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HIGHLIGHTS OF PUBLIC SECTOR PAY AND EMPLOYMENT TRENDS

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HIGHLIGHTS OF PUBLIC SECTOR PAY AND EMPLOYMENT TRENDS

Introduction

1. Since 1993, OECD/PUMA has annually updated and maintained the Public Sector Pay and Employment (PSPE) Database. The purpose of the database is to meet the rising demand for information on pay and employment trends. This serial data is unique, and no other organisation in the world manages a database of this kind. Over the past year there have been many information requests on this database from Member governments, other international organisations, scholars, and other OECD directorates.

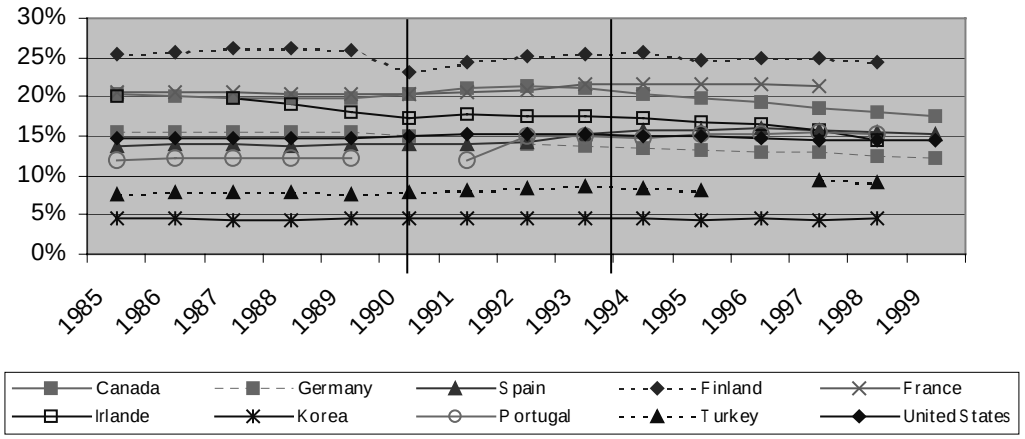
2. For the 2000 update, the Secretariat had sent a questionnaire in December last year. 23 countries replied to the questionnaire with updates. Some unnecessary items on pay issues were removed from the previous questionnaires and some new items on employment were added. It also covers some additional items such as age, gender, and turn over rate of the civil service. Although thorough analysis on these items has not been done yet, some interesting findings and trends were drawn from these new items.

3. This paper aims to provide OECD Member countries with some selected trends of public sector pay and employment. In the process of analysing data, only a selected group of countries' data were used, mainly due to the fact that not all respondents responded to all questionnaire items. More detailed country data are shown in the tables attached herewith. PUMA plans to publish a monograph with the detailed information of the database at the end of 2001.

Size of Public Employment

4. Figure 1 shows the annual change of the share of public employment to the total employment in some selected Member countries. The share was calculated by dividing the number of public employees by the number of total employees. They are closely related to the scope of respective government functions in terms of employment size. As can be seen in the Figure, a majority of countries represented here had the share of more than 10% (except Greece, Korea and Turkey) for the past 15 years. Some countries like Finland and France show their shares over 20% for the last year available [See Table 6].

