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**HIGHLIGHTS OF PUBLIC SECTOR PAY AND EMPLOYMENT TRENDS : 2002 UPDATE**

**Modernisation Review -- The HRM Perspective**

**Human Resources Management (HRM) Working Party Meeting  
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## HIGHLIGHTS OF PUBLIC SECTOR PAY AND EMPLOYMENT TRENDS

### Introduction

1. Since 1993, the Public Management Service (PUMA), recently integrated into the OECD Public Governance and Territorial Development Directorate (GOV), has maintained the Public Sector Pay and Employment (PSPE) database. The growing interest for these statistics involves frequent and an increasing number of information requests concerning the PSPE data as well as the deployment of complementary data bases in some other international organisations. For example, the Eurostat and the World Bank put their efforts to gather similar data, while the Inter-American Development Bank has started their project of a new database. The “Statistics on Public Sector Employment” of the International Labour Organisation focuses on data concerning public sector manpower.

2. For the 2002 update, the Secretariat sent a questionnaire last April. This year, the questionnaire has been modified in order to obtain the historical series needed for comparisons between the current situation and 1990 Public Sector Employment and Pay. This effort will be continued next year thanks to a new data management system which will allow a perfect interaction between the questionnaires sent to Member countries and the OECD database. We thus hope to increase data quality, reliability of the historical series, relevance of the notes, and also to simplify the management of the sources.

3. This paper aims to provide OECD Member countries with some selected trends of public sector pay and employment. In the process of analysing data, only a selected group of countries' data were used, mainly due to the fact that not all respondents responded to all questionnaire items. More detailed country data are shown in the tables attached in the Appendix. So far, the PSPE database contains the data of 28 of the 30 OECD Member countries.

### Employment Structure and Trends in the Public Sector

#### *Size of Public Employment*

4. Tables 1 and 2 in the Appendix show the workforce evolution in headcount and full-time equivalent in selected OECD Member countries' public sector since 1990. The variation between the first and last year shows a decrease in total employment, mainly due to important reductions in the central or federal administration employment following political restructuring decisions in many OECD Member countries. As a whole, the regional administrations (regions, provinces, cantons, *länders* or states) and especially local were rather spared; in Austria, Spain, the United States or Japan, the workforce increased during the last decade, mainly at the expense of the central or federal administration.

5. This trend is confirmed by the annual increase in employment (Tables 3 and 4 in the Appendix) which highlights the respective evolutions of central (or federal) administration and the total public sector. In most OECD Member countries, there is a sharp decrease in central (or federal) employment, 4.4% on average per year between 1990 and 2001 for Australia where a change of government involved a public sector restructuring which reduced employment rapidly and massively between 1996 and 1997 (-23%), this trend nevertheless slowly subsided and the public sector even hired staff in 2000.

6. This tendency is attenuated in the whole public sector (Table 4 in the Appendix). Nevertheless, during the last decade, half of the represented countries reduced their public employment (-2.1% on average per year between 1991 and 2000 in Germany). During the same period, some countries continuously recruited civil servants, as was the case for Spain, the United States, Luxembourg and especially in Ireland (+2.3% per year on average between 1990 and 2001).

7. For these four countries, the structural need of civil servants in order to follow the growth of the working population mainly accounts for these increases. Indeed, the share of public employment compared to the working population (Table 5 in the Appendix), remains stable between 1990 and 2001 in Spain and the United States, while it decreases slightly in Ireland and more so in Luxembourg. In the late 1990s, the share of the public sector labour force generally decreased, with a few exceptions. Two factors may account for this: first, many countries introduced downsizing policies on public employment; second, due to the economic booms in recent years, more jobs were created in the private sector which in turn reduced the part in the public sector.

## **Structure of Public Employment**

### *Sectoral Structure*

8. Table 1 shows the distribution of sectoral activities across levels of government. As expected, Defence constitutes a typical element of central (or federal) government functions. The Police is also very often centralised, except in Ireland, Japan and Greece where it is managed by local authorities. In the case of France, management of police officers is divided between state and the local authorities.

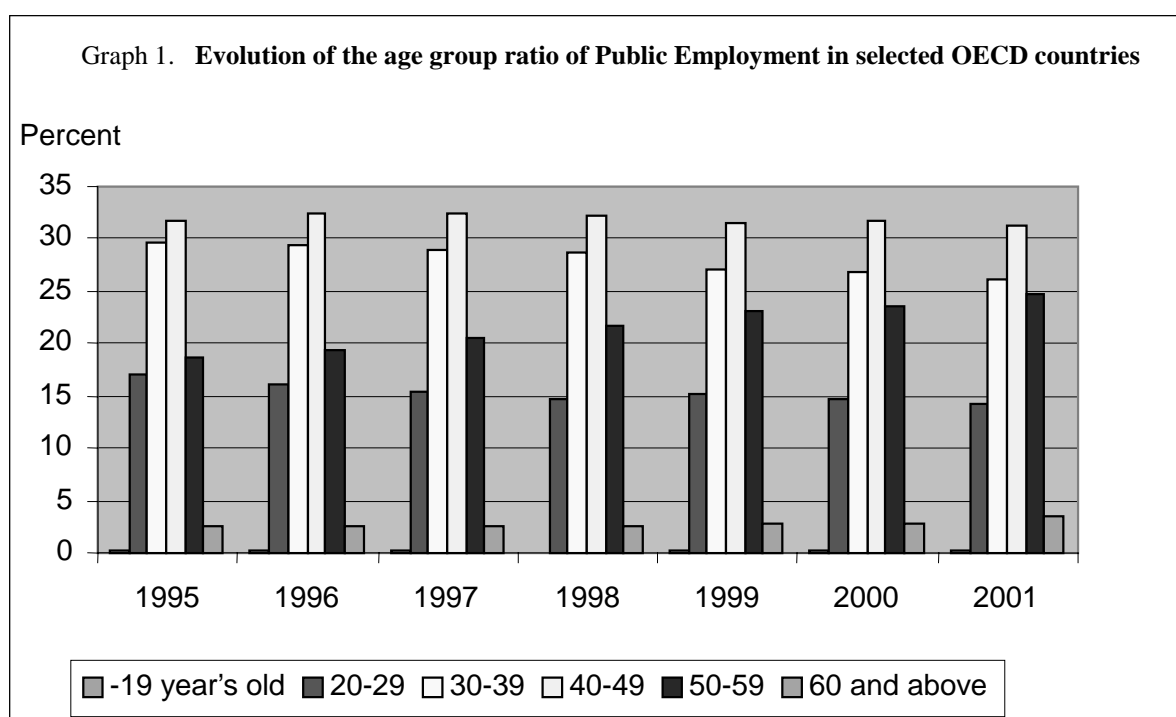
9. On the other hand, Health and Social sectors are more generally assigned to regional or local governance. Some civil servants in these sectors depend on the central government in Spain, the United States, France, Hungary and Sweden. Education is the only sector in which we can notice a clear influence of the national structures. In general, Education is assigned to regional administrations in federal countries (Germany, Australia, Canada and the United States). On the other hand, none of the countries with an Education system dependant on the central administration is a federal country.

Table 1. **Distribution of Sectoral Functions by Levels of Government**

Sector	<i>Central or Federal Administration</i>	<i>Regional Administration (Regions, Provinces, States, Landers, Cantons)</i>	<i>Local administration</i>
<b>Defence</b>	Canada Czech Republic France Finland Greece Hungary Italy Luxembourg Netherlands Mexico Spain Sweden United States		
<b>Education</b>	France Hungary Italy Korea Netherlands Luxembourg Sweden	Australia Canada Germany Ireland Japan Spain United States	Canada Czech Republic Finland Greece Hungary Korea Mexico United States
<b>Health</b>	France Hungary Spain United States	Australia Canada France Germany Ireland Japan Spain United States	Czech Republic Finland France Germany Greece Hungary Mexico United States
<b>Police</b>	Czech Republic Finland France Hungary Italy Korea Luxembourg Netherlands Spain Sweden	Ireland Japan	France Greece
<b>Social</b>	Hungary Spain Sweden	Australia France Germany Ireland Japan United States	Finland France Germany Greece United States

### ***Age Structure***

10. Most national administrations will have to face the arrival at retirement age of the baby-boom generation in the next decade. Since 1990, the age groups “50-59 years” and “60 years and more” have seen their respective proportion increase continuously (Table 6 in the Appendix). This phenomenon is particularly significant in the Netherlands, Hungary and Australia. The renewal of the generations will undoubtedly require special attention in the years to come in order to preserve balanced population pyramids. Graph 1 below clearly shows the drop of the respective shares of the youngest classes as the oldest age groups increase.

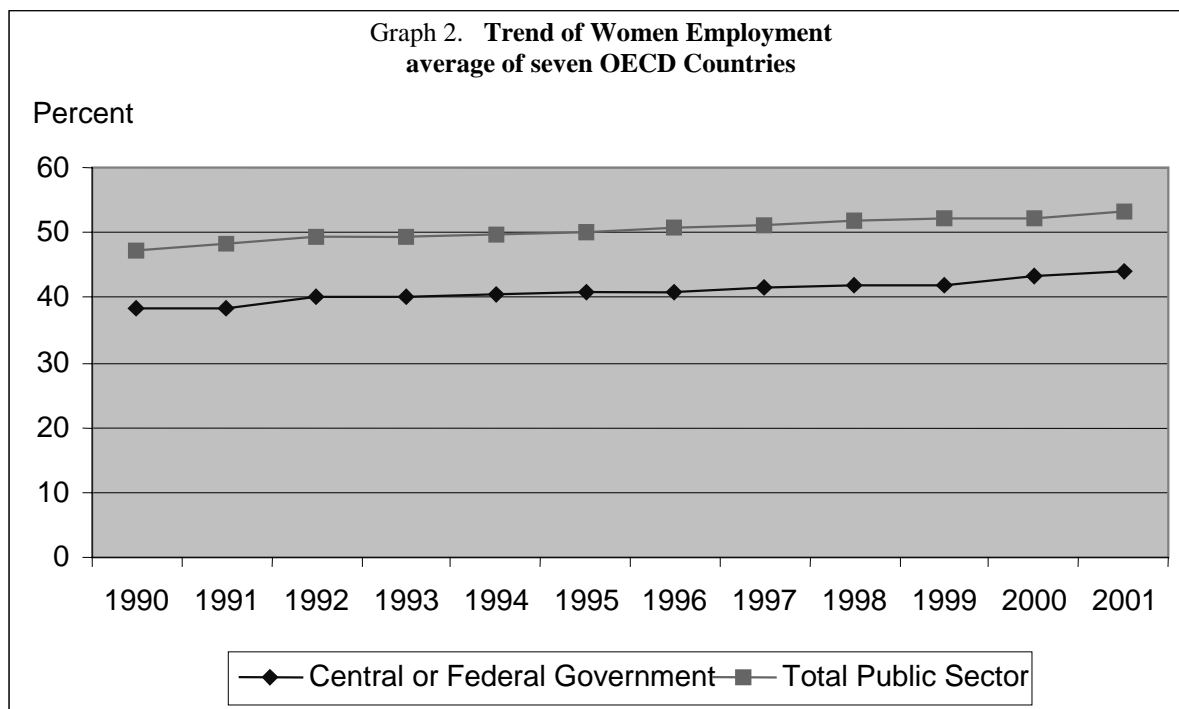


### *Turn-over in Public Employment*

11. All things being equal, the age group distribution remains almost constant if we remove the effects of the baby-boom generation. There are notable differences between countries regarding recruitment and departure ages: Luxembourg hires the youngest people; the retirement age in Japan is later. In Member countries where data are available, a third of the recruitment is made up by the 20-29 years old (over a quarter by the 30-39 years old). If recruitment rates decrease regularly as age increases, the retirement age is distributed better between the three oldest age groups. Table 7 in the Appendix shows the evolution of turnover of the public labour force. Again it appears clearly that the stagnation of employment volume in the public sector since 1990 is mainly due to the weak recruitment of the central and federal administrations.

