

Staff

# The Austrian Federal Civil Service

Facts and Figures 2015



## Key figures 2014

Population and labour market	
Inhabitants (in thousands)	8,544
Employees (in thousands)	3,566
Unemployment (source: EUROSTAT)	5.6 %
Economy and public sector	
Gross domestic product (GDP, in € bn.)	329.3
Tax ratio (as percentage of GDP)	43.1 %
Public expenditure (as percentage of GDP)	52.3 %
Public sector staff and non-staff costs (as percentage of GDP)	17.5 %
Public sector employees (in thousands)*	574

\* 2014 data

Source: Statistics Austria, Government Debt. Committee

## Public administration in Austria

Public administration in Austria is carried out on three levels: the Federal level, the level of the nine *Länder* (i.e. Regions), and that of the 2,101 municipalities. In addition, social insurance funds, statutory representative bodies (such as those for employers and employees), and other legal entities involved in providing public services are sometimes included in the definition of the public sector.

By delivering a wide range of services to the people of Austria, public servants provide important impulses for its society and economy.

While many public servants work in well-known occupations, e.g. as teachers, police officers, members of the Armed Forces or tax office staff, some of them are responsible for providing a wide range of other services, such as welfare and family benefits, standardisation and metrology, food safety, avalanche control, public health and patents. ■

## Public administration staffing levels\*

Federation	130,992
Regions	139,452
Municipalities	74,667
<b>Total</b>	<b>345,111</b>

\*Federal level: 31/12/2014, in full-time equivalents; Länder 2014, municipalities: 2014; not including independent agencies and enterprises.

## The Federal Civil Service

It is the Federal Ministries – their headquarters as well as their subordinate institutions – which are responsible for carrying out the administrative tasks of the Federation.

Only 7,4 % of Federal civil servants work in the headquarters of Federal Ministries, while 91.7 % work in their numerous subordinate institutions, such as schools, courts, tax offices and police stations.

Finally, 0.9 % of all Federal civil servants work for the Federal President's Office, the Parliamentary Administration, the Constitutional Court, the Supreme Administrative Court, the Ombudsman Board and the Court of Audit, which are collectively known as the “supreme bodies” of the Republic.

<b>Ministry or other body</b>	<b>Number of staff 31/12/2014</b>	<i>of which in headquarters</i>
Supreme bodies	1,115	
Federal Chancellery	1,411	893
Ministry of the Interior	31,902	2,260
Ministry for Europe, Integration and Foreign Affairs	1,142	550
Ministry of Justice	11,107	223
Ministry of Defence and Sports	21,217	910
Ministry of Finance	10,525	701
Ministry of Labour, Social Affairs and Consumer Protection	1,519	539
Ministry of Health	344	344
Ministry of Family and Youth	104	91
Ministry of Education and Women's Affairs	44,466	597
Ministry of Science, Research and Economy	2,812	1,104
Ministry of Transport, Innovation and Technology	835	596
Ministry of Agriculture, Forestry, Environment and Water Management	2,494	837
<b>Total</b>	<b>130,992</b>	<b>9,645</b>

In addition to these, more than 6,900 civil servants (FTE) still work for agencies and institutions that used to form part of public administration, e.g. Statistics Austria, the Austrian Federal Museums, the Public Employment Service, public universities and the Probation Service, as well as the successor companies of the Austrian Post Office. ■

## Occupational groups in the Federal Civil Service

There are seven different occupational groups within the Federal Civil Service, including the five listed below, as well as nurses and school inspectors.

While there are clear job profiles for most of these occupations, members of the administrative service can be involved in a wide range of different activities, which is why they are to be found in practically all parts of the Civil Service. This group includes legal experts, engineers, economists, business administration experts and psychologists, to name just a few. ■

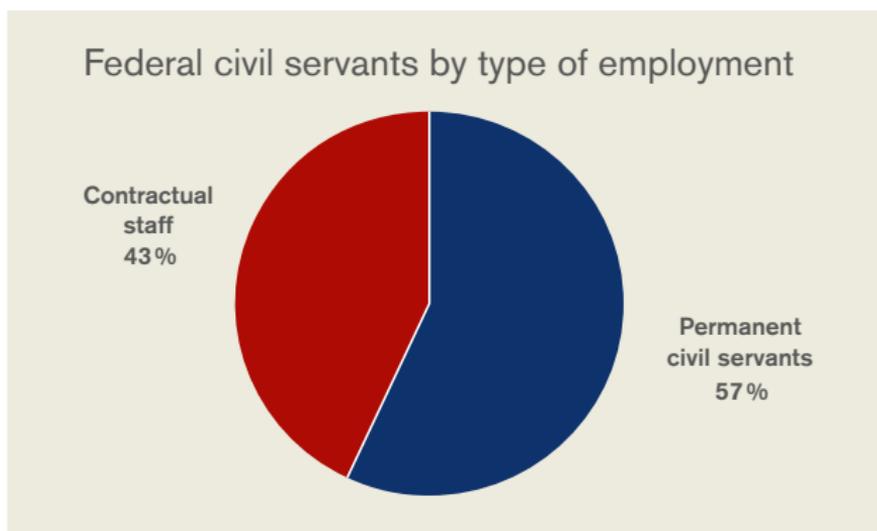
<b>Administrative service</b>	
number of staff*	44,654
average age	47.0
percentage of permanent civil servants	46.1 %
percentage of women	52.9 %
median income**	€ 35,865
<b>Teachers</b>	
number of staff*	39,034
average age	47.0
percentage of permanent civil servants	27.5 %
percentage of women	59.4 %
median income**	€ 51,143
<b>Law enforcement</b>	
number of staff*	30,200
average age	43.0
percentage of permanent civil servants	93.9 %
percentage of women	14.2 %
median income**	€ 48,759
<b>Military</b>	
number of staff*	13,675
average age	42.5
percentage of permanent civil servants	90.4 %
percentage of women	1.9 %
median income**	€ 40,830
<b>Judges and public prosecutors</b>	
number of staff*	2,909
average age	45.2
percentage of permanent civil servants	100.0 %
percentage of women	52.2 %
median income**	€ 79,597

