

FACTS
AND
FIGURES

The French Civil Service

Key Figures for 2017



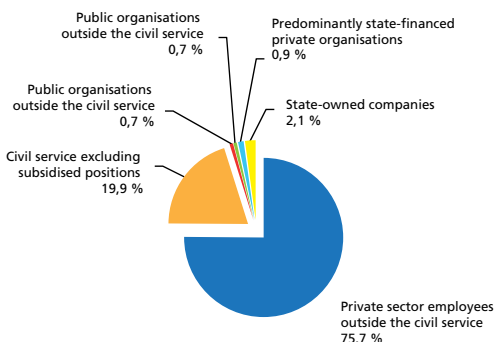
ANNUAL REPORT

Key civil service figures

- As at 31 December 2015, there were 5.451 million staff employed in the three branches of the civil service, excluding 198,000 people on government-subsidised employment contracts. They accounted for 19.9% of all workers (salaried and non-salaried) in metropolitan France and the French overseas *départements*.
- 2.398 million employees worked in the state civil service (FPE), i.e. 44.0% of total civil servants: 79.8% in ministerial departments and 20.2% in national government-funded administrative institutions (EPA).
- 1.889 million employees worked in the local civil service (FPT), i.e. 34.7% of total civil servants. Three-quarters worked in the regions, *départements* and communes of France and one-quarter worked in local government-funded administrative institutions (EPA).
- 1.163 million employees worked in the hospital civil service (FPH), i.e. 21.3% of total civil servants: 88.2% work in hospitals, 8.4% in residential homes for the elderly and 3.4% in other medical-social establishments.
- The rate of representation across the three branches of the civil service (excluding the armed forces and government-subsidised employment contracts) was 72 civil servants per 1,000 inhabitants in metropolitan France and the French overseas *départements*: 82 per thousand in the Greater Paris region, 85 per thousand in the French overseas *départements* and 70 per thousand in the rest of France.
- Staff levels across all three branches are stable from 2014 to 2015, with more or less marked shifts depending on the branch: +0.1% in the FPE, -0.3% in the FPT and +0.2% in the FPH. At end-2015, the number of government-subsidised employment contracts had recorded a relative increase of +2.8% (compared to +14% between end-2013 and end-2014).
- Excluding government-subsidised employment contracts, the three branches employed 3,851,100 established civil servants, 940,200 non-established civil servants, 300,300 military personnel and 358,950 employees classified under "other grades and categories" (including 142,100 teachers and librarians in private schools under government contract).
- In the three branches, 35% of staff were A grade employees (including 2.2% A+), 20% B grade and 45% C grade. In the FPE, 56% of staff were A grade employees (including 4.3% A+), 24% were B grade and 20% were C grade. In the FPT, 10% of staff were A grade employees (including 0.7% A+), 14% B grade and 76% C grade. In the FPH, 32% were A grade (including 0.5% A+), 20% B grade and 48% C grade.
- The average age of FPH employees is 41.7 compared to 42.4 for FPE employees and 44.9 for FPT employees.
- The three branches employed 62% female staff (compared to 46% in the private sector), the FPE 55% (including military personnel), the FPT 61% and the FPH 78%.
- In the three branches, 23% of established female civil servants worked part-time compared to 5% of male staff.
- In 2015, female staff members held 40% of management and executive (A+) positions (including 35% in executive and senior executive functions): 39% in the FPE (including 32% in executive and senior executive functions), 52% in the FPT (including 29% in executive and senior executive functions) and 47% in the FPH (all in executive and senior executive functions).
- Internal competitive examinations or equivalent: 17,965 people in 2015 in the FPE and 21,963 in the FPT.
- External competitive examinations or equivalent for the FPE in 2015: 36,976 staff recruited (92.6% by external competitive examination).
- 63.6% of external recruitments were female.
- Level of education of staff recruited in the FPE: 73.6% of recruits were for A grade positions, 90% of which require a PhD or Master's qualification. 28.6% of candidates admitted to B grade positions had a *baccalauréat* plus four or more years of higher education (required level: *baccalauréat* or *baccalauréat* plus three years of higher education); 80.6% of grade C recruits had a *baccalauréat* or higher (required level: lower secondary school certificate) (figures are incomplete since the level of education is unknown for 16.5% of B grade recruits and 25.3% of C grade recruits).
- The FPT, City of Paris and City of Paris Social Services Centre (CASVP) recruited 30,687 employees through external competitive examinations or equivalent in 2014.
- A total of 41,344 new pensions were paid in 2015 to established civilian civil servants from the FPE, 11,193 to military personnel, 2,136 to state operatives, 33,167 to established civil servants from the FPT and 21,026 to established civil servants from the FPH (excluding hospital doctors).
- The average age at which pensions were paid to FPE retirees (excluding *La Poste* and *France Télécom*) was 61.6 years old in 2015.
- At 31 December 2015, 2.8 million direct entitlement pensions were paid across all three branches by the Public Pensions Service (excluding *La Poste* and *France Télécom*), the National Pension Fund for Local Government Employees (CNRACL) and the National Pension Scheme for State operatives (FSPOEIE).
- Average monthly direct entitlement pension paid in 2015: 1,781 euros for all three branches.
- Average monthly net salary in 2015: 2,219 euros across all three branches; 2,495 euros in the FPE (ministries and government-funded administrative institutions); 1,891 euros in the FPT; 2,239 euros in the FPH. Private sector: 2,250 euros.
- Between 2014 and 2015, the average wage across all three branches fell by 0.6% in constant euros; the average net salary for civil servants who had been in the same position for two years (RMPP) improved 1.8% in constant euros; in the FPE (ministerial departments and government-funded administrative institutions), the average wage increased by 0.4% in constant euros, while the average net salary for civil servants who had been in the same position for two years (RMPP) grew by 1.8% in constant euros. In the FPT, the average wage and the RMPP increased respectively 0.8% and 1.7% in constant euros. In the FPH, the average wage increased by 0.6% in constant euros over the same period, while the RMPP increased 1.9% in constant euros.
- Gross grade-related remuneration growth spread in the FPE (2011-2015): 11.7% of staff received a wage rise (in current euros) below the rate of inflation (2.0% excluding tobacco); half received a raise of over 7.9%; and the wages of 10% of the staff increased more than 14.9%.
- Average annual increase in the gross salary index-grade-related pay scale (ITB-GI) +0.3% in 2015.
- Civil servants' salary grading: stable in 2015.
- Taking the definition of mobility as a change of employer, employment area or category (or employment situation), among the staff working in the civil service in 2014 and 2015, 8.9% were mobile in 2015, 4.5% changed public employer (0.7% of whom changed branch), 4.2% changed employment area and 2.9% changed category or employment situation. Some 0.8% of established civilian civil servants changed grade in 2015.
- At the end of 2015, 8.4% of state civil servants were no longer working in their initial administration (permanent positions).
- Ministerial training expenditure in 2015, excluding education: 1.8 billion euros, equivalent to 7.8% of payroll.
- In the three civil service branches, 36.7% of civil service staff worked on Sundays and public holidays (even occasionally) and 17.5% worked nightshift.

