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PUBLIC SECTOR PAY AND EMPLOYMENT DATA UPDATE

**Activity Meeting on Human Resources Management
OECD, Paris, 25-26 June 1998**

The tables and graphs presented in this document are based on information contained in the Public Sector Pay and Employment Database (PSPE). This data base was created by the PUMA Secretariat in 1993 in the context of the work on Trends in Public Sector Pay. It is updated on the basis of replies to a questionnaire sent each year to Member countries.

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PUBLIC SECTOR PAY AND EMPLOYMENT DATA UPDATE

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I - AGGREGATED DATA

Definitions

Government spending is broken down into: current spending and capital spending.

Current spending includes: final consumption expenditure, debt interest payments, rents and royalties, and transfers paid.

The final consumption expenditure is current spending minus sales of goods and services and minus fixed capital formation for own account.

Social security, subsidies and other transfers are: benefits paid to individuals under social security schemes usually out of a special fund; current government transfers or grants to private or public enterprises (mainly to offset operating losses); and other current transfers, intangible assets and net capital transfers.

The pay bill represents overall wages and other remuneration paid in cash in a given year, before deduction of income tax, together with payment made by the employees to various social or unemployment insurance schemes and other pension schemes. As distinct from compensation costs, it excludes the mandatory employer's contributions to social insurance and the voluntary contributions paid by employers on behalf of employees.

Compensation costs include all of the mandatory employer's contributions to social insurance and the voluntary contributions paid by employers on behalf of employees in addition to the pay bill.

Sources

- OECD National Accounts

- National Sources used in PSPE database (OECD/PUMA):

- AUSTRALIA: ABS, Employed Wage and Salary Earners
- AUSTRIA: Austrian National Statistical Office, National Accounts Division
- CANADA: "Public Sector Employment and Wages and Salaries" Statistics Canada
- CZECH REPUBLIC: Ministry of Home Affairs, Ministry of Labour and Social Affairs, Ministry of Finance, and Czech Statistical Office
- DENMARK: Statistics Denmark
- FINLAND: Staff registers Commission for Local Authorities employers, "Gross earnings indices" Statistics Finland, Ministry of Finance staff registers, and Ministry of Finance Special Inquiries and Central Accounting System
- FRANCE: National Accounts
- GERMANY: Statistisches Bundesamt and Ministry of Home Affairs
- HUNGARY: Ministry of Finance
- ICELAND: Ministry of Finance
- IRELAND: Department of Finance and Department of the Environment and Local Government
- ITALY: National Accounts
- LUXEMBOURG: Pay registers for state employees

- NETHERLANDS: Ministry of Internal Affairs
- NEW ZEALAND: "Central Government Survey" and "Local Authority Survey" (tab 3 to tab 4 bis) "Quarterly Employment Survey", Statistics New Zealand
- POLAND: Ministry of Finance Budgetary Reports
- PORTUGAL: General direction for public account, General direction for autonomous administration, Ministry of Finance Secretary for Administrative Modernisation
- SPAIN: Intervencion general de la Administracion del Estado
- SWEDEN: Swedish Agency for Government Employers
- SWITZERLAND: National Accounts
- UNITED KINGDOM: UK National Accounts
- UNITED STATES: Bureau of Labor Statistics "Employment and Wages"

Table 1. Changes in government spending by function as a percentage of GDP¹

	Total government outlays as a % of GDP		<i>of which current spending as a % of GDP</i>					
			Final consumption expenditure		<i>of which total compensation costs</i> ²		Social security, subsidies and other transfers	
	1990	1995	1990	1995	1990	1995	1990	1995
Australia	34.9	36.5	16.3	16.5	9.5	8.3	12.5	14.6
Austria	48.6	52.5	17.9	19.3	11.3	11.9	23.3	25.7
Belgium	53.6	53.8	13.9	14.5	-	-	28.1	29.1
Canada	46.7	46.5	19.9	18.8	11.1	10.9	15.0	15.9
Czech Republic	-	-	-	-	-	7.4	-	-
Denmark	54.5	57.0	23.3	23.0	18.7	17.7	22.6	26.1
Finland	45.4	57.9	20.5	21.4	16.2	15.6	19.9	28.5
France	49.8	54.3	17.5	18.8	10.8	10.9	26.0	28.5
Germany	45.1	49.5	17.9	16.9	8.9	10.3	22.5	27.3
Greece	48.2	47.0	20.7	16.9	-	-	16.5	16.1
Iceland	39.3	38.8	18.9	20.3	7.7	-	13.1	11.5
Ireland	39.0	38.0	13.9	14.4	11.9	11.6	15.9	16.6
Italy	53.6	52.1	16.9	15.8	12.6	9.1	23.7	23.0
Japan	31.3	35.6	8.8	9.7	-	-	13.7	15.8
Korea	18.0	20.5	-	-	-	-	-	-
Netherlands	54.1	51.4	13.6	12.3	8.6	8.4	32.4	31.8
New Zealand	57.5	46.8	-	-	11.2	9.4	0.0	0.0
Norway	49.7	47.6	20.1	20.3	-	-	22.7	21.5
Portugal	41.9	46.0	14.9	17.7	11.7	14.3	15.5	19.1
Spain	42.0	44.8	15.0	17.9	11.0	11.6	18.8	21.1
Sweden	59.1	65.4	26.5	25.0	21.0	16.1	24.8	30.5
United Kingdom	39.9	43.0	19.3	20.6	12.3	11.3	15.2	17.5
United States	32.8	32.9	15.8	15.1	8.1	7.9	10.9	13.3

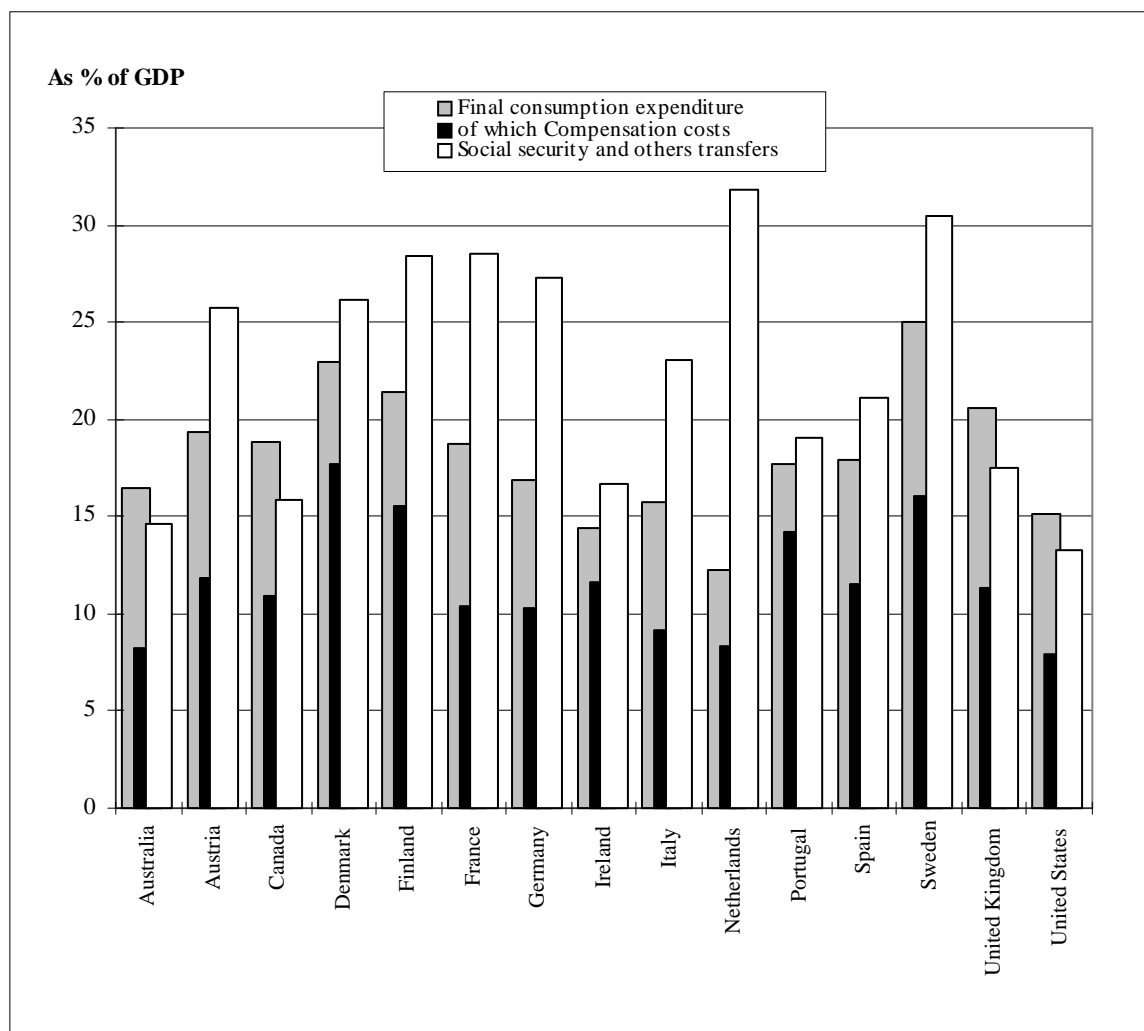
1. This table shows data only for 1995 for all countries, because data for 1996 are currently not available for all countries in the OECD National Accounts.

2. Pay bill for Australia, Canada and the United States.

**Table 2. Compensation costs and pay bill
as a share of general government final consumption expenditure**

	Compensation costs		Pay bill	
	as a share of final consumption			
	1990	1995	1990	1995
Australia	53.8	47.9	53.8	47.9
Austria	60.6	59.1	44.5	44.8
Canada	54.5	55.5	54.5	55.5
Czech Republic	-	34.2	-	25.2
Denmark	73.7	70.3	73.2	69.9
Finland	77.1	71.4	54.1	51.3
France	61.9	58.0	49.1	46.0
Germany	53.2	52.1	42.2	41.3
Hungary	-	46.7	-	30.5
Iceland	40.3	-	37.6	-
Ireland	80.7	78.7	-	-
Italy	71.7	56.7	52.0	46.9
Luxembourg	46.4	-	44.1	-
Netherlands	59.2	58.3	52.0	49.4
New Zealand	65.8	65.3	59.9	60.5
Poland	-	71.9	-	50.3
Portugal	74.1	78.7	68.9	59.3
Spain	71.7	70.2	57.6	-
Sweden	76.7	62.3	54.3	45.6
Switzerland	73.1	77.7	59.8	64.6
United Kingdom	59.6	53.2	-	-
United States	46.2	50.1	46.2	50.1

Figure 1. Share of general government final consumption and expenditure transfers as a percentage of GDP in 1995



Note : Pay bill for Australia, Canada and United States.

II - COMPENSATION COSTS, PAY BILL AND EARNINGS

Definitions and principles

Public sector: the scope of the public sector is not defined on the basis of functional sub-sectors, but on the basis of employees paid from public funds, either directly by government or on the basis of budget allocations from central government to services, departments or agencies.

Pay bill: see previous section

Compensation costs: see previous section

Level of government: the General Government consists of the Central or Federal level, the Regional (provinces, counties, Länder, state) level, and municipal level (local authorities). In some countries a specific breakdown associates levels of government and particular services (i.e. health services in France, and social security in the United Kingdom). In other countries (Netherlands, Italy) the breakdown by level of government does not apply. When possible this breakdown has been presented.

Functional sub-sectors: in order to present the more usual breakdown, we attempted to present data as follows: health, education, police, defence and others. Some countries have provided a definition for the sub-sector "others". When "others" has not been provided by the country, it has been calculated by the Secretariat as the difference between the total and the given sub-sectors.

Actual gross average earnings: computed from pay registers or pay surveys, provide the average of actual earnings which have been paid.

Gross average earnings per capita: computed from the pay bill divided by the number of employees expressed in full time equivalents.

Negotiated wages: rate or level of pay increase set by collective bargaining.

