

# Informations Rapides

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## ■ Civil Service employment – on 31 December 2017 (preliminary results)

### In 2017, civil service employment was almost stable

At the end of 2017, the French civil service employed 5.66 million persons including subsidised contracts, that is 4,800 less over previous year (-0.1%). Excluding subsidised contracts, employment increased (+0.8%), but the number of subsidised contracts fell in each branch of the civil service (-50,400, that is to say -26.6%). Converted to full-time equivalents, annual employment incl. subsidised contracts increased by 0.4%, after +0.3% in 2016.

In the State Civil Service, the total employment incl. subsidised contracts was almost unchanged (+0.1%), after +1.0% in 2016. In ministries, employment increased by +1.2% (+22,900). This rise was mainly due to the workforce growth in ministries of National Education, Higher Education and Research (+2.0%, +20,600). To a lesser extent, employment rose in ministries of Interior (+5,200) and Justice (+1,300). However, employment continued to decline in ministrie of Economy and Finance (-2,000) and in ministries of Environment and Housing (-1,200). Workforce decreased by -3.7% in public administrative establishments due to the drop by 26.2% of subsidised contracts (-19,400). They represented 13.2% of the workforce in those establishments at the end of 2016. Excl. subsidised contracts, employment decreased slightly in this those establishments (-0.3%) and rose in the whole State Civil Service.

In the Local Civil Service, the fall of employment started in 2016 continued steadily (-0.4%). However, excl. subsidised contracts, employment increased (+0.9%). The subsidised contracts' decline was mainly in the communal sector (-21,600, -26.1%). Excl. subsidised contracts, employment increased by 1.0% in the communal sector. In *régions* and *départements*, incl. subsidised contracts, it decreased slightly (-0.2% after -1.0% in 2016).

In the Hospital Civil Service, employment stabilised in 2017, after decelerated during the past years. Excl. subsidised contracts, it increased more strongly than in 2016 (+0.7% after +0.4%). The increase was higher in medico-social establishments (+1.3% incl. subsidised contracts and +2.9% excl. subsidised contracts).

#### Civil Service employment

		Level in thousands	Change (in %)	
		2017 (p)	2015-2016	2016-2017 (p)
<b>Workforce as at December 31 (1)</b>				
State Civil Service	Total, incl. subsidised contracts	2,504.9	1.0	0.1
	excl. subsidised contracts	2,447.9	1.2	0.9
Local Civil Service	Total, incl. subsidised contracts	1,970.0	-0.4	-0.4
	excl. subsidised contracts	1,902.2	-0.2	0.9
Hospital Civil Service	Total, incl. subsidised contracts	1,189.8	0.2	0.0
	excl. subsidised contracts	1,175.6	0.4	0.7
Civil Service	Total, incl. subsidised contracts	5,664.7	0.4	-0.1
	excl. subsidised contracts	5,525.7	0.5	0.8
<b>Workload in full-time equivalent (2)</b>				
Civil Service	Total, incl. subsidised contracts	5,334.5	0.3	0.4
	excl. subsidised contracts	5,206.8	0.3	0.7

(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 2017 (p)	Year-on-year change (in %) (p)	
	incl. subsidised contracts	incl. subsidised contracts	excl. subsidised contracts
<b>State Civil Service</b>			
Ministries	1,965.2	1.2	1.2
Public administrative establishments	539.7	-3.7	-0.3
<b>Local Civil Service</b>			
Régions and départements	445.2	-0.2	0.3
Communal sector	1,524.7	-0.4	1.0
<b>Hospital Civil Service</b>			
Hospitals	1,039.3	-0.1	0.4
Medico-social establishments	150.5	1.3	2.9

(p): provisional

Scope: final main jobs as at December 31, France

Sources: INSEE, Siasp

## For further information

The Information System on Civil service employee (Siasp), produced by Insee since 2009, provides information on employment and payments of the agents of the three branches of the civil service. It's sourced by the monthly pay files of the State for the majority of the State service employees (FPE) and sourced by the Annual Declaration of Social Data (DADS) for local and hospital civil service employees (FPT and FPH) and the remain of the State civil service employee. For the first time in 2017, data come from the nominative social declarations (DSN).

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 (rank, level, index...).

It aims at insuring the coherence of concepts regarding conditions of work and regarding payments between the three branches of the civil service, and the private sector. 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 French Ministry of Health).

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](https://www.insee.fr) (<https://www.insee.fr/fr/metadonnees/source/s1322>) and on the entry "Définitions et méthodes" of "Statistiques" on [fonction-publique.gouv.fr](http://www.fonction-publique.gouv.fr) (<http://www.fonction-publique.gouv.fr/documents-et-methodes>).

## 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>).

## Bibliography

- Key figures 2016 <https://www.insee.fr/fr/statistiques/2493501>
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- Annual report on the state of the civil service, edition 2018 : <https://www.fonction-publique.gouv.fr/rapport-annuel-sur-letat-de-la-fonction-publique-edition-2018>
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