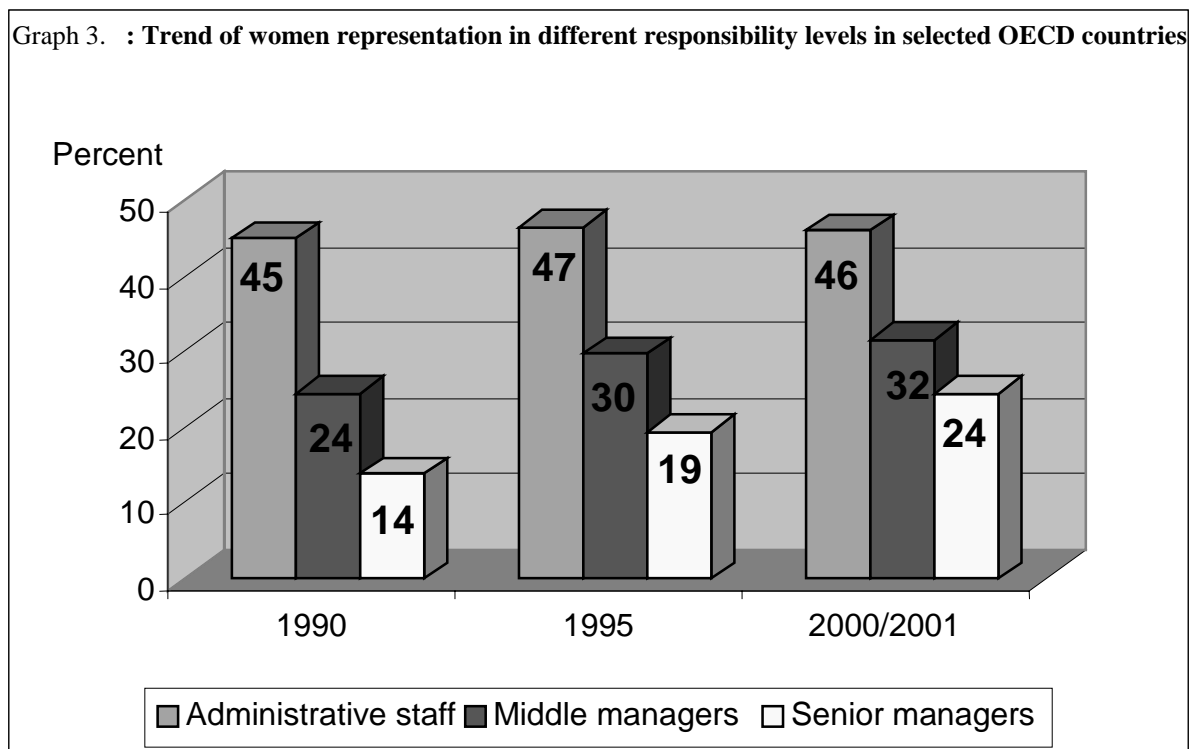
### *The participation of the women in public employment*

12. Graph 2 highlights a constant increase of women participation in public employment. Since 1995 they represent over half of the public sector workforce (data refer to the seven OECD countries with available data since 1990). The share of women in the central or federal administrations follows this tendency with a delay over 10%. Table 8 in the Appendix shows in more detail the differences between the countries.



13. Although women only account for only 21.5% of the German federal administration employment, this proportion has increased significantly since 1990 (+5.4%). During the last decade the share of women in public employment increased significantly in most examined countries, except for Norway where their participation slightly decreased between 1994 and 2000. On the other hand, in Hungary women account for over three-quarters of the public workforce and for 70% in the whole Finnish public sector.

14. Graph 3 shows the share of female employment according to their level of responsibilities. The increase in the proportion of women with a high level of responsibilities is very important, from 14% to 24% between 1990 and 2000/2001 in the public sector in the countries for which data is available since 1990. This proportion is the arithmetic mean of the rates of the examined countries. The differences are notable between the various sectors. The largest differences between the proportion of women in higher positions and those in administrative employment is generally stronger in the army and the police force whereas it is more moderate in the Education, Health and Social sectors.



### *Ministerial structure and government agencies*

15. In this year's survey, we continued our collection of statistics concerning the number of public employees by ministry as well as by agency. The purpose of this data collection was to analyse the proportion of employees by core ministries and peripheral agencies and to make international comparisons on the structure and the volume of the ministries in OECD Member countries. The data collected relate to 24 countries and are gathered in Table 14 in the Appendix.

### **Public sector Pay**

16. Total compensation costs for OECD Member countries are available in Table 10 in the Appendix. The ratio of national costs to GDP is calculated starting in 1990 (Table 11 in the Appendix). This proportion strongly varies according to countries from approximately 3% in the Netherlands, to over 14% in Denmark and Portugal, the only country where this ratio increases steadily since 1990. Generally, the ratio of compensation costs to GDP has decreased since 1990. In most countries, the public sector follows the consumer price index. In Nordic countries (Denmark, Finland, Norway and Sweden) as well as some Eastern European countries (Hungary and Poland), there is an increase of purchasing power for public sector employees whose wage increases are higher than inflation.

17. Table 12 in the Appendix presents annual pay in central or federal administrations and in the public sector. The table presents the first and last deciles and the median of the wages since 1990. The comparisons between the evolutions of the ratios of the deciles and the median (Table 13 of the Appendix) reveals a stability between low and high wages since 1990, with the exception of Hungary where variations in wage increase, and of Poland where they decrease. The wage distribution between men and women is not yet equal: women represent two thirds of the employees of the first decile while they represent only one third of the employees in the ninth decile.

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**II. Compensation costs, pay bill and earnings**

Table 10:	Total compensation costs for the public sector (in current national currencies)
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Table 13:	Dispersion of earnings in the Public Sector

**III. Public Employment in Ministries and National Agencies**

Table 14:	Ministerial/Departmental/Secretariat and National Agencies Employment
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Table 1 : Total Public Employment

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Percentage change between the first and the latest year available
<b>Australia<sup>1</sup></b>													1990-2001
Federal Administration	406700	410300	397000	382300	359800	371700	354800	287700	264700	245600	251600	248500	-39%
States	1179100	1160200	1139800	1129300	1069300	1077800	1075900	1047600	1070700	1079900	1075000	1090600	-8%
Local Administration	160300	160900	161100	163500	159200	153500	154700	148800	138000	138700	139400	146700	-8%
<i>Total Public Sector</i>	<i>1746100</i>	<i>1731400</i>	<i>1697900</i>	<i>1675100</i>	<i>1588300</i>	<i>1603000</i>	<i>1585400</i>	<i>1484100</i>	<i>1473400</i>	<i>1464200</i>	<i>1466000</i>	<i>1485800</i>	<i>-15%</i>
<b>Belgium</b>													1992-2000
Federal Administration			82902	81627	81461	83511	83106	82872	82996	83768	85227		3%
<b>Canada<sup>2</sup></b>													1990-2001
Federal Administration	406366	415387	411278	404734	394106	371053	356099	337713	330981	331685	339434	357308	-12%
Provinces	1387076	1401732	1409252	1397171	1375802	1370450	1315258	1301694	1300392	1296209	1303715	1313379	-5%
Local Administration	869121	888733	904250	909990	909161	907405	907146	891425	887527	885122	881641	881926	1%
<i>Total Public Sector</i>	<i>2662563</i>	<i>2705852</i>	<i>2724780</i>	<i>2711895</i>	<i>2679069</i>	<i>2648908</i>	<i>2578503</i>	<i>2530832</i>	<i>2518900</i>	<i>2513016</i>	<i>2524790</i>	<i>2552613</i>	<i>-4%</i>
<b>Czech Republic<sup>3</sup></b>													1997-1999
Central Administration								501786	490071	459769			-8%
Local Administration								239378	239131	256089			7%
<b>Finland<sup>2</sup></b>													1990-2001
Central Administration	146948	145877	145100	139886	132918	124670	122355	123214	124943	125481	123721	120541	-18%
Local Administration	433539	431650	412397	388842	394416	393621	408739	418172	416143	411151	415613	421537	-3%
<i>Total Public Sector</i>	<i>580487</i>	<i>577527</i>	<i>557497</i>	<i>528728</i>	<i>527334</i>	<i>518291</i>	<i>531094</i>	<i>541386</i>	<i>541086</i>	<i>536632</i>	<i>539334</i>	<i>542078</i>	<i>-7%</i>
<b>France</b>													1997-1999
Central Administration								2488200	2522335	2547627	2576939		2%
Regional Administration								1045855	1060386	1076404			3%
Local Administration								1047645	1069249	1080056			3%
<i>Total Public Sector</i>								<i>4581700</i>	<i>4651970</i>	<i>4704087</i>			3%
<b>Germany</b>													1991-2000
Federal Administration		652000	624700	602900	577600	546300	533200	526400	516000	510200	502000		-23%
Landers		2572000	2531300	2510700	2482000	2453400	2429900	2401900	2363100	2313700	2273300		-12%
Local Administration		2051400	2073500	1946800	1873300	1801500	1739300	1683300	1648500	1609700	1572000		-23%
<i>Total Public Sector</i>		<i>5275300</i>	<i>5229500</i>	<i>5060300</i>	<i>4932800</i>	<i>4801300</i>	<i>4702300</i>	<i>4611700</i>	<i>4527600</i>	<i>4433600</i>	<i>4347300</i>		<i>-18%</i>
<b>Greece</b>													1997-1998
Central Administration								31867	33057				4%
Regional Administration								193408	190783				-1%
Local Administration								46230	47057				2%
<i>Total Public Sector</i>								<i>271505</i>	<i>270897</i>				<i>-0.2%</i>
<b>Hungary</b>													1997-2001
Central Administration								280496	285221	284608	277894	275279	-2%
Local Administration								533531	537394	515114	513542	513375	-4%
<i>Total Public Sector</i>								<i>814027</i>	<i>822615</i>	<i>799722</i>	<i>791436</i>	<i>788654</i>	<i>-3%</i>
<b>Italy</b>													1997-1998
Central Administration								1641086	1636325	1623507			-0.3%
Regional Administration								126634	127948				1%
Local Administration								513630	511673				-0.4%
<i>Total Public Sector</i>								<i>3107131</i>	<i>3107549</i>	<i>3108803</i>			<i>0.01%</i>
<b>Japan</b>													1990-2001
Regional Administration	1747818	1750762	1748480	1745622	1741060	1732662	1726305	1719993	1709973	1698256	1673344	1654866	-5%
Local Administration	1670146	1680108	1693879	1713039	1728707	1732512	1734314	1732918	1725000	1718244	1713665	1698725	2%

Table 1 (cont.): Total Public Employment

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Percentage change between the first and the latest year available
<b>Luxembourg</b>													1990-2001
Central Administration	874	943	971	1037	1052	1099	1112	1180	1175	1204	1283	1411	61%
<i>Total Public Sector</i>	16819	17157	17602	15401	15714	15938	16309	16690	17249	17778	18316	18934	13%
<b>Netherlands</b>													1996-2000
Central Administration							569266	596288	605996	614439	629745		11%
Provinces							40617	38405	38257	38641	39235		-3%
Local Administration							175192	170347	172775	174953	177277		1%
<i>Total Public Sector</i>							785075	805040	817028	828033	846257		8%
<b>New-Zealand</b>													1991-2001
Central Administration		209580	203510	206280	208670	201110	205150	197780	201230	208900	198180	205540	-2%
Regional Administration		29230	23730	23020	23480	22910	23110	21270	21330	21190	21990	21680	-26%
<i>Total Public Sector</i>		238810	227240	229300	232150	224020	228260	219050	222560	230090	220170	227220	-5%
<b>Norway</b>													1999-2000
<i>Total Public Sector</i>										132210	133536		1%
<b>Spain</b>													1990-2001
Central Administration	893492	852812	809590	832152	838345	852041	856863	838694	829875	830557	770956	689912	-23%
Regional Administration	514273	536983	565460	593453	612374	625771	620474	637218	671467	677160	690370	904041	76%
Local Administration	333843	355548	374656	366391	367032	371456	425156	450400	460054	504550	456368	455357	36%
<i>Total Public Sector</i> <sup>4</sup>	1801006	1809511	1816116	1863027	1891279	1926651	1983258	2010085	2047645	2101724	2009206	2136788	19%
<b>Sweden</b>													1995-2001
Central Administration						241000	236000	232000	228000	227000	222000	215000	-11%
<b>Switzerland</b>													1998-2001
Federal Administration		35389							30741	31307	32353	33791	10%
<b>Turkey</b>													1997-2000
Central Administration								308228	311446	316920	318085		3%
Provinces								1481574	1500711	1626408	1700567		15%
Local Administration								161500	162103	175320	178500		11%
<i>Total Public Sector</i>								1951302	1974260	2118648	2197152		13%
<b>United States</b>													1990-2000
Federal Administration	3233332	3100361	3105764	3042822	2992865	2942541	2880700	2816388	2782761	2788350	2878819		-11%
States	3968265	4005321	4044914	4088075	4162944	4201836	4191726	4214451	4240779	4296673	4370562		10%
Local Administration	10564447	10742558	10892697	11059500	11278080	11442238	11621074	11844330	12077513	12339584	12620177		19%
<i>Total Public Sector</i>	17766044	17848240	18043375	18190397	18433889	18586615	18693500	18875169	19101053	19424607	19869558		12%

## Notes :

1. Excluding Permanent Defence Forces.
2. Excluding Government Business Enterprises.
3. Excluding Permanent Defence Forces and Police.
4. Excluding universities.

