



MINISTÈRE DU BUDGET, DES COMPTES PUBLICS,
DE LA FONCTION PUBLIQUE ET DE LA RÉFORME DE L'ÉTAT

Civil services

Key figures 2009

DGAFP

Fonction publique : faits et chiffres

FAITS ET CHIFFRES

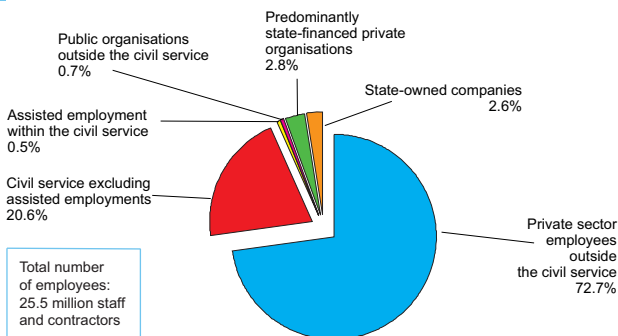
FAITS E

Key civil service figures

- As of 31 December 2007, there were **5.3 million people employed in the three branches of the civil service in France**, for a total of 21.1% of all French workers (salaried workers and independent contractors).
- **2.484 million employees work in the State civil service (FPE)**, including 2.193 million in the ministries and 292,000 in national administrative public establishments (EPA), i.e. 47% of all civil servants.
- **1.748 million employees work in the Territorial civil service (FPT)**, i.e. 33% of all civil servants. Three-quarters work in the various *régions, départements* and *communes* of France, and one quarter work in local administrative public establishments.
- **1.035 million employees work in the Hospital civil service (FPH)**, i.e. 20% of all civil servants. Of these, 93.5% work in hospitals, and 6.5% work in retirement homes.
- The three branches employ **3,869,567 certified staff, 841,709 non-certified staff** (excluding assisted employment beneficiaries), **47,440 State operatives, 56,011 child minders, 102,848 doctors, and 350,360 military personnel**.
- Between 2006 and 2007, the number of employees in the three civil services increased by 0.8% (FPE: -2.4%, FPT: +5.2%, and FPH: +1.6%).
- In the three branches, **29.7% of staff are A Level employees, 24.3% B Level, and 46.0% C Level**.
- The average age of State civil servants is 43.8 years, compared with 44.4 years in the FPT and 42.9 years in the FPH.
- In metropolitan France and its overseas *départements*, there are **70.9 civil servants per 1,000 inhabitants**.
- The three branches employ **59.4% women**, the FPE 50.1% (including the armed forces), the FPT 61%, and the FPH 76.4% (compared with 44% in the private sector).
- In the FPE, **17.4% of certified women work part-time**, compared with 2.9% of men.
- **In terms of senior management positions, women held 16.1% of positions** in the FPE in 2006, 18% in the FPT in 2007 and 37.9% in the FPH in 2008.
- In the FPE, 58.3% of all management and intellectual profession posts are held by women.
- In metropolitan France, 25% of State civil servants work in the Île-de-France region, which is home to 19% of the population.
- **The FPE recruited 39,867 employees** via external competitive examinations or equivalent in 2007, 91% of whom passed the competitive exam.
- 43.6% of State civil servants recruited in Level A were educated to Bac +4 level or higher (required level: Bac +3). 56.9% of those recruited in Level B positions were educated to Bac +2 level or higher (required level: Bac). Of those in Level C, 4.4% were educated to Bac +5 level or higher (required level: BEPC – lower secondary school general certificate).
- The number of successful candidates in internal competitive examinations and equivalent in 2007 was **17,535**.
- A total of 65,939 new retirement pensions were paid in 2008 to certified staff in the FPE, 12,420 in the armed forces, 1,544 to State operatives, 32,718 to certified staff in the FPT, and 29,874 to certified staff in the FPH (excluding hospital doctors).
- The average age at which pensions were paid out in the FPE was 59.0 years in 2006.
- As of 31 December 2008, **2.4 million pensioners** from all three branches received an average pension of 1,655 euros per month.
- In 2007, employees within the **FPE received an average monthly salary of 2,244 euros**. In the **FPT**, the corresponding figure was **1,709 euros**, while the figure for the **FPH** was **2,159 euros**.
- In the FPE, the average per capita wage (SMPT) increased by 1.4% between 2006 and 2007 (corrected for inflation), while the average salary for civil servants who had been two years in the same position (RMPP) increased by 1.8% on the same basis.
- Between 2006 and 2007, 4.5% of certified FPE staff moved to a new *département* (geographical mobility), while 3.3% changed their socio-professional category (socio-professional mobility). A total of 6.5% moved to a different administrative organisation at the end of 2007 (statutory mobility). Between 2006 and 2007, 0.3% moved between ministries (structural mobility).
- The ministries spent **4.049 billion euros on staff training** (including 2.3 billion spent by the Ministry of Education). This was equivalent to 6.6% of total salary costs.