Figure 1: Share of Public Employment to Total Employment

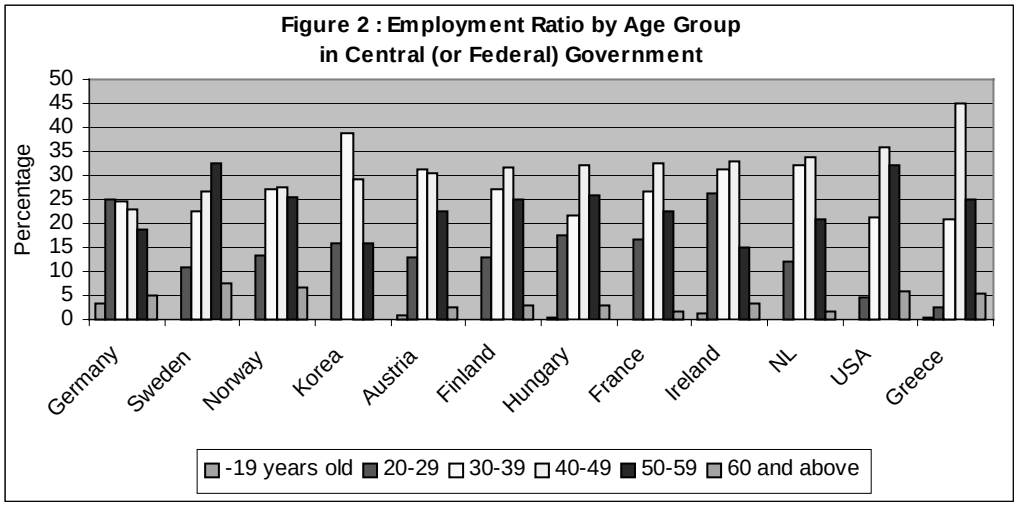


5. Looking at the time-series trends in Table 5, the share of public employees of OECD Member countries represented in the table decreased during the late 1980s. However, it became stable in some countries or increased in other countries in the early 1990s. In the late 1990s, it has again increased with a few exceptions. This tendency may be attributed to two different reasons: first, many countries still maintain the downsizing policy on public employment; second, due to the economic booms in recent years, more jobs were created in the private sector than in the public sector. Another interesting finding from Table 5 is that compared with 1990 data, the number of central (or federal) government employees decreased while the number of regional (or local) government employees increased in some countries like Canada, Germany, and the United States.

Structure of Public Employment

Age Structure

6. Figure 2 shows the employment ratio by age group in the central (or federal) government for the most recent year available. The ratio appears to be more evenly distributed for the age groups between 20s and 30s in Germany and Norway, where no specific age group exceeds 30% of total employment. In contrast, the age group of 40s appears to be the most dominant one in Greece, accounting for more than 45% of the total employment. In Korea, the 30s is the most dominant age group, accounting for about 40%.



7. Figure 2 also hints that many OECD Member countries surveyed are facing (or will face) recruitment/retention problems in the public sector. For example, in Sweden, Norway, Finland, Hungary, and the United States, more than a quarter of central administration employees is 50 years or older. It is expected, thus, that a large portion of public employees will retire in next 5-10 years in those countries, which urges governments to focus on this issue in the near future.

Sectoral Structure

8. Table 1 shows the distribution of sectoral activities across levels of government. As expected, the defence sector constitutes a typical element of central (or federal) government functions. Defence function is not carried out by the regional (or local) government in any of the countries surveyed. In contrast, health, police, education and social safety sectors are in grey areas between central (or federal) and regional (or

local) government functions. In some countries, central (or federal) governments are responsible for these functions. In other countries both central (or federal) and regional (or local) governments are involved in them.

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

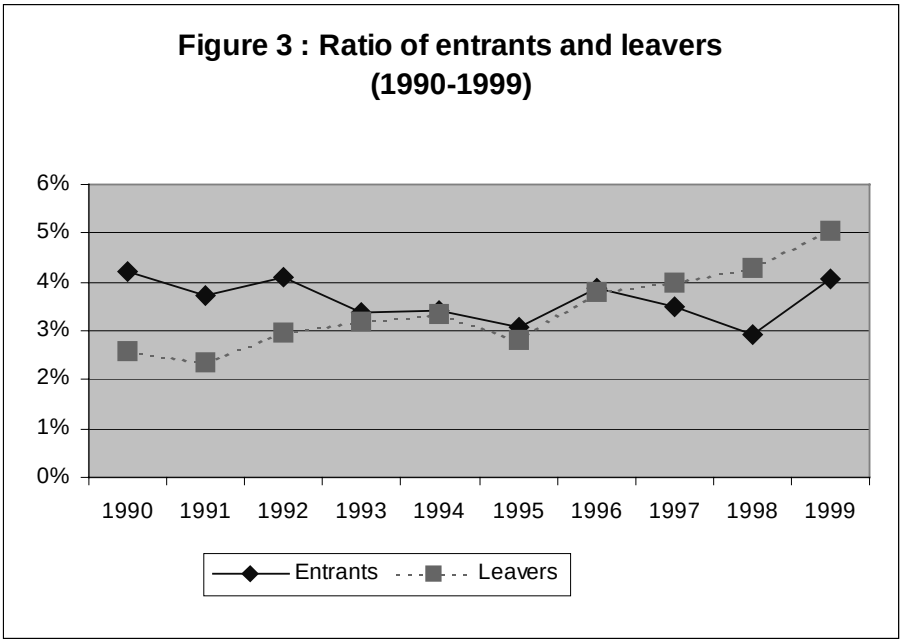
Sector	*Central Governement*	*Regional or Municipal*	*Central and local administration*
Defence	Greece Czech Republic Spain Hungary Italy Mexico		
Police	Czech Republic Spain France Italy		Hungary Greece
Education	France Italy		Czech Republic Spain Greece Hungary Mexico Canada Germany United States
Health			Czech Republic Germany Spain France Greece Hungary Mexico United States
Social	Spain	France	Germany Greece Hungary

Core versus Peripheral Structure

9. In this year's survey, we collected the number of public employees by ministry as well as by agency. The purpose of the data collection was to analyse the proportion of employees by core ministries and peripheral agencies. However, due to the inconsistency of organisational arrangements among countries, it is hard to draw general trends. The collected data on this item, however, seem to be very useful for understanding the employment structure between the core ministries and agencies in a specific country. For this reason, this paper presents factual data on this item by country [See Table 12].