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Table 2 : Public Sector Total Employment in Full Time Equivalent

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Percentage change between the first and the latest year available
<b>Austria</b>													1990-2000
Federal Administration	163900	163337	166691	169891	171822	169892	171579	171167	170876	169003	165093	161558	1%
Landers	143036	145473	146009	148244	150034	149538	143170	131393	132411	132857	132644		-7%
Local Administration	130996	134772	141155	142747	145102	147316	150092	140442	140355	139700	140527		7%
<i>Total Public Sector</i>	<i>437932</i>	<i>443581</i>	<i>453856</i>	<i>460883</i>	<i>466958</i>	<i>466746</i>	<i>464841</i>	<i>443002</i>	<i>443642</i>	<i>441560</i>	<i>438264</i>		0.1%
<b>Belgium</b>													1992-2000
Federal Administration			76154.1	76004.2	75694	75998	73729	73189	73085	73349	76439		0.4%
<b>Czech Republic<sup>1</sup></b>													1997-1999
Central Administration								471861	460592	432757			-8%
Local Administration								223588	223855	240681			8%
<b>France</b>													1997-1999
Central Administration								2362400	2381830	2395159	2423577		1%
Regional Administration								963220	973952	998599			4%
Local Administration								927637	942787	951176			3%
<i>Total Public Sector</i>								<i>4253257</i>	<i>4298569</i>	<i>4344934</i>			2%
<b>Hungary</b>													1997-2001
Central Administration								274098	280802	280707	274299	271759	-1%
Local Administration								516743	523680	503216	501947	500743	-3%
<i>Total Public Sector</i>								<i>790841</i>	<i>804482</i>	<i>783923</i>	<i>776246</i>	<i>772502</i>	-2%
<b>Ireland</b>													1990-2001
Central Administration	28090	28887	29519	29654	30155	31282	31030	30856	31562	32733	34068	36092	28%
Regional Administration	146696	148764	151563	154055	158642	160942	161450	164713	167901	175193	183605	193851	32%
Local Administration	26681	26715	26793	27060	26540	26479	26500	26500	26900	27400	28800	29300	10%
<i>Total Public Sector</i>	<i>201467</i>	<i>204366</i>	<i>207875</i>	<i>210769</i>	<i>215337</i>	<i>218703</i>	<i>218980</i>	<i>222069</i>	<i>226363</i>	<i>235326</i>	<i>246473</i>	<i>259243</i>	29%
<b>Korea</b>													1990-2001
Central Administration	553746	567385	579884	583411	582570	574117	576637	578557	572948	565619	563682	566091	2%
Regional Administration	264375	286697	306295	316415	325028	331273	349157	357202	315386	310053	64802	64906	-75%
Local Administration											241192	237123	
<i>Total Public Sector</i>	<i>818121</i>	<i>854082</i>	<i>886179</i>	<i>899826</i>	<i>907598</i>	<i>905390</i>	<i>925794</i>	<i>935759</i>	<i>888334</i>	<i>875672</i>	<i>869676</i>	<i>868120</i>	6%
<b>Netherlands</b>													1996-2000
Central Administration							491287	499525	516839	523697	537072		9%
Provinces							35623	34174	34313	34309	34473		-3%
Local Administration							154268	151793	154100	155764	156304		1%
<i>Total Public Sector</i>							<i>681178</i>	<i>685492</i>	<i>705252</i>	<i>713770</i>	<i>727849</i>		7%

**Table 2 (cont.) : Public Sector Total Employment in Full Time Equivalent**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Percentage change between the first and the latest year available
<b>New-Zealand</b>													1991-2001
Central Administration		183700	178310	179640	180810	175260	178380	171830	174090	178440	171640	177940	-3%
Regional Administration		27160	21770	21070	21260	20580	20290	18840	18700	18480	18990	18700	-31%
<i>Total Public Sector</i>		<i>210860</i>	<i>200080</i>	<i>200710</i>	<i>202070</i>	<i>195840</i>	<i>198670</i>	<i>190670</i>	<i>192790</i>	<i>196920</i>	<i>190630</i>	<i>196640</i>	-7%
<b>Norway</b>													1999-2000
<i>Total Public Sector</i>										111694	111046		-1%
<b>Poland</b>													1994-2000
Central Administration					133330	141494	156856	163487	171246	147835	135865		2%
Regional Administration										25786	45953		
Local Administration					135022	139295	133369	142114	138227	132769	133518		-1%
<i>Total Public Sector</i>					<i>2082979</i>	<i>2107264</i>	<i>2118433</i>	<i>2142042</i>	<i>2169111</i>	<i>2186769</i>	<i>2151044</i>		3%
<b>Sweden</b>													1995-2001
Central Administration						228000	224000	220000	217000	217000	211000	204000	-11%

Note :

1. Excluding Permanent Defence Forces and Police.

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**Table 3 : Annual change in Central or Federal Administration Employment**

	1990/1991	1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	Annual percentage change	
Australia <sup>1</sup>	0.9%	-4.8%	-23.3%	-8.7%	-7.8%	2.4%	-1.2%	1990-2001	-4.4%
Austria <sup>2</sup>	-0.3%	1.0%	-0.2%	-0.2%	-1.1%	-2.4%	-2.2%	1990-2001	-0.1%
Belgium <sup>2</sup>		-3.1%	-0.7%	-0.1%	0.4%	4.0%		1992-2000	0.0%
Canada <sup>3</sup>	2.2%	-4.2%	-5.4%	-2.0%	0.2%	2.3%	5.0%	1990-2001	-1.2%
Czech Republic <sup>2,4</sup>		2.2%	-5.1%	-2.4%	-6.4%				
Denmark <sup>2</sup>				-1.2%	-5.8%	-0.2%	0.3%		
Finland <sup>3</sup>	-0.7%	-1.9%	0.7%	1.4%	0.4%	-1.4%	-2.6%	1990-2001	-1.8%
France				1.4%	1.0%	1.1%			
Germany		-2.5%	-1.3%	-2.0%	-1.1%	-1.6%		1991-2000	-2.9%
Greece				3.6%					
Hungary				1.7%	-0.2%	-2.4%	-0.9%		
Ireland <sup>2</sup>	2.8%	-0.8%	-0.6%	2.2%	3.6%	3.9%	5.6%	1990-2001	2.3%
Italy				-0.3%	-0.8%				
Korea <sup>2</sup>	2.4%	0.4%	0.3%	-1.0%	-1.3%	-0.3%	0.4%	1990-2001	0.2%
Luxembourg	7.3%	1.2%	5.8%	-0.4%	2.4%	6.2%	9.1%	1990-2001	4.5%
Netherlands <sup>2</sup>			1.6%	3.3%	1.3%	2.5%			
New Zealand		2.0%	-3.7%	1.7%	3.7%	-5.4%	3.6%	1991-2001	-0.2%
Poland <sup>2</sup>		9.8%	4.1%	4.5%	-15.8%	-8.8%		1994-2000	0.3%
Spain	-4.8%	0.6%	-2.2%	-1.1%	0.1%	-7.7%	-11.7%	1990-2001	-2.3%
Sweden <sup>2</sup>		-1.8%	-1.8%	-1.4%	0.0%	-2.8%	-3.4%	1995-2001	-1.8%
Switzerland					1.8%	3.2%	4.3%	1991-2001	-0.5%
Turkey				1.0%	1.7%	0.4%			
United States	-4.3%	-2.1%	-2.3%	-1.2%	0.2%	3.1%		1990-2000	-1.2%

## Notes:

1. Excluding Permanent Defence Forces.
2. Full time equivalent
3. Excluding Government Business Enterprises.
4. Excluding Permanent Defence Forces and Police.

Source: OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

**Table 4 : Annual change in Total Public Employment**

	1990/1991	1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	Annual percentage change	
Australia <sup>1</sup>	-0.8%	-1.1%	-6.8%	-0.7%	-0.6%	0.1%	1.3%	1990-2001	-1.5%
Austria <sup>2</sup>	1.3%	-0.4%	-4.9%	0.1%	-0.5%	-0.8%		1990-2000	0.0%
Canada <sup>3</sup>	1.6%	-2.7%	-1.9%	-0.5%	-0.2%	0.5%	1.1%	1990-2001	-0.4%
Czech Republic <sup>2,4</sup>				-1.6%	-1.6%				
Denmark <sup>2</sup>				0.3%	0.4%	-0.2%	1.7%		
Finland <sup>3</sup>	-0.5%	2.4%	1.9%	-0.1%	-0.8%	0.5%	0.5%	1990-2001	-0.6%
France				1.5%	1.1%				
Germany		-2.1%	-2.0%	-1.9%	-2.1%	-2.0%		1991-2000	-2.1%
Greece				-0.2%					
Hungary				1.0%	-2.9%	-1.0%	-0.4%		
Ireland <sup>2</sup>	1.4%	0.1%	1.4%	1.9%	3.8%	4.5%		1990-2001	2.3%
Italy				0.0%	0.0%				
Luxembourg	2.0%	2.3%	2.3%	3.2%	3.0%	2.9%	3.3%	1990-2001	1.1%
Netherlands <sup>2</sup>			0.6%	2.8%	1.2%	1.9%			
New Zealand		1.9%	-4.2%	1.6%	3.3%	-4.5%	3.1%	1991-2001	-0.5%
Poland <sup>2</sup>		0.5%	1.1%	1.2%	0.8%	-1.7%		1994-2000	0.5%
Spain	0.5%	2.9%	1.3%	1.8%	2.6%	-4.6%	6.0%	1990-2001	1.6%
Turkey				1.2%	6.8%	3.6%			
United States	0.5%	0.6%	1.0%	1.2%	1.7%	2.2%		1990-2000	1.1%

## Notes:

1. Excluding Permanent Defence Forces.
2. Full time equivalent
3. Excluding Government Business Enterprises.
4. Excluding Permanent Defence Forces and Police.

Source: OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

**Table 5 : Share of the Public Employment over the Labour Force (%)**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Australia <sup>1</sup>	20.8	20.5	19.9	19.6	18.3	17.9	17.5	16.4	15.9	15.6	15.2	15.2
Austria <sup>2</sup>	12.4	12.3	12.3	12.3	12.1	12.0	12.0	11.4	11.4	11.3	11.2	
Canada <sup>3</sup>	18.7	18.9	19.0	18.7	18.3	18.0	17.3	16.7	16.3	16.0	15.8	15.7
Czech Republic <sup>4</sup>								14.4	14.2	13.9		
Denmark <sup>2</sup>								22.6	22.8	22.6	22.6	23.1
Finland <sup>3</sup>	22.4	22.7	22.3	21.3	21.4	20.9	21.3	21.8	21.6	21.0	20.8	20.8
France								18.1	18.3	18.3		
Germany		13.3	13.2	12.8	12.5	12.2	11.9	11.6	11.3	11.0	10.7	
Greece								6.4	6.1			
Hungary								20.4	20.5	19.5	19.2	19.3
Ireland	15.2	15.2	15.3	15.1	15.1	15.0	14.6	14.4	14.0	13.9	14.1	
Italy								13.4	13.5	13.2		
Luxembourg	8.8	8.8	8.7	7.5	7.4	7.3	7.2	7.5	7.1	7.0	6.9	6.7
Netherlands							10.4	10.5	10.5	10.4	10.5	
New Zealand		14.6	13.8	13.7	13.5	12.6	12.4	11.8	11.9	12.2	11.6	11.8
Norway										5.7	5.7	
Poland <sup>2</sup>					12.2	12.3	12.4	12.5	12.6	12.8	12.4	
Spain	11.8	11.4	11.4	11.6	11.6	11.8	11.9	11.9	12.0	12.1	11.2	12.0
Turkey								8.9	8.8	9.1	10.0	
United States	14.1	14.1	14.1	14.1	14.1	14.0	14.0	13.8	13.9	13.9	14.1	

## Notes:

1. Public Employment excludes Permanent Defence Forces.
2. Public Employment Data in Full Time Equivalent
3. Public Employment excludes Government Business Enterprises.
4. Public Employment excludes Permanent Defence Forces and Police.

