



MINISTÈRE DE LA DÉCENTRALISATION  
ET DE LA FONCTION PUBLIQUE

FACTS AND  
FIGURES

# The French Civil Service

## Key Figures for 2014



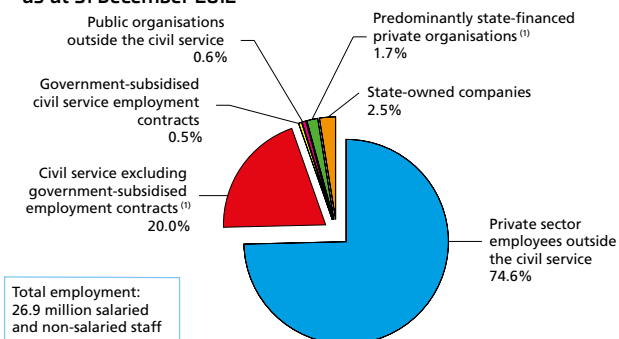
ANNUAL REPORT

## Key civil service figures

- As at 31 December 2012, there were 5.373 million staff employed in the three branches of the civil service, excluding 135,300 people on government-subsidised employment contracts. They accounted for 20% of all workers (salaried and non-salaried) in metropolitan France and the French overseas *départements*.
- 2.373 million employees worked in the state civil service (FPE, including 1.922 million in ministerial departments and 0.451 million in national government-funded administrative institutions (EPA), i.e. 44.2% of all civil servants.
- 1.862 million employees worked in the local civil service (FPT), i.e. 34.7% of all civil servants. Three-quarters worked in the regions, *départements* and communes of France and one-quarter worked in local government-funded administrative institutions (EPA).
- 1.137 million employees worked in the hospital civil service (FPH), i.e. 21.2% of all civil servants: 90.3% worked in hospitals, 6.8% in residential homes for the elderly and 2.9% 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*: 81 per thousand in the Greater Paris region, 82 per thousand in the French overseas *départements* and 69 per thousand in the rest of France.
- Staffing levels in the three branches have changed very little since 2007. Staff across all branches grew 0.3% from 2011 to 2012. More marked shifts can be seen at individual branch level: staffing levels fell 1.1% in the FPE, whereas they gained 1.7% in the FPT and 0.7% in the FPH. The use of government-subsidised employment contracts rose 0.6%.
- Excluding government-subsidised employment contracts, the three branches employed 3,798,400 established civil servants, 914,100 non-established civil servants, 304,300 military personnel and 355,700 employees classified under "other grades and statuses" (including 139,900 teachers and librarians in private schools under government contract).
- In the three branches, 34% of staff were A grade employees, 20% B grade and 46% C grade. In the FPE, 5% of staff were A+ grade employees, 50% were A grade excluding A+, 25% were B grade and 20% were C grade. In the FPT, 9% of staff were A grade employees, 14% B grade and 77% C grade. In the FPH, 30% were A grade, 20% B grade and 50% C grade.
- The average age of FPE and FPH employees was 42, compared to 44 for FPT employees.
- The three branches employed 61% female staff (compared to 44% in the private sector), the FPE 54% (including military personnel), the FPT 61% and the FPH 77%.
- In the three branches, 24% of established female civil servants worked part-time compared to 5% of male staff.
- In 2012, female staff members held 28% of management positions in the FPE (excluding EPA), 26% in the FPT and 44% in the FPH.
- Internal competitive examinations or equivalent: 13,686 people in 2012 in the FPE and 25,242 in the FPT.
- External competitive examinations or equivalent for the FPE in 2012: 24,971 staff recruited (90.5% by external competitive examination, 63% of whom were women).
- Level of education of staff recruited in the FPE: 66.4% of recruits were for A grade positions, 82% of which require a PhD or Master's qualification. 25.4% of candidates admitted to B grade positions had a *baccalauréat* plus four or more years of higher education (required level: *baccalauréat* to *baccalauréat* plus three years of higher education); 61.9% 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 27.1% of B grade recruits and 19.8% of C grade recruits).
- External competitive examinations or equivalent for the FPT, 32,164 candidates recruited in 2012 (including the City of Paris and the City of Paris Social Services Centre (CASVP)).
- A total of 45,966 new pensions were paid in 2013 to established civilian civil servants from the FPE, 11,830 to military personnel, 2,470 to state operatives, 32,452 to established civil servants from the FPT and 21,696 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 60.6 years old in 2013. In 2013, 2.7 million pensioners from all three branches (excluding *La Poste* and *France Télécom*) received an average monthly pension of €1,780.
- Average monthly net wages in 2012: FPE (ministerial departments and EPAs) 2,465 euros; FPT 1,848 euros; Public hospital sector (SHP) 2,242 euros. Private sector: 2,163 euros.
- 2012 change in net wages in constant euros (average wage per capita): FPE: -0.8%, FPT: -0.5% and FPH: -0.6%. Average salary for active public-service employment (RMPP), i.e. working for the same employer with the same working hours throughout 2011 and 2012: FPE: 0.0%, FPT: +0.4% and FPH: -0.1%.
- Gross grade-related remuneration growth spread in the FPE (2008-2012): 15.3% of staff received a wage rise below the rate of inflation (5.8% including tobacco); half received a raise of over 9.5%; and the wages of 10% of the staff increased more than 17.8%.
- Average annual increase in the gross salary index-grade-related pay scale (ITB-GI) +0.1% in 2013.
- Civil servants' salary grading: stable since July 2010.
- Taking the definition of mobility as a change of employer, employment area or status (or employment situation), among the staff working in the civil service in 2011 and 2012, 8.6% were mobile in 2012, 4.3% changed public employer (0.7% of whom changed branch), 3.8% changed employment area and 3.0% changed status or employment situation. Some 1.4% of established civilian civil servants changed grade in 2012.
- At the end of 2012, 12.5% of state civil servants were no longer working in their initial administration (permanent positions).
- Excluding education, FPE employees received an average 6.9 days of training including 3.5 days of vocational training. In 2011, FPT employees received an average 2.6 days of training.
- In 2013, 37% of civil service staff worked on Sundays and public holidays (even occasionally) and 18% worked nightshift.