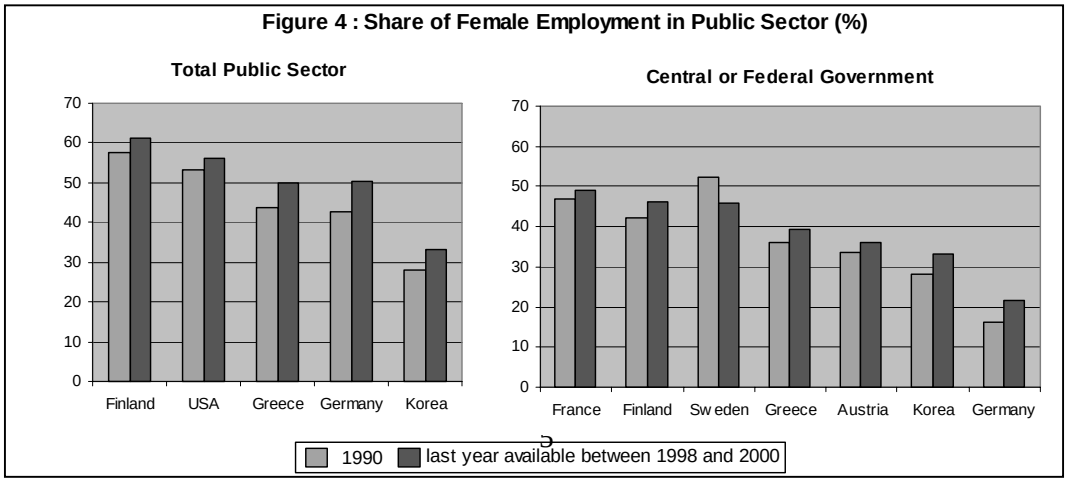
Turn-over of Public Employment

10. Figure 3 shows the trends in annual ratio of entrants and leavers over total public employment in the 1990s. The ratio for each year calculated is the arithmetic mean of the ratios of surveyed countries [See Table 9]. Due to the huge difference of number of public employees across the OECD Member countries, it was not appropriate to give weights to each country data. Thus, this indicator is designed mainly to provide general trends of turnover rate of public employment. According to Figure 3, the ratio of leavers have been increasing for the past 10 years, while the ratio of entrants to the public sector has been relatively stable for the same period. We can infer that one of the reasons of this tendency is the weakening competitiveness of the public sector as an employer.

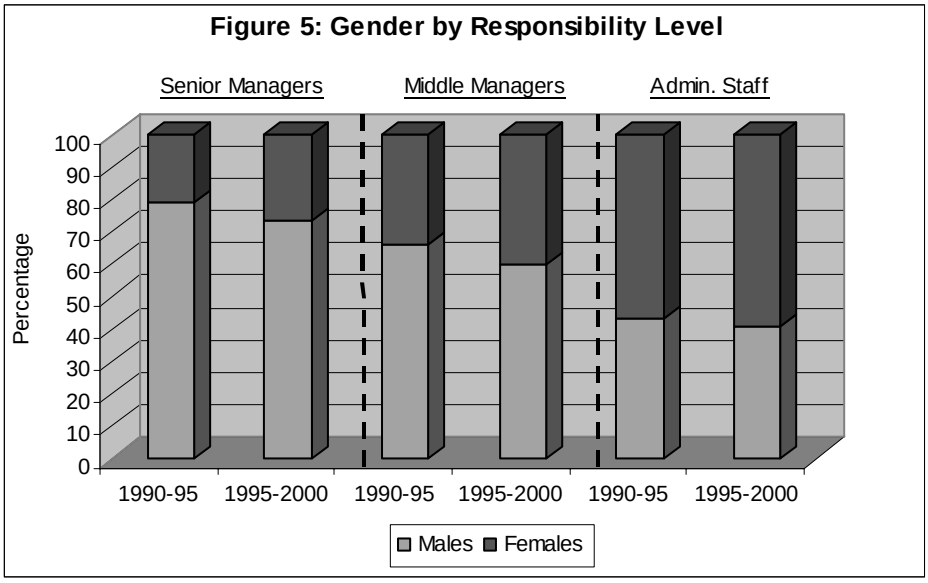


Gender in Public Employment

11. Figure 4 shows the trends of female employment in the public service of some selected countries. Over the past decade, in most OECD Member countries surveyed, the share of female participation in the public service has largely increased. It appears, however, that women are still under-represented in many OECD Member countries particularly in the Central (or Federal) government [See Table 10].