Staff in the three civil service branches

1 Civil servants as a proportion of all employees in 2007

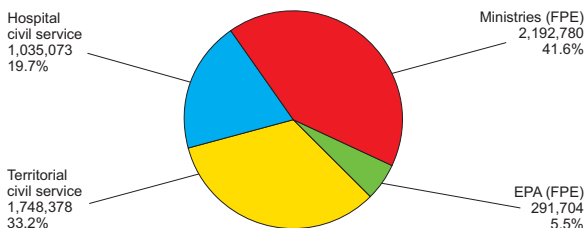


Sources: INSEE: Civil servants payroll file data (FGE) and territorial communities staff survey (Colter), DREES: Annual statistics relating to healthcare establishments (SAE), DHOS: SPE survey, Summary/INSEE table in appendix to the annual report on the civil service 2008-2009. Data processed by the DGAFP, Office for Statistics, Studies and Assessment (BSEEV).

Field: Metropolitan France, overseas départements and foreign countries with respect to State services and private teaching under contract only. Including Saint-Pierre-et-Miquelon for the Territorial Civil Service.

Employee count based on individuals.

2 Breakdown of staff between the three civil services in 2007



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

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

Staff count based on individuals.

State civil service: Metropolitan France, overseas départements (DOM) and communities (COM), and foreign countries.

Territorial civil service: Metropolitan France, overseas départements, and Saint-Pierre-et-Miquelon.

Hospital civil service: Metropolitan France 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 service branches in 2007, and full time equivalents (ETP)

(in millions)

	Ministries and territorial communities		Administrative public establishments (EPA) with State employee status		Total	
	Staff	ETP	Staff	ETP	Staff	ETP
ETP	2.193	2.109	0.292	0.242	2.484	2.351
Civilians	1.844	1.760	0.290	0.240	2.134	2.001
Armed forces	0.349	0.349	0.002	0.002	0.350	0.350
FPT	1.315	1.200	0.433	0.391	1.748	1.591
FPH			1.035	0.956	1.035	0.956
All three civil service branches	3.508	3.309	1.760	1.589	5.268	4.898

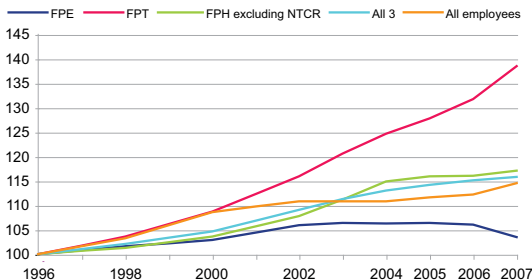
Source: INSEE: Civil servants payroll file data (FGE) and territorial communities staff survey (Colter), DREES: Annual statistics relating to healthcare establishments (SAE). Data processed by DGAFP-BSEEV.

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

Staff in the three civil service branches

4 Changes in staffing levels in the three civil service branches since 1996

(base: 100 in 1986)



Changes in average annual staffing levels 1986-2007

FPE: +0.3%
 FPT: +3.0%
 FPH: +1.7%
 3FP: +1.4%
 All employees: +0.8%

Changes 2006-2007

FPE: -2.4%
 FPT: +5.2%
 FPH: 1.6%
 3FP: +0.8%
 All employees: +2.0%

Source: INSEE: Civil servants payroll file data (FGE) and territorial communities staff survey (Colter), DREES: Annual statistics relating to healthcare establishments (SAE). DHOS: SPE survey. INSEE: all employees. Data processed by DGAFP-BSEEV.

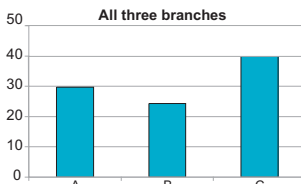
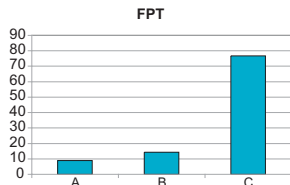
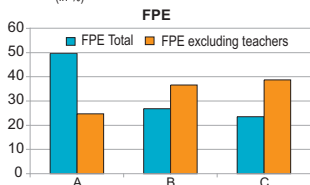
Field all three civil service branches: Main positions in all grades. Excluding assisted employment beneficiaries. Field all employees: staff and contactors in the three civil service branches and private sector.

Note: Community safety officers (National Police) have been included as of 2002.

NTCR: non-certified staff hired using replacement credits.

5 Breakdown by hierarchical category of staff in the three civil service branches in 2007

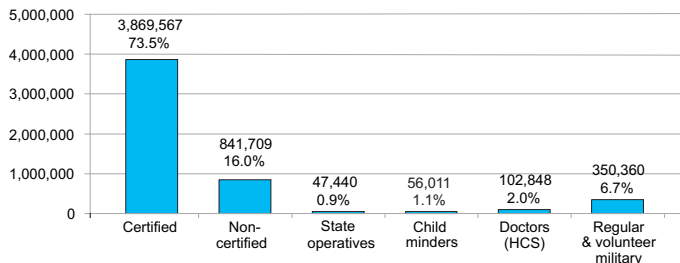
(in %)



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

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

6 Breakdown of staff in the three civil service branches by status in 2007



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

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

Staff count based on individuals.

