

The Austrian Federal Civil Service

Facts and Figures 2019



Key figures 2018

Population and labour market

Inhabitants (in thousands)	8,838
Employees (in thousands)	3,801
Unemployment (source: EUROSTAT)	4.9%

Economy and public sector

Gross domestic product (GDP, in € bn.)	386.1
Tax ratio (as a percentage of GDP)	42.8%
Public expenditure (as a percentage of GDP)	48.5%
Public sector staff and non-staff costs (as a percentage of GDP)	16.9%
Public sector employees (in thousands)*	759

* 2017 data

Source: Statistik Austria

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 2,097 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	135,581
Regions	143,407
Municipalities	76,228
Total	355,216

*Staffing full-time equivalents (FTE), excluding public enterprises and agencies. Last updated: Federation – 31/12/2018; Regions – 2018; municipalities—2017. 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.

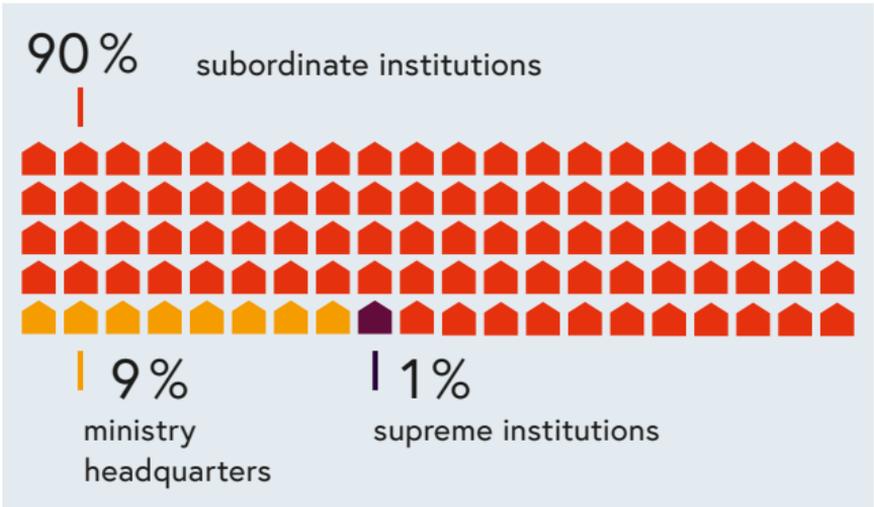
A large proportion of them work in well-known occupations, e.g. as teachers, police officers, soldiers or tax inspectors; others deliver services such as welfare benefits, infrastructure maintenance and improvement, food and medicine safety, environmental protection, and public health.

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 8.8% of Federal civil servants work in the Federal Ministries themselves, while 90.4% work in their numerous subordinate institutions, such as schools, courts, tax offices and police stations.

Finally, 0.8% 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 5,600 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 10,600 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.

	 Staffing level	 Average age	 Proportion of women	 Annual income (median)
 Administrative service	46,202 FTE	47.6 years	53.0%	39,557 Euro
 Law enforcement	32,529 FTE	42.3 years	17.3%	51,319 Euro
 Judges and prosecutors	2,943 FTE	47.4 years	53.9%	88,766 Euro
 Teachers	39,977 FTE	47.3 years	60.1%	52,490 Euro
 Military	13,422 FTE	42.7 years	2.7%	45,668 Euro

