



Liberté • Égalité • Fraternité
RÉPUBLIQUE FRANÇAISE

MINISTÈRE DE LA DÉCENTRALISATION
ET DE LA FONCTION PUBLIQUE

FACTS AND
FIGURES

The French Civil Service

Key Figures for 2015



ANNUAL REPORT

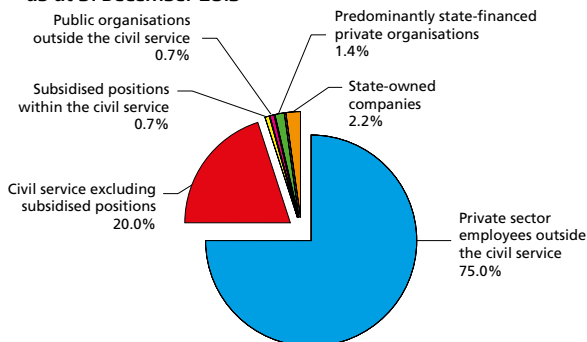
DGAFF
DIRECTION GÉNÉRALE DE L'ADMINISTRATION ET DE LA FONCTION PUBLIQUE

Key civil service figures

- **As at 31 December 2013, there were 5.417 million staff employed in the three branches of the civil service**, excluding 183,500 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*.
- **2.385 million employees worked in the state civil service (FPE)**, i.e. 44.0% of total civil servants: 80.7% in ministerial departments and 19.3% in national government-funded administrative institutions (EPA).
- **1.879 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).
- **1.153 million employees worked in the hospital civil service (FPH)**, i.e. 21.3% of total civil servants: 90.3% work 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, 83 per thousand in the French overseas *départements* and 69 per thousand in the rest of France.
- Staff levels across all three branches rose by 0.7% from 2012 to 2013, with more or less marked shifts depending on the branch: 0.1% in the FPE, 0.9% in the FPT and 1.4% in the FPH. At end-2013, the number of government-subsidised employment contracts had recorded a sharp increase of 36% (compared to 1.0% between end-2011 and end-2012).
- Excluding government-subsidised employment contracts, the three branches employed 3,818,600 established civil servants, 931,900 non-established civil servants, 309,800 military personnel and 356,600 employees classified under "other grades and categories" (including 139,800 teachers and librarians in private schools under government contract).
- In the three branches, 34% of staff were A grade employees (including 2% A+), 20% B grade and 46% C grade. In the FPE, 55% of staff were A grade employees (including 4% A+), 25% were B grade and 20% were C grade. In the FPT, 9% of staff were A grade employees (including 0.7% A+), 14% B grade and 76% C grade. In the FPH, 31% were A grade (including 0.5% A+), 20% B grade and 49% C grade.
- The average age of FPH employees is 41.4 compared to 42.2 for FPE employees and 44.3 for FPT employees.
- **The three branches employed 62% 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 2013, female staff members held 39% of management and executive (A+) positions** (including 33% in executive and senior executive functions): 38% in the FPE (including 30% in executive and senior executive functions), 52% in the FPT (including 28% in executive and senior executive functions) and 45% in the FPH (all in executive and senior executive functions).
- **Internal competitive examinations or equivalent:** 20,973 people in 2013 in the FPE and 22,425 in the FPT.
- **External competitive examinations or equivalent for the FPE in 2013:** 28,464 staff recruited (92.8% by external competitive examination). 65.6% of external recruitments were female.
- Level of education of staff recruited in the FPE: **74.3% of recruits were for A grade positions**, 86.9% of which require a PhD or Master's qualification.
- **22.5% 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); 68.1% 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 26.9% of B grade recruits and 22.4% of C grade recruits).
- The FPT, City of Paris and City of Paris Social Services Centre (CASVP) recruited 34,645 employees through external competitive examinations or equivalent in 2013.
- A total of 44,148 new pensions were paid in 2014 to established civilian civil servants from the FPE, 11,770 to military personnel, 2,396 to state operatives, 32,782 to established civil servants from the FPT and 21,747 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 61.3 years old in 2014.
- **At 31 December 2014, 2.7 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 (CNRAEL) and the National Pension Scheme for State operatives (FSPOEIE).
- Average monthly direct entitlement pension paid in 2014: 1,779 euros for all three branches; 2,145 euros for non-military pensions (excluding La Poste and France Télécom); 1,734 euros for military pensions; 1,275 euros for former FPT employees and 1,397 euros for former FPH employees (excluding hospital doctors).
- Average monthly net salary in 2013: **2,185 euros** across all three branches; **2,469 euros** in the FPE (ministries and government-funded administrative institutions); **1,851 euros** in the FPT; **2,186 euros** in the FPH. Private sector: **2,202 euros**.
- Between 2012 and 2013, the average per capita wage (SMPT) across all three branches fell by 0.5% in current euros; the average net salary for civil servants who had been in the same position for two years (RMPP) improved 0.7% in current euros; in the FPE (ministerial departments and government-funded administrative institutions), the average per capita wage decreased by 0.7% in current euros, while the average net salary for civil servants who had been in the same position for two years (RMPP) grew by 0.5% in current euros. In the FPT, the average per capita wage (SMPT) fell 0.1% in current euros between 2013 and 2012, while the RMPP increased 0.8% in current euros. In the FPH, the average per capita wage (SMPT) contracted by 0.2% in current euros over the same period, while the RMPP increased 0.8% in current euros.
- Gross grade-related remuneration growth spread in the FPE (2009-2013): 16.2% of staff received a wage rise (in current euros) below the rate of inflation (6.6% including tobacco); half received a raise of over 9.5%; and the wages of 10% of the staff increased more than 18.4%.
- Average annual increase in the gross salary index-grade-related pay scale (ITB-GI) +0.1% in 2013 and +0.3% in 2014.
- **Civil servants' salary grading: stable since July 2010.**
- 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 2012 and 2013, 8.4% were mobile in 2013, 4.1% changed public employer (0.7% of whom changed branch), 3.8% changed employment area and 3.1% changed category or employment situation. Some 1.0% of established civilian civil servants changed grade in 2013.
- At the end of 2013, 8.1% of state civil servants were no longer working in their initial administration (permanent positions).
- Ministerial training expenditure in 2013, excluding education: **1.5 billion euros, equivalent to 6.7% 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

