

HR policies developed in the French civil services to cope with demographic change

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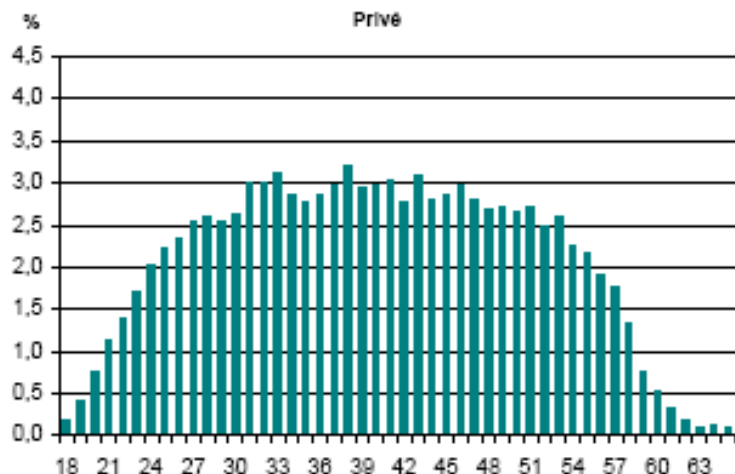
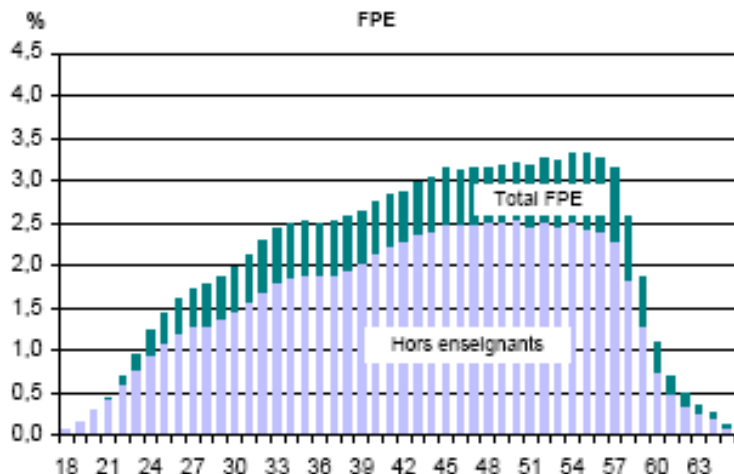
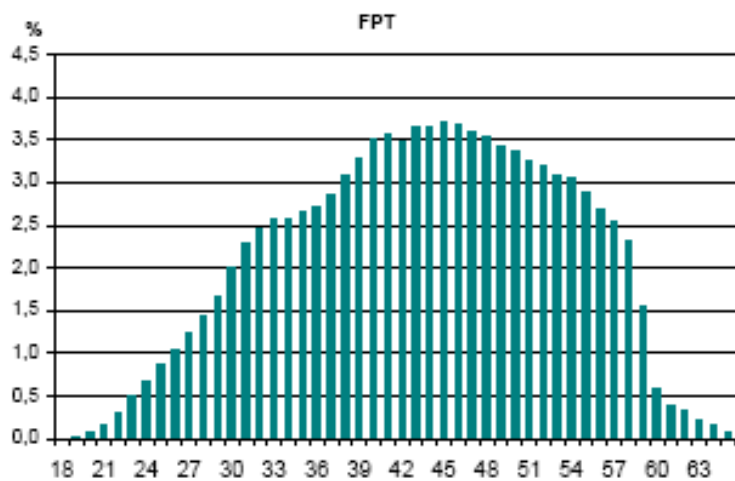
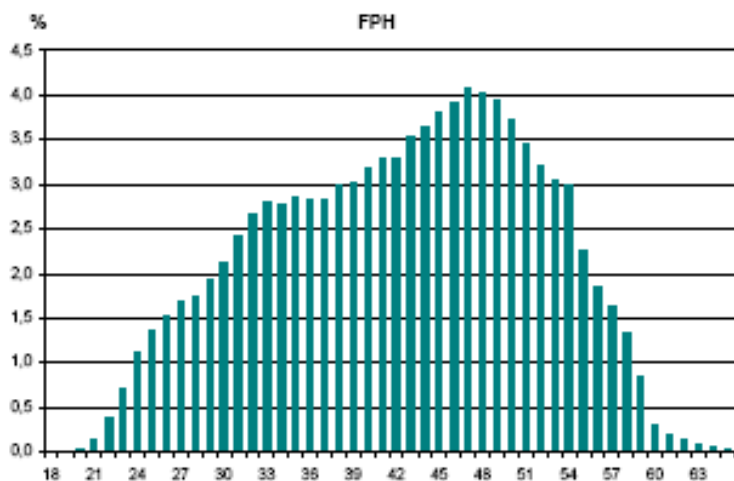


