

FACTS
AND
FIGURES

The French Civil Service

Key Figures for 2018



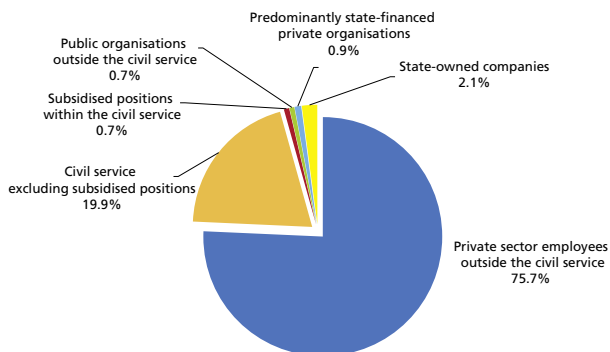
ANNUAL REPORT

Key civil service figures

- As at 31 December 2016, there were 5.480 million staff employed in the three branches of the civil service, excluding 189,000 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*.
- 2.427 million employees worked in the state civil service (FPE), i.e. 44.3% of total civil servants: 79.9% in ministerial departments and 20.1% in national government-funded administrative institutions (EPA).
- 1.886 million employees worked in the local civil service (FPT), i.e. 34.4% 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).
- 1.168 million employees worked in the hospital civil service (FPH), i.e. 21.3% of total civil servants: 88.0% work in hospitals, 8.5% in residential homes for the elderly and 3.5% 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, 85 per thousand in the French overseas *départements* and 70 per thousand in the rest of France.
- Staff levels across all three branches increase from 2015 to 2016 of +0.5%, with more or less marked shifts depending on the branch: +1.2% in the FPE, -0.2% in the FPT and +0.4% in the FPH. At end-2015, the number of government-subsidised employment contracts had recorded a relative fall of 4.2% (compared to +2.8% between end-2014 and end-2015).
- Excluding government-subsidised employment contracts, the three branches employed 3,848,000 established civil servants, 966,600 non-established civil servants, 305,400 military personnel and 360,200 employees classified under "other grades and categories" (including 143,000 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 4.4% A+), 24% were B grade and 20% were C grade. In the FPT, 10% of staff were A grade employees (including 0.6% A+), 15% B grade and 76% C grade. In the FPH, 33% were A grade (including 0.5% A+), 19% B grade and 48% C grade.
- The average age of FPH employees is 41.8 compared to 42.5 for FPE employees and 45.2 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 6% of male staff.
- In 2016, female staff members held 41% of management and executive (A+) positions (including 36% in executive and senior executive functions): 39% in the FPE (including 33% in executive and senior executive functions), 55% in the FPT (including 31% in executive and senior executive functions) and 48% in the FPH (all in executive and senior executive functions).
- Internal competitive examinations or equivalent: 19,806 people in 2016 in the FPE and 21,617 in the FPT.
- External competitive examinations or equivalent for the FPE in 2016: 40,209 staff recruited (90.9% by external competitive examination).
- 62.2% of external recruitments were female.
- Level of education of staff recruited in the FPE: 67.9% of recruits were for A grade positions, 89% of which require a PhD or Master's qualification. 26% 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); 43.3% 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 10.1% of B grade recruits and 18.9% of C grade recruits).
- The FPT, City of Paris and City of Paris Social Services Centre (CASVP) recruited 29,154 employees through external competitive examinations or equivalent in 2016.
- A total of 46,104 new pensions were paid in 2017 to established civilian civil servants from the FPE, 11,491 to military personnel, 2,665 to state operatives, 40,796 to established civil servants from the FPT and 25,470 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 *Orange*) was 61.5 years old in 2017.
- At 31 December 2017, 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 2017: 1,786 euros for all three branches.
- Average monthly net salary in 2016: 2,232 euros across all three branches; 2,505 euros in the FPE (ministries and government-funded administrative institutions); 1,902 euros in the FPT; 2,258 euros in the FPH.
- Between 2015 and 2016, the average wage across all three branches increase of +0.4% in constant euros; the average net salary for civil servants who had been in the same position for two years (RMPP) improved 1.5% in constant euros; in the FPE (ministerial departments and government-funded administrative institutions), the average wage increased by +0.2% in constant euros, while the average net salary for civil servants who had been in the same position for two years (RMPP) grew by 1.7% in constant euros. In the FPT, the average wage and the RMPP increased respectively 0.4% and 1.1% in constant euros. In the FPH, the average wage increased by 0.4% in constant euros over the same period, while the RMPP increased 1.5% in constant euros.
- Gross grade-related remuneration growth spread in the FPE (2012-2016): 5.8% of staff received a wage rise (in current euros) below the rate of inflation (1.38% excluding tobacco); half received a raise of over 7.6%; and the wages of 10% of the staff increased more than 15.1%.
- Average annual increase in the gross salary index-grade-related pay scale (ITB-GI) +0.52% in 2016.
- Civil servants' salary grading: +0.6% the 1st of July 2016, equivalent to +0.3% annual average.
- 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 2015 and 2016, 10.0% were mobile in 2016, 5.7% changed public employer (0.7% of whom changed branch), 4.4% changed employment area and 3.0% changed category or employment situation. Some 0.9% of established civilian civil servants changed grade in 2016.
- At the end of 2016, 8.1% of state civil servants were no longer working in their initial administration (permanent positions).
- Ministerial training expenditure in 2016, excluding education: 1.9 billion euros, equivalent to 8.2% of payroll.
- In the three civil service branches, 36.7% of civil service staff worked on Sundays and public holidays (even occasionally) and 16.8% worked nightshift.

