



MINISTÈRE DU BUDGET, DES COMPTES PUBLICS  
ET DE LA FONCTION PUBLIQUE

# Civil services

Key figures 2008

DGAFP

Fonction publique : faits et chiffres

FAITS ET CHIFFRES

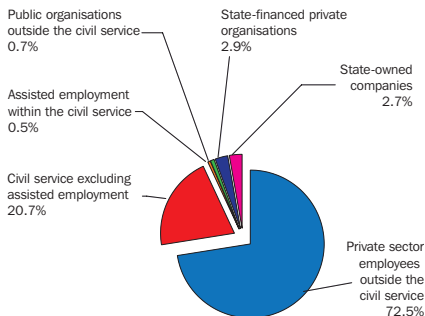
FAITS E

# Civil services key figures

- **5.2 million people work in the three branches of the civil service in France**, for a total of **21.3%** of all French workers (salaried workers and independent contractors) at 31 December 2006.
- **2.524 million employees work in the State civil service (SCS)**, including 2.272 million in the ministries and 252,000 in national administrative public establishments (EPA), i.e. 49% of all civil servants.
- **1.662 million employees work in the Territorial civil service (TCS)**, i.e. 32% of all civil servants. Three-quarters work in the various regions, *départements* and communes of France, and one quarter work in local administrative public establishments.
- **1.014 million employees work in the Hospital civil service (HCS)**, i.e. 19% of all civil servants. Ninety-four percent of these work in hospitals, and 6% work in retirement homes.
- The three civil services employ **3,869,081 certified staff, 777,603 non-certified staff** (excluding assisted employment beneficiaries), **50,119 State operatives, 56,567 child minders, 94,007 doctors, and 353,706 military personnel**.
- The number of employees in the three civil services increased by 0.3% between 2005 and 2006 (SCS: -1.2%, TCS: +3.1%, and HCS: -0.1%).
- In the three civil services, **29.2% of staff are Category A employees (managers), 24.2% Category B (intermediate professions), and 46.6% Category C (employees and operatives)**.
- The average age of State civil servants is 43.8 years, compared with 44.2 years in the TCS and 42.9 years in the HCS.
- In mainland France and its overseas *départements*, there are **70.6 civil servants per 1,000 inhabitants**.
- The three branches employ **59.1% women**, the SCS 50.8% (including the armed forces), the TCS 61%, and the HCS 76.6% (compared with 45% in the private sector).
- In the SCS, **17.8% of certified women work part-time**, compared with 3.2% of men.
- **16% of the senior management positions** in the three civil services are held by women.
- In the SCS, 56.6% of all management and intellectual profession posts are held by women.
- The staff of the SCS includes 4.7% of persons with disabilities, while the corresponding figure for the TCS and HCS is 4.5%.
- In mainland France, 25% of State civil servants work in the Île-de-France region, which is home to 19% of the population.
- **The SCS recruited 39,172 employees** via external competitions or equivalent in 2006, 92% of whom were successful in the external competition.
- Of the State civil servants recruited in Category A, 42% were educated to Bac + 4 level or higher (required level: Bac + 3). Half of those recruited in Category B were educated to Bac + 2 level or higher (required level: Bac). Of those in Category C, 5% were educated to Bac + 5 level or higher (required level: BEPC).
- The number of successful candidates in the internal and equivalent competitions in 2006 was **16,281**.
- A total of 64,930 new retirement pensions were paid in 2007 to certified staff in the SCS, 10,655 in the armed forces, 1,102 to State operatives, 28,377 to certified staff in the TCS, and 24,737 to certified staff in the HCS (excluding hospital doctors).
- The average age at which pensions were paid out in the SCS was 58.8 years in 2007.
- As of 31 December 2007, **2.3 million pensioners** from all three branches received an average pension of 1,622 euros per month.
- In 2006, employees within the **SCS** received an **average monthly salary of 2,182 euros**. In the **TCS**, the corresponding figure was **1,669 euros**, while in 2005, the figure for the **HCS** was **2,092 euros**.
- In the SCS, the average salary per individual (SMPT) increased by 0.9% between 2005 and 2006 (corrected for inflation), while the average net pay of employees in post during two consecutive years (RMPP) increased by 1.8% on the same basis.
- Between 2005 and 2006, 4.4% of certified staff moved to a new *département* (geographical mobility), while 3.5% changed their socio-professional group (socio-professional mobility). A total of 4.7% moved to a different administrative organisation at the end of 2006 (statutory mobility). Between 2004 and 2005, 1% moved between ministries or major departments (structural mobility).
- The ministries spent **3.981 billion euros on staff training** (including 2.3 billion spent by the national education service). This was equivalent to 6.6% of total salary costs.

# Staff in the three civil services

## 1 Civil servants as a proportion of all employees in 2006



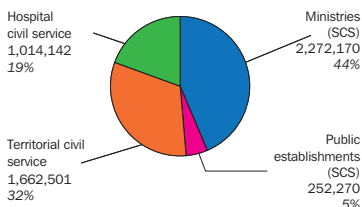
Total number of employees: 25.2 million staff and contractors.

