

Informations *Rapides*

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■ Wages in the civil service in 2015 (preliminary results)

In 2015, the average net wage rose in real terms by 0.4% in the State civil service, by 0.8% in the local civil service and by 0.6% in the hospital 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 2015, the civil service employed 5.65 million persons-tenured civil servants, contract employees, other categories and beneficiaries of subsidised contracts. The annual variation their average wage reflects individual wage progressions, but also job structure changes in the civil service, particularly in terms of status (for example, variation in subsidised contracts employment volume) and in terms of age (because of retirements and recruitments).

In the State civil service (SCS), all status combined (excluding the military) within ministries and public institutions, the average net wage in full-time equivalent (FTE) rose by 0.4% in real terms between 2014 and 2015. Its rise is the same in nominal terms, because inflation is close to zero. It reached 2,490 euros per month in average.

In the local civil service (LCS, excluding the military, nursery and family assistants), the average net wage in FTE increased by +0.8% between 2014 and 2015, in real terms as in nominal terms. It reached 1,890 euros per month in 2015.

In the hospital civil service (HCS) which includes staff of hospitals and medico-social institutions (excluding hospital interns and externs), the average net wage in FTE rose by 0.6% in real terms (+0.7% in nominal terms) between 2014 and 2015. It reached 2,240 euros per month in 2015.

In 2015, the differences in variation between net wages and gross wages (about -0.4 percentage points) is explained in particular by the rise in the contribution rate of employee retirement in civil service (progressive alignment towards the private sector rates). Gaps in wage levels between the three civil services result mainly from different structures in terms of category, status and types of jobs held. Indeed, 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 compared with 20% in the SCS.

Average monthly wages in the three civil services

(levels in euros)

	level 2015 (p)	Variation between 2013 and 2014 (%)		Variation between 2014 and 2015 (%)	
		nominal euros	real euros	nominal euros (p)	real euros (p)
State civil service - SCS (1)					
Gross	3 030	0.7	0.2	0.8	0.8
Net	2 490	0.3	-0.2	0.4	0.4
Local civil service - LCS (2)					
Gross	2 280	1.7	1.2	1.2	1.2
Net	1 890	1.4	0.9	0.8	0.8
Hospital civil service - HCS (3)					
Gross	2 700	1.2	0.7	1.0	1.0
Net	2 240	0.8	0.3	0.7	0.6

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) 2015 data are provisional.

Note : variations in real terms are taking the consumer price index including tobacco into account.

Sources: INSEE, SIASP.

Revisions

The variation in the average net wage in civil service in 2014 has been slightly revised. Indeed, the calculation method of the FTE wages has been reviewed to homogenise it between the three civil services. Thereby, levels and variations in wages in the past are not directly comparable to those published last year in *Informations Rapides* n°79 on 24 March 2016. For example, the variation in the average net wage in real terms between 2013 and 2014 is raised by 0.1 points for LCS.

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 individual development in earned wages, including a – positive – career effect related to seniority. This indicator has a narrow scope which excludes entries and exits and is limited to the agents present for two complete and consecutive years with the same employer and the same work quosity. It therefore covers two-thirds of the civils servants, taking into account the importance of labor flows (entries into the civil service, exits, changes of employer) and changes in working quosity.

In the State civil service, the nominal net ARWP increased by 1.9%, i.e. 1.8% in real terms.

In the local civil service, the net ARWP rose by 1.7% in nominal terms and real terms.

In the hospital civil service, the nominal net ARWP went up by 2.0%, which constitutes a rise of 1.9% in real terms.

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

(levels in euros)

		Variation between 2013 and 2014 (%)		Variation between 2014 and 2015 (%)	
	level 2015 (p)	nominal euros	real euros	nominal euros (p)	real euros (p)
State civil service - SCS (1)					
Gross	3 230	2.6	2.0	2.2	2.2
Net	2 660	2.2	1.7	1.9	1.8
Local civil service - LCS (2)					
Gross	2 390	3.0	2.5	2.1	2.1
Net	1 990	2.7	2.1	1.7	1.7
Hospital civil service - HCS (3)					
Gross	2 800	2.4	1.9	2.3	2.3
Net	2 320	2.0	1.5	2.0	1.9

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) 2015 data are provisional.

Note : variations in real terms are taking the consumer price index 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 in 2015 is available in the *Informations Rapides* n°329/2017 and the *Insee Première* n°1640.

Variation in real terms account for changes in the consumer price index including tobacco. This index rose by 0.51% in 2014 and by 0.04% in 2015.

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 2014: *Insee Première* n°1612 <https://www.insee.fr/fr/statistiques/2121590>

- *Insee Première* n°1616 <https://www.insee.fr/fr/statistiques/2121608>

- Rapport annuel sur l'état de la fonction publique, édition 2016 <http://www.fonction-publique.gouv.fr/rapport-annuel-sur-letat-de-la-fonction-publique-edition-2016>

The follow-up of employment in 2015 in the three civil services:

- *Informations Rapides* n°329/2015: <https://www.insee.fr/en/statistiques/2532497>

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Methodological documents concerning SIASP sources are available in the section « Data: sources and methods » 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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