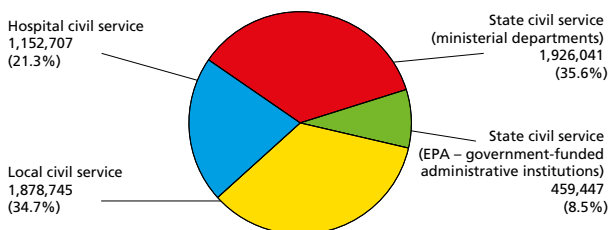
1 Civil service, public service and total employment in France (metropolitan France and French overseas *départements*) as at 31 December 2013



Sources: Information System on Civil Servants (SIASP), Annual Payroll Declaration (DADS), Recme, INSEE. Data processed by DGAFP-DES.

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 2013



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

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 in 2013 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	1,926,041	1,849,932	459,447	419,801	2,385,488	2,269,733
<i>Civilian civil servants</i>	1,617,352	1,544,219	458,336	418,736	2,075,688	1,962,956
<i>Military personnel</i>	308,689	305,713	1,111	1,064	309,800	306,777
FPT	1,404,787	1,277,422	473,958	424,806	1,878,745	1,702,228
FPH			1,152,707	1,069,173	1,152,707	1,069,173
Total civil service	3,330,828	3,127,354	2,086,112	1,913,779	5,416,940	5,041,134

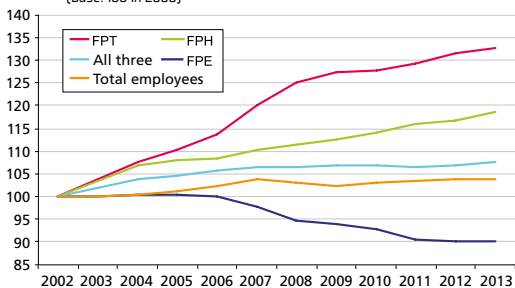
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

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 2002

(Base: 100 in 2000)