# Staff in the three civil service branches

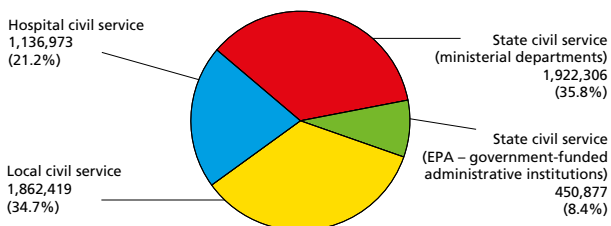
## 1 Civil service, public service and total employment in France (metropolitan France and French overseas *départements*) as at 31 December 2012



Sources: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFP-DES.

Coverage: Main positions in all civil service staff categories. Excluding government-subsidised employment contracts. Metropolitan France and French overseas *départements* (excluding overseas authorities and foreign countries). Hospital civil service: including interns and residents, non-established civil servants on staff replacement appropriations. Excluding general practitioners.

## 2 Breakdown of staff among the three civil service branches in 2012



Sources: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFP-DES.

Coverage: Main positions in all civil service staff categories. Excluding government-subsidised employment contracts. Metropolitan France and French overseas *départements* (excluding overseas authorities and foreign countries). Hospital civil service: including interns and residents, non-established civil servants on staff replacement appropriations. Excluding general practitioners.

## 3 Individual staff numbers in the three civil service branches in 2012 and full time equivalents (FTE) [in millions]

	Ministerial departments and local/regional authorities		Staff in government-funded administrative institutions recruited with public		Total	
	Staff	FTE	Staff	FTE	Staff	FTE
FPE	1,922,306	1,847,511	450,877	409,475	2,373,183	2,256,986
Civilian civil servants	1,619,181	1,551,249	449,712	408,357	2,068,893	1,959,606
Military personnel	303,125	296,262	1,165	1,118	304,290	297,380
FPT	1,401,457	1,272,466	460,962	412,832	1,862,419	1,685,298
FPH			1,136,973	1,052,260	1,136,973	1,052,260
<b>Total civil service</b>	<b>3,323,763</b>	<b>3,119,977</b>	<b>2,048,812</b>	<b>1,874,568</b>	<b>5,372,575</b>	<b>4,994,545</b>

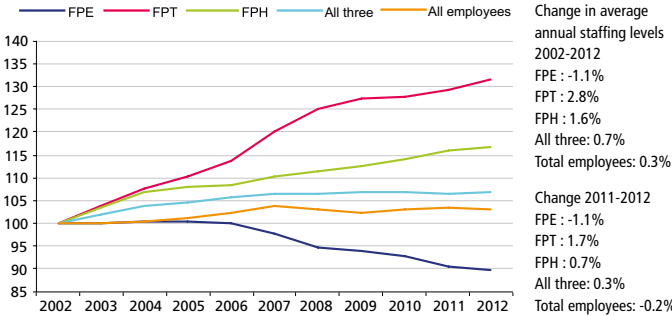
Sources: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFP-DES.

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

# Staff in the three civil service branches

## 4 Change in staffing levels in the three civil service branches since 2002

[Base: 100 in 2000]



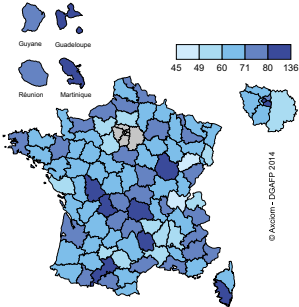
Source: INSEE – Civil Servants Payroll File Data (FGE), Survey of Employees of Local Authorities and Local Public Institutions (COLTER), Annual Payroll Declaration (DADS) and Information System on Civil Servants (SIASP). DREES: Annual Statistical Survey of Healthcare Establishments (SAE). Data processed by DGAFF-DES.

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

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 2012

Rate of representation in the three civil service branches by département as at 31 December 2012



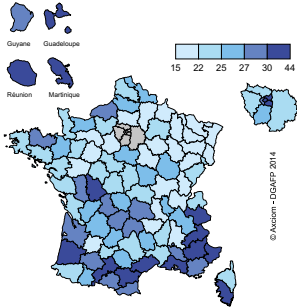
Source: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

Rate of representation in France as a whole = 71.7%

Rate of representation in Metropolitan France = 71.4%

Rate of representation for the local civil service by département as at 31 December 2012



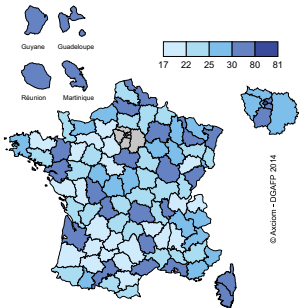
Source: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 25.7%

Rate of representation in Metropolitan France = 25.5%

Rate of representation for the state civil service by département as at 31 December 2012



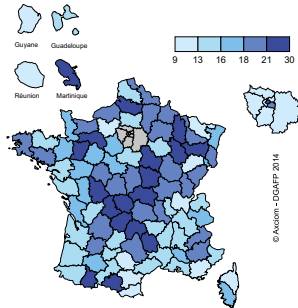
Source: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

Rate of representation in France as a whole = 29.9%

Rate of representation in Metropolitan France = 29.8%

Rate of representation for the hospital civil service by département as at 31 December 2012



