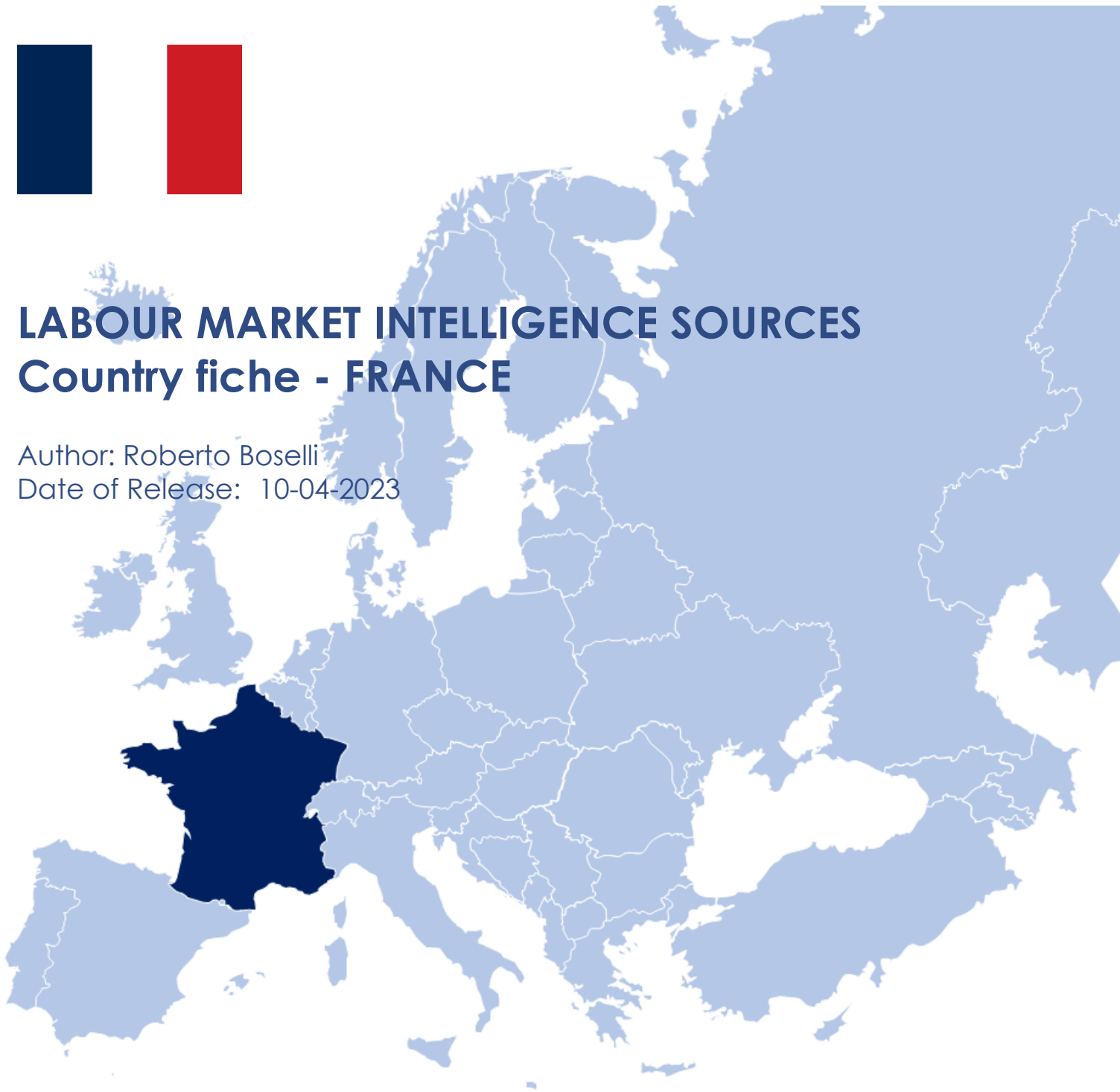


LABOUR MARKET INTELLIGENCE SOURCES

Country fiche - FRANCE

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Innovating the use of Labour Market Intelligence
within European Universities - LMI-EUniv



