

Informations Rapides

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■ Wages in the civil service in 2014 (preliminary results)

Between 2013 and 2014, the average net wage rose by 0.8% in real terms in the local civil service, by 0.4% in the hospital civil service and decreased by 0.2% in the state civil service. The average remuneration of workers in place rose in the three civil services.

Warning: This Informations Rapides is based on provisional data that may be subject to revision.

• Average wage

At the end of 2014, the civil service employed 5.64 million persons, tenured civil servants, contract employees, other categories and beneficiaries of subsidised contracts. The annual variation of average wage reflects individual wage progressions, but also relates to job structure changes in the civil service, particularly in terms of status (for example, evolution of subsidised contracts employment volume) or in terms of age (related to retirements, recruitments).

In the State civil service (SCS), all status combined (excluding the military) which includes ministries and public institutions, the nominal average net wage in full-time equivalent (FTE) rose by 0.3% in nominal terms between 2013 and 2014 and reached in average 2,480 euros net per month. Taking into account inflation, it decreased by 0.2% in real terms.

In the local civil service (LCS, excluding the military, nursery and family assistants), the variation between 2013 and 2014 is on the rise: +1.4% in nominal terms, i.e. +0.8% in real terms. The average net wage in FTE reached 1,880 euros per month in 2014.

In the hospital civil service (HCS), i.e. the hospital public institutions and the social and medico-social sector (excluding hospital interns and externs), the average net wage rose by 0.9% in nominal terms between 2013 and 2014. It went up by 0.4% in real terms. The average net wage in FTE reached 2,210 euros per month in 2014.

In 2014, the differences in variation between net wages and gross wages (about -0.3 percentage points) relate in particular to the rise in contributions for civil pension of tenured civil servants (to put them in line with those in the private sector). Gaps in wage levels between the three civil services result mainly from different structures in terms of category, status and types of jobs held. Thereby nearly 60% state civil servants belong to category A, for only 30% of HCS 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 for 20% in the SCS.

Average monthly wages in the three civil services

(levels in euros)

	level 2014 (p)	Variation between 2012 and 2013 (%)		Variation between 2013 and 2014 (%)	
		Nominal euros	real euros	nominal euros (p)	real euros (p)
State civil service - SCS (1)					
Gross	3,000	0.5	-0.4	0.7	0.2
Net	2,480	0.1	-0.7	0.3	-0.2
Local civil service - LCS (2)					
Gross	2,260	1.1	0.2	1.7	1.2
Net	1,880	0.8	-0.1	1.4	0.8
Hospital civil service - HCS (3)					
Gross	2,650	1.0	0.1	1.2	0.7
Net	2,210	0.6	-0.2	0.9	0.4

Scope: France (excluding Mayotte), including beneficiaries of subsidised contracts, in full-time equivalent.

(1) without the military.

(2) without the military, nursery and family assistants.

(3) without hospital interns, externs, nursery and family assistants.

(p) 2014 data are provisional.

Note: variations in real terms are taking inflation (including tobacco) into account.

Sources: INSEE, SIASP

- **Average remuneration of workers in place**

The average remuneration of workers in place (ARWP) measures the average variation in wages of the civil servants present for two complete consecutive years. Therefore it reflects the individually earned wages, including a – positive – career effect related to seniority. It has a narrower scope which excludes current year entries and exits. Here are only considered the agents present for two complete and consecutive years with the same employer and the same work quotity. Two thirds of the civils servants are in this situation, taking into account the labor flows (entries into the civil service, departures, changes of employer) and changes in working quotity.

In the State civil service, the nominal net ARWP increased by 2.2%. In real terms, it rose by 1.6%.

In the local civil service, the nominal net ARWP rose by 2.7%. In real terms, it increased by 2.1%.

In the hospital civil service, the nominal net ARWP went up by 1.8%, which constitutes a rise by 1.3% in real terms.

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

(levels in euros)

	level 2014 (p)	Variation between 2012 and 2013 (%)		Variation between 2013 and 2014 (%)	
		nominal euros	real euros	nominal euros (p)	real euros (p)
State civil service - SCS (1)					
Gross	3,190	1.8	0.9	2.5	2.0
Net	2,630	1.4	0.5	2.2	1.6
Local civil service - LCS (2)					
Gross	2,380	2.0	1.1	3.0	2.5
Net	1,980	1.6	0.8	2.7	2.1
Hospital civil service - HPS (3)					
Gross	2,740	2.0	1.1	2.2	1.7
Net	2,280	1.7	0.8	1.8	1.3

Scope: France (excluding Mayotte), including beneficiaries of subsidised contracts, in full-time equivalent.

(1) without the military.

(2) without the military, nursery and family assistants.

(3) without hospital interns, externs, nursery and family assistants.

(p) 2014 data are provisional.

Note: variations in real terms are taking inflation (including tobacco) into account.

Sources: INSEE, SIASP

For further information :

The follow-up field of wages in the three civil services includes tenured civil servants, contract employees, temporary employees, employees with particular category or status (physicians, State workers, teachers of private institution sub-contracted with the State, etc.) and beneficiaries of subsidised contracts. A follow-up of the employment of these different categories of agents is available in the *Informations Rapides* n°303/2015 and the *Insee Première*, n°1586.

Variation in real terms account for changes in the consumer price index including tobacco. This index rose by 0.9% in 2013 and by 0.5% in 2014. For the record, the consumer price index without tobacco increased by 0.7% in 2013 and by 0.4% in 2014.

Wages in full-time equivalent (FTE) corresponds to the wage converted to a full-time job occupied all year regardless of the effective working time volume. For an employee who occupied a job during six months at 80% and earned 10,000 euros, the wage in FTE is $10,000 / (0.5 \times 0.8) = 25,000$ euros per year. To calculate the average wage in FTE or its distribution, all the jobs including part-time jobs are counted in proportion to the effective working time volume (i.e. $0.5 \times 0.8 = 0.4$ FTE in the previous example).

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 source "System for Information on the Civil Servants" (SIASP), the net wage is calculated with the fiscal net wage.

The average remuneration of workers in place (ARWP) is the average wage in FTE 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 detailed data for the year 2013: *Insee Première* http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1564

- *Insee Première* http://www.insee.fr/fr/themes/document.asp?reg_id=0&ref_id=ip1571

- Rapport annuel sur l'état de la fonction publique, édition 2015 <http://www.fonction-publique.gouv.fr/publications/fonction-publique-faits-et-chiffres-0>

The follow-up of employment in 2014 in the three civil services:

- *Informations Rapides* n°303: <http://www.insee.fr/en/themes/info-rapide.asp?id=113>

- *Insee Première* http://www.insee.fr/fr/themes/document.asp?ref_id=ip1586

- Methodological documents concerning SIASP sources are available in the section « Data: sources and methods » on [insee.fr](http://www.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) (<http://www.fonction-publique.gouv.fr/statistiques-7>).

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