Source: Labour Force : OECD Labour Force Statistics, 2002. Public Employment : OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

**Table 6 : Employment Ratio by Age Group in the Public Sector (%)**

<b>Age Group</b>	19 and below	20-29	30-39	40-49	50-59	60 and above
<b>Australia</b>	<i>Federal Administration</i>					
1990	1.49	27.13	33.58	25.59	10.16	2.04
2001	0.24	16.17	29.80	33.13	18.92	1.74
Change (1990-2001)	-1.25	-10.97	-3.78	7.54	8.76	-0.30
<b>Austria</b>	<i>Federal Administration</i>					
2001	0.59	11.40	29.79	33.59	21.66	2.97
<b>Finland</b>	<i>Central Administration</i>					
1993	0.16	14.80	29.58	34.61	18.47	2.37
2001	0.10	13.95	25.69	30.97	25.77	3.53
Change (1993-2001)	-0.06	-0.86	-3.89	-3.65	7.30	1.16
	<i>Total Public Sector</i>					
2000	0.41	10.24	24.20	34.00	28.55	2.60
<b>France</b>	<i>Central Administration</i>					
1998	0.10	16.70	26.70	32.30	22.70	1.50
	<i>Total Public Sector</i>					
2000	2.10	19.80	25.90	30.00	20.60	1.60
<b>Germany</b>	<i>Federal Administration</i>					
1999	3.50	25.10	24.60	23.10	18.90	4.80
	<i>Total Public Sector <sup>1</sup></i>					
1999	2.20	11.90	25.30	29.90	25.00	5.70
<b>Greece<sup>2</sup></b>	<i>Central Administration</i>					
1998	0.35	2.60	21.00	45.20	25.20	5.60
<b>Hungary</b>	<i>Central Administration</i>					
1992	0.90	14.40	26.90	37.40	19.00	1.30
2001	0.10	14.90	20.60	29.40	30.20	4.90
Change (1992-2001)	-0.80	0.50	-6.30	-8.00	11.20	3.60
	<i>Total Public Sector</i>					
1992	1.30	16.80	31.00	33.30	16.90	0.70
2001	0.10	13.60	22.80	34.50	26.00	3.00
Change (1992-2001)	-1.20	-3.20	-8.20	1.20	9.10	2.30
<b>Ireland</b>	<i>Central Administration</i>					
1995	0.09	20.02	41.03	24.95	10.70	3.22
2001	1.27	14.98	27.35	37.08	16.05	3.28
Change (1995-2001)	1.18	-5.04	-13.68	12.13	5.36	0.06
<b>Japan</b>	<i>Total Public Sector</i>					
1990	0.62	19.49	33.21	27.75	18.72	0.20
2001	0.20	15.49	25.50	32.41	26.22	0.17
Change (1990-2001)	-0.42	-4.00	-7.70	4.65	7.50	-0.03
<b>Korea</b>	<i>Central Administration</i>					
1998	0.12	16.00	38.60	29.27	16.00	0.01
	<i>Total Public Sector</i>					
1998	0.04	14.10	38.30	28.00	19.10	0.46



**Table 6 (cont.): Employment Ratio by Age Group in the Public Sector (%)**

<b>Age Group</b>	19 and below	20-29	30-39	40-49	50-59	60 and above
<b>Luxembourg</b> <i>Central Administration</i>						
2001	2.26	19.45	33.73	29.27	13.68	1.61
<i>Total Public Sector</i>						
1995	0.04	15.90	30.08	31.10	19.80	3.08
2001	0.01	14.96	30.32	29.06	22.27	3.38
Change (1995-2001)	-0.03	-0.94	0.24	-2.04	2.47	0.30
<b>Netherlands</b> <i>Central Administration</i>						
1993	1.70	20.70	30.20	32.20	14.30	0.90
2000	0.70	15.00	23.00	34.00	25.00	2.30
Change (1993-2000)	-1.00	-5.70	-7.20	1.80	10.70	1.40
<i>Total Public Sector</i>						
1993	1.30	19.10	30.50	32.90	15.30	0.90
2000	0.60	13.30	24.20	34.20	25.50	2.20
Change (1993-2000)	-0.70	-5.80	-6.30	1.30	10.20	1.30
<b>Norway</b> <i>Total Public Sector</i>						
	(17 and below)	(18-29)				
2000	0.02	13.33	26.99	27.50	25.34	6.82
<b>Poland</b> <i>Total Public Sector</i>						
		(24 and below)	(25-34)	(35-44)	(45-54)	(55 and above)
1999		11.25	25.22	30.63	24.38	8.52
<b>Portugal</b> <i>Total Public Sector</i>						
		(29 and below)				
1996		14.60	31.50	32.90	16.10	4.90
<b>Sweden</b> <i>Central Administration</i>						
1995	0.06	11.83	23.67	31.74	27.05	5.64
2001	0.05	9.67	23.16	26.19	33.72	7.21
Change (1995-2001)	-0.02	-2.15	-0.51	-5.56	6.67	1.57
<b>Switzerland</b> <i>Federal Administration</i>						
1991	0.24	14.80	25.60	31.35	21.72	6.29
2001	0.10	11.24	26.71	29.00	28.05	4.91
Change (1991-2001)	-0.14	-3.55	1.10	-2.36	6.33	-1.38
<b>Turkey</b> <i>Total Public Sector</i>						
2000	10.20	24.80	46.30	16.50	1.80	0.40

Notes :

1. Data has been adjusted for statistical coherence reasons.
2. Most recent year available

Source: OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

**Table 7 : Trends of Public Sector Flow In and Out in the Public Sector**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Australia</b>	<i>Federal Administration</i>											
Entrants			9895	9289	9422	7451	8151	5684	6183	7922	11927	13454
Leavers			7465	8834	10211	12173	9182	15511	16706	14567	10015	8151
<i>Difference</i>			2430	455	-789	-4722	-1031	-9827	-10523	-6645	1912	5303
<b>Finland</b>	<i>Central Administration</i>											
Entrants												2309
Leavers												5132
<i>Difference</i>												-2823
<b>France<sup>1</sup></b>	<i>Central Administration</i>											
Entrants	41400	30400	34200	37300	39600	43900	40700	39300	42200		54357	
Leavers	39600	43600	44900	47600	47300	47600	49100	52300	54300		56207	
<i>Difference</i>	1800	-13200	-10700	-10300	-7700	-3700	-8400	-13000	-12100		-1850	
<b>Greece</b>	<i>Central Administration</i>											
Entrants	812	2665	2816	2164	2925	6797	3244	1636	1063			
Leavers	5638	5399	4391	2594	3300	5661	3468	4718	4374			
<i>Difference</i>	-4826	-2734	-1575	-430	-375	1136	-224	-3082	-3311			
	<i>Total Public Sector</i>											
Entrants	6219	8353	7974	5317	6026	12284	9011	8296	4947			
Leavers	11508	11004	10827	5850	6947	10953	7776	10427	9142			
<i>Difference</i>	-5289	-2651	-2853	-533	-921	1331	1235	-2131	-4195			
<b>Hungary<sup>2</sup></b>	<i>Central Administration</i>											
Entrants					4634	1186	383	1583	991	1332	2787	2533
Leavers					5031	981	1939	507	596	865	2808	1888
<i>Difference</i>					-397	205	-1556	1076	395	467	-21	645
<b>Ireland</b>	<i>Central Administration</i>											
Entrants						1668	713	898	1177	2282	1467	3258
Leavers						509	593	769	725	1048	557	485
<i>Difference</i>						1160	121	129	452	1235	910	2773
<b>Italy</b>	<i>Central Administration</i>											
Entrants									36214			
Leavers									52041			
<i>Difference</i>									-15827			
	<i>Total Public Sector</i>											
Entrants									52294			
Leavers									46706			
<i>Difference</i>									5588			
<b>Japan</b>	<i>Central Administration</i>											
Entrants												29311
Leavers												36150
<i>Difference</i>												-6839
	<i>Total Public Sector</i>											
Entrants												75587
Leavers												152683
<i>Difference</i>												-77096
<b>Korea</b>	<i>Central Administration</i>											
Entrants	36330	31958	32502	24115	21293	23754	21481	21688	19255	28641		
Leavers	17505	18679	20894	17764	21010	22066	16977	17018	33092	36776		
<i>Difference</i>	18825	13279	11608	6351	283	1688	4504	4670	-13837	-8135		
	<i>Total Public Sector</i>											
Entrants	65453	64648	82083	54982	53487	50175	40614	39849	22723	33929		
Leavers	30059	28823	39058	38401	44832	39271	28739	28827	56011	56868		
<i>Difference</i>	35394	35825	43025	16581	8655	10904	11875	11022	-33288	-22939		

**Table 7 (cont.): Trends of Public Sector Flow In and Out in the Public Sector**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Luxembourg</b>	<i>Total Public Sector</i>											
Entrants												1820
Leavers												426
<i>Difference</i>												1394
<b>Netherlands</b>	<i>Central Administration</i>											
Entrants									7250			
Leavers									3450			
<i>Difference</i>									3800			
	<i>Total Public Sector</i>											
Entrants									53900			
Leavers									33500			
<i>Difference</i>									20400			
<b>Poland</b>	<i>Central Administration</i>											
Entrants					112190	117261	108067	102171	99242	146836		
Leavers					81763	106841	98739	58203	107293	116235		
<i>Difference</i>					30427	10420	9328	43968	-8051	30601		
	<i>Total Public Sector</i>											
Entrants					296071	286220	290362	255698	267179	360195		
Leavers					245780	273230	267410	201083	280936	384275		
<i>Difference</i>					50291	12990	22952	54615	-13757	-24080		
<b>Portugal</b>	<i>Central Administration</i>											
Entrants		14768	14392	13906	18542	14741	15141	12239	21435	26837		
Leavers		6947	12783	16664	14534	13897	9953	8106	7664	7661		
<i>Difference</i>		7821	1609	-2758	4008	844	5188	4133	13771	19176		
	<i>Total Public Sector</i>											
Entrants		28752	30597	31497	32943	30853	30107	24857	37497	40798	50608	
Leavers		16363	23956	30166	41067	27596	22098	20235	16411	16172	23031	
<i>Difference</i>		12389	6641	1331	-8124	3257	8009	4622	21086	24626	27577	
<b>Sweden</b>	<i>Central Administration</i>											
Entrants	38900	23100	18300	18100	27200	19500	18300	21500	21100	21700	19861	
Leavers	35100	24700	22100	28300	23100	24100	22500	24500	25800	22800	29460	
<i>Difference</i>	3800	-1600	-3800	-10200	4100	-4600	-4200	-3000	-4700	-1100	-9599	
<b>United States</b>	<i>Federal Administration</i>											
Entrants											242032	
Leavers											213215	
<i>Difference</i>											28817	

*Notes*

1. Excluding Permanent Defence Forces.
2. Including regional and local organs of central administration

Source: OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

Table 8 : Trends of female employment in public sector (%)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Evolution between the first and the latest year available
<b>Australia</b>													
<i>Federal Administration</i>	45.5	46.0	46.6	47.4	47.8	47.2	47.7	48.1	48.7	49.1	49.9	51.4	5.9
<b>Austria</b>													
<i>Federal Administration</i>	33.5			35.1	35.8	35.9	35.5	35.7	36.0	36.1	36.7	37.2	3.7
<b>Canada</b>													
<i>Central Administration</i>				43.5		44.9			47.1				3.6
<i>Total Public Sector</i>	54.1	55.1	55.4	55.8	55.8	55.8	56.6	56.8	57.9	58.9	59.6	59.8	5.7
<b>Finland</b>													
<i>Central Administration</i>	42.3	41.9	44.7	44.5	45.6	44.9	45.2	45.1	45.8	46.1	46.4	47.8	5.5
<i>Total Public Sector</i>	65.2	65.2	65.6	65.5	66.8	67.8	68.1	68.2	69.0	69.0	69.2	70.5	5.3
<b>France</b>													
<i>Central Administration</i>	47.0		47.7		48.4		48.6	48.8	48.9	48.9	48.9	49.0	2.0
<i>Total Public Sector</i>									58.5	56.1			
<b>Germany</b>													
<i>Federal Administration</i>	16.1	18.0	18.6	19.1	20.1	20.7	20.9	21.0	21.2	21.4	21.5		5.4
<i>Total Public Sector</i>	42.7	49.1	49.5	49.6	50.0	50.1	50.1	50.1	50.2	50.2	50.3		7.6
<b>Greece</b>													
<i>Central Administration</i>	36.0	36.4	40.3	39.5	40.6	39.6	39.7	40.4	39.3				3.3
<i>Total Public Sector</i>	43.7	43.6	49.0	48.1	48.4	47.4	49.7	50.6	49.8				6.1
<b>Hungary</b>													
<i>Central Administration</i>			77.6	77.7	76.9	77.4	76.5	78.1	78.1	77.9	77.9	78.6	1.0
<i>Total Public Sector</i>			73.4	72.9	70.5	71.3	71.8	72.7	73.4	73.6	73.2	74.5	1.1
<b>Ireland</b>													
<i>Central Administration</i>						50.4	50.6	50.2	51.0	51.6	52.6	53.5	3.1
<b>Italy</b>													
<i>Total Public Sector</i>								49.7	50.1				0.4
<b>Korea</b>													
<i>Central Administration</i>	28.2	28.7	29.1	30.0	29.9	30.5	31.7	32.4	33.6	33.1			4.9
<i>Total Public Sector</i>	24.0	24.4	25.3	26.2	26.2	27.3	27.4	28.7	29.7	29.8			5.8
<b>Luxembourg</b>													
<i>Central Administration</i>												49.5	
<i>Total Public Sector</i>						41.7	42.6	44.0	45.4	46.0	46.5	46.8	5.0
<b>Netherlands</b>													
<i>Central Administration</i>				27.3	27.5	27.8	28.1	29.5	30.5	31.3	38.9		11.6
<i>Total Public Sector</i>				29.6	30.6	32	32.4	32.7	34.4	35.6	36.9		7.3
<b>New Zealand</b>													
<i>Central Administration</i>								40	40	41			1.0
<i>Total Public Sector</i>								58	58	60			2.0
<b>Norway</b>													
<i>Total Public Sector</i>				44	44	44	44	44	44	42	43		-1.0
<b>Portugal</b>													
<i>Central Administration</i>							59.4						
<b>Sweden</b>													
<i>Central Administration</i>	52.2	46.7	46.8	46.4	45.5	44.1	44.0	44.1	44.6	45.2	46.2	47.7	-4.5
<b>Switzerland</b>													
<i>Federal Administration</i>		16.4							22.7	23.1	24.3	25.4	9.0
<b>Turkey</b>													
<i>Total Public Sector</i>							34.2						
<b>United States</b>													
<i>Federal Administration</i>		43.1	43.6	43.5	43.7	43.9	44.1	44.0	44.2	44.4	44.7	45.0	1.9
<i>Total Public Sector</i>	53.1	53.6	53.8	54.1	54.4	54.7	55.1	55.5	55.8	56.1	56.3		3.2