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LIST OF ABBREVIATIONS

CEDEFOP	European Centre for the Development of Vocational Training
EU	European Union
HEI	Higher Education Institution
ILO	International Labour Organisation
IO	Intellectual Output
IP	Internet Protocol
LMI	Labour Market Intelligence
LMI-EUniv	Innovating the use of Labour Market Intelligence within European Universities
LMO	Labour Market Observatory
OECD	Organisation for Economic Cooperation and Development
OJA	Online Job Advertisement
OVATE	Skills Online Vacancy Analysis Tool for Europe (Skills OVATE)
PES	Public Employment Service
R&D	Research and Development

BACKGROUND

LMI-EUniv project

“Innovating the use of Labour Market Intelligence within European Universities - LMI-EUniv”, the project was the subject of a successful application to Key Action 2 - Cooperation among organisations and institutions - of the Erasmus+ programme.

Consortium

The consortium is composed of West University of Timisoara (project leader), University of Milano-Bicocca (Italy), University of Tallinn (Estonia), Prospektiker - (Spain) and Luxembourg Institute of Socio-Economic Research (Luxembourg).

Aims

The primary focus of the project is to understand how are European Universities using labour market information and labour market intelligence in the planning and delivery of their provision and how can this be improved. Therefore, the project aims to help HEI to develop appropriate skills and competencies through better matching of education supply to demand through innovative learning and teaching practices.

Objectives

The LMI-EUniv project has three main objectives: (1) to map essential LMI sources at national level, (2) to explore how HEI in Europe are using LMI, and (3) to produce a training course, guide and a Labour Market Intelligence Hub. This will be an online platform, aggregating LMI sources and information, and aims to become a reference point for all HEI.

INTRODUCTION

This country fiche provides information concerning the essential LMI sources at national level with a particular focus on LMI sources used by HEI. It was developed within the Intellectual Output 1 of the LMI-EUniv project - Mapping essential LMI sources at national level. The role of the country fiches is to systemize information related to LMI sources and gather them into a LMI Hub. The country fiches will form the basis for the Data (Evidence) Report and in turn, will inform the production of the Final Report.

During the inception phase of the project, we have noticed the existence of a large number of LMI sources but also a lack of information about them. We consider that having access to a single point of information with LMI sources will enable HEI to better use this for their activities. Thus, this research represents the first step in this direction through mapping the LMI sources at the European level.

We believe that this study is the first of its kind focused on LMI sources across Europe and is in itself a considerable innovation. Through this activity, we are seeking to influence how universities in Europe view, analyse, utilise and produce their own LMI to aid with their decision-making. Further, we aim to make this available to help stakeholders such as policymakers in national and regional governments, employers, and regional development agencies to be better able to bring their demand-side knowledge to support universities and ensure higher education supply fits to current and future labour market need.

The Final Report Recommendations given the project's geographical coverage and the pressing need for action on using labour market intelligence should have considerable transferability potential.

GENERAL INFORMATION

Demography

On January 2023, the population of France was 68.0 million. In 2022, the population increased by 0.3%. The natural population change, the difference between the number of births and deaths, decreased significantly due to the high increase in deaths related to the COVID-19 pandemic and the continuing drop in the number of births, amounting to +67 000.

In 2022, 723,000 babies were born in France, 19,000 fewer than in 2021. Births had rebounded in 2021, putting an end to six consecutive years of decline. They fell again in 2022 and reached a historically low level. The total fertility rate was 1.80 children per woman in 2022, after 1.84 in 2021.

In 2022, 667,000 people died in France, 5,000 more than in 2021, and only 2,000 fewer than in 2020, when the Covid-19 epidemic began. This high number of deaths was due to the ageing of the population, but also to the continuation of the pandemic and the heat waves. Life expectancy at birth was 85.2 years for women and 79.3 years for men, close to the levels of 2021 and still 0.4 year lower than in 2019.

