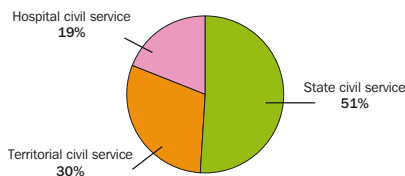


## Civil Services

Key figures 2005

## The three civil services

### 1 Breakdown of staff between the three civil services



DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS

### 2 Staffing levels of the three civil services in 2003 and full-time equivalents (FTE)

	Ministries and local government		EPA (Public Administrative Establishments) recruiting under public law		Total	
	Staff	FTE	Staff	FTE	Staff	FTE
State civil service	2 313 430	2 206 782	229 921	182 167	2 543 351	2 388 949
Territorial civil service	1 162 490	1 055 254	359 653	322 709	1 522 143	1 377 963
Hospital civil service			966 340	885 018	966 340	885 018
All three civil services	3 475 920	3 262 036	1 555 914	1 389 895	5 031 834	4 651 930

DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS

Field: Main positions.

SCS: France, DOM-TOM (overseas départements and territories), foreign.

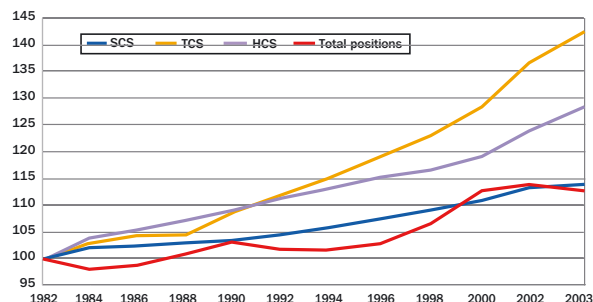
TCS: France, DOM and St Pierre and Miquelon.

HCS: France and DOM; including interns and residents, non-certified under replacement credits.

Not including hospital-university practitioners (included with SCS staff) and general practitioners.

### 3 Changes in staffing levels of the State, territorial and hospital civil services

Base 100 at 31 December 1982



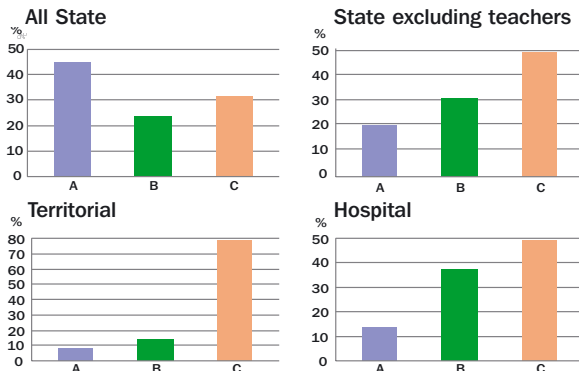
DGAFF, office for statistics, surveys and evaluation.

Sources: Insee, Drees, DHOS.

Field: Excluding assisted-employment beneficiaries (CES (Solidarity Employment Contract), CEC (Consolidated Employment Contract), emplois jeunes (youth employment scheme)).

# The three civil services

## 4 Breakdown by hierarchical category in each of the three civil services



DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS.

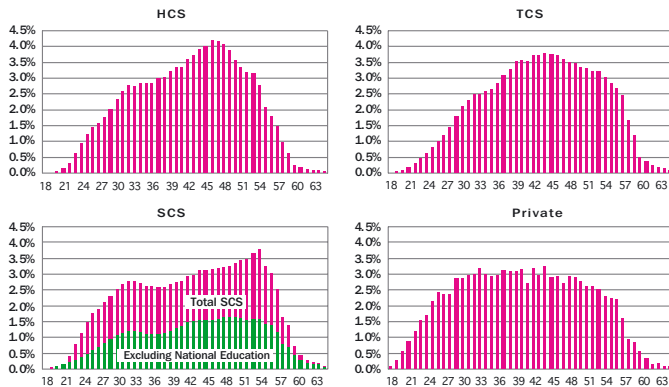
## 5 Breakdown by hierarchical category of the staff of the three civil services as at 31 December 2003

	in %	Category A	Category B	Category C	Total
Certified employees and armed forces	27.8	24.1	48.1	4 058 325	
Non-certified employees	21.3	24.5	54.2	767 916	
State Operatives	0.1	11.2	88.7	55 949	
Child Minders	0.0	0.0	100.0	55 491	
Doctors	100.0	0.0	0.0	94 153	
<b>Ensemble</b>	<b>27.6</b>	<b>23.3</b>	<b>49.1</b>	<b>5 031 834</b>	

DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS.

Field: excluding assisted-employment beneficiaries (CES, CEC, emplois-jeunes), see table 1-6. Main positions.

## 6 Age pyramids in the civil service and private sector

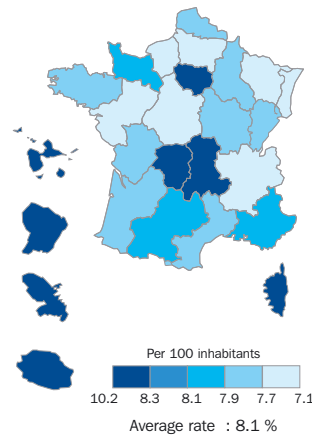


DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, payroll file data and survey on employment, CNRAFL.

Field:  
SCS: certified civil servants in civil ministries at 31 December 2003, excluding assisted positions.  
TCS and HCS: certified employees affiliated to the CNRAFL at 31 December 2003.  
Private: employees of private companies in March 2003, excluding fixed-term contracts, apprentices, temporary staff, trainees and assisted positions.