Source

- OECD Analytical Database (consumer prices)

- National sources used in PSPE database (OECD/PUMA) :

- AUSTRALIA: “Employed Wage and Salary Earners”, “Survey of Major Labour Costs” ABS (tab 3bis, tab 4bis) “Distribution and Composition of Employee Earnings and Hours” ABS
- AUSTRIA: Austrian National Statistical Office National Accounts Division and States and Local Austrian Statistical Offices.
- CANADA: “Public Sector Employment and Wages and Salaries” Statistics Canada (tab 3bis, tab 4bis), Treasury Board Secretariat Statistics Canada (tab 5 to tab 8).
- CZECH REPUBLIC: Ministry of Home Affairs, Ministry of Labour and Social Affairs, Ministry of Finance, and Czech Statistical Office
- DENMARK: Statistics Denmark
- FINLAND: Staff registers of Commission for Local Authorities employers, “Gross earnings indices” Statistics Finland, Ministry of Finance staff registers, and Ministry of Finance Special Inquiries and Central Accounting System
- FRANCE: Finance Law and National Accounts (tab 3 to tab 4 bis), Pay registers of civil servants INSEE/DGAFP (tab 5 to tab 8).
- GERMANY: Statistisches Bundesamt and Ministry of Home Affairs
- HUNGARY: Ministry of Labour and Ministry of Finance
- ICELAND: Ministry of Finance
- IRELAND: Department of Finance and Department of the Environment and Local Government
- ITALY: ISTAT, National Accounts, and Ministry of Treasury
- KOREA: Ministry of Finance and Economy
- LUXEMBOURG: Pay registers for state employees
- MEXICO: General Federal Accounts, General Government Statement Federal Executive Power, INEGI, Anuario estadístico 1995 and Ministry of Finance
- NETHERLANDS: Ministry of Internal Affairs
- NEW ZEALAND: “Central Government Survey” and “Local Authority Survey” (tab 3 to tab 4 bis) “Quarterly Employment Survey”, “Labour Cost Index”, and “Prevailing Weekly Wage Rates Index” Statistics New Zealand (tab 5 to tab 8).
- POLAND: Ministry of Finance Budgetary Reports and Central Statistical Office
- PORTUGAL: General direction for public account, General direction for autonomous administration, Ministry of Finance Secretary for Administrative Modernisation, State’s general account, Health ministry, Law approval for public service salaries and Executive report for new remuneration system
- SPAIN: Intervencion general de la Administracion del Estado
- SWEDEN: Swedish Agency for Government Employers, Swedish Association for Local Authorities
- SWITZERLAND: State’s budget, National Account and Federal Statistical Office
- TURKEY: General Directorate of Budget and Fiscal Control Ministry of Finance
- UNITED KINGDOM: UK National Accounts (tab 3 to tab 4 bis), "New Earnings Survey" Office of National Statistics (tab 5 to tab 8).
- UNITED STATES: "Work Years and Personnel Costs" US Office of Personnel Management, "Employment and Wages" Bureau of Labor Statistics (tab 3 to tab 5), US Census Bureau, March Current Population Survey (tab 6 to tab 7 , fig 2)

Table 3. Annual changes in compensation costs by level of government

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Austria									
<i>Federal government</i>	4.2	5.7	7.2	6.6	6.6	8.6	2.9	0.6	..
<i>Länder</i>	4.9	6.2	9.8	8.7	8.1	4.3	4.3	1.3	..
<i>Municipalities</i>	4.8	8.0	9.2	8.9	7.1	-3.7	4.1	1.8	..
<i>Total</i>	4.6	6.4	8.5	7.9	7.2	4.0	3.6	1.1	..
Czech Republic									
<i>Central government</i>	..	..	..	..	..	..	27.1	25.4	..
<i>Municipalities</i>	..	..	..	..	..	..	19.1	17.3	..
<i>Total</i>	..	..	..	..	..	..	24.5	22.9	..
Denmark									
<i>Central administration</i>	..	..	-0.7	1.8	1.2	1.8	2.1	..	..
<i>Local government</i>	..	..	2.4	3.9	4.9	4.3	2.1	..	..
<i>Total</i>	5.7	2.6	1.5	3.3	3.8	3.6	2.1	..	..
Finland									
<i>Central government¹</i>	8.1	-22.6	8.6	-0.4	-6.6	-2.2	-2.8	1.1	2.2 ^e
<i>Local government</i>	..	..	8.5	0.0	-6.2	-2.7	5.6	6.6	-0.7 ^e
<i>Total¹</i>	..	..	8.5	-0.1	-6.3	-2.6	3.2	5.1	0.0 ^e
France									
<i>Central government²</i>	3.6	7.2	-10.3	3.4	6.7	2.3	4.7	3.1	3.2
<i>Local government</i>	6.6	5.3	7.0	6.9	5.1	4.5	4.8	3.6	..
<i>National health services</i>	6.0	6.1	5.1	6.8	6.8	4.4	6.7	4.2	..
<i>Total²</i>	4.8	6.5	-2.6	5.1	6.2	3.4	5.2	3.5	..
Germany³									
<i>Federal government⁴</i>	3.2	4.5	12.8	5.2	0.7	-0.6	0.0	..	..
<i>Länder⁴</i>	3.1	5.7	22.6	10.1	6.4	3.3	4.0	..	..
<i>Municipalities</i>	4.4	7.5	39.9	10.2	4.1	-0.4	1.2	..	..
<i>Total</i>	3.5	6.0	25.7	10.1	4.6	1.7	2.7	..	..
Hungary									
<i>Central government</i>	..	..	..	..	..	..	9.8	8.7	14.6
<i>Regional administration (municipalities, counties, provinces)</i>	..	..	..	..	..	..	..	13.9	19.7
<i>Total</i>	..	..	..	..	..	..	..	11.6	17.5
Iceland									
<i>Total</i>	..	13.8	15.4	2.7	1.6	..	..	..	..
Ireland									
<i>Central administration</i>	..	9.4	7.2	11.7	8.4	6.5	5.0	5.0	6.1 ^e
<i>Local authorities</i>	..	3.4	7.1	2.8	5.2	2.8	3.9	6.8	3.5 ^e
<i>Total</i>	..	8.7	7.2	10.7	8.0	6.2	4.9	5.2	5.9 ^e
Italy									
<i>Central administration⁵</i>	10.4	20.5	8.6	4.7	2.9	-28.7	0.1	30.4	..
<i>Regional government</i>	9.4	12.3	18.4	14.6	2.9	5.9	0.2	..	..
<i>Local government</i>	12.7	13.0	-4.3	-11.9	2.9	-2.6	3.7	..	..
<i>Total</i>	10.5	17.5	8.8	4.8	2.9	-5.7	0.6	..	..
Luxembourg									
<i>Total</i>	..	5.4	15.7	8.4	-4.4	..	..	..	..
Netherlands									
<i>Total</i>	1.5	1.6	3.4	11.9	-3.3	-1.2	3.1	3.3	..

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
New Zealand									
<i>Central government</i>	..	4.9	1.7	-0.7	2.6	1.4	1.0	4.8	5.5
<i>Local government^f</i>	..	5.8	7.6	6.8	-8.2	2.7	1.8	0.6	-2.5
<i>Total</i>	..	4.9	2.3	0.1	1.4	1.5	1.1	4.4	4.7
Poland									
<i>Central administration</i>	..	..	..	..	..	..	36.2	2.5	..
<i>Municipalities</i>	..	..	..	..	..	..	35.1	75.1	..
<i>Total</i>	..	..	..	..	..	..	36.0	20.2	..
Portugal									
<i>Central administration</i>	..	22.3	27.0	16.9	7.3	6.0 ^e	9.2 ^e	7.9 ^e	9.2 ^e
<i>Regional autonomous administration</i>	..	..	..	..	6.2	-37.5 ^e	6.7 ^e	7.9 ^e	5.3 ^e
<i>Municipalities</i>	..	23.4	23.6	13.8	5.8	12.7 ^e	6.5 ^e	9.9 ^e	9.0 ^e
<i>Total</i>	..	22.4	26.7	25.2	7.1	3.6 ^e	8.9 ^e	8.1 ^e	9.0 ^e
Spain									
<i>Central administration</i>	9.2	13.8	10.8	12.1	4.3	2.0	6.7	..	..
<i>Autonomous communities</i>	17.2	18.4	15.2	13.3	7.2	4.4	7.0	..	..
<i>Local administration</i>	12.9	16.6	14.2	13.2	3.0	1.6	5.0	..	..
<i>Social security</i>	15.8	16.4	16.1	20.2	-0.5	0.5	5.5	..	..
<i>Total</i>	12.7	15.8	13.5	14.5	3.5	2.1	6.2	..	..
Sweden									
<i>Central government^g</i>	7.6	16.6	3.3	-3.8	-9.7	-17.3	0.8	7.8	..
<i>Regional administration</i>	8.5	14.7	3.8	-12.3	-4.8	0.6	-10.0	..	..
<i>Local government</i>	8.7	16.5	6.9	8.6	-2.8	4.1	-3.7	8.2	..
<i>Total</i>	8.3	16.1	5.0	-0.4	-5.1	-2.3	-4.2	..	..
Switzerland									
<i>Federal administration^h</i>	..	15.3	7.9	7.6	1.3	0.2	0.1	-8.3	-4.0
United Kingdom									
<i>Central Governmentⁱ</i>	7.9	8.9	9.8	9.6	5.0	0.1	2.0	4.6	..
<i>Local authorities</i>	8.0	20.6	9.3	7.3	-1.9	-8.7	2.0	2.3	..
<i>Social security</i>	9.9	12.8	11.6	9.0	4.1	4.1	14.2	1.1	..
<i>Total^p</i>	7.9	14.5	9.6	8.4	1.6	-4.1	2.0	3.6	..
United States									
<i>Federal government</i>	5.3	6.0	8.5	5.2	5.3	-1.2	2.8	0.4	..

1. Excluding state enterprises since 1989.

2. Since 1991, excluding post and telecommunications.

3. The new Länder were included in 1991.

4. German Federal Railways are excluded.

5. Post and telecommunication services have been excluded since 1994. In 1996, some substantial social charges have been paid by the state.

6. Increase due to decentralisation

7. The 1994 decrease is mainly due to the transformation of the post office into a government-owned company and of two universities into foundations and therefore regarded as part of the private sector.

8. Excludes post and telecoms. Since 1997, excludes public enterprises in arms and beverages office

9. Includes NHS trusts.

Table 3 bis. Annual changes in pay bill by level of government

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Australia									
<i>Commonwealth</i>	..	..	4.9	3.2	1.7	-10.5	6.3	8.7	7.4
<i>State</i>	..	..	6.6	3.9	2.0	-4.2	4.6	4.5	8.4
<i>Local</i>	..	..	4.4	5.0	5.0	-3.3	5.1	9.6	-2.8
<i>Total</i>	..	..	6.1	3.9	2.2	-5.1	4.9	5.7	7.1
Austria									
<i>Federal government</i>	3.9	5.7	6.6	6.1	5.9	9.3	3.0	0.7	..
<i>Länder</i>	4.3	6.5	10.1	9.1	8.1	13.9	4.5	1.5	..
<i>Municipalities</i>	4.8	8.0	9.4	9.2	7.4	-2.5	4.2	2.1	..
<i>Total</i>	4.3	6.6	8.4	7.9	7.0	7.5	3.8	1.3	..
Canada									
<i>Federal administration</i>	..	8.0	2.9	3.9	-1.3	-1.0	-2.4	..	..
<i>Provincial and territorial administration¹</i>	..	9.6	7.1	-29.2	0.9	-1.1	-1.1	..	..
<i>Local administration¹</i>	..	10.0	7.3	147.2	2.3	0.0	0.0	..	..
<i>Total</i>	..	9.3	6.3	7.6	1.0	-0.7	-1.0	..	..
Czech Republic									
<i>Central government</i>	..	..	..	..	..	..	26.5	26.0	..
<i>Municipalities</i>	..	..	..	..	..	..	18.8	17.4	..
<i>Total</i>	..	..	..	..	..	..	24.0	23.4	..
Denmark									
<i>Central administration</i>	4.6	-0.7	-0.7	1.8	1.2	1.8	2.1	..	..
<i>Local government</i>	6.2	4.6	2.4	3.9	4.9	4.3	2.1	..	..
<i>Total</i>	5.7	2.9	1.5	3.3	3.8	3.6	2.1	..	..
Finland									
<i>Central government²</i>	8.0	-20.7	6.6	-0.6	-4.3	-2.3	-1.0	1.6	2.0 ^e
<i>Local government²</i>	10.9	2.8	8.6	-0.4	-6.7	1.9	4.6	13.1	1.0 ^e
<i>Total</i>	9.8	-5.8	8.0	-0.4	-5.9	0.6	2.9	9.8	1.3 ^e
France									
<i>Central government⁴</i>	3.7	7.2	-11.3	3.7	6.1	5.7	4.3	3.3	2.2
<i>Local government</i>	6.0	5.8	7.0	7.1	5.1	4.6	4.3	3.6	..
<i>National health services</i>	5.4	7.4	5.2	7.7	6.4	4.5	4.6	3.1	..
<i>Total⁴</i>	4.6	6.9	-3.7	5.4	5.9	5.1	4.4	3.3	..
Germany⁵									
<i>Federal government</i>	3.1	4.9	15.3	4.9	0.5	-3.2	-1.5	..	..
<i>Länder⁶</i>	3.1	5.5	24.2	10.2	6.4	2.2	4.2	..	..
<i>Municipalities⁶</i>	4.3	7.2	40.7	11.2	3.0	-1.3	1.0	..	..
<i>Total</i>	3.5	6.0	27.4	10.2	4.6	0.5	2.5	..	..
Hungary									
<i>Central government</i>	..	..	..	..	..	..	1.9	10.6	16.2
<i>Regional administration</i>	..	..	..	..	..	..	9.8	12.4	17.2
<i>Total</i>	..	..	..	..	..	..	..	11.7	16.8
Iceland									
<i>Total</i>	..	13.4	14.7	2.5	1.5	..	..	..	..