In 2022, 244,000 marriages were celebrated, a high number, probably marked by the beginning of a catch-up of postponed marriages due to the pandemic. In 2021, 209,000 civil partnership were concluded, the highest number since its creation in 1999 (Demographic report, 2022)

Labour market

According to Cedefop OVATE, France is the second largest EU economy. Three sectors dominate its employment: health & social care, wholesale & retail trade and manufacturing. Some leading global companies have their headquarters in France. The country's labour market faces some challenges in recent years. Unemployment rate remains above EU average and the employment growth was mediocre. France is expected to perform better in

forthcoming years, with stronger growth of both employment and working age population (15-64).

After 2020, which was characterized by an unprecedented crisis and a fall in recruitment, the economic stimulus plans enabled a strong recovery, with an increase in gross domestic product of 7.0% in 2021.

The unemployment rate at the end of the fourth quarter of 2021 was 7.4%, a decrease of 0.7 points compared to the previous year.

In 2021, 27 728 000 people were in work. The employment rate of the population aged 15 to 64 was 67.3%, the highest rate since 1975. In particular, the employment rate of range 25-64 at the end of 2022 was 82.9% and is constantly growing (see Fig. 1).

Fig. 1: Employment Rate: aged 25-64 in France



In 2021, employers reported 2.72 million planned recruitments. After an exceptionally high rate in 2020 (before the health crisis), the number of planned recruitments has therefore returned to a level that is slightly higher than it was in 2019 (+1.1%).

Depending on whether they are primarily seasonal jobs or not, and whether there are recruitment difficulties, the most in-demand occupations in 2021 fall into the three main groups shown below.

- The first group, which experiences great difficulties in recruiting workers and planned recruitments that are not closely linked to the season, includes personal care and support professions, in particular home helps and domestic cleaners (83 100 planned recruitments, an increase of 8.8% compared to 2019) and personal care workers (85

700 planned recruitments, an increase of 19.6%). Both professions present greater than average recruitment difficulties, which are particularly high for home helps and domestic cleaners (77.3%). A significant proportion of economically active young people (43%) are recruited as personal care workers. This figure is slightly lower for home helps (18%), as a higher proportion of people aged at least 50 (34%) are recruited for such positions. The first group also includes design executives and engineers, IT research and development, and project managers in the IT sector (44 400 planned recruitments, a decrease of 6.1% compared to 2019), among which there are virtually no seasonal planned recruitments and characteristically high expected recruitment difficulties (65.6%). Recruitment is primarily focused on young people (53% of recent recruits are economically active young people).

- The second group concerns non-seasonal occupations for which recruiters do not anticipate great recruitment difficulties. They include business services occupations, such as cleaners (113 900 planned recruitments, an increase of 1.0%) and security and surveillance officers (45 100 planned recruitments, an increase of 17.0%). More than a quarter of employees recently recruited as cleaners are at least 50 years old.
- The third group concerns professions for which employers anticipate few recruitment difficulties and a high reliance on seasonal staff: agricultural occupations, shelf-stackers, unskilled packaging and goods handling workers, social and cultural activity professionals, artists. As is the case every year, agricultural occupations are among the most in-demand jobs (149 100 planned recruitments for winegrowers, arboriculturists and crop pickers, an increase of 5.4% compared to 2019, and 88 200 planned recruitments for farmers and agricultural labourers, an increase of 17.6%).

Recruitment needs are growing for many occupations. This is the case for medical and paramedical professions, such as personal care workers (planned recruitments increased by 14 100 between 2019 and 2021) and nurses (an increase of 10 900 planned recruitments), as well as construction jobs, including unskilled manual workers for structural works (+8 000 planned recruitments) and finishing works (+7 700), builders (+5 200 planned recruitments), plumbers and heating engineers (+3 900 planned recruitments) and roofers (+900 planned recruitments).