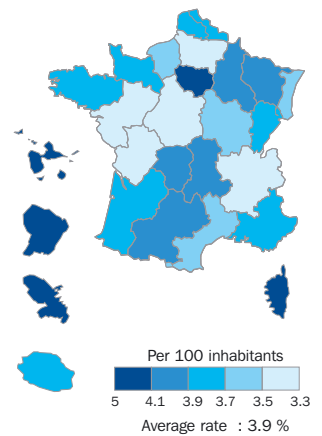
# The three civil services

## 7 Representation rate of the three civil services



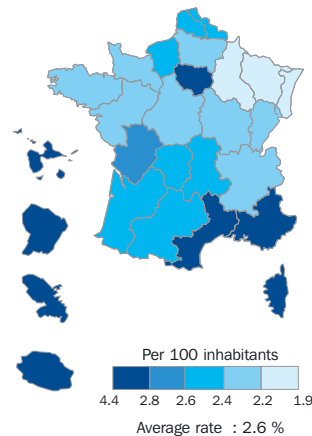
Public positions, including private teaching under contract and assisted-employment beneficiaries, excluding the armed forces.  
DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS.

## Figure-2 : Representation rate of the State civil service



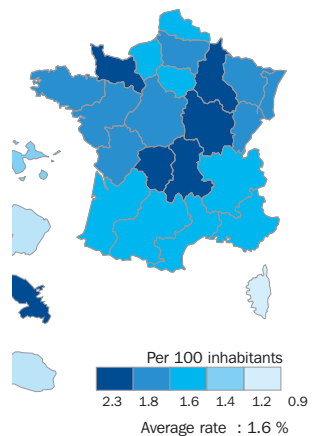
SCS, including private teaching under contract and assisted-employment beneficiaries, excluding the armed forces.  
DGAFF, office for statistics, surveys and evaluation.  
Source: Insee.

## Figure-3 : Representation rate of the territorial civil service



TCS, including assisted-employment beneficiaries.  
DGAFF, office for statistics, surveys and evaluation.  
Source: Insee.

## Figure-4 : Representation rate of the hospital civil service

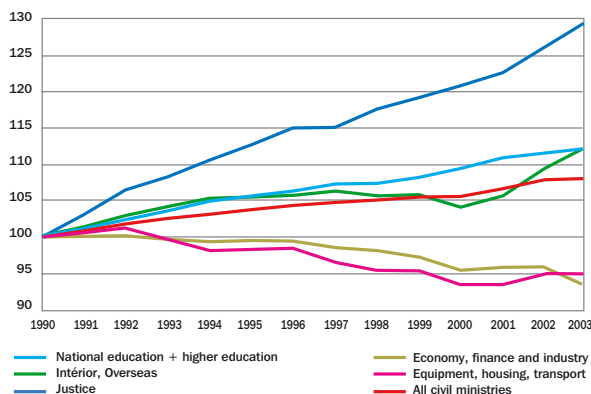


HCS, including assisted-employment beneficiaries.  
DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee, Drees, DHOS.

## Staffing levels in ministries

### 8 Development of actual staffing levels in the main civil ministries

Base 100 at 31 December 1990



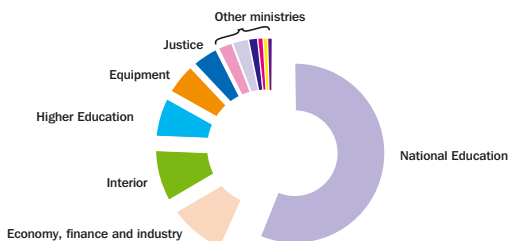
DGAFF, office for statistics, surveys and evaluation.  
Source: Insee, payroll file data

### 9 Actual numbers of civil servants by ministry and status as at 31 December 2003

Ministries	Certified	State Operatives	Non-certified	Armed Forces	Total
Foreign Affairs	9 921	0	9 308	341	19 570
Agriculture	32 279	25	6 553	0	38 857
Culture	12 051	0	1 934	0	13 985
Defence	44 469	43 187	9 052	324 442	421 150
Economy, finance and industry	185 214	3	11 039	30	196 286
National Education	977 453	0	91 313	1	1 068 767
Employment and Solidarity	23 913	0	4 439	3	28 355
Higher Education	122 877	0	18 602	0	141 479
Equipment	98 022	9 461	8 295	618	116 396
Interior	166 827	1 476	4 760	1	173 064
Youth and Sport	5 758	0	1 791	0	7 549
Justice	66 192	0	4 446	0	70 638
Overseas	1 491	27	502	720	2 740
Research	7	0	11 001	0	11 008
Prime Minister's Departments	1 536	684	1 366	0	3 586
<b>Total</b>	<b>1 748 010</b>	<b>54 863</b>	<b>184 401</b>	<b>326 156</b>	<b>2 313 430</b>

DGAFF, office for statistics, surveys and evaluation.  
Source: Insee, payroll file data

### 10 Breakdown of civil servants per ministry



DGAFF, office for statistics, surveys and evaluation.  
Source: Insee, payroll file data