Source: INSEE: Civil servants payroll file data (FGE) and territorial collectivities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE), DHOS: SPE survey, Summary/INSEE table in appendix to the annual report on the state of the civil service 2007-2008. Data processed by the DGAFP.

Field: Mainland France and overseas départements. Including overseas collectivities and foreign countries in respect of State services and private teaching under contract only. Including Saint-Pierre-et-Miquelon in respect of the Territorial civil service.

Employee count based on individuals.

## 2 Breakdown of staff between the three civil services in 2006



Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

Staff count based on individuals.

State civil service: Mainland, overseas départements (DOM) and collectivities (COM), and foreign.

Territorial civil service: Mainland, overseas départements, and St-Pierre-et-Miquelon.

Hospital civil service: Mainland and overseas départements, including interns and residents, non-certified under replacement credits. Excluding hospital-university practitioners (included with State civil service staff) and general practitioners.

## 3 Individual staff numbers in the three civil services in 2006, and full time equivalents (FTE)

(in millions)

	Ministries and territorial collectivities		Administrative public establishments with State employee status		Total	
	Staff	FTE	Staff	FTE	Staff	FTE
State civil service	2.272	2.182	0.252	0.215	2.524	2.397
Civilians	1.920	1.830	0.250	0.213	2.171	2.043
Armed forces	0.352	0.352	0.002	0.002	0.354	0.354
Territorial civil service	1.242	1.128	0.421	0.380	1.663	1.508
Hospital civil service			1.014	0.937	1.014	0.937
<b>All three civil services</b>	<b>3.514</b>	<b>3.310</b>	<b>1.687</b>	<b>1.532</b>	<b>5.201</b>	<b>4.842</b>

Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

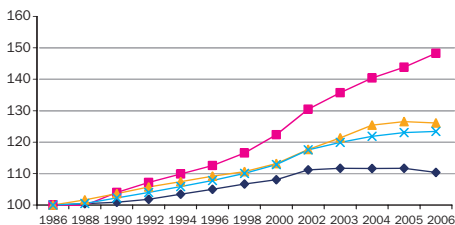
Field: Main positions in all grades. Excluding assisted employment beneficiaries.

# Staff in the three civil services

## 4 Changes in staffing levels in the three civil services

(Base: 100 in 1986)

◆ SCS    ■ TCS    ▲ HCS excluding NCRC    ✕ All 3



Changes in mean annual staffing levels 1986-2006

SCS: +0.5%

TCS: +1.9%

HCS: +1.1%

All 3: +1.0%

All employees: +0.8%

Changes 2005-2006

SCS: -1.2%

TCS: +3.1%

HCS: -0.1%

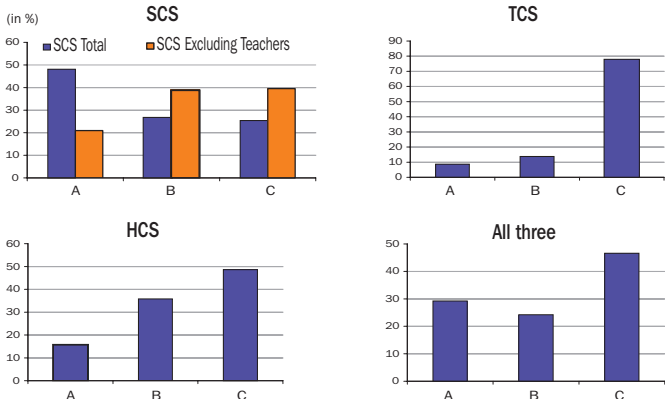
All 3: +0.3%

All employees: +0.7%

Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

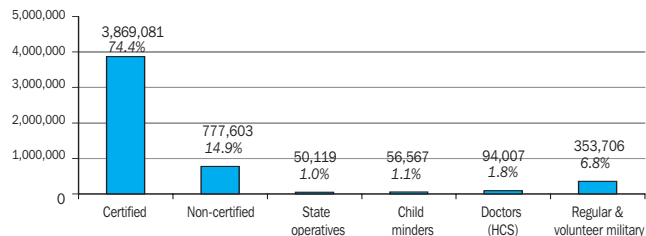
## 5 Breakdown by hierarchical category of staff in the three civil services in 2006



Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

## 6 Breakdown of staff in the three civil services by status in 2006



Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

Staff count based on individuals.

