



Liberté • Égalité • Fraternité
RÉPUBLIQUE FRANÇAISE

MINISTÈRE DE L'ACTION ET DES COMPTES PUBLICS

IX Annual Richelieu Academic Readings

***“Key elements of the French expertise
on training and professional development for civil
servants”***

The 21st september 2017



**Directorate-General
for Public Administration and Civil Service (DGAFP)
– HR State Directorate**



1. Key figures and general principles of French Civil Service

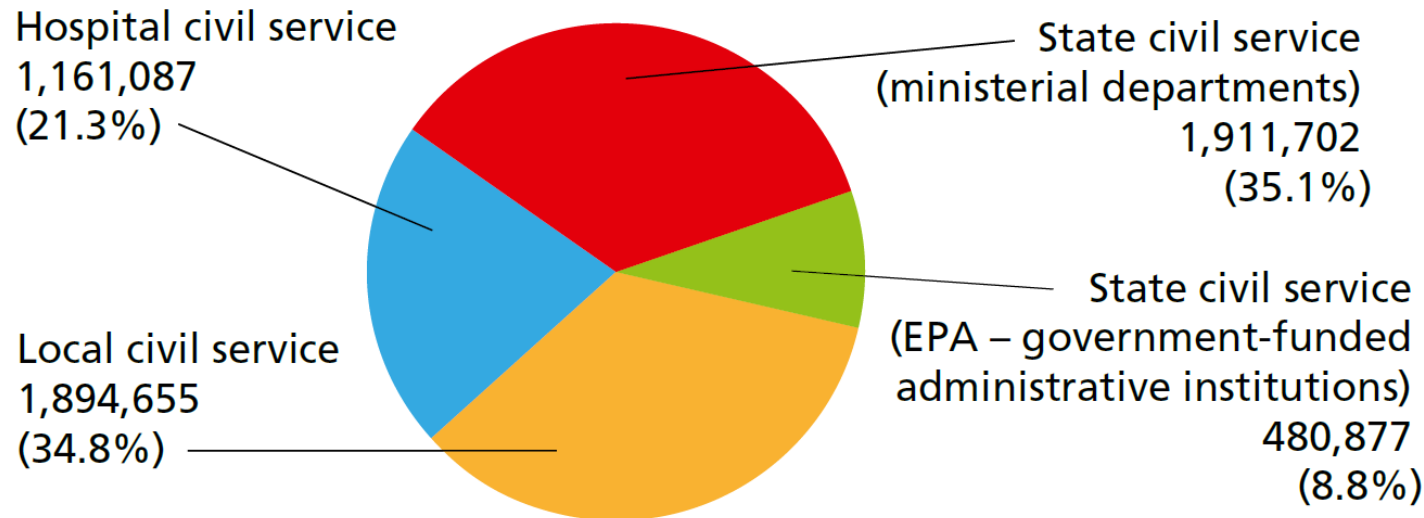
66 million inhabitants

5.4 million civil servants

i.e. 1/5th of the active population

in **three branches** of civil service

Breakdown of staff among the three civil service branches in 2014



1. Key figures and general principles of French Civil Service

Characteristic of French Civil Service

Strong Values : expertise, secularism (respect and neutrality for all types of beliefs and religions), quality, accountability

Rights and Duties :