\* full-time equivalents (FTE), as per 31/12/2014

\*\* median gross annual income, 2014

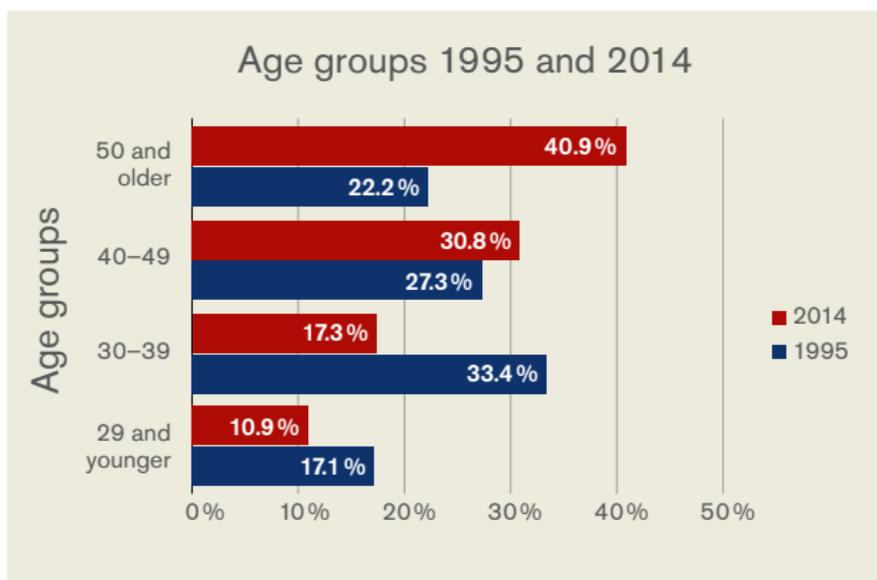
## Types of employment in the Federal Civil Service

57% of Federal Civil Service staff are permanent civil servants appointed under public law, i.e. civil servants in the narrower sense of the term. The remaining 43% are employed on private-law contracts. The proportion of permanent civil servants has been decreasing over the last few years, due to a restrictive policy on awarding permanent tenure. ■



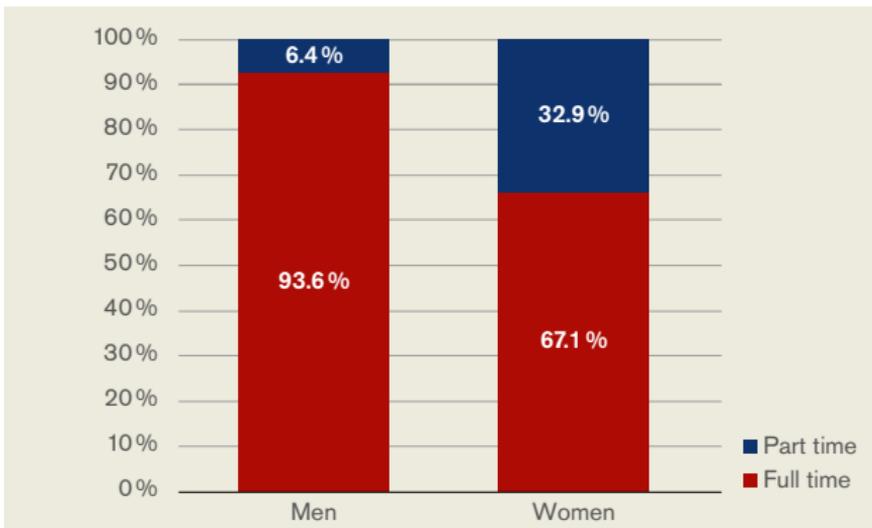
## Age structure of the Federal Civil Service

In 2014 the average age of civil service staff members was 45.6 years (2013: 45.3). The continuous rise in average age is mainly due to a restrictive recruitment policy. Furthermore, staff today tend to be more highly qualified, and therefore also older, upon recruitment and to retire at a later age than they did some years ago. ■



## Part-time employment in the Federal Civil Service

In 2014 the proportion of part-time staff was 17.4%. Among permanent civil servants and private-law employees alike, women made more use of this opportunity than men. ■



