

■ Wages in the civil service in 2013 (preliminary results)

Decrease in net wages in real terms in the civil service between 2012 and 2013

*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 0.1% in nominal terms between 2012 and 2013. The real average net wage decreased by 0.7%. This net average wage amounted to 2,470 euros per month in 2013.

In the local civil service (LCS), net nominal wages increased by 0.7% while real wages decreased by 0.1% in real terms between 2012 and 2013. The average net wage in FTE reached 1,850 euros per month in 2013.

In the hospital public sector (HPS), the nominal average net wage increased by 0.6% in nominal terms between 2012 and 2013. The real average net wage fell by 0.2% in real terms. The average net wage in FTE was 2,240 euros per month in 2013.

In 2013, the differences in evolution between net wages and gross wages (between -0.3 and -0.4 percentage point) relate in particular to the rise of contributions for civil pension of tenured civil-servants to bring them in alignment with those in the private sector, and, for the employees concerned, by the effect on a full-year basis of the suppression of the exemption of CSG and CRDS on overtime, which has been implemented since September 2012.

Gaps in wage levels between the three civil services results mainly from different structures in terms of statutory category, of types of jobs held, and of age range. Thereby nearly 60% state civil servants belong to category A, for only 25% of HPS agents, and 10% of agents in the LCS. In contrast, 75% of local civil servants and half of hospital civil servants belong to category C.

Average monthly wages in the three civil services

(levels in euros)

		Evolution between 2011 and 2012 (%)		Evolution between 2012 and 2013 (%)	
	level 2013	nominal €	real €	nominal €	real €
State civil service - SCS (1)					
Gross	2,980	1.6	-0.4	0.5	-0.4
Net	2,470	1.2	-0.7	0.1	-0.7
Local civil service - LCS (2)					
Gross	2,220	1.7	-0.3	1.1	0.2
Net	1,850	1.4	-0.6	0.7	-0.1
Hospital public sector - HPS (3)					
Gross	2,690	1.7	-0.3	1.0	0.1
Net	2,240	1.4	-0.6	0.6	-0.2

(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 are taking inflation (including tobacco) into account.

Field: France. Employees in full-time unit.

Sources: INSEE, SIASP

• Average remuneration of people in place

The average remuneration of people in place (ARPP) measures the average evolution of wages of civil servants from one year to another. Only agents who are present for two complete and consecutive years with the same employer and with the same work quantity are considered. Due to labor flows (entries into the civil service, departures, changes of employer) and changes in working time, two thirds of civil servants are in this situation.

In the SCS, the nominal net ARPP increased by 1.4% and the real net ARPP rose by 0.5%.

In the LCS, the nominal net ARPP rose by 1.6% and the real net ARPP increased by 0.7%.

In the HPS, the nominal net ARPP went up by 1.6%, which constitutes a rise by 0.7% in real terms.

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

(levels in euros)

(levels in euros)

		Evolution between 2011 and 2012 (%)		Evolution between 2012 and 2013 (%)	
	level 2013	nominal €	real €	nominal €	real €
State civil service - SCS (1)					
Gross	3,130	2.4	0.4	1.8	0.9
Net	2,590	2.0	0.0	1.4	0.5
Local civil service - LCS (2)					
Gross	2,320	2.7	0.7	1.9	1.1
Net	1,940	2.4	0.4	1.6	0.7
Hospital public sector - HPS (3)					
Gross	2,640	2.1	0.2	1.9	1.0
Net	2,210	1.8	-0.1	1.6	0.7

(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 are taking inflation (including tobacco) into account.

Field: France. Employees in full-time unit.

Sources: INSEE, SIASP

For further information :

Evolutions in **real terms** account for changes in the consumer price index including tobacco. This index rose by 2.0% in 2012 and by 0.9% in 2013. For the record, the consumer price index without tobacco increased by 1.9% in 2012 and by 0.7% in 2013.

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, without "annex jobs"). Each job is counted in proportion to the volume of working hours it represents proportional to that of a full-time post occupied all year.

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

In the SIASP (*Système d'information sur les agents des services publics*, i.e. System for Information on Civil Servants) database, the net wage is derived from the net fiscal wage. The contribution to mandatory complementary health insurance provided by the employer, which became taxable in 2013, is counted in the calculation of the net fiscal wage, and consequently in the net wage statistics, as a benefit in kind. For the civil service, only some public institutions are concerned. This measure was offset in the calculation of the 2012-2013 net wage evolutions.

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 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 detailed data for the year 2012 are available:

- Insee Première http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1509
- Insee Première http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1514
- Rapport annuel sur l'état de la fonction publique, édition 2014 <http://www.fonction-publique.gouv.fr/publications/fonction-publique-faits-et-chiffres-0>
- The Insee Première on employment in 2013 in the three civil services is available : http://www.insee.fr/fr/themes/document.asp?ref_id=ip1544
- 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>).
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