Source: INSEE - Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

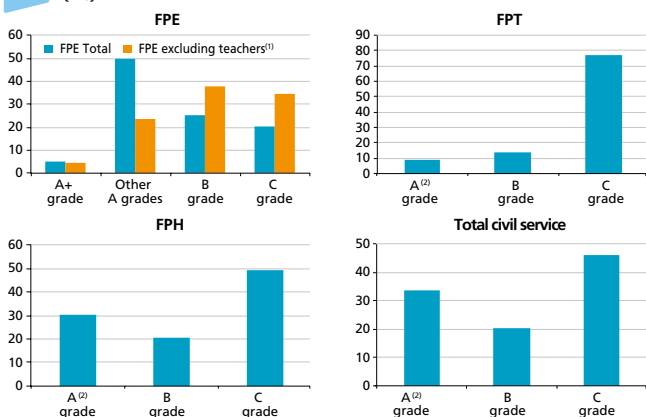
Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 16.1%

Rate of representation in Metropolitan France = 16.1%

# Staff in the three civil service branches

## 6 Breakdown by staff grade in the three civil service branches in 2012 [in%]



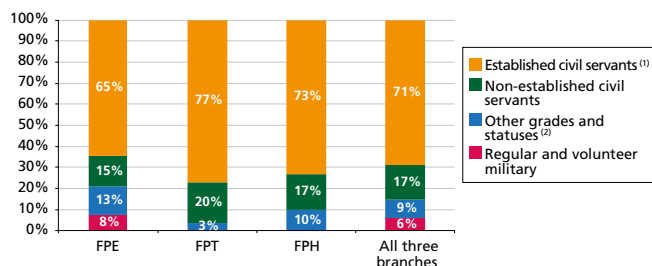
Source: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

(1) Includes trainee teachers and teachers in private schools under government contract, 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 status in 2012



Sources: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

(1) In the interests of statistical secrecy, in the FPT, military personnel (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 statuses" covers staff whose individual contracts are not governed by the statutory rules applicable to non-established civil servants: they include 139,900 teachers and librarians in private schools under government contract, 35,500 state operatives in the FPE, 50,000 childminders and home helps in the FPT, 111,200 doctors in the FPH and 12,700 apprentices in all three branches.

## 8 Change in the number of non-established civil servants in the three civil service branches from 2002 to 2012

	2002		2012		Change 2002-2012			Change 2011-2012	
	Non-established	Non-established (%)	Non-established	Non-established (%)	In numbers	%	Annual average (%)	In numbers	%
FPE (including EPAs)	331,034	12.5	351,759	14.8	20,725	6.3	0.6	3,839	1.1
FPT (including EPAs)	280,868	19.8	369,653	19.8	88,785	31.6	2.8	10,196	2.8
FPH	130,425	13.4	192,719	17.0	62,294	47.8	4.0	-866	-0.4
<b>All three</b>	<b>742,327</b>	<b>14.7</b>	<b>914,131</b>	<b>17.0</b>	<b>171,804</b>	<b>23.1</b>	<b>1.9</b>	<b>13,169</b>	<b>1.5</b>

Source: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

Coverage: Main non-established civil servant positions. Metropolitan France and French overseas *départements* (excluding overseas authorities and foreign countries).

# Staff in the three civil service branches

## 9 Staff numbers in all three civil service branches by type of employer as at 31 December 2012

		Number of staff 2012	Change 2011-2012 (in staff numbers)	Change 2011-2012 (%)
FPE	<b>Ministerial departments</b>	<b>1,922,306</b>	<b>-43,561</b>	<b>-2.2</b>
	Foreign and European Affairs	3,687	-263	-6.7
	Agriculture, Food, Fisheries, Rural Affairs and Regional Planning	32,564	-738	-2.2
	Economy and Finance	156,009	-3,191	-2.0
	Culture and Communication	11,149	-158	-1.4
	Defence and Veterans	272,396	-12,214	-4.3
	Ecology, Sustainable Development, Transport and Housing	69,997	-1,935	-2.7
	Education	988,134	-18,476	-1.8
	Interior, Overseas France, Local Government and Immigration	280,628	-5,788	-2.0
	Justice and Freedoms	77,498	1,309	1.7
	Entities reporting to the Prime Minister	8,988	14	0.2
	Labour, Employment and Health	21,256	-2,121	-9.1
	<b>EPA in the FPE</b>	<b>450,877</b>	<b>18,072</b>	<b>4.2</b>
	<b>FPE total</b>	<b>2 373,183</b>	<b>-25,489</b>	<b>-1.1</b>
FPT	Communes <sup>(1)</sup>	1,025,232	12,542	1.2
	Départements	294,543	2,087	0.7
	Regions	81,682	1,645	2.1
	<b>Local and regional authorities total</b>	<b>1,401,457</b>	<b>16,274</b>	<b>1.2</b>
	<b>EPA <sup>(1)</sup> total</b>	<b>460,962</b>	<b>15,484</b>	<b>3.5</b>
	<b>FPT total</b>	<b>1,862,419</b>	<b>31,758</b>	<b>1.7</b>
	Including communal sector <sup>(2)</sup>	1,420,605	28,183	2.0
FPH	Hospitals	1,026,477	5,923	0.6
	Residential homes for the elderly (EHPA)	77,206	940	1.2
	Other medical-social establishments	33,290	672	2.1
	<b>Total FPH</b>	<b>1,136,973</b>	<b>7,535</b>	<b>0.7</b>
	<b>Total FPE+FPT+FPH</b>	<b>5,372,575</b>	<b>13,804</b>	<b>0.3</b>

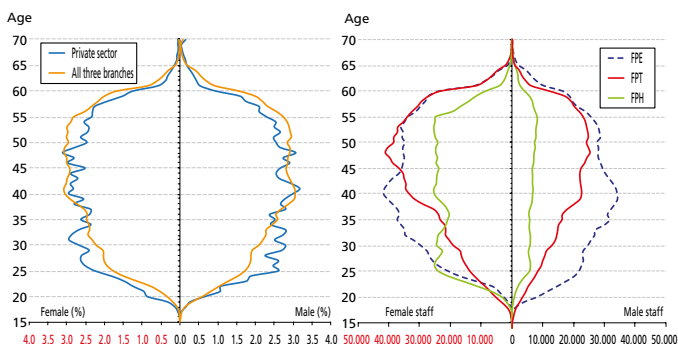
Source: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

(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.

