

Informations *Rapides*

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■ Civil Service employment – on 31 December 2014 (preliminary results)

In 2014, civil Service employment was still on the rise but slowed down

At the end of 2014, the French civil service employed 5.64 million persons, including subsidised contracts. Excluding subsidised contracts, employment reached 5.43 million.

The civil service workforce at the end of the year increased by 40,200 (+0.7% over one year), at a slower pace than in 2013 (+1.5%). A surge of 14.2% (after 36% in 2013) of subsidised contracts accounts for two thirds of this rise. Excluding subsidised contracts, workforce went up by 0.3%, after +0.7% in 2013.

However, converted to full-time equivalents, the annual employment, incl. subsidised contracts, was slightly more dynamic than in 2013 (+1.2% after +0.7%) and reached 5.28 million. This more dynamic variation than that of the workforce at the end of year is due to a larger proportion of subsidised contracts present the whole year as a result of the timetable of recruitments.

In the state civil service, the total workforce was stable incl. subsidised contracts, after +1.0% in 2013. Excl. subsidised contracts, it declined (–0.4%). There was a further drop of 14,400 employments (–0.7%) within the ministries: –10,000 in the Ministry of Defense, and –5,000 in the Ministry of Ecology which has transferred a part of its workforce to a new public establishment (CEREMA). Notably because of this transfer and a rise of educative assistance jobs in schools, the employment of public administrative establishments went up by 2.5%.

In the local civil service, employment continued to grow (+1.5% incl. subsidised contracts, +0.8% excl. subsidised contracts), however at a slightly less dynamic rate than in 2013 (respectively +2.0% and +0.9%). The increase was again stronger in the communal sector than in *régions* and *départements*.

In the hospital civil service, employment slowed down in 2014 : +0.9% incl. subsidised contracts and +0.7% excl. subsidised contracts after resp. +1.7% +1.4% in 2013. The increase is much higher in medico-social establishments (+2.8% incl. subsidised contracts) than in *hospitals* (+0.7% incl. subsidised contracts).

Civil Service employment

| | | level data in thousand | Change (in %) | |
|---|-----------------------------------|------------------------|---------------|---------------|
| | | 2014 (p) | 2012-2013 | 2013-2014 (p) |
| Workforce as at December 31 (1) | | | | |
| State Civil Service | Total, incl. subsidised contracts | 2,475.6 | 1.0 | 0.0 |
| | excl. subsidised contracts | 2,375.3 | 0.1 | -0.4 |
| Local Civil Service | Total, incl. subsidised contracts | 1,981.5 | 2.0 | 1.5 |
| | excl. subsidised contracts | 1,894.7 | 0.9 | 0.8 |
| Hospital Civil Service | Total, incl. subsidised contracts | 1,183.6 | 1.7 | 0.9 |
| | excl. subsidised contracts | 1161.1 | 1.4 | 0.7 |
| Civil Service | Total, incl. subsidised contracts | 5,640.6 | 1.5 | 0.7 |
| | excl. subsidised contracts | 5,431.1 | 0.7 | 0.3 |
| Workload in full-time equivalent (2) | | | | |
| Civil Service | Total, incl. subsidised contracts | 5,279.5 | 0.7 | 1.2 |
| | excl. subsidised contracts | 5,136.8 | 0.5 | 0.5 |

(p) : provisional

(1) Final main posts as at December 31

(2) All active posts in the year

Scope: France

Sources: INSEE, Siasp

Civil Service employment per employer

| Workforce as at December 31 | In thousand 2014 (p) | Change in a year (in %) (p) | |
|--------------------------------------|----------------------------|-----------------------------|----------------------------|
| | incl. subsidised contracts | incl. subsidised contracts | excl. subsidised contracts |
| State Civil Service | | | |
| Ministries | 1,913.6 | -0.7 | -0.7 |
| Public administrative establishments | 562.0 | 2.5 | 0.9 |
| Local Civil Service | | | |
| Régions et départements | 453.8 | 0.6 | 0.2 |
| Communal sector | 1,527.7 | 1.8 | 1.0 |
| Hospital Civil Service | | | |
| Hospitals | 1,040.3 | 0.7 | 0.5 |
| Medico-social establishments | 143.3 | 2.8 | 2.2 |

(p) : provisional

Scope: final main posts as at December 31, France

Sources: INSEE, Siasp

For further information :

The Information System on Civil Servants (Siasp), produced by Insee since 2009, provides information on employment and payments of the agents of the three spheres of the civil service. It's sourced by the monthly pay files of the State for the majority of the central civil servants (FPE) and sourced by the Annual Declaration of Social Data (DADS) for local and hospital civil servants (FPT and FPH) and the remainder of the central civil servants.

Siasp describes for every agent the nature of employment, the start and finish date for the pay period, the number of salaried hours, the working conditions (full-time, part-time), the amount of the paid remunerations... It integrates characteristic concepts and variables of the civil service, linked in particular to the status of the agent or to his/her method of payment (rank, level, index...).

It aims at insuring the coherence of concepts regarding conditions of work and regarding payments between the three spheres of the civil service, and the field of private sector employees. Based on individual data, it allows us in particular to deal with multiple activities and to provide information about the panel of every employee.

The new information system replaces the data from the survey of the previously mobilized employers (Colter survey of the local civil service establishments, SAE and EHPA survey from Drees).

The agents of the medical and social establishments connected with a hospital center are counted (recorded) in the staff of hospitals.

The definition of civil service refers to legal persons and agencies subject to administrative law in which recruitment will be made on the basis of public law. The definition of each sphere (FPE, FPT, FPH) is borne out of the legal category of the employer. All information on definitions is specified in the entry Siasp of de « Sources et Méthodes » on insee.fr and on the entry Définitions et méthodes of « Statistiques » on fonction-publique.gouv.fr.


Définitions:

The **final main position on 31 December** of an employee is the active and non-annexed position which s/he occupies on this date (or the highest paid job if the agent has several positions). A job is considered **active** if it generates a remuneration, and **non-annexed** if the labour force and the corresponding level of pay are 'sufficient'.

The **volume of annual labour in full-time equivalent** is calculated by taking into account all the jobs of the employees (including the part-time position). Every job is taken into account in proportion to its hourly volume of work brought back to a full-time post. For example, a half-time job/position for 12 months has a weight of 0.5. The same job of 6 months duration will have a weight of 0.25.

An **subsidised contract** is a special type of employment contract, for which the employer benefits from aid, which may take the form of recruitment subsidies, exemptions from certain social contributions, or training assistance. The general principle is to reduce, via direct or indirect aid, hiring and/or training costs for the employer. These subsidised jobs are, in general, accessible mainly for "target publics", such as persons "in difficulty on the labour market" or young people (<http://www.insee.fr/en/methodes/default.asp?page=definitions/contrat-aide.htm>)

The final data 2013 are available in :

- Key figures 2013 http://www.insee.fr/en/themes/theme.asp?theme=3&sous_theme=4&type=2&nivgeo=0&produit=OK
- INSEE Première http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1544
- Annual report on the state of the civil service, edition 2014 <http://www.fonction-publique.gouv.fr/statistiques-28>
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