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**Table 9 : Share of Women in different responsibility levels (%)**

	1990	1995	1996	1997	1998	1999	2000	2001	Evolution between 1990 and the latest year available
<b>Australia</b>	<i>Federal Administration</i>								
Administrative Staff		51.6	52.0	52.4	53.0	53.7	54.5	56.0	
Middle Managers		26.3	27.5	28.1	29.4	31.6	33.0	35.0	
Senior Managers		18.4	19.5	20.0	22.2	24.6	25.3	27.4	
<b>Finland</b>	<i>Central Administration</i>								
Administrative Staff							49.0		
Middle Managers							27.0		
Senior Managers							23.0		
<b>France</b>	<i>Central Administration</i>								
Administrative Staff	53.5				54.2		48.2		-5.3
Middle Managers	61.4				62.0		46.5		-14.9
Senior Managers	43.2				53.5		51.9		8.7
	<i>Total Public Administration</i>								
Administrative Staff	56.9				58.2			59.7	2.8
Middle Managers	59.4				62.0			64.7	5.3
Senior Managers	40.8				44.8			46.5	5.7
<b>Germany</b>	<i>Federal Administration</i>								
Administrative Staff	17.6	22.0				22.4	22.5		4.9
Middle Managers	11.9	17.7				20.0	20.1		8.2
Senior Managers	6.8	12.2				14.3	14.8		8.0
	<i>Total Public Administration</i>								
Administrative Staff	46.3	53.9				54.3	55.0		8.7
Middle Managers	42.7	51.3				51.3	51.1		8.4
Senior Managers	24.5	28.0				33.1	33.7		9.2
<b>Greece</b>	<i>Central Administration</i>								
Administrative Staff	36	39.6			39.3				3.3
Middle Managers	24	38			40.1				16.1
Senior Managers	10.6	22.1			30.1				19.5
<i>Total</i>	<i>Total Public Administration</i>								
Administrative Staff	43.7	47.4			49.8				6.1
Middle Managers	43.6	52			54.6				11.0
Senior Managers	29.9	36			38.7				8.8
<b>Hungary</b>	<i>Central Administration</i>								
Administrative Staff		63					65.6	68.7	
Middle Managers		40.7					40.9	40.2	
Senior Managers		27.7					40.3	41.6	
<i>Total</i>	<i>Total Public Administration</i>								
Administrative Staff		75.3					79.2	80.7	
Middle Managers		59.4					62.6	61.5	
Senior Managers		48.3					53.5	54.9	
<b>Ireland</b>	<i>Central Administration</i>								
Administrative Staff		73.6					74.0	73.8	
Middle Managers		37.1					42.5	47.4	
Senior Managers		10.8					13.3	15.6	
<b>Italy</b>	<i>Central Administration</i>								
Middle Managers							23		
Senior Managers							12		
<b>Japan</b>	<i>Central Administration</i>								
Administrative Staff								29.3	
Middle Managers								12.3	
Senior Managers								1.3	

**Table 9 (cont.): Share of Women in different responsibility levels (%)**Evolution between  
1990 and the  
latest year  
available

	1990	1995	1996	1997	1998	1999	2000	2001	
<b>Korea</b>									
<i>Central Administration</i>									
Administrative Staff	20.6	20.5					22.6		2.0
Middle Managers	1.8	2.1					3.9		2.1
Senior Managers	1.2	1.3					1.3		0.1
<i>Total Public Administration</i>									
Administrative Staff	18.4	22.9					25.9		7.5
Middle Managers	2	3					5.4		3.4
Senior Managers	1.1	1.1					1.1		0.0
<b>Luxembourg</b>									
<i>Central Administration</i>									
Administrative Staff								59.5	
Middle Managers								44.7	
Senior Managers								30.7	
<i>Total Public Administration</i>									
Administrative Staff								42.1	
Middle Managers								57.2	
Senior Managers								38.5	
<b>Netherlands</b>									
<i>Central Administration</i>									
Administrative Staff							41.8		
Middle Managers							25.5		
Senior Managers							18.6		
<i>Total Public Administration</i>									
Administrative Staff							51		
Middle Managers							25.5		
Senior Managers							18.6		
<b>Portugal</b>									
<i>Central Administration</i>									
Administrative Staff			80.9						
Middle Managers			43.9						
Senior Managers			25.7						
<b>Sweden</b>									
<i>Central Administration</i>									
Administrative Staff	83	85.0					80.0	80.0	-3.0
Middle Managers	34	40.0					48.0	48.0	14.0
Senior Managers	10	13.0					20.0	21.0	11.0
<b>Switzerland</b>									
<i>Federal Administration</i>									
Administrative Staff								28.2	
Middle Managers								17.7	
Senior Managers								6.9	
<b>Turkey</b>									
<i>Total Public Administration</i>									
Administrative Staff		37							
Middle Managers		13							
Senior Managers		15							
<b>United States</b>									
<i>Federal Administration</i>									
Administrative Staff	53.2	52.4					52.5		-0.7
Middle Managers	15.2	21.1					28.1		12.9
Senior Managers	11.1	19.2					24.4		13.3

Note : The definitions of level of responsibility are different according to countries. The categories can be distinguished by functions titles, grades, level of remuneration or level of study.

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Table 10 : Total compensation costs for the public sector (in current national currencies, millions)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Austria (Euro)</b>												
<i>Federal Administration</i>	6439	6964	7422	7932	8320	7835	7943	7973	8154	8330	8354	8494
<i>Landers</i>	4719	5178	5629	6076	6387	6616	6642	5739	5919	6190	6364	
<i>Local Administration</i>	3821	4147	4539	4843	5140	5376	5463	5236	5443	5473	5554	
<i>Total Public Sector</i>	14979	16288	17590	18851	19847	19827	20048	18949	19515	19993	20272	
<b>Belgium (Euro)</b>												
<i>Federal Administration</i>	5580	5852	6030	6257	6537	6677	6564	6797	6906			
<i>Regional Administration</i>	6704	7374	7989	8597	9132	9658	9955	10338	10749			
<i>Local Administration</i>	5414	5804	6077	6464	6825	7054	7285	7498	7743			
<i>Total Public Sector</i>	17697	19030	20097	21318	22494	23389	23814	24633	25399			
<b>Denmark (Kroner)</b>												
<i>Central Administration</i>								41221	42038	41528	43029	45653
<i>Local Administration</i>								119358	126588	131690	136992	146110
<i>Total Public Sector</i>								160579	168627	173218	180021	191762
<b>Finland (Euro)</b>												
<i>Central Administration</i>	3999	4342	4327	4043	3954	3843	3886	3888	4089	4224	4383	4412
<i>Local Administration</i>	9179	9979	10073	9595	10091	10814	11622	11622	11958	12362	12799	13505
<i>Total Public Sector</i>	13179	14321	14399	13639	14045	14658	15508	15510	16047	16585	17182	17918
<b>France (Euro)</b>												
<i>Administration Centrale</i>	59358	53270	55073	58755	60083	62920	64852	66918	68691	71220		
<i>Administration Régionale</i>	51153	54324	58074	61457	64198	67799	70426	71110	74543	77677		
<b>Germany (Euro)</b>												
<i>Federal Administration</i>								26843	26638	26945	26536	26792
<i>Landers</i>								91368	92237	93004	94231	94487
<i>Local Administration</i>								38960	38705	39318	39165	39318
<i>Total Public Sector</i>								157171	157580	159267	159932	160597
<b>Greece (Euro)</b>												
<i>Central Administration</i>								8229	8911	9362	10230	
<b>Hungary (Florint)</b>												
<i>Total Public Sector</i>												1208087
<b>Italy (Euro)</b>												
<i>Central Administration</i>	54060	58719	61450	63256	45085	45148	58869	54578	56350	55910		
<i>Local Administration</i>	12790	12245	10793	11110	10823	11226	11887	17646	18205	20385		
<b>Japan (Yen, milliards)</b>												
<i>Regional Administration</i>	13581	14138	14498	14651	14970	15265	15639	15921	15934	15896	15791	
<i>Local Administration</i>	8687	9206	9621	9993	10303	10563	10781	11008	11111	11152	11086	

Table 10 (cont.) : Total compensation costs for the public sector (in current national currencies,

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Korea (Won)</b>												
<i>Central Administration</i>								15921	15439	16082	17083	19607
<b>Luxembourg (Euro)</b>												
<i>Central Administration</i>												0.48
<i>Total Public Sector</i>												1078
<b>Mexico (Peso)</b>												
<i>Federal Administration</i>								17930	20859	21030	33330	
<b>New Zealand (New Zealand Dollar)</b>												
<i>Central Administration</i>			7412	7603	7677	7753	8135	8571	8342	8682	8889	9185
<b>Netherlands (Euro)</b>												
<i>Central Administration</i>								1780	1828	1898	1954	2208
<i>Provinces</i>								259	268	278	287	397
<i>Local Administration</i>								2368	2472	2565	2643	3128
<i>Total Public Sector</i>								4406	4567	4742	4884	5733
<b>Poland (Zloty)</b>												
<i>Central Administration</i>					18032	24663	24781	29881	31504			
<i>Local Administration</i>					6267	8468	14830	18467	20912			
<i>Total Public Sector</i>					24299	33131	39611	48348	52416			
<b>Portugal (Euro)</b>												
<i>Central Administration</i>	5070	6437	7524	8071	8557	9345	10124	11066	12087	13086	14671	
<i>Regional Administration</i>			612	650	407	434	471	508	545	604	662	
<i>Local Administration</i>	524	647	737	779	878	957	1028	1108	1194	1321	1401	
<i>Total Public Sector</i>	5594	7084	8873	9500	9843	10736	11623	12683	13826	15011	16734	
<b>Spain (Euro)</b>												
<i>Central Administration</i>	13135	14549	16310	17013	17360	18565	18383	18455	18994	18690		
<i>Regional Administration</i>	7026	8096	9171	9833	10261	11061	12808	13550	14478	17049		
<i>Local Administration</i>	5397	6161	6977	7189	7303	7833	8491	8910	9197	9903		
<i>Total Public Sector</i>	33450	37965	43464	44983	45931	49079	51961	53424	55645	59193		
<b>Switzerland (Swiss Franc)</b>												
<i>Federal Administration</i>		4393	4764	4748	4923	4839	4901	4766	4766	4799	4014	4482
<b>Sweden (Krona)</b>												
<i>Central Administration</i>	82300					70000	73700	76600	77140	81350	85900	83900
<b>United States (Dollar)</b>												
<i>Federal Administration</i>	116580	126520	133090	140140	138407	142282	142911	145110	148770	155678		

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**Table 11: Share of Total Compensation Costs for the Public Sector as a Percentage of GDP**

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Change between the first and the latest available years
Austria	11.21%	11.37%	11.59%	12.01%	12.00%	11.51%	11.26%	10.38%	10.27%	10.17%	9.90%		-1.31%
Belgium	10.83%	11.12%	11.18%	11.52%	11.53%	11.56%	11.50%	11.33%	11.24%				0.41%
Denmark								14.38%	14.59%	14.27%	13.89%	14.26%	-0.12%
Finland	14.98%	17.05%	17.58%	16.46%	15.99%	15.44%	15.74%	14.51%	13.84%	13.77%	13.10%	13.18%	-1.80%
Germany								8.40%	8.17%	8.05%	7.88%	7.75%	-0.64%
Hungary												8.12%	
Luxembourg												5.08%	
Netherlands								2.91%	2.84%	2.80%	2.68%	2.97%	0.06%
Poland					10.79%	10.75%	10.21%	10.24%	9.47%				-1.33%
Portugal	11.01%	12.13%	13.49%	13.73%	13.13%	13.28%	13.48%	13.64%	13.70%	13.93%	14.55%		3.54%
Spain	10.71%	11.08%	11.78%	11.78%	11.31%	11.21%	11.19%	10.81%	10.54%	10.47%			-0.24%

Source: GDP : National Accounts of OECD Countries ; Compensation Costs : OECD Public Management Service, 2002. Copyright OECD 2002. All rights reserved.

