

# Informations *Rapides*

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## ■ Civil Service employment – on 31 December 2013 (preliminary results)

### Rise in Civil Service employment in 2013

*Warning: this publication is based on provisional figures which may be revised.*

At the end of 2013, the French civil service employed 5.60 million persons, including assisted contracts (5.42 million excluding assisted contracts).

Civil service employment increased by 1.5%, incl. assisted contracts, between 31/12/2012 and 31/12/2013. A surge of 36.0 % of assisted contracts (+48 000) accounts for a large part of this rise. Excluding assisted contracts, employment increased by 0.7%. This growth followed a slighter rise last year (+0.3% incl. and excl. assisted contracts).

In France's civil service, the annual employment, incl. assisted contracts, reached 5.2 million converted to full-time equivalents, up 0.6% compared with 2012.

In the state civil service, employment, incl. assisted contracts, went up 1.0% (after -1.0% in 2012) and remained unchanged excl. assisted contracts (+0.1% after -1.1%). There was a slight drop in employment within the ministries (-0.3% incl. and excl. assisted contracts) and a rise in the employment of public administrative establishments (+1.9% excl. assisted contracts and +6.0% incl. assisted contracts).

In the local civil service, the increase of employment, incl. assisted contracts, was more dynamic in 2013 (+2.0% after +1.6% in 2012, incl. assisted contracts). The rise was lower excl. assisted contracts (+0.9%) and lesser than in 2012 (+1.7%). It was more significant in *régions* and *départements* than in the *communal* sector.

In the hospital civil service, the rise in employment strengthened : in 2013, it reached +1.7% incl. assisted contracts and +1.4% excl. assisted contracts after +0.7% in 2012 (incl. and excl. assisted contracts). Like in 2012, the increase is higher in medico-social establishments (+3.9% incl. assisted contracts) than in hospitals (+1.4% incl. assisted contracts).

### Civil Service employment

(level data in thousands)

		2013	Change (%)	
			11-12	12-13
<b>Workforce at 31 December (1)</b>				
State Civil Service	Total, incl. assisted contracts	2,476.5	-1.0	1.0
	excl. assisted contracts	2,385.5	-1.1	0.1
Local Civil Service	Total, incl. assisted contracts	1,951.4	1.6	2.0
	excl. assisted contracts	1,878.7	1.7	0.9
Hospital Civil Service	Total, incl. assisted contracts	1,172.6	0.7	1.7
	excl. assisted contracts	1,152.7	0.7	1.4
<b>Civil Service</b>	<b>Total, incl. assisted contracts</b>	<b>5,600.4</b>	<b>0.3</b>	<b>1.5</b>
	<b>excl. assisted contracts</b>	<b>5,416.9</b>	<b>0.3</b>	<b>0.7</b>
<b>Workload in full-time equivalent (2)</b>				
<b>Civil Service</b>	<b>Total, incl. assisted contracts</b>	<b>5,216.4</b>	<b>0.0</b>	<b>0.6</b>
	<b>excl. assisted contracts</b>	<b>5,109.9</b>	<b>0.1</b>	<b>0.5</b>

(1) Final main posts on December 31

(2) All active posts in the year

Scope: France

Sources: Insee, Siasp

### Civil Service employment per employer

(level data in thousands)

	Level 2013	Change in a year (%)	
	incl. assisted contracts	incl. assisted contracts	excl. assisted contracts
<b>State Civil Service</b>			
Ministries	1928.0	-0.3	-0.3
Public administrative establishments	548.5	6.0	1.9
<b>Local Civil Service</b>			
Régions et départements	451.1	0.9	0.3
Communal sector	1500.3	2.4	1.1
<b>Hospital Civil Service</b>			
Hospitals	1033.2	1.4	1.2
Medico-social establishments	139.4	3.9	2.9

Scope: final main posts on 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 maximum coherence regarding conditions of work and regarding payments between the employees of the three spheres of the civil service, and implements concepts comparable to those retained for 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 **assisted 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 assisted 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 2012 are available in :

- Key figures 2012 [http://www.insee.fr/fr/themes/theme.asp?theme=3&sous\\_theme=4&type=2&nivgeo=0&produit=OK](http://www.insee.fr/fr/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=ip1496](http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1496)
- Annual report on the state of the civil service, edition 2013 <http://www.fonction-publique.gouv.fr/statistiques-28>
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