Staff in the three civil service branches

7 Changes in non-certified staffing levels in the three civil service branches between 1996 and 2007

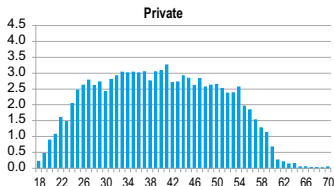
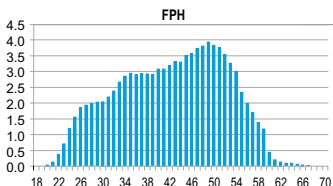
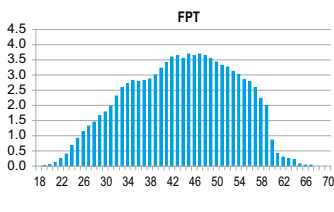
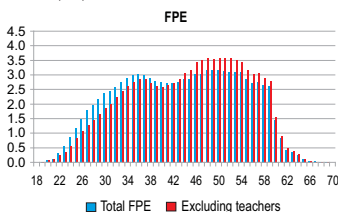
	1996		2007		Changes 1996-2007			Changes 2006-2007	
	Non-certified	Non-certified (in %)	Non-certified	Non-certified (in %)	In numbers	In %	In annual average (in %)	In numbers	In %
FPE (including APE)	294,316	12.3	334,784	13.5	40,468	13.7	1.3	9,177	2.8
FPT (including APE)	271,445	21.5	363,260	20.8	91,815	33.8	3.0	17,132	4.9
FPH	70,318	8.2	143,665	13.9	73,347	104.3	7.4	8,768	6.5
3FP	636,079	14.1	841,709	16.0	205,630	32.3	2.8	35,077	4.3

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

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

8 Age pyramids in the three civil service branches and the private sector at 31 December 2007

(in %)



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

Field:

FPE: Civilian certified ministry and APE staff at 31 December 2007.

FPT and FPH: Certified staff affiliated to the CNRACL at 31 December 2007.

Private sector: Employees of private companies Q4 2007, excluding apprentices, temporary staff, trainees and assisted positions.

9 Demographic indicators for the three civil services in 1997 and 2007

	Average age		Under 30 (in %)		Over 50 (in %)		Over 55 (in %)	
	1997	2007	1997	2007	1997	2007	1997	2007
FPE	42.9	43.8	11.8	10.7	26.0	32.4	9.2	16.8
FPT	42.6	44.4	9.0	7.7	22.9	31.2	9.9	14.8
FPH	41.3	42.9	11.1	12.0	16.6	27.9	5.4	10.0

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

Field:

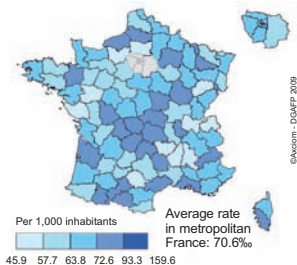
FPE: Civilian certified ministry staff at 31 December.

FPT and FPH: Certified staff affiliated to the CNRACL at 31 December.

Staff in the three civil service branches

10 Representation rate in 2007

Representation rate of the three civil service branches by départements at 31 December 2007



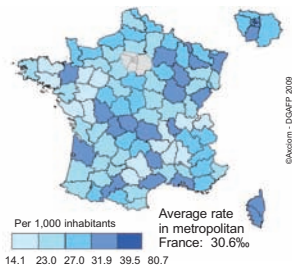
Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP-BSEEV.

Field: Civil servants excluding the armed forces, assisted employment beneficiaries and private teaching under contract. Main positions in all grades.

Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

In the overseas départements, the average rate is 80.6‰.

Representation rate of the State civil service by départements at 31 December 2007



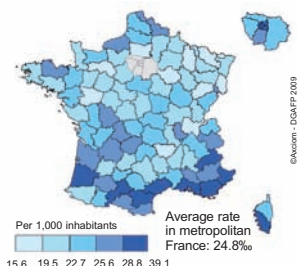
Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP-BSEEV.

Field: State civil servants excluding the armed forces, assisted employment beneficiaries and private teaching under contract. Main positions in all grades.

Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

In the overseas départements, the average rate is 37.1‰.

Representation rate of the Territorial civil service by départements at 31 December 2007



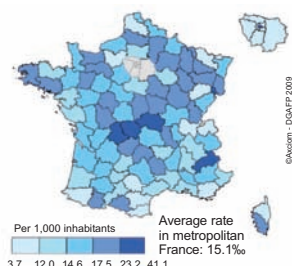
Source: INSEE: Territorial communities staff survey (Colter). Data processed by DGAFP-BSEEV.

Field: Territorial civil servants, excluding assisted employment beneficiaries. Main positions in all grades.

Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

In the overseas départements, the average rate is 30.7‰.