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Italy									
<i>Central administration</i> ⁷	9.6	21.6	8.1	2.9	2.3	-11.3	1.2	4.6 ^e	..
<i>Regional government</i>	8.6	13.3	17.8	12.7	2.3	12.3	0.2	..	..
<i>Local government</i>	11.9	14.0	-4.7	-13.4	2.3	7.2	4.7	..	..
<i>Total</i> ⁷	9.7	18.6	8.3	3.0	2.3	-3.2	1.3	..	..
Korea									
<i>Central government</i> ⁸	..	..	..	..	..	..	8.4	11.1	8.6
Luxembourg									
<i>Central level</i>	..	5.7	15.6	8.0	-4.3	..	..	..	..
Mexico									
<i>Federal government</i>	..	..	..	..	-38.7	22.6	18.5	35.6	..
<i>State Government</i>	..	..	..	..	-38.4	23.1	19.4	35.5	..
Netherlands									
<i>Total</i>	2.0	2.0	2.6	10.7	-3.4	-0.8	1.1	2.8	..
New Zealand									
<i>Central government</i>	..	4.7	2.5	0.2	2.5	2.2	0.5	3.9	5.4
<i>Local government</i>	..	6.5	11.5	4.9	-8.5	2.9	1.7	1.0	..
<i>Total</i>	..	4.9	3.3	0.7	1.3	2.2	0.6	3.6	..
Poland									
<i>Central administration</i>	..	..	..	..	..	..	35.8	-1.5	10.4
<i>Municipalities</i> ⁹	..	..	..	..	..	..	34.0	74.9	..
<i>Total</i>	..	..	..	..	..	..	35.4	16.7	..
Portugal									
<i>Central administration</i>	..	..	..	..	3.2	1.1 ^e	6.8 ^e	6.3 ^e	8.7 ^e
<i>Regional autonomous administration</i>	..	..	..	..	..	..	5.5 ^e	7.9 ^e	5.3 ^e
<i>Municipalities</i>	..	..	..	..	..	..	5.1 ^e	10.1 ^e	9.0 ^e
<i>Total</i>	..	23.2	20.1	18.3	3.8	-1.3 ^e	6.6 ^e	6.7 ^e	8.6 ^e
Spain									
<i>Central administration</i>	10.0	12.6	10.1	5.4	3.7	2.7	..	..	..
<i>Autonomous communities</i>	16.9	18.1	15.8	13.0	6.4	4.6	..	..	..
<i>Local administration</i>	13.5	18.3	14.7	13.2	3.4	1.9	..	..	..
<i>Social security</i>	16.5	19.5	14.9	8.1	7.6	-1.9	..	..	..
<i>Total</i>	13.5	16.4	13.3	9.1	5.3	1.9	..	..	..
Sweden									
<i>Central government</i> ¹⁰	7.5	15.6	3.8	-4.6	-9.2	-16.2	0.9	6.1	..
<i>Regional administration</i>	8.9	14.4	3.4	-10.2	-2.6	-0.8	-6.3	..	..
<i>Local government</i>	7.5	16.5	5.6	11.8	-0.8	4.0	-4.5	7.6	..
<i>Total</i>	7.8	15.7	4.5	1.4	-3.5	-2.3	-3.8	..	..
Switzerland									
<i>Federal administration</i> ¹¹	..	8.4	10.6	8.6	4.8	-1.3	2.1	-9.4	-3.3
<i>Total</i>	..	..	10.0	8.5	2.5	2.0	1.5	..	..
Turkey									
<i>Central government</i>	81.0	108.0	91.7	90.6	78.5	63.0	62.4 ^e	..	..
United States									
<i>Federal government</i>	3.9	5.8	5.7	4.8	4.7	2.0	1.8	0.0	..
<i>State</i>	7.4	8.7	5.2	3.4	4.2	4.9	4.3	2.8	..
<i>Local government</i>	7.7	8.4	5.9	4.9	4.2	4.4	4.6	4.4	..
<i>Total</i>	6.6	8.2	5.5	5.1	4.0	3.9	3.3	3.7	..

1. Since 1992, the school board has been included in municipalities (previously it was included in provinces), except for New Brunswick, the Yukon and Northwest Territories.
2. Excludes state enterprises since 1989.
3. Excludes vacation bonuses
4. Since 1991, without post and telecommunications
5. The new Länder were included in 1991.
6. German Federal Railways are excluded.
7. Post and telecommunication services have been excluded since 1994.
8. Excludes defence expense and public enterprises.
9. Increase due to decentralisation
10. The 1994 decrease is mainly due to the transformation of the post office into a government-owned company and of two universities into foundations and therefore regarded as part of the private sector.
11. Excludes post and telecoms. Since 1997, excludes public enterprises in arms and beverages.

Table 4. Annual changes in compensation costs by functional sub-sectors

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Austria									
<i>Health</i>	6.5	9.0	7.4	11.3	8.0	6.1	..	..	..
<i>Education</i>	5.4	4.4	9.2	8.4	7.8	5.7	..	..	..
<i>Police</i>	3.2	6.7	8.7	6.7	7.4	7.8	..	..	..
<i>Defence</i>	2.3	1.8	9.8	1.5	3.4	4.3	..	..	..
<i>Others¹</i>	4.1	7.1	8.2	7.2	6.8	3.6	..	..	..
Czech Republic									
<i>Health</i>	..	..	..	..	..	..	11.1	14.1	..
<i>Education</i>	..	..	..	..	..	..	18.2	24.0	..
<i>Others</i>	..	..	..	..	..	..	43.5	27.6	..
Finland²									
<i>Health</i>	..	..	..	..	..	..	2.6	9.0	..
<i>Education</i>	..	..	..	..	..	..	-3.0	-6.7	..
<i>Police</i>	..	..	..	..	..	..	2.0	2.1	..
<i>Defence</i>	..	..	..	..	..	..	-4.5	4.5	..
France²									
<i>Education</i>	..	..	..	..	..	..	4.7	2.9	0.9
<i>Police</i>	..	..	..	..	..	..	4.2	3.5	0.6
<i>Defence</i>	..	..	..	..	..	..	3.1	2.1	2.7
Hungary									
<i>Health</i>	..	..	..	..	..	..	..	10.4	20.9
<i>Education</i>	..	..	..	..	..	..	..	9.5	22.3
<i>Police</i>	..	..	..	..	..	..	..	18.3	18.7
<i>Others³</i>	..	..	..	..	..	..	..	11.7	15.7
Iceland									
<i>Health</i>	..	14.7	14.1	8.2	3.9	..	..	..	..
<i>Education</i>	..	13.3	18.3	5.0	0.1	..	..	..	..
<i>Police</i>	..	10.5	10.0	2.8	5.0	..	..	..	..
Ireland²									
<i>Health</i>		13.6	13.4	10.8	12.2	5.0	7.9	5.2	10.6 ^e
<i>Education</i>		4.3	-0.3	18.9	8.7	8.5	3.3	5.5	3.0 ^e
<i>Police</i>		9.1	8.8	9.3	6.3	2.8	0.7	9.1	3.1 ^e
<i>Defence</i>		20.4	4.5	1.7	2.9	5.7	2.3	1.9	-0.4 ^e

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Italy									
<i>Health</i> ⁴	10.0	14.0	20.1	8.3	0.9	0.4	-0.7	..	..
<i>Education</i> ⁵	11.4	13.0	3.6	4.4	-24.9	13.5	0.0	32.7	..
<i>Police</i> ⁶	10.6	18.0	20.5	14.9	-18.8	6.8	-0.5	31.1	..
<i>Defence</i> ⁶	10.6	17.5	21.7	4.8	-6.2	-1.6	3.2	24.3	..
Luxembourg									
<i>Education</i>	..	7.6	14.2	8.8	6.7	..	..	..	..
<i>Defence</i>	..	6.0	14.4	8.2	7.1	..	..	..	..
Netherlands									
<i>Education</i>	1.1	3.2	6.6	27.2	-3.4	-1.2	0.7	3.7	..
<i>Police</i>	3.2	0.9	3.6	35.6	5.7	2.8	8.3	5.1	..
<i>Defence</i>	2.7	0.1	-1.9	37.1	-19.7	-3.7	11.6	4.9	..
<i>Ministries</i>	2.2	1.3	1.5	-16.9	1.3	0.1	1.9	2.6	..
<i>Local administration</i>	0.7	1.1	3.7	0.6	-0.2	-3.5	4.1	2.9	..
<i>Intercommunal</i>	1.0	-1.8	0.0	1.5	4.7	3.2	8.5	-10.0	..
<i>Polder boards</i>	4.1	3.5	7.2	-18.0	29.2	12.2	7.0	2.8	..
<i>Provinces</i>	2.7	-5.5	-11.1	3.6	-4.6	6.1	-6.6	8.4	..
<i>Judiciary</i>	5.9	8.2	5.7	24.3	-1.8	8.1	8.5	4.2	..
New Zealand ²									
<i>Health</i>	..	..	..	..	0.1	0.1	3.5	4.2	2.6
<i>Education</i>	..	..	..	..	5.6	3.3	1.7	7.2	8.5
<i>Police</i>	..	..	..	..	12.3	7.6	-3.4	5.3	4.7
<i>Defence</i>	..	..	..	..	-5.5	-1.6	-5.7	2.8	-0.2
<i>Social affairs</i>	..	..	..	..	-0.7	-3.0	4.9	-2.4	1.8
Poland ²									
<i>Health</i>	..	..	..	..	..	..	25.6	21.2	..
<i>Education</i> ⁷	..	..	..	..	..	..	64.0	-39.8	..
<i>Police</i>	..	..	..	..	..	..	28.0	32.5	..
<i>Defence</i>	..	..	..	..	..	..	31.4	4.9	..
Portugal									
<i>Health</i>	..	31.4	26.9	19.3	..	..	..	..	..
<i>Education</i>	..	14.3	35.3	17.6	..	..	..	..	..
<i>Defence</i>	..	15.9	15.0	18.2	..	..	..	..	..
<i>Others</i>	..	25.9	24.1	32.9	..	..	..	..	..
Spain									
<i>Health</i> ⁸	16.6	14.5	15.6	19.4	-2.7	2.5	..	..	..
<i>Education</i> ⁸	47.7	18.5	16.6	17.3	17.6	4.1	..	..	..
<i>Police</i> ⁸	14.0	14.5	15.4	13.8	36.2	2.8	..	..	..
<i>Defence</i> ⁹	8.0	7.1	10.4	-6.9	37.2	1.5	..	..	..
<i>Local administration</i>	15.2	17.6	14.8	13.3	5.4	3.2	6.2	..	..
<i>Others</i>	18.7	17.5	7.9	14.5	-28.3	-1.9	..	..	..
Sweden									
<i>Health</i> ¹⁰	8.7	15.6	3.2	-16.0	-4.4	..	..	..	..
<i>Education</i> ¹¹	6.7	17.8	4.5	1.2	-2.1	4.5	-4.8	4.1	..
<i>Police</i>	7.3	26.5	8.1	3.0	4.3	0.0	0.0	5.6	..
<i>Defence</i>	..	16.3	5.0	0.0	6.7	-10.7	0.0	10.0	..
<i>Universities</i>	10.2	17.3	10.0	3.5	10.6	6.5	4.6	11.1	..
<i>Public utilities</i>	9.2	12.0	-2.5	-12.7	-35.4	-43.4	0.0	7.3	..

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
United Kingdom									
<i>Health</i>	10.0	9.4	8.8	11.9	6.1	2.7	6.1	4.6	..
<i>Education</i>	8.6	0.5	8.9	7.1	-5.4	-5.1	4.1	2.0	..
<i>Police</i>	..	13.0	11.0	10.1	4.4	2.1	3.8	2.0	..
<i>Defence</i>	4.7	-22.5	13.8	7.3	-2.7	-4.8	-9.7	5.1	..
United States									
<i>Defence</i>	4.0	2.7	5.7	2.1	2.8	-4.3	1.0	-1.1	..

1. General public services, social security and welfare, housing and community amenities, recreation, culture and religion, economic services.