Employers expected 1.85 million non-seasonal recruitments in 2021, an increase of 3.5% compared to 2019, that is 63 100 additional non-seasonal planned hires. In contrast, seasonal planned recruitments decreased by 3.6%. In total, two thirds of planned hires are not seasonal (67.8% compared to 66.2% in 2019).

The occupations registering the highest numbers of non-seasonal planned recruitments include those related to maintenance, security, transport and logistics (cleaners, security officers, unskilled packaging and goods handling workers, lorry drivers), care and social support professions (home helps, auxiliary nurses, nurses), engineers, design executives and R&D staff in IT and trade occupations (shelf-stackers, serving staff, etc.).

Required skills

Almost half of all employers who were asked about the skills being increasingly listed under the recruitment criteria because of the health crisis mentioned observance of rules and procedures, with the highest figures in the accommodation and catering industries, as well as in administrative and support services (around 60%). 47% of establishments also mentioned the ability to organize one's work and to work independently, with the latter mentioned in all sectors. Finally, 13% mentioned proficient use of digital tools and the ability to work remotely, with a naturally higher proportion for employers where teleworking is necessary for at least one employee (19%).

Unsuitable applicant profiles are mainly due to a lack of professional experience, motivation, technical skills or training.

As far as future forecasts are concerned, according to Cedefop OVATE, ICT services should lead the employment growth over the period to 2030, followed by accommodation & food sector and health & social care. The occupational forecast shows clear signs of job polarization. Although high-skilled occupations, such as researchers & engineers or legal & social professionals will be creating more new jobs, the fastest growing occupation will be cleaners & helpers, followed by sales workers (BMO - Labour Needs Survey, 2022).

Higher education market

The French higher education system is characterised by the coexistence of several types of institution. There are: universities; grands établissements publics (major public institutions);

grandes écoles (elite schools); administrative public institutions; private higher institutions or schools. There are more than 3,500 public and private institutes of higher education in France: 72 universities, 25 multi-institute campuses, 271 Doctoral schools, 227 engineering schools authorised to award the title of engineer, 220 business and management schools, 45 post-secondary public schools of art, 22 schools of architecture and 3,000 private schools and institutes.

Universities are scientific, cultural and professional public institutions (E.P.C.S.C.P.) as defined by the 1984 Savary law. Organized since 1984 into training and research units (U.F.R.), they also include internal institutions and schools that dispense technical and short-term training: these are Instituts Universitaires de Technologie (IUT - technological university institutes) providing short higher education and Instituts Universitaires Professionnalisés (IUP - professional university institutes) awarding engineering diplomas. Instituts Universitaires de Formation des Maîtres (IUFM - primary teacher training colleges), previously administrative public institutions (EPA), were integrated into universities.

The university was the institution that received the most students during the 2021-2022 academic year, representing more than half of the student population. They were therefore far ahead of business and engineering schools, which registered between 175,000 and 240,000 students. Although universities are popular among most French people, it is the business schools that have the wind in their sails. The number of students enrolled in these private schools has not stopped increasing since 2000, going from 63,400 to nearly 240,000 in 2022.

In 2022, France had almost three million students. A figure that has been constantly increasing since 1980, when there were less than half as many people studying after their baccalaureate. This democratization of higher education is due in part to a change in the French economy over the last few decades. Formerly very agricultural and industrialized, the French economy is now primarily a service economy, with jobs to be filled which require increased specialization and therefore an increase in the length of study.

In 2021, 14% of 25-64 year olds had a short-cycle tertiary qualification, 12% had a bachelor's degree and 14 % had a master's. This is different from the OECD average, where bachelor's degrees are most common (19%), followed by master's degrees (14%) and short-cycle

tertiary qualifications (7%). As in all OECD countries, only a small fraction of the population holds a doctoral degree: the share is 1% in France.