Table 12 : Annual Pay Dispersion (in national currencies)

		1990	1995	1996	1997	1998	1999	2000	2001
<b>Finland (Euro)</b>									
<i>Central Administration</i>	First decile	13133	15650	16152	16350	16782	17103	17787	18689
	Median	17525	21153	21430	21753	22366	22942	23922	24966
	Ninth decile	29961	36399	37491	37186	38290	38591	40254	42040
<b>France (Euro)</b>									
<i>Central Administration</i>	First decile	11235	13830	13977	14123	14470	14727		
	Median	17760	20489	20800	21056	21459	21751		
	Ninth decile	27215	32618	33496	34118	34667	35143		
<b>Hungary (Florint)</b>									
<i>Central Administration</i>	First decile		271368	315360	351972	426000	502200	566016	658596
	Median		508716	580176	651900	774696	936000	1091508	1296360
	Ninth decile		1037676	1218996	1503852	1781460	2185776	2775684	3123444
<i>Total Public Sector</i>	First decile		210504	234000	302256	358992	407796	456000	552588
	Median		386688	420000	528492	625416	727404	822600	953208
	Ninth decile		779376	862428	1046352	1242156	1467504	1683696	1901976
<b>Luxembourg (Euro)</b>									
<i>Central Administration</i>	First decile							26842	28871
	Median							40122	42991
	Ninth decile							73611	78143
<i>Total Public Sector</i>	First decile							28293	30476
	Median							47515	50755
	Ninth decile							80173	84907
<b>Netherlands (Euro)</b>									
<i>Central Administration</i>	First decile				18188	18950	19723	20545	
	Median				24646	26023	26198	27662	
	Ninth decile				44135	46231	47614	51840	
<i>Total Public Sector</i>	First decile				17632	18182	18683	19391	
	Median				25882	26535	27358	27864	
	Ninth decile				41145	42120	43672	44679	
<b>Poland (Zloty)</b>									
<i>Central Administration</i>	First decile		4213	5434	6272	8435	13503		16000
	Median		8277	11248	13261	16324	22726		27188
	Ninth decile		17706	23596	28127	32411	45133		51052
<i>Total Public Sector</i>	First decile		4756	5619	6874	7956	10912		13071
	Median		6738	8594	10449	12292	16830		21823
	Ninth decile		11501	15012	18047	21003	29462		37830
<b>Sweden (Krona)</b>									
<i>Central Administration</i>	First decile		151600	163150	170300	171600	180600	187200	189600
	Median		183500	198000	206400	210000	222000	232800	240000
	Ninth decile		276000	300000	314400	320400	340600	360000	372000

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Table 13 : Dispersion of earnings in the Public Sector

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	Evolution between the first and the latest year available
<b>Finland</b>	<i>Central Administration</i>												1990-2001
Decile 9 / Decile 1	2.28	2.26	2.23	2.33	2.37	2.33	2.32	2.27	2.28	2.26	2.26	2.25	2.25
Decile 9 / Median	1.71	1.71	1.70	1.72	1.73	1.72	1.75	1.71	1.71	1.68	1.68	1.68	1.68
Median / Decile 1	1.33	1.32	1.32	1.35	1.37	1.35	1.33	1.33	1.33	1.34	1.34	1.34	1.34
<b>France</b>	<i>Central Administration</i>												1990-1999
Decile 9 / Decile 1	2.42	2.41	2.39	2.41	2.38	2.36	2.40	2.42	2.40	2.39			-0.04
Decile 9 / Median	1.53	1.56	1.58	1.59	1.60	1.59	1.61	1.62	1.62	1.62			0.08
Median / Decile 1	1.58	1.54	1.51	1.52	1.49	1.48	1.49	1.49	1.48	1.48			-0.10
<b>Hungary</b>	<i>Central Administration</i>												1992-2001
Decile 9 / Decile 1			3.57	3.68	3.74	3.82	3.87	4.27	4.18	4.35	4.90	4.74	4.74
Decile 9 / Median			2.00	2.12	2.03	2.04	2.10	2.31	2.30	2.34	2.54	2.41	2.41
Median / Decile 1			1.79	1.74	1.84	1.87	1.84	1.85	1.82	1.86	1.93	1.97	1.97
	<i>Total Public Sector</i>												
Decile 9 / Decile 1			3.35	3.32	3.55	3.70	3.69	3.46	3.46	3.60	3.69	3.44	3.44
Decile 9 / Median			1.90	1.97	1.96	2.02	2.05	1.98	1.99	2.02	2.05	2.00	2.00
Median / Decile 1			1.76	1.68	1.81	1.84	1.79	1.75	1.74	1.78	1.80	1.72	1.72
<b>Luxembourg</b>	<i>Central Administration</i>												2000-2001
Decile 9 / Decile 1											2.74	2.71	2.71
Decile 9 / Median											1.83	1.82	1.82
Median / Decile 1											1.49	1.49	1.49
	<i>Total Public Sector</i>												
Decile 9 / Decile 1											2.83	2.79	2.79
Decile 9 / Median											1.69	1.67	1.67
Median / Decile 1											1.68	1.67	1.67
<b>Netherlands</b>	<i>Central Administration</i>												1997-2001
Decile 9 / Decile 1								2.43	2.44	2.41	2.52		0.10
Decile 9 / Median								1.79	1.78	1.82	1.87		0.08
Median / Decile 1								1.36	1.37	1.33	1.35		-0.01
	<i>Total Public Sector</i>												
Decile 9 / Decile 1								2.33	2.32	2.34	2.30		-0.03
Decile 9 / Median								1.59	1.59	1.60	1.60		0.01
Median / Decile 1								1.47	1.46	1.46	1.44		-0.03
<b>Poland</b>	<i>Central Administration</i>												1994-2001
Decile 9 / Decile 1					4.16	4.20	4.34	4.48	3.84	3.34		3.19	3.19
Decile 9 / Median					2.15	2.14	2.10	2.12	1.99	1.99		1.88	1.88
Median / Decile 1					1.93	1.96	2.07	2.11	1.94	1.68		1.70	1.70
	<i>Total Public Sector</i>												
Decile 9 / Decile 1					2.70	2.42	2.67	2.63	2.64	2.70		2.89	2.89
Decile 9 / Median					1.72	1.71	1.75	1.73	1.71	1.75		1.73	1.73
Median / Decile 1					1.57	1.42	1.53	1.52	1.55	1.54		1.67	1.67
<b>Sweden</b>	<i>Central Administration</i>												1995-2001
Decile 9 / Decile 1						1.82	1.84	1.85	1.87	1.89	1.92	1.96	1.96
Decile 9 / Median						1.50	1.52	1.52	1.53	1.53	1.55	1.55	1.55
Median / Decile 1						1.21	1.21	1.21	1.22	1.23	1.24	1.27	1.27

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**Table 14 : Federal Departmental Employment in Australia**  
Latest Year Available: 2001

Name of the Federal Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Department of Defence	15366	15103	263
Federal Department of Family and Community Services	5722	4849	873
Federal Department of Immigration and Multicultural Affairs	3662	3411	251
Federal Department of Health and Aged Care	3035	2799	236
Federal Department of Foreign Affairs and Trade	2693	2550	143
Federal Department of Industry Science and Resources	2689	2531	158
Federal Department of Environment and Heritage	2660	2529	131
Federal Department of Agriculture, Fisheries and Forestry Australia	2602	2435	167
Federal Department of Veterans Affairs	2260	2152	108
Federal Department of Employment, Workplace Relations and Small Business	1952	1849	103
Federal Department of Education, Training and Youth Affairs	1330	1252	78
Attorney General's	1234	1181	53
Federal Department of Communications IT and the Arts	1084	1014	70
Federal Department of Transport and Regional Services	797	760	37
Federal Department of Treasury	698	668	30
Federal Department of Finance	685	655	30
Prime Minister and Cabinet	319	309	10
Federal Department of Reconciliation, Aboriginal and Torres Strait Islander Affairs	41	37	4
<b>Total</b>	<b>48829</b>	<b>46084</b>	<b>2745</b>

**Agency/Administration Employment (Central Administration only)**  
Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Centrelink (social security)	22237	19127	3110
Australian Taxation Office	19503	18128	1375
Australian Customs Service	4272	3851	421
Australian Bureau of Statistics	3188	2880	308
Aboriginal and Torres Strait Islander Commission	1066	1044	22
Australian Securities and Investment Commission	969	895	74
Australian Electoral Commission	769	699	70
Family Court of Australia	557	516	41
National Library of Australia	471	420	51
Australian Competition and Consumer Commission	426	405	21
Aust. Communications Authority	406	395	11
Director of Public Prosecutions	404	336	68
Commonwealth Superannuation Commission	321	286	35
<i>Others</i>	<i>4587</i>	<i>4230</i>	<i>24</i>
<b>Total</b>	<b>59176</b>	<b>53212</b>	<b>5964</b>

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**Table 14 (Cont.) : Federal Ministerial Employment in Austria**  
Latest Year Available: 2001

Name of the Federal Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Ministry of Interior	1962	1934	
Federal Ministry for Defence	1348	1329	
Federal Ministry for Economic Affairs And Labour	1175	1128	
Federal Ministry for Education, Science and Culture	1150	1115	
Federal Ministry for Agriculture, Forestry, Environment and Water Management	1134	1078	
Federal Ministry of Finance	918	894	
Federal Ministry for Social Security and Generations	913	869	
Federal Ministry for Transport, Innovation and Technology	695	677	
Federal Chancellery	675	655	
Top Authorities	668	649	
Federal Ministry for Foreign Affairs	590	577	
Federal Ministry of Justice	281	275	
Federal Ministry for Public Service and Sports	149	141	
<b>Total</b>	<b>11658</b>	<b>11321</b>	

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Schools & School Administration	47482	41909	
Police	30986	30330	
Army	24422	24259	
Universities, Scientific Institutions	21322	19782	
Tax and Customs Organisations	14250	13582	
Courts, Prisons	11523	10995	
Real Estate, Calibration & Geodesy	3647	3504	
Institutes for Agriculture and Forestry, Watermanagement	2849	2609	
Social Care	1646	1518	
Foreign Affairs: Representations	783	788	
<i>Others</i>	976	962	
<b>Total</b>	<b>159886</b>	<b>150238</b>	

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**Table 14 (Cont.) : Ministerial Employment in Belgium**

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Finance	33637	29846.8	
Ministry of Justice	9168	8154.9	
Ministry of Interior	4303	3819	
Ministry of Social Affairs, Public Health and Environment	3145	2691.3	
Ministry of Economic Affairs	2728	2301	
Ministry of Defence	2675	2453.6	
Ministry for the Middle class and Agriculture	1898	1650.1	
Ministry for Foreign Affairs, Trade and Development Co-operation	1752	1501.6	
Ministry for Employment and Labour	1546	1362.9	
Ministry for Communications and Infrastructures	1327	1173.8	
Ministry of the Public Sector	545	458.5	
Prime Minister Office	417	377	
<b>Total</b>	<b>63141</b>	<b>55790.5</b>	

**Agency/Administration Employment (Central Administration only)**

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
National Office of Employment	5470	4172.9	
National Office of the Pensions	2393	2076.1	
Regulating Office of the Inland Navigation	1711	1512	
Control of the Building Industries	1704	1528.7	
National Office of Social Security	1406	1226.4	
National Institute of Sickness and Disablement Insurance	1298	1170.9	
National Office of Family Benefits for Employees	975	823.7	
National Institute of Social Security for Self-employed Workers	871	797.8	
Auxiliary Case of Payment of the Unemployment Allocations	607	492.3	
Belgian Institute of the Mail Service and Telecommunications	388	362.7	
National institute of the Invalids of war, veterans and victims of war	388	310.7	
National Office of the Annual Holidays	372	310.2	
<i>Others</i>	<i>4054</i>	<i>3534.9</i>	
<b>Total</b>	<b>21637</b>	<b>18319.3</b>	

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**Table 14 (Cont.) : Ministerial Employment in Czech Republic**  
 Latest Year Available: 1999

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Interior	2049		
Ministry of Finance	1217		
Ministry of Defence	1103		
Ministry of Agriculture	1092		
Ministry of Transport and Telecommunications	796		
Ministry of Foreign Affairs	773		
Ministry of Industry and Trade	734		
Ministry of Labour and Social Affairs	563		
Ministry of Environment	561		
Ministry of Education, Youth and Sport	415		
Federal Ministry of Justice	377		
Ministry of Regional Development	359		
Ministry of Health Care	291		
Ministry of Culture	228		
<b>Total</b>	<b>10558</b>		