(2) The communal sector comprises the communes, intercommunal establishments and other local government-funded administrative institutions (EPA) such as the OPHLM (public social housing organisations), municipal lending banks, government agencies, etc.

## 10 Civil service and private sector age pyramids as at 31 December 2012



Source: INSEE Labour Survey, Q4-2012 for the private sector; INSEE – Information System on Civil Servants (SIASP) for all three branches. Data processed by DGAFF-DES.

Coverage: main positions in all civil service staff categories. Excluding government-subsidised employment contracts. France as a whole (excluding overseas authorities and foreign countries).

Private sector coverage: Metropolitan France. Excluding interns and 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) in 2012

	Staff numbers as at 31 December 2012	Breakdown (%)
<b>Executives and senior executives (INSEE)</b>	<b>1,073,861</b>	<b>20.0</b>
A grade	1,068,808	19.9
B grade	3,215	0.1
<b>Middle-ranking staff (INSEE)</b>	<b>1,578,276</b>	<b>29.4</b>
A grade	712,483	13.3
B grade	856,482	15.9
C grade	6,845	0.1
<b>Semi- and unskilled workers (INSEE)</b>	<b>2,672,292</b>	<b>49.7</b>
B grade	209,965	3.9
C grade	2,421,710	45.1
<b>Not defined</b>	<b>48,146</b>	<b>0.9</b>
<b>Total all three branches</b>	<b>5,372,575</b>	<b>100.0</b>

Source: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

Coverage: Main positions in all civil service staff categories. Excluding government-subsidised employment contracts. France as a whole (excluding overseas authorities and foreign countries).

NB: INSEE's classification of occupations and socioeconomic groups is the institute's employment and wage monitoring benchmark. It needs to 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 2012

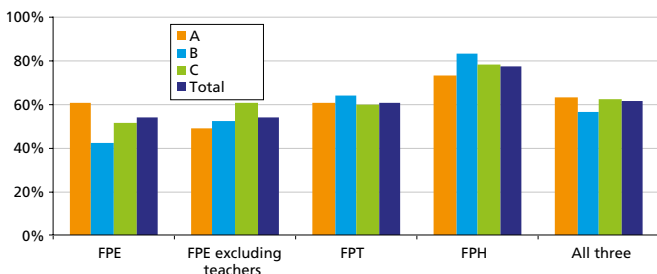
	Women (%)	Average age		Under 30 (%)		Over 50 (%)	
		Male + Female	Female	Male + Female	Female	Male + Female	Female
FPE	54.1	42.0	42.6	15.0	13.0	28.8	29.9
FPT	60.7	44.1	44.2	11.2	11.2	35.0	35.2
FPH	77.4	41.3	40.7	19.2	20.3	28.1	26.2
<b>All three branches</b>	<b>61.3</b>	<b>42.6</b>	<b>42.6</b>	<b>14.6</b>	<b>14.3</b>	<b>30.8</b>	<b>30.8</b>
<b>Private sector</b>	<b>44.3</b>	<b>40.9</b>	<b>40.9</b>	<b>19.4</b>	<b>19.3</b>	<b>25.9</b>	<b>26.0</b>

Source: INSEE – Information System on Civil Servants (SIASP) for all three branches. INSEE labour survey, Q4-2012 for the private sector. Data processed by DGAFF-DES.

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

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

## 13 Percentage of females in each civil service grade in 2012



Source: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFF-DES.

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

# Civil service gender equality and diversity

## 14 Number of established civil servants working part-time and percentage of females working part-time in 2012

		Part-time employees (%)	Women working part-time (%)	Men working part-time (%)
FPE	A grade	10.2	14.4	3.4
	B grade	12.4	23.2	2.9
	C grade	17.7	24.8	4.7
	<b>Total</b>	<b>11.9</b>	<b>17.6</b>	<b>3.5</b>
FPT	A grade	16.5	23.2	5.6
	B grade	20.6	28.2	6.9
	C grade	20.1	31.0	6.1
	<b>Total</b>	<b>20.1</b>	<b>30.1</b>	<b>6.3</b>
FPH	A grade	21.1	23.9	5.5
	B grade	27.8	31.5	8.0
	C grade	18.9	22.8	5.6
	<b>Total</b>	<b>21.6</b>	<b>25.3</b>	<b>6.1</b>
All three	A grade	12.4	17.0	3.8
	B grade	19.1	27.9	4.6
	C grade	19.5	27.7	5.9
	<b>Total</b>	<b>17.1</b>	<b>24.0</b>	<b>5.0</b>

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

Coverage: Main positions, established civil servants. Metropolitan France and French overseas départements (excluding overseas authorities and foreign countries).