## Staffing levels in ministries

### 11 Breakdown of civil servants by socio-professional group and gender as at 31 December 2003

	Men		Women		All		% of women
	Number	%	Number	%	Number	%	
<b>Executives and higher intellectual professions</b>	<b>455 188</b>	<b>39.4</b>	<b>574 401</b>	<b>49.6</b>	<b>1 029 589</b>	<b>44.5</b>	<b>55.8</b>
Civil and military management staff	6 671	0.6	1 706	0.1	8 377	0.4	20.4
Magistrates	3 702	0.3	4 026	0.3	7 728	0.3	52.1
Administrative executives	49 019	4.2	38 155	3.3	87 174	3.8	43.8
Technical executives	27 312	2.4	9 832	0.9	37 144	1.6	26.5
Officers, all armed forces and all departments	36 639	3.2	3 553	0.3	40 192	1.7	8.8
Higher education lecturers, researchers	48 413	4.2	25 834	2.2	74 247	3.2	34.8
Second degree management, inspection and orientation staff	16 874	1.5	19 642	1.7	36 516	1.6	53.8
Accredited, certified and assimilated teachers	255 348	22.1	459 351	39.7	714 699	30.9	64.3
International Affairs Department (SAI) teachers, teachers working for cooperation projects, International Affairs, Department (SAI) researchers	9 056	0.8	7 255	0.6	16 311	0.7	44.5
Medical professions; pharmacists, veterinaries, psychologists	1 135	0.1	2 631	0.2	3 766	0.2	69.9
Cultural professions	1 019	0.1	2 416	0.2	3 435	0.1	70.3
<b>Intermediate professions</b>	<b>354 806</b>	<b>30.7</b>	<b>260 418</b>	<b>22.5</b>	<b>615 224</b>	<b>26.6</b>	<b>42.3</b>
Secondary school teachers and auxiliary teachers	10 302	0.9	12 829	1.1	23 131	1.0	55.5
Primary school teachers and assimilated staff	20 665	1.8	75 551	6.5	96 216	4.2	78.5
Boarding school teachers, boarding school deans	15 622	1.4	26 976	2.3	42 598	1.8	63.3
Sundry intellectual professions	591	0.1	1 798	0.2	2 389	0.1	75.3
Intermediate health and social work professions	3 525	0.3	16 346	1.4	19 871	0.9	82.3
Clergy	1 382	0.1	294	0.0	1 676	0.1	17.5
Administrative intermediate professions	38 569	3.3	83 429	7.2	121 998	5.3	68.4
Police and prison intermediate professions	9 674	0.8	2 357	0.2	12 031	0.5	19.6
Technical intermediate professions	38 159	3.3	10 803	0.9	48 962	2.1	22.1
Engineering technicians	8 989	0.8	5 123	0.4	14 112	0.6	36.3
Operative supervisors	36 152	3.1	3 961	0.3	40 113	1.7	9.9
Non-commissioned officers	171 176	14.8	20 951	1.8	192 127	8.3	10.9
<b>Employees</b>	<b>265 751</b>	<b>23.0</b>	<b>302 619</b>	<b>26.2</b>	<b>568 370</b>	<b>24.6</b>	<b>53.2</b>
Employees	49 119	4.2	203 392	17.6	252 511	10.9	80.5
Service staff	26 775	2.3	64 103	5.5	90 878	3.9	70.5
Casual employees, sundry staff	4 661	0.4	5 968	0.5	10 629	0.5	56.1
Police and prison staff	105 921	9.2	15 608	1.3	121 529	5.3	12.8
Armed forces	79 275	6.9	13 548	1.2	92 823	4.0	14.6
<b>Operatives</b>	<b>80 504</b>	<b>7.0</b>	<b>19 742</b>	<b>1.7</b>	<b>100 246</b>	<b>4.3</b>	<b>19.7</b>
<b>Total</b>	<b>1 156 250</b>	<b>100.0</b>	<b>1 157 180</b>	<b>100.0</b>	<b>2 313 430</b>	<b>100.0</b>	<b>50.0</b>

DGAFF, office for statistics, surveys and evaluation.  
Source: Insee, payroll file data.

## National public establishments

### 12 The largest national public establishments as at 31 December 2003

	Total	% certified staff	% women
Second degree teaching establishments	35 440	0.3	64.7
<i>Centre national de la recherche scientifique et Observatoire de la Côte-d'azur</i>	29 536	85.5	42.9
<i>Agence nationale pour l'emploi (ANPE)</i>	22 579	0.9	71.1
Universities, IAE	20 268	10.0	61.3
<i>Centres régionaux des oeuvres universitaires et scolaires (Crous)</i>	15 079	21.7	59.3
<i>Caisse nationale d'assurance maladie des travailleurs salariés et Fonds de financement de la protection complémentaire de la CMU</i>	10 442	3.8	77.3
<i>Institut national de la recherche agronomique (Inra)</i>	9 663	82.6	47.5
<i>Agence pour l'enseignement français à l'étranger</i>	8 989	78.6	56.6
<i>École technique agricole et forestière</i>	6 952	21.7	54.8
<i>Institut national de la santé et de la recherche médicale (Inserm)</i>	6 310	85.1	63.1
<i>Caisse des dépôts et consignations (CDC) and other EPN</i>	6 220	76.5	63.2
<i>Caisse nationale d'assurance vieillesse des travailleurs salariés and Fonds de solidarité vieillesse</i>	3 873	1.0	76.3
<i>Institut de recherche pour le développement (IRD formerly ORSTOM)</i>	3 536	49.6	31.8
<i>Météo France</i>	3 155	95.5	21.5
<i>Établissements publics du musée du Louvre</i>	2 712	45.4	58.0
<i>Centre national pour l'aménagement des structures des exploitations agricoles (Cnasea)</i>	2 194	1.2	69.5
<i>Centre national de documentation pédagogique (CNDP) and Centres régionaux de documentation pédagogique (CRDP)</i>	2 130	68.9	57.4
<i>Office national de la chasse (ONC)</i>	2 012	66.9	17.3
<i>Agences de l'eau</i>	1 900	10.6	50.9
<i>Institut géographique national (IGN)</i>	1 841	55.1	39.3
<i>Centres d'éducation populaire et de sports including Antibes and Ile de France Regional Centres</i>	1 754	3.5	33.5
<i>Écoles nationales vétérinaires (including CNEVA until 26/03/1999)</i>	1 712	34.2	57.6
<i>Institut national de recherche en informatique et en automatisation (Inria)</i>	1 632	58.8	34.6
<i>Centre national d'enseignement à distance (CNED)</i>	1 558	56.6	65.7
<i>Office national des anciens combattants et victimes de guerre (ONACVG)</i>	1 466	83.2	66.3
<i>Centre national d'art et de culture Georges Pompidou (CNAC) including Bibliothèque publique d'information (BPI)</i>	1 356	14.4	50.7
<i>Schools for engineers and assimilated professions</i>	1 297	1.3	40.6
<i>Caisse nationale militaire de sécurité sociale (CNMSS)</i>	1 290	95.0	66.1
<i>Higher National Music and Dance Academies and École nationale supérieure des arts et techniques du théâtre</i>	1 289	6.3	39.6
<i>Group of telecommunications schools (Paris, Brest, Evry)</i>	1 218	18.0	40.2

DGAFF, office for statistics, surveys and evaluation.  
Sources: Insee.