Staff in the three civil service branches

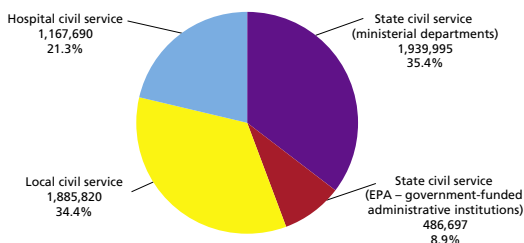
1 Civil service, public service and total employment in France (metropolitan France and French overseas *départements*) as at 31 December 2015



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

2 Breakdown of staff among the three civil service branches in 2016



Sources: Information System on Civil Servants (SIASP), 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.

3 Individual staff numbers in the three civil service branches in 2016 and full time equivalents (FTE)

(in million)

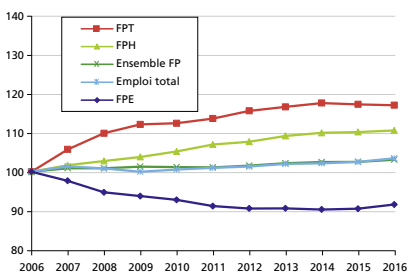
	Ministerial departments and local/regional authorities		Staff in government-funded administrative institutions recruited with public employee status		Total	
	Total	FTE	Total	FTE	Total	FTE
FPE	1,939,995	1,861,249	486,697	439,901	2,426,692	2,301,150
Civilian civil servants	1,635,605	1,565,683	485,677	438,928	2,121,282	2,004,611
Military personnel	304,390	295,566	1,020	973	305,410	296,539
FPT	1,382,167	1,255,742	503,653	453,823	1,885,820	1,709,565
FPH			1,167,690	1,082,630	1,167,690	1,082,630
Total civil service	3,322,162	3,116,991	2,158,040	1,976,354	5,480,202	5,093,345

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.

Staff in the three civil service branches

4 Change in staffing levels in the three civil service branches since 2006 (Base: 100 as at 31 December 2006)



Total employees
Change in average annual staffing levels 2016/2006
FPE: -0.9%
FPT: 1.6%
FPH: 1.0%
All three: 0.3%
Total employees: 0.3%

Change 2016/2015
FPE: 1.2%
FPT: -0.2%
FPH: 0.4%
All three: 0%
Total employees: 0.9%

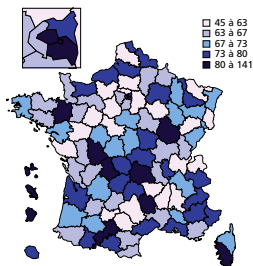
Source: INSEE – Civil Servants Payroll File Data (FGE), Survey of Employees of Local Authorities and Local Public Institutions (COLTER), Annual Payroll Declaration (DADS) and Information System on Civil Servants (SIASP). DREES: Annual Statistical Survey of Healthcare Establishments (SAE). Data processed by DGAFP- 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 2016