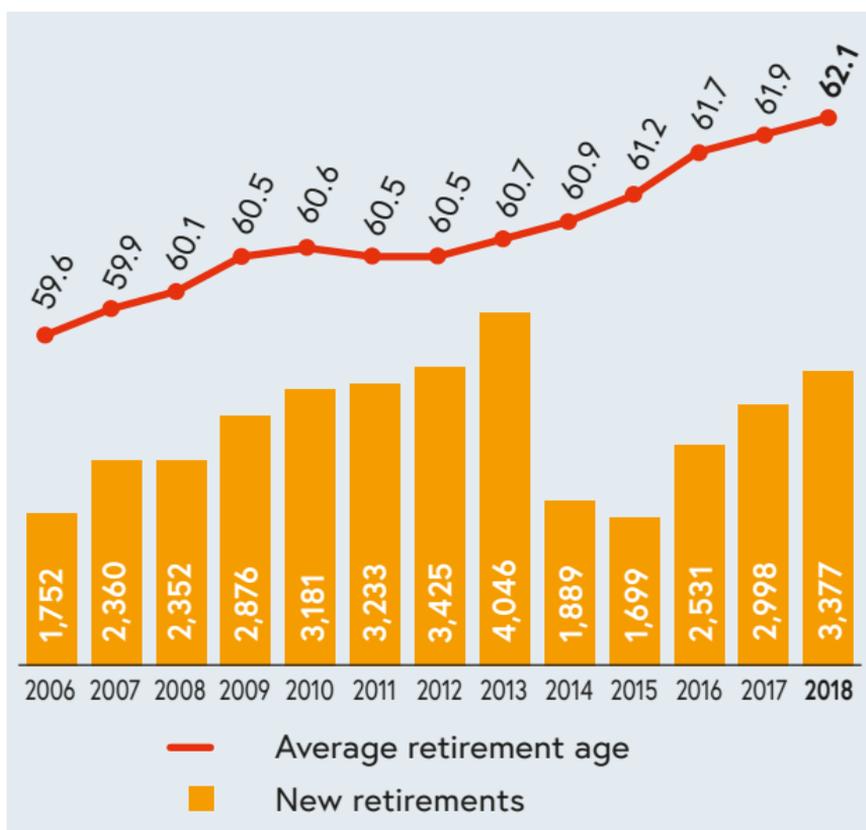
Retirements

The actual retirement age of Federal civil servants has risen by 0.2% (to 62.1) compared to the year before, continuing the trend of the recent years.

At 3,377, the number of annual retirements in the Federal Civil Service rose by 13% (+379 new retirements) in 2018.

The share in retirements with statutory age rose by one percentage point to 17% (+116 respectively 590 new retirements). This small looking difference is, additional to the rise in the retirement age of early retirements, responsible for the rise of the average retirement age of Federal civil servants.

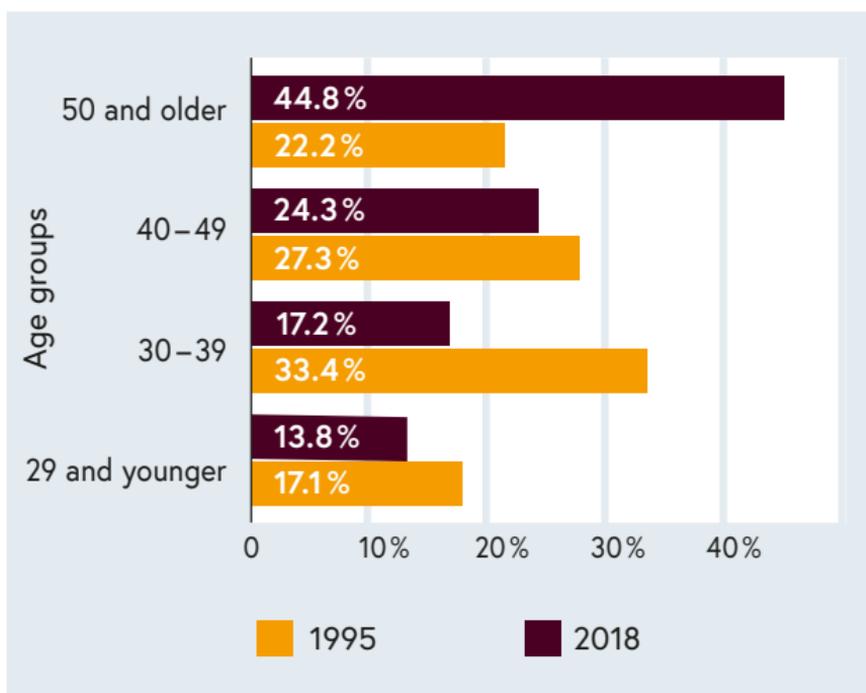
Given the age structure of the Federal Civil Service, the number of retirements can be expected to rise further over the next few years.