## 15 Civil service staff numbers and percentage of women in management and executive positions and corps in 2012

	Situation as at 31 December 2012				Change 2011-2012		
	Staff	Women (%)	Average age (in years)	Over 50 (%)	Staff (%)	Women (% points)	Over 50 (% points)
FPE <sup>(1)</sup>	9,865	27.7	47.7	50.3	0.9	0.7	0.4
FPT <sup>(2)</sup>	5,985	25.9	52.0	67.8	0.1	0.9	0.3
FPH <sup>(3)</sup>	5,617	43.5	48.8	54.7	0.1	0.8	-1.5

Sources: INSEE – Information System on Civil Servants (SIASP). Data processed by DGAFP-DES.

Coverage: State civil service – Main positions, established civil servants in ministerial departments and EPAs. Metropolitan France and overseas départements (excluding overseas authorities and foreign countries).

Coverage: Local civil service and hospital civil service – Main positions in all civil service staff categories. Metropolitan France and overseas départements (excluding overseas authorities and foreign countries).

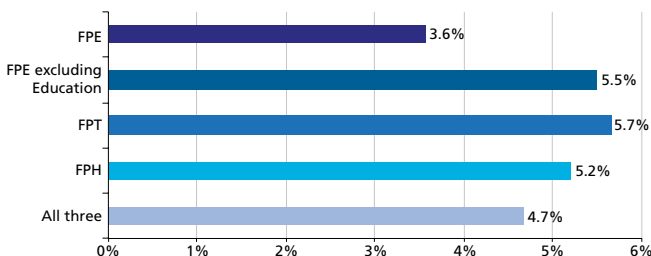
Note: A+ grade established civil servants in a given corps who are seconded to a managerial position are included here in the position to which they have been seconded and not in their original corps.

(1) Includes corps and positions decided upon by the government, provided for by the decree of 1985, and similar positions, and other management and executive corps and positions (French Senior Civil Service School (ENA) policy-making and management corps, engineers, central administration service heads and deputy directors, Decree No. 2012-32, local and regional administration directors, etc.).

(2) Includes the positions of director-general and director of services, deputy director-general and deputy director of services, director-general of technical services and director of technical services; and the corps of regional administrators and regional senior engineers.

(3) Includes the positions of hospital director (DH), director of a healthcare, social or medical/social establishment (D3S) and senior hospital technicians.

## 16 Legal employment rate (\*) of staff with disabilities in the civil service as at 1 January 2012



Source: FIPHPF (Fund for the Insertion of Persons with Disabilities into the Civil Service), declaration campaign 2013.

Coverage: Public employers with at least 20 full-time or equivalent staff.

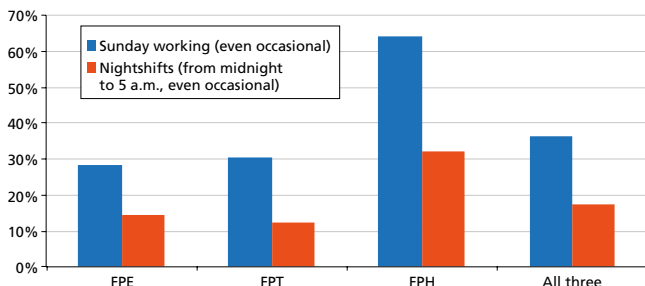
(\*) The legal employment rate corresponds to the direct rate of employment (recruitment of staff with disabilities) and the indirect rate (deductible expenses).



## Working hours and conditions

### 17 Sunday working and non-standard working hours in the civil service in 2013

[in %]



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

Coverage: Employees in France.

Note: The occupations that work most on Sundays are in healthcare, security-defence and justice.

### 18 Occupational hazards: percentage of employees at risk in 2013

[in %]

	FPE	FPT	FPH	All three branches		
				M	F	Total
At least three work pace constraints <sup>(1)</sup>	25.1	24.9	40.4	31.0	26.5	28.2
At least three intense physical constraints <sup>(2)</sup>	18.2	36.6	52.2	31.4	31.9	31.7
In direct contact with the public	82.5	84.0	91.4	79.7	88.1	84.9
Stressful situations in contact with the public	45.7	34.4	50.6	41.3	43.8	42.8
At least one type of hostile behaviour	38.0	38.0	44.9	37.5	40.7	39.5

Source: 2013 Working Conditions Survey, DARES, DGAFF, DREES, INSEE. Data processed by DARES, Department for surveys and statistics (DGAFF).

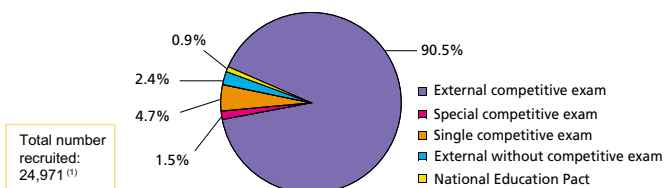
Coverage: Employees in France.

(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.

(2) Including standing for long periods of time, remaining in a stressful position for long periods of time, walking frequently or for long periods of time, carrying or lifting heavy loads, and subject to vibrations or jolts.

# Recruitment

## 19 Breakdown of state civil service external recruitment by type of competitive examination in 2012



Source: DGAFF-DES (Annual Survey of State Civil Service Recruitment).

(1) Estimates.

## 20 State civil service external recruitment <sup>(1)</sup> by grade in 2012

	Vacancies	Enrolled	Present	Recruited	Selectivity
A grade	17,893	234,954	138,681	16,572	8.3
B grade	3,500	109,203	56,437	3,992	16.2
C grade	3,610	104,180 <sup>(2)</sup>	60,478 <sup>(2)</sup>	4,407	20.2 <sup>(2)</sup>
Including recruitment without competitive exam	1,118	-	-	1,082	-
<b>Total</b>	<b>26,121</b>	<b>448,337</b>	<b>255,596</b>	<b>26,053</b>	<b>11.1 <sup>(2)</sup></b>

Source: DGAFF-DES (Annual Survey of State Civil Service Recruitment).