## Equality in the workplace

### 13 Percentage of women in the State, territorial and hospital civil services in 2003

	State civil service	Territorial civil service	Hospital civil service	3 civil services
Certified	57.2	56.8	79.6	61.5
Non-certified	57.9	68.7	80.1	66.0
Armed forces	11.7			11.7
State operatives	14.6			14.6
Doctors			39.8	39.8
Child minders		98.1		98.1
<b>Total</b>	<b>50.5</b>	<b>60.7</b>	<b>75.8</b>	<b>58.5</b>
<b>Total excluding armed forces</b>	<b>56.2</b>	<b>60.7</b>	<b>75.8</b>	<b>61.7</b>

DGAFF, office for statistics, surveys and evaluation.

Sources: Insee, Drees, DHOS.

Field: Excluding assisted-employment beneficiaries (CES, CEC, emplois jeunes). Main positions.

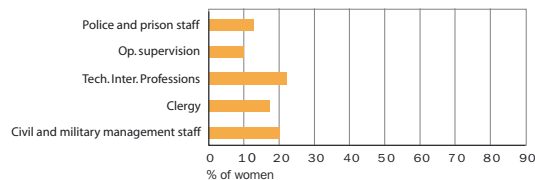
### 14 Women holding management positions in the three civil services at the end of 2003

Management positions	Women	Total	Proportion of women in %
Governmental decision-making positions	60	504	12
Other positions in State authorities	410	2 800	15
Jurisdiction management positions	71	527	13
Military management positions	16	1 493	1
Higher education and research management positions	15	205	7
Territorial civil service management positions	219	1 403	16
Hospital civil service management positions	144	825	17
<b>All civil services</b>	<b>935</b>	<b>7 757</b>	<b>12</b>

DGAFF, office for statistics, surveys and evaluation.

Source: survey of staff management departments

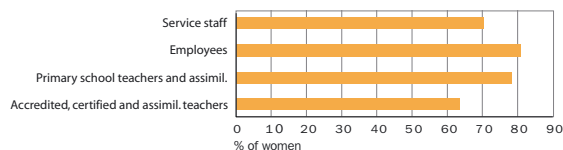
### 15 The socio-professional groups with the least number of female employees in the State civil service



DGAFF, office for statistics, surveys and evaluation.

Source: Insee, payroll file data

### 16 The socio-professional groups with the largest number of female employees in the State civil service

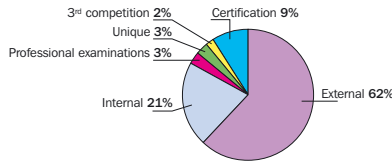


DGAFF, office for statistics, surveys and evaluation.

Source: Insee, payroll file data

# Recruitment

## 17 Recruits for each type of competition



DGAFF, office for statistics, surveys and evaluation.  
Source: survey of staff management departments

## 18 2003 external competitions for which the number of candidates admitted to the main list was over 200

Description	Positions offered	Enrolled	Present	Admitted	Recruited	Selectivity
<b>Category A</b>						
Certified and assimilated teachers	14 310	87 612	65 305	14 042	14 062	4.7
School teachers	11 200	93 756	62 230	11 207	14 374	5.6
Teachers accredited for second degree education	2 100	25 124	15 323	2 077	2 091	7.4
Head education counsellors	600	12 877	8 331	600	600	13.9
Students at <i>instituts régionaux d'administration</i>	385	5 598	2 736	385	363	7.1
Consultant engineers at the Ministry for National Education	333	27 401	26 977	306	306	88.2
Tax inspectors	258	6 738	3 714	251	299	14.8
Air-traffic controllers	140	896	852	203	203	4.2
<b>Category B</b>						
National Education research and training technicians	437	3 757	2 390	417	417	5.7
Tax auditors	308	15 730	11 250	313	359	35.9
School and university administration secretaries	306	21 525	14 832	304	371	48.8
Nurses	274	1 650	1 291	272	270	4.7
Treasury auditors	272	14 155	10 172	338	338	30.1
Legal department registrars	150	4 286	2 433	210	236	11.6
Administrative secretary in the central administration	104	12 402	6 237	237	123	26.3
<b>Category C</b>						
Police officers	2 416	47 491	30 849	4 306	4 336	7.2
Administrative assistants	1 393	99 712	68 786	1 674	2 006	41.1
Prison guards	1 044	48 452	32 403	2 058	2 492	15.7
Maintenance and reception operatives in teaching establishments	1 029	14 686	14 649	1 749	1 806	8.4
Professional operatives	923	7 217	5 467	718	718	7.6
Operations officers for State public works	453	9 473	7 855	436	518	18.0
Engineering and design department officers	381	14 488	8 357	315	348	26.5
Control or tax base officers	324	14 603	10 697	324	753	33.0
Master operatives	320	2 908	2 314	224	213	10.3
Technical research and training assistants in National Education	236	2 328	1 579	207	207	7.6
Customs control officers	180	25 633	14 319	314	452	45.6

DGAFF, office for statistics, surveys and evaluation.