2. Central Administration only

3. Includes social care, fire department, civil defence, administration, cultural affairs, sport and housing sectors.

4. Since 1994, including temporary employees.

5. Excludes universities until 1994.

6. This sector is not covered by collective bargaining.

7. Decentralisation in 1996

8. Including autonomous communities since 1987.

9. Central administration + social security.

10. Regional administration

11. Municipal administration

Table 4 bis. Annual changes in pay bill by functional sub-sectors

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Australia									
<i>Health¹</i>	8.8	6.7	5.3	-3.8	..	..	..	4.7	1.8
<i>Education</i>	4.2	10.2	8.3	5.0	..	..	..	0.4	6.2
<i>Police</i>	..	4.5	10.5	-4.5	..	..	..	..	..
<i>Social affairs</i>	28.9	19.7	..	..	..	..	..	..	..
Canada									
<i>Health</i>	..	7.1	8.2	7.6	1.1	-1.1	-1.2	..	..
<i>Education</i>	..	10.6	7.4	9.8	2.4	-0.1	-0.1	..	..
<i>Police</i>	..	10.0	5.0	3.2	0.0	0.8	-2.9	..	..
<i>Social affairs</i>	..	9.3	10.9	15.6	3.2	0.9	-3.1	..	..
<i>Research institutes</i>	..	5.6	6.2	5.0	-4.0	3.5	-3.4	..	..
<i>Public administration</i>	..	10.9	7.7	6.3	-0.2	-1.0	3.0	..	..
<i>Recreational and cultural affairs</i>	..	11.1	4.4	9.2	0.2	-1.2	-0.5	..	..
<i>Others²</i>	..	7.8	1.7	4.3	-0.6	-3.3	-3.3	..	..
Czech Republic									
<i>Health</i>	..	..	..	..	..	..	10.7	14.9	..
<i>Education</i>	..	..	..	..	..	..	17.3	24.4	..
Finland									
<i>Health³</i>	..	..	-14.2	-4.3	-0.9	..	3.9	6.5	..
<i>Education³</i>	..	..	11.5	0.5	-3.8	..	-1.2	-10.5	..
<i>Police</i>	..	..	..	..	-4.5	..	3.6	2.1	..
<i>Defence</i>	..	..	14.9	0.1	-6.5	..	-2.5	1.3	..
France⁴									
<i>Education</i>	..	..	..	..	..	..	4.7	2.9	1.1
<i>Police</i>	..	..	..	..	..	..	4.2	3.5	0.6
<i>Defence</i>	..	..	..	..	..	..	3.3	2.0	1.5

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Hungary									
Health	..	..	..	..	..	..	..	8.5	18.5
Education	..	..	..	..	..	..	..	8.8	20.0
Police	..	..	..	..	..	..	14.7	21.4	16.2
Others ⁵	..	..	..	..	..	..	..	16.1	12.6
Iceland									
Health	..	14.3	13.5	8.0	3.8	..	..	..	..
Education	..	12.9	17.6	4.8	-0.1	..	..	..	..
Police	..	10.1	9.4	2.7	4.8	..	..	..	..
Italy									
Health	..	..	..	..	..	..	-1.1	..	..
Education	..	..	..	..	..	..	1.7	2.6	..
Police	..	..	..	..	..	..	2.2	9.1	..
Defence	..	..	..	..	..	..	-1.8	8.4	..
Others	..	..	..	..	..	..	2.9	..	..
Luxembourg									
Education	..	7.7	14.2	8.5	6.6				
Defence	..	5.6	14.7	8.1	7.0				
Public administration	..	5.6	16.1	9.2	-17.4				
Others ⁶	..	-1.0	19.7	4.4	-5.1				
Mexico									
Health	..	..	..	..	22.9	19.6	27.4	31.4	..
Education	..	..	..	..	-67.3	22.8	18.5	35.5	..
Defence	..	..	..	..	18.7	26.7	18.8	56.1	..
Agriculture	..	..	..	..	7.4	4.3	-32.6	30.2	..
Netherlands									
Education	1.8	2.5	5.3	27.2	-3.8	-0.6	-1.7	3.2	..
Police	3.7	0.5	2.8	34.8	5.5	3.2	9.2	4.3	..
Defence	4.0	8.4	-1.9	24.6	-18.0	-3.5	2.4	4.9	..
Ministries	2.2	0.9	0.8	-17.7	-0.1	0.5	0.9	1.9	..
Local administration	1.0	0.8	3.0	1.2	-1.3	-3.6	4.1	2.4	..
Intercommunal	2.1	-2.0	-0.7	1.3	4.1	3.9	8.3	-10.7	..
Polder boards	4.4	3.3	6.4	-21.5	33.5	13.1	7.0	2.3	..
Provinces	3.1	-5.6	-11.7	3.7	-4.7	5.7	-7.9	7.9	..
Judiciary	5.9	8.2	5.4	24.7	-2.4	7.0	3.5	4.1	..
New Zealand⁴									
Health	..	..	..	..	0.1	-0.6	3.8	3.7	2.3
Education	..	..	..	..	4.2	5.7	-0.9	6.7	8.5
Police	..	..	..	..	14.9	7.7	-3.2	4.5	3.1
Defence	..	..	..	..	-4.0	0.2	-3.8	0.3	-2.3
Social affairs	..	..	..	..	0.7	-2.9	5.3	-4.6	3.8
Public administration	..	..	..	..	-0.2	1.1	-1.7	-0.8	6.0
Poland⁴									
Health	..	..	..	..	..	..	20.8	18.8	7.6
Education ⁷	..	..	..	..	..	..	76.3	-44.0	2.1
Police	..	..	..	..	..	..	27.8	32.8	11.0
Defence	..	..	..	..	..	..	30.1	5.7	13.8

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Portugal									
<i>Health</i>	..	27.8	32.9	14.4	7.7	..	..	..	..
<i>Education</i>	..	20.2	34.8	18.1	4.2	..	..	..	..
<i>Defence</i>	..	12.5	15.2	16.9	0.2	..	..	..	..
Sweden									
<i>Health</i> ⁸	9.0	13.5	4.4	-13.8	-2.3	..	..	..	..
<i>Education</i> ⁹	6.3	17.7	1.7	3.0	0.0	4.2	-5.6	3.6	..
<i>Police</i>	6.7	25.7	9.1	2.1	4.1	2.0	0.0	3.8	..
<i>Defence</i>	..	14.5	5.6	-1.3	8.1	-10.0	1.4	6.8	..
<i>Universities</i>	10.1	16.4	10.6	2.6	11.1	8.0	4.6	9.4	..
<i>Public utilities</i> ¹⁰	9.1	11.0	-2.0	-13.5	-35.0	-42.5	0.0	5.6	..
Switzerland									
<i>Defence</i>	2.8	7.1	8.9	6.6	1.6	..	..	..	..
Turkey									
<i>Health</i>	88.8	118.7	79.0	102.7	71.0	68.4	60.9 ^c	..	..
<i>Education</i>	82.3	114.8	78.2	94.5	80.1	50.8	61.0 ^c	..	..
<i>Police</i>	81.6	97.9	81.7	85.7	79.0	77.1	66.5 ^c	..	..
<i>Defence</i>	76.9	101.9	98.4	99.2	82.0	86.1	51.5 ^c	..	..
United States									
<i>Defence</i>	2.7	1.7	5.4	1.5	1.7	-4.0	0.7	-1.9	..

1. Since 1995, includes nursing, hospitals, veterinary services, and child and aged care figures

2. Transportation and communications, resource conservation and industrial development, environment, labour, employment and immigration, housing, foreign affairs and industrial assistance, regional planning and development.

3. Since 1994, includes Central Administration only

4. Central Administration only

5. Includes social care, fire department, civil defence, administration, cultural affairs, sport and housing sector

6. Magistrates, churches, special function, customs, blue collars.

7. Decentralisation in 1996

8. Regional administration

9. Municipal administration

10. The 1994 decrease is mainly due to the transformation of the post office into a government-owned company.

Table 5. Annual changes in average gross earnings and negotiated wages in the public sector and consumer prices

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Australia									
Actual gross average earnings									
<i>Total</i>	5.6	5.7	5.4	5.5	3.1	2.2	2.4	2.7	6.0
<i>Commonwealth</i>	5.9	5.2	6.2	6.0	5.6	..	..	..	..
<i>State</i>	5.3	6.4	5.7	5.9	2.1	..	..	..	..
<i>Local</i>	6.5	1.0	2.1	4.1	2.7	..	..	..	..
Negotiated wages									
<i>Total</i>	..	..	..	..	..	1.5	6.0	4.4	4.8
Consumer prices	6.5	7.3	3.2	1.0	1.8	1.8	4.4	2.7	0.6
Austria									
Gross average earnings per capita									
<i>Total</i>	..	..	..	..	..	..	3.5	1.0	..
<i>Federal government</i>	..	..	..	..	..	..	3.1	-0.5	..
<i>Länder</i>	..	..	20.3	8.7	6.5	12.7	4.9	1.9	..
<i>Municipalities</i>	..	..	11.0	4.4	6.3	-4.0	2.7	2.1	..
Negotiated wages									
<i>Federal government</i>	3.3	2.9	5.9	4.3	4.0	2.6	2.9	..	..
Consumer prices	1.5	3.3	3.3	4.0	3.6	3.0	2.2	1.9	1.3
Canada									
Actual gross average earnings									
<i>Total¹</i>	4.3	7.7	3.3	3.2	3.0	1.4	0.5	..	..
Negotiated wages									
<i>Total¹</i>	4.1	4.8	0.4	2.8	0.2	0.0	0.0	0.0	..
<i>Federal administration</i>	3.3	5.9	2.0	2.4	1.4	..	..	..	..
Consumer prices	3.5	4.8	5.6	1.5	1.8	0.2	2.2	1.6	..
Denmark									
Gross average earnings per capita									
<i>Central administration</i>	5.2	2.7	3.3	3.1	1.7	2.3	2.5	..	..
<i>Total</i>	5.3	2.6	2.8	3.5	2.4	2.2	2.4	..	..
<i>Local government</i>	5.4	2.7	2.7	3.6	2.7	2.2	2.3	..	..
Negotiated wages									
<i>Total</i>	3.4	2.7	2.4	2.8	1.6	1.8	2.4	..	..
Consumer prices	3.4	2.6	2.4	2.1	1.3	2.0	2.1	2.1	2.2
Finland									
Actual gross average earnings									
<i>Total³</i>	7.3	10.2	6.4	3.0	1.6	2.2	4.8	4.3	..
<i>Central government^{2,3}</i>	8.8	12.8	5.6	2.7	1.9	3.1	4.7	2.5	..
<i>Local government³</i>	6.6	10.1	7.6	2.4	1.3	1.1	4.9	5.2	..
Negotiated wages									
<i>Central government</i>	7.1	7.4	4.2	0.9	0.0	0.1	1.8	3.5	..
<i>Local government</i>	6.6	6.7	4.9	1.1	0.0	0.0	3.1	3.4	..
Consumer prices	3.7	6.1	4.3	2.9	2.2	1.1	1.0	0.6	1.2

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	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
France									
Actual net average earnings									
<i>Central government</i>	..	4.8	6.4	4.6	4.0	1.8	3.4	1.9	..
Negotiated wages									
<i>Total</i>	2.3	2.5	1.5	2.7	1.7	2.3	2.6	0.0	1.0
Consumer prices	2.4	3.5	3.2	2.4	2.1	1.7	1.8	2.0	1.2
Germany									
Gross average earnings per capita ⁴									
<i>Total</i>	2.5	5.2	-5.6	11.2	7.0	2.3	4.7	..	..
<i>Federal government</i>	1.9	8.0	4.1	9.0	4.9	0.9	1.5	..	..
<i>Länder</i>	2.8	4.4	-7.5	13.4	6.0	1.4	4.7	..	..
<i>Municipalities</i>	2.6	4.6	-9.0	11.4	9.1	3.2	5.5	..	..
Negotiated wages ⁵									
<i>Länder</i>	2.7	3.3	5.4	5.5	3.1	1.0	4.0	..	..
<i>Municipalities</i>	2.8	3.9	5.9	5.6	3.0	1.0	3.0	..	..
<i>Social security</i>	2.7	3.8	5.5	5.7	5.3	1.0	3.0	..	..
Consumer prices	0.8	2.7	3.6	5.1	4.5	2.7	1.8	1.5	1.8
Hungary									
Actual gross average earnings									
<i>Total</i>	..	..	..	..	..	..	10.5	10.0	25.2
<i>Central government</i>	..	..	..	..	..	..	4.3	16.9	14.5
<i>Municipalities, counties, provinces</i>			..	..	..	..	..	23.7	21.5
Negotiated wages									
<i>Total⁶</i>	..	..	..	..	..	..	..	19.5	17.0
Consumer prices	9.4	28.4	34.8	23.2	22.5	18.9	28.3	23.5	..
Iceland									
Actual gross average earnings									
<i>Total</i>	..	9.1	10.9	2.2	1.4	..	..	..	..
Negotiated wages									
<i>Total</i>	..	5.9	5.4	1.7	0.0	..	..	..	..
Consumer prices	17.4	15.5	6.8	4.0	4.0	1.6	1.7	2.3	1.8
Ireland									
Negotiated wages									
<i>Total</i>	..	2.5	4.0	3.0	3.8	2.0	2.5	3.0	3.5 ^e
Consumer prices	2.6	3.3	3.2	3.1	1.4	2.3	2.5	1.6	1.6
Italy									
Gross average earnings per capita									
<i>Total⁷</i>	8.3	18.4	7.9	2.6	2.5	1.4	1.6	..	..
<i>Central administration⁷</i>	8.8	18.5	7.9	2.2	2.5	2.3	2.5	4.1 ^e	..
<i>Regional government</i>	7.2	17.5	13.5	5.3	2.5	-4.7	5.6	..	..
<i>Local government</i>	8.2	18.0	-1.4	-4.5	2.5	0.4	5.5	..	..
Negotiated wages									
<i>Total</i>	..	10.6	7.6	..	..	0.9	2.6	5.6	3.9
Consumer prices	4.4	6.1	6.5	5.3	4.2	3.9	5.4	3.8	