Staff in the three civil service branches

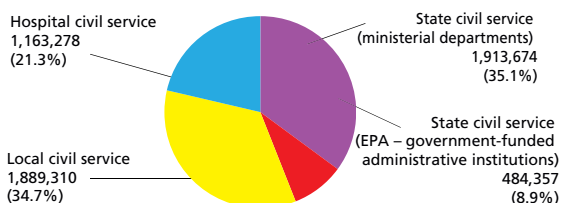
1 Civil service, public service and total employment in France (metropolitan France and French overseas *départements*) as at 31 December 2015



Sources : Information System on Civil Servants (SIASP), Annual Payroll Declaration (DADS), Recme, INSEE. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas *départements*, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

2 Breakdown of staff among the three civil service branches in 2015



Source : Information System on Civil Servants (SIASP), INSEE. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas *départements*, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

3 Individual staff numbers in the three civil service branches as at 31 December 2015 and full time equivalents (FTE)

(in millions)

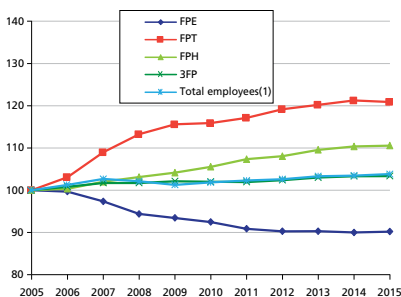
| | Ministerial departments and local/regional authorities | | Staff in government-funded administrative institutions recruited with public employee status | | Total | |
|--------------------------------|--|------------------|--|------------------|------------------|------------------|
| | Total | FTE | Total | FTE | Total | FTE |
| FPE | 1,913,674 | 1,843,396 | 484,357 | 439,139 | 2,398,031 | 2,282,535 |
| <i>Civilian civil servants</i> | 1,614,402 | 1,549,674 | 483,302 | 438,127 | 2,097,704 | 1,987,801 |
| <i>Military personnel</i> | 299,272 | 293,722 | 1,055 | 1,012 | 300,327 | 294,734 |
| FPT | 1,404,117 | 1,276,968 | 485,193 | 436,094 | 1,889,310 | 1,713,062 |
| FPH | | | 1,163,278 | 1,078,151 | 1,163,278 | 1,078,151 |
| Total civil service | 3,317,791 | 3,120,364 | 2,132,828 | 1,953,384 | 5,450,619 | 5,073,748 |

Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas *départements*, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Staff in the three civil service branches

4 Change in staffing levels in the three civil service branches since 2005 (Base: 100 in 2005)



Change in average annual staffing levels 2015/2005

FPE: -0.9%
 FPT: 1.7%
 FPH: 0.9%
 All three: 0.3%
 Total employees: 0.3%

Change 2015/2014

FPE: 0.2%
 FPT: -0.3%
 FPH: 0.2%
 All three: 0.0%
 Total employees: 0.4%

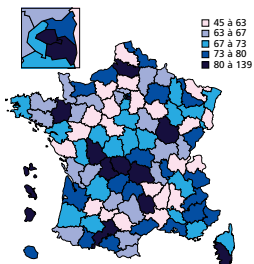
Sources : INSEE – Civil Servants Payroll File Data (FGE), Survey of Employees of Local Authorities and Local Public Institutions (COLTER), Annual Payroll Declaration (DADS) and Information System on Civil Servants (SIASP). DREES: Annual Statistical Survey of Healthcare Establishments (SAE). Data processed by DGAFP- Department for Surveys, Statistics and Information Systems.

Coverage - All three civil service branches: main positions in all civil service staff categories. Metropolitan France and French overseas départements (excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Coverage - All employees: salaried and non-salaried staff in the public and private sectors, including government-subsidised employment contracts.

5 Rate of representation by département as at 31 December 2015

Rate of representation in the three civil service branches by département as at 31 December 2015

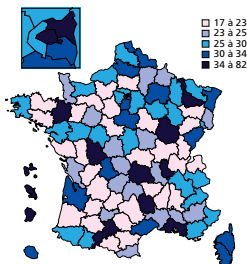


Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 72,2%
 Rate of representation in Metropolitan France = 71.9%

Rate of representation for the local civil service by département as at 31 December 2015

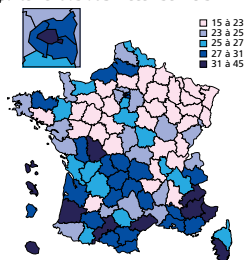


Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 30.0%
 Rate of representation in Metropolitan France = 29.9%

Rate of representation for the state civil service by département as at 31 December 2015

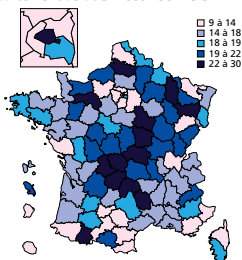


Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main civilian positions (ex. military personnel), excluding government-subsidised employment contracts.

Rate of representation in France as a whole = 25.9%
 Rate of representation in Metropolitan France = 25.6%

Rate of representation for the hospital civil service by département as at 31 December 2015



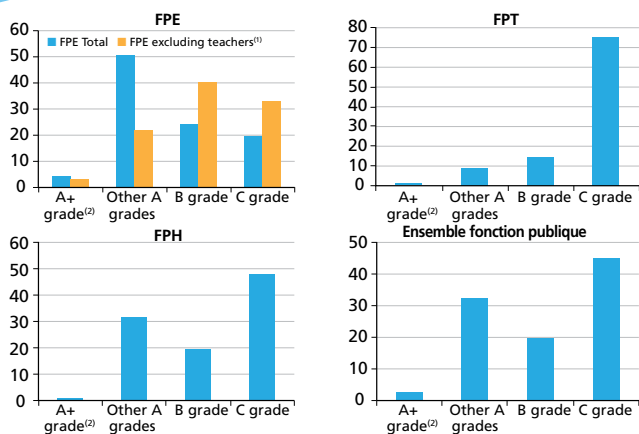
Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 16.3%
 Rate of representation in Metropolitan France = 16.3%

Staff in the three civil service branches

6 Breakdown by staff grade in the three civil service branches in 2015 (%)



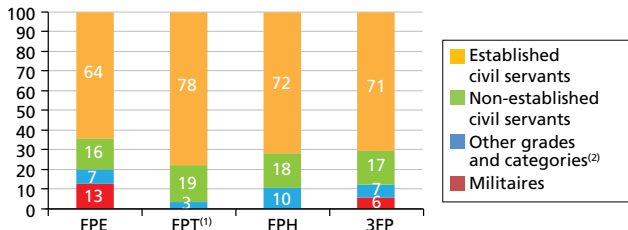
Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

(1) Includes trainee teachers, excludes researchers, head teachers, inspectors, guidance and supervisory staff.