# Remuneration

## 19 Average net salaries in euros, by socio-professional group in 2003, for certified staff in civil and military ministries, employed full-time in metropolitan France

Socio-professional groups	Gross basic salary (1)	Bonuses		Net global salary (4)
		Amount (2)	Rate (3)	
<b>Executives and higher intellectual professions</b>	29 955	5 524	18	30 658
<b>Executives</b>	31 902	15 291	48	41 461
Management staff	55 828	30 705	55	75 881
of which: managers not subject to scale	57 999	31 207	54	78 199
Magistrates	43 034	18 508	43	53 889
Administrators and assimilated staff	41 528	22 021	53	55 764
of which: non-categorised managers	45 863	23 341	51	60 342
Attachés and inspectors	29 856	12 534	42	36 794
of which: attachés and head inspectors, assistant managers	35 090	17 646	50	45 911
attachés and inspectors of decentralised departments	27 480	10 214	37	32 655
Engineers of the main State bodies	39 138	23 082	59	54 719
of which: head engineers, category 1 research engineers	44 431	28 734	65	64 276
Works, studies engineers	27 789	13 947	50	36 589
<b>Teachers, scientific and cultural professions</b>	29 528	3 379	11	28 286
Researcher teachers, lecturer rank	51 560	4 553	9	48 220
Associate lecturers and assistant lecturers, attachés, researchers	33 821	3 550	10	32 323
Certified and assimilated teachers	27 190	2 816	10	25 746
Officers (except general)	29 018	15 293	53	39 763
<b>Intermediate professions</b>	21 024	6 091	29	23 714
Secondary school teachers and auxiliary teachers	25 161	3 107	12	24 384
Primary school teachers and assimilated staff	23 417	2 869	12	22 675
Administrative secretaries and auditors	21 301	5 884	28	23 489
Intermediate police and prison professions (5)	25 380	10 087	40	30 212
Intermediate technical professions	22 006	6 667	30	24 923
Engineering technicians (level c)	17 756	2 995	17	18 028
Operative supervisors	18 158	3 265	18	18 620
Non-commissioned officers	19 796	7 858	40	24 577
<b>Employees and operatives</b>	16 745	4 544	27	18 457
Employees excluding police	17 308	3 846	22	18 341
of which administrative assistants (scale C > or =4)	17 545	3 989	23	18 645
Service staff	15 063	1 595	11	14 606
of which service staff (scale > or =4)	17 191	4 756	28	19 295
Police and prison staff (6)	18 872	8 504	45	23 441
Operatives	16 061	2 280	14	16 042
of which qualified operatives (scales 3, 4)	16 162	2 309	14	16 132
Armed forces and graded staff	14 552	4 216	29	16 449
<b>All categories</b>	<b>23 982</b>	<b>5 395</b>	<b>22</b>	<b>25 474</b>

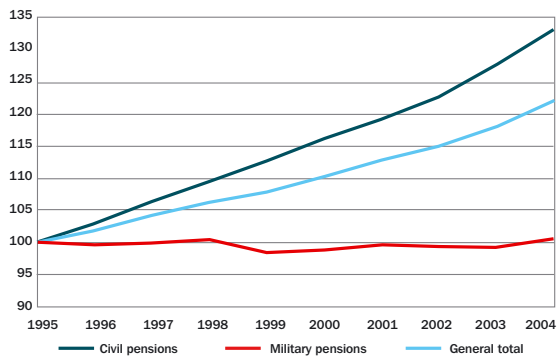
Source: survey of staff management departments.  
DGAFF, salaries, pensions and working hours office.  
Source: Insee, civil servants' payroll file data.

- (1) Indicial basic gross salary.
- (2) Taxable remuneration (other than the salary, residency allowance, and family-salary supplement), i.e. bonuses and sundry indemnities and payment for sundry activities. Basic net.
- (3) The rate of bonuses is equal to the quota of bonuses per gross salary.
- (4) Total net remuneration, i.e. the basic salary, residency allowance, and family-salary supplement and bonuses and indemnities, less total mandatory social security contributions, the CSG (Generalised Social Security Contribution) and the CRDS (Contribution for the Reduction of the Social Security Debt).
- (5) Police inspectors, administrative secretaries for prisons...
- (6) Police officers, guards...

## Pensions

### 20 Development of the number of pensions

(base 100 in 1995)



DGAFF, office for statistics, surveys and evaluation.  
Source: pensions department

### 21 Annual number of persons retiring (assigns) (1)

Years	Civil servants		Armed Forces	Total
	Excluding La Poste and France Télécom	Total civil		
1994	36 746	47 272	8 139	55 411
1995	36 970	47 625	8 054	55 679
1996	39 259	49 115	8 147	57 262
1997	42 209	53 263	10 978	64 241
1998	44 209	54 301	12 262	66 563
1999	46 297	56 757	12 150	68 907
2000	47 016	56 207	13 060	69 267
2001	47 674	57 393	13 378	70 771
2002	53 015	63 801	13 288	77 089
2003	61 201	74 728	11 453	86 181
2004	57 612	72 007	10 555	82 562

DGAFF, office for statistics, surveys and evaluation.  
Source: pensions department, position of the pensions debt at 31 December.

(1) Pensions with immediate entitlement during the year, and deferred pensions falling due during the year.

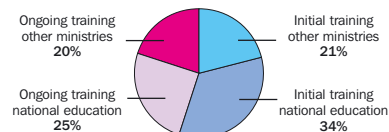
## Training

### 22 Training expenditure in 2002 and 2003

	2002		2003	
	Expenditure	% of payroll	Expenditure	% of payroll
<b>All ministries, excluding national education</b>				
Initial training	855 235 462	4.3	902 769 686	4.4
Ongoing training	820 428 813	4.2	845 419 385	4.1
Total training	1 675 664 275	8.5	1 748 189 071	8.6
<b>Éducation nationale</b>				
Initial training	1 300 621 299	3.7	1 411 120 309	3.9
Ongoing training	1 131 055 821	3.2	1 028 820 943	2.8
Total training	2 431 677 120	6.9	2 439 941 252	6.7
<b>Tous ministères</b>				
Initial training	2 155 856 761	3.9	2 313 889 995	4.1
Ongoing training	1 951 484 634	3.5	1 874 240 328	3.3
Total training	4 107 341 395	7.4	4 188 130 323	7.4