Representation rate of the Hospital civil service by départements at 31 December 2007



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

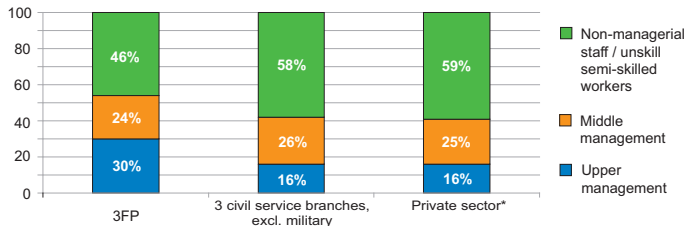
Field: Hospital civil servants, main positions in all grades. Excluding assisted employment beneficiaries. Excluding those already counted as part of the FPE and/or FPT.

Representation rate: Number of civil servants (as full-time equivalents) per 1,000 inhabitants.

In the overseas départements, the average rate is 12.8‰.

11 Breakdown of civil service and private sector employees by socio-professional group in 2007

(in %)



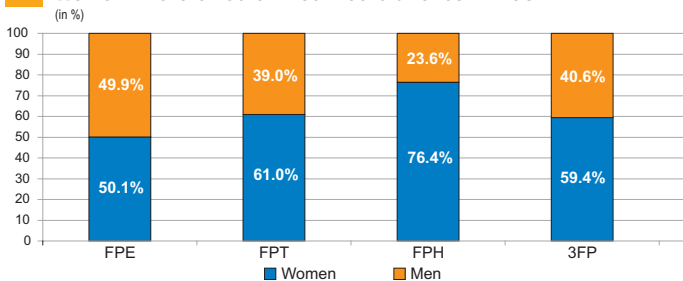
Sources: For the three civil service branches - INSEE: Civil servants payroll file data (FGE) and territorial communities staff survey (Colter), DREES: Annual statistics relating to healthcare establishments (SAE). For the private sector: INSEE employment survey 2007. Data processed by DGAFP-BSEEV.

Field: three civil service branches - Main positions in all grades. Excluding assisted employment beneficiaries. Private sector: salaried employees excluding temporary staff, apprentices, interns and assisted employment.

* In the private sector, the lowest-skilled category is equally divided between non-managerial staff and unskilled and semi-skilled workers.

Equality and diversities in the three civil services

12 Women in the three civil service branches in 2007



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

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

13 Part-time certified staff in the FPE and women working part-time in 2007

	All part-time employees	Women working part-time	Part-time employees (in %)	Women working part-time (in %)	Men working part-time (in %)
Level A	89,026	78,859	8.9	12.9	2.6
Level B	37,295	33,382	12.1	23.2	2.4
Level C	62,231	56,544	17.9	26.1	4.3
Total	188,549	168,785	11.4	17.4	2.9

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

Field: Main positions, certified. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

14 Women in management positions in the three civil service branches in 2007

	Women	Total	Women (in %)
Management positions in the State civil service (2006), including government appointees, top-level judicial positions and top-level positions in higher education and research	717	4,464	16.1
Directors-general of local government departments (2007)	290	1,614	18.0
Heads of establishments, members of the hospital directors' corps and directors of healthcare, social and medical-social establishments (2008)	664	1,752	37.9

Source: DGAFP: Management positions survey. Summary of social reports from local authorities, Territorial civil service survey unit, Management data from the National Centre for the Management of Hospital Practitioners and Employees of the Hospital Civil Service Branch. Data processed by DGAFP-BSEEV.

15 Staff with disabilities for all public-sector employers who are part of the FIPHFP* scheme



Source: FIPHFP, provisional data as of 1st January 2007

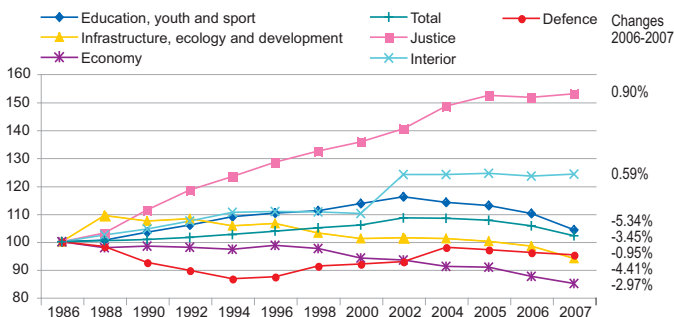
Field: public employers who are part of FIPHFP scheme, including La Poste, chambers of agriculture, trade, commerce and industry, and the national Social Security funds (Acooss, Cnaf, Cnamts, Cnavts).

* FIPHFP: Fund for the Insertion of Persons with Disabilities into the Civil Service.

