

# Informations *Rapides*

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## ■ Civil Service employment – on 31 December 2012 (preliminary results)

### Slight rise in Civil Service employment between 2011 and 2012

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

At the end of 2011, the French civil service employed 5.5 million people, including assisted contracts. Excluding assisted contracts, the total was 5.4 million. Civil service employment, including and excluding assisted contracts, increased by 0.3 % between 2011 and 2012 (respectively + 16,600 people and + 15,800 people over the year).

In France's civil service, the annual labour force remained unchanged compared to 2011 (5.2 million converted to full-time equivalents, including assisted contracts).

Over the year, employment fell slightly in the state civil service : -0.9 % including assisted contracts (after -2.0 %) and -1.0 % excluding assisted contracts (after -2.4 %). There was a drop in employment within the ministries (-2.3 % including assisted contracts) and a rise in the workforce of public administrative establishments (+4.4 % including assisted contracts). The transfer of a part of the Ministry for Higher Education and scientific Research personnel towards the universities, which are becoming increasingly autonomous, accounts for a part of this rise.

In the local civil service, employment increase more significantly than in 2011 (+1.6 % including assisted contracts and +1.7 % excluding assisted contracts), in particular in the *communal sector* (+1.9 % including assisted contracts), but also in *régions* and *départements* (+0.8 % including assisted contracts).

In the hospital civil service, the rise in employment weakened (+0.7 % including and excluding assisted contracts). Like in 2011, the increase is greater in medico-social establishments (+1.5 % including and excluding assisted contracts) than in hospitals (+0.6 % including and excluding assisted contracts).

#### Civil Service employment

(level data in million)

(level data in million)				
		2012	Change (%) (1)	
			10-11	11-12
Workforce at 31 December (2)				
State Civil Service	Total,			
	incl. assisted contracts	2443.8	-2.0	-0.9
	excl. assisted contracts	2375.2	-2.4	-1.0
Local Civil Service	Total,			
	incl. assisted contracts	1912.8	0.3	1.6
	excl. assisted contracts	1862.4	1.1	1.7
Hospital Civil Service	Total,			
	incl. assisted contracts	1153.2	1.3	0.7
	excl. assisted contracts	1 137,0	1.7	0.7
Civil Service	Total,			
	incl. assisted contracts	5509.8	-0.5	0.3
	excl. assisted contracts	5374.6	-0.4	0.3
Workload in full-time equivalent (3)				
Civil Service	Total,			
	incl. assisted contracts	5173.6	-0.2	0.1
	excl. assisted contracts	5076.6	-0.1	0.2

(1) Change on a constant basis of civil service scope

(2) Final main posts on December 31

(3) All active posts in the year

Scope: France

Sources: Insee, Siasp

#### Civil Service employment per employer

(level data in million)

	Level 2012	Change in a year (%)	
	incl. assisted contracts	incl. assisted contracts	excl. assisted contracts
State Civil Service			
Ministries	1924.5	-2.3	-2.2
Public administrative establishments	519.3	4.4	4.6
Local Civil Service			
Régions et départements	447.2	0.8	0.8
Communal sector	1465.6	1.9	2.0
Hospital Civil Service			
Hospitals	1037.7	0.6	0.6
Medico-social establishments	115.5	1.5	1.5

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 2011 are available in :

- Key figures 2011 [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=ip1460](http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1460)
- Annual report on the state of the civil service, edition 2013 <http://www.fonction-publique.gouv.fr/statistiques-28>
- Press contact: [bureau-de-presse@insee.fr](mailto:bureau-de-presse@insee.fr).

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