# Staff in the three civil services

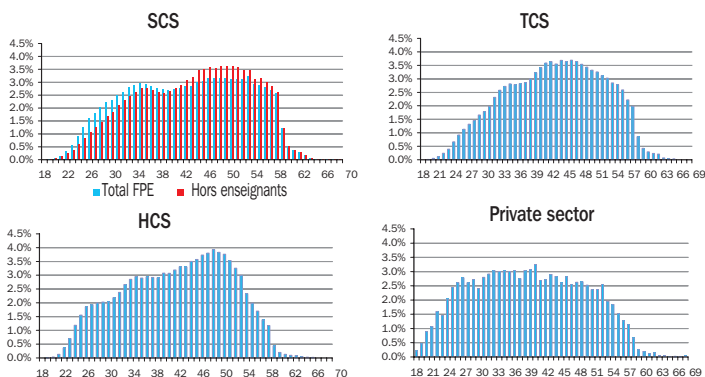
## 7 Changes in non-certified staffing levels in the three civil services between 1996 and 2006

	1996		2006		Changes 1996-2006			Changes 2005-2006	
	Non-certified	Non-certified (In %)	Non-certified	Non-certified (In %)	In numbers	In %	In annual mean (in %)	In numbers	In %
SCS (including APE)	294,316	12.3	296,578	11.7	2,262	0.8	0.1	-18,400	-5.8
TCS (including APE)	271,445	21.5	346,128	20.8	74,683	27.5	2.5	21,055	6.5
HCS	70,318	8.2	134,897	13.3	64,579	91.8	6.7	-1,963	-1.4
<b>ALL 3</b>	<b>636,079</b>	<b>14.1</b>	<b>777,603</b>	<b>15.0</b>	<b>141,524</b>	<b>22.2</b>	<b>2.0</b>	<b>692</b>	<b>0.1</b>

Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

## 8 Age pyramids in the three civil services and the private sector at 31 December 2006



Source: INSEE: Civil servants payroll file data (FGE), INSEE: Employment survey, CNRACL. Data processed by DGAFP.

Field:  
SCS: Civilian certified ministry staff at 31 December 2006.  
TCS and HCS: Certified staff affiliated to the CNRACL at 31 December 2006.  
Private sector: Employees of private companies Q4 2006, excluding apprentices, temporary staff, trainees and assisted positions.

## 9 Demographic indicators for the three civil services in 1997 and 2006

	Mean age		Under 30 (in %)		Over 50 (in %)		Over 55 (in %)	
	1997	2006	1997	2006	1997	2006	1997	2006
SCS	42.9	43.8	11.8	10.9	26.0	32.4	9.2	16.6
TCS	42.6	44.2	9.0	8.0	22.9	30.8	9.9	14.6
HCS	41.3	42.9	11.1	11.8	16.6	27.0	5.4	9.6

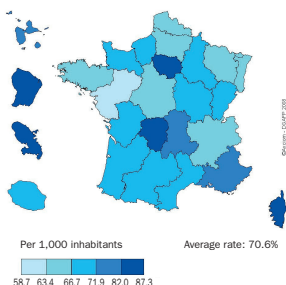
Source: INSEE: Civil servants payroll file data (FGE), CNRACL. Data processed by DGAFP.

Field:  
SCS: Civilian certified ministry staff at 31 December.  
TCS and HCS: Certified staff affiliated to the CNRACL at 31 December.

# Staff in the three civil services

## 10 Representation rate in 2006

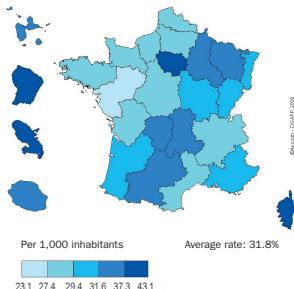
**Representation rate of the three civil services by region at 31 December 2006**



Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Civil servants excluding the armed forces, assisted employment beneficiaries and private teaching under contract. Main positions in all grades. Mainland France and overseas départements.  
Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

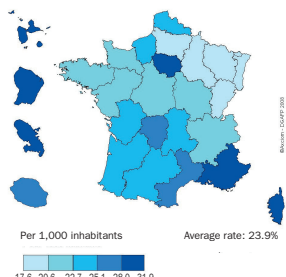
**Representation rate of the State civil service by region at 31 December 2006**



Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: State civil servants excluding the armed forces, assisted employment beneficiaries and private teaching under contract. Main positions in all grades. Mainland France and overseas départements.  
Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

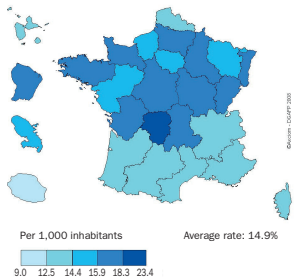
**Representation rate of the Territorial civil service by region at 31 December 2006**



Source: INSEE: Territorial collectivities staff survey (Colter). Data processed by DGAFP.

Field: Territorial civil servants, excluding assisted employment beneficiaries. Main positions in all grades. Mainland France and overseas départements.  
Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

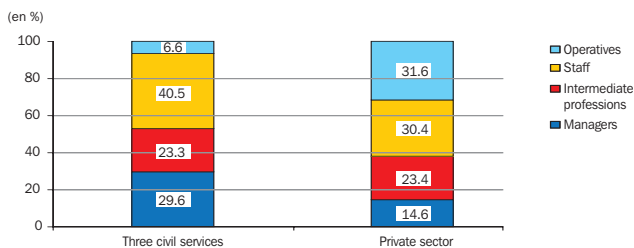
**Representation rate of the Hospital civil service by region at 31 December 2006**



Source: DREES: SAE survey, DHOS: SPE survey, INSEE. Data processed by DGAFP.