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Korea									
Gross average earnings per capita									
<i>Central government</i>	..	..	..	..	..	..	8.8	11.7	6.2
Negotiated wages	..	..	..	..	..	..	..	..	..
<i>Central government</i>	..	..	..	..	..	6.2	6.8	9.0	5.7
Consumer prices	3.7	8.6	9.3	6.2	4.8	6.3	4.5	4.6	..
Luxembourg									
Actual gross average earnings									
<i>Central administration</i>	..	2.4	12.0	6.8	8.6	..	..	..	..
Negotiated wages									
<i>Central administration</i>	..	2.5	..	1.8	1.5	..	..	..	..
Consumer prices	1.0	3.7	3.1	3.2	3.6	2.2	1.9	1.4	..
Mexico									
Actual gross average earnings									
<i>Federal government</i>	..	..	..	..	13.1	7.0	19.4	12.0	15.0
<i>State Government</i>	..	..	..	..	13.0	7.0	19.4	12.0	15.0
Negotiated wages									
<i>Federal government</i>	..	..	..	10.0	7.0	7.0	18.6	12.0	15.0
Consumer prices	70.4	26.7	22.7	15.5	9.8	7.0	35.0	34.4	20.6
Netherlands									
Actual gross average earnings									
<i>Total</i>	2.8	2.6	5.2	4.8	3.1	1.9	1.2	..	..
Negotiated wages									
<i>Total</i>	0.3	2.5	2.9	3.6	1.9	1.2	0.9	1.3	..
Consumer prices	0.2	2.5	3.2	3.2	2.6	2.8	1.9	2.0	2.2
New Zealand									
Actual gross average earnings									
<i>Total</i>	..	..	..	..	1.2	0.9	2.5	2.9	2.9
<i>Central government</i>	..	..	..	..	1.0	0.8	2.3	2.9	2.7
<i>Local government</i>	..	..	..	..	2.7	1.2	5.4	2.7	4.3
Negotiated wages									
<i>Total</i>	..	..	..	..	..	..	0.8	1.6	2.5
<i>Central government</i>	..	..	..	1.9	0.3	0.3	0.8	1.5	2.6
<i>Local government</i>	..	..	..	2.1	0.4	0.9	1.3	1.8	2.3
Consumer prices	8.2	6.1	2.6	1.0	1.3	1.8	3.8	2.3	1.2
Portugal									
Negotiated wages									
<i>Total</i>	13.1	12.0	13.5	10.0	5.0	2.5	..	4.3	..
Consumer prices	8.7	13.4	11.4	8.9	6.5	5.2	4.1	3.1	2.1
Spain									
Actual gross average earnings									
<i>Central administration⁸</i>	..	8.2	9.9	8.6	3.5	0.3	5.9	5.4	..
<i>Autonomous communities</i>	..	..	..	9.1	..	..	..	..	..
General increases									
<i>Central administration</i>	..	6.0	7.2	5.7	1.9	1.0	5.8	5.4	0.7 ^e
<i>Local administration</i>	..	6.0	7.2	5.7	1.9	..	..	..	..
<i>Autonomous communities</i>	..	6.0	7.2	5.7	1.9	..	..	..	..
Consumer prices	5.1	6.7	5.9	5.9	4.6	4.7	4.7	3.6	2.0

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Sweden									
Actual gross average earnings									
<i>Central government</i> ⁹	8.8	14.3	5.9	1.4	5.5	5.2	3.7	7.7	..
<i>Regional administration</i>	7.1	20.0	5.6	6.0	2.1	..	..	..	..
<i>Local government</i>	6.6	20.4	3.4	10.7	0.7	5.7	1.9	4.0	..
Negotiated wages									
<i>Total</i>	7.3	7.2	1.0	2.8	0.0	..	..	..	..
<i>Central government</i>	7.4	7.4	1.0	2.8	0.0	3.1	2.0	..	..
<i>Regional administration</i>	7.3	7.8	1.4	3.3	0.0	..	..	..	..
<i>Local government</i>	7.0	8.0	1.6	3.4	0.0	3.3	2.0	4.9	4.5
Consumer prices	4.1	10.5	9.3	2.3	4.6	2.2	2.5	0.5	0.5
Switzerland									
Negotiated wages									
<i>Total</i>	1.7	5.0	6.0	4.5	3.0	1.7	0.0	..	..
Consumer prices	1.4	5.4	5.9	4.0	3.3	0.9	1.8	0.8	..
United Kingdom									
Actual gross average earnings									
<i>Total</i> ¹⁰	8.9	5.4	15.2	8.9	4.5	2.7	1.9	5.2	..
<i>Central Government</i>	..	..	..	9.0	3.2	4.1	3.2	4.7	..
<i>Local authorities</i>	..	..	..	9.0	4.8	2.1	-0.4	5.7	..
Consumer prices	4.1	9.5	5.9	3.7	1.6	2.5	3.4	2.4	3.1
United States									
Actual gross average earnings									
<i>Total</i>	4.5	5.3	4.8	4.0	3.1	2.5	2.6	3.1	..
<i>Federal government</i>	2.6	5.3	7.7	7.5	5.3	3.0	1.3	4.9	..
<i>State</i>	4.9	5.5	4.3	2.4	3.1	3.1	3.3	3.0	..
<i>Local government</i>	5.1	5.2	4.2	3.4	2.6	2.4	3.1	2.8	..
Negotiated wages									
<i>Recommendations</i>	2.5	3.6	4.1	4.2	3.7	0.0	2.0	..	..
Consumer prices	2.9	5.4	4.2	3.0	3.0	2.6	2.8	2.9	2.3

1. Since 1989, the public sector has included the Federal Administration subject to the Public Service Staff Relations Act, Parliamentary Employment and Staff Relations Act, the Federal Crown Corporations, Provincial and Local Administrations, Education, Health and Welfare, Telephone, Electric and Water Utilities.

2. Excludes state enterprises since 1989.

3. Excludes vacation bonuses.

4. The new Länder were included in 1991.

5. Western Germany only

6. Includes public enterprises, full-time employees only

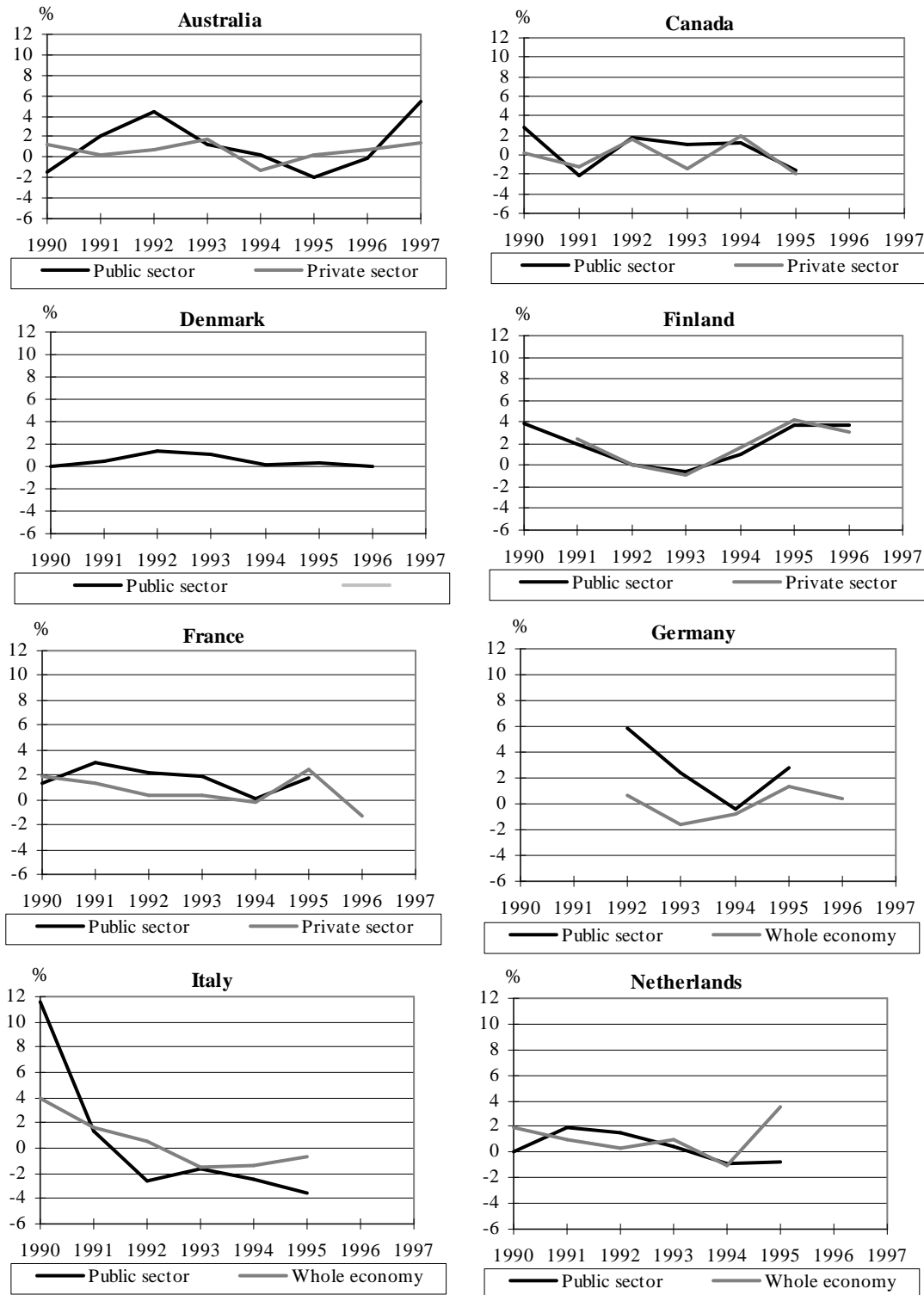
7. Post and telecommunication services have been excluded since 1994.

8. Excludes police forces and army.

9. Excludes overtime pay

10. Includes overtime pay

Figure 2: Changes in average gross earnings in real terms from 1990 to 1997 in the public and private sector



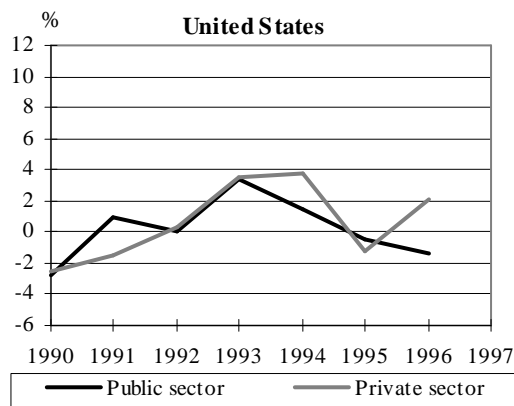
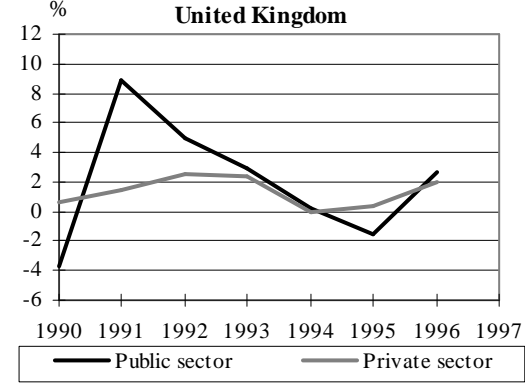
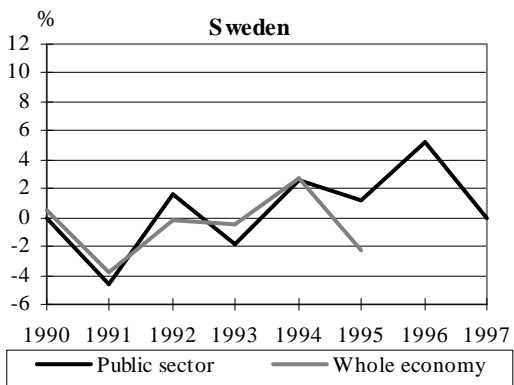
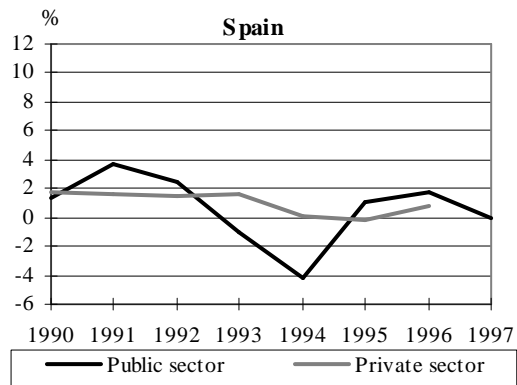
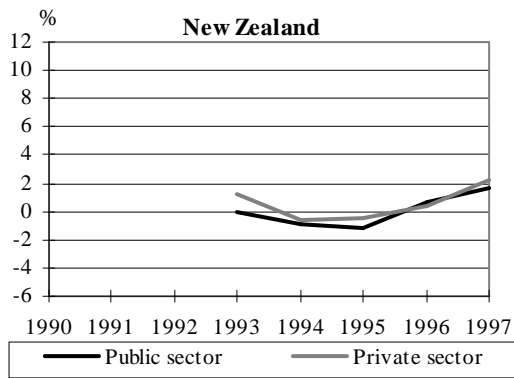