The public universities in France are named after the major cities near which they are located, followed by a numeral if there are several. Paris, for example, has 13 universities, labelled Paris I to XIII. Some of them are in Paris itself, some in the suburbs. In addition, most of the universities have taken a more informal name that is usually that of a famous person or a particular place. Sometimes, it is also a way to honor a famous alumnus, for example the science university in Strasbourg is known as "Université Louis-Pasteur" while its official name is "Université Strasbourg I" (however, since 2009, the three universities of Strasbourg have been merged) (Joseph and Altbach, 2017).

In 2023, 39 French institutions are counted among the top universities in the world. The 2023 ranking includes 11 institutions in Paris - the most represented city in France. Universities in Paris take the top five spots, but institutions in Lyon, Marseille and Montpellier also feature in the top 10. The best university in France is Paris Sciences et Lettres - PSL Research University Paris, a collegiate university formed of 25 research and higher education institutions in the Paris area and three national research institutions (OECD, 2022)

LMI SOURCES AT NATIONAL LEVEL

LMI providers

LMI comprises any information and knowledge about labour market dynamics. It covers topics such as labour demand and supply, unemployment, employment and earnings, emergence of new occupations, new skills required on labour market, post-graduate path, career expectations, etc.

List of potential providers:

- National institute of statistics
- Public employment service
- Social security
- Ministry of labour
- Ministry of education
- Employer organizations, employees organizations (Chamber of employees), trade unions and professional associations
- Academic and research institute
- Private and public centres of lifelong learning
- Private providers (e.g. job portal, Inomics, AKADEUS ...)

Anact

Anact, Agence nationale pour l'amélioration des conditions de travail (The National Agency for the Improvement of Working Conditions) is a public employment service governed by the Labour Code. It is placed under the supervision of the Ministry of Labour and administered by the State and the social partners. Anact aims to improve working conditions by acting, in particular, on work organization and professional relations. Based on the lessons learnt from the pilot projects it carries out with companies, it designs and distributes, for employees, their representatives and management - but also for all the actors that support them - methods and tools with a shared objective: to reconcile the quality of working life and performance in a sustainable manner. Anact's action is aimed at both private organizations - primarily small

and medium-sized enterprises - and public structures. The type of information that Anact provides is career information, employment structure and mainly educational paths, and we can generalise the information it uses and provides under the label of Labour Market Information. Coverage is national and regional, and the frequency of updates is annual.

CEET

CEET, *Centre d'études de l'emploi et du travail* (Centre for Employment and Labour Studies) is a research centre with the aim to develop multidisciplinary research on work and employment with an academic perspective. The CEET's research lines are dedicated to Inequalities, discrimination, gender; public policies, employment and work; organizational changes etc. CEET develops and participates in numerous national and European projects, collaborating with the main actors in labour and employment research studies. It organizes seminars, conferences and edits numerous publications on labour issues. The type of CEET's information covers all LMI topics, and its research is based on administrative data and also qualitative data, the frequency is annual.

Cereq

Cereq, *Centre d'études et de recherches sur les qualifications* (Centre for studies and research on qualifications) is a study and research centre at the service of professionals, decision-makers, social partners and, more generally, all those involved in training, work and education. Cereq is a public body under the supervision of the Ministry of National Education and Youth and the Ministry of Labour, Full Employment and Integration. Its mission is to know and better understand the links between training, work and employment, to enlighten those involved in training and work by drawing lessons from studies and research, and to support and equip professionals in the creation of evaluation or observation systems. Cereq conducts studies and research in the field, builds statistical survey instruments, and disseminates the knowledge acquired by promoting its work to a wide audience. The topics it covers are related to employment, training paths, the integration of young people, and working conditions. Provides statistical analysis based on survey and administrative data, most analysis are updated every three to four years.