Field: Hospital civil servants, main positions in all grades. Excluding assisted employment beneficiaries. Excluding those already counted as part of the SCS and/or TCS. Mainland France and overseas départements.  
Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

## 11 Breakdown of civil service and private sector employees by socio-professional group in 2006

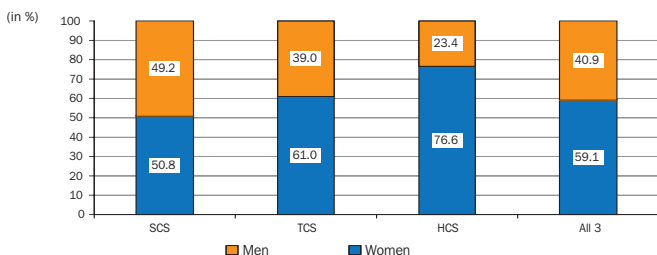


Sources: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). INSEE: employment survey 2006. Data processed by DGAFP.

Field: three civil services: Main positions in all grades. Excluding assisted employment beneficiaries. Private sector: employees.

# Equality and diversity in the three civil services

## 12 Women in the three civil services in 2006



Source: INSEE: Civil servants payroll file data (FGE) and territorial authorities staff survey (Colter), DREES: Annual statistics relating to health establishments (SAE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

## 13 Part-time certified staff in the SCS and women working part-time in 2006

	All part-time employees	Women working part-time	Part-time employees (in %)	Women working part-time (in %)	Men working part-time (in %)
Category A	96,267	81,605	9.1	13.1	3.4
Category B	42,748	38,253	12.5	23.2	2.5
Category C	73,114	67,251	17.0	25.5	3.5
<b>Total</b>	<b>212,129</b>	<b>187,109</b>	<b>11.6</b>	<b>17.8</b>	<b>3.2</b>

Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Main positions, certified. Excluding assisted employment beneficiaries. Mainland, overseas départements and collectivities, and foreign.

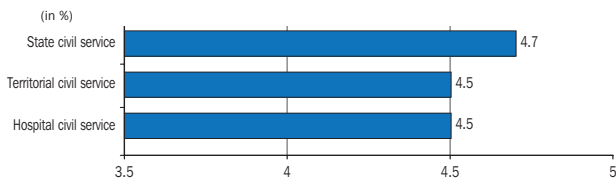
## 14 Women in management positions in the three civil services in 2006

Management positions	Women	Total	Women (in %)
Governmental decision-making positions	66	570	11.6
Other positions in State authorities (1)	537	3,171	16.9
Jurisdiction management positions	91	520	17.5
Higher education and research management positions	23	203	11.3
Territorial civil service management positions	243	1,479	16.4
Hospital civil service management positions	128	839	15.3
<b>All three civil services</b>	<b>1,088</b>	<b>6,782</b>	<b>16.0</b>

Source: DGAFP: Management positions survey.

(1) Departmental heads, deputy and assistant directors, heads of decentralised departments, and equivalent positions.

## 15 Disabled staff in the three civil services

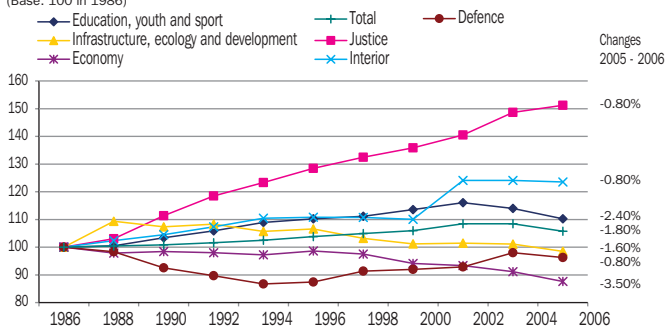


Source: DGAFP: Survey at 31 December 2004, DGCL-CNFPT reports for 2005, DHOS report for 2002.

# Staff in the ministries

## 16 Changes in staffing levels in the main civil ministries in 2006

(Base: 100 in 1986)



Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAPP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

Mainland, overseas départements and collectivities, and foreign.

## 17 Physical staffing levels of the ministries in 2006

Ministries	Total
Affaires étrangères	19,207
of which Teachers	3,081
Agriculture	34,126
of which Teachers	8,869
Culture	14,180
Defence	433,954
of which Armed forces	347,508
Economy and finance	186,594
Education	1,163,626
of which Teachers	861,752
Infrastructure, ecology and development	112,533
Interior	186,039
of which National police	146,065
Youth and sport	8,373
Justice	74,425
of which Magistrates	7,822
Overseas	2,523
Health	16,480
Prime Minister's Office	8,636
Employment	11,474
<b>Total (excluding teachers)</b>	<b>1,392,388</b>
<b>Total</b>	<b>2,272,170</b>

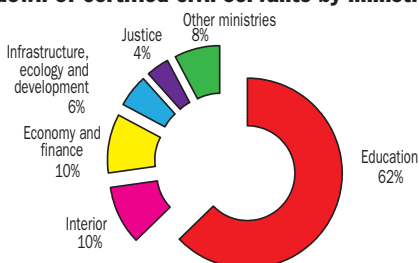
Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAPP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries.