Rate of representation in the three civil service branches by département as at 31 December 2016

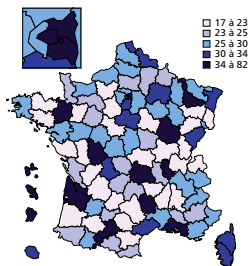


Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 72.1%
Rate of representation in Metropolitan France = 71.8%

Rate of representation for the state civil service by département as at 31 December 2016

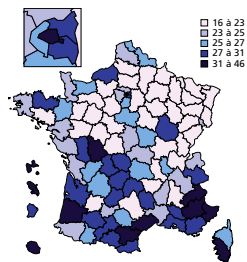


Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

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

Rate of representation in France as a whole = 30.1%
Rate of representation in Metropolitan France = 30.0%

Rate of representation for the local civil service by département as at 31 December 2016

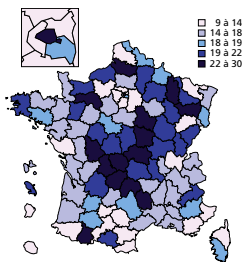


Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

Coverage: main positions in all civil service staff categories.

Rate of representation in France as a whole = 25.7%
Rate of representation in Metropolitan France = 25.4%

Rate of representation for the hospital civil service by département as at 31 December 2016



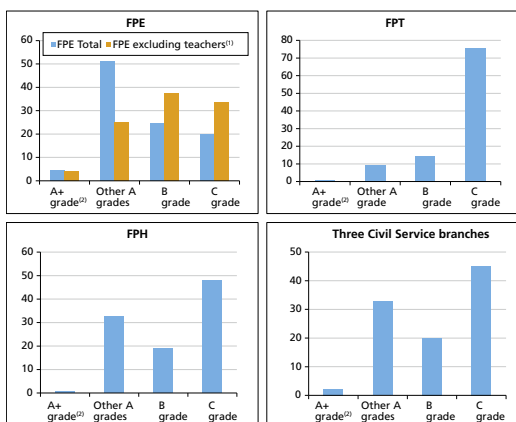
Source: SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP-DESSI.

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 2016 (in %)

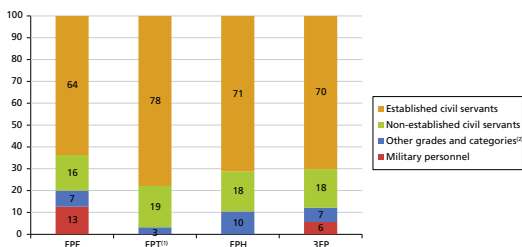


Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

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 2016 (in %)



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 2006 to 2016

	2006		2016		Change 2016/2006			Change 2016/2015	
	Non-established	Non-established (%)	Non-established	Non-established (%)	In numbers	%	Annual average (%)	In numbers	%
FPE (including EPAs)	312,892	11.8	397,125	16.4	84,233	0.5	2.4	18,186	4.8
FPT (including EPAs)	327,941	20.4	356,806	18.9	28,865	-0.1	0.8	814	0.2
FPH	142,707	13.5	212,640	18.2	69,933	0.5	4.1	7,360	3.6
All three	783,540	14.7	966,571	17.6	183,031	0.3	2.1	26,360	2.8

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 - 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 2016