**Agency/Administration Employment (Central Administration only)**  
 Latest Year Available: 1999

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Czech Statistical Office	2012		
Administration of State Material Commodities Resources	467		
Office for Industrial Ownership	266		
Czech Mining Office	211		
National Security Office	190		
State Office for Nuclear Safety	171		
Office for Public Information Systems	130		
Czech Securities Commission	127		
Office for the Protection of Competition	125		
Czech Geodetic and Cadastral Office	67		
<b>Total</b>	<b>3766</b>		

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**Table 14 (Cont.) : Ministerial Employment in Finland**  
 Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs	1652	1603	49
Ministry of Agriculture and Forestry	454	431	23
Ministry of Social Affairs and Health	453	431	22
Ministry of Trade and Industry	354	348	6
Ministry of the Interior	350	338	12
Ministry of Labour	346	338	8
Ministry of Justice	341	326	15
Ministry of Finance	338	328	10
Ministry of Education	332	323	9
Ministry of Environment	322	304	18
Prime Minister's Office	230	221	9
Ministry of Transport and Communications	176	163	13
Ministry of Defence	119	115	4
The President's Office	64	59	5
Office of the Chancellor of Justice	33	29	4
<b>Total</b>	<b>5564</b>	<b>5357</b>	<b>207</b>

**Agency/Administration Employment (Central Administration only)**  
 Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Universities and Technical High School	25866	22185	3681
Defence Forces	16522	16044	478
Local Police	9152	8904	248
National Tax Agency	6038	5461	577
The Border Guard	2980	2944	36
Technical Research Centre	2877	2603	274
Prison Administration	2652	2586	66
Customs Administration	2452	2252	200
Courts	2307	2191	116
Local Environment Institutes	2042	1755	287
Court and Execution Office	2024	1936	88
Land Survey Offices	1636	1482	154
Construction Office of Defence Administration	1406	1302	104
Road Administration	1077	989	88
<i>Others</i>	<i>41510</i>	<i>38102</i>	<i>3408</i>
<b>Total</b>	<b>120541</b>	<b>110736</b>	<b>9805</b>

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**Table 14 (Cont.) : Ministerial Employment in France**  
 Latest Year Available: 2000

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Education	1189024	1130729	139467
Ministry of Defence and Veterans Affairs	430098	427714	9821
Ministry of Economy, Finance and Industry	202673	185821	53133
Ministry of Equipment, Housing, Transport and Environment	117239	112039	15887
Ministry of Interior	184278	176763	17902
Ministry of Justice	68159	64011	11473
Ministry of Agriculture	38020	33708	9595
Ministry for Employment and Solidarity	30602	27803	9482
Ministry of Foreign Affairs and Co-operation	19214	18798	1132
Ministry of Culture	14728	14165	1953
<i>Others</i>	26204	21021	12146
<b>Total</b>	<b>2320239</b>	<b>2212573</b>	<b>281991</b>

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**Table 14 (Cont.) : Federal Ministerial Employment in Germany**

Latest Year Available: 2000

Name of the Federal Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Ministry of Defence	3478		279
Federal Ministry of Foreign Affairs	2464		203
Federal Ministry of Finance	2192		237
"Deutscher Bundestag" (German Federal Parliament)	2112		356
Federal Ministry of Economics and Technology	1685		230
Federal Ministry of Transport, Building and Housing	1569		197
Federal Ministry of the Interior	1167		145
Federal Ministry of Labour and Social Affairs	1038		175
Federal Ministry of Education and Research	1007		192
Federal Ministry of Consumer Protection, Food and Agriculture	909		152
Federal Ministry for the Environment, Nature Conversation and Nuclear	800		129
Press- and Information Office	635		84
Federal Ministry of Justice	633		113
Federal Order Court	574		59
Federal Ministry for Health	568		112
Federal Ministry for Economic Cooperation and Development	559		86
Chancellor and Office of the Chancellor	489		34
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	482		95
"Deutscher Bundesrat" (German Federal Council)	183		25
Federal Constitutional Court	172		39
State Minister at the Federal Chancellery for Media and Cultural Affairs	167		28
President of the Federal Republic and office of the President	159		14
<b>Total</b>	<b>23042</b>		<b>2984</b>

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2000

Agency/Administration Overseen by the Federal Ministry of	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Ministry of Defence	319264		15611
Federal Ministry of the Interior	54766		4085
Federal Ministry of Finance	48474		5295
Federal Ministry of Transport, Building and Housing	24780		2893
Federal Ministry of Economics and Technology	7592		1238
Foreign Affairs	6216		517
Federal Ministry of Consumer Protection, Food and Agriculture	4217		1164
Federal Ministry of Justice	3746		585
Federal Ministry for Health	2957		628
Federal Ministry for the Environment, Nature Conversation and Nuclear Sa	2083		565
Federal Ministry of Labour and Social Affairs	1661		276
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	1211		282
Chancellor and Office of the Chancellor	787		128
Federal Order Court	497		56
Federal Ministry of Education and Research	104		23
"Deutscher Bundestag" (German Federal Parliament)	53		17
President of the Federal Republic and office of the President	32		6
<i>Others</i>	538		91
<b>Total</b>	<b>478978</b>		<b>33460</b>

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**Table 14 (Cont.) : Ministerial Employment in Greece**

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Transport and Communications	3740		
Ministry of Finance	2957		
Ministry of Foreign Affairs	2395		
Ministry of Environment, Town Planning and Public Works	2027		
Ministry of National Economy	1753		
Ministry of Agriculture	1682		
Ministry of Defence	1368		
Ministry of Culture	1035		
Ministry of Education and Religious Affairs	756		
Ministry of Health and Welfare	704		
Ministry of Industry, Energy and Technology	624		
General Secretariat of Public Administration	594		
Ministry of Commerce	588		
Ministry of Public Order	571		
Ministry of Press and Mass Media	558		
Ministry of Labour and Social Security	422		
Ministry of Justice	356		
Ministry of Interior, Public Administration and Decentralization	329		
Ministry of Merchant Marine	245		
Ministry of Macedonia-Thrace	112		
Ministry of Aegean	81		
Ministry of Tourism	6		
<b>Total</b>	<b>22903</b>		

**Agency/Administration Employment (Central Administration only)**

Agency/Administration Overseen by the Ministry of	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Labour and Social Security	7154		
Ministry of Education and Religious Affairs	489		
Ministry of Health and Welfare	415		
Ministry of Agriculture	292		
Ministry of Culture	247		
Ministry of Merchant Marine	226		
Ministry of Environment, Town Planning and Public Works	159		
Ministry of Finance	145		
General Secretariat of Public Administration	57		
Ministry of Foreign Affairs	3		
<b>Total</b>	<b>9187</b>		

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**Table 14 (Cont.) : Ministerial Employment in Hungary**  
Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs	1987	1937	116
Ministry of Agriculture and Regional Development	761	755	12
Ministry of Economic Affairs	675	673	7
Ministry of Finance	567	567	2
Ministry of Environment	558	552	16
Ministry of Education	534	533	2
Prime Minister's Office	445	441	8
Ministry of Interior	424	424	1
Ministry of Transport and Water Management	362	360	5
Ministry of Justice	287	286	5
Ministry of Health	266	257	19
Ministry of Cultural Heritage	245	245	-
Ministry of Social and Family Affairs	240	239	3
Ministry of Defence	229	227	6
Ministry of Youth and Sports	168	168	1
<b>Total</b>	<b>7748</b>	<b>7664</b>	<b>203</b>

**Agency/Administration Employment (Central Administration only)**  
Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Tax and Financial Control Administration	971	968	8
Directorate for Pension Payments	951	947	18
Hungarian Central Statistical Office	839	826	35
Central Data Processing, Reg. and Election Office	573	573	-
National Board of Woods and Forests	520	518	7
National Health Insurance Fund	515	513	7
National Medical Expert Office	486	476	28
Financial Supervisory Authority	402	400	7
TFCA's Criminal Directorate	366	366	-
Agricultural Budget Office	324	318	19
Communication Authority	296	296	-
TFCA's Office for Tax Settlement and Informatics	287	287	3
<i>Others</i>	<i>4131</i>	<i>4853</i>	<i>132</i>
<b>Total</b>	<b>10661</b>	<b>10597</b>	<b>214</b>

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**Table 14 (Cont.) : Departments Employment in Ireland**  
 Latest Year Available: 2001

Name of the Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Department of Social, Community and Family Affairs	4803	4462.5	681
Department of Agriculture and Food	4660	4452	416
Department of Justice, Equality and Law Reform	3187	3007	360
Department of Education and Science	1243	1182.5	121
Department of Enterprise, Trade and Employment	1072	1016	112
Department of Environment and Local Government	951	911	80
Department of Foreign Affairs	940	910.5	59
Department of Arts, Heritage, Gaeltacht and the Island	867	857.5	19
Department for Public Enterprise	683	656	54
Department of Finance	638	600.5	75
Department of Health and Children	591	551	80
Department of Marine and Natural Resources	474	451.5	45
Department of Defence	467	424	86
Taoiseach	217	208.5	17
Department of Tourism, Sport and Recreation	114	108	12
<b>Total</b>	<b>20907</b>	<b>19798.5</b>	<b>2217</b>

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Revenue Commissioners	6904	6465.5	877
Courts Service	1038	986.5	103
Central Statistics Office	682	642	80
Office of Public Works	579	561.5	35
Ordnance Survey	322	314	16
Oireachtas	319	313	12
Chief State Solicitor	247	239	16
Civil Service Commission	198	188	20
Valuation Office	126	120	12
Comptroller & Auditor General	117	116.5	1
<i>Others</i>	358	346	24
<b>Total</b>	<b>10890</b>	<b>10292</b>	<b>1196</b>

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**Table 14 (Cont.) : Ministerial Employment in Italy**

Latest Year Available: 1999

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Finance	65340		
Ministry for Justice	52327		
Ministry of Defence	41577		
Ministry of Cultural Affairs	22924		
Ministry of Interior	22885		
Ministry of Education	19516		
Ministry Treasury	14255		
Ministry of Labour	14195		
Ministry of Transportation	7546		
Ministry of Foreign Affairs	5072		
Presidency of the Council	4271		
Ministry of Health	3494		
Ministry of Communication	2106		
Ministry of Industry	1675		
Ministry of Agriculture	1590		
Ministry of Environment	618		
Ministry of University	505		
Ministry of International Trade	485		
Ministry of Public Works	398		
<b>Total</b>	<b>280779</b>		

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**Table 14 (Cont.) : Ministerial Employment in Korea**  
 Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Education and Human Resources Development		298585	
Ministry of Information and Communication		29830	
Ministry of Justice		15977	
Ministry of Maritime Affairs and Fisheries		3895	
Ministry of Agriculture and Forestry		3689	
Ministry of Construction and Transportation		3401	
Ministry of Health and Welfare		2994	
Ministry of Labour		2698	
Ministry of Government Administration and Home Affairs		2404	
Ministry of Foreign Affairs and Trade		1897	
Ministry of Culture and Tourism		1691	
Ministry of Environment		1303	
Ministry of Commerce, Industry and Energy		1028	
Ministry of National Defence		945	
Ministry of Finance and Economy		660	
Ministry of Science and Technology		406	
Ministry of Unification		402	
Ministry of Planning and Budget		248	
Ministry of Gender Equality		102	
Office of the Prime Minister		81	
<i>Others</i>		22502	
<b>Total</b>		<b>394738</b>	

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
National Police Agency		96102	
National Railroad Administration		29623	
National Tax Service		16845	
Public Prosecutor's Office		8002	
National Maritime Policy Agency		5082	
Customs Service		4140	
Rural Development Administration		2052	
National Statistical Office		1692	
Military Manpower Administration		1491	
<i>Others</i>		6324	
<b>Total</b>		<b>171353</b>	

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**Table 14 (Cont.) : Ministerial Employment in Luxembourg**  
 Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs, Trade, Co-operation, Humane Action and Defence	175	168	7
Ministry of State	163	152	11
Ministry of Economy	80	74	6
Ministry of Family, Social Solidarity and Youth	76	61	15
Ministry of Interior	76	75	1
Ministry of Transport	68	62	6
Ministry of Justice	62	54	8
Ministry of small Enterprises, Tourism and Housing	57	55	2
Ministry of Finance	49	44	5
Ministry of Culture, Higher Education and Research	45	40	5
Ministry of Work and of Employment	38	33	5
Ministry of Agriculture, Vine growing and Rural Development	33	27	6
Ministry of Public Works	31	28	3
Ministry of Health	29	23	6
Ministry of Public Service and Administrative Reform	28	22	6
Ministry of Environment	22	18	4
Ministry of Female Promotion	13	8	5
Ministry of Social Security	12	12	0
Ministry of Education, Vocational training and Sport			
<b>Total</b>	<b>1057</b>	<b>956</b>	<b>101</b>