Age structure of the Federal Civil Service

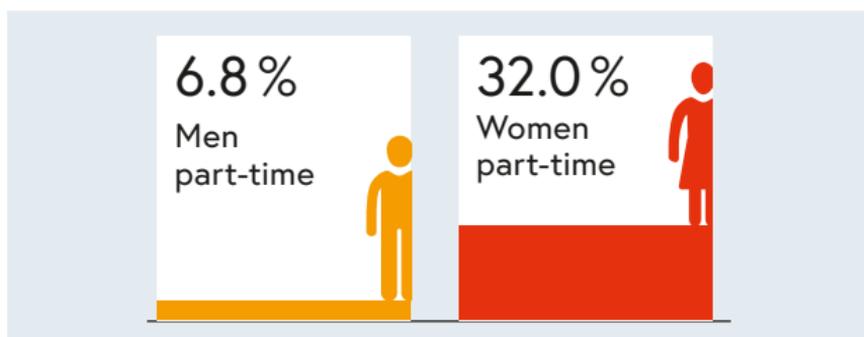
In 2018 the average age of staff members was 45.9 years (2017: 46.0). The continuous long-term rise in average age is mainly due to a restrictive recruitment policy. The last year's slight decline is especially due to recruitment in Law-enforcement. Staff today tend to be more highly qualified, and therefore older, upon recruitment and to retire at a later age than they did some years ago.

Age groups 1995 and 2017



Part-time employment in the Federal Civil Service

In 2018 the proportion of part-time staff was 17.5%. 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 50.2%. By comparison, the proportion is only 36.1% in the private sector.

University graduates and staff having completed upper secondary education 2018

Federal Civil Service		Private sector	
Men	Women	Men	Women
40.6 %	64.5 %	32.9 %	39.6 %

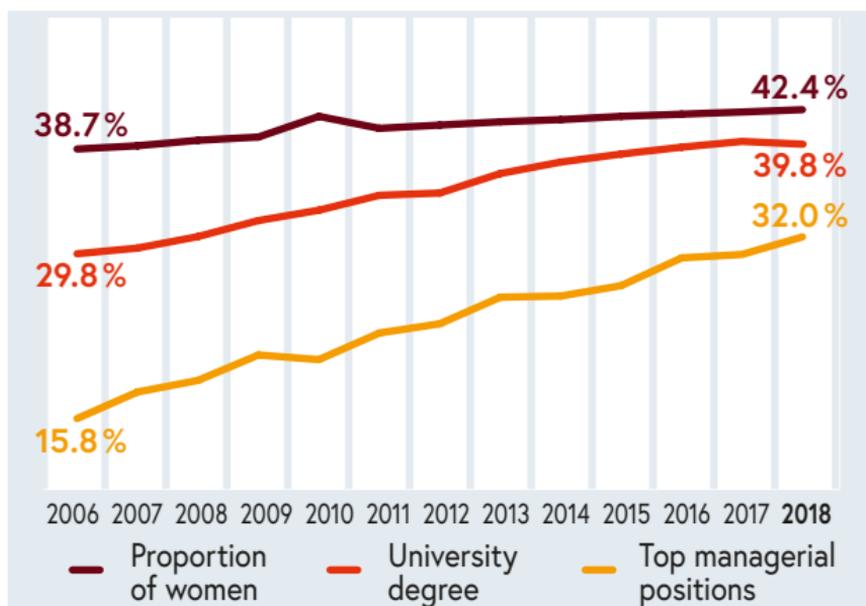
Initial and in-service training

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 1,341 apprentices, making it one of the largest providers of apprenticeship training in the country. Another 2,667 apprentices are being trained in various public enterprises and agencies. As of 31 December 2018, a total of 1,849 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 42.4%. 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 48.2%, a level exceeded by 8 of the 12 Federal Ministries. However, in two of these, namely the Ministry of the Interior and the Ministry of Defence, 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.

Federal Ministry for the Civil Service and Sport

Directorate General III – Civil Service and
Administrative Innovation

Angelika Flatz, Director General

Hohenstaufengasse 3, 1010 Wien (Vienna)

Contact

Federal Ministry for the Civil Service and Sport

III/C/7/a – HR Controlling

Tel.: +43 1 71606-667334

E-mail: iii7@bmoeds.gv.at

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