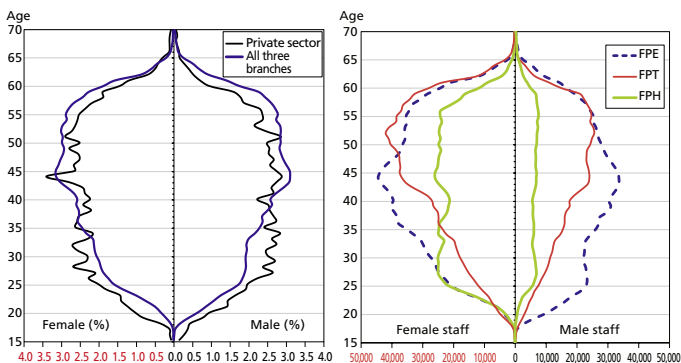
		Number of staff 2016	Change 2016/2015 (in staff numbers)	Change 2016/2015 (%)
FPE	Ministerial departments	1,939,995	26,321	+1.4
	Foreign Affairs	3,612	14	+0.4
	Agriculture, Agrifood and Forestry	32,343	29	+0.1
	Culture and Communication	11,302	102	+0.9
	Defence	262,560	3,654	+1.4
	Ecology, Sustainable Development and Energy	52,509	-1,430	-2.7
	Economy and Finance	144,322	-2,330	-1.6
	Education	1,029,249	17,961	+1.8
	Interior and Overseas France	287,169	1,212	+0.4
	Justice	85,880	6,100	+7.6
	Entities reporting to the Prime Minister	10,912	1,333	+13.9
	Social Ministries	20,137	-324	-1.6
	EPA in the FPE	486,697	2,340	+0.5
	FPE total	2,426,692	28,661	+1.2
FPT	Communes ⁽¹⁾	1,011,514	-10,342	-1.0
	Départements	284,323	-7,189	-2.5
	Regions	86,330	4,445	+5.4
	Local and regional authorities total	1,382,167	-13,086	-0.9
	EPA⁽¹⁾ total	503,653	9,596	+1.9
FPT total	1,885,820	-3,490	-0.2	
FPH	Hospitals	1,027,513	987	+0.1
	Residential homes for the elderly (EHPA)	99,611	2,261	+2.3
	Other medical-social establishments	40,566	1,164	+3.0
	Total FPH	1,167,690	4,412	+0.4
Total FPE+FPT+FPH		5,480,202	29,583	+0.5

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 2016



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) in 2016

	Staff numbers as at 31 December 2016	Breakdown (%)
Executives and senior executives (INSEE)	1,118,149	20.4
A grade	1,117,671	20.4
B grade	177	0.0
Middle-ranking staff (INSEE)	1,664,929	30.4
A grade	778,816	14.2
B grade	882,064	16.1
C grade	3,980	0.1
Semi- and unskilled workers (INSEE)	2,670,288	48.7
B grade	201,164	3.7
C grade	2,440,092	44.5
Not defined	26,199	0.5
Total all three branches	5,480,202	100.0

Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFFP - 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 2016

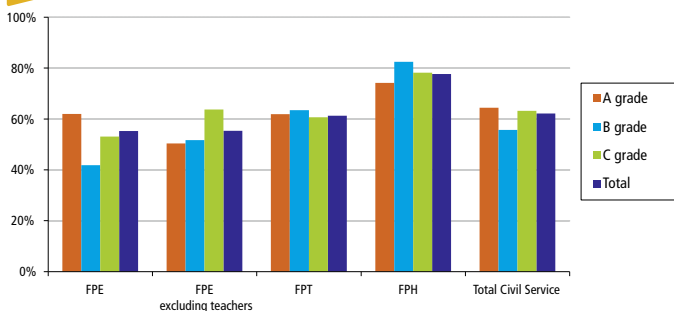
	Women (%)	Average age		Under 30 (%)		Over 50 (%)	
		Total	Female	Total	Female	Total	Female
FPE	55.3	42.5	43.1	15.4	12.8	29.9	31.2
FPT	61.3	45.2	45.3	10.1	10.0	40.0	40.6
FPH	77.7	41.8	41.4	18.4	18.8	29.9	28.4
Total civil service	62.1	43.3	43.4	14.2	13.5	33.4	33.6
Private sector	45.8	40.9	41.5	20.7	19.8	27.6	29.4

Source : INSEE – Information System on Civil Servants (SIASP) for all three branches. INSEE labour survey, Q4-2016 for the private sector. Data processed by DGAFFP - 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 2016



Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFFP - 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 in 2016

