

Staff

The Austrian Federal Civil Service

Facts and Figures 2017



Key figures 2016

Population and labour market	
Inhabitants (in thousands)	8,740
Employees (in thousands)	3,684
Unemployment (source: EUROSTAT)	5.6 %
Economy and public sector	
Gross domestic product (GDP, in € bn.)	349.3
Tax ratio (as a percentage of GDP)	42.7 %
Public expenditure (as a percentage of GDP)	51.1 %
Public sector staff and non-staff costs (as a percentage of GDP)	17.8 %
Public sector employees (in thousands)*	684

* 2015 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 (called “Chambers”, e.g. the Chamber of Labour and the Chamber of Commerce), and other legal entities involved in providing public services are sometimes included in the definition of the public sector.

Public administration staffing levels*

Federation	132,741
Regions	142,347
Municipalities	74,085
Total	349,173

*Staffing full-time equivalents (FTE), excluding public enterprises and agencies. Last updated: Federation—31/12/2016; Regions—2016; municipalities—2015. Sources: Federation—MIS; Regions—Regions' own data, based on the Austrian Stability Pact, excluding staff of Regional hospitals; municipalities: Statistics Austria.

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

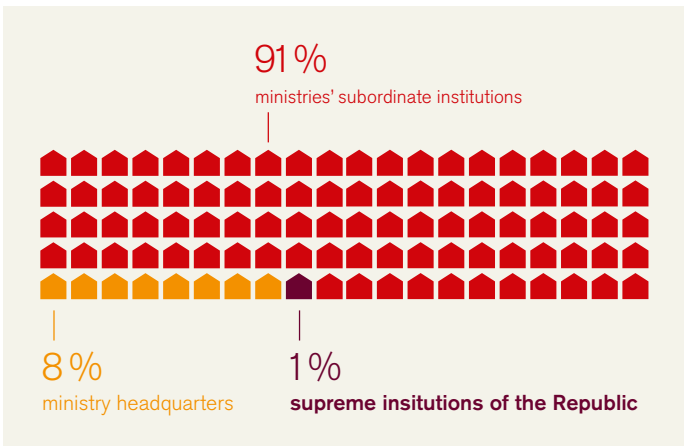
A large proportion of them work in well-known occupations, e.g. as teachers, police officers, soldiers or tax inspectors; others deliver services such as welfare benefits, infrastructure maintenance and improvement, food and medicine safety, environmental protection, and public health.

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 (or Bund, as it is called in Austria).

Only 8% of Federal civil servants work in the Federal Ministries themselves, while 91% work in their numerous subordinate institutions, such as schools, courts, tax offices and police stations.

Finally, 1% 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 institutions” of the Republic.












In addition to these, more than 6,300 civil servants (FTE) still work for agencies and other institutions that no longer form part of the Federal Civil Service, e.g. Statistics Austria, the Austrian Federal Museums, the Public Employment Service, public universities and the Probation Service; another 12,700 or so work in 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.

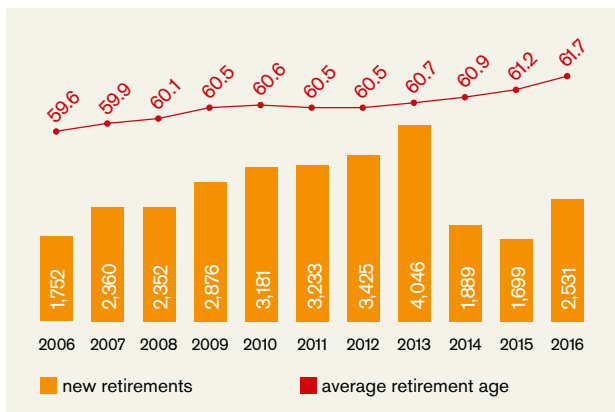
While there are clear job profiles for most of these occupations, members of the administrative service can be involved in a wide range of different activities, which is why they are to be found in practically all parts of the Federal Civil Service. In addition to administrative officers, this group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

	 number of staff	 average age	 number of women	 annual income (median)
 Administrative service	45,163 FTE	47.7 years	52.7 %	37,873 euros
 Law enforcement	31,100 FTE	42.9 years	15.6 %	49,570 euros
 Judges and prosecutors	2,951 FTE	46.1 years	53.1 %	83,397 euros
 Teachers	39,541 FTE	47.4 years	59.7 %	51,567 euros
 Military service	13,453 FTE	43.3 years	2.2 %	44,669 euros

Retirements

The actual retirement age of Federal civil servants has risen by 0.5 % (to 61.7) compared to the year before, continuing the trend of the past ten years and the most significant rise so far.

