

Informations *Rapides*

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■ Civil Service employment - on 31 December 2016 (preliminary results)

In 2016, civil service employment increased, except in local civil service

At the end of 2016, the French civil service employed 5.67 million persons including subsidised contracts, that is 20,400 more over one year (+0.4%). Subsidised contracts decreased in the three spheres of the civil service (-8,400, -4.3%) so workforce raised more excluding subsidised contracts (+0.5%).

Converted to full-time equivalents, annual employment incl. subsidised contracts increased by 0.2%, a little less than in 2015 (+0.3%), and reached 5.30 million.

In the state civil service, workforce at the end of 2016 including subsidised contracts increased by 1.0% over one year, after +0.1% in 2015. In ministries, the growth was +1.4% (+27,500). Two thirds of that rise was due to the workforce growth in Ministry of National Education, Higher Education and Research (+1.8%). The remaining part of the growth is explained in particular by new jobs in the Ministry of Justice and also in the ministries of Defense and Interior, in relation to action plans to fight against terrorism. On the other hand, in the Ministry of Economy and Finance and in the Ministry of Ecology, workforce still decreased. In public establishments, employment was down (-0.3%) due to a fall in subsidised contracts (-5.4%). Excluding those contracts, employment increased by 0.5% in public establishments and by 1.2 % in the whole state civil service.

Rising steadily since the 1980's, workforce in local civil service almost stabilized in 2015 (+0.1%) and decreased in 2016 (-0.4%). Excl. subsidised contracts, it decreased by -0.3% in 2015 and -0.2 % in 2016. The drop was greater in *régions* and *départements*: -1.0 % incl. subsidised contracts, -0.7 % excl. subsidised contracts. The fall in the communal sector (-0.2 %) was entirely due to subsidised contracts which decreased by 2.5%.

In the hospital civil service, employment continued to slow down in 2016: +0.2% after +0.3% in 2015, incl. subsidised contracts. It was stable in hospitals but dynamic in medico-social establishments (+2.1% incl. subsidised contracts and +2.5% excl. subsidised contracts).

Civil Service employment

		Level in thousands	Change (in %)	
		2016 (p)	2014-2015	2015-2016 (p)
Workforce as at December 31 (1)				
State Civil Service	Total, incl. subsidised contracts	2,503.0	0.1	1.0
	excl. subsidised contracts	2,426.7	0.2	1.2
Local Civil Service	Total, incl. subsidised contracts	1,977.2	0.1	-0.4
	excl. subsidised contracts	1,885.8	-0.3	-0.2
Hospital Civil Service	Total, incl. subsidised contracts	1,189.3	0.3	0.2
	excl. subsidised contracts	1,167.7	0.2	0.4
Civil Service	Total, incl. subsidised contracts	5,669.5	0.1	0.4
	excl. subsidised contracts	5,480.2	0.0	0.5
Workload in full-time equivalent (2)				
Civil Service	Total, incl. subsidised contracts	5,304.9	0.3	0.2
	excl. subsidised contracts	5,161.0	0.1	0.2

(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 2016 (p)	Year-on-year change (in %) (p)	
	incl. subsidised contracts	incl. subsidised contracts	excl. subsidised contracts
State Civil Service			
Ministries	1,942.3	1.4	1.4
Public administrative establishments	560.7	-0.3	0.5
Local Civil Service			
Régions and départements	446.0	-1.0	-0.7
Communal sector	1,531.2	-0.2	0.0
Hospital Civil Service			
Hospitals	1,040.7	0.0	0.1
Medico-social establishments	148.6	2.1	2.5

(p): provisional

Scope: final main jobs as at December 31, France

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 is 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 for a panel including all types of employees.

The agents of the medical and social establishments connected with a hospital center are counted 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>).

The **designation « Ministry of Ecology »** means here both the Ministry of ecology, energy, sustainable development and energy and the Ministry of housing, equality of territories and rurality.

The final 2015 data are available in

- Key figures 2015 <https://www.insee.fr/fr/statistiques/2493501>
- Insee Première n° 1640, march 2017 <https://www.insee.fr/fr/statistiques/2663284>
- Annual report on the state of the civil service, edition 2017: <https://www.fonction-publique.gouv.fr/rapport-annuel-sur-letat-de-la-fonction-publique-edition-2017>
- Press contact: bureau-de-presse@insee.fr
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