12. Figure 5 shows the share of male and female employment by responsibility. The share is the arithmetic mean of ratios of surveyed countries [See Table 11]. This indicator enables us to have general tendencies of female participation in middle and senior management. This Figure indicates that the share of female participation in all levels of responsibility has been increasing for the past decade. It shows, however, that women are represented more in administrative level than middle and senior managers levels. On average, only about 30% of senior management posts are occupied by women. When comparing this indicator with each country case, there appears quite large differentials across Member countries [See Table 11].



Pay Dispersion

13. As can be seen in Figure 6, many countries have a pay dispersion rate ranging from 2 to 3. However, Hungary shows the highest dispersion rate among the countries surveyed, with 4.9. In contrast, Switzerland and Sweden show this value less than 2, which means that there is less of a gap between the highest paid and the lowest paid in these countries.

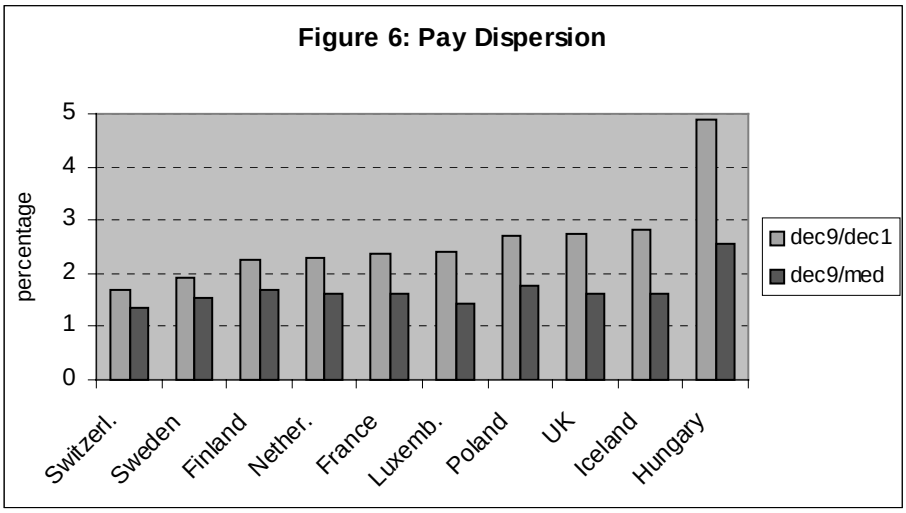


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Table 1: Total compensation costs for the public sector (in current national currencies)

	1985	1990	1997	1998	1999	2000
Austria						
Federal Government	70521	88596	109714	112196	114619	
Municipalities	36527	47953	72044	74901	78585	
State	50235	65532	78979	81440	85067	
Total	157283	202081	260737	268537	278271	
Denmark						
Central Government		45658	46523	48680		
Municipalities		103550	134251	143517		
Total	116472	149209	180774	192198		
Finland						
Central Government	22544	23779	23117	24310	25111	
Municipalities		54578	67351	70051	71267	
France						
Central Government	315694	389361	438954	450581	467173	
Regional Government	248601	335544	466449	488973	509528	
Germany						
Federal Government	32571	38647	52500	52100	52700	51900
Länders	99650	119030	178700	180400	181900	184300
Municipalities	50070	63830	76200	75700	76900	76600
Total	182290	221510	307400	308200	311500	312800
Greece						
Central Government			2803874	3036506	3190257	3485776
Ireland						
Regional Government			606	637	652	697
Italy						
Central Government	58473	104675	105677	109109	108257	
Municipalities	13675	24765	34167	35249	39471	
Korea						
Central Government			15921	15439	16082	17083
Mexico						
Federal Government			17930	20859	21030	33330
Netherlands						
Central Government	28850	31560	8642	8877	9219	9488
Municipalities	9982	10328	11500	12003	12459	12836
Regional Government	2381	2525	1257	1301	1349	1392
Total	41216	44415	21399	22181	23027	23716
New Zealand						
Central Government		7336	8571	8866	9236	
Municipalities		750	836	833	832	834
Portugal						
Central Government		1016400	2218600	2423300	2623600	2941200
Municipalities		105000	222200	239300	264900	280800
Regional Government			101900	109200	121000	132800
Total		1121400	2542700	2771800	3009500	3354800
Spain						
Central Government		3498600	5151900	5319400		
Municipalities	474200	898000	1482500	1530200		
Regional Government	524200	1169000	2254600	2409000		
Total	2351300	5565600	8889000	9258600		
Sweden						
Central Government	52800	82300	74075	73500	78600	82700
United States						
Federal Government	89563	116580	145110	148770	155678	

Table 2: Share of total compensation costs for the public sector versus GDP (%)