Table 6. Dispersion of earnings in the public sector¹

	1990	1991	1992	1993	1994	1995	1996	1997
Australia								
D9/D1	3.11	3.10	3.20	3.43	3.32	3.72	3.61	..
D9/D5	1.59	1.58	1.58	1.58	1.58	1.57	1.62	..
D5/D1	1.96	1.96	2.01	2.16	2.10	2.37	2.23	..
Finland								
D9/D1	2.28	2.26	2.23	2.33	2.37	2.33	2.32	..
D9/D5	1.70	1.71	1.71	1.72	1.73	1.72	1.75	..
D5/D1	1.33	1.32	1.32	1.35	1.37	1.35	1.33	..
France								
D9/D1	2.42	2.41	2.39	2.41	2.38	2.36	2.38	..
D9/D5	1.58	1.53	1.56	1.59	1.60	1.59	1.60	..
D5/D1	1.58	1.54	1.51	1.52	1.49	1.48	1.49	..
Hungary								
D9/D1	..	..	..	..	3.55	3.54	3.69	3.46
D9/D5	..	..	..	..	1.96	1.94	2.05	1.98
D5/D1	..	..	..	..	1.81	1.82	1.79	1.75
Iceland								
D9/D1	2.83	2.99	2.96	2.82	..	..	..	..
D9/D5	1.66	1.63	1.63	1.62	..	..	..	..
D5/D1	1.73	1.83	1.78	1.75	..	..	..	..
Luxembourg								
D9/D1	2.39	2.47	2.44	2.42	..	..	..	..
D9/D5	1.48	1.47	1.49	1.44	..	..	..	..
D5/D1	1.63	1.66	1.64	1.68	..	..	..	..
Netherlands								
D9/D1	..	..	..	2.45	2.49	2.34	2.33	..
D9/D5	..	..	..	1.75	1.82	1.64	1.64	..
D5/D1	..	..	..	1.40	1.37	1.43	1.42	..
Poland								
D9/D1	..	..	..	..	3.17	3.14	3.16	..
D9/D5	..	..	..	..	1.93	1.94	1.94	..
D5/D1	..	..	..	..	1.64	1.62	1.63	..
Sweden								
D9/D1					1.80	1.82	1.83	..
D9/D5					1.49	1.49	1.49	..
D5/D1					1.21	1.22	1.22	..
Switzerland								
D9/D1	..	..	..	..	1.70	..	..	..
D9/D5	..	..	..	..	1.36	..	..	..
D5/D1	..	..	..	..	1.25	..	..	..
United Kingdom								
D9/D1	..	..	2.81	2.79	2.75	2.71	2.72	..
D9/D5	..	..	1.66	1.67	1.64	1.62	1.62	..
D5/D1	..	..	1.69	1.68	1.68	1.67	1.68	..

1. Central government for Finland, France, and Sweden.

Table 6 bis. Evolution of earnings dispersion in the public sector, and private sector

	1990	1994	1995	1996
Australia				
3rd quartile / 1st quartile				
Public sector	1.55	1.53	1.44	..
Private sector	2.03	2.11	2.19	..
Finland				
9th decile / 1st decile				
Central government	2.28	2.37	2.33	2.32
Private sector	2.50	2.38	2.34	..
France				
9th decile / 1st decile				
Central government	2.42	2.38	2.36	2.38
Private sector	3.03	3.04	..	3.01
Netherlands				
9th decile / 1st decile				
Public sector	..	2.49	2.34	2.33
Private sector	2.61	2.59	..	..
Sweden				
9th decile / 1st decile				
Central government	..	1.80	1.82	1.83
Private sector	2.01	2.21	..	..
United Kingdom				
9th decile / 1st decile				
Public sector	..	2.75	2.71	2.72
Private sector	3.29	3.31	3.38	3.40

Table 7. Annual gross average earnings in public and private sectors

Units	1989	1990	1991	1992	1993	1994	1995	1996	1997
Australia ¹									
<i>Public sector</i>	26 191	27 693	29 184	30 796	31 745	32 428	33 210	34 096	36 151
<i>Private sector</i>	21 640	23 518	24 327	24 760	25 647	25 795	26 989	27 928	28 501
Canada ¹									
<i>Public sector</i>	33 839	36 453	37 658	38 879	40 042	40 596	40 801	..	..
<i>Private sector</i>	25 127	26 366	27 498	28 331	28 428	29 015	29 053	..	..
Denmark ²									
<i>Public sector</i>	208 545	214 002	220 100	227 705	233 142	238 259	243 870	..	..
<i>White collars</i>	..	198 500	205 200	211 400	216 000	225 100	233 400	..	..
<i>Blue collars</i>	..	248 892	257 784	264 888	271 284	279 965	290 324	..	..
Finland ¹									
<i>Public sector</i>	97 640	107 556	114 483	117 893	119 767	122 385	128 199	133 677	..
<i>Private sector</i>	..	103 226	110 260	113 479	114 852	117 924	124 164	128 652	..
France ³									
<i>Central administration</i>	109 114	114 402	121 670	127 220	132 360	134 750	139 370	141 970	..
<i>Senior managers</i>	171 696	176 829	174 820	179 480	182 690	181 420	183 530	183 410	..
<i>Intermediary professions</i>	..	110 890	113 020	116 140	119 530	120 540	123 390	124 540	..
<i>Blue collars</i>	80 620	82 913	84 190	85 920	82 730	84 870	87 180	87 930	..
<i>White collars</i>	81 776	85 071	93 060	97 790	96 850	98 840	102 060	104 120	..
<i>Private sector</i>	103 700	109 300	114 400	117 470	120 350	122 160	127 300	128 220	..
<i>Senior managers</i>	222 400	232 100	242 900	244 810	248 120	248 600	251 970	249 160	..
<i>Intermediary professions</i>	118 700	124 700	128 900	128 970	130 730	131 890	136 320	138 140	..
<i>Blue collars</i>	78 900	83 100	85 800	86 500	87 960	88 820	94 250	95 270	..
<i>White collars</i>	78 600	82 800	85 700	87 410	88 780	89 930	93 330	94 080	..
Hungary ¹									
<i>Public sector</i>	..	..	..	..	..	411 924	455 172	500 568	626 772
<i>Private sector</i>	..	..	..	..	..	431 616	489 768	603 240	726 948
Mexico ²									
<i>Federal government</i>	8 780	11 571	14 881	20 521	23 189	28 527	33 536	45 961	..
<i>Private sector</i>	5 844	7 606	9 643	11 998	13 799	..	..	..	..

	Units	1989	1990	1991	1992	1993	1994	1995	1996	1997
Netherlands¹	f									
Public sector		54 600	56 000	58 900	61 700	63 600	64 800	65 580	..	..
Whole economy		47 400	49 500	51 600	53 400	55 300	56 300	59 400	..	..
New Zealand¹	NZ\$									
Public sector		..	..	..	32 730	33 127	33 415	34 266	35 262	36 286
Private sector		..	..	..	28 301	28 998	29 329	30 273	31 079	32 129
Primary and secondary sectors		..	..	..	29 563	30 398	30 763	31 962	..	..
Services		..	..	..	27 530	28 156	28 416	29 198	..	..
Portugal²	Esc									
Public sector		..	..	..	..	2 170 000	2 338 000	..	..	..
Private sector		..	..	1 111 000	1 264 000	1 346 000	1 427 000	..	..	..
Poland¹	zlotys									
Public sector		..	..	..	..	..	6 912	9 104	11 589	..
Private sector		..	..	..	..	..	6 157	8 324	10 621	..
Manual and related workers		..	..	..	..	..	5 203	6 883	8 487	..
Non-manual workers		..	..	..	..	..	8 212	11 421	14 995	..
Spain¹	Ptas									
Central administration		2 075 000	2 245 000	2 467 000	2 679 000	2 773 000	2 780 000	2 943 000	3 101 000	..
White collars		1 322 508	1 435 104	1 539 564	1 645 032	1 739 124	..	..	..	..
Blue collars		2 129 340	2 304 444	2 461 236	2 633 664	2 763 816	..	..	..	..
Private sector		1 634 952	1 774 644	1 908 816	2 052 480	2 183 028	2 286 612	2 389 752	2 496 540	..
Switzerland¹	FS									
Private sector		..	..	..	..	..	64 332	..	..	..
Federal administration		..	..	..	..	..	77 064	..	..	..
United Kingdom¹	£									
Public sector		12 149	12 800	14 750	16 064	16 789	17 247	17 571	18 489	..
Private sector		12 587	13 859	14 881	15 823	16 449	16 858	17 488	18 283	..
United States¹	US\$									
Public sector		22 486	23 047	24 235	24 972	26 600	27 691	28 314	28 723	..
Private sector		19 404	19 938	20 457	21 126	22 521	23 980	24 352	25 593	..

1. Effective average gross earnings

2. Average gross earnings per capita

3. Actual net average earnings

Table 8. Pay differentials in public and private sectors¹

	1989	1990	1991	1992	1993	1994	1995	1996	1997
Australia ²	1.21	1.18	1.20	1.24	1.24	1.26	1.23	1.22	1.27
Canada ²	1.35	1.38	1.37	1.37	1.41	1.40	1.40	..	..
Finland ²	..	1.04	1.04	1.04	1.04	1.04	1.03	1.04	..
France ³	1.05	1.05	1.06	1.08	1.10	1.10	1.09	1.11	..
<i>Senior managers</i>	0.77	0.76	0.72	0.73	0.74	0.73	0.73	0.74	..
<i>Intermediary professions</i>		0.89	0.88	0.90	0.91	0.91	0.91	0.90	..
<i>Blue collars</i>	1.02	1.00	0.98	0.99	0.94	0.96	0.92	0.92	..
<i>White collars</i>	1.04	1.03	1.09	1.12	1.09	1.10	1.09	1.11	..
Hungary ²	..	..	..	..	..	0.95	0.93	0.83	0.86
Mexico ⁴	1.50	1.52	1.54	1.71	1.68	..	..	..	..
Netherlands ²	1.15	1.13	1.14	1.16	1.15	1.16	1.10	..	..
New Zealand ²	..	..	..	1.16	1.14	1.14	1.13	1.13	1.13
Poland ²	..	..	..	..	..	1.12	1.09	1.09	..
Portugal ⁴	..	..	..	..	1.61	1.64	..	..	..
Spain ²	1.27	1.26	1.29	1.30	1.27	1.22	1.23	1.24	..
Switzerland ²									..
United Kingdom ²	0.97	0.92	0.99	1.02	1.02	1.02	1.00	1.01	..
United States ²	1.16	1.16	1.18	1.18	1.18	1.15	1.16	1.12	..

1. Ratio gross average earnings in the public sector/ gross average earnings in the private sector

2. Effective average gross earnings

3. Actual net average earnings

4. Average gross earnings per capita

III - EMPLOYMENT

Definitions

Public sector: see previous section.

Total public employment: number of employees in the public sector, i.e. civil servants, employees under contract and people employed on a fixed-term basis. As far as possible, the numbers are expressed in full-time equivalent.