Change in average annual staffing levels 2013/2002

FPE: -0.9%
 FPT: 2.6%
 FPH: 1.6%
 All three: 0.7%
 Total employees: 0.4%

Change 2013/2012

FPE: 0.1%
 FPT: 0.9%
 FPH: 1.4%
 All three: 0.7%
 Total employees: 0.2%

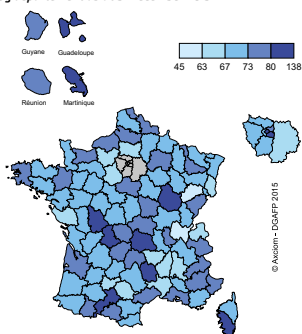
Source: INSEE – Civil Servants Payroll File Data (FGE), Survey of Employees of Local Authorities and Local Public Institutions (COLTER), Annual Payroll Declaration (DADS) and Information System on Civil Servants (SIASP). DREES: Annual Statistical Survey of Healthcare Establishments (SAE). Data processed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

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 2013

Rate of representation in the three civil service branches by département as at 31 December 2013



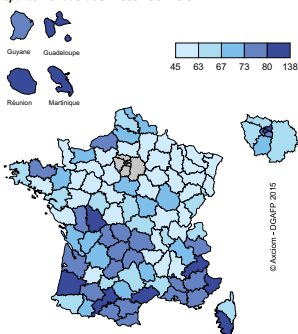
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 71.9%

Rate of representation in Metropolitan France = 71.6%

Rate of representation for the local civil service by département as at 31 December 2013



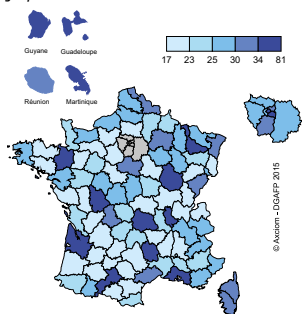
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 25.9%

Rate of representation in Metropolitan France = 25.6%

Rate of representation for the state civil service by département as at 31 December 2013



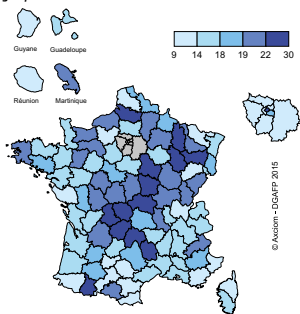
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

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

Rate of representation in France as a whole = 29.8%

Rate of representation in Metropolitan France = 29.7%

Rate of representation for the hospital civil service by département as at 31 December 2013



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

Coverage: main positions in all civil service staff categories.

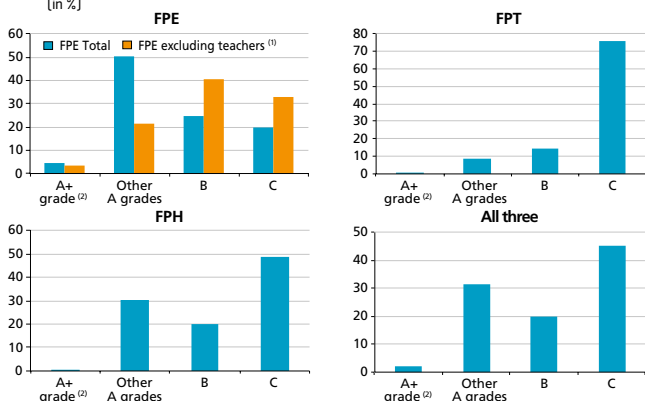
Rate of representation in France as a whole = 16.2%

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 2013

(in %)



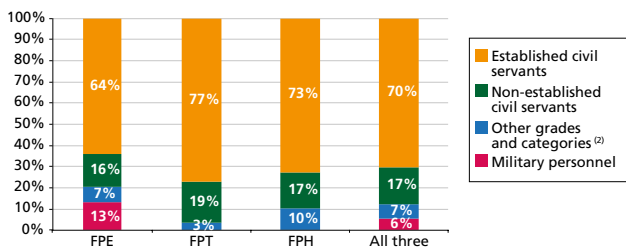
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

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 2013



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

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 (2,000 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 2002 to 2013

	2002		2013		Change 2013/2002		Change 2013/2012		
	Non-established	Non-established (%)	Non-established	Non-established (%)	Total		Annual average (%)	In numbers	%
					In numbers	(en %)			
FPE (including EPAs)	319,611	12.1	370,416	15.5	50,805	3.4	1.4	18,678	5.3
FPT (including EPAs)	280,868	19.8	362,826	19.3	81,958	-0.5	2.4	-6,827	-1.8
FPH	130,425	13.4	198,708	17.2	68,283	3.8	3.9	5,973	3.1
All three	730,904	14.5	931,950	17.2	201,046	2.7	2.2	17,824	1.9

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 DGAFP-DES.