	1985	1990	1995	1996	1997	1998	1999	2000
Austria	11.36	10.99	11.96	11.68	10.37	10.27	10.26	
Belgium		10.82	11.60	11.54	11.39	11.28		
Czech Republic			7.14	7.73				
Denmark	18.37	18.08	16.99	16.39	16.19	16.44		
Finland		14.98	15.15	15.46	14.24	13.68	13.35	
France	11.83	10.95	11.06	11.16	11.03	10.97	11.03	
Germany	8.63	8.12	9.49	9.84	8.38	8.14	8.03	7.87
Iceland		7.65						
Ireland		11.47	11.00	10.50	9.95	9.36	8.71	
Italy	11.59	12.50	9.06	10.13	7.04	6.95	6.89	
Luxembourg		5.80						
Netherlands	9.30	8.26	7.60	7.53	2.91	2.86	2.83	
New Zealand		11.19	9.42	9.45	9.60	9.87		
Poland			10.75	10.21	10.24	9.47		
Portugal		11.07	13.27	13.45	13.63	13.79	14.03	14.68
Spain	7.99	8.92	9.42	9.36	9.03			
Sweden	19.94	20.28	15.49					
Switzerland		10.00	11.05	11.22	10.97	10.67		
United Kingdom	12.20	11.96	8.78	8.29	7.84			

Table 3: Real annual changes in compensation costs by level of government

	1995	1996	1997	1998	1999	2000	Average annual changes 1985-1989	1996-2000[1]
Austria								
Federal Government	-0.2	-0.2	-0.2	1.7			1.6	0.3
Municipalities	11.0	0.4	-5.2	1.7			2.4	1.8
Länders	0.8	-2.2	-16.2	2.0			2.4	-4.2
Total	2.9	-0.7	-6.7	1.8			2.0	-0.7
Belgium								
Federal Government	0.1	-3.4	2.3	0.8				-0.1
Municipalities	0.9	1.0	2.0	1.7				1.4
Regional Administration	2.8	0.4	1.7	1.6				1.6
Total	1.6	-0.3	1.9	1.4				1.2
Canada								
Federal Government	-6.9	-7.5	-4.2	-0.1	2.4		1.4	-2.4
Municipalities	-2.0	-1.1	-3.0	-2.1	-1.3		2.7	-1.9
Regional Administration	-2.5	-3.7	-1.8	-1.3	1.1		2.2	-1.4
Total	-3.1	-3.4	-2.6	-1.4	0.4		2.2	-1.8
Czech Republic								
Central Government	9.3	69.8	-2.3	-6.3	0.2	0.1		3.2
Denmark								
Central Government	0.3	-7.9	-0.3	2.7			0.4	-1.4
Municipalities	0.4	2.1	2.5	4.2			1.8	2.3
Total	0.4	-0.8	1.7	4.3			1.4	1.4
Finland								
Central Government	-4.9	1.8	-2.2	2.5	3.4	0.7	2.2	1.3
Municipalities	0.4	9.0	-0.5	0.0	0.7		4.9	2.2
Total	-1.1	6.9	-1.0	0.7	1.4		3.9	2.0
France								
Central Government	2.6	1.8	0.9	1.9	3.2		0.1	1.9
National health services	2.9	1.6					1.8	
Regional Administration	2.7	1.9	0.9	3.7	3.8		2.1	2.6
Total	2.6	1.8					1.0	
Germany								
Federal Government	-3.5						0.8	
Municipalities	0.6	-2.0	-2.4				2.1	-1.8
Länders	2.3						0.9	
Total	1.1	-0.5	-1.1				1.2	-0.7
Greece								
Central Government				3.0	2.1	6.3		
Hungary								
Central Government	-19.8	-12.6	5.0	6.3	11.3	3.4		-5.9
Municipalities				3.7	5.8	1.0		
Regional Administration	-13.3	-8.9	0.4	3.6				-4.8
Total	-16.3	-10.6	2.5	4.6				-5.4
Italy								
Central Government	-3.7	-0.6	-7.5	0.9	-2.0		2.6	-6.7
Municipalities	-0.4	-1.5	39.1	-1.1	3.8		4.5	9.0
Regional Administration	-4.6	-1.5	8.5				1.6	2.6
Total	-3.5	-1.0	-28.8	0.4	-0.6		2.6	-10.7
Korea								
Central Government	1.1	8.6	5.4	-8.2	1.8	14.6		3.1
Mexico								
Federal Government	-14.0	3.7	-63.3	0.6	-0.4	25.9		-24.2
State	-13.4	3.6	-14.8	14.6				-3.3

Table 3 (cont.): Real annual changes in compensation costs by level of government