Summary :

1. Ageing : figures and forecasts
2. Main issues in the French public sector
3. Government's strategy and actions

1. Ageing : figures and forecasts

	Total population	Percentages of the population aged more than 50
Ministries	2 543 112	31,3%
- <i>Teachers</i>	915 374	30,1%
- <i>Other civil servants</i>	1 627 738	32,5%
Public hospitals	992 064	23,9%
Local government services	1 573 276	28,9%
Total population in the three civil services	5 108 452	29,1%



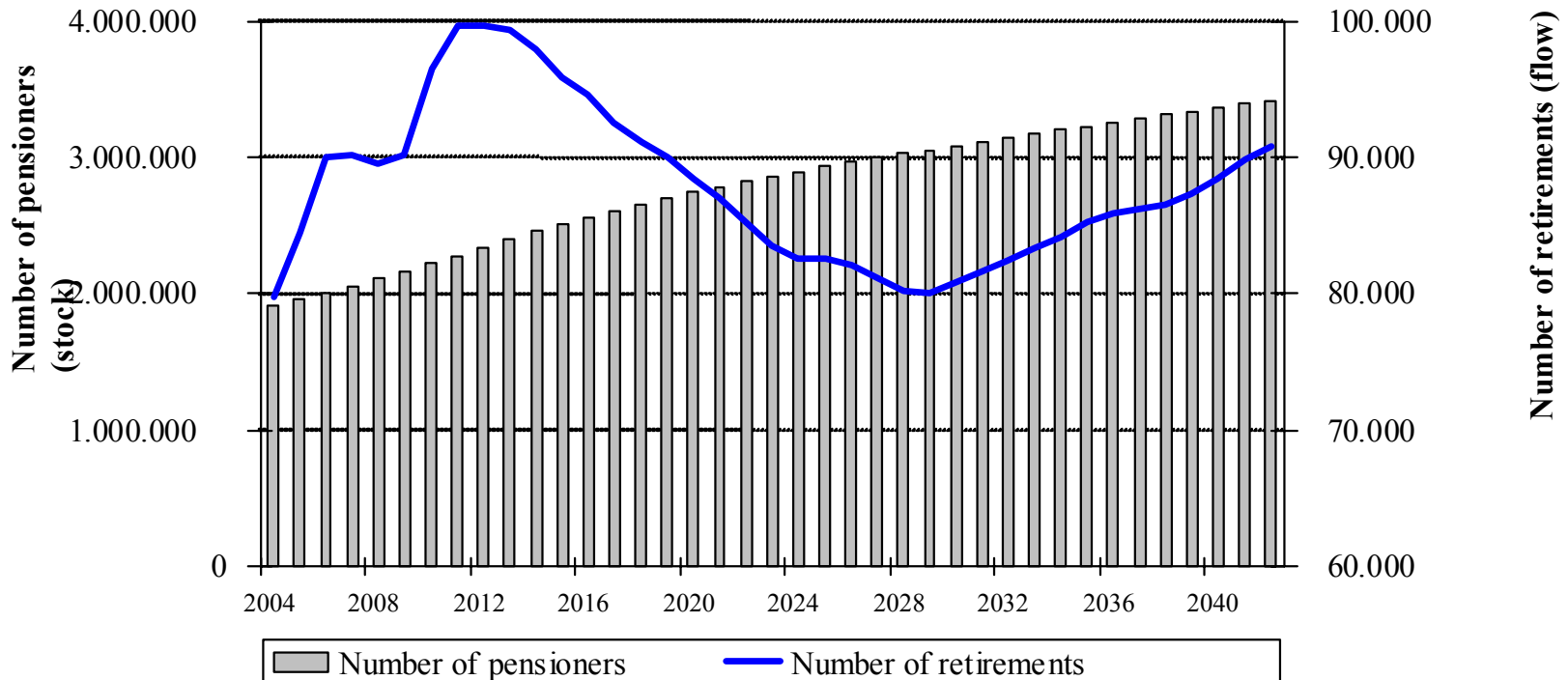
DGAFP, bureau des statistiques, des études et de l'évaluation.