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 2013

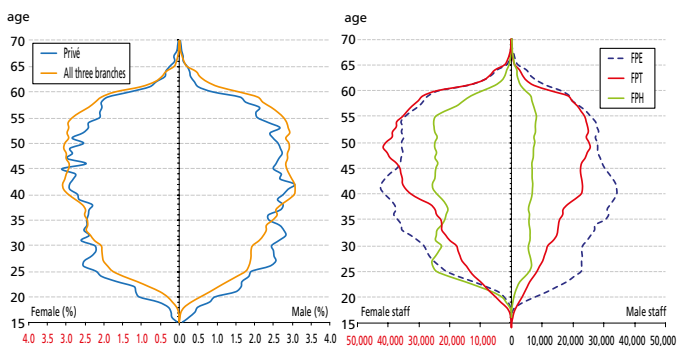
		Number of staff 2013	Change 2013/2012 (in staff numbers)	Change 2013/2012 (%)
FPE	Ministerial departments	1,926,041	-5,189	-0.3
	Foreign Affairs	3,765	78	+2.1
	Agriculture, Agrifood and Forestry	32,177	-386	-1.2
	Culture and Communication	11,141	-7	-0.1
	Defence	272,764	-8,570	-3.0
	Ecology, Sustainable Development and Energy	62,218	-7,778	-11.1
	Economy and Finance	152,486	-3,514	-2.3
	Education	999,691	11,559	+1.2
	Interior and Overseas France	283,634	3,006	+1.1
	Justice	77,321	-177	-0.2
	Entities reporting to the Prime Minister	9,466	478	+5.3
	Social Ministries	2,230	193	+9.5
	EPA in the FPE	459,447	8,589	+1.9
	FPE total	2,385,488	3,400	+0.1
FPT	Communes ⁽¹⁾	1,028,263	3,031	+0.3
	Départements	295,336	793	+0.3
	Regions	81,188	-494	-0.6
	Local and regional authorities total	1,404,787	3,330	+0.2
	EPA ⁽¹⁾ total	473,958	12,996	+2.8
	FPT total	1,878,745	16,326	+0.9
FPH	Hospitals	1,040,934	14,457	+1.4
	Residential homes for the elderly (EHPA)	78,307	1,101	+1.4
	Other medical-social establishments	33,466	160	+0.5
	Total FPH	1,152,707	15,718	+1.4
Total FPE+FPT+FPH		5,416,940	35,444	+0.7

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

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 2013



Source: INSEE Labour Survey, Q4-2013 for the private sector, INSEE – Information System on Civil Servants (SIASP) for all three branches. Data processed by DGAFP-DES.

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) in 2013

	Staff numbers as at 31 December 2013	Breakdown (%)
Executives and senior executives (INSEE)	1,096,007	20.2
A grade	1,095,153	20.2
B grade	783	0.0
Middle-ranking staff (INSEE)	1,627,240	30.0
A grade	734,537	13.6
B grade	886,482	16.4
C grade	6,166	0.1
Semi- and unskilled workers (INSEE)	2,669,124	49.3
B grade	201,926	3.7
C grade	2,434,163	44.9
Not defined	24,569	0.5
Total all three branches	5,416,940	100.0

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

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 2013

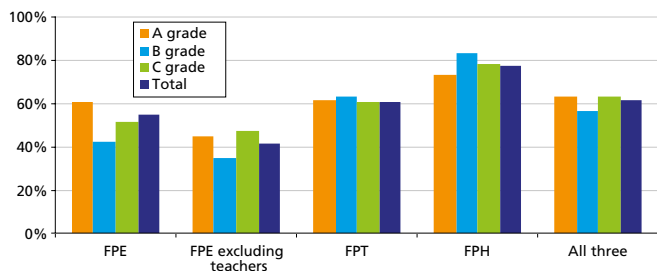
	Women (%)	Average age (in years)		Under 30 (%)		Over 50 (%)	
		Total	Female	Total	Female	Total	Female
FPE	54.4	42.2	42.7	15.1	13.0	29.0	30.1
FPT	60.9	44.3	44.5	11.0	11.0	36.2	36.5
FPH	77.4	41.4	40.9	19.3	20.2	28.7	26.9
All three branches	61.5	42.8	42.8	14.6	14.2	31.4	31.4
Private sector	44.3	40.6	41.1	20.9	20.2	26.1	27.1

Source: INSEE – Information System on Civil Servants (SIASP) for all three branches. INSEE labour survey, Q4-2013 for the private sector. Data processed by DGAFP-DES.