(1) External recruitment (with/without competitive exam), and special and single competitive exams.

(2) Excluding direct recruitment without competitive examination, National Education Pact and Ministry of the Interior: no data available.

## 21 Local civil service external recruitment <sup>(1)</sup> by grade in 2012

	Vacancies	Enrolled	Present	Accepted
A+ <sup>(2)</sup> grade	98	3,034	1,349	88
A grade	2,991	29,593	17,205	2,414
B grade	5,741	33,715	22,325	4,644
C grade	9,180 <sup>(3)</sup>	77,892 <sup>(3)</sup>	52,052 <sup>(3)</sup>	25,018
<b>Total</b>	<b>18,010 <sup>(3)</sup></b>	<b>144,234 <sup>(3)</sup></b>	<b>92,931 <sup>(3)</sup></b>	<b>32,164</b>

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.

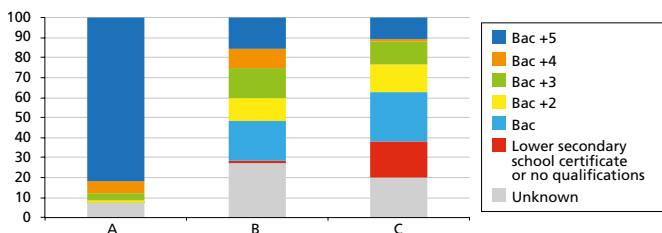
(1) External recruitment (with/without competitive examination), special and single competitive examinations. City of Paris and City of Paris Social Services Centre (CASVP).

(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 recruits by grade in 2012 <sup>(1)</sup>

(in %)



Source: DGAFF-DES (Annual Survey of State Civil Service Recruitment).

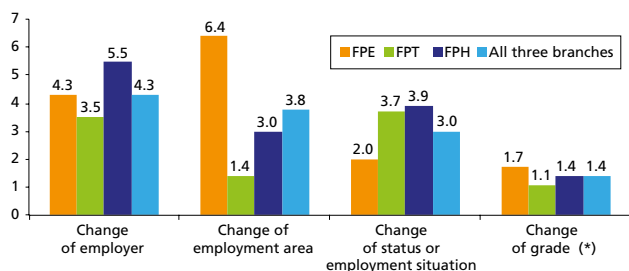
Partial coverage: the ministries replied in relation to 475 competitive examinations out of 487 held. The theoretical level required is: for A grade = Bac +3 to +5; for B grade = Bac to Bac +3; for C grade = lower secondary school certificate or no qualifications.

# Career development and mobility

23

## Main mobility indicators in the civil service

(in %)



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

Coverage: Civil service employees working in a main job in France in 2011 and 2012, 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 2011 and still in the civil service in 2012.

(\*) established civil servants excluding the armed forces

Change of employer : For the FPE, the employer corresponds to one of the "13 main ministries". For the FPT and the FPH, the employer is identified by its business affiliation code ("SIREN").

24

## Civil service staff intra-branch and inter-branch change of employer in 2012

Initial branch (in 2011)	Change of employer rate (%)			Destination of staff changing inter-branch employer (%)			
	Rate	Intra-branch rate	Inter-branch rate	FPE	FPT	FPH	Total
FPE	4.3	3.6	0.7		77.7	22.3	100
FPT	3.5	2.8	0.7	59.2		40.8	100
FPH	5.5	4.8	0.8	37.9	62.1		100
<b>Total</b>	<b>4.3</b>	<b>3.6</b>	<b>0.7</b>	<b>30.8</b>	<b>45.7</b>	<b>23.5</b>	<b>100</b>

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

Coverage: Civil service employees working in a main job in France in 2011 and 2012, including government-subsidised employment contracts and excluding the armed forces.

Note: Among those working in the state civil service in 2011 and still in the civil service in 2012, 4.3% had changed employer with 3.6% in the same branch and 0.7% in another branch. 77.7% of state civil servants who changed branch went to a local civil service employer and 22.3% transferred to the hospital civil service.

25

## State civil service internal recruitment in 2012<sup>(1)</sup>

	A grade	B grade	C grade	Total
FPE established A grade	2,582	16	4	2,602
FPE established B grade	1,894	2,457	2	4,353
FPE established C grade	69	1,283	382	1,734
<b>FPE established staff sub-total</b>	<b>4,545</b>	<b>3,756</b>	<b>388</b>	<b>8,689</b>
FPE contract staff	1,079	89	271	1,439
<b>FPE sub-total</b>	<b>5,624</b>	<b>3,845</b>	<b>659</b>	<b>10,128</b>
FPT all grades	53	11	23	87
FPH all grades	7	2	6	15
Grade not defined	1,175	1,962	319	3,456
<b>Grand total</b>	<b>6,859</b>	<b>5,820</b>	<b>1,007</b>	<b>13,686</b>
EU nationals	133	30	0	163
<i>Estimated results (for information)</i>	<i>6,859</i>	<i>5,850</i>	<i>1,012</i>	<i>13,721</i>

Source: DGAFF-DES (Annual Survey of State Civil Service Recruitment).

(1) Partial results covering 489 competitive examinations out of a total of 491 held.

## Career development and mobility

26

Civil servant candidates who passed internal competitive examinations and vocational examinations in the FPT in 2012

	A+ grade	A grade	B grade	C grade	Total
Local civil service excluding the City of Paris	61	2,450	2,006	20,176	24,693
City of Paris and City of Paris Social Services Centre	0	55	307	187	549
<b>Total</b>	<b>61</b>	<b>2,505</b>	<b>2,313</b>	<b>20,363</b>	<b>25,242</b>

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 2012

	Expenditure (in millions of euros)	Share of total payroll (%)
<b>All ministries excluding education</b>	<b>1,426</b>	<b>6.7</b>
Induction courses	584	2.7
Vocational training	842	3.9
<b>Education ministries</b>	<b>1,430</b>	<b>3.7</b>
Vocational training	183	0.5
Induction courses	1,247	3.2

Source: DGAFP-DES (Annual Training Survey).