(2) Includes management and executive positions.

7 Breakdown of staff in the three civil service branches by staff category in 2015 (%)



Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

(1) In the interests of statistical secrecy, in the FPT, military personnel (2,100 firefighters in the Marseille Fire Department) are classified as established civil servants. Established civil servants include public sector employees, trainee public sector employees and magistrates.

(2) "Other grades and categories" covers teachers and librarians in private schools under government contract and FPE state operatives, FPT childminders and home helps, FPH doctors and 700 apprentices in all three branches.

8 Change in the number of non-established civil servants in the three civil service branches from 2005 to 2015

| | 2005 | | 2015 | | Change 2015/2005 | | | Change 2015/2014 | |
|----------------------|-----------------|---------------------|-----------------|---------------------|------------------|------------|--------------------|------------------|-------------|
| | Non-established | Non-established (%) | Non-established | Non-established (%) | In numbers | % | Annual average (%) | In numbers | % |
| FPE (including EPAs) | 303,643 | 11.4 | 378,939 | 15.8 | 75,296 | 4.4 | 2.2 | 3,287 | 0.9 |
| FPT (including EPAs) | 307,085 | 19.6 | 355,992 | 18.8 | 48,907 | -0.8 | 1.5 | -8,207 | -2.3 |
| FPH | 144,579 | 13.7 | 205,280 | 17.6 | 60,701 | 3.9 | 3.6 | 2,502 | 1.2 |
| All three | 755,307 | 14.3 | 940,211 | 17.2 | 184,904 | 2.9 | 2.2 | -2,418 | -0.3 |

Sources : INSEE - Civil Servants Payroll File Data (FGE), Survey of Employees of Local Authorities and Local Public Institutions (COLTER), Annual Payroll Declaration (DADS) and Information System on Civil Servants (SIASP). DREES: Annual Statistical Survey of Healthcare Establishments (SAE). Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Staff in the three civil service branches

9 Staff numbers in all three civil service branches by type of employer as at 31 December

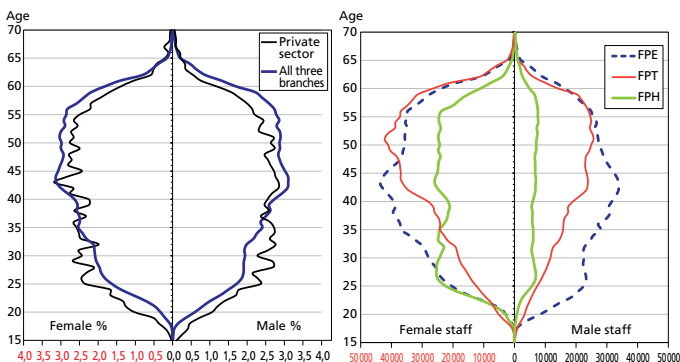
| | | Number of staff 2015 | Change 2015/2014 (in staff numbers) | Change 2015/2014 (%) |
|--------------------------|---|----------------------|-------------------------------------|----------------------|
| FPE | Ministerial departments | 1,913,674 | 1,972 | +0.1 |
| | Foreign Affairs | 3,598 | 15 | +0.4 |
| | Agriculture, Agrifood and Forestry | 32,314 | 8 | +0.0 |
| | Culture and Communication | 11,200 | 11 | +0.1 |
| | Defence | 258,906 | -3,482 | -1.3 |
| | Ecology, Sustainable Development and Energy | 53,939 | -2,963 | -5.2 |
| | Economy and Finance | 146,652 | -2,758 | -1.8 |
| | Education | 1,011,288 | 11,235 | +1.1 |
| | Interior and Overseas France | 285,957 | -292 | -0.1 |
| | Justice | 79,780 | 923 | +1.2 |
| | Entities reporting to the Prime Minister | 9,579 | -239 | -2.4 |
| | Social Ministries | 20,461 | -486 | -2.3 |
| | EPA in the FPE | 484,357 | 3,480 | +0.7 |
| | FPE total | 2,398,031 | 5,452 | +0.2 |
| FPT | Communes ⁽¹⁾ | 1,021,856 | -12,939 | -1.3 |
| | Départements | 300,376 | 5,039 | +1.7 |
| | Regions | 81,885 | 409 | +0.5 |
| | Local and regional authorities total | 1,404,117 | -7,491 | -0.5 |
| | EPA⁽¹⁾ total | 485,193 | 2,146 | +0.4 |
| FPT total | 1,889,310 | -5,345 | -0.3 | |
| FPH | Hospitals | 1,026,526 | 642 | +0.1 |
| | Residential homes for the elderly (EHPA) | 97,350 | 1,243 | +1.3 |
| | Other medical-social establishments | 39,402 | 306 | +0.8 |
| | Total FPH | 1,163,278 | 2,191 | +0.2 |
| Total FPE+FPT+FPH | | 5,450,619 | 2,298 | +0.0 |

Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

(1) Changes to staff in communes, communal and intercommunal establishments should be interpreted with caution given the probable changes in the way authorities declare their figures (e.g. figures grouped together) as a result of the creation of intercommunal bodies.

10 Civil service and private sector age pyramids as at 31 December 2015



Source : INSEE Labour Survey, Q4-2015 for the private sector, INSEE - Information System on Civil Servants (SIASP) for all three branches. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Private sector coverage: Metropolitan France. Excluding government-subsidised employment contracts.

Staff in the three civil service branches

11 Civil service staff numbers and breakdown by socioeconomic group (as defined by INSEE)

| | Staff numbers as at 31 December 2015 | Breakdown (%) |
|---|---|---------------|
| Executives and senior executives (INSEE) | 1,129,329 | 20.7 |
| A grade | 1,128,748 | 20.7 |
| B grade | 309 | 0.0 |
| Middle-ranking staff (INSEE) | 1,631,973 | 29.9 |
| A grade | 746,904 | 13.7 |
| B grade | 860,947 | 15.8 |
| C grade | 4,435 | 0.1 |
| Semi- and unskilled workers (INSEE) | 2,664,576 | 48.9 |
| B grade | 197,847 | 3.6 |
| C grade | 2,436,794 | 44.7 |
| Not defined | 24,741 | 0.5 |
| Total all three branches | 5,450,619 | 100.0 |

Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

NB: INSEE's classification of occupations and socioeconomic groups is the institute's employment and wage monitoring benchmark. It must be rounded out with the statutory civil service categories.