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Bridges and Roads Administration	1119	1086	33
Direct Taxation Administration	632	508	124
Customs Administration	500	476	24
Fields Recording Administration	327	275	52
Prison Authorities	302	293	9
National Forestry Commission	241	223	18
Engineering Departments of Agriculture Administration	163	142	21
Public Building Administration	153	142	11
Airport Administration	150	148	2
Register and Topography Administration	141	119	22
<i>Others</i>	<i>668</i>	<i>596</i>	<i>72</i>
<b>Total</b>	<b>4396</b>	<b>4008</b>	<b>388</b>

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**Table 14 (Cont.) : Federal Secretariats Employment in Mexico**  
 Latest Year Available: 2000

Name of the Federal Secretariat	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Secretariat of Education	266335		
Federal Secretariat of Defence	183297		
Federal Secretariat of Health	66417		
Federal Secretariat of Finance	54668		
Federal Secretariat of Navy	53729		
Federal Secretariat of Communications and Transport	39963		
Federal Secretariat of Ecology and Natural Resources	37387		
Federal Secretariat of Agriculture	32073		
Federal Secretariat of the Interior	31901		
Attorney General of the Republic	18605		
Federal Secretariat of Social Development	10549		
Federal Secretariat of Commerce (Economy)	8822		
Federal Secretariat of the Agrarian Reform	8552		
Federal Secretariat of Labour	6975		
Federal Secretariat of Foreign Affairs	4023		
Federal Secretariat of the Controller-General	2709		
President's Office	2504		
Federal Secretariat of Tourism	2272		
Agrarian Court	1588		
Fiscal Court	1443		
Federal Secretariat of Energy	1195		
<b>Total</b>	<b>835007</b>		

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2000

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Agencies of the Ministry of Finance	42922		
Agencies of the Ministry of Ecology and Natural Resources	26726		
Agencies of the Ministry of Education	15200		
Agencies of the Ministry the Interior	9988		
Agencies of the Ministry of Health	9662		
Agencies of the Ministry of Agriculture	3206		
Agencies of the Ministry of the Agrarian Reform	2645		
Agencies of the Ministry of Communications and Transport	2325		
Agencies of the Ministry of Labour	489		
Agencies of the Ministry of Social Development	442		
<i>Others</i>	1297		
<b>Total</b>	<b>114902</b>		

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**Table 14 (Cont.) : Ministerial Employment in Netherlands**  
Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Finance	34190	31754	4565
Ministry of Justice	32818	30465	5212
Ministry of Transport, Public Works and Water Management	15076	14417	1544
Ministry of Agriculture, Nature Management and	7469	7004	1118
Ministry of Health, Welfare and Sport	4783	4331	1079
Ministry of Economic Affairs	4738	4422	742
Ministry of Housing, Spatial Planning and the	4242	3933	824
Ministry of Education, Culture and Science	3374	3066	694
Ministry of Foreign Affairs	3042	2947	205
Ministry of Social Affairs and Employment	2450	2302	474
Ministry of the Interior	2335	2193	365
Ministry of General Affairs	372	331	84
<b>Total</b>	<b>114889</b>	<b>107165</b>	<b>16906</b>

**Agency/Administration Employment (Central Administration only)**  
Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Custodial Institutions Service		16118	
Immigration and Naturalisation Service		3318	
Rijks gebouwendienst		890	
Central Fine Collection Agency		525	
Bureau heffingen		470	
LASER		451	
Centrale Financiële instellingen		430	
KNMI		421	
Rijksdienst Radiocommunicatie		315	
Plantenziektekundige Dienst		312	
Rijks Archiefdienst		244	
SENER		225	
Centrale Archief Selectiedienst		110	
College Beoordeling Geneesmidd.		110	
Basisadmi. En Persoonregistratie		51	
Info.voorz. Overheidspersoneel		48	
Centre for the Promotion of Imports from Developing Countries		17	
<b>Total</b>		<b>24055</b>	

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**Table 14 (Cont.) : Ministerial/Departmental Employment in New Zealand**  
 Latest Year Available: 2001

Name of the Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Department of Work and Income	4983	4857	231
Department of Inland Revenue	4572	4374	321
Department of Corrections	4146	4089	99
Department for Courts	1992	1890	183
Department of Conservation	1677	1620	99
Ministry of Agriculture and Forestry	1209	1191	27
Department of Labour	1116	1092	39
Department of Internal Affairs	924	885	54
Ministry of Health	846	780	102
Ministry of Economic Development	693	678	24
Ministry of Education	678	648	42
Ministry of Foreign Affairs and Trade	615	606	12
Ministry of Fisheries	306	300	15
Ministry of Maori Development	294	294	0
Ministry of Justice	189	183	9
Ministry of Social Policy	189	183	9
Ministry of Housing	135	120	21
Ministry for the Environment	126	120	6
Department of Prime Minister & Cabinet	99	93	6
Ministry of Transport	66	63	3
Ministry of Culture and Heritage	57	51	6
Ministry of Research, Science & Technology	54	51	3
Ministry of Defence	51	51	3
Ministry of Pacific Island Affairs	36	36	0
Ministry of Women's Affairs	30	27	0
Ministry of Youth Affairs	24	21	0
<b>Total</b>	<b>25107</b>	<b>24303</b>	<b>1314</b>

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Child, Youth and Family Service	2217	2097	189
NZ Customs Service	786	723	156
Statistics New Zealand	663	642	36
Land Information New Zealand	660	645	24
Public Trust Office	426	420	15
National Library	387	357	54
Treasury, The	315	312	6
Office of the Auditor General	255	249	9
Education Review Office	171	168	9
State Services Commission	144	141	3
Crown Law Office	135	126	15
Archives New Zealand	105	93	18
Chief Executives Office	33	33	0
Serious Fraud Office	33	33	3
<b>Total</b>	<b>6330</b>	<b>6039</b>	<b>537</b>

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**Table 14 (Cont.) : Ministerial Employment in Norway**  
 Latest Year Available: 2000

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs	653	594	59
Ministry of Justice	465	391	74
Ministry of Health and Social Affairs	330	283	47
Ministry of Education, Research and Church Affairs	319	265	54
Ministry of Finance	281	243	38
Ministry of Local Government and Regional Development	266	226	40
Ministry of the Environment	256	204	52
Ministry of Labour and Government Administration	197	169	28
Ministry of Trade and Industry	193	168	25
Ministry of Defence	183	164	19
Ministry of Agriculture	176	153	23
Ministry of Children and Family Affairs	148	123	25
Ministry of Petroleum and Energy	132	126	6
Ministry of Transport and Communications	121	108	13
Ministry of Cultural Affairs	112	99	18
Ministry of Fisheries	80	73	7
<b>Total</b>	<b>3912</b>	<b>3389</b>	<b>528</b>

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**Table 14 (Cont.) : Ministerial Employment in Poland**  
 Latest Year Available: 2000

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Internal Affairs	1187		
Ministry of Finance	1113		
Ministry of Foreign Affairs	752		
Ministry of the Treasury	672		
Ministry of the Economy	598		
Ministry of National Defence	558		
Chancellery of the Chairman of the Council of Ministers	541		
Ministry of Justice	505		
Ministry of Labour and Social Policy	406		
Ministry of Agriculture and Rural Development	402		
Ministry of Transport and Maritime Economy	328		
Ministry of Environmental Protection, Natural Resources and Forestry	300		
Ministry of National Education	280		
Government Centre for Strategic Studies	279		
Ministry of Health and Social Welfare	276		
Committee on Scientific Research	257		
Committee for European Integration	208		
Ministry of Culture and National Heritage	191		
Ministry of Post and Telecommunication	166		
Ministry of Regional Development and Building	45		
<b>Total</b>	<b>9064</b>		

**Agency/Administration Employment (Central Administration only)**  
 Latest Year Available: 2000

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Central Statistical Office	746		
Head Office of Measures	366		
General Customs Inspectorate	359		
Patent Office of the Republic of Poland	350		
Main Customs Office	293		
Energy Regulatory Authority	275		
Office for Ex-Servicemen and Victims of Political Repression	230		
Polish Academy of Sciences	183		
Office for Competition and Consumer Protection	178		
Office of Housing and Urban Development	167		
<i>Others</i>	1288		
<b>Total</b>	<b>4435</b>		

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**Table 14 (Cont.) : Ministerial Employment in Portugal**

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Education	205610	196739	8871
Ministry of Health	109721	105915	3806
Ministry of Internal Administration	46351	46179	172
Ministry of National Defence	36063	36053	10
Ministry of Justice	26166	25240	926
Ministry of Social Security	18969	18710	259
Ministry of Finance	16277	16277	0
Ministry of Agriculture	13884	13528	356
Ministry of Planning and Territorial Administration	8769	8576	193
Ministry of Economy	4480	4435	45
Ministry of Environment	3558	3462	96
Ministry of Culture	2634	2506	128
Ministry of Foreign Affairs	1906	1885	21
Ministry of Employment	1816	1793	23
Ministry of Science and Technology	667	623	44
<b>Total</b>	<b>496871</b>	<b>481921</b>	<b>14950</b>

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**Table 14 (Cont.) : Ministerial Employment in Spain**

Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Labour	50483		
Ministry of Defence	37719		
Ministry of Interior	29831		
Ministry of Finance	12602		
Ministry of Science et Technology	11131		
Ministry of Environment	10557		
Ministry of Public Administration	10063		
Ministry of Education and Culture	9853		
Ministry of Economic Development	8072		
Ministry of Economy	7997		
Ministry of Foreign Affairs	5809		
Ministry of Health	5763		
Presidency	3381		
Ministry of Agriculture	2629		
Ministry of Justice	2081		
Spokesman of the Government	204		
<b>Total</b>	<b>208175</b>		

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**Table 14 (Cont.) : Ministerial Employment in Sweden**

Latest Year Available: 2001

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Education and Science	52100	46200	12500
Ministry of Justice	38600	37500	3300
Ministry of Industry, Employment and Communications	35400	34400	3100
Ministry of Defence	26300	25800	1300
Ministry of Finance	24800	24000	3200
Ministry of Health and Social Affairs	20400	19500	3200
Ministry of Agriculture, Food and Fisheries	5500	5100	1000
Ministry for Foreign Affairs	4900	4800	300
Ministry of the Environment	4000	3900	500
Ministry of Culture	3000	2800	600
<b>Total</b>	<b>215000</b>	<b>204000</b>	<b>29000</b>

**Agency/Administration Employment (Central Administration only)**

Latest Year Available: 2001

Name of the Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Police	22200	21700	1600
Armed Forces	20300	19900	800
Social Insurance Offices	14600	14000	2300
Swedish Tax Administration	13400	12900	2000
National Labour Market Board	10400	9900	1400
Civil Aviation Administration	3800	3700	300
National Prisons Administration	7200	7000	600
National Road Administration	7100	7000	200
National Rail Administration	6500	6400	200
Universities	37800	33300	9200
National Courts Administration	5400	5200	600
Government Offices	4700	4600	300
<b>Total</b>	<b>163100</b>	<b>154900</b>	<b>20500</b>

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**Table 14 (Cont.) : Federal Departments Employment in Switzerland**  
 Latest year available: 2001

Name of the Federal Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Department of Defence, Protection of the Population and Sports	13288		
Federal Department of Finance	8301		
Federal Department of Interior	2649		
Federal Department of Justice and Police	2386		
Federal Department of Economy	2368		
Federal Department of Foreign Affairs	2297		
Federal Department of Environment, Transport, Energy and Communication	1756		
Federal chancellery, Parliamentary Services and Courts	746		
<b>Total</b>	<b>33791</b>		

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**Table 14 (Cont.) : Ministerial Employment in Turkey**

Name of the Ministry	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of National Education	576149		
Ministry of Health	211845		
Ministry of Finance	69407		
Ministry of Justice	58332		
Ministry of Agriculture and Rural Affairs	31744		
Ministry of Internal Affairs	15241		
Ministry of Culture	8154		
Ministry of Public Works and Housing	7115		
Ministry of Forestry	4161		
Ministry of Foreign Affairs	2672		
Ministry of Industry and Commerce	2480		
Ministry of Labour and Social Security	1877		
Ministry of Tourism	1802		
Prime Minister Office	1587		
Ministry of Transportation	1078		
Ministry of Environment	945		
Ministry of Energy and Natural Resources	512		
<b>Total</b>	<b>995101</b>		

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**Table 14 (Cont.) : Federal Departmental Employment in United States**  
 Latest Year Available: 2000

Name of the Federal Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Department of Defence	680107		
Federal Department of Veterans Affairs	219251		
Federal Department of Treasury	145033		
Federal Department of Justice	125930		
Federal Department of Agriculture	105763		
Federal Department of Commerce	76776		
Federal Department of Interior	76021		
Federal Department of Transportation	63518		
Federal Department of Health and Human Services	62454		
Federal Department of State	27891		
Federal Department of Labour	16050		
Federal Department of Energy	15806		
Federal Department of Housing and urban Developmen	10480		
Federal Department of Education	4720		
<b>Total</b>	<b>1629800</b>		

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