DGAFF, office for statistics, surveys and evaluation.  
Source: survey of staff management departments

### 23 Breakdown of training expenditure in 2003



DGAFF, office for statistics, surveys and evaluation.  
Source: survey of staff management departments

### 24 Number of training days for staff based on category and gender in 2003

	Initial training (a)			Ongoing training (b)			General total (a)+(b)		
	H	F	T	H	F	T	H	F	T
<b>All ministries, excluding national education</b>									
Category A	9.3	11.7	10.2	4.2	4.9	4.4	13.5	16.6	14.6
Category B	9.0	7.7	8.4	3.9	4.0	3.9	13.0	11.6	12.3
Category C and State operatives	4.9	2.7	3.9	3.7	2.3	3.0	8.6	5.0	7.0
<b>Total</b>	<b>6.6</b>	<b>5.2</b>	<b>6.0</b>	<b>3.8</b>	<b>3.1</b>	<b>3.5</b>	<b>10.4</b>	<b>8.3</b>	<b>9.5</b>
<b>Éducation nationale</b>									
Category A	8.8	12.6	11.1	2.9	3.4	3.2	11.7	15.9	14.3
Category B	0.0	0.0	0.0	4.8	4.0	4.1	4.8	4.0	4.1
Category C et ouvriers d'État	0.0	0.0	0.0	1.6	2.0	1.9	1.6	2.0	1.9
<b>Total</b>	<b>6.7</b>	<b>8.4</b>	<b>7.8</b>	<b>2.9</b>	<b>3.3</b>	<b>3.1</b>	<b>9.6</b>	<b>11.7</b>	<b>11.0</b>
<b>Tous ministères</b>									
Category A	8.9	12.5	11.0	3.2	3.5	3.4	12.1	16.0	14.4
Category B	6.3	3.0	4.2	4.2	4.0	4.0	10.5	7.0	8.2
Category C and State operatives	4.1	1.7	2.9	3.3	2.2	2.7	7.4	3.9	5.6
<b>Total</b>	<b>6.6</b>	<b>7.4</b>	<b>7.1</b>	<b>3.4</b>	<b>3.2</b>	<b>3.3</b>	<b>10.0</b>	<b>10.6</b>	<b>10.3</b>

DGAFF, office for statistics, surveys and evaluation.  
Source: survey of staff management departments

## Working Hours

### 25 Part-time and progressive cessation of activity of certified civil servants by gender and hierarchical category as at 31 December 2003

	Total staff	Part-time employees	Part-time rate (1) in %	Employees subject to progressive cessation of activity	Part-time rate (2) in %
<b>Men</b>					
Category A	386 253	6 387	1.7	9 353	14.2
Category B	102 456	2 750	2.7	1 200	11.9
Categories C et D	253 404	3 687	1.5	1 302	9.0
<b>Total</b>	<b>742 113</b>	<b>12 824</b>	<b>1.7</b>	<b>11 855</b>	<b>13.1</b>
<b>Women</b>					
Category A	545 402	51 619	9.5	14 621	23.0
Category B	183 154	34 781	19.0	3 687	21.8
Categories C et D	277 341	61 482	22.2	6 771	20.8
<b>Total</b>	<b>1 005 897</b>	<b>147 882</b>	<b>14.7</b>	<b>25 079</b>	<b>22.2</b>
<b>All</b>					
Category A	931 655	58 006	6.2	23 974	18.5
Category B	285 610	37 531	13.1	4 887	18.1
Categories C et D	530 745	65 169	12.3	8 073	17.1
<b>Total</b>	<b>1 748 010</b>	<b>160 706</b>	<b>9.2</b>	<b>36 934</b>	<b>18.2</b>

DGAFF, office for statistics, surveys and evaluation.  
Source: Insee, payroll file data.

(1) Rate = (part-time staff / total staff) x 100.

(2) Rate = (staff subject to progressive cessation of activity/staff aged 55/59) x 100.

### 26 Breakdown of employees according to the different work cycles chosen for the organisation of working hours in 2003

Ministry	Weekly cycles								More than 39h per week and time-off in lieu	Fixed	Multi-weekly- or annual cycles	Total
	from 35 to 35h30	36h	36h30	37h	37h30	38h	38h30	39h				
Foreign Affairs	3.7	3.4	0.8	9.2	1.0	12.8	53.0	0.0	0.0	15.9	0.2	100.0
Agriculture	6.3	0.8	0.0	0.5	0.4	0.0	63.5	2.2	8.2	16.0	2.2	100.0
Culture	0.6	10.6	3.4	0.5	17.1	13.8	34.3	0.3	0.0	19.3	0.1	100.0
Defence	0.1	0.0	0.0	0.0	0.0	95.1	0.4	0.0	0.0	0.3	4.2	100.0
Economy and Finance	1.3	2.9	3.4	3.9	11.0	11.1	52.4	0.0	0.1	13.4	0.4	100.0
National Education (excluding teachers)	4.5	1.0	0.9	1.7	6.7	1.6	4.9	36.7	4.9	0.0	37.0	100.0
Employment and Solidarity	0.9	0.2	0.0	0.1	0.0	0.0	92.3	0.0	0.7	5.7	0.1	100.0
Equipment	0.1	20.8	1.3	1.6	1.0	0.0	54.8	0.4	9.5	0.8	9.6	100.0
Interior	0.4	0.1	1.1	0.5	0.0	21.1	0.0	22.8	51.3	2.7	0.0	100.0
of which police	0.2	0.1	0.0	0.0	0.0	0.0	30.2	67.4	1.9	0.0	0.0	100.0
Youth and Sport	1.3	0.0	1.1	2.4	12.9	9.5	0.8	0.0	3.5	68.4	0.0	100.0
Justice	1.2	2.6	5.4	10.6	24.9	0.6	4.7	0.0	33.1	15.9	1.1	100.0
of which magistrates	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	99.0	0.0	100.0
Overseas	0.0	0.0	0.0	0.0	0.0	87.7	0.0	0.0	0.0	12.3	0.0	100.0
Prime Minister's Departments	0.0	-	3.9	42.5	11.9	0.0	0.0	0.0	0.0	20.9	20.8	100.0
<b>Total</b>	<b>1.6</b>	<b>4.0</b>	<b>1.8</b>	<b>2.5</b>	<b>6.5</b>	<b>13.6</b>	<b>25.5</b>	<b>13.0</b>	<b>14.1</b>	<b>6.4</b>	<b>10.8</b>	<b>100.0</b>

DGAFF, office for statistics, surveys and evaluation.