	1995	1996	1997	1998	1999	2000	Average annual changes 1985-1989	1996-2000[1]
Netherlands								
Central Government	-1.7	2.0	-77.7	0.2	1.1	1.4	1.8	-30.8
Municipalities	2.2	1.2	2.5	0.9	1.5	1.5	0.5	1.6
Regional Administration	0.5	-3.3	-53.9	0.3	1.3	1.6	2.4	-17.0
Total	-0.7	1.6	-59.2	0.6	1.3	1.4	1.5	-19.4
Norway								
Central Government		0.6	2.0	9.5				
New Zealand [2]								
Central Government	0.5	3.8	5.5	5.0	-18.9			3.0
Municipalities	1.7	1.0	0.3					1.4
Regional Administration					3.5	5.7		
Total	0.6	3.6	6.5					3.2
Poland								
Central Government				6.2	16.6			
Municipalities				9.0	-6.4			
Portugal								
Central Government	1.6	3.8	9.5	4.5	5.9	3.9		4.8
Municipalities	3.5	4.3	4.0	6.5				4.6
Regional Administration	1.4	5.4	3.8	3.7				3.6
Total	1.7	3.9	8.7	4.7				4.7
Spain								
Central Government	2.1	-4.9	-2.5				2.4	-1.7
Municipalities	1.9	3.6	1.4				5.7	1.2
Regional Administration	2.4	12.4	3.2				8.8	4.6
Social Security	0.8	2.6	-0.3				8.4	-0.7
Total	1.8	2.7	0.3				4.8	0.7
Sweden								
Central Government	-2.5	4.6	7.2	-1.0	4.9	1.6	0.8	3.9
Municipalities	-7.8	6.1					0.9	
Regional Administration	-9.5						2.2	
Total	-7.0						1.2	
Switzerland [2]								
Federal Government	-0.4	-0.2	-2.7	-3.9				-1.8
Municipalities	1.2	3.0	-0.5	-0.4				0.8
Regional Administration	1.3	2.1	0.5	0.3				1.0
Total	0.7	2.2	-0.3	0.0				0.7
Turkey								
Central Government	-11.5	9.0	17.2	6.3	14.4	6.3	15.8	11.6
United Kingdom								
Central Government	-8.7	-6.2	-5.9					-10.0
Municipalities	-1.2	-2.4	-0.3					-2.5
Total	-4.4	-3.9	-2.5					-5.8
United States [2]								
Federal Government		2.6	3.1	1.2	-88.5			-40.8
Municipalities		4.4	4.9	5.9	5.3			5.1
State		2.7	4.1	4.0	4.6			3.9
Total		3.6	4.3	4.5	4.4			4.2

Notes:
1. Last four years available
2. Calculations has been done with current value

Table 4 : Pay Dispersion (in natonal currencies)

		1990	1995	1996	1997	1998	1999	2000
Finland								
Central Government	First decile	78084	93048	96036	97212	99780	101700	
	Median	104196	125772	127416	129336	132984	136404	
	Ninth decile	178140	216420	222912	221100	227664	229452	
France								
Central Government	First decile	73700	90720	91680	92640	94920	96600	
	Median	116500	134400	136440	138120	140760	142680	
	Ninth decile	178520	213960	219720	223800	227400	230520	
Hungary								
Central Government	First decile				351972	426000	502200	566016
	Median				651900	774696	936000	1091508
	Ninth decile				1503852	1781460	2185776	2775684
Total	First decile				302256	358992	407796	456000
	Median				528492	625416	727404	822600
	Ninth decile				1046352	1242156	1467504	1683684
Iceland								
Total	First decile	55198						
	Median	95659						
	Ninth decile	156213						
Luxembourg								
Total	First decile	71272						
	Median	115939						
	Ninth decile	170134						
Netherlands								
Central Government	First decile				39000	42000	42000	
and Total	Median				57000	60000	60000	
	Ninth decile				96000	96000	96000	
Poland								
Central Government	First decile				523	703	1125	
	Median				1105	1360	1894	
	Ninth decile				2344	2701	3761	
Total	First decile				555	655	909	
	Median				823	1040	1402	
	Ninth decile				1303	1750	2455	
Sweden								
Central Government	First decile		150768	162000	170300	171600	180600	187200
	Median		183780	198000	206400	210000	222000	232800
	Ninth decile		273984	296400	314400	320400	340600	360000
United Kingdom								
Total	First decile		9781	10204	10600	10819	11184	
	Median		16362	17097	18005	18421	19031	
	Ninth decile		26529	27749	28517	29595	30893	