Mainland, overseas départements and collectivities, and foreign.

Teachers: Including trainee teachers. Excluding researchers, head teachers, inspectors, and assistants.

## 18 Breakdown of certified civil servants by ministry in 2006



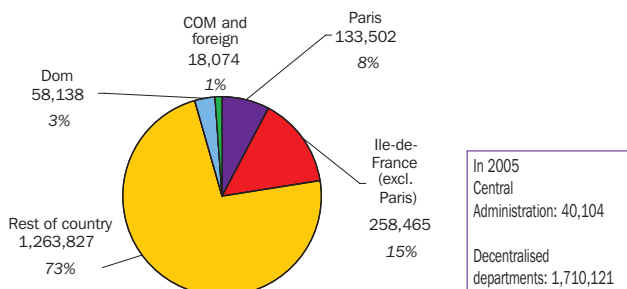
Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAPP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Mainland, overseas départements and collectivities, and foreign.



# Staff in the ministries

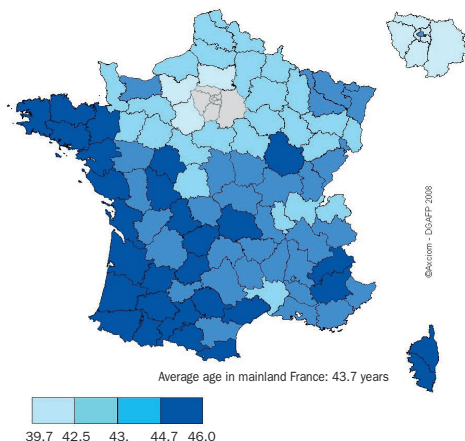
## 19 Geographical breakdown of certified staff in ministries in 2006



Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Mainland, overseas *départements* and collectivities, and foreign.

## 20 Breakdown of mean age of certified ministry staff by *département* at 31 December 20



Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Mainland France. Main positions.

## 21 Breakdown of civil servants by socio-professional group and gender in 2006

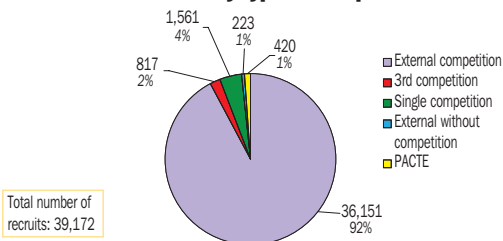
	Staff	Breakdown (in %)	Women (in %)
Managers and higher intellectual professions	1,183,187	46.9	56.6
Intermediate professions	734,229	29.1	39.2
Staff	506,764	20.0	59.4
Operatives	100,260	4.0	23.7
<b>Total</b>	<b>2,524,440</b>	<b>100.0</b>	<b>50.8</b>

Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Mainland, overseas *départements* and collectivities, and foreign.

# Recruitment

## 22 Breakdown of recruitment by type of competition in 2006



Source: DGAFP: Annual surveys of recruitment into the State civil service.

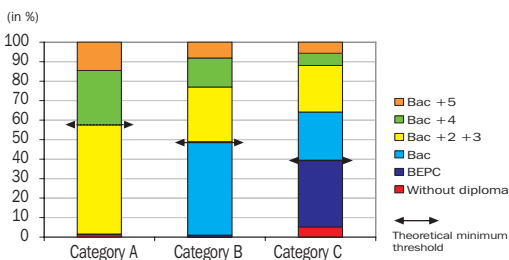
## 23 External competitions during 2006 where the number of admitted candidates on the main list exceeded 200

	Present	Admitted	Selectivity (in %)
<b>Category A</b>	186,976	22,746	8.2
School teachers	55,386	11,059	5.0
Certified school teachers	40,666	6,376	6.4
Teachers accredited for second decree education	15,084	1,440	10.5
Grade 2 senior vocational school teachers	13,833	1,491	9.3
Students in Instituts régionaux d'administration	3,887	458	8.5
Consultant engineers second class at the Ministry of National Education	37,218	4,558	1.8
PE and sports teachers	6,316	4,001	5.8
Researcher second class at the CNRS	6,175	280	22.1
Director of research second class at the CNRS	2,008	264	7.6
Tax inspector	3,630	298	12.2
Tax collection inspector	2,773	225	12.3
<b>Category B</b>	60,018	4,993	12.0
Police officer	21,056	2,558	8.2
Tax collection auditor second class	7,127	529	13.5
Nurse	1,962	556	3.5
Tax auditor second class	13,241	349	37.9
National Education research and training technician	2,570	307	8.4
Social worker	511	240	2.1
Trainee prison employment and probation counsellor	2,947	237	12.4
School and university administrator/secretary	10,604	217	48.9
<b>Category C</b>	57,139	2,625	21.8
Prison officer trainee	11,798	990	11.9
Tax assessment officer scale 4	9,131	483	18.9
Administrative assistant scale 4	29,350	687	42.7
National education technical research and training assistant	245	245	1.0
Administrative assistant scale 4 in the Central Administration	6,615	220	30.1

Source: DGAFP: Annual surveys of recruitment into the State civil service.