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 2013



Source: INSEE – Information System on Civil Servants (SIASP) for all three branches. INSEE labour survey, Q4-2013 for the private sector. Data processed by DGAFP-DES.

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.

Civil service gender equality and diversity

14 Number of established civil servants working part-time and proportion of females working part-time in 2013

		Part-time employees (%)	Women working part-time (%)	Men working part-time (%)
FPE	A grade	10.0	14.0	3.4
	B grade	12.2	22.6	3.0
	C grade	17.0	23.8	4.6
	Total	11.6	17.0	3.5
FPT	A grade	16.0	22.6	5.2
	B grade	21.4	28.4	8.9
	C grade	20.3	31.1	6.1
	Total	20.1	29.9	6.4
FPH	A grade	21.1	23.9	6.1
	B grade	27.3	31.0	7.7
	C grade	18.5	22.2	5.4
	Total	21.2	24.8	6.0
All three	A grade	12.3	16.8	3.7
	B grade	19.2	27.5	5.2
	C grade	19.4	27.4	5.8
	Total	16.9	23.6	5.0

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

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 in 2013

	Situation as at 31 December 2013				Change 2013/2012		
	Staff	Women (%)	Average age (in years)	Over 50 (%)	Staff (%)	Women (% points)	Over 50 (% points)
FPE	103,142	37.6	47.5	1.9	0.0	0.7	0.4
FPT	12,550	52.2	51.8	1.9	15.2	0.3	-0.5
FPH	5,607	44.7	48.8	3.4	-0.1	1.2	-1.3

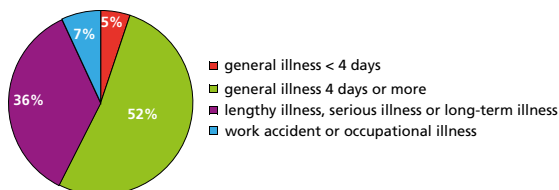
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DES.

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 of surveys and statistical surveys.

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

(in %)

	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, Department for surveys and statistics (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

(in %)

	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 5 a.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, Department for surveys and statistics (DGAFP).

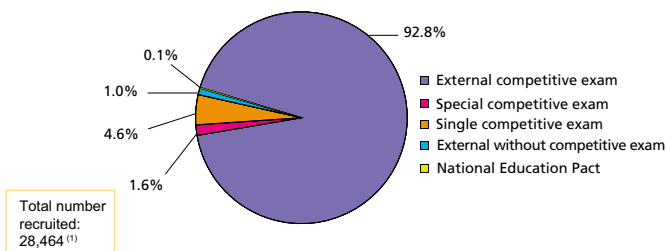
Coverage: Employees in France.

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 by type of competitive examination in 2013



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

(1) Estimates.

20 State civil service external recruitment ⁽¹⁾ by grade in 2013

	Vacancies	Enrolled	Present	Recruited	Selectivity
A grade	23,519	244,972	149,024	21,141	6.9
B grade	3,022	116,006	59,784	3,285	19.9
C grade	3,276	92,205 ⁽²⁾	48,814 ⁽²⁾	4,038	23.6 ⁽²⁾
Including recruitment without competitive exam	1,049	-	-	1,079	-
Total	29,817	453,183	257,622	28,464	9.7 ⁽²⁾

Source: DGAFP-DES (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 in the local civil service ⁽¹⁾, the City of Paris and the City of Paris Social Services Centre (CASVP) by grade in 2013

	Vacancies	Enrolled	Present	Accepted
A+ ⁽²⁾ grade	83	2,303	1,129	62
A grade	2,710	13,359	7,406	1,957
B grade	6,373	65,981	35,249	5,441
C grade	6,703	55,284 ⁽³⁾	40,359 ⁽³⁾	27,185
Total	15,869	136,927 ⁽³⁾	84,143 ⁽³⁾	34,645