		Part-time employees (%)	Women working part-time (%)	Men working part-time (%)
FPE	A grade	9.7	13.2	3.6
	B grade	11.7	21.2	3.1
	C grade	15.7	22.1	4.9
	Total	11.0	15.8	3.7
FPT	A grade	16.2	22.2	5.8
	B grade	21.2	27.7	9.5
	C grade	20.5	30.8	6.8
	Total	20.2	29.4	7.0
FPH	A grade	22.8	25.6	7.3
	B grade	27.0	30.7	8.0
	C grade	19.4	23.1	6.0
	Total	22.0	25.5	6.7
All three	A grade	12.4	16.6	4.1
	B grade	18.7	26.7	5.6
	C grade	19.6	27.3	6.4
	Total	16.9	23.2	5.5

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 in 2016

	Situation as at 31 December 2016				Change 2016/2015		
	Staff	Women (%)	Average age (in years)	Over 50 (%)	Staff (%)	Women (% points)	Over 50 (% points)
FPE	104,488	39.1	48.1	45.5	0.5	0.5	1.1
FPT	11,152	55.0	52.2	65.3	-10.7	3.0	-0.1
FPH	5,519	47.6	48.6	51.0	-2.3	0.3	-0.4

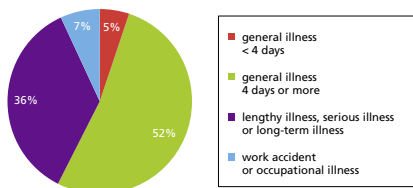
Source : SIASP (Information System on Civil Servants), INSEE. Data processed by DGAFP - Department for Surveys, Statistics and Information Systems.

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 2016

[%]

	FPE	FPT	FPH	All three	Private sector	Total
At least three constraints relating to pace of work⁽¹⁾	20.7	25.4	42.5	26.9	37.4	34.9
Pace set by...						
automatic movement of a product or part	1.8	3.1	4.1	2.7	8.9	7.5
automatic rate of a machine	1.4	3.4	2.9	2.4	8.6	7.1
other technical constraints	9.3	11.9	16.6	11.7	18.8	17.1
immediately dependent on the work of one or more co-workers	21.2	26.3	41.9	27.3	29.2	28.8
production standards or deadlines to be met in one day	30.2	35.8	49.3	36.2	51.4	47.8
or to be met in one hour	17.0	19.4	34.2	21.5	30.7	28.5
external demand	65.9	59.1	78.6	66.2	70.2	69.2
requiring an immediate response	51.1	48.2	72.1	54.5	58.2	57.3
constant checks or monitoring by hierarchical superiors	23.7	24.8	33.9	26.2	32.0	30.6
checks or monitoring by computer	33.3	24.1	41.6	31.8	36.2	35.2
Unable to take a rest when required	44.7	30.4	43.7	39.4	27.6	30.4
Often or always has to hurry	40.0	32.0	59.2	41.2	46.0	44.9
Frequently stop doing one task to do another unplanned one	62.3	65.0	78.6	66.7	64.6	65.1

Source : 2016 Working Conditions – Psychosocial Risks (CT-RPS 2016) 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: 25.4% 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 Working hours organization in 2016

[%]

	FPE	FPT	FPH	All three	Private sector	Total
Have the same hours every day	66.0	81.1	50.0	68.0	65.6	66.1
Have alternate schedules (team work, 2*8, 3*8 or more)	2.3	3.2	20.9	6.5	8.1	7.8
Have schedules that vary from one day to the next	31.7	15.7	29.1	25.5	26.3	26.1
Saturday working (including occasionally) ⁽¹⁾	40.5	39.1	71.0	46.4	47.9	47.5
Sunday working (including occasionally) ⁽¹⁾	29.9	27.7	66.0	36.7	25.1	27.9
Mornin working (from 5 p.m. to 7 p.m., including occasionally)	19.4	22.9	54.6	28.0	28.4	28.3
Evening working (from 8 a.m. to midnight, including occasionally)	35.7	24.4	56.6	36.1	31.2	32.4
Nightshift (from midnight to 5 ^a .m., including occasionally)	12.2	11.3	35.3	16.8	14.3	14.9

Source : 2016 Working Conditions – Psychosocial Risks (CT-RPS 2016) Survey, DARES, DGAFP, DREES, INSEE. Data processed by DARES and Department for Surveys, Statistics and Information Systems (DGAFP).