Civil service gender equality and diversity

12 Demographic indicators for the civil service and the private sector as at 31 December 2015

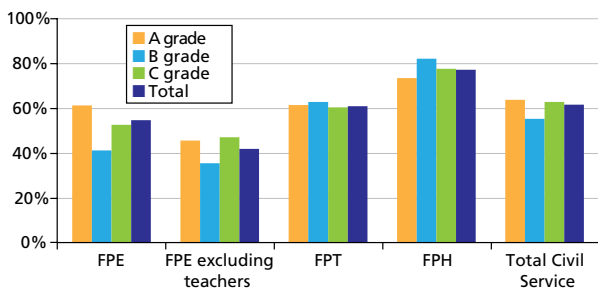
| | Women (%) | Average age | | Under 30 (%) | | Over 50 (%) | |
|----------------------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|
| | | Total | Female | Total | Female | Total | Female |
| FPE | 55.0 | 42.4 | 43.0 | 15.1 | 12.7 | 29.7 | 29.7 |
| FPT | 61.3 | 44.9 | 45.1 | 10.3 | 10.3 | 38.9 | 38.9 |
| FPH | 77.6 | 41.7 | 41.2 | 18.7 | 19.3 | 29.6 | 29.6 |
| Total civil service | 62.0 | 43.2 | 43.2 | 14.2 | 13.6 | 32.9 | 32.9 |
| Private sector | 46.0 | 40.9 | 41.3 | 20.7 | 20.0 | 27.3 | 27.3 |

Source : INSEE – Information System on Civil Servants (SIASP) for all three branches. INSEE labour survey, Q4-2015 for the private sector. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Private sector coverage: Metropolitan France. Excluding interns and government-subsidised employment contracts.

13 Percentage of females in each civil service grade in 2015



Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

Civil service gender equality and diversity

14 Number of established civil servants working part-time and proportion of females working part-time as at 31 December 2015

| | | Part-time employees (%) | Women working part-time (%) | Men working part-time (%) |
|-----|--------------|-------------------------|-----------------------------|---------------------------|
| FPE | A grade | 9.7 | 13.3 | 3.4 |
| | B grade | 11.9 | 21.6 | 3.1 |
| | C grade | 16.0 | 22.4 | 4.8 |
| | Total | 11.1 | 16.0 | 3.6 |
| FPT | A grade | 15.8 | 22.0 | 5.3 |
| | B grade | 21.0 | 27.8 | 9.0 |
| | C grade | 20.0 | 30.4 | 6.4 |
| | Total | 19.8 | 29.1 | 6.6 |
| FPH | A grade | 22.2 | 25.0 | 6.7 |
| | B grade | 26.9 | 30.6 | 8.0 |
| | C grade | 19.2 | 23.0 | 6.0 |
| | Total | 21.7 | 25.3 | 6.6 |
| | A grade | 12.3 | 16.5 | 3.9 |
| | B grade | 18.8 | 26.9 | 5.4 |
| | C grade | 19.3 | 27.1 | 6.1 |
| | Total | 16.7 | 23.1 | 5.3 |

Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions in all civil service staff categories in France (Metropolitan France and French overseas départements, excluding overseas authorities and foreign countries), excluding Mayotte. Excluding government-subsidised employment contracts.

15 Number and proportion of females in management and executive (A+) positions in the three civil service branches

| | Situation as at 31 December 2015 | | | | Change 2015/2014 | | |
|-----|----------------------------------|-----------|------------------------|-------------|------------------|------------------|--------------------|
| | Staff | Women (%) | Average age (in years) | Over 50 (%) | Staff (%) | Women (% points) | Over 50 (% points) |
| FPE | 104,004 | 38.6 | 47.8 | 44.4 | 0.3 | 0.5 | 1.0 |
| FPT | 12,488 | 52.1 | 52.1 | 65.3 | 1.3 | 0.3 | -0.7 |
| FPH | 5,648 | 47.3 | 48.6 | 51.4 | 1.6 | 1.7 | -1.4 |

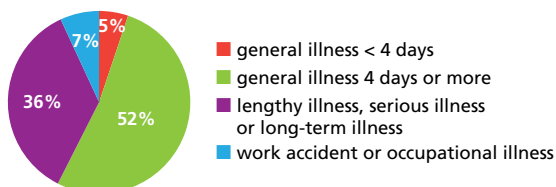
Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Main positions, established and non-established civil servants in Metropolitan France and French overseas départements (excluding Mayotte) excluding overseas authorities and foreign countries. Excluding government-subsidised employment contracts.

NB: A+ grade established civil servants in a given corps who are seconded to a managerial position are included here in the position to which they have been seconded and not in their original corps.

Working hours and conditions

16 Breakdown of sick leave by type and length in the ministries in 2012



Source : "Absenteeism for health reasons in 2012", DGAFP survey - Department for Surveys, Statistics and Information Systems.

Coverage: Ministerial departments, civil servants.

NB: Excluding work-related illnesses in the prison service, sick leave for lengthy illnesses, serious illnesses and long-term illnesses in the Ministry of Foreign Affairs, and work accidents and occupational illnesses.

Working hours and conditions

17 Number of employees subject to constraints due to their pace or intensity of work in 2013

(%)

| | FPE | FPT | FPH | All three | Private sector | Total |
|--|-------------|-------------|-------------|-------------|----------------|-------------|
| At least three constraints relating to pace of work⁽¹⁾ | 25.1 | 24.9 | 40.4 | 28.2 | 37.3 | 35.2 |
| Pace set by... | | | | | | |
| automatic movement of a product or part | 2.1 | 3.6 | 5.1 | 3.2 | 9.5 | 8.0 |
| automatic rate of a machine | 1.6 | 4.2 | 3.9 | 3.0 | 8.5 | 7.2 |
| other technical constraints | 11.6 | 13.2 | 17.7 | 13.4 | 18.4 | 17.3 |
| immediately dependent on the work of one or more co-workers | 25.7 | 25.7 | 42.2 | 29.2 | 29.8 | 29.6 |
| production standards or deadlines to be met in one day | 12.8 | 15.3 | 16.6 | 14.5 | 19.5 | 18.4 |
| or to be met in one hour | 18.1 | 19.8 | 28.5 | 20.9 | 29.2 | 27.3 |
| external demand | 13.4 | 10.8 | 8.0 | 11.4 | 11.3 | 11.3 |
| requiring an immediate response | 50.7 | 53.5 | 62.4 | 54.2 | 58.7 | 57.7 |
| constant checks or monitoring by hierarchical superiors | 26.2 | 25.0 | 35.4 | 27.7 | 32.6 | 31.5 |
| checks or monitoring by computer | 33.9 | 23.2 | 39.4 | 31.3 | 36.3 | 35.2 |
| unable to take a rest when required | 43.6 | 30.3 | 45.8 | 39.4 | 27.8 | 30.4 |
| often or always has to hurry | 46.1 | 37.5 | 63.0 | 46.7 | 46.2 | 46.3 |
| frequently stop doing one task to do another unplanned one | 62.7 | 63.5 | 78.0 | 66.2 | 63.5 | 64.1 |
| change job function to suit company's needs | 16.3 | 21.9 | 20.1 | 19.0 | 24.2 | 23.0 |

Source: 2013 Working Conditions Survey, DARES, DGAFP, DREES, INSEE. Data processed by DARES and Department for Surveys, Statistics and Information Systems (DGAFP).