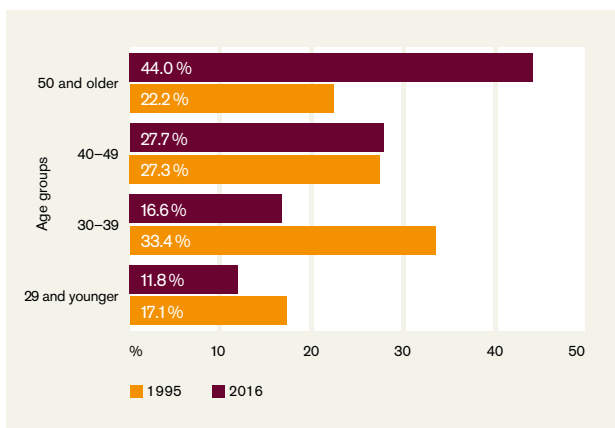
At 2,531, the number of annual retirements in the Federal Civil Service rose by 50% in 2016. This comparatively high percentage is due to a backlog caused by restricted access to various early retirement schemes: employees that were no longer eligible to retire under these schemes during the previous years did so all at once in 2016. Given the age structure of the Federal Civil Service, the number of retirements can be expected to rise further over the next few years.



Age structure of the Federal Civil Service

In 2016 the average age of staff members was 46.1 years (2015: 46.0). 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.

Age groups 1995 and 2016



Part-time employment in the Federal Civil Service

In 2016 the proportion of part-time staff was 17.7%. Among permanent civil servants and those on private-law employment contracts 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 units being hived off and turned into separate legal entities such as 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 (so-called Matura) to rise even further, to 50%. By comparison, the proportion is only 35.3% in the private sector.

University graduates and staff having completed upper secondary education 2016

Federal Civil Service		Private sector	
Men	Women	Men	Women
40.7%	64.3%	31.7%	39.2%

Initial and in-service training

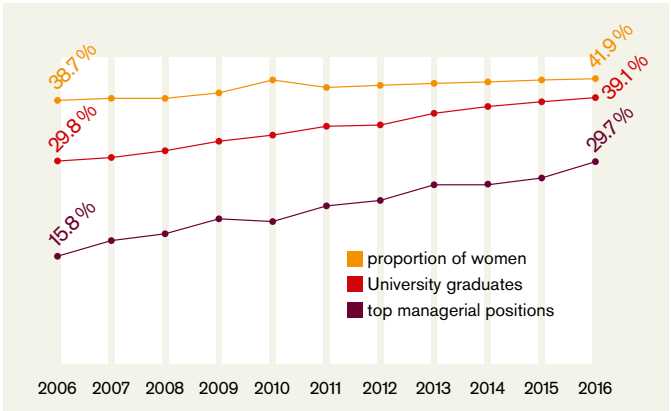
Working in the Federal Civil Service can require highly specialised know-how, depending on the respective occupational group and specific post. All new recruits therefore undergo a comprehensive initial training programme which builds on their previous qualifications. There are also different types of internship available within the Federal Civil Service. Of these, some are specifically 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 in demand in the private sector, too.

Furthermore, the Federal Civil Service is currently training 1,439 apprentices, making it one of the largest providers of

apprenticeship training in the country. Another 2,377 apprentices are being trained in various public enterprises and agencies. As of 31 December 2016, a total of 782 employees are being trained as commissioned or non-commissioned officers of the Austrian Armed Forces.

Women and men in the Federal Civil Service

The proportion of women in the entire Federal Civil Service is 41.9%. This percentage has been rising for several years, particularly in areas where women are underrepresented (e.g. law enforcement and military). Austria-wide, the proportion of women among all employees is 48.5%, a level exceeded by 9 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 high proportion of these ministries' staff belong to the occupational groups of law enforcement and the military, where women are in a minority for historical reasons.



The extent to which women are represented in management is a central issue in the context of ensuring equal rights in the workplace. For one thing, management responsibility entails a wider scope of action and increased decision-making powers; for another, it correlates with levels of pay, making it one of the decisive factors in the income gap between women and men. Since 2006 the proportion of women at all levels of management has increased. The rise in the proportion of women in top managerial positions is even more significant than that in the proportion of women in general.

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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

Imprint

Media owner and publisher:
Federal Ministry for the Civil Service and Sport,
DG III/7/a – HR Controlling
Edited by Gabriele Glier-Menz, Florian Dohnal, Yeliz Yildirim
Translation: Andrea Steiner, www.norrisandsteiner.at Photo
credits: Andy Wenzel/BKA
Layout: BKA Design & Grafik
Printing: BMI
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Vienna, 2018