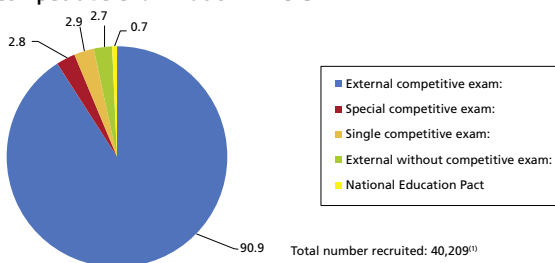
Coverage: Employees in France.

Key: 29.9% of FPE employees work on a Sunday, including occasionally.

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

Recruitment

19 Breakdown of state civil service external recruitment by type of competitive examination in 2016



Source : DGAFP - 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 2016

	Vacancies	Enrolled	Present	Recruited	Selectivity
A grade	31,429	322,243	172,784	27,305	6.0
B grade	7,160	159,441	77,617	7,233	10.7
C grade	5,547	142,655	75,031	5,671	15.2
Including recruitment without competitive exam	1,297	31,133	21,634	1,382	22.5
Total	44,136	642,339	325,432	40,209	7.9

Source : DGAFP - 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.

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 2016

	Vacancies	Enrolled	Present	Accepted
A+ ⁽²⁾ grade	46	1,209	641	41
A grade	2,534	28,830	13,988	2,166
B grade	4,394	37,392	20,323	3,855
C grade	5,017 ⁽³⁾	64,430 ⁽³⁾	40,695 ⁽³⁾	23,092
Total	11,991⁽³⁾	129,598⁽³⁾	75,647⁽³⁾	29,154

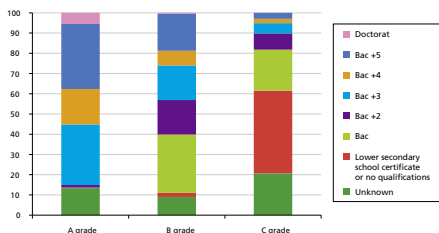
Source : National Association of Directors and Deputy-Directors of Local Civil Service Management Centres; City of Paris Recruitment and Competitive Examinations Bureau; City of Paris Social Services Centre.

(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 2016⁽¹⁾ [%]



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

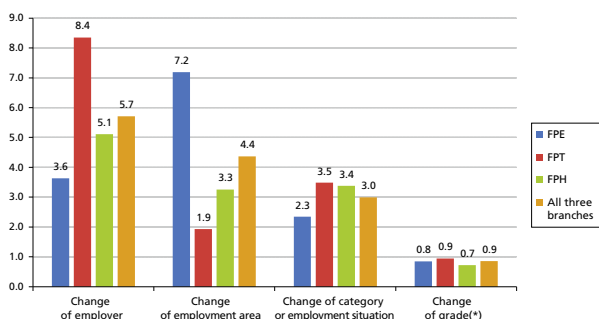
(1) Partial coverage: the ministries replied in relation to 468 competitive examinations out of 478 held.

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 2015 and 2016, 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 2015 and still in the civil service in 2016.

(*) 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 2016

Initial branch (in 2015)	Change of employer rate (%)			Destination of staff changing inter-branches employer (%)			
	Rate	Intra-branch rate	Inter-branches rate	FPE	FPT	FPH	Total
FPE	3.6	3.1	0.5		75.9	24.1	100.0
FPT	8.4	7.6	0.8	64.9		35.1	100.0
FPH	5.1	4.4	0.7	39.0	61.0		100.0
Total	5.7	5.1	0.7	37.1	39.8	23.1	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 2015 and 2016, including government-subsidised employment contracts and excluding the armed forces.

NB: Among those working in the state civil service in 2015 and still in the civil service in 2016, 3.6% had changed employer with 3.1% in the same branch and 0.5% in another branch. 75.9% of state civil servants who changed branch went to a local civil service employer and 24.1% transferred to the hospital civil service.

