

Informations Rapides

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■ Wages in the civil service in 2016 (preliminary results)

In 2016, the average net wage rose in real terms by 0.4% in the civil service. The average remuneration of workers in place rose by 1,4 %.

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

Average wage rose in the three civil services

At the end of 2016, the civil service employed 5.67 million persons-tenured civil servants, contract employees, beneficiaries of subsidised contracts and other categories.

In the whole civil service, all status combined, the average net wage in full-time equivalent (FTE) rose by 0.5% in nominal terms between 2015 and 2016. This rise 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). Taking into account inflation, the average net wage rose by 0.4% in real terms between 2015 and 2016, and reached 2,230 euros per month in average. In 2016, the average gross wages increased by 0.7% in real terms. The difference between the two variations is explained in particular by the rise in the contribution rate of employee retirement in civil service under the pension reform of 2010.

In the State civil service (SCS, excluding the military) within ministries and public institutions, the average net wage in full-time equivalent (FTE) rose by 0.2% in real terms. It reached 2,510 euros per month in average in 2016.

In the local civil service (LCS, excluding the military, nursery and family assistants), the average net wage in FTE increased by 0.4% in real terms and climbed at 1,900 euros per month.

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 0.4% in real terms. It reached 2,260 euros per month in 2016.

Average monthly wages in FTE

(levels in euros)

		Variation between 2014 and 2015 (%)		Variation between 2015 and 2016 (%)	
	level 2016 (p)	nominal euros	real euros	nominal euros (p)	real euros (p)
Whole Civil service (1) (2) (3)					
Gross	2 710	1.0	1.0	0.9	0.7
Net	2 230	0.6	0.6	0.5	0.4
State civil service - SCS (1)					
Gross	3 060	0.8	0.8	0.8	0.6
Net	2 510	0.4	0.4	0.4	0.2
Local civil service - LCS (2)					
Gross	2 300	1.2	1.2	0.9	0.8
Net	1 900	0.8	0.8	0.6	0.4
Hospital civil service - HCS (3)					
Gross	2 740	1.3	1.2	0.9	0.7
Net	2 260	0.9	0.9	0.6	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) 2016 data are provisional.

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

Sources: INSEE, SIASP.

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, 60% of 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 nearly 20% in the SCS.

In 2016, the average remuneration of workers in place risen by 1.4% in real terms

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 career effect related to seniority. This indicator has a 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 quotity. 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 quotity.

In 2016, in the civil service, the net ARWP increased by 1.4% in real terms (after 1.8% in 2015). It rose in each civil service: by 1.7% in SCS, by 1.1% in LCS and by 1.4% in HCS.

Revisions

Compared to the last publication in *Informations Rapides* n°81 on 23 March 2017, the average net wage 2015 in HCS has been revised. Especially, the 2014-2015 variation in the average net wage in real terms is raised by 0.3 points.

Average remuneration of workers in place

	Variation between 2014 and 2015 (%)		Variation between 2015 and 2016 (%)	
	nominal euros	real euros	nominal euros (p)	real euros (p)
Civil service (1) (2) (3)				
Gross	2.2	2.2	2.0	1.8
Net	1.8	1.8	1.6	1.4
State civil service - SCS (1)				
Gross	2.2	2.2	2.2	2.1
Net	1.9	1.8	1.9	1.7
Local civil service - LCS (2)				
Gross	2.1	2.1	1.7	1.5
Net	1.7	1.7	1.3	1.1
Hospital civil service - HCS (3)				
Gross	2.3	2.3	1.9	1.8
Net	2.0	1.9	1.6	1.4

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) 2016 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. The scope excludes the military, nursery and family assistants and hospital interns and externs.

Variation **in real terms** account for changes in the consumer price index including tobacco. This index rose by 0.04% in 2015 and by 0.18% in 2016.

Wage 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 example, 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, 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 2015: *Insee Première* n°1662 <https://www.insee.fr/en/statistiques/3181728>

- *Insee Première* n°1667 <https://www.insee.fr/en/statistiques/3181753>

- *Insee Première* n°1684 <https://www.insee.fr/fr/statistiques/3313658>

- Rapport annuel sur l'état de la fonction publique, édition 2017, <https://www.fonction-publique.gouv.fr/rapport-annuel-sur-letat-de-la-fonction-publique-edition-2017>

The follow-up of employment in 2016 in the three civil services is available in:

- *Informations Rapides* n°328/2017 <https://www.insee.fr/en/statistiques/3291253>

- *Insee Première* n°1691 <https://www.insee.fr/fr/statistiques/3368738>

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

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