Table 5: Total public employment

	1985	1990	1997	1998	1999	2000	1990/last year available
Austria							
Federal Government		163545	171167	170876	169003		3%
Municipalities		99445	140442	140355	139700		40%
State		142178	131393	132411	132857		-7%
Total		405168	443002	443642	441560		9%
Canada							
Federal Government	399176	406366	337713	330981	330003	336603	-17%
Municipalities	759715	869120	891483	891560	893709	890915	3%
Regional Government	1217671	1387076	1315126	1314617	1312806	1320619	-5%
Total	2376562	2662563	2544322	2537158	2536519	2548137	-4%
Czech Republic							
Central Government			501786	490071	459769		
Municipalities			239378	239131	256089		
Finland							
Central Government	213000	146948	123214	124943	125481		-15%
Municipalities	404000	433539	418172	416143	411151		-5%
Total	617000	580487	541386	541086	536632		-8%
France							
Central Government	2460200	2489600	2488300	2270100			-9%
Municipalities			1110500				
Regional Government	1208200	1326400	1220500				-8%
Germany							
Federal Government	858000	873000	526400	516000	510200	501700	-43%
Municipalities	1177000	1287000	1683300	1648500	1609700	1585600	23%
Länders	1839000	1878000	2401900	2363100	2313700	2276800	21%
Total	3874000	4038000	4611700	4527600	4433600	4364100	8%
Greece							
Central Government			31867	33057			
Municipalities			46230	47057			
Regional Government			193408	190783			
Total			271505	270897			
Hungary							
Central Government			280496	285221	284608	277894	
Municipalities			533531	537394	515114	513542	
Total			814027	822615	799722	791436	
Ireland[1]							
Central Government	184858	169210	192493	195569	199463	207926	18%
Regional Government	32566	26468	26500	26500	26900	27400	2%
Total	217424	195678	218993	222069	226363	235326	16%
Italy							
Central Government			1641086	1636325	1623507		
Municipalities			513630	511673			
Regional Government			126634	127948			
Korea							
Central Government	472550	553746	578557	572948	565619	563682	2%
Municipalities[2]						232998	
Regional Government[2]	198087	264375	357202	315386	310053	72073	
Total	670637	818121	935759	888334	875672	868753	6%

Table 5 (cont.): Total public employment

	1985	1990	1997	1998	1999	2000	1990/last year available
Mexico							
Federal Government			589267	845877	835007	835007	
Netherlands							
Central Government	521933	512228	596288	605996	614439		20%
Municipalities	198513	177712	170347	172775	174953		-2%
Regional Government	43157	40800	38405	38257	38641		-5%
Total	763603	730740	805040	817028	828033		13%
New Zealand[1]							
Central Government		189200	189560	190660	190350	186610	-1%
Municipalities		20700	19600	20150	20200	18695	-10%
Total		209900	209160	210810	210550	205305	-2%
Norway							
State					132210	133536	
Poland[1]							
Central Government			163489	171246	147835		
Municipalities			142114	138227	105203		
Regional Government					53352		
Spain							
Central Government	900100	893492	838694	829875	830557	770956	-14%
Regional Government	355300	537000	661100			781882	46%
Sweden							
Central Government			232000	228000	227000	222000	
Turkey							
Central Government			308228	311446	316920	318085	
Municipalities			161500	162103	175320	178500	
Regional Government			1481574	1500711	1626408	1700567	
Total	1357024	1535358	1951302	1974260	2118648	2197152	43%
United States							
Federal Government	2843298	3008323	2810489	2782888	2785268	2777000	-8%
Municipalities	9328854	10564447	11844330	12077513	12344332	13049000	24%
State	3518193	3968265	4214451	4240779	4298341	4746000	20%
Total	15690345	17541035	18869270	19101180	19427941	20572000	17%

Notes:
1. Data refer to full-time equivalent
2. Structural change

Table 6: Share of the public employment over total employment (%)

	1985	1990	1997	1998	1999
Canada	20.2	20.3	18.5	17.9	17.5
Czech Republic			15.3	15.3	15.4
Finland	25.3	23.2	25.0	24.3	
France	20.5	20.4	21.3		
Germany	15.5	15.1	12.9	12.6	12.3
Greece			7.2	6.9	
Hungary			22.8	22.7	21.4
Ireland	20.2	17.4	15.9	14.6	
Iceland		14.6			
Italy			15.5	15.4	15.2
Korea	4.5	4.5	4.4	4.5	
Luxembourg		8.0			
Netherlands	15.1	12.9	12.6	12.4	12.2
Portugal	12.1		15.5	15.2	
Spain	13.8	14.0	15.7	15.5	15.2
Turkey	7.7	7.9	9.3	9.1	
United Kingdom	21.6	19.5	12.9	12.7	12.6
United States	14.8	14.9	14.6	14.5	14.6

Table 7: Distribution of sectoral functions by levels of government

Sector	*Central Governement*	*Regional or Municipal*	*Central and local administration*
Defence	Greece Czech Republic Spain Hungary Italy Mexico		
Police	Czech Republic Spain France Italy		Hungary Greece
Education	France Italy		Czech Republic Spain Greece Hungary Mexico Canada Germany United States
Health			Czech Republic Germany Spain France Greece Hungary Mexico United States
Social	Spain	France	Germany Greece Hungary