Source: survey of working hours conducted in 2003.

## Working Hours

### 27 Proportion of employees having opened a time savings account in 2002 or 2003 by category

Ministry	Category (in %)			Total (in %)	Average number days requested
	A	B	C		
Foreign Affairs(1)	26.2	8.7	3.7	8.5	14
Agriculture	19.3	4.4	1.2	7.8	15
Culture	16.6	4.3	1.9	9.2	18
Defence	5.0	3.1	0.6	1.1	8
Economy and Finance	23.4	7.5	4.6	9.2	13
National Education (excluding teachers) (2)	1.3	0.0	0.0	0.1	16
Employment and Solidarity	17.9	5.2	2.9	8.2	15
Equipment	10.8	5.2	1.1	3.2	17
Interior	19.7	14.7	6.6	8.2	14
of which national police	27.1	20.6	7.4	8.8	14
Youth and Sport	39.5	10.3	2.9	29.7	22
Justice	20.8	8.9	1.9	6.8	12
of which magistrates	27.6	-	-	27.6	9
Overseas(1)	13.7	-	-	5.9	16
Prime Minister's Departments	19.3	4.8	5.8	11.3	20
<b>Total ministries (excluding teachers)</b>	<b>17.9</b>	<b>6.3</b>	<b>2.7</b>	<b>5.5</b>	<b>14</b>

DGAFF, office for statistics, surveys and evaluation.  
Source: survey of working hours conducted in 2003.

NB: 26.2% of category A employees in the Ministry for Foreign Affairs have opened a time savings account.

(1) Central administration.

(2) Atoss staff: administrative, technical staff, operatives, service, social and health workers.

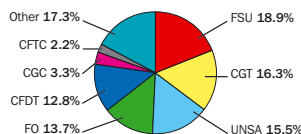
## Professional elections

### 28 Total of all three civil services: Results of professional elections

	State civil service		Territorial civil service		Hospital civil service		Total of three civil services	
	2002/2003/2004	%	21.12.2001	%	09.12.2003	%		%
Registered Voters	2 022 863		940 929		722 764		3 686 556	
Voters	1 479 191	73.12	622 435	66.2	439 744	60.8	2 541 370	68.9
Votes cast	1 410 189		587 802		421 010		2 419 001	
<b>By trade union federation</b>								
FSU	267 102	18.9					267 102	11.0
CGT	230 495	16.3	185 671	31.6	138 797	33.0	554 963	22.9
UNSA	218 755	15.5	56 402	9.6	21 793	5.2	296 950	12.3
FO	193 151	13.7	124 874	21.2	94 089	22.3	412 114	17.0
CFDT	179 868	12.8	154 386	26.3	101 273	24.1	435 527	18.0
CGC	46 683	3.3	6 960	1.2	1 697	0.4	55 340	2.3
CFTC	30 702	2.2	35 690	6.1	14 330	3.4	80 722	3.3
Other	243 433	17.3	23 819	4.1	48 499	11.5	315 751	13.1

DGAFF, office for statistics, surveys and evaluation.  
Source: DGAFF, DGCL, DHOS.

### 29 Percentage of electors by trade union federation in the national CAP elections in the State civil service from 1.1.2002 to 31.12.2004



DGAFF, office for statistics, surveys and evaluation.



# Work conditions

## 30 Number of employees having taken sick-leave during 2003

	Employees having taken at least one sick-leave		Employees having taken at least one long-term sick-leave		
	3 days and less	4 days and more	Service or industrial accident (3)	Long illness	Long-term illness
Foreign Affairs	20.2	27.7	1.2	1.4	1.2
Agriculture	13.6	28.0	0.8	1.1	0.8
Culture	7.9	25.5	2.3	1.1	0.6
Defence	23.3	37.9	3.3	1.3	1.1
Economy and Finance	23.3	30.0	0.7	1.0	0.8
Education: teachers	24.1	24.9	0.6	1.1	0.7
Education: non-teaching staff	16.8	27.1	1.8	1.4	0.8
Employment and Solidarity	31.8	30.0	0.7	1.7	1.0
Equipment	12.1	26.8	3.3	1.3	0.6
Interior	18.0	33.1	6.2	1.0	0.9
of which national police	17.7	35.5	7.7	0.9	0.9
Youth and Sport	11.2	16.4	1.1	0.5	0.3
Justice	18.7	36.2	4.1	1.1	0.6
Overseas	31.1	38.8	2.8	2.8	1.7
Prime Minister's Departments	15.8	26.4	1.7	0.9	0.2
Total, excluding teachers	18.3	29.8	2.6	1.2	0.8
Education: teachers	24.1	24.9	0.6	1.1	0.7
<b>Total</b>	<b>20.9</b>	<b>27.6</b>	<b>1.7</b>	<b>1.2</b>	<b>0.8</b>

DGAFF office for statistics, surveys and evaluation. Source: survey of the revision of working hours conducted in 2003

NB: these proportions of employees may not be aggregated. Indeed, an employee may take two different types of leave during the same year.