Sources : Insee, exploitation des fichiers de paie et enquête sur l'emploi, CNRACL.

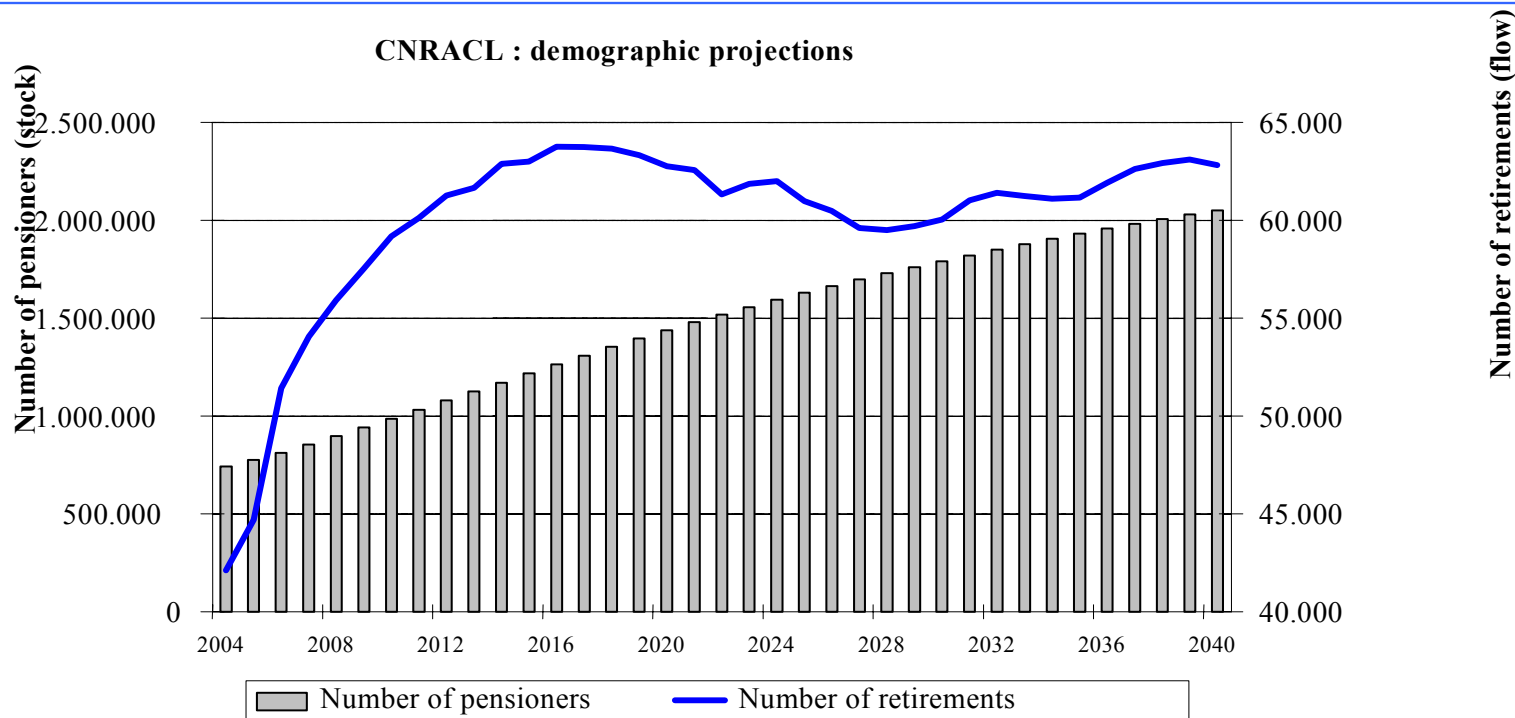


Ministries (number of pensioners and number of retirements)