25 State civil service internal recruitment in 2016⁽¹⁾

	A grade	B grade	C grade	Total
External candidates	23	4	0	27
FPE established A grade	3,157	10	3	3,170
FPE established B grade	1,590	4,931	253	6,774
FPE established C grade	14	1,671	77	1,762
FPE established staff sub-total	4,761	6,612	333	11,706
FPE contract staff	2,488	1,928	485	4,901
FPE sub-total	7,249	8,540	818	16,607
FPT all categories	55	40	60	155
FPH all categories	16	6	12	34
Grade not defined	516	1,488	620	2,624
Grand total	7,859	10,078	1,510	19,447
EU nationals	73	2	4	79
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 2016

	A+ grade	A grade	B grade	C grade	Total
Local civil service excluding the City of Paris	68	2,193	6,596	12,282	21,139
City of Paris and City of Paris Social Services Centre	0	34	319	125	478
Total	68	2,227	6,915	12,407	21,617

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 2016

	Expenditure (in million of euros)	Share of total payroll ⁽³⁾ (%)
All ministries excluding education⁽¹⁾⁽²⁾	1,916	8.2
Induction courses	998	4.3
Vocational training	918	3.9
Education ministries⁽²⁾	1,373	3.9
Vocational training	182	0.5
Induction courses	1,191	3.4

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

(1) For the year 2016, data from the Ministry of Justice and social ministries are estimated.

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

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

28 Average number of training days per state civil service staff member⁽¹⁾ by grade and gender in 2016

	Induction courses			Vocational training			Grand total
	Male	Female	Overall	Male	Female	Overall	Overall
All ministries excluding education⁽²⁾⁽³⁾	5.5	5.1	5.3	3.5	3.5	3.5	8.8
A grade	5.4	7.5	6.4	3.4	4.3	3.8	10.2
B grade	6.9	6.3	6.7	4.2	3.9	4.1	10.7
C grade and state operatives	3.8	2.6	3.2	2.6	2.6	2.6	5.8
Education ministries	1.5	0.6	0.9	3.8	3.1	3.3	4.2
A grade	1.6	0.7	0.9	3.8	3.0	3.3	4.2
B grade	-	-	-	2.9	6.3	5.3	5.3
C grade and state operatives	-	-	-	3.9	2.6	2.8	2.8

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).

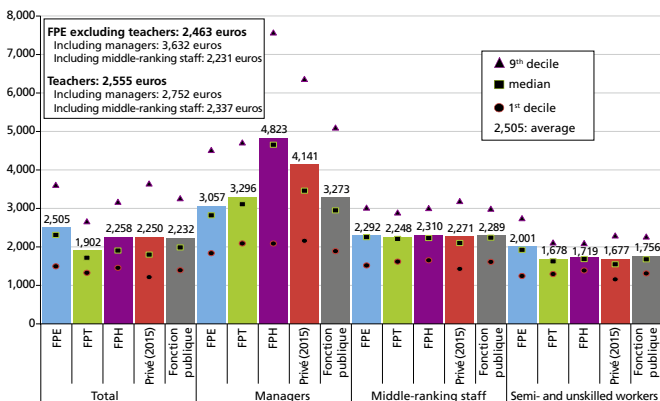
(2) For the year 2016, data from the Ministry of Justice and social ministries are estimated.

(3) 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 in 2016 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 (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.

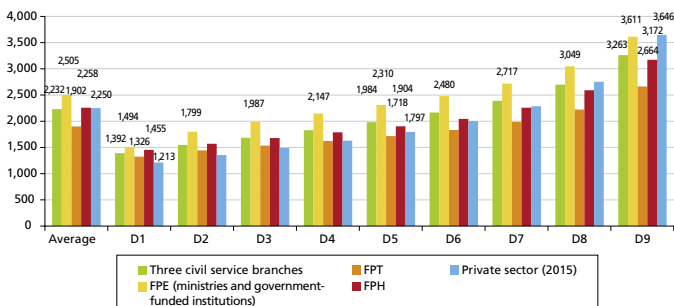
Coverage for the public hospital sector: Excluding government-subsidised employment contracts, interns and contract staff.

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.

30

Breakdown of average monthly net salaries by civil service branch in 2016 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 (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.

