

Paris, 27 July 2022

PRESS RELEASE

Employment in banking: a year marked by dynamic recruitment

In a context still marked by the health crisis, French banks have distinguished themselves by the dynamism of their recruitment: there were **40,300 new hires** in 2021 (+5,000 new hires, i.e. +14% vs. 2020), in a sector that employs **350,400 people** (o/w 183,800 for the AFB branch), thus representing 1.7% of private salaried employment in France.

This dynamism in recruitment is also illustrated by the number of work-study participants, **16,400** in 2021, up sharply compared to the previous year.

A dynamic sector and permanent jobs

With **350,400 employees** at the end of 2021 in banks belonging to the French Banking Federation (FBF), representing 1.7% of private salaried employment, the French banking sector is a major employer.

While 2021 was still marked by the health crisis, French banks hired **40,300 new employees** (vs. 35,300 in 2020), o/w **18,500 for the AFB branch**. Of these 18,500, 12,200 were permanent hires (vs. 16,000 new hires, o/w 10,700 on permanent contracts in 2020); more than **65% are permanent contracts** representing **98%** of jobs in the sector.

The number of departures (22,000) is lower than in 2018-2019, with a turnover of 7.6% being three times lower than the national average (20.2%).

Highly skilled and diverse jobs for women throughout France

With **women making up 57% of the workforce**, parity in terms of permanent recruitment (**49.5% women**), the fact that more than one in two women has been hired at executive level, **49.4% of executives are women** (+4.8 points since 2012) and women account for **60% of promotions**, banking is a sector dominated by women.

In addition, it is a sector where jobs are skilled (**executives make up 69% of the workforce**, +14 points since 2012), and open to varying levels of qualifications. In fact, recruitment for permanent staff ranges from **4/5+ years of higher education (58.2%)** to **3+ years of higher education (18%)** and **2+ years of higher education (9%)**.

Customer relations jobs account for almost **53%** of permanent recruitment. These jobs are located throughout France, as local presence is a hallmark of French banks and a major factor in their relationship model. They are ahead of IT (14.1%), compliance and risk management (8.7%) and back office (5.8%).

A responsible and committed sector

In 2021, French banks recruited **16,400 work-study participants** (vs. 15,200 in 2020). In the AFB branch, there are **6,800** of them; as well as **5,800 young people who have been taken on as interns**, and **1,000 young people** also taken on as part of an **International Voluntary Service abroad**. At the same time, more than half of the recruits are under 30.

Partnerships (APELS, each One) contribute to the professional integration of young people from deprived areas and qualified refugees.

Banks' seniors policies, often under dedicated collective agreements, are contributing to the gradual increase in the retirement age, which in 2021 was **62.3 years old** (+1.4 points in 7 years).

For Maya Atig, CEO of the AFB and the FBF: *"In a context of successive crises, French banks are active on the labour market and are committed as responsible employers in all areas. The dynamism of recruitment, work-study programmes and HR innovations, which make it possible to reach a wide range of audiences, are advantages for the sector's appeal. The strength of our training programmes is necessary to support the transformation of our businesses."*

CONTACTS

Benoît DANTON: +33 (0)6 73 48 80 40 - bdanton@fbf.fr

Jenny SENSAIU: +33 (0)6 31 06 60 39 - jsensiau@fbf.fr



Follow us on Twitter

[@FBFFrance](https://twitter.com/FBFFrance)