## 31 Industrial accidents and accidents when travelling to and from the workplace during 2002 and 2003

Accidents	Number		Number / staff in %		Lost days		Average number of days signed-off	
	2002	2003	2002	2003	2002	2003	2002	2003
Industrial	52 684	60 000	2.7	3.0	1 008 450	945 135	0.53	0.47
Travel	8 990	9 451	0.5	0.5	247 833	215 847	0.13	0.11
<b>Total</b>	<b>61 674</b>	<b>69 451</b>	<b>3.2</b>	<b>3.5</b>	<b>1 256 283</b>	<b>1 160 982</b>	<b>0.65</b>	<b>0.58</b>

DGAFF office for statistics, surveys and evaluation. Source: survey of staff management departments

The doubling of the field covered in the national police force goes a long way to explaining the increase in the total number of accidents.

## 32 Recognised work-related illnesses and number of lost days for each ministry

Ministry, Department	Incumbent employees (1)	Number of illnesses	Number of days	10 000 x number illnesses/employees	10 000 x number days/employees
Foreign Affairs	13 702	2	345	1.5	251.8
Social Affairs and Employment	26 728	3	133	1.1	49.8
Agriculture	29 093	19	1 082	6.5	371.9
Culture (certified staff)	13 912	6	856	4.3	615.3
Defence (civil staff)	91 683	232	4 357	25.3	475.2
Ecology and Sustainable Development	2 486	0	0	0.0	0.0
Economy, finance and industry (2)	-	-	-	-	-
Education (central administration)	3 484	3	201	8.6	576.9
Education (academic teaching)	866 469	126	18 899	1.5	218.1
Equipment and tourism	91 536	38	5 152	4.2	562.8
Equipment (civil aviation)	11 688	2	0	1.7	0.0
Interior (excluding national police)	35 845	5	356	1.4	99.3
Interior (national police) (2)	-	-	-	-	-
Youth and Sport	7 269	1	76	1.4	104.6
Justice (excluding administrative courts)	60 737	3	212	0.5	34.9
Justice (administrative courts)	1 100	0	0	0.0	0.0
Overseas (central administration)	273	0	0	0.0	0.0
Prime Minister's Departments	2 216	0	0	0.0	0.0
IRA	683	0	0	0.0	0.0
<b>Total ministries</b>	<b>1 258 904</b>	<b>440</b>	<b>31 669</b>	<b>3.5</b>	<b>251.6</b>
<b>Total public establishments</b>	<b>397 916</b>	<b>194</b>	<b>25 603</b>	<b>4.9</b>	<b>643.4</b>
<b>General total</b>	<b>1 656 820</b>	<b>634</b>	<b>57 272</b>	<b>3.8</b>	<b>345.7</b>

DGAFF office for statistics, surveys and evaluation.

Source: survey of industrial accidents and work-related illnesses conducted in 2002.

(1) Incumbent employees are the actual numbers of employees declared by the ministries in 2002. For certain authorities, not all the departments replied and the employees mentioned are those for whom illnesses were recorded.

(2) The Ministry of the Economy and the national police department did not reply in 2002.

## For more information

### Rapport annuel Fonction publique, faits et chiffres 2004

published by the Documentation française

- [www.ladocumentationfrancaise.fr](http://www.ladocumentationfrancaise.fr)

### Statistics

### Publications "Points Stats" et "RésulStats"

- [www.fonction-publique.fr](http://www.fonction-publique.fr)

Direction générale de l'administration et de la fonction publique

32, rue de Babylone

75700 Paris SP 07

Bureau "statistiques,

études et évaluations"

Tél : 01 42 75 79 36

collections de la DGAFP

### Rapport d'activité ministériel

Bilan d'activité du ministère, ce document présente les actions non seulement de la Direction générale de l'administration et de la fonction publique (DGAFP), mais aussi celles des entités incluses dans le périmètre du ministère de la Fonction publique.

### Fonction publique : faits et chiffres

Synthèse des données statistiques et analytiques de la fonction publique - État, territoriale et hospitalière -, ce « bilan social » permet de comprendre son évolution année après année et constitue, à ce titre, un indispensable document de référence pour les décideurs, les responsables syndicaux, les gestionnaires... mais aussi pour tous ceux qui s'intéressent à la fonction publique.

### Ressources humaines

Piloter la gestion des ressources humaines de l'État, assumer en quelque sorte les fonctions d'une « DRH groupe » de l'administration, telle est l'une des grandes missions confiées à la Direction générale de l'administration et de la fonction publique. Cette collection rassemble toute l'information nécessaire concernant le recrutement, la carrière, la rémunération et la gestion des agents de la fonction publique.

### Emploi public

Créé en 2000 pour assurer une meilleure transparence sur l'emploi public dans les trois fonctions publiques, et pour mettre en place les outils d'une gestion prévisionnelle des emplois, des effectifs et des compétences (GPEEC), l'Observatoire de l'emploi public (OEP) diffuse notamment chaque année un rapport.

### Statistiques

La collection « Statistiques », déclinée en deux publications distinctes, diffuse les travaux du bureau des statistiques, des études et de l'évaluation de la DGAFP « Points Stat », outil apprécié des décideurs et des gestionnaires, dégage les idées forces en quelques pages. « RésulStats » présente, pour qui recherche une information plus détaillée, les études complètes. Il convient particulièrement aux chercheurs et statisticiens.

### Perspectives

Présidé par une personnalité indépendante, le Comité de la recherche et de la prospective de la DGAFP conduit des recherches sur l'évolution de la fonction publique. Il organise des rencontres avec des experts et commande, à des chercheurs, des études dont les principales sont publiées dans cette collection.

### Point Ph Are

Cette collection apporte un éclairage approfondi sur un thème ou un chantier, chiffres et références à l'appui.

### IntraDoc

Cette collection, à usage interne, réunit tous les documents de travail de la DGAFP utilisés dans le cadre de réunions interservices, séminaires, journées d'étude... Elle est destinée notamment à l'encadrement supérieur de la fonction publique (directeurs de personnel, services gestionnaires ...).