Source

- OECD Labour Force Survey (population)

- National sources used in PSPE database (OECD/PUMA) :

- AUSTRALIA: "Survey of Major Labour Costs" and "Employed Wage and Salary Earners" ABS
- AUSTRIA: Personal information system des Bundes and States and Local Austrian Statistical Office
- CANADA: "Public Sector Employment and Wages and Salaries" Statistics Canada
- CZECH REPUBLIC: Ministry of Home Affairs, Ministry of Labour and Social Affairs, Ministry of Finance, and Czech Statistical Office
- DENMARK: Statistics Denmark
- Finland: Staff registers Ministry of Finance and Staff registers Commission for Local Authorities Employers
- FRANCE: Finance law and National accounts
- GERMANY: Statistisches Bundesamt and Ministry of Home Affairs
- HUNGARY: Ministry of Finance
- ICELAND: Ministry of Finance
- IRELAND: Department of Finance and Department of the Environment and Local Government
- ITALY: National Accounts
- KOREA: Ministry of Finance and Economy
- LUXEMBOURG: Pay registers for state employers
- MEXICO: General Federal Accounts
- NETHERLANDS: Ministry of Internal Affairs
- NEW ZEALAND: Statistics New Zealand "Annual Business Frame Update Survey"
- POLAND: Ministry of Finance, Budgetary Reports
- PORTUGAL: General direction for public account, General direction for autonomous administration, State's general account, Health ministry and Secretary for administrative modernisation of the Ministry of Finance
- SPAIN: "Boletim estadístico del registro central de personal" Ministry of Public Administration
- SWEDEN: Swedish Agency for Government Employers
- SWITZERLAND: State's budget
- TURKEY: Ministry of Finance, General Directorate of Budget and Fiscal Control
- UNITED KINGDOM: "Employment in the public and private sectors", "Annual abstract of statistics" Office of National Statistics, UK National Accounts
- UNITED STATES: "Employment and Wages", "Current Employment Statistics" Bureau of Labor Statistics, "Work Years and Personnel Costs", US Office of Personnel Management " National Accounts

Table 9. Total public employment

	1985	1990	1995	1996	1997
Australia ¹	..	1 279 200	1 208 000	1 238 000	1 244 200
Austria	..	..	467 382	469 074	..
Canada ²	..	2 287 790	2 275 133	..	..
Czech Republic ³	..	..	716 000	722 000	..
Denmark ³	682 000	692 200	699 000	..	..
Finland ¹	617 000	566 488	518 291	527 158	..
France ^{3,4}	4 466 518	4 568 768	4 347 067	4 366 481	..
Germany ^{1,5}	4 118 000	4 305 000	5 409 000	..	..
Hungary ¹	..	..	896 400	825 200	810 000
Iceland	..	18 295	..	..	..
Ireland ²	217 424	195 678	215 366	218 362	218 701 ^c
Italy ^{3,6}	3 439 000	3 628 000	3 474 798	..	..
Luxembourg ^{3,7}	..	15 242	..	..	..
Netherlands ³	763 603	730 740	713 000	..	..
New Zealand ³	..	209 900	207 000	211 300	207 400
Portugal ⁸	454 290	507 067	623 537	..	..
Spain ⁹	1 532 000	1 809 500	1 981 600	1 979 100	2 009 300
Sweden ³	1 210 000	1 275 083	1 044 087	..	..
United Kingdom ^{3,10}	4 469 000	4 354 000	3 947 000	3 863 000	..
United States ^{2,11}	15 888 338	17 752 051	18 592 120	18 693 947	..

1. Full time + part time

2. Actual members

3, Full time equivalents

4. Since 1991, excluding post and telecommunications

5. Since 1991, includes new Länders. Includes military. Excludes federal railway, post and special municipal associations.

6. Post and telecommunication services have been excluded since 1994.

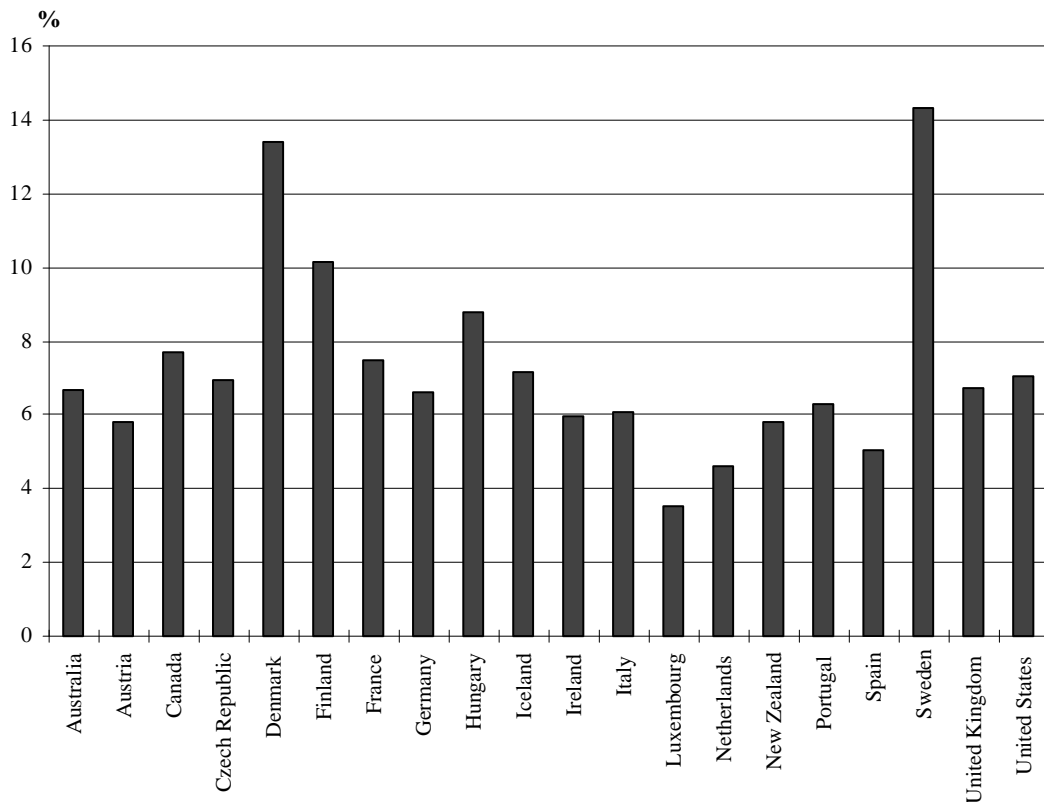
7. Central level

8. Excludes Azores and Madeira. Before 1992 the military forces and the security forces are excluded. Data are only available for 1985, 1991, 1994.

9. Including social security

10. Including NHS Trusts but excluding other Public Corporations

11. Includes part-time and season workers.

Figure 3. Public employment as a % of total population in 1995¹

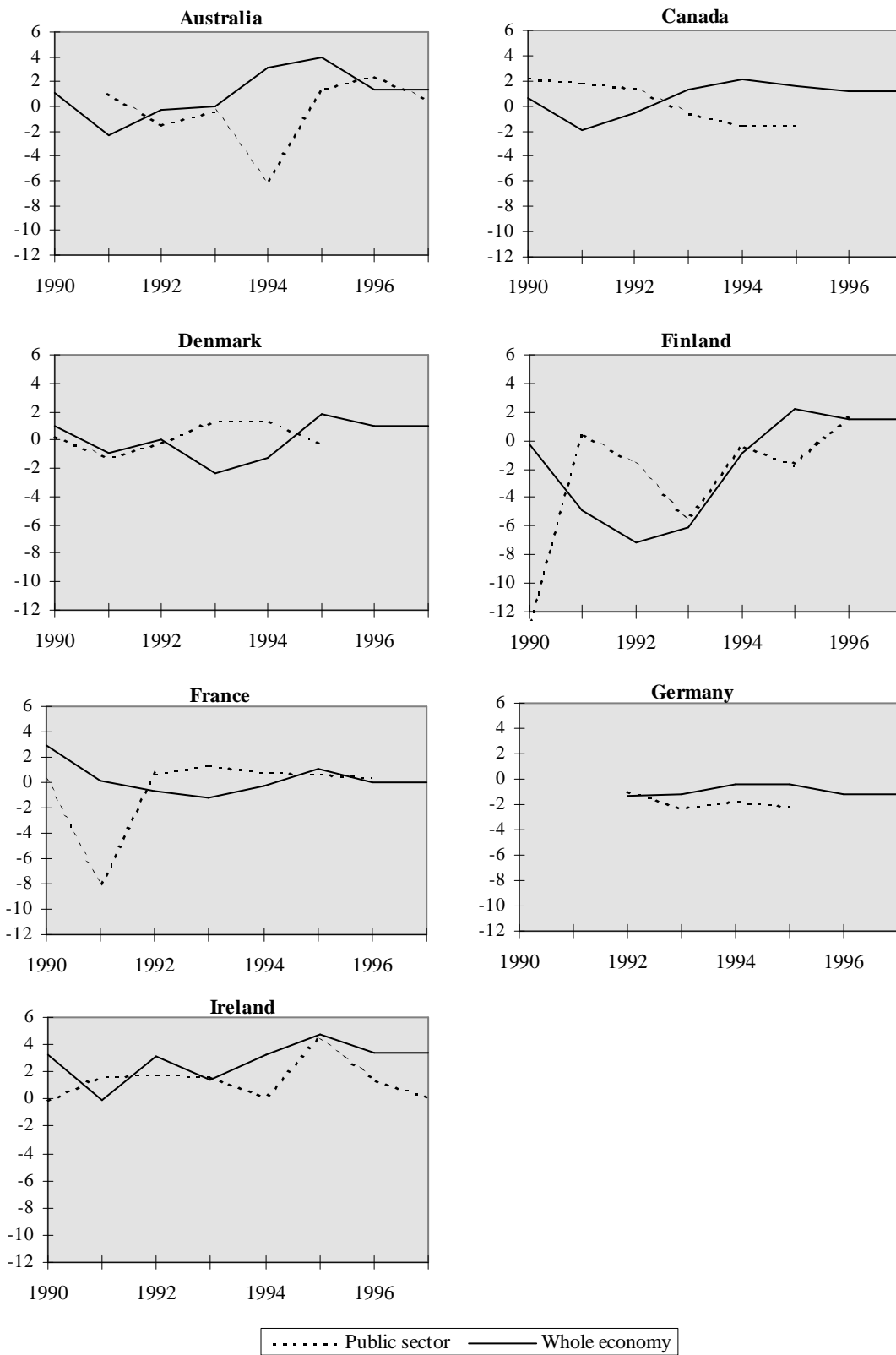
1. 1993 for Iceland and Luxembourg, 1994 for Portugal.

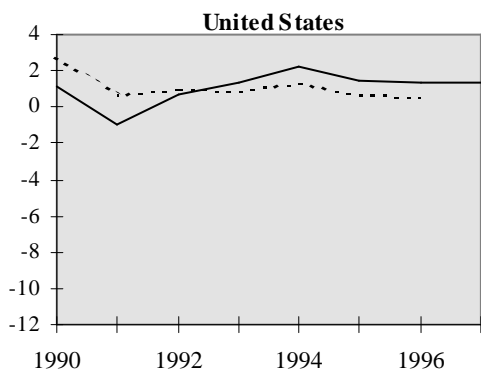
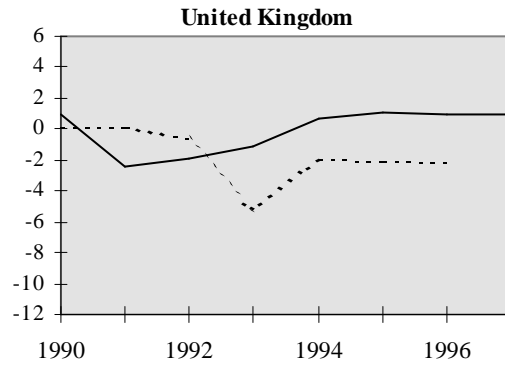
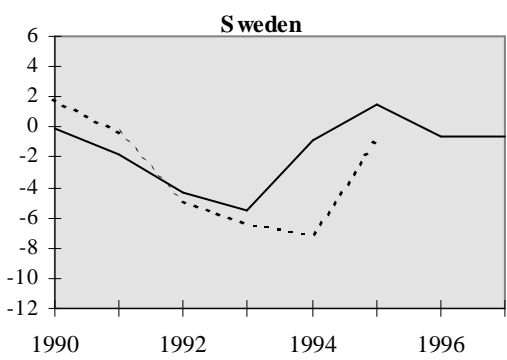
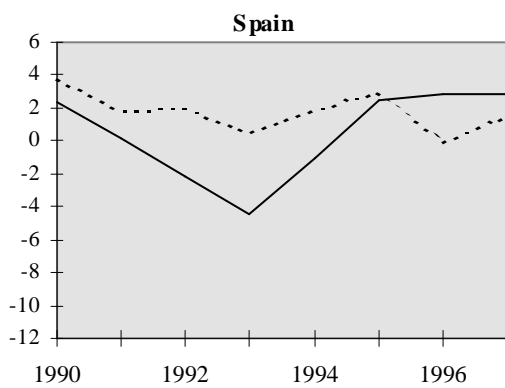
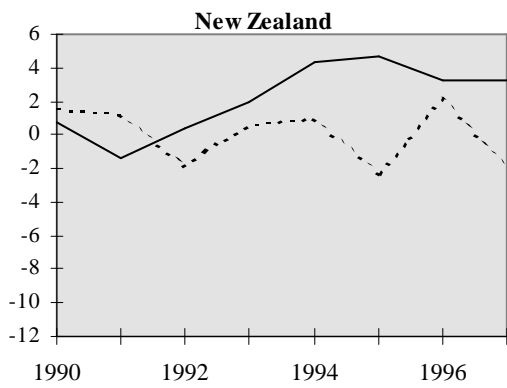
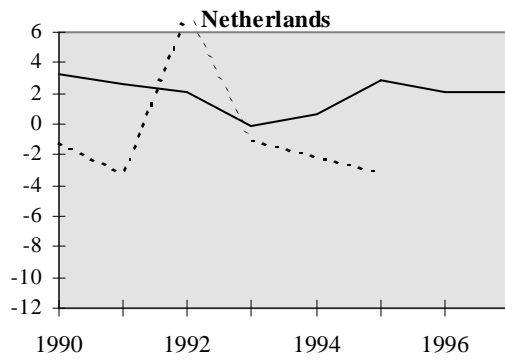
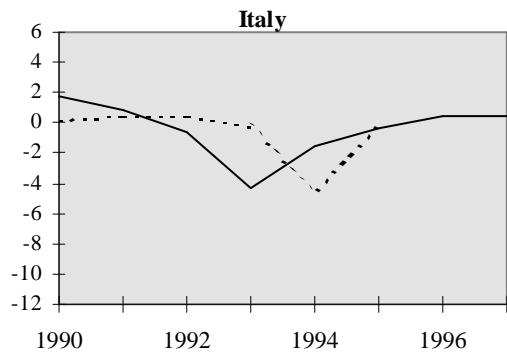
Table 10. Annual changes in public sector employment