Staff in the ministries

16 Changes in staffing levels in the main civil ministries in 2007

(base: 100 in 1986)



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

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

17 Total ministerial civil servants in 2007

Ministries	Total
Foreign affairs	18,751
of which teachers	3,007
Agriculture	33,825
of which teachers	8,723
Culture	12,202
Defence	429,298
of which armed forces	344,805
Economy, Finance and Industry	180,940
National Education and Research	1 100,395
of which teachers	852,870
Infrastructure and Ecology (2)	107,456
Employment, Social Cohesion and Housing	11,662
Interior and Territorial Communities	187,130
of which National Police	145,527
Youth and Sports	7,885
Justice	75,316
of which magistrates	7,920
Overseas	2,549
Health and Solidarity	16,637
Prime Minister's office	8,734
Total excluding teachers	1,322,706
Total	2,192,780

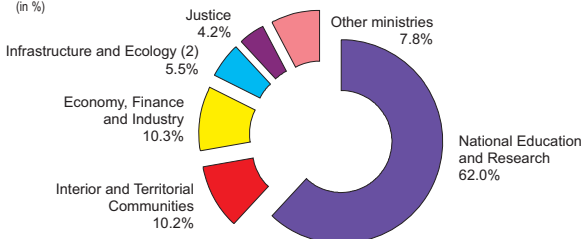
Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP-BSEEV.

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

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

18 Breakdown of certified civil servants by ministry in 2007

(in %)

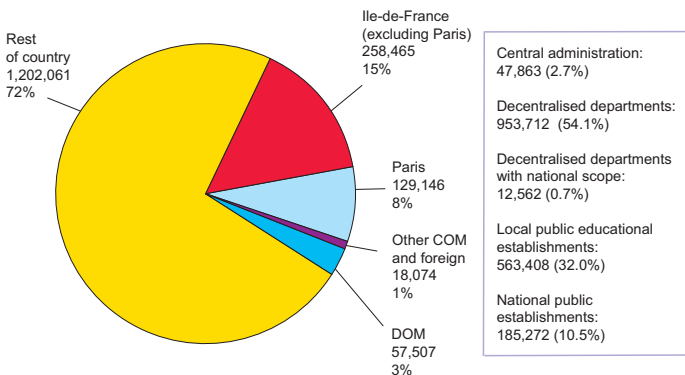


Source: INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP-BSEEV.

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

Staff in the ministries

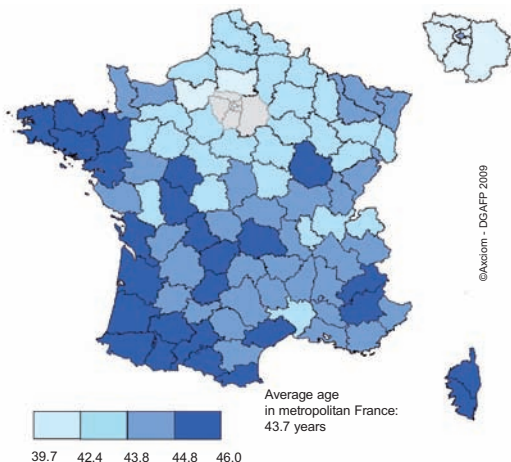
19 Geographical breakdown of certified staff in ministries in 2007



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

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

20 Breakdown of average age of certified ministry staff by département at 31 December 2007



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

Field: Metropolitan France. Main positions.

21 Breakdown of civil servants by socio-professional group and gender in 2007

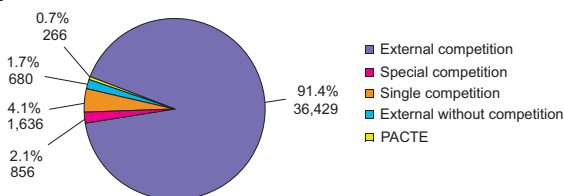
	Staff	Breakdown (in %)	Women (in %)
Upper management	1 087,706	49.6	58.3
Middle management	569,759	26.0	35.3
Non-managerial staff	404,727	18.5	55.8
Unskilled and semi-skilled workers	130,588	6.0	34.9
Total	2,192,780	100.0	50.4

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

Field: Main positions in all grades. Excluding assisted employment beneficiaries. Metropolitan France, overseas départements and communities, and foreign countries.

Recruitment

22 Breakdown of recruitment by type of competitive examination in 2007



Total number recruited: 39,867

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

23 External competitions during 2007 in the State civil service where the number of admitted candidates on the main list exceeded 200

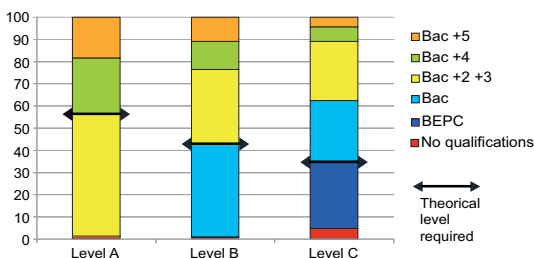
	Present	Admitted	Selectivity
A Level	178,339	23,295	7.7
School teachers	56,662	10,896	4.8
Certified school teachers	35,960	6,405	5.6
Grade 2 senior vocational school teachers	11,177	1,466	7.6
Teachers accredited for second degree education	12,838	1,441	8.9
Students in <i>Instituts régionaux d'administration</i>	3,208	511	6.3
State civil engineering students	9,264	490	18.9
Consultant engineers second class at the Ministry of Education	29,156	448	65.1
PE and sports teachers	4,589	400	11.5
Researcher second class at the CNRS	4,088	270	15.1
Probation-year Treasury inspector	3,161	270	11.7
Director of research second class at the CNRS	1,600	258	6.2
Tax inspector	4,083	240	17.0
Assistant head teacher	6,553	200	32.8
B Level	53,216	4,754	11.2
Police officer	16,870	2,713	6.2
Nurse	1,720	515	3.3
Tax collection controller second class	6,271	401	15.6
National Education research and training technician	2,547	333	7.6
Tax controller second class	8,728	321	27.2
Customs controller second class	8,242	238	34.6
School and university secretary	8,838	233	37.9
C Level	81,980	3,820	21.5
Decentralised prison guard	17,779	1,217	14.6
Administrative assistant second class	18,632	864	21.6
Administrative assistant first class	20,592	621	
Tax assessment clerk	5,665	433	13.1
Technical assistant second class	4,376	425	10.3
Tax collecting clerk	14,936	260	57.4