28

Number of training days per state civil service staff member by grade and gender in 2012

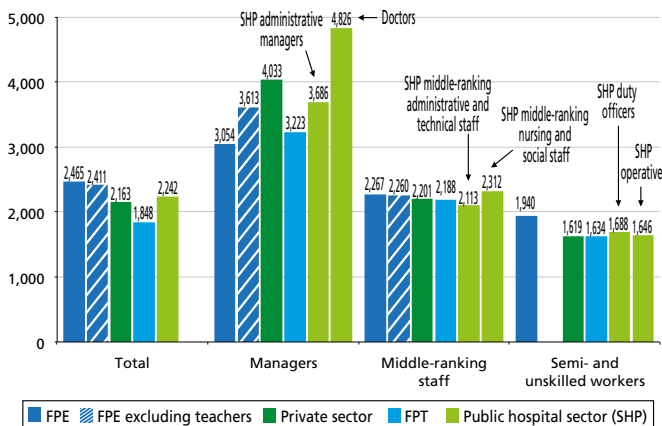
	Induction courses			Vocational training			Grand Total		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
<b>All ministries excluding education</b>	<b>3.4</b>	<b>3.5</b>	<b>3.4</b>	<b>3.6</b>	<b>3.4</b>	<b>3.5</b>	<b>7.0</b>	<b>6.8</b>	<b>6.9</b>
A grade	5.2	7.3	6.1	3.6	5.0	4.2	8.8	12.3	10.3
B grade	3.8	4.4	4.1	4.5	4.0	4.3	8.3	8.4	8.4
C grade and state operatives	1.6	0.9	1.2	2.4	2.1	2.2	3.9	3.0	3.5
<b>Education ministries</b>	<b>1.7</b>	<b>0.7</b>	<b>1.0</b>	<b>3.8</b>	<b>3.7</b>	<b>3.7</b>	<b>5.5</b>	<b>4.4</b>	<b>4.7</b>
A grade	1.8	0.8	1.1	3.7	3.7	3.7	5.5	4.5	4.8
B grade	-	-	-	5.2	4.3	4.5	5.2	4.3	4.5
C grade and state operatives	-	-	-	4.3	4	4.1	4.3	4.0	4.1

Source: DGAFP-DES (Annual Training Survey).

# Remuneration

## 29 Average monthly net wages(\*) by socioeconomic group (as defined by INSEE) in the civil service and the private sector in 2012

(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 and Statistics (DGAFP). 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 public hospital sector: France as a whole. Excluding government-subsidised employment contracts, interns, contract staff and residents.

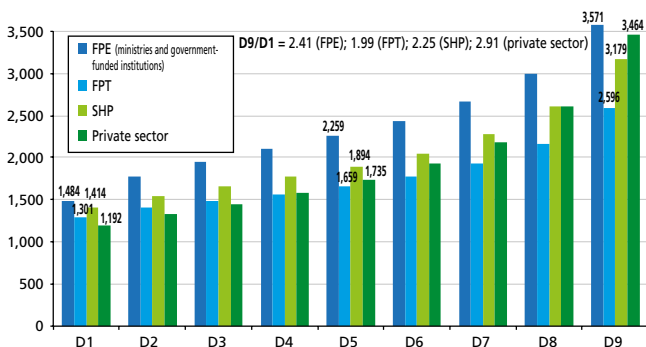
Coverage for the private sector: France as a whole. Private sector employees and staff of state-owned companies.

(\*) Annualised full-time equivalent.

Note: Following an improvement to the annualised full-time equivalent calculation method, the 2012 wage levels published in this edition are not directly comparable with the wage levels for previous years published in past editions. The growth published here has been adjusted to take account of the effect of this change.

## 30 Breakdown of average monthly net wages (\*) by civil service branch and in the private and semi-public sector in 2012

(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 and Statistics (DGAFP). 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 public hospital sector: France as a whole. Excluding government-subsidised employment contracts, interns, contract staff and residents.

Coverage for the private sector: France as a whole. Private sector employees and staff of state-owned companies.

(\*) Annualised full-time equivalent

Note: Following an improvement to the annualised full-time equivalent calculation method, the 2012 wage levels published in this edition are not directly comparable with the wage levels for previous years published in past editions. The growth published here has been adjusted to take account of the effect of this change.

# Remuneration

## 31 Personnel expenditure in the state budget in 2013 (net of tax refunds and tax relief)

	In current euros	In constant euros <sup>(1)</sup>
<b>FPE (ministries and government-funded institutions)</b>		
Net change in average wage per capita	1.1%	-0.8%
Net change in average salary for active public-service employment	1.9%	0.0%
<b>FPE (ministries)</b>		
Net change in average wage per capita	0.9%	-1.0%
Net change in average salary for active public-service employment	1.9%	-0.1%
<b>FPT</b>		
Net change in average wage per capita	1.4%	-0.5%
Net change in average salary for active public-service employment	2.4%	0.4%
<b>Public hospital sector</b>		
Net change in average wage per capita	1.4%	-0.6%
Net change in average salary for active public-service employment	1.8%	-0.1%
<b>Average annual civil service pay increase</b>		
From 2011 to 2012	0.0%	-2.0%
From 2012 to 2013	0.0%	-0.9%

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 and Statistics (DGAFF).