Remuneration

31 Latest changes in remuneration in the three civil service branches and in private sector in 2016 (%)

	In current euros	In constant euros
Three civil service branches		
Net change in average wage (2016/2015)	0.5	0.4
Net change in average salary for active public-service employment (2016/2015)	1.7	1.5
FPE (ministries and government-funded institutions)		
Net change in average wage (2016/2015)	0.4	0.2
Net change in average salary for active public-service employment (2016/2015)	1.9	1.7
FPT		
Net change in average wage (2016/2015)	0.6	0.4
Net change in average salary for active public-service employment (2016/2015)	1.3	1.1
FPH		
Net change in average wage (2016/2015)	0.6	0.4
Net change in average salary for active public-service employment (2016/2015)	1.7	1.5
Private sector		
Net change in average wage	nd	nd
Net change in average salary for active public-service employment	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 (DGAFP).

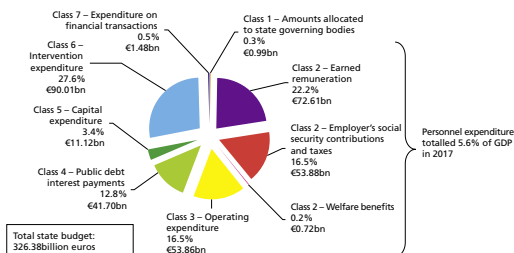
Coverage for the state civil service: France as a whole. Excluding military personnel, including government-subsidised employment contracts.

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.

For the private sector, data is not available at the time of printing.

32 Personnel expenditure in the state budget in 2017 (net of tax refunds and tax relief) (in billion of euros)



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

Coverage: General budget.

Staff elections

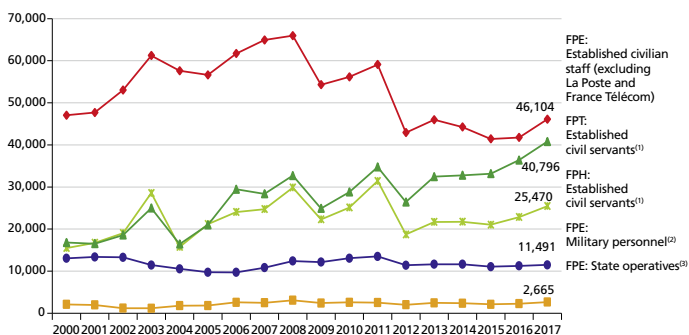
33 Results of staff elections (to the technical committees*) in the three civil service branches in 2014

Turnout	FPE	Turnout (%)	FPT	Turnout (%)	FPH	Turnout (%)	Civil Service Total	Turnout (%)
	2014	2014	2014	2014	2014	2014		
Enrolled Voters	2,255,728		1,892,961		1,064,268		5,212,957	
Voters	1,179,915	52.3	1,039,382	54.9	534,243	50.2	2,753,540	52.8
Votes cast	1,117,840		988,630		512,890		2,619,360	
Results by trade union		Share (%)	Share (%)	Share (%)	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	174,130	15.6	32,788	3.3	167	0.0	207,085	7.9
Solidaires	100,237	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 - 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 (CNRACL) and the National Pension Scheme for State operatives (FSPOEIE), 2000-2017



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

(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 2017 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	46,104	11,491	2,665	40,796	25,470
Female staff (%)	57.2	10.7	12.6	53.7	78.0
Average age on date of first payment (in years)	61.5	45.6	60.2	61.4	59.8
Average pension rate (%)	69.1	67.3	59.6	53.3	61.3

Sources : DGFIP – Public Pensions Service, CNRACL and FSPOEIE. Data processed by DGAFP - 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 (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 2017

Individual retirement pensions paid	Number	Average total pension (in euros)
FPE civilian pensions (Public Pensions Service)	1,305,209	2,180
FPE military pensions (Public Pensions Service)	388,720	1,715
State operative pensions (FSPOEIE)	68,468	1,846
FPT pensions ⁽¹⁾ (CNRACL)	590,799	1,284
FPH pensions ⁽¹⁾ (CNRACL)	539,745	1,429
Total pensions paid to established civil servants in the three civil service branches, military personnel and state operatives	2,892,941	1,786

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

(1) Pensions allocated to FPT and FPH civil servants whose weekly hours of work are at least 28 hours. Hospital doctors, who come under the general scheme and Ircantec, are not taken into account.

The French Civil Service Key Figures 2018

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.