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

31,869 candidates were admitted in 2007 following competitions in which the number of candidates admitted on the main list exceeded 200. In a total of 800 external and equivalent competitions, 37,276 candidates were admitted in 2007, with 39,867 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 level in 2007

(in %)



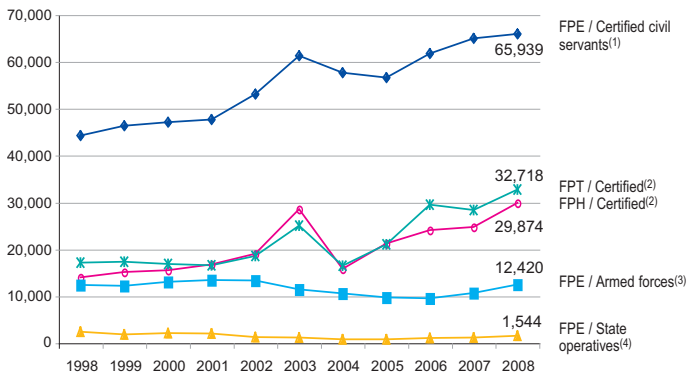
Source: DGAFP-BSEEV: Annual surveys of recruitment into the State civil service.

External recruitment with and without competition, single competition, 3rd competition, PACTE.

↔ Theoretical level required

Pensions

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



Sources: State Civil Pensions Department (provisional 2008 figures), CNRACL and FSPOEIE. Data processed by DGAFP-BSEEV.

(1) Excluding pensions for civil servants from La Poste and France Télécom.

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

(3) Including reserve balances and military nurses and technicians in military hospitals (MITHA).

(4) Fully-retired pensioners.

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

26 Number of new pensions paid in 2008 to certified staff, members of the military and State operators, average age and average liquidation rate

New direct rights pensions paid in 2008	FPE certified ⁽¹⁾	FPE military ⁽²⁾	FPE / State operatives ⁽³⁾	FPT certified ⁽⁴⁾	FPH certified ⁽⁴⁾
Staff	65,939	12,240	1,544	32,718	29,874
Women (in %)	56.5	8.2	13.5	51.4	79.3
Average age at date of first payment	59.0 years	43.8 years	58.1 years	58.7 years	56.2 years
Average liquidation rate (in %)	67.2	60.1	60.4	54.4	59.7

Sources: State Civil Pensions Department (provisional 2008 figures), CNRACL and FSPOEIE.

(1) Excluding La Poste and France Télécom pensions.

(2) Excluding fixed pensions and including reserve balances.

(3) Definitive pensions (excluding advance payments).

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

27 Number of pensioners of the three civil services and average annual pension at 31 December 2008

Direct rights pensions in payment at 31/12/2008	Number	Average of total pensions (in euros)
FPE civilian pensions ⁽¹⁾ (State Civil Pensions Department)	1,148,908	1,952
FPE military pensions (State Civil Pensions Department)	383,260	1,652
State operative pensions (FSPOEIE)	67,595	1,626
FPT pensions ⁽²⁾ (CNRACL)	393,930	1,191
FPH pensions ⁽²⁾ (CNRACL)	397,912	1,265
Total pensions paid to certified staff in the three civil service branches, armed forces and State operatives	2,391,605	1,655

Sources: State Civil 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.

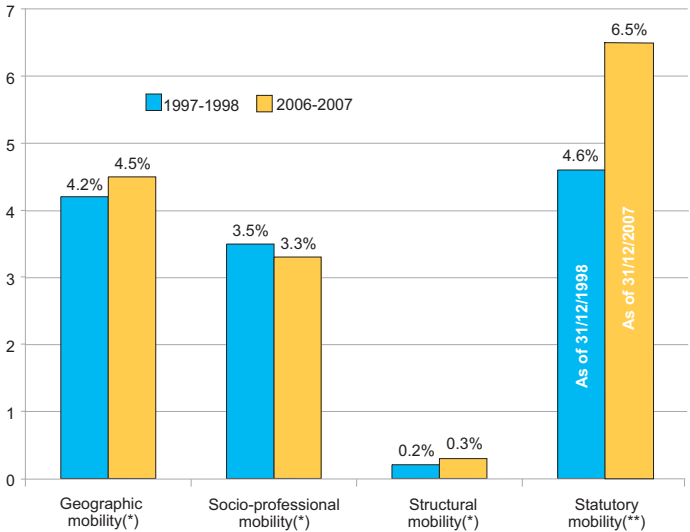
(2) Pensions allocated to certified staff in the FPT and FPH working 28 hours or more per week. Excludes hospital doctors.