30,364 candidates were admitted in 2006 following competitions in which the number of candidates admitted on the main list exceeded 200. In a total of 800 external and equivalent competitions, 37,297 candidates were admitted in 2006, with 39,172 finally recruited. The selectivity is calculated by taking the ratio of the number present to the number admitted.

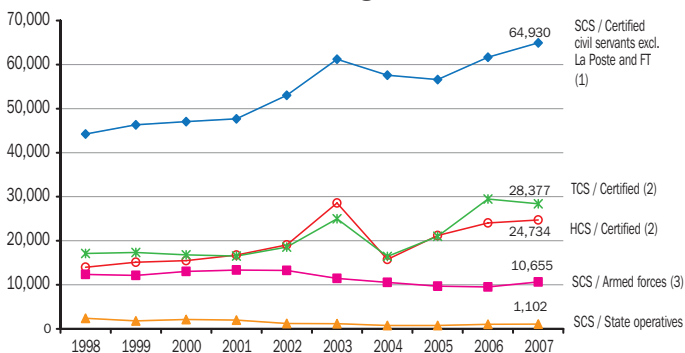
## 24 Educational qualifications of candidates recruited in each category in 2006



Source: DGAFP: Annual surveys of recruitment into the State civil service. External recruitment with and without competition, single competition, 3rd competition, PACTE.

# Pensions

## 25 Annual numbers of new pensions paid in the three civil services since 1998 (direct rights)



Source: Pensions department (SP, provisional 2007 figures), CNRACL and FSPOEIE. Data processed by DGAFF.

(1) Excluding La Poste and France Télécom pensions.

(2) Certified staff affiliated to the CNRACL and working 28 hours per week or more.

(3) Excluding reserves in 2006 and 2007. Includes military nurses and technicians in military hospitals (MITHA).

Note: Excludes pensions under the Ircantec regime (non-certified, hospital doctors, etc.).

## 26 Number of new pensions paid in 2007, mean age and mean liquidation rate

New direct rights pensions paid in 2007	SCS certified (1)	SCS military (2)	SCS / State operatives (3)	TCS certified (4)	HCS certified (4)
Staff	64,930	10,655	1,102	28,377	24,734
Women (in %)	57.2%	8.4%	11.6%	54.3%	79.7%
Mean age at date of first payment	58.8	43.5	58.2	58.8	56.1
Mean liquidation rate (in %)	67.5%	60.0%	61.1%	54.4%	59.4%

Source: Pensions department (SP, provisional 2007 figures), CNRACL and FSPOEIE.

(1) Excluding La Poste and France Télécom pensions.

(2) Excluding fixed pensions and reserves.

(3) Definitive pensions (excluding advance payments).

(4) Certified staff affiliated to the CNRACL and working 28 hours per week or more.

Note: Excludes pensions under the Ircantec regime (non-certified, hospital doctors, etc.).

## 27 Number of pensioners of the three civil services and the average annual pension at 31 December 2007

Direct rights pensions in payment at 31/12/2007	Number	Total pension (in euros)
SCS civilian pensions (1) (Pensions department)	1,110,271	1,907
SCS military pensions (Pensions department)	378,804	1,624
State operative pensions (FSPOEIE)	67,386	1,594
TCS pensions (2) (CNRACL)	369,530	1,166
HCS pensions (2) (CNRACL)	374,207	1,232
<b>Total pensions paid to certified staff in the three civil services, armed forces and State operatives</b>	<b>2,300,198</b>	<b>1,622</b>

Source: Pensions department (provisional 2007 figures), CNRACL and FSPOEIE.

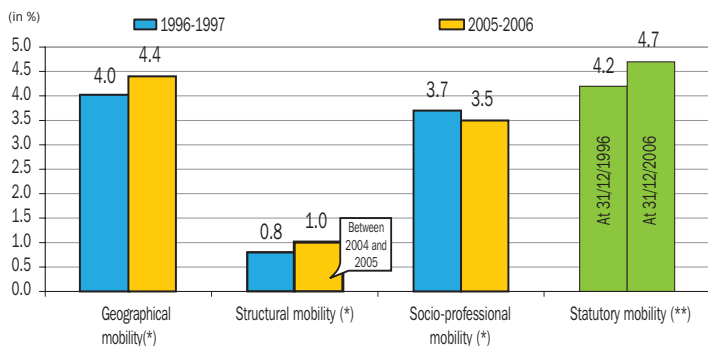
(1) Excluding pensions paid to certified staff of La Poste and France Télécom transferred with effect from 1st January 1992.

(2) Pensions allocated to certified staff in the TCS and HCS working 28 hours or more per week. Excludes hospital doctors.

Note: Excludes pensions under the Ircantec regime (non-certified, hospital doctors, etc.).

