

# Informations *Rapides*

16 avril - n° 90



## ■ Wages in the civil service in 2012 (preliminary results)

### Further decrease in average net wages in real terms in the civil service between 2011 and 2012

*Warning : This Informations Rapides is based on provisional data. It is therefore likely to be revised.*

#### • Average wage

In the State civil service (SCS), which includes ministries and public institutions, the nominal average net wage in full-time unit (FTU) rose by 1.1 % between 2011 and 2012. The average net wage decreased by 0.8 % in real terms. On average, it amounted to 2 460 euros per month in 2012.

In the local civil service (LCS), nominal net wages increased by +1.4% while real wages decreased by 0.5 % between 2011 and 2012. The average net wage in FTU reached 1 850 euros per month in 2012.

In the hospital public sector (HPS), the nominal average net wage increased by 1.3 % between 2011 and 2012. The real average net wage fell by 0.6 %. This average net wage in FTU amounted to 2 240 euros per month in 2012.

In 2012, the growth of net wages is lower than the growth of gross wages, which relates in particular to the rise of social contributions (CSG, CRDS as well as civil pension contribution for permanent employees)

Wage level differences among the three civil services can mainly be explained by different structures in terms of statutory category, sex and age. Thereby nearly six out of ten state civil servants belong to category A, while only three out of ten agents are in this case in the HPS and only one out of ten in the LCS. On the contrary, three quarters of the local civil servants and half of the hospital civil servants belong to category C.

#### Average monthly wages in the three civil services

(levels in euros)

(levels in euros)					
	2012	Evolution between 2010 and 2011 (%)		Evolution between 2011 and 2012 (%)	
		nominal €	real €	nominal €	real €
State civil service - SCS (1)					
Gross	2 970	2.2	0.1	1.5	-0.4
Net	2 460	2.0	-0.1	1.1	-0.8
Local civil service - LCS (2)					
Gross	2 200	1.4	-0.6	1.7	-0.2
Net	1 850	1.3	-0.8	1.4	-0.5
Hospital public sector - HPS (3)					
Gross	2 660	1.8	-0.3	1.6	-0.3
Net	2 240	1.5	-0.6	1.3	-0.6

(1) without the military, including beneficiaries of subsidized contracts.

(2) without nursery and family assistants, including beneficiaries of subsidized contracts.

(3) without beneficiaries of subsidized contracts, interns and externs.

Note: variations in real terms account for inflation (including tobacco).

Field: France. Employees in full-time unit.

Sources: Insee, Siasp.

## • Average remuneration of people in place

The average remuneration of people in place (ARPP) is a wage notion which measures the average wage change for employees present from one year to another. Here are retained the agents who are present for two full and consecutive years with the same employer and with the same work quotity. Once labor force movements (entries into the civil service, departures, changes of employer) and changes in work quotity are taken into account, two thirds of the civil servants are in this situation.

In the State civil service, the nominal net ARPP increased by 1.9 % and the real net ARPP hardly changed at all.

In the local civil service, the nominal net ARPP rose by 2.4 % and the real net ARPP increased by 0.4 %.

In the hospital public sector, the nominal net ARPP went up by 1.8 %, which implies a fall by 0.1 % in real terms.

In 2012, the diminution of compensated overtime work declared by employers might explain the evolution of the ARPP change.

### Average monthly remuneration of the people in place in the three civil services

(levels in euros)

	2012	Evolution between 2010 and 2011 (%)		Evolution between 2011 and 2012 (%)	
		nominal €	real €	nominal €	real €
State civil service - SCS (1)					
Gross	3 130	3.2	1.1	2.3	0.4
Net	2 600	3.0	0.9	1.9	0.0
Local civil service - LCS (2)					
Gross	2 300	2.5	0.4	2.7	0.7
Net	1 940	2.3	0.2	2.4	0.4
Hospital public sector - HPS (3)					
Gross	2 630	3.6	1.5	2.1	0.2
Net	2 220	3.3	1.1	1.8	-0.1

(1) without the military, including beneficiaries of subsidized contracts.

(2) without nursery and family assistants, including beneficiaries of subsidized contracts.

(3) without beneficiaries of subsidized contracts, interns and externs.

Note: variations in real terms account for inflation (including tobacco).

Field: France. Employees in full-time unit.

Sources: Insee, Siasp.

### For further information:

Evolutions in **real terms** are calculated by reference to the change in the consumer price index including tobacco. This index rose by 2.1% in 2011 and by 2.0% in 2012. The consumer price index without tobacco increased by 2.1 % in 2011 and by 1.9 % in 2012.

Wages in **full-time unit (FTU)** are computed in an annualized way using all the jobs occupied by employees (including part-time and full-time jobs, but without "annex jobs"). Each job is counted in proportion to its volume of working hours proportional to that of a full-time post occupied all year.

The **net wage** is obtained by subtracting social contributions to the gross wage. Social contributions include the universal social security contribution (CSG) and the contribution devoted to the refund of the social security debt (CRDS).

The **average remuneration of people in place (ARPP)** is the average wage in FTU of the individuals present for two complete years (24 consecutive months) with the same employer and with the same working time quotity for the two years (however, the number of compensated overtime work hours may change from one year to another).

The **hospital public sector** is a subset of the civil service corresponding to institutions whose main economic activity pertains to hospital activities (8610Z, NAF rev.2) or with the legal category « hospitalization institutions » (7364).

The definitive data for the year 2011 are available:

- Insee Première [http://www.insee.fr/fr/themes/document.asp?reg\\_id=0&ref\\_id=ip1476](http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1476)
- Insee Première [http://www.insee.fr/fr/themes/document.asp?reg\\_id=0&ref\\_id=ip1486](http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1486)
- Rapport annuel sur l'état de la fonction publique, édition 2013 <http://www.fonction-publique.gouv.fr/publications/fonction-publique-faits-et-chiffres-0>

The *Informations Rapides* on employment in 2012 in the three civil services is available: <http://www.insee.fr/fr/themes/info-rapide.asp?id=113>

Methodological documents concerning Siasp sources are available in the section « Sources et Méthodes » on insee.fr (<http://www.insee.fr/fr/methodes/default.asp?page=sources/sou-systeme-info-agent-service-pub-siasp.htm>) and in the section Définitions et méthodes of « Statistiques » on fonction-publique.gouv.fr (<http://www.fonction-publique.gouv.fr/statistiques-7>).

Next issue : 1<sup>st</sup> semester of 2015