## Qualification levels of Federal Civil Service staff

The proportion of highly qualified staff has traditionally been high in the Federal Civil Service. The recent process of refocussing on the core tasks of public administration has led to operative entities being hived off and turned into agencies, as well as certain services being outsourced to private providers. This has caused the percentage of university graduates and those having completed upper secondary education to rise even further, to 49.6%. By comparison, the proportion is only 33.6% in the private sector. ■

### University graduates and staff having completed upper secondary education

Federal Civil Service		Private sector	
Men	Women	Men	Women
40.5%	63.9%	30.7%	36.6%

## In-service training

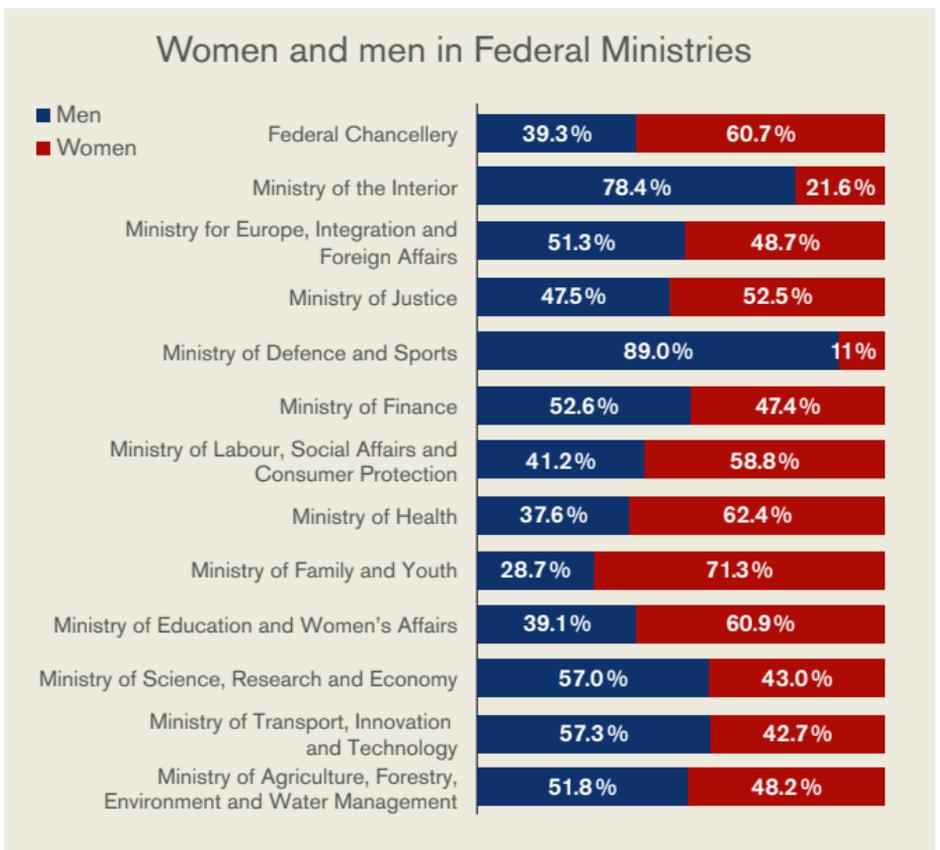
Federal Civil Service staff can require highly specialised know-how, depending on the respective occupational group and specific post. All new recruits therefore undergo a comprehensive initial training programme which builds on their previous qualifications. In addition, various types of internship are also available within the Federal Civil Service. Of these, some are required

for subsequent public employment (e.g. teaching practice for future teachers) while others, such as public administration internships, or court internships for law graduates, provide skills that are also in demand in the private sector.

Furthermore, the Federal Civil Service is currently training 1,427 apprentices, making it one of the largest providers of apprenticeship training in the country. In addition to these, another 2,243 apprentices are being trained in various public agencies and enterprises. ■

### Women and men in the Federal Civil Service

The proportion of women in the entire Federal Civil Service is 41.4%. This percentage has been rising for several years, including in particular those areas in which women have been underrepresented (e.g. law enforcement and military). The diagram below provides an overview of the distribution of women and men in the various Ministries. Austria-wide, the proportion of women among all employees is 48.6%, a level exceeded by 8 of the 13 Federal Ministries. However, in two of these, namely the Ministry of the Interior and the Ministry of Defence and Sport, the percentage is markedly lower than the Austrian average. This is because a large number of these Ministries' staff belong to the occupational groups of law enforcement and the military, where women have historically been underrepresented. ■



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For further details, please see our full  
report on “The Austrian Federal Civil  
Service”, available for download from  
our website:

[www.oeffentlicherdienst.gv.at](http://www.oeffentlicherdienst.gv.at).

## **Impressum**

Media owner and publisher:  
Federal Chancellery (BKA), Section III/7/a – HR Controlling  
Edited by Gabriele Glier-Menz and Florian Dohnal  
Photo credits: Andy Wenzel/BKA  
Layout: BKA | ARGE Grafik  
Printing: Digitalprintcenter BM.I  
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