Civil/military scheme : demographic projections

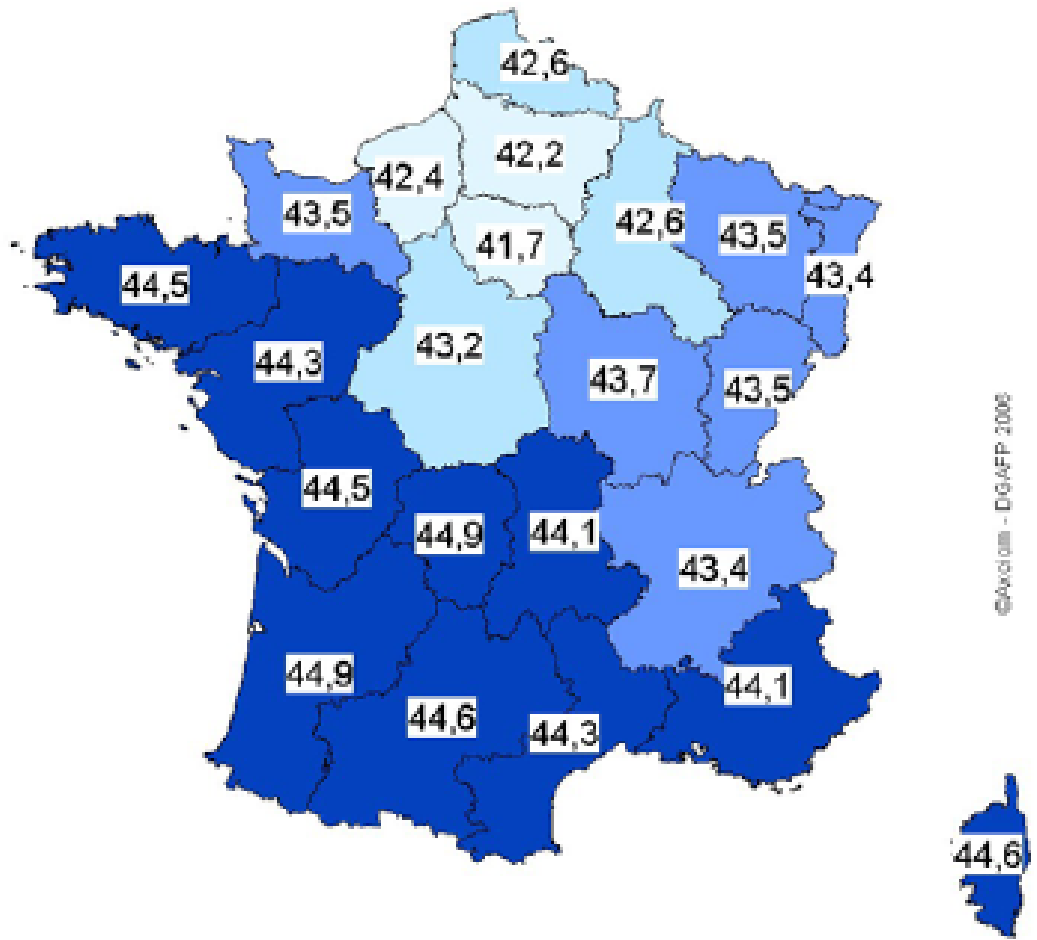


Local services & public hospitals (number of pensioners and number of retirements)



Âge moyen des agents civils de l'État par région au 31-12-2004

Average ages of
civil servants
(ministries) :



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Âge moyen : 43,3 ans

41,7 42,5 43,3 44,1 44,9

2. Main issues of demographic change in the French public sector :

A - Reforming civil services

- The demographic change seen as an opportunity to diminish the weight of the public sector (21% of the French workforce)
- In parallel, civil services have to take into account the performance based-approach included in the Constitutional law of August 1st, 2001 the finance act (Loi organique relative aux lois de finances, LOLF)

2. Main issues of demographic change in the French public sector :

B – Improving HR management :

- To maintain the attractiveness of the public sector,
- To improve mobility and develop training processes in order to adapt civil servants to new tasks.

3. Government's strategy and actions

A – Improving HR planning processes in ministries :

- planning for jobs
- planning workforce
- planning for skills

What does the Ministry of Civil Service do on that scope ?

- it encourages ministries to develop strategic policies on HR,
- develops HR Information Systems
- exchanges “best practices”.

3. Government's strategy and actions

B - Developing active recruitments and training processes :

- **By a renewal of policies of recruitment**
- **By the “all-life-long training”**

i.e. :

- adapting the regulation
- developing tools
- exchanging “best practices”.

3. Government's strategy and actions

C – Developing mobility and performance

- **In the management of careers**
- **In the management of wages**
 - ➔ assessment policies
 - ➔ modifying the frameworks
 - ➔ modifying habits

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