


## ASSESSMENT OF SOURCES AND METHODS USED IN THE PROVISION OF BASIC INFORMATION FOR THE CALCULATION OF SPECIFIC INDICATORS FOR A65 PURPOSES

COUNTRY: [FR](#) 

Version: 29 March 2017

### CONTEXT

1. This report is written in the context of the implementation of Article 65 and Annex XI of the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Union, as most recently amended by Regulation 1023/2013 of the European Parliament and of the Council.
2. Article 12 of Annex XI states that "*...It shall be the task of Eurostat to monitor the quality of basic data and statistical methods used to work out the factors taken into account for the update of remuneration. In particular, it shall make any assessments or carry out any studies required for such monitoring...*"
3. A methodology manual has been developed to describe the calculation of specific indicators in accordance with Article 65 of the EU Staff Regulations. There have been various editions over time; the most recent version is document A6465/14/26rev2, dated May 2016.
4. This methodological documentation is supplemented with interpretation guidelines and specific agreements for individual Member States reached during each annual data collection exercise.
5. With effect from 2010, detailed documentation is drawn up for each Member State which aims to give a full description of the manner in which basic data is compiled and transmitted to Eurostat to allow the calculation of Specific Indicators.

Twenty-two of these draft "inventories" (at different stages of completion) were presented at the meeting of the Working Group on Articles 64 and 65 of the Staff Regulations in Luxembourg in March 2015. A further progress report was reviewed at the meeting in Luxembourg in March 2016.

6. Previous assessment reports for this country have been prepared as follows: [None](#)
7. The current assessment report is based on the following information:
  - a. [pro-forma document A6465\\_16\\_03](#) ;
  - b. data provided by the national statistical authorities in the Standard Remuneration Questionnaire for the year [2015](#) ;
  - c. the "inventory", version dated [9.4.2010 \(status: validated\)](#) ;
  - d. other resources identified in connection with the work to establish Specific Indicators, including [FR government civil service website](#) ;

- e. a meeting with various FR government departments in Paris in 2010 .

#### ORGANISATIONAL ISSUES (SUMMARY)

8. The name of the national delegate to Working Group on Articles 64 and 65 is communicated to Eurostat by Ministerial adviser for financial and budgetary affairs | Permanent Representation of France to the EU (= *Ministre Conseiller pour les affaires financières et monétaires / Représentation permanente de la France auprès de l'Union Européenne*).
9. The national data required for the calculation of Specific Indicators is transmitted to Eurostat by the Head of Department for studies and statistics | Directorate General for Administration and the Civil Service (*Direction générale de l'administration et de la fonction publique (DGAFP) / Service du pilotage et des politiques transversales / Département des études et des statistiques*).  
Since 2010 some members of the contact team have changed, but a high degree of continuity has been ensured.
10. The national data is compiled from the following national sources: (since 2012) central statistical database for the public sector (= *Système d'information sur les agents publics (SIASP)*); Annual report on the state of the civil service.
11. This compilation involves collaboration with the following departments/organisations: National Institute for Statistics and Economic Studies (= *Institut national des statistiques et études économiques (INSEE)*).
12. The following information is publicly available:  
- Annual report on the state of the Civil Service.
13. The standard remuneration questionnaire for the year 2015 was transmitted via *eDamis* on 30.7.2015.
14. The following tables in the standard remuneration questionnaire for the year 2015 were incomplete:
- T1 

NOT complete
--------------
- Comment:  
- T1 ESA2010 "staff number in central government administration" figure not supplied;
15. The national validation of the Specific Indicator calculated by Eurostat for the year 2015 was transmitted via eMail on 16.9.2015.

#### OVERALL ASSESSMENT

√
---

 Comply

#### QUALITY ASSESSMENT – STAFF NUMBERS

16. Comments regarding the sample population for which staff numbers are supplied:
  - With effect from the 2015 exercise, information is supplied for the total number of relevant staff working in Central Administration (*administration publique central*), rather than the (larger) total of relevant staff working in the Ile-de-France region.
17. Comments regarding the total population from which the sample is selected:
  - The population data in SRQ Table 1 is reported as a headcount.
  - It is stated that the sample excludes temporary officials, and does not include certain occupations (eg. military, security, healthcare, education, diplomatic), which is correct. It could however be helpful to provide a reconciliation between the total number of civil servants working in central public administration, and the number which is supplied for the sample.
18. Comments regarding supply of the number of employees for the total central public administration (ESA 2010 s.1311) :
  - INSEE should be contacted to supply the ESA2010 variable "number of employees in central government administration" to allow more accurate calculation of the control indicator required by the Staff Regulations.

#### QUALITY ASSESSMENT – GROSS SALARY DATA

19. Comments regarding the supply of a figure for gross remuneration for each grade:
  - Remuneration data is reported for the same grades as those for which staff numbers are reported;
  - Adjustments to national minimum wage can require adjustments to grade index for lower-paid civil servants;
  - Various bonuses (*primes*) are an important component of total gross pay. For A65 purposes, an average payment is identified by grade for the civil service as a whole.
20. Comments regarding additional payments eg. state benefits:
  - State family allowances are included for a married couple with two children.

#### QUALITY ASSESSMENT – STATUTORY DEDUCTIONS

- Calculations are included in SRQ transmitted to Eurostat.
21. Comments regarding the calculation of personal income tax: The "*impôt sur le revenu des personnes physiques (IRPP)*" is applied for civil servants in similar manner as for other employees. Married couples with children receive different tax treatment to single persons. There is a tax rebate (*décote*) for low-paid workers.

22. Comments regarding the calculation of occupational pension contributions: The "*retenue pour pension civile (PC)*" is a fixed percentage of basic pay, and the "*régime additionnel de la fonction publique (RAFP)*" is a fixed percentage of other pay components.
23. Comments regarding the calculation of medical insurance contributions: N/A (entitlement to healthcare is part of national social security scheme).
24. Comments regarding the calculation of other social security contributions: The "*contribution sociale généralisée (CSG)*" is a fixed percentage of remuneration; the "*contribution au remboursement de la dette sociale (CRDS)*" is an additional fixed percentage of remuneration; the "*contribution de solidarité (CS)*" is a further fixed percentage of remuneration for higher-paid workers.
25. Comments regarding the calculation of other statutory deductions: N/A.

#### QUALITY ASSESSMENT – OTHER ASPECTS

26. N/A.

#### ACTION POINTS

27. See 17, 18.