Coverage: Employees in France.

(1) Including automatic movement of a product or part, automatic rate of a machine, other technical constraints, immediately dependent on the work of one or more co-workers, production standards or deadlines to be met in one day, production standards or deadlines to be met in one hour, external demand requiring an immediate response, constant checks or monitoring by hierarchical superiors.

Key: 25% of FPT employees are subject to at least three constraints relating to pace.

NB: Additional data on employees' exposure to risks is available on the DGAFP website.

18 Sunday working, non-standard working hours and working hour constraints in 2013

(%)

| | FPE | FPT | FPH | All three | Private sector | Total |
|---|------|------|------|---------------------|----------------|-------|
| Work 40 hours or more per week | 38.6 | 19.5 | 21.3 | 28.3 | 31.7 | 31.0 |
| On call | 16.1 | 16.1 | 15.9 | 16.1 | 8.4 | 10.1 |
| Not have at least 48 consecutive hours of rest per week | 12.4 | 12.3 | 26.2 | 15.3 | 16.9 | 16.5 |
| Saturday working (including occasionally) | 40.3 | 40.7 | 70.3 | 46.7 ⁽¹⁾ | 48.3 | 47.9 |
| Sunday working (including occasionally) | 28.6 | 30.3 | 64.0 | 36.7 ⁽¹⁾ | 25.8 | 28.3 |
| Nightshift (from midnight to 5a.m., including occasionally) | 14.4 | 12.5 | 32.3 | 17.5 | 14.9 | 15.5 |

Source: 2013 Working Conditions Survey, DARES, DGAFP, DREES, INSEE. Data processed by DARES and Department for Surveys, Statistics and Information Systems (DGAFP).

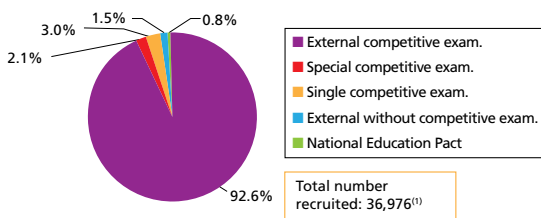
Coverage: Employees in France.

Key: 28% of FPE employees work on a Sunday, including occasionally.

(1) The occupations that work most on Sundays are in healthcare, security-defence and justice.

Recruitment

19 Breakdown of state civil service external recruitment in 2015



Source : DGAFF - Department for Surveys, Statistics and Information Systems (Annual Survey of State Civil Service Recruitment).

(1) Estimates.

20 State civil service external recruitment⁽¹⁾ by grade in 2015

| | Vacancies | Enrolled | Present | Recruited | Selectivity |
|--|---------------|------------------------|-----------------------|---------------|--------------------------|
| A grade | 28,746 | 273,367 | 166,199 | 27,203 | 6.3 |
| B grade | 4,442 | 125,389 | 60,045 | 4,581 | 14.7 |
| C grade | 4,196 | 107,585 ⁽²⁾ | 52,049 ⁽²⁾ | 5,192 | 14.7 ⁽²⁾ |
| Including recruitment without competitive exam | 871 | 4,689 ⁽²⁾ | 2,584 ⁽²⁾ | 866 | 7.6 ⁽²⁾ |
| Total | 37,384 | 506,341 | 278,293 | 36,976 | 8.1⁽²⁾ |

Source : DGAFF - Department for Surveys, Statistics and Information Systems (Annual Survey of State Civil Service Recruitment).

(1) External recruitment (with/without competitive examination), special and single competitive examinations.

(2) Excluding direct recruitment without competitive examination and National Education Pact: no data available.

21 Recruitment through external competitions⁽¹⁾ in the local civil service, the City of Paris and the City of Paris Social Services Centre (CASVP) by grade in 2015

| | Vacancies | Enrolled | Present | Accepted |
|--------------|-----------------------------|------------------------------|-----------------------------|---------------|
| A+(2) grade | 67 | 1,822 | 865 | 48 |
| A grade | 3,051 | 12,812 | 8,403 | 2,346 |
| B grade | 5,599 | 55,452 | 30,172 | 4,879 |
| C grade | 7,982 ⁽³⁾ | 63,117 ⁽³⁾ | 49,855 ⁽³⁾ | 24,063 |
| Total | 16,699⁽³⁾ | 133,263⁽³⁾ | 89,295⁽³⁾ | 31,336 |

Source : National Association of Directors and Deputy-Directors of Local Civil Service Management Centres; City of Paris Recruitment and Competitive Examinations Bureau; City of Paris Social Services Centre.

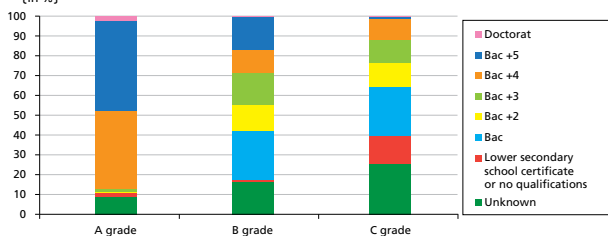
(1) External recruitment (with/without competitive examination), special and single competitive examinations.

(2) A+ grade: Regional Administrator, Heritage Curator, Regional Senior Engineer, Library Curator.

(3) Excluding direct recruitment without competitive examination to C grade in the FPT: no data available.

22 Level of education of state civil service external recruits⁽¹⁾ by grade in 2015⁽²⁾

[in %]



Source : DGAFF - Department for Surveys, Statistics and Information Systems (Annual Survey of State Civil Service Recruitment).

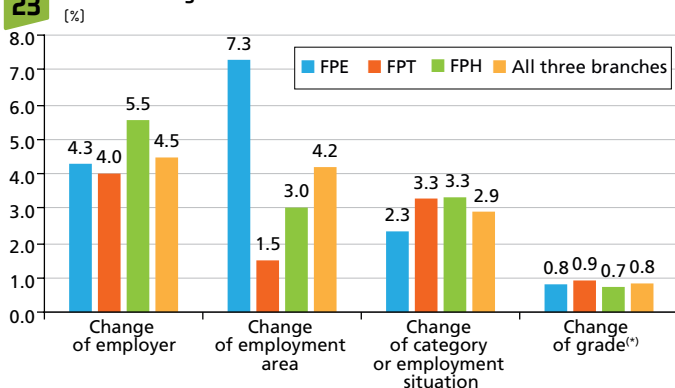
(1) External recruitments (with or without competitive exam), special competitive exam and single competitive exam.

(2) Partial coverage: the ministries replied in relation to 468 competitive examinations out of 478 held.

The theoretical level required is: for A grade = Bac +3 to +5; for B grade = Bac to Bac +3; for C grade = lower secondary school certificate or no qualifications.