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

Career development and mobility

28 Main mobility indicators within the ministries

(in %)



Source: (*) INSEE: Civil servants payroll file data (FGE). Data processed by DGAFP-BSEEV. (**) 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 2006 and 2007, 4.5% of certified civil servants moved to a new geographical area. 3.3% moved between socio-professional groups. 0.3% of employees in post between 2006 and 2007 changed ministries. 6.5% were on secondment or similar at 31 December 2007.

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

Structural mobility: change of 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, *hors cadre* and leave without pay).

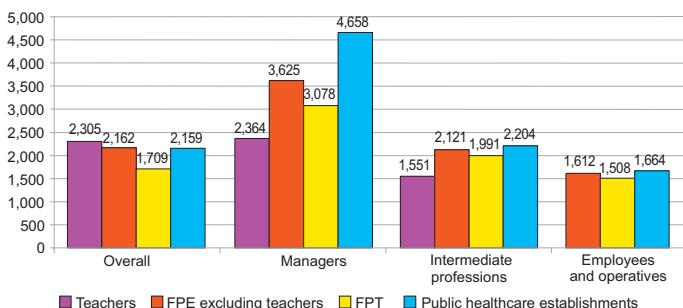
29 Staff recruited internally within the FPE in 2007

	Level A	Level B	Level C	Total
From FPE				
Certified A Level	3,226	6	0	3,232
Certified B Level	3,735	1,957	1	5,693
Certified C Level	80	2,333	754	3,167
Certified subtotal	7,041	4,296	755	12,092
Contract staff	1,329	652	280	2,261
FPE subtotal	8,370	4,948	1,035	14,353
From FPT (all levels)	51	11	11	73
From FPH (all levels)	25	2	3	30
Level not determined	91	2,094	894	3,079
Overall total	8,537	7,055	1,943	17,535
European Union nationalities	31	115	5	151

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

Remuneration

30 Average monthly net salary by socio-professional group in the three civil service branches in 2007



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

Field: FPE: State civil service employees. FPT and public healthcare establishments: DADS, full time employees.

31 Average monthly net salary by socio-professional group in the ministries in 2007

(in euros)

Socio-professional group	Base salary ⁽¹⁾	Bonuses		Overall net salary ⁽⁴⁾
		Amount ⁽²⁾	Proportion ⁽³⁾ (in %)	
Upper management	2,633	465	18	2,659
Middle management	1,804	671	37	2,130
Non-managerial staff and semi- and unskilled workers	1,477	363	25	1,581
All groups	2,169	498	23	2,291

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

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

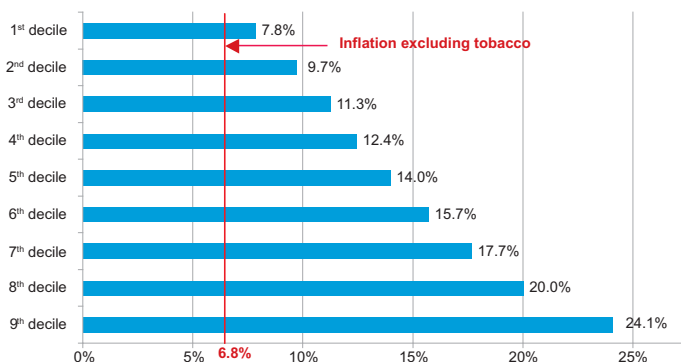
(1) Indexed base salary.

(2) Taxable payments (other than basic salary, residence-based 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, residence-based allowance, family allowance, bonuses and other allowances, less compulsory social security payments, the General Social Security Contribution (CSG) and the Social Security Debt Redemption Contribution (CRDS).

32 Distribution of gross indexed salary increases in the State civil service between 2003 and 2007



Source: INSEE. Data processed by INSEE-DGAFP-BSEEV.

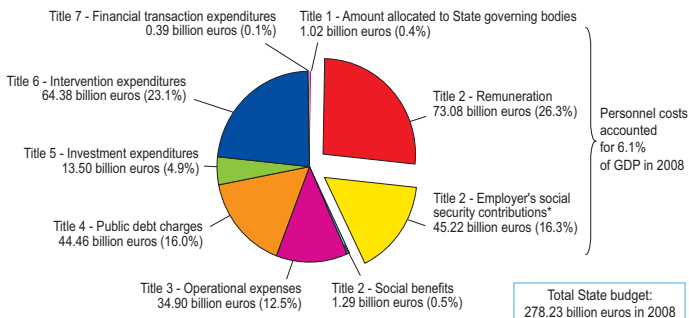
Note: 10% of employees received salary increases of less than or equal to 7.8%. Half of all employees received increases in excess of 14%. 10% of employees received increases of over 24.1%.

Field: Certified civil servants in full-time posts in ministries throughout both 2003 and 2007.