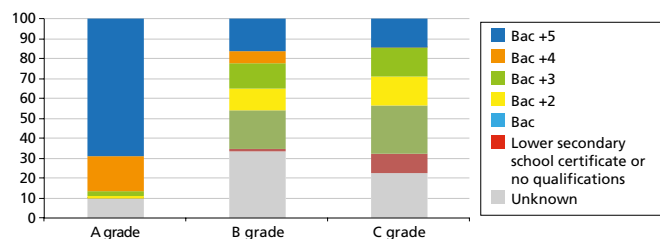
Source: National Association of Directors and Deputy-Directors of Local Civil Service Management Centres; City of Paris Recruitment and Competitive Examinations Bureau; City of Paris Social Services Centre.

(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 recruits by grade in 2013 ⁽¹⁾ (in %)



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

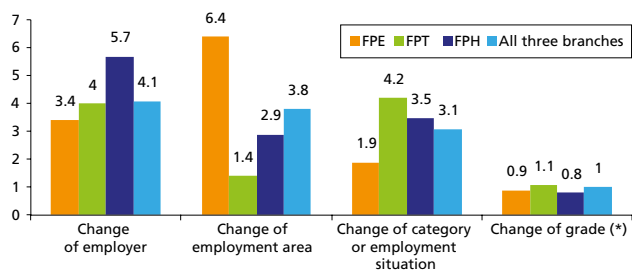
(1) Partial coverage: the ministries replied in relation to 393 competitive examinations out of 407 held.

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 DGAFP-DES.

Coverage: Civil service employees working in a main job in France in 2012 and 2013, 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 2012 and still in the civil service in 2013.

(*) Established civilian staff only.

(see 2014 annual report on the civil service).

- 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- and inter-branch change of employer in 2013

Initial branch (in 2012)	Change of employer rate (%)			Destination of staff changing inter-branch employer (%)			
	Rate	Intra-branch rate	Inter-branch rate	FPE	FPT	FPH	Total
FPE	3.4	2.8	0.5		74.4	25.6	100.0
FPT	4.0	3.3	0.7	63.5		36.5	100.0
FPH	5.7	5.0	0.7	37.0	63.0		100.0
Total	4.1	3.5	0.7	35.4	40.9	23.7	100.0

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

Coverage: Civil service staff working in a main job in France in 2012 and 2013, including government-subsidised employment contracts and excluding the armed forces.

NB: Among those working in the state civil service in 2012 and still in the civil service in 2013, 3.4% had changed employer with 2.8% in the same branch and 0.5% in another branch. 74.4% of state civil servants who changed branch went to a local civil service employer and 25.6% transferred to the hospital civil service.

25 State civil service internal recruitment in 2013⁽¹⁾

	A grade	B grade	C grade	Total
FPE established A grade	3,353	40	0	3,393
FPE established B grade	1,764	3,169	0	4,933
FPE established C grade	88	1,583	729	2,400
FPE established staff sub-total	5,205	4,792	729	10,726
FPE contract staff	3,511	709	736	4,956
FPE sub-total	8,716	5,501	1,465	15,682
FPT all categories	45	11	43	99
FPH all categories	7	1	7	15
Grade not defined	1,206	1,493	682	3,381
Grand total	9,974	7,006	2,197	19,177
EU nationals	34	10	0	44
<i>Estimated results (for information)</i>	<i>9,974</i>	<i>7,006</i>	<i>3,993</i>	<i>20,973</i>

Source: DGAFP-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	51	1,318	8,442	17,069	26,880
City of Paris and City of Paris Social Services Centre	0	44	323	148	515
Total	51	1,362	8,765	17,217	27,395

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 2013

	Expenditure (in millions of euros)	Share of total payroll (%)
All ministries excluding education	1,529	6.7
Induction courses	715	3.1
Vocational training	814	3.6
Education ministries	1,265	3.8
Vocational training	197	0.6
Induction courses	1,068	3.2

Source: DGAFP-DES (Annual Training Survey).