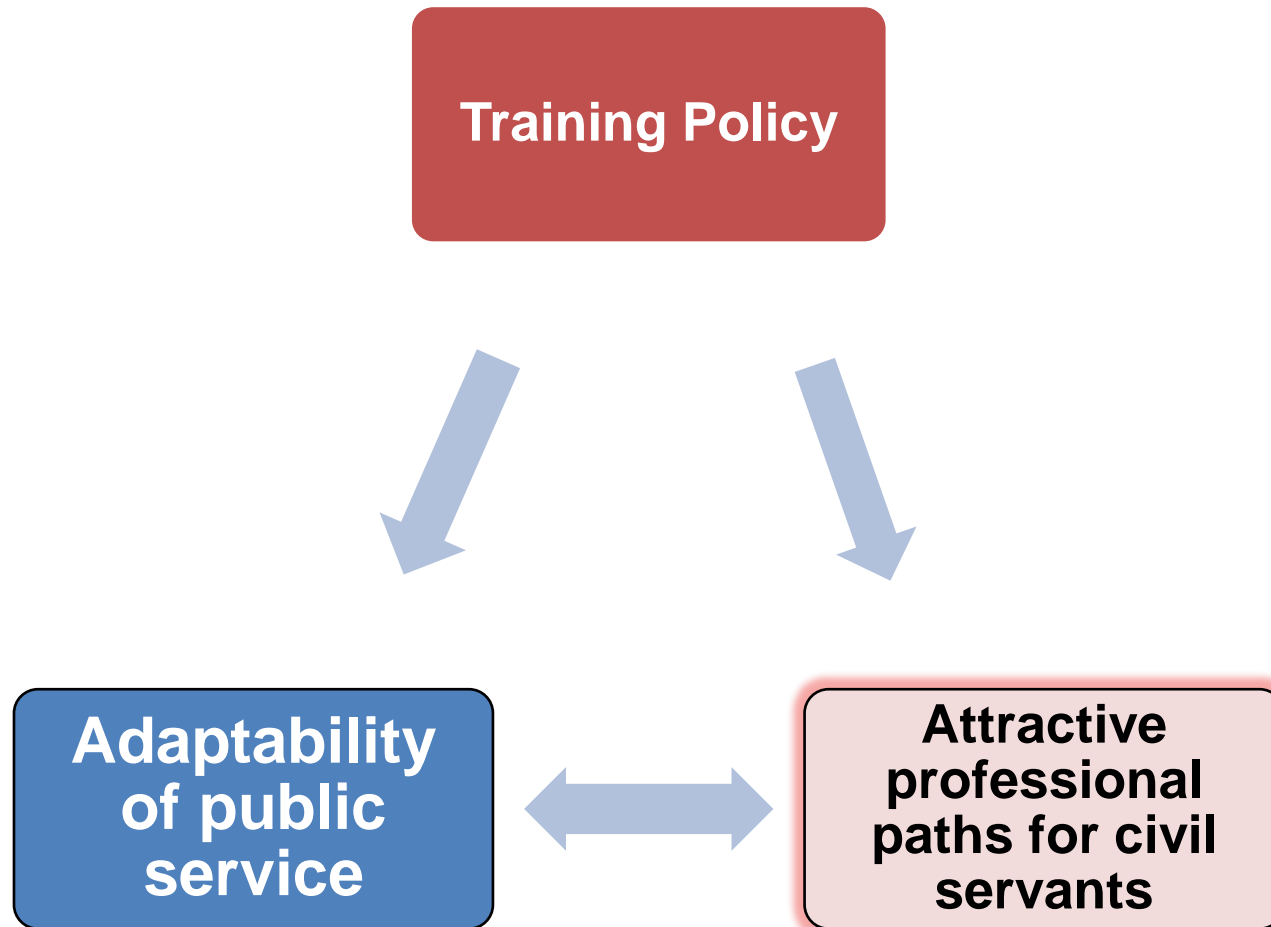
- **Rights** : Freedom of opinion on philosophical, political, belief or trade union matters, Non-discrimination [...]
- **Duties** : Dignity, impartiality, integrity, prohibition of conflicts of interests, Professional activity entirely dedicated to the tasks assigned, Hierarchical obedience, Professional secrecy, duty of reserve [...]

1. Key figures and general principles of French Civil Service

A career-based civil service

- A **permanent qualified** staff :
 - Committed to the **public interest**
 - **Independent** from political variations
 - Recruited by **competitive examination**
 - Deemed to pursue the **whole career** in the public service
- Structured in **3 categories** :
 - policy-making, management and supervision (A)
 - application - middle-ranked staff (B)
 - execution - unskilled and semi-skilled staff (C)
- Distinction between **grade** (life-guaranteed) and **position** (revocable)

2. Training and professional development for civil servants



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Training Policy : Principles