Dares

Dares, *Direction de l'Animation de la Recherche, des Études et des Statistiques* (Direction of the Animation of Research, Studies and Statistics) is a national institute of statistics and a department of the French central public administration, which depends on the Ministry of Labour. It produces analyses, studies and statistics on labour, employment, vocational training and social dialogue. It works with Pôle emploi and is attached to INSEE, but is independent in its publications from the Government, thanks to the official statistics authority. It publishes research studies on work, unemployment and employment. Dares has two main missions: to inform economic and social debate and to participate in the design and implementation of public policies. Dares has 2 main types of sources:

Administrative sources: data produced by the various administrations in the course of their activities, without soliciting businesses and households. These data are on recruitment, resignations, dismissals, contractual terminations, end of trial periods, etc.

Surveys: surveys carried out among companies and households in order to shed light on a specific problem for which no administrative data are available. Dares provide also information based on industrial relations and on company negotiations surveys.

Moreover Dares has alternative sources thanks to programs or scripts designed to automatically retrieve data from websites (web scraping).

France Strategy

It is an independent institution attached to the Prime Minister, France Strategy contributes to public action through its analyses and proposals. It guides public debate and sheds light on collective choices on social, economic, and environmental issues. It also produces public policy assessments at the request of the government. The results of its work are addressed to public authorities, civil society, and citizens. Its research and studies are based on administrative data provided by the national institute of statistics and from national surveys. On labour issues France Strategy provides reports and analysis on employment, unemployment, working conditions, wages, skills.

INSEE

INSEE, *Institut national de la statistique et des études économiques* (National Institute of Statistics and Economic Studies) is a French government agency, under the direction of the Ministry of Economy and Finance, which acts as France's national statistical institute. It provides as labour market information official statistics on employment, unemployment wages and labour income. LMI provided by INSEE is on all the type of levels and geographic coverages, but the time update is mainly annual.

Pôle Emploi

Pôle emploi (Employment office) is a public administrative institution resulting from the merger of the ANPE (National Employment Agency) and the Assedic (Associations for employment in industry and commerce) and is a public employment service operator. Its mission is to assist all jobseekers in their search for work until they are placed, to ensure the payment of benefits to claimants, to help companies in their recruitment and to collect contributions. It works on a daily basis to facilitate candidates' return to work and offer companies appropriate answers to their recruitment needs. Among the LMI provided by the service are Labour market statistics, evolution of wage treatment and amounts, labour needs of companies etc. About orientation and training Pôle emploi offers generalist and specialised orientation services, with services adapted to the profiles and training needs of all people, in terms of life long learning.

Ministere du travail du plein emploi et de l'insertion

Ministere du travail du plein emploi et de l'insertion (Ministry of Labour, Full Employment and Integration) is a cabinet member in the Government of France. The minister is responsible for employment, labour legislation as well as the integration of foreigners. The site of Ministry provides information about all the policies and decisions on Labour, employment, competences, recruitment etc. With regard to analyses and data, the ministry refers to Dares and the National Statistical Institute.

Ministère de l'Éducation nationale

Ministère de l'Éducation nationale et de la jeunesse (The Ministry of National Education and Youth) is the French administration preparing and implementing the government's policy in the fields of public instruction and national education. It is headed by the Minister, a member of the French government. The statistics of the ministry of national education describe pupils, staff, institutions and education in the territories. They are presented and analysed in regular publications, information notes, reference books as well as through detailed data and time series. They are produced by the Department of Evaluation, Forecasting and Performance (Depp), which belongs to the official statistical service.

Assessing the sources of LMI at national level

Once the sources of LMI have been identified, their quality is needed to be assessed. There are many organisations that produce LMI but only through a standardized evaluation process they can be considered as being qualitative. The quality of LMI sources is sustained by their representativeness, validity and reliability.

The **Table 1** below contains a list of LMI sources identified at national level and their rating in accordance with LMI-EUniv methodology.

Table 1: LMI Sources at national level

[SEE THE LMI SOURCES HERE](#)

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