarity Pact, the contribution rate of the employers is reduced of 1.8 point regarding family contributions for wage-earning from 1 to 1.6 Smic as from the 1st of January 2015.

On the top of that, the law of 5th of March 2014 regarding training has implied a decrease of the contribution rate (from 1.6 % to 1.0 % of the payroll) of firms with more than 20 employees as from the 1st of January 2015.

Table 42 • Average taxation rate per earned income bracket

Share of Smic	Gross monthly wage of the household	Average taxation rate (excluding RSA "Activité") *			Average taxation rate (including RSA "Activité") **		
		Household non eligible to or not taking up "RSA Activité" in 2014 (in %)	Household eligible to and taking up "RSA Activité" in 2014 (in %)	Single. no children	Monoactive couple without children	Monoactive couple with two children	Single. no children
0.5	729	15.1	14.1	13.3	-10.6	-26.0	-26.0
1	1 458	18.3	17.8	17.4	17.1	6.7	-3.2
1.5	2 186	27.0	21.7	21.6	27.0	16.2	14.6
2	2 915	28.3	22.1	22.1	28.3	22.1	18.9
2.5	3 644	30.8	25.5	21.9	30.8	25.5	21.9
3	4373	32.7	26.6	22.9	32.7	26.6	22.9
4	5 830	35.1	27.6	25.7	35.1	27.6	25.7
5	7 288	36.5	30.1	26.6	36.5	30.1	26.6
6	8 745	38.0	32.1	29.3	38.0	32.1	29.3
7	10 203	39.8	33.6	31.1	39.8	33.6	31.1
8	11 660	41.1	34.7	32.5	41.1	34.7	32.5
9	13 118	42.3	35.6	33.7	42.3	35.6	33.7
10	14 575	43.3	36.3	34.6	43.3	36.3	34.6
13	18 948	45.7	39.3	38.0	45.7	39.3	38.0
15	21 863	47.0	41.0	39.9	47.0	41.0	39.9

* Average taxation rate (excluding RSA "Activité") = (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 without children, for example) or not exerting its right.

** 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 and exerting its right.

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 "Activité") that might be paid to them (Housing allowances, family benefits, etc.). Above the Social Security ceiling (3 170€ gross monthly, that is 2.2 Smic), 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 2014, a single person without children working half-time and paid the Smic (€729 gross per month) has an average taxation rate of 15.1 % if he/she is not eligible for the RSA or does not exert his/her right and -10.6 % if he/she is eligible for the RSA and exerts his/her right.

Source: General Directorate for the Treasury. Paris model. Average legislation for 2015.

The implementation of the "Revenu de Solidarité Active" (RSA) on the 1st of June 2009 and its linkage with the "Prime Pour l'Emploi" (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) suggested 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 or not exerting its right;
- a taxation rate extended to include the RSA "Activité" for an eligible household exerting its right.

In comparison with 2014, the income tax reform (deletion of the first bracket and increase of the "décote", that is the amount of the tax rebate for modest households) contributes to the decrease in taxation rates for households around the free-tax limit. Besides, the 2 % exceptional rise of the minimum social income ("RSA socle") within the

context of poverty reduction Plan also decreases the taxation rate for the RSA “Activité” beneficiaries. Conversely, the rise in employee pension and complementary pensions contributions would increase the overall taxation rates.

Table 43 • **Evolution of nominal and real unit labour costs**

	in percentage							
	2007	2008	2009	2010	2011	2012	2013	2014
Nominal unit labor costs	1.6	2.9	3.5	0.9	0.9	1.8	1.1	1.4
Real unit labour costs	-1.0	0.5	3.4	-0.2	0.0	0.6	0.3	0.4

Source : Insee National Annual Accounts, base year 2010. Processed by Dares. Eurostat definitions of Nominal unit labour costs and Real unit labour costs.

Note: Data of year 2014 have been estimated using National quarterly accounts, as National annual accounts where not available for this draft. Unit labor costs do not take into account the CICE, classified as subsidies on production (D39) ; it could reduce nominal and real labor costs by 0.7 percentage point in 2014.

Nominal unit labour costs, i.e. the ratio between hourly labour cost and productivity per hour, have increased more in 2014 than in 2013 : +1.4 %, after +1.1 % in 2013. This is partly due to the slowdown of productivity gains observed in 2014. In total, between 2000 and 2014, nominal unit labour costs increased by 29 %. Real unit labour costs have been more stable, although they are slightly superior in 2014, in comparison with the year 2000 (+4.4 %). However, by taking into account the effects of the CICE on unit labor costs (-0.7 percentage point), nominal unit labor costs would have decelerated to 0.7 % in 2014, and real unit labor costs would have decreased by -0.3 %.

Table 44 • **Evolution of the average wage per head**

	in percentage						
	2008	2009	2010	2011	2012	2013	2014
Total Economy	2.7	1.4	3.0	1.7	1.8	1.3	1.3
Business sector excluding agriculture	2.7	1.0	3.2	1.5	1.8	1.5	1.7

Source: Insee. National Quarterly Accounts. Average year to year evolution.

In 2014, the increase of the average wage remained stable: +1.3 %, as in 2013. However, restricted to the field of the Business sectors excluding agriculture, the average wage has increased by 1.7 %, a little more than in 2013 (+1.5 %).

The relative stability of the trend of the average wage follows a period of slowdown between 2010 and 2013 that can be explained by a further deterioration of the labour market (increasing unemployment) and by the end of the inflation that passed progressively to nominal wages after the rise in energy prices at the beginning of year 2012.