

Informations Rapides

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■ Civil Service employment – on 31 December 2015 (preliminary results)

In 2015, civil service employment stabilised

At the end of 2015, the French civil service employed 5.65 million persons including subsidised contracts, that is 7,000 more over one year (0.1%). Excluding subsidised contracts, employment was stable at 5.45 million, after a rise of 0.3% in 2014.

Converted to full-time equivalents, annual employment incl. subsidised contracts increased by 0.3%, more weakly than in 2014 (1.2%), and reached 5.29 million.

In the state civil service, the total workforce increased slightly at the end of 2015 (+0.1% in ministries like in public administrative establishments) after being stable in 2014. In public establishments, the sharp fall of subsidised contracts (-4.3%) limited the overall increase. Excluding subsidised contracts, the workforce increase by 0.7%. In ministries, the overall slight rise was due to the workforce growth in ministries of National Education, Higher Education and Research (+1.1%) and Justice (+1.2%). However, employment decreased in most of the other ministries, particularly in the Ministry of Ecology (-5.2%) with -3.8% because of transfers to the local civil service and, to a lesser extent, in ministries of Economy and Finance (-1.8%) and Defense (-1.3%).

In the local civil service, employment slowed down substantially (+0.1% after +1.5% in 2014, incl. subsidised contracts). It climbed in *régions* and *départements* (+1.2%) that included the *métropole de Lyon* created in 2015 in the *départementale* perimeter. It decreased in the communal sector (-0.2%). However, at constant scope the workforce increased by 0.1% in each sector. Excluding subsidised contracts, the local civil service decreased in 2015 (-0.3%).

In the hospital civil service, employment slowed down too in 2015 (+0.3% after +0.9% in 2014, incl. subsidised contracts). The workforce was almost unchanged in hospitals (+0.1%) and dynamic in medico-social establishments (+1.5%).

Civil Service employment

		Level in thousands	Change (in %)	
		2015 (p)	2013-2014	2014-2015 (p)
Workforce as at December 31 (1)				
State Civil Service	Total, incl. subsidised contracts	2,477.5	0,0	0.1
	excl. subsidised contracts	2,398.0	-0.3	0.2
Local Civil Service	Total, incl. subsidised contracts	1,984.2	1.5	0.1
	excl. subsidised contracts	1,889.3	0.8	-0.3
Hospital Civil Service	Total, incl. subsidised contracts	1,186.9	0.9	0.3
	excl. subsidised contracts	1,163.5	0.7	0.2
Civil Service	Total, incl. subsidised contracts	5,648.6	0.7	0.1
	excl. subsidised contracts	5,450.9	0.3	0.0
Workload in full-time equivalent (2)				
Civil Service	Total, incl. subsidised contracts	5,294.8	1.2	0.3
	excl. subsidised contracts	5,150.3	0.5	0.1

(p): provisional

(1) Final main jobs as at December 31

(2) All active jobs in the year

Scope: France

Sources: INSEE, Siasp

Civil Service employment per employer

Workforce as at December 31	In thousands 2015 (p)	Year-on-year change (in %) (p)	
	incl. subsidised contacts	incl. subsidised contacts	excl. subsidised contacts
State Civil Service			
Ministries	1,914.8	0.1	0.1
Public administrative establishments	562.6	0.1	0.7
Local Civil Service			
Régions et départements	459.4	1.2 (0.1*)	1.2 (-0.1*)
Communal sector	1,524.9	-0.2 (0.1*)	-0.7 (0.4*)
Hospital Civil Service			
Hospitals	1,041.4	0.1	0.1
Medico-social establishments	145.5	1.5	1.1

(p): provisional

Scope: final main jobs as at December 31, France

* variation neutralizing the effect of the Métropole de Lyon creation

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 mode of payment (rank, level, index...).

It aims at insuring the coherence of concepts regarding conditions of work and regarding payments through the three spheres of the civil service, and 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.

Definitions:

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 month duration will have a weight of 0.25.

A **subsidised 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 subsidised jobs are, in general, accessible mainly for "target publics", such as persons "in difficulty on the labour market" or young people (<https://www.insee.fr/fr/metadonnees/definition/c1812>).

Métropole de Lyon: Created in 2015, the *métropole de Lyon* is a local authority with a particular status. It carries out, on the 59 towns of his territory, both competences attributed to the *conseils départementaux* and groups with their own tax. Since 2015, the *conseil départemental du Rhône* carries it competences only out of other towns of the *département*.

The **designation** « Ministry of *Ecology* » means here both the Ministry of Environment, Energy and Sea and the Ministry of Territory Equality and Housing.

The final 2014 data are available in:

- Key figures 2014 <https://www.insee.fr/fr/statistiques/2493501>
- INSEE Première n° 1586, march 2016 <https://www.insee.fr/fr/statistiques/1908147>
- Annual report on the state of the civil service, edition 2016 <http://www.fonction-publique.gouv.fr/rapports-annuels-0>
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