28 Number of training days per state civil service staff member by grade and gender in 2013

	Induction courses			Vocational training			Grand total		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
All ministries excluding education	4.2	4.2	4.2	3.2	3.3	3.2	7.4	7.4	7.4
A grade	6.0	8.2	6.9	3.4	4.7	4.0	9.4	12.9	10.9
B grade	4.4	4.7	4.5	4.1	3.8	3.9	8.5	8.4	8.4
C grade and state operatives	2.5	1.7	2.1	2.1	2.1	2.1	4.5	3.8	4.2
Education ministries	1.8	0.8	1.1	3.2	2.9	3.0	5.1	3.7	4.1
A grade	2.0	0.9	1.2	3.2	2.9	3.0	5.2	3.8	4.2
B grade				2.1	3.1	2.9	2.1	3.1	2.9
C grade and state operatives				4.3	3.7	3.8	4.3	3.7	3.8

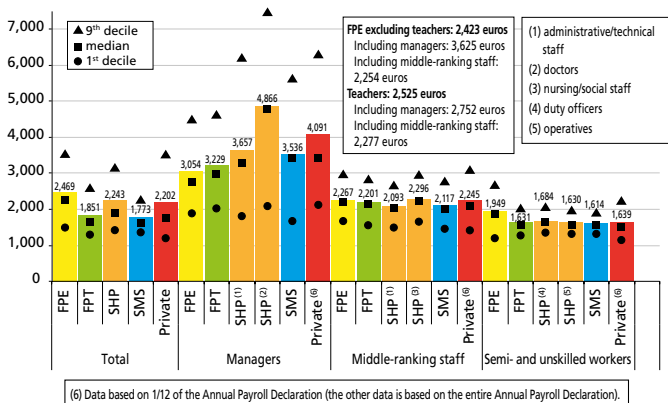
Source: DGAFP-DES (Annual Training Survey).

Remuneration

29

Average monthly net salary (*) by socioeconomic group (as defined by INSEE) in the civil service and the private sector in 2013

(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: 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.

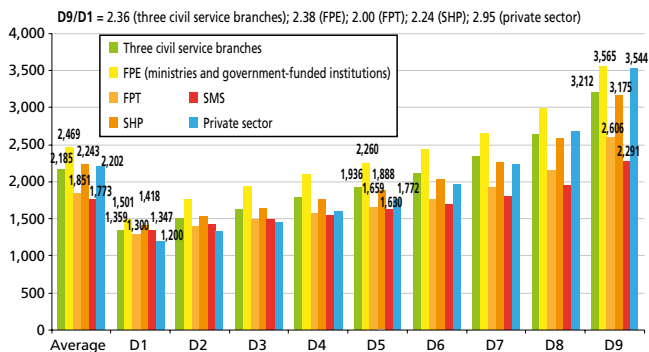
Coverage for the private sector: Private sector employees and staff of state-owned companies, including government-subsidised employment contracts.

(*) Annualised full-time equivalent.

30

Breakdown of average monthly net salaries (*) by civil service branch and in the private and semi-public sector in 2013

(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: 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.

(*) Annualised full-time equivalent.

Remuneration

31 Latest changes in remuneration in the three civil service branches (in %)

	In current euros		In constant euros ⁽¹⁾	
	SMPT net*	RMPP nette**	SMPT net*	RMPP nette**
Three civil service branches	0.4	1.5	-0.5	0.7
FPE (ministries and government-funded institutions)	0.1	1.4	-0.7	0.5
FPE (ministries)	0.2	1.4	-0.7	0.5
FPT	0.8	1.6	-0.1	0.8
FPH	0.6	1.6	-0.2	0.8
Private sector	0.6	nd	-0.3	nd

	In current euros		In constant euros ⁽¹⁾	
	2013/2012	2014/2013	2013/2012	2014/2013
Average annual civil service pay increase	0.0	0.0	-0.9	-0.5

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.

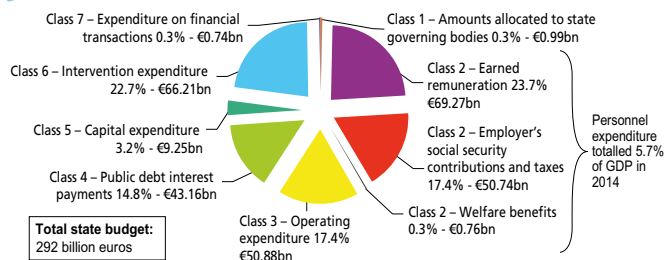
Coverage for the hospital civil service: France as a whole. Including government-subsidised employment contracts, excluding interns and contract staff.