Career development and mobility

23 Main mobility indicators in the civil service



Sources : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Civil service employees working in a main job in France in 2014 and 2015, including government-subsidised employment contracts and excluding the armed forces. Civil service employees working in a main job in the branch concerned in France in 2014 and still in the civil service in 2015.

(*) Established civilian staff only. - Change of employer: For the FPE, the employer corresponds to one of the "12 main ministries". For the FPT and the FPH, the employer is identified by its business affiliation code ("SIREN"). - Category or employment situation defined by: established civilian civil servant, non-established civil servant, other grades and categories, and government-subsidised employment contract.

24 Civil service staff intra-branch and inter-branches change of employer in 2015

| Initial branch (in 2014) | Change of employer rate (%) | | | Destination of staff changing inter-branches employer (%) | | | |
|--------------------------|-----------------------------|-------------------|---------------------|---|-------------|-------------|--------------|
| | Rate | Intra-branch rate | Inter-branches rate | FPE | FPT | FPH | Total |
| FPE | 4.3 | 3.7 | 0.6 | | 79.0 | 21.0 | 100.0 |
| FPT | 4.0 | 3.3 | 0.7 | 64.4 | | 35.6 | 100.0 |
| FPH | 5.5 | 4.8 | 0.7 | 40.9 | 59.1 | | 100.0 |
| Total | 4.5 | 3.8 | 0.7 | 35.3 | 42.9 | 21.8 | 100.0 |

Sources : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

Coverage: Civil service staff working in a main job in France in 2014 and 2015, including government-subsidised employment contracts and excluding the armed forces.

NB: Among those working in the state civil service in 2014 and still in the civil service in 2015, 4.3% had changed employer with 3.7% in the same branch and 0.6% in another branch. 79% of state civil servants who changed branch went to a local civil service employer and 21% transferred to the hospital civil service.

25 State civil service internal recruitment in 2015⁽¹⁾

| | A grade | B grade | C grade | Total |
|--|--------------|--------------|--------------|---------------|
| External candidates | 17 | 0 | 0 | 17 |
| FPE established A grade | 1,952 | 7 | 1 | 1,960 |
| FPE established B grade | 1,205 | 2,345 | 8 | 3,558 |
| FPE established C grade | 21 | 1,587 | 410 | 2,018 |
| FPE established staff sub-total | 3,178 | 3,939 | 419 | 7,536 |
| FPE contract staff | 898 | 1,890 | 207 | 2,995 |
| FPE sub-total | 4,076 | 5,829 | 626 | 10,531 |
| FPT all categories | 31 | 15 | 41 | 87 |
| FPH all categories | 4 | 3 | 8 | 15 |
| Grade not defined | 4,191 | 1,640 | 1,191 | 7,022 |
| Grand total | 8,319 | 7,487 | 1,866 | 17,672 |
| EU nationals | 1 | 4 | 1 | 6 |
| Estimated results (for information) | 8,319 | 7,487 | 2,159 | 17,965 |

Source : DGAFP - Department for Surveys, Statistics and Information Systems (Annual Survey of State Civil Service Recruitment).

(1) Partial results covering 482 competitive examinations out of a total of 488 held.

Career development and mobility

26 Civil servant candidates who passed internal competitive examinations and vocational examinations in the FPT in 2015

| | A+ grade | A grade | B grade | C grade | Total |
|--|-----------|--------------|--------------|---------------|---------------|
| Local civil service excluding the City of Paris | 84 | 1,870 | 5,910 | 13,630 | 21,494 |
| City of Paris and City of Paris Social Services Centre | 0 | 44 | 319 | 106 | 469 |
| Total | 84 | 1,914 | 6,229 | 13,736 | 21,963 |

Source : National Association of Directors and Deputy-Directors of Local Civil Service Management Centres; City of Paris Recruitment and Competitive Examinations Bureau; City of Paris Social Services Centre

Training

27 Ministerial training expenditure in 2015

| | Expenditure (in millions of euros) | Share of total payroll ⁽¹⁾ (%) |
|--|---------------------------------------|--|
| Tous ministères hors enseignement⁽²⁾ | 1 768 | 7,8 |
| Formation statutaire | 893 | 3,9 |
| Formation professionnelle | 874 | 3,9 |
| Ministères de l'enseignement⁽²⁾ | 1 214 | 3,4 |
| Formation professionnelle | 187 | 0,5 |
| Formation statutaire | 1 027 | 2,9 |

Source : DGAFP - Department for Surveys, Statistics and Information Systems (Annual Training Survey).

Champ : Personnels civils des ministères (hors EPA sous tutelle). Pour les ministères de la Culture et de la Justice, les EPA sont intégrés.

(1) The payrolls used are those given by Budget Directorate.

(2) Education ministries include Minister of National Education and of Higher Education and Research.

28 Average number of training days per state civil service staff member⁽¹⁾ by grade and gender in 2015

| | Induction courses | | | Vocational training | | | Grand total | | |
|---|-------------------|------------|------------|---------------------|------------|------------|-------------|------------|------------|
| | Male | Female | Overall | Male | Female | Overall | Male | Female | Overall |
| All ministries excluding education ⁽²⁾ | 4.8 | 4.7 | 4.7 | 3.3 | 3.3 | 3.3 | 8.0 | 8.0 | 8.0 |
| A grade | 5.4 | 7.7 | 6.5 | 3.3 | 4.7 | 3.9 | 8.8 | 12.4 | 10.4 |
| B grade | 5.5 | 5.4 | 5.5 | 3.9 | 3.6 | 3.8 | 9.4 | 9.0 | 9.2 |
| C grade and state operatives | 3.2 | 2.3 | 2.8 | 2.4 | 2.2 | 2.3 | 5.6 | 4.5 | 5.0 |
| Education ministries | 1.6 | 0.6 | 0.9 | 3.1 | 2.7 | 2.8 | 4.7 | 3.3 | 3.7 |
| A grade | 1.7 | 0.7 | 1.0 | 3.1 | 2.6 | 2.7 | 4.8 | 3.3 | 3.7 |
| B grade | - | - | - | 2.6 | 5.0 | 4.3 | 2.6 | 5.0 | 4.3 |
| C grade and state operatives | - | - | - | 4.0 | 2.7 | 2.9 | 4.0 | 2.7 | 2.9 |

Source : DGAFP - Department for Surveys, Statistics and Information Systems (Annual Training Survey).

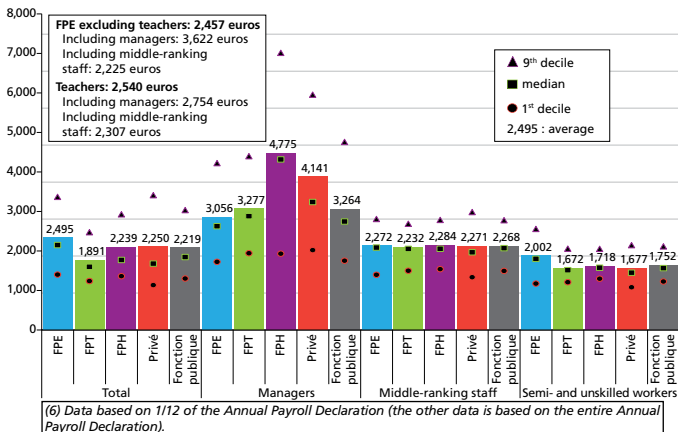
(1) Number of training days undertaken in the year compared with the staff numbers as at 31 December the year before. Staff numbers used are those given by SIASP (INSEE).