Select the best

- Merit-based recruitment
- Selection by competitive examination

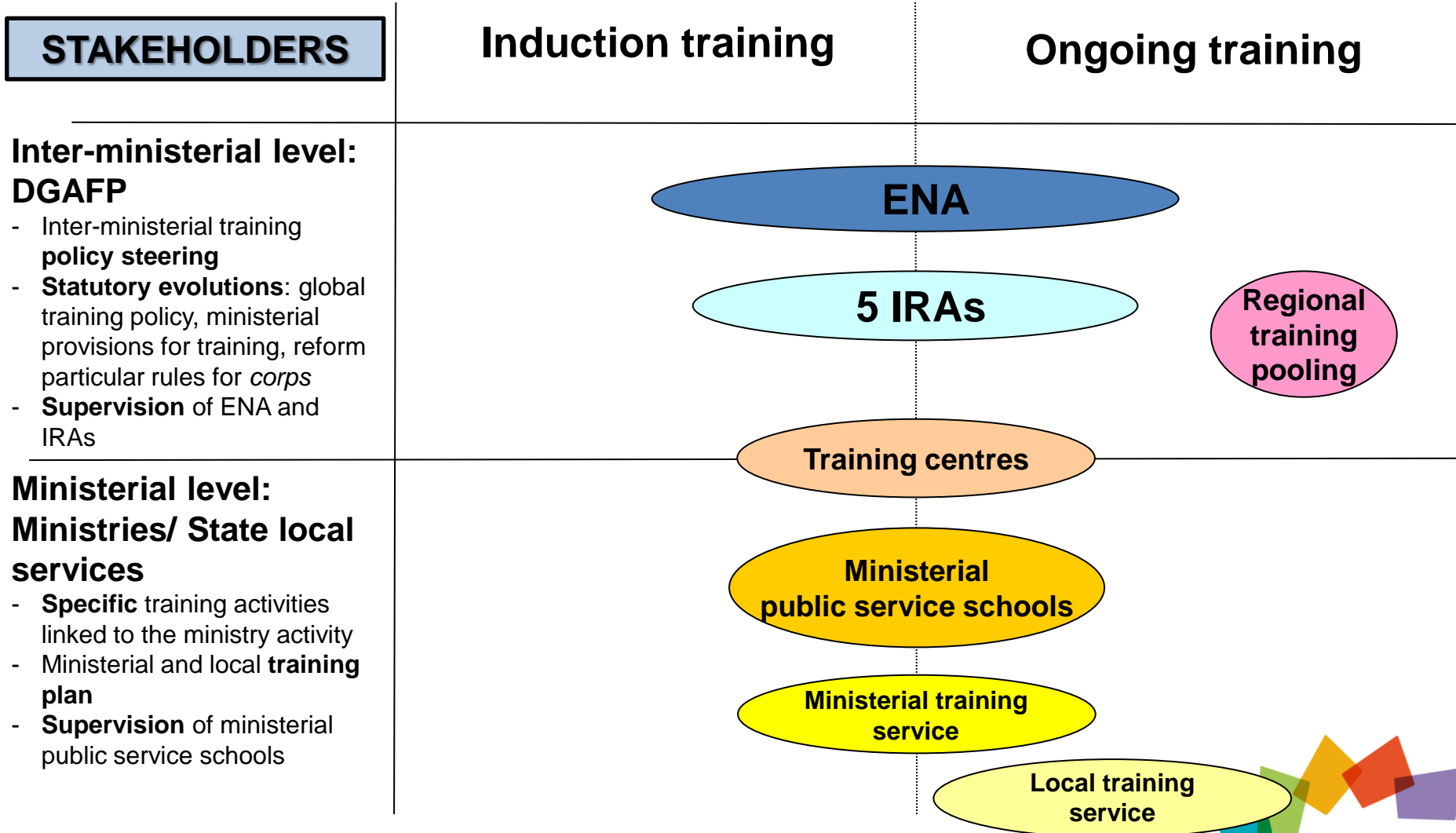
Manage the competencies

- Job Classification
- Post descriptions
- Portfolio of competencies

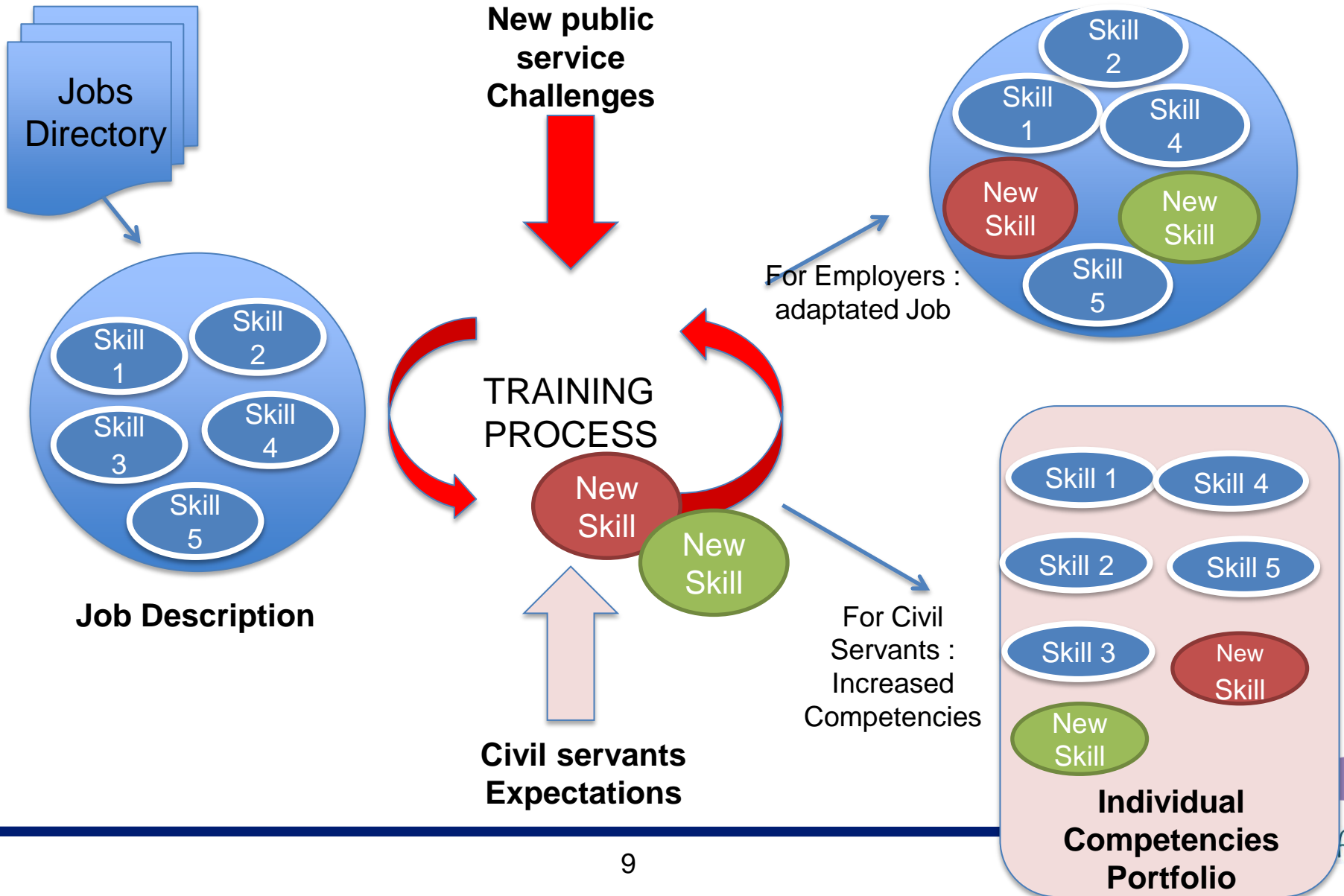
Adaptable Training Network

- Policy dedicated to the needs of services
- Shared priorities at the national and local level
- Connection between actors of induction and ongoing training

Training institutional scheme



2. Training and professional development for civil servants



CONCLUSION

Modernization of civil service and HR governance

→ an essential factor to enhance State competitiveness