# Career development and mobility

## 28 Main mobility indicators



Source: (\*) INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP. (\*\*) DGAFP: Annual employment transparency and career mobility survey.

Field: (\*) Certified civil servants present during two consecutive years. (\*\*) Certified ministry civil servants at 31 December.

Note: Between 2005 and 2006, 4.4% of certified civil servants moved to a new geographical area. 3.5% moved between socio-professional groups. 1% of employees in post between 2004 and 2005 changed their position as a result of structural changes. 4.7% were on secondment or similar at 31 December 2006.

**Geographical mobility:** Change of territorial management area (ZEAT) or change of département within the same ZEAT.

**Structural mobility:** Change of ministry or department within the same ministry.

**Socio-professional mobility:** Change of socio-professional group.

**Statutory mobility:** A number of different cases as provided for in the civil service statutes (detachment, secondment, independent position and availability).

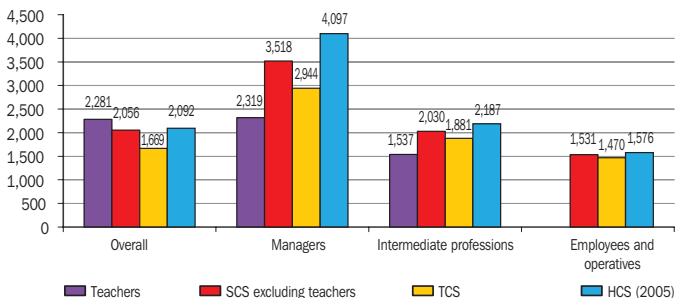
## 29 Staff recruited internally within the SCS in 2006

	Level A	Level B	Level C	Total
From SCS				
Certified Category A	2,985	99	0	3,084
Certified Category B	4,112	1,675	1	5,788
Certified Category C	47	1,690	1,115	2,852
<b>Certified sub-total</b>	<b>7,144</b>	<b>3,464</b>	<b>1,116</b>	<b>11,724</b>
Contract staff				
	1,291	234	430	1,955
<b>SCS sub-total</b>	<b>8,435</b>	<b>3,698</b>	<b>1,546</b>	<b>13,679</b>
From TCS (all levels)				
	49	8	34	91
From HCS (all levels)				
	13	3	4	20
Category not determined				
	164	1,669	658	2,491
<b>Overall total</b>	<b>8,661</b>	<b>5,378</b>	<b>2,242</b>	<b>16,281</b>
European Union nationalities				
	89	7	8	104

Source: DGAFP: Annual surveys of recruitment into the State civil service.

# Remuneration

## 30 Average monthly net salary by socio-professional group in the three civil services in 2006 (2005 for the HCS)



Source: INSEE: Civil servants payroll file data (FGE) and DADS. Data processed by DGAFP.  
Field: SCS: State civil service employees. TCS and HCS: DADS, full time salaries.

## 31 Average monthly net salary by socio-professional group in the ministries in 2006

(in euros)

Socio-professional group	Basic salary (1)	Bonuses		Overall net salary (4)
		Amount (2)	Proportion (3) (in %)	
Managers and higher intellectual professions	2,588	461	18	2,623
Intermediate professions	1,757	572	33	2,045
Employees and operatives	1,425	300	21	1,503
<b>All groups</b>	<b>2,106</b>	<b>457</b>	<b>22</b>	<b>2,220</b>

Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP.

Field: Certified and armed forces staff employed full-time by ministries in mainland France.

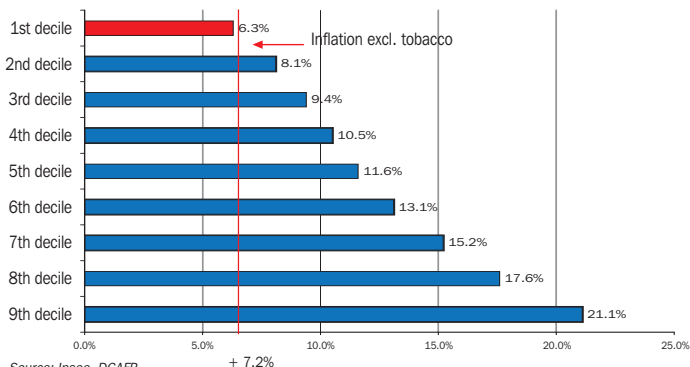
(1) Corrected for index-linking.

(2) Taxable payments (other than basic salary, housing allowance and family allowance), i.e. bonuses, miscellaneous allowances and payments for other activities.

(3) The proportion of bonuses is the total bonuses divided by the basic salary.

(4) Total net remuneration including basic salary, housing allowance, family allowance, bonuses and other allowances, less compulsory social security payments, the General Social Security Contribution (CSG) and the Contribution to the Reduction of the Social Security Debt (CRDS).

## 32 Variation in index-linked salary increases in the State civil service between 2002 and 2006



Source: Insee, DGAFP.