(2) Education ministries include Minister of National Education and of Higher Education and Research.

Remuneration

29

Average monthly net salary by socioeconomic group (as defined by INSEE) in the civil service and the private sector in 2015 (in euros)



Sources : INSEE – Annual Payroll Declaration (DADS), Information System on Civil Servants (SIASP). Data processed by INSEE-DREES, Department for Local Surveys and Statistics, and Department for Surveys, Statistics and Information Systems (DGAFFP).

Coverage: Metropolitan France and French overseas départements (excluding Mayotte), excluding overseas authorities and foreign countries.

Coverage for the state civil service: Excluding military personnel, including government-subsidised employment contracts.

Coverage for the local civil service: Excluding childminders and home helps, including government-subsidised employment contracts.

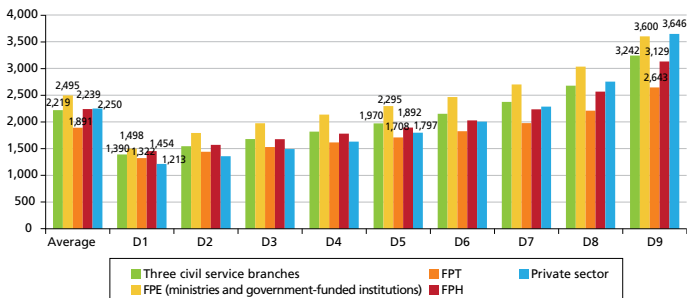
Coverage for the public hospital sector: Excluding government-subsidised employment contracts, interns and contract staff.

Coverage for the social and medical/social sector including government-subsidised employment contracts.

Coverage for the private sector: Private sector employees and staff of state-owned companies, including government-subsidised employment contracts.

30

Breakdown of average monthly net salaries by civil service branch and in the private and semi-public sector in 2015 (in euros)



Sources : INSEE – Annual Payroll Declaration (DADS), Information System on Civil Servants (SIASP). Data processed by INSEE-DREES, Department for Local Surveys and Statistics (DGCL), and Department for Surveys, Statistics and Information Systems (DGAFFP).

Coverage: Metropolitan France and French overseas départements (excluding Mayotte), excluding overseas authorities and foreign countries.

Coverage for the local civil service: Excluding childminders and home helps, including government-subsidised employment contracts.

Coverage for the public hospital sector: Excluding government-subsidised employment contracts, interns and contract staff.

Coverage for the social and medical/social sector including government-subsidised employment contracts.

Coverage for the private sector: Private sector employees and staff of state-owned companies, including government-subsidised employment contracts.

Remuneration

31 Latest changes in remuneration in the three civil service branches and in private sector in 2015 (%)

| | In current euros | Euros constants |
|--|------------------|-----------------|
| Three civil service branches | | |
| Net change in average wage (2015/2014) | 0.6 | 0.5 |
| Net change in average salary for active public-service employment (2015/2014)(*) | 1.8 | 1.8 |
| FPE (ministries and government-funded institutions) | | |
| Net change in average wage (2015/2014) | 0.4 | 0.4 |
| Net change in average salary for active public-service employment (2015/2014)(*) | 1.9 | 1.8 |
| FPT | | |
| Net change in average wage (2015/2014) | 0.8 | 0.8 |
| Net change in average salary for active public-service employment (2015/2014)(*) | 1.7 | 1.7 |
| FPH | | |
| Net change in average wage (2015/2014) | 0.7 | 0.6 |
| Net change in average salary for active public-service employment (2015/2014)(*) | 2.0 | 1.9 |
| Private sector | | |
| Net change in average wage (2015/2014) | 1.1 | 1.1 |
| Net change in average salary for active public-service employment (2015/2014)(*) | nd | nd |

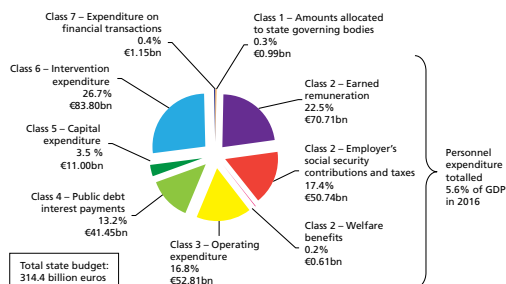
Sources: INSEE – Annual Payroll Declaration (DADS), Information System on Civil Servants (SIASP). Data processed by INSEE-DREES, Department for Local Surveys and Statistics (DGCL), and Department for Surveys, Statistics and Information Systems (DGAFF).

Coverage for the state civil service: France as a whole. Excluding military personnel, including government-subsidised employment contracts.

Coverage for the local civil service: France as a whole. Excluding childminders and home helps, including government-subsidised employment contracts.

Coverage for the hospital civil service: France as a whole. Including government-subsidised employment contracts, excluding interns and contract staff.

32 Personnel expenditure in the state budget in 2016 (net of tax refunds and tax relief)



Sources: Budget Outlook/Budget Directorate. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

Coverage: General budget.