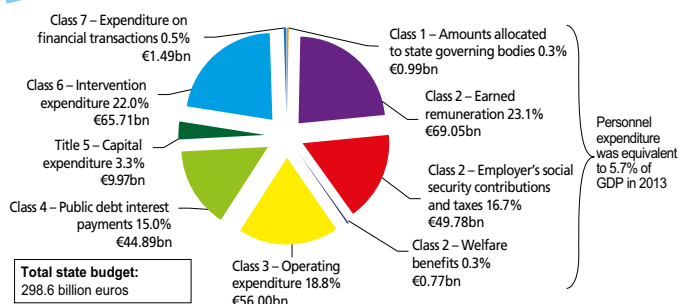
Coverage for the state civil service: France as a whole. Excluding military personnel, including government-subsidised employment contracts.

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

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

(1) Change in the consumer price index including tobacco (+0.9% in 2013, +2.0% in 2012).

## 32 Personnel expenditure in the state budget in 2013 (net of tax refunds and tax relief)



Source: Budget Outturn/Budget Directorate. Data processed by DGAFF- Department for Surveys and Statistics.

Coverage: General budget.

# Staff elections

## 33 Results of staff elections to the technical committees in the civil service

	State civil service	Local civil service <sup>(1)</sup>	Hospital civil service	Total civil service
	2010-2011	2008	2011	
Turn-out (%)	53.0%	59.1%	51.0%	54.6%
<b>By trade union (%)</b>				
CFDT	14.55%	21.90%	24.39%	19.10%
CFTC	3.87%	4.71%	2.91%	3.99%
CGC	5.21%	1.25%	0.42%	2.86%
CGT	15.82%	32.97%	33.61%	25.44%
FA-FPT	0.00%	6.85%	0.00%	2.50%
FGAF	1.47%	0.00%	0.44%	0.74%
FO	16.61%	17.43%	22.78%	18.08%
FSU	15.84%	3.14%	0.00%	8.21%
Solidaires	8.62%	2.92%	8.86%	6.59%
UNSA	13.98%	6.25%	4.27%	9.32%
No affiliation	4.03%	2.58%	2.33%	3.18%

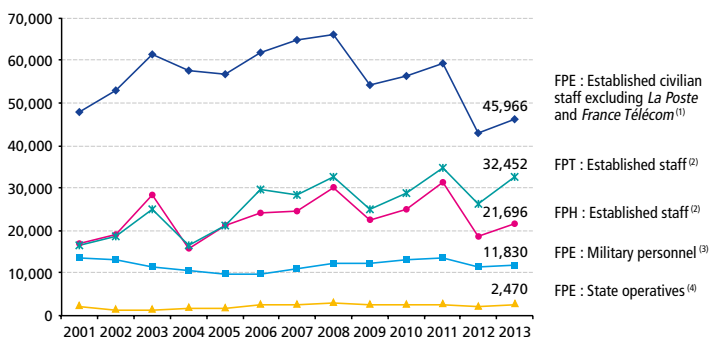
Sources: DGCL, DGOS, DGAFF. Data processed by DGAFF-DES.

(1) For the local civil service, independent trade union SA-FPT (7,441 votes) has been included under "No affiliation" in this ranking.

# Pensions

34

## Number of new individual retirement pensions paid in the civil service



Sources: DGFiP – Public Pensions Service (final figures for 2012), CNRACL and FSPOEIE. Data processed by DGAFFP-Department for Surveys and Statistics.

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

(2) Established civil servants affiliated with the National Pension Fund for Local Government Agents (CNRACL), with a minimum working week of 28 hours.

(3) Including reserve allowances.

(4) Fully-retired pensioners and pensions paid in advance.

35

## Number of new pensions paid in 2013 to established civil servants, military personnel and state operatives, average age and average pension rate\*

New individual retirement pensions paid in 2012	FPE established <sup>(1)</sup>	FPE military <sup>(2)</sup>	FPE state operatives <sup>(3)</sup>	FPT established <sup>(4)</sup>	FPH established <sup>(4)</sup>
Total	45,966	11,830	2,470	32,452	21,696
Female staff (%)	56.1	8.9	14.4	54.0	78.2
Average age on date of first payment (in years)	60.8	44.5	59.8	60.8	58.6
Average pension rate (%)	68.6	58.7	59.7	53.7	61.3

Sources: DGFiP – Public Pensions Service (final figures for 2012), CNRACL and FSPOEIE. Data processed by DGAFFP-Department for Surveys and Statistics.

(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 Agents (CNRACL), 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.

\* The average pension rate is the rate applied to the reference wage to calculate the pension paid, subject to age and contribution period and any discount or premium.

36

## Number of civil service pensioners and average annual pension as at 31 December 2013

Individual retirement pensions paid as at 31/12/2011	Number	Average total pension (in euros)
FPE civilian pensions <sup>(1)</sup> (Public Pensions Service)	1,259,333	2,139
FPE military pensions (Public Pensions Service)	383,847	1,741
State operative pensions (FSPOEIE)	69,163	1,789
FPT pensions <sup>(2)</sup> (CNRACL)	494,153	1,275
FPH pensions <sup>(2)</sup> (CNRACL)	482,424	1,391
<b>Total pensions paid to established civil servants in the three civil service branches, military personnel and state operatives</b>	<b>2,688,920</b>	<b>1,780</b>

Sources: DGFiP – Public Pensions Service (final figures for 2012), CNRACL and FSPOEIE. Data processed by DGAFFP-Department for Surveys and Statistics.

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

(2) Pensions allocated to established civil servants in the FPT and FPH, 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.

## The French Civil Service Key Figures 2014

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*.

### OUTILS DE LA GRH

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.

### POLITIQUES D'EMPLOI PUBLIC

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.

### LES ESSENTIELS

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.

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