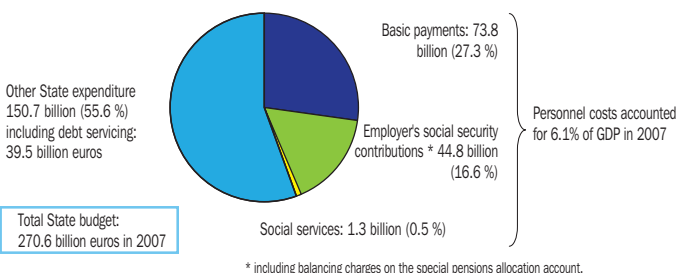
Note: 10% of employees received index-linked salary increases less than or equal to 6.3%. Half of all employees received increases in excess of 11.6%. 10% of employees received increases of over 21.1%.

Field: Certified civil servants in full-time posts in ministries throughout both 2002 and 2006.

# Remuneration

## 33 Personnel costs in the State budget in 2007

(in billions of euros)



Source: Operating budget / Budget department. Data processed by DGAFP.

## 34 Latest changes in remuneration within the SCS

	Actual	Corrected for inflation (2)
SMPT (2006/2005)	2.6%	0.9%
Net RMPP (2006/2005)	3.5%	1.8%
Positive GVT (2006/2005)	2.1%	2.1%
Average Wage Index Change (EMGI)	1.4%	
Mean annual civil service pay increase 2008/2007	0.6%	
Mean annual civil service pay increase 2007/2006	1.0%	-0.5%
Mean annual civil service pay increase 2006/2005	1.2%	-0.5%
Mean annual change in index linking (1)	3.1%	1.3%
Category-related measures (LFI 2007)	448 million euros	

Source: INSEE: Civil servants payroll file data (FGE), Budget department.

Field: State civil service employees.

(1) Certified full-time employees in post in mainland France throughout 2002 and 2006.

(2) Corrected for inflation excluding tobacco products.

# Professional elections

## 35 Results of professional elections in the three civil services

	State civil service	Territorial civil service	Hospital civil service	All three civil services
	2005 - 2006 - 2007	21/12/2001	11/12/2007	
Turn-out (in %)	69.7%	66.2%	58.2%	66.4%
<b>By trade union federation (in %)</b>				
FSU	19.9			11.3
CGT	16.0	31.6	31.5	22.7
UNSA	17.2	9.6	4.6	13.0
FO	13.1	21.2	22.1	16.8
CFDT	11.3	26.3	24.4	17.5
Solidaires	9.3	1.3	9.1	7.3
CGC	4.1	1.2	0.5	2.7
CFTC	2.2	6.1	3.9	3.5
Others	6.7	2.8	3.8	5.2

Source: DGCL, Hospitals department, DGAFP. Data processed by DGAFP.

# Training

## 36 Training expenditure in the ministries in 2006

	Expenditures (in euros)	Share of wage bill (in %)
Initial training	2,017,970,850	3.3
Ongoing training	1,962,613,676	3.3
Total training	3,980,584,526	6.6

Source: DGAFP: Annual training surveys.

## 37 Number of staff training days by category and sex in 2006

	Initial training			Ongoing training			Overall total		
	Men	Women	Overall	Men	Women	Overall	Men	Women	Overall
All ministries									
Category A	7.5	9.2	8.5	3.3	3.4	3.4	10.8	12.6	11.9
Category B	4.8	2.4	3.2	4.2	3.7	3.9	9.0	6.1	7.2
Category C and State operatives	3.7	1.4	2.5	3.4	2.3	2.8	7.1	3.6	5.3
<b>Overall</b>	<b>5.6</b>	<b>5.8</b>	<b>5.7</b>	<b>3.5</b>	<b>3.1</b>	<b>3.2</b>	<b>9.1</b>	<b>8.9</b>	<b>9.0</b>

Source: DGAFP: Annual training surveys.

# Glossary

**CAP:** Administrative equality commissions (*Commissions administratives paritaires*).

**Catégorie A:** General and higher management and design (management).

**Catégorie B:** Application and preparation of texts (intermediate professions).

**Catégorie C:** Workers (employees and operatives).

**CSP:** Socio-professional category (managers and higher intellectual professions, intermediate professions, employees and operatives).

**Épa:** Administrative public establishment (*Établissement public à caractère administratif*).

**FTE:** Full-time equivalent (alternative to a count of individuals).

**SCS:** State civil service

**TCS:** Territorial civil service

**HCS:** Hospital civil service

**GVT :** Age-advancement effect (*Glissement vieillesse-technicité*): The effect on total salary costs of age-related pay rises and promotions.

**LFI :** Initial finance law (*Loi de finances initiale*).

**Category-related measures:** Measures affecting certain categories of employees (new or increased allowances, changes to index-linking, etc.).

**RMPP:** The average net pay of employees in post during two consecutive years (*Rémunération moyenne des personnes en place*). Any increase maps the increase in the total salary cost of employees in post for two consecutive years.

**SMPT:** The average salary per individual.

**For more information:****Rapport annuel sur l'état de la fonction publique,  
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