Staff elections

33 Results of staff elections (to the technical committees*) in the three civil service branches in 2014

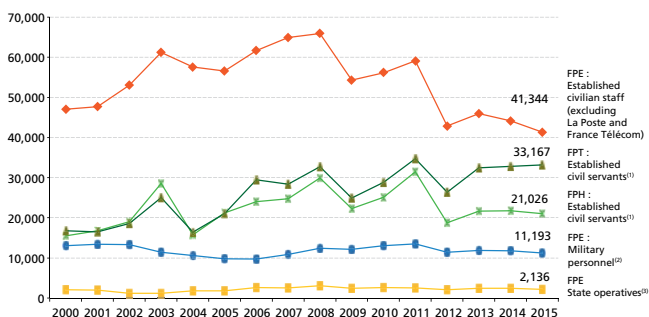
| | FPE | Turnout | FPT | Turnout | FPH | Turnout | Civil Service Total | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|---------------------|-----------|
| Turnout | 2014 | (%) | 2014 | (%) | 2014 | (%) | | (%) |
| Enrolled Voters | 2,255,728 | | 1,892,961 | | 1,064,268 | | 5,212,957 | |
| Votes cast | 1,179,915 | 52.3 | 1,039,382 | 54.9 | 534,243 | 50.2 | 2,753,540 | 52.8 |
| | 1,117,840 | | 988,630 | | 512,890 | | 2,619,360 | |
| Results by trade union | | Share (%) | | Share (%) | | Share (%) | | Share (%) |
| CFDT | 156,006 | 14.0 | 220,777 | 22.3 | 128,021 | 25.0 | 504,804 | 19.3 |
| CFTC | 37,472 | 3.4 | 34,787 | 3.5 | 14,936 | 2.9 | 87,195 | 3.3 |
| CGC | 61,083 | 5.5 | 12,689 | 1.3 | 2,375 | 0.5 | 76,147 | 2.9 |
| CGT | 150,134 | 13.4 | 291,964 | 29.5 | 162,526 | 31.7 | 604,624 | 23.1 |
| FA-FP | | | 73,858 | 7.5 | 1,491 | 0.3 | 75,349 | 2.9 |
| FGAF | 29,062 | 2.6 | 11,040 | 1.1 | 2,356 | 0.5 | 42,458 | 1.6 |
| FO | 189,883 | 17.0 | 175,129 | 17.7 | 121,845 | 23.8 | 486,857 | 18.6 |
| FSU | 174,30 | 15.6 | 32,788 | 3.3 | 167 | 0.0 | 207,085 | 7.9 |
| Solidaires | 100,37 | 9.0 | 35,697 | 3.6 | 43,444 | 8.5 | 179,378 | 6.8 |
| UNSA | 165,684 | 14.8 | 80,723 | 8.2 | 25,458 | 5.0 | 271,865 | 10.4 |
| Other | 54,149 | 4.8 | 19,178 | 1.9 | 10,271 | 2.0 | 83,598 | 3.2 |

Sources: DGAFF; DGCL; DGOS. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems. * for union representation in official organisations (ministerial technical committees and certain other technical committees).

Pensions

34

Number of new individual retirement pensions for staff affiliated to the Public Pensions Service (SRE excluding La Poste and Orange), the National Pension Fund for Local Government Employees (CNRAEL) and the National Pension Scheme for State operatives (FSPOEIE), 2000-2015



Sources : DGFIP – Public Pensions Service, CNRAEL and FSPOEIE. These are final figures. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

(1) Established civil servants affiliated with the National Pension Fund for Local Government Employees (CNRAEL), with a minimum working week of 28 hours. Hospital doctors, whose pensions are paid by the general pension scheme and by the supplementary pension fund for contract public employees (IRCANTEC), are not included.

(2) Including reserve allowances and excluding fixed pensions.

(3) Fully-retired pensioners and pensions paid in advance since 2004.

35

Number of new pensions paid in 2015 to established civil servants, military personnel and state operatives, average age and average pension rate

| New individual retirement pensions paid in 2015 | FPE established ⁽¹⁾ | FPE military ⁽²⁾ | FPE state operatives ⁽³⁾ | FPT established ⁽⁴⁾ | FPH established ⁽⁴⁾ |
|---|--------------------------------|-----------------------------|-------------------------------------|--------------------------------|--------------------------------|
| Total | 41,344 | 11,193 | 2,136 | 33,167 | 21,026 |
| Female staff (%) | 55.9 | 9.7 | 13.9 | 52.4 | 77.4 |
| Average age on date of first payment (in years) | 61.3 | 45.4 | 60.09 | 61.2 | 59.3 |
| Average pension rate (%) | 68.7 | 61.4 | 63.9 | 53.8 | 61.4 |

Sources : DGFIP – Public Pensions Service, CNRAEL and FSPOEIE. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

(1) Excluding civil service pensions for La Poste and France Télécom employees.

(2) Excluding fixed pensions and including reserve allowances.

(3) Including fully-retired pensioners and pensions paid in advance. The other data are based solely on fully-retired pensioners.

(4) Established civil servants affiliated with the National Pension Fund for Local Government Employees (CNRAEL), with a minimum working week of 28 hours. Hospital doctors, whose pensions are paid by the general pension scheme and by the supplementary pension fund for contract public employees (IRCANTEC), are not included.

36

Number of civil service pensioners and average annual pension as at 31 December 2015

| Individual retirement pensions paid as at 31/12/2015 | Number | Average total pension (in euros) |
|---|------------------|----------------------------------|
| FPE civilian pensions ⁽¹⁾ (Public Pensions Service) | 1,282,854 | 2,152 |
| FPE military pensions (Public Pensions Service) | 386,849 | 1,732 |
| State operative pensions (FSPOEIE) | 68,734 | 1,816 |
| FPT pensions ⁽²⁾ (CNRAEL) | 537,577 | 1,275 |
| FPH pensions ⁽²⁾ (CNRAEL) | 509,281 | 1,404 |
| Total pensions paid to established civil servants in the three civil service branches, military personnel and state operatives | 2,785,295 | 1,779 |

Sources : DGFIP – Public Pensions Service, CNRAEL and FSPOEIE. Data processed by DGAFF - Department for Surveys, Statistics and Information Systems.

(1) Excluding civil service pensions for La Poste and France Télécom employees.

The French Civil Service Key Figures 2017

This excerpt presents a summary of the key figures from the Facts and Figures section of the *Rapport Annuel sur l'État de la Fonction Publique*.

ANNUAL REPORT

The *Rapport Annuel* collection covers all the annual reports published by the DGAFF. The *Rapport Annuel sur l'État de la Fonction Publique's* Human Resources Policies and Practices section presents the main human resources management data and the Facts and Figures statistics section reports on the social civil service data. This collection also contains the annual report on gender equality at work in the civil service, first published in 2014. Excerpts are available in leaflets such as *Key Figures and Summary Table*.

PUBLIC EMPLOYMENT POLICIES

The *Politiques d'Emploi Public* collection addresses HR forward planning, from knowledge to skills management. It also contains memoranda of understanding drawn up following negotiations with representative civil service trade unions.

MANAGERS IN THE CIVIL SERVICE

This new collection is aimed at all upper, mid-level and local managers in the civil service. It addresses general management and HRM issues with an eye to providing these managers with the means to take action.

THE BASICS

The *Les Essentiels* collection is designed for a wide audience, with information sheets and booklets on recruitment, competitive examinations, careers, training and generally all aspects of civil service career advancement.

HRM TOOLS

Geared mainly towards HR managers, the *Outils de la GRH* collection contains a large number of steering tools used every day by the HR departments. For example, the Interministerial Directory of Central Government jobs (RIME), the *Dictionnaire des Compétences*, specialised guides and the *Démarches, Outils et Acteurs de la Mobilité* kit are also part of the collection.

STATISTICS AND RESEARCH ON THE CIVIL SERVICE

The *Statistiques et Recherche sur la FP* collection has four sub-collections designed for decision-makers, managers, statisticians and researchers. *Stats Rapides* presents indicators and initial findings. *Point Stat* briefly analyses the findings of statistical surveys and studies in a few pages. *Documents et Méthodes* presents progress reports on research and methodology. *Études, Recherche et Débats* contains in-depth quantitative and qualitative analyses.