	1985-89	1990	1991	1992	1993	1994	1995	1996	1997
Australia	..	..	1.1	-1.5	-0.5	-6.1	1.4	2.5	0.5
Austria	..	..	..	..	..	..	0.3	0.4	..
Canada	2.2	2.2	1.8	1.4	-0.5	-1.6	-1.6	..	..
Czech Republic	..	..	..	..	..	..	6.5	0.8	..
Denmark	0.3	0.3	-1.3	-0.1	1.4	1.3	-0.2	..	..
Finland	1.3	-12.7	0.5	-1.7	-5.4	-0.4	-1.7	1.7	..
France	0.5	0.2	-8.2	0.9	1.4	0.8	0.7	0.4	..
Germany	0.9	0.7	35.0	-1.0	-2.3	-1.8	-2.1	..	..
Hungary	..	..	..	..	..	..	..	-7.9	-1.8
Iceland	..	3.9	3.5	0.3	0.0	..	..	..	..
Ireland	-4.5	-0.1	1.7	1.8	1.7	0.1	4.5	1.4	0.2
Italy	1.3	0.2	0.4	0.4	-0.2	-4.5	-0.3	..	..
Luxembourg	1.1	2.9	3.4	1.1	-11.9	..	..	..	..
Netherlands	-0.8	-1.2	-3.1	7.2	-1.1	-2.0	-3.1	..	..
New Zealand	0.1	1.6	1.2	-1.9	0.6	1.0	-2.3	2.1	-1.8
Portugal	2.2	..	..	..	-2.6	-1.4	..	..	..
Spain	3.3	3.8	1.9	2.0	0.5	1.8	2.9	-0.1	1.5
Sweden	0.8	1.9	-0.3	-4.8	-6.3	-7.1	-0.9	..	..
United Kingdom	-0.7	0.1	0.1	-0.6	-5.3	-1.9	-2.0	-2.1	..
United States	2.1	2.8	0.7	1.0	0.9	1.3	0.7	0.5	..

See previous table for notes

Figure 4. Changes in employment in public sector and whole economy





..... Public sector ——— Whole economy

Table 11. Breakdown of public employment by level of government in %

	1985	1990	1995 ¹	1996	1997
Australia²					
<i>Commonwealth</i>	..	15.0	14.4	14.2	13.1
<i>State</i>		74.2	74.0	74.1	75.7
<i>Local</i>	..	10.7	11.7	11.7	11.2
Austria³					
<i>Federal government</i>	..	..	36.1	36.4	..
<i>Länder</i>	..	..	32.0	31.8	..
<i>Municipalities</i>	..	..	31.9	31.8	..
Canada⁴					
<i>Federal administration</i>	..	17.9	16.3	..	..
<i>Provincial and territorial administration⁵</i>		63.5	44.2	..	..
<i>Local administration⁵</i>	..	18.6	39.5	..	..
Czech Republic³					
<i>Central government</i>	..	..	67.7	68.7	..
<i>Municipalities</i>	..	..	32.3	31.3	..
Denmark³					
<i>Central administration</i>	31.3	29.2	27.0	..	..
<i>Local government</i>	68.7	70.8	73.0	..	..
Finland²					
<i>Central government</i>	34.5	25.9	24.1	23.2	..
<i>Local government</i>	65.5	74.1	75.9	76.8	..
France³					
<i>Central government</i>	56.3	55.0	47.8	47.8	..
<i>Local government</i>	25.6	26.6	31.4	31.5	..
<i>National health services</i>	18.1	18.4	20.8	20.7	..
Germany^{3,6}					
<i>Federal government</i>	20.8	20.3	15.3	..	..
<i>Länder</i>	44.7	43.6	45.8	..	..
<i>Municipalities</i>	28.6	29.9	31.7	..	..
Hungary²					
<i>Central government</i>	..	..	32.8	33.7	34.9
<i>Municipalities, counties, provinces</i>		..	67.2	66.3	65.1
Ireland⁴					
<i>Central administration</i>	85.0	86.5	87.7	87.9	87.9 ^e
<i>Local authorities</i>	15.0	13.5	12.3	12.1	12.1 ^e
Italy³					
<i>Central administration</i>	62.9	63.0	57.7	..	..
<i>Regional government</i>	21.7	20.9	26.9	..	..
<i>Local government</i>	15.4	16.1	15.5	..	..
New Zealand³					
<i>Central government</i>	..	90.1	91.1	91.0	92.7
<i>Local government</i>	..	9.9	8.9	9.0	8.5
Portugal					
<i>Central administration</i>	82.8	..	86.0	..	..
<i>Municipalities</i>	17.2	..	14.0	..	..

	1985	1990	1995 ¹	1996	1997
Spain					
<i>Central administration</i> ^{7,8}	58.8	50.7	47.2	46.3	45.1
<i>Autonomous communities</i> ⁷	23.2	29.7	31.3	32.2	32.9
<i>Local administration</i>	18.1	19.6	21.5	21.5	22.0
Sweden ³					
<i>Central government</i>	27.2	26.7	20.3	..	..
<i>Regional administration</i>	26.9	27.8	22.1	..	..
<i>Local government</i>	45.9	45.5	57.6	..	..
United Kingdom ³					
<i>Central Government</i> ⁹	48.0	47.7	47.8	47.3	
<i>Local authorities</i>	52.0	52.3	52.2	52.7	
<i>Social security</i>	7.6	8.5	9.6	9.6	
United States ^{4,10}					
<i>Federal government</i> ¹¹	17.9	16.9	14.8	14.3	
<i>State</i>	22.1	22.4	22.6	22.4	
<i>Local government</i>	58.7	59.5	61.5	62.2	

1. Except for Portugal, 1994

2. Part time + Full time

3. Full time equivalent

4. Actual members

5. Since 1992, the school board has been included in municipalities (previously it was included in provinces), except for New Brunswick, the Yukon and Northwest Territories.

6. Since 1991, includes new Länders. Includes military. Excludes federal railway, post and special municipal associations.

7. Includes social security

8. Includes universities

9. Includes NHS Trusts

10. Includes part-time and season workers.

11. Includes US Postal Services employees

Table 11bis. Breakdown of public employment by functional sub-sectors in %

	1985	1990	1994	1995	1996	1997
Canada¹						
<i>Health</i>	..	27.2	26.8	26.8	..	..
<i>Education</i>	..	26.8	28.1	28.6	..	..
<i>Police</i>	..	13.9	13.4	12.8	..	..
<i>Social affairs</i>	..	4.7	4.9	4.9	..	..
<i>Research institutes</i>	..	0.5	0.4	0.4	..	..
<i>Public administration</i>	..	12.1	12.5	12.7	..	..
<i>Recreational and cultural affairs</i>	..	3.7	3.6	3.6	..	..
<i>Others²</i>	..	11.1	10.3	10.2	..	..
Czech Republic³						
<i>Health</i>	..	..	28.9	25.4	24.7	..
<i>Education</i>	..	..	42.3	39.4	38.0	..
<i>Others</i>	..	..	28.9	35.2	37.4	..
Finland⁴						
<i>Health</i>	..	..	2.1	2.3	2.3	..
<i>Education</i>	..	..	26.6	25.7	25.1	..
<i>Police</i>	..	..	9.0	9.4	10.4	..
<i>Defence</i>	..	..	15.0	15.9	15.7	..
<i>Others</i>	..	..	47.4	46.7	46.5	..
France^{3,4}						
<i>Education</i>	..	..	45.7	45.7	..	..
<i>Police</i>	..	..	7.9	7.9	..	..
<i>Defence</i>	..	..	19.5	19.4	..	..
<i>Others</i>	..	..	27.0	27.1	..	..
Hungary⁵						
<i>Health</i>	..	..	..	15.2	14.3	14.0
<i>Education</i>	..	..	..	30.6	29.9	29.4
<i>Police</i>	..	..	..	4.3	4.7	4.9
<i>Others</i>	..	..	..	49.9	51.1	51.7
Iceland						
<i>Health</i>	..	12.5	..	..	..	..
<i>Education</i>	..	25.0	..	..	..	..
<i>Police</i>	..	3.6	..	..	..	..
<i>Others</i>	..	58.8	..	..	..	..
Ireland^{1,4}						
<i>Health</i>	..	33.9	34.5	33.9	34.0	34.2 ^e
<i>Education</i>	..	30.6	30.1	32.0	32.0	32.1 ^e
<i>Police</i>	..	6.4	6.4	6.0	5.9	5.9 ^e
<i>Defence</i>	..	7.6	7.1	6.9	6.7	6.3 ^e
<i>Public administration</i>	..	15.1	15.5	15.0	15.4	15.2 ^e
<i>Others⁶</i>	..	6.3	6.3	6.2	6.1	6.2 ^e
Italy³						
<i>Health</i>	17.5	17.8	19.9	19.7	..	..
<i>Education</i>	32.9	32.2	34.8	34.7	..	..
<i>Police</i>	7.0	7.6	9.2	9.3	..	..
<i>Defence</i>	3.3	3.6	4.1	4.0	..	..
<i>Others</i>	39.2	38.9	32.0	32.3	..	..

	1985	1990	1994	1995	1996	1997
Luxembourg³						
<i>Education</i>	..	29.3	..	..	..	..
<i>Defence</i>	..	7.6	..	..	..	..
<i>Public administration</i>	..	43.6	..	..	..	..
<i>Others</i>	..	19.4	..	..	..	..
Netherlands⁶						
<i>Education</i>	31.3	32.6	40.1	42.7	..	..
<i>Police</i>	4.0	4.2	5.6	5.9	..	..
<i>Defence</i>	13.5	14.3	13.7	10.5	..	..
<i>Ministries</i>	19.4	18.9	14.0	13.8	..	..
<i>Local administration</i>	26.0	24.3	21.2	21.6	..	..
<i>Intercommunal associations</i>	2.2	2.0	2.4	2.5	..	..
<i>Polder boards</i>	0.9	1.0	1.1	1.1	..	..
<i>Provinces</i>	2.2	2.0	1.7	1.6	..	..
<i>Judiciary</i>	0.2	0.2	0.3	0.3	..	..
Portugal						
<i>Health</i>	..	..	15.6	..	..	..
<i>Education</i>	..	..	33.7	..	..	..
<i>Defence</i>	..	..	9.6	..	..	..
<i>Others</i>	..	..	41.1	..	..	..
Spain¹						
<i>Health</i>	..	..	15.9	15.1	..	..
<i>Education</i>	..	..	18.2	18.2	..	..
<i>Police⁸</i>	..	6.4	6.4	6.3	6.2	6.2
<i>Defence</i>	..	3.7	4.0	4.1	4.1	4.1
<i>Ministries</i>	..	35.2	31.6	30.7	30.2	29.3
<i>Universities</i>	..	3.5	4.0	4.1	4.2	4.3
<i>Others</i>	..	..	19.9	21.5	..	..
United Kingdom³						
<i>Health</i>	23.0	23.2	24.0	23.9	25.0	..
<i>Education</i>	22.8	22.7	20.3	20.4	20.7	..
<i>Police⁹</i>	4.1	4.5	5.0	5.1	5.2	..
<i>Defence⁹</i>	11.9	10.2	9.2	8.8	8.6	..
<i>Others¹⁰</i>	30.5	30.9	32.1	32.2	30.9	..
<i>Social security</i>	7.6	8.5	9.4	9.6	9.6	..
United States¹						
<i>Health¹¹</i>	8.2	7.3	7.1	7.0	6.8	..
<i>Education¹¹</i>	43.3	43.8	45.3	45.9	46.4	..
<i>Defence</i>	6.7	6.0	4.7	4.4	4.1	..
<i>Others</i>	41.7	42.9	42.9	42.8	42.7	..

1. Actual members

2. Transportation and communications, resource conservation and industrial development, environment, labour, employment and immigration, housing, foreign affairs and industrial assistance, regional planning and development.

3. Full time equivalent

4. Central Administration only

5. Full-time + part-time

6. Civil service industrial employees, non-commercial state-sponsored bodies and civilian employees of the Department of Defence.

7. Full time equivalent until 1992

8. Excludes autonomous police forces.

9. Includes construction and housing services and general public services

10. Reflects hospitals for Federal, state and local governments

11. Reflects state and local governments only