Remuneration

33 Personnel costs in the State budget in 2008

(in billions of euros)



Source: Final budget outturn / Budget Directorate. Data processed by DGAFP-BSEEV.

* including balancing charges on the special pensions allocation account.

34 Latest changes in remuneration within the FPE

	Actual	Corrected for inflation ⁽²⁾
SMPT (2007/2006)	2.9%	1.4%
Net RMPP (2007/2006)	3.3%	1.8%
Positive GVT (2007/2006)	2.3%	2.3%
Gross salary index - wage index (ITB-GI)(2008/2007)	0.6%	
Average annual civil service pay increase (2009/2008)	0.6%	
Average annual civil service pay increase (2008/2007)	0.6%	- 2.1%
Average annual civil service pay increase (2007/2006)	1.0%	- 0.5%
Average annual change in index linking ⁽¹⁾	3.5%	1.8%
Level-related measures (LFI 2008)	404 million euros	

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

Field: State civil service employees.

(1) Certified full-time employees in post in Metropolitan France throughout 2003 and 2007.

(2) Corrected for inflation excluding tobacco products.

Professional elections

35 Results of professional elections in the three civil service branches

	State civil service	Territorial civil service	Hospital civil service	All three civil service branches
	2006-2007-2008	11/12/2008	11/12/2007	
Turn-out (in %)	70	60.9	58.2	64.8
By trade union federation (in %)				
FSU	20.2	3.0		11.5
UNSA	16.8	5.7	4.6	11.3
CGT	15.6	32.8	31.5	23.6
FO	13.0	18.6	22.1	16.3
CFDT	11.3	21.6	24.4	16.7
Solidaires	9.9	3.1	9.1	7.7
CGC	4.2	1.2	0.5	2.6
CFTC	2.2	5.1	3.9	3.4
Others	6.8	8.8	3.8	6.9

Source: DGCL, Hospitals directorate, DGAFP. Data processed by DGAFP-BSEEV.

Training

36 Training expenditure in the ministries in 2007

	Expenditure (in euros)	Share of total wage bill (in %)
Initial training	1,916,949,985	3.1
Ongoing training	2,131,939,724	3.5
Total training	4,048,889,709	6.6

Source: DGAFP: Annual training surveys.

37 Number of staff training days as a percentage of total State civil service staff by category and gender in 2007

	Initial training			Ongoing training			Overall total		
	Men	Women	Overall	Men	Women	Overall	Men	Women	Overall
All ministries									
Level A	6.6	8.1	7.5	3.5	3.8	3.7	10.0	12.0	11.2
Level B	6.6	3.6	5.1	5.3	4.2	4.7	11.8	7.7	9.8
Level C and State operators	1.5	0.6	1.0	1.8	2.1	2.0	3.4	2.7	3.0
Ensemble	5.1	5.3	5.3	3.4	3.4	3.4	8.5	8.8	8.7

Source: DGAFP-BSEEV: Annual training surveys.

Glossary

CAP: Joint Administrative Commission (*commission administrative paritaire*).

A Level: Policy-making and supervisory functions (comparable to upper-level managers).

B Level: Line management functions (comparable to mid-level managers).

C Level: Skilled and semi-skilled workers.

CSP: Socio-professional category (*catégorie socioprofessionnelle*) (upper management, middle management, non-managerial staff and workers).

Épa: Administrative Public Establishment (*établissement public à caractère administratif*).

ETP: Full-time equivalent (*équivalent temps plein*) (in contrast to calculations based on number of actual persons).

FPE: State civil service (*fonction publique de l'État*).

FPT: Territorial civil service (*fonction publique territoriale*).

FPH: Hospital civil service (*fonction publique hospitalière*).

GVT: Age and job-skill coefficient (*glissement vieillesse-technicité*): tracks the drift in wages due to seniority (GV) and promotions (GT).

LFI: Initial budget act (*loi de finances initiale*).

PACTE: special recruitment for the unqualified young.

Category-specific measures: Measures for certain categories of civil servants (creation or improvement of allowance scheme, wage index reform).

RMPP: Average salary for active public-service employment. It is used to measure changes in salary for civil servants who have been in their job for two years in a row.

SMPT: Average per capita wage.

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

La collection « Faits et chiffres », véritable référence d'analyses sur la fonction publique, correspond au volume I du « Rapport annuel sur l'état de la fonction publique », dont sont extraits des « chiffres-clés ». Ce bilan permet de comprendre les évolutions de l'emploi dans la fonction publique année après année et constitue à ce titre un document indispensable pour les décideurs, les parlementaires, les responsables syndicaux, les gestionnaires... mais aussi pour tous ceux qui s'intéressent à la fonction publique.

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Ce rapport constitue le volume II du « Rapport annuel sur l'état de la fonction publique ». Il traite de tous les thèmes rattachés à la gestion prévisionnelle des ressources humaines, pour les trois fonctions publiques, avec leurs points communs et leurs spécificités. Il présente en particulier les projets en cours, de la gestion des connaissances à celle des compétences.

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Point Ph Δ re

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