(1) Change in the consumer price index including tobacco (+0.9% in 2013, +0.5% in 2014).

* SMPT: average wage per capita.

**RMPP: average salary for active public-service employment.

32 Personnel expenditure in the state budget in 2014 (net of tax refunds and tax relief)



Source: Budget Outturn/Budget Directorate. Data processed by DGAFP-DES. Coverage: General budget.

Staff elections

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

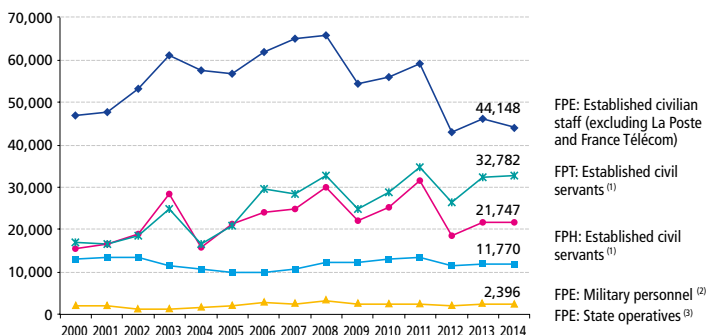
	FPE	Turnout	FPT	Turnout	FPH	Turnout	Civil Service Total	
Turnout	2014	(%)	2014	(%)	2014	(%)		(%)
Enrolled Voters	2,255,728		1,892,961		1,064,268		5,212,957	
Votes cast	1,179,915	52.3	1,039,382	54.9	534,243	50.2	2,753,540	52.8
	1,117,840		988,630		512,890		2,619,360	
Results by trade union		Share (%)		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: DGAFP; DGCL; DGOS. Data processed by DGAFP-DES. Department for Surveys and Statistics.

* 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 (CNRACL) and the National Pension Scheme for State operatives (FSPOEIE), 2000-2014



Sources: DGFiP – Public Pensions Service, CNRACL and FSPOEIE. These are final figures. Data processed by DGAFP- Department for Surveys and Statistics.

(1) Established civil servants affiliated with the National Pension Fund for Local Government Employees (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.

(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 2014 to established civil servants, military personnel and state operatives, average age and average pension rate

New individual retirement pensions paid in 2014	FPE established ⁽¹⁾	FPE military ⁽²⁾	FPE state operatives ⁽³⁾	FPT established ⁽⁴⁾	FPH established ⁽⁴⁾
Total	44,148	11,770	2,396	32,782	21,747
Female staff (%)	55.8	9.6	14.3	53.4	77.9
Average age on date of first payment (in years)	61.0	44.9	60.1	61.0	59.0
Average pension rate (%)	68.7	59.5	63.3	54.4	61.3

Sources: DGFiP – Public Pensions Service, CNRACL and FSPOEIE. Data processed by DGAFP- 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 Employees (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.

36 Number of civil service pensioners and average annual pension as at 31 December 2014

Individual retirement pensions paid as at 31/12/2014	Number	Average total pension (in euros)
FPE civilian pensions ⁽¹⁾ (Public Pensions Service)	1,273,429	2,145
FPE military pensions (Public Pensions Service)	385,880	1,734
State operative pensions (FSPOEIE)	69,172	1,801
FPT pensions ⁽²⁾ (CNRACL)	515,523	1,275
FPH pensions ⁽²⁾ (CNRACL)	496,000	1,397
Total pensions paid to established civil servants in the three civil service branches, military personnel and state operatives	2,740,004	1,779

Sources: DGFiP – Public Pensions Service, CNRACL and FSPOEIE. Data processed by DGAFP- Department for Surveys and Statistics.

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

(2) Pensions attribuées aux fonctionnaires de la FPT et FPH, dont la durée hebdomadaire de travail est d'au minimum 28 heures. Les médecins hospitaliers, qui relèvent du régime général et de l'Ircantec, ne sont pas pris en compte.

The French Civil Service Key Figures 2015

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

ANNUAL REPORT

The *Rapport Annuel* collection covers all the annual reports published by the DGAFP. The *Rapport Annuel sur l'Etat 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.

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.

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.

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.

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.

DGAFP MARKERS

The *Repères DGAFP* collection contains all the in-house and external documents that present and describe the DGAFP and its missions.