Table 8: Employment Ratio by Age Group (%)

Age Group	19 and below	20-29	30-39	40-49	50-59	60 and above
Austria						
Central Government (1999)	0.7	12.9	31.2	30.5	22.3	2.5
Finland						
Central Government (1999)	0.11	13.06	27.23	31.75	24.94	2.91
France						
Central Government (1998)	0.1	16.7	26.7	32.3	22.7	1.5
Total (1998)	1.9	18.8	27.0	31.3	19.2	1.7
Germany						
Federal Government (1999)	3.5	25.1	24.6	23.1	18.9	4.8
Total (1999) [1]	2.2	11.9	25.3	29.9	25.0	5.7
Greece[2]						
Central Government	0.4	2.6	21.0	45.2	25.2	5.6
Hungary						
Central Government (2000)	0.3	17.7	21.6	31.9	25.7	2.9
Total (2000)	0.4	15.3	24.5	35.8	22.1	2.0
Korea						
Central Government (1998)	0.12	16.00	38.60	29.27	16.00	0.01
Total (1998)	0.04	14.10	38.30	28.00	19.10	0.46
Netherlands						
Central Government (1999)	0.1	11.9	31.9	33.6	20.9	1.6
Total (1999)	0.5	13.4	25.0	34.4	24.5	2.2
Norway	(17 and below)	(18-29)				
State (2000)	0.02	13.33	26.99	27.50	25.34	6.82
Poland		(24 and below)	(25-34)	(35-44)	(45-54)	(55 and above)
Total (1999)		11.25	25.22	30.63	24.38	8.52
Portugal		(29 and below)				
Total (1996)		14.6	31.5	32.9	16.1	4.9
Sweden						
Central Government (2000)	0.2	10.8	22.7	26.7	32.3	7.3
United States						
Federal Government (2000)	0.03	4.71	21.18	35.96	32.07	6.04

Notes :

1 .Data has been adjusted for statistical coherence reasons.

2. Most recent year available

Table 9: Trends of Turnover Ratio

	1990	1995	1996	1997	1998	1999	2000
France							
Central Government	-0.07%	0.14%	0.33%	0.52%			
Greece							
Central Government				-9.67%	-10.02%		
Total				-0.78%	-1.55%		
Hungary							
Central Government		0.07%	-0.55%	0.38%	0.14%	0.16%	-0.01%
Ireland							
Central Government		0.61%	0.06%	0.07%	0.23%	0.62%	
Italy							
Central Government					-0.97%		
Total					0.18%		
Korea							
Central Government	3.40%	0.29%	0.78%	0.81%	-2.42%	-1.44%	
Total	4.33%	1.20%	1.28%	1.18%	-3.75%	-2.62%	
Netherlands							
Central Government					0.63%		
Total					2.50%		
Portugal	(1991)						
Central Government	1.87%	0.17%	1.02%	0.79%	2.58%		
Total	2.44%	0.51%	1.24%	0.70%	3.09%		
Poland							
Central Government		0.43%	0.51%	2.67%	-0.52%		
Total				2.55%	-0.63%	-1.10%	
Sweden							
Central Government				-1.29%	-2.06%	-0.48%	
United States							
Federal Government	-2.55%	-1.03%	-0.62%	-0.87%	-0.19%	-0.53%	-2.02%

Table 10: Trends of female employment in public sector (%)

	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	Evolution between the first and the last year available
Austria												
Central Government	33.5			35.1	35.8	35.9	35.5	35.7	36	36.1		2.6
Canada												
Central Government				43					47			4.0
Total							59	56	57			-2.0
Finland												
Central Government	42.3	41.9	44.7	44.5	45.6	44.9	45.2	45.1	45.8	46.1		3.8
Total	57.6	57.5	58.9	58.8	59.8	60	60.1	60.1	60.9	61.1		3.5
France												
Central Government	47		47.7		48.4		48.6	48.8	48.9			1.9
Total									58.5			
Germany												
Federal Government	16.1	18	18.6	19.1	20.1	20.7	20.9	21	21.2	21.4	21.5	5.4
Total	42.7	49.1	49.5	49.6	50	50.1	50.1	50.1	50.2	50.2	50.3	7.6
Greece												
Central Government	36	36.4	40.3	39.5	40.6	39.6	39.7	40.4	39.3			3.3
Total	43.7	43.6	49	48.1	48.4	47.4	49.7	50.6	49.8			6.1
Hungary												
Central Government			77.6	77.7	76.9	77.4	76.5	78.1	78.1	77.9	77.9	0.3
Total			73.4	72.9	70.5	71.3	71.8	72.7	73.4	73.6	73.2	-0.2
Ireland												
Central Government			44	44	46		48	49	50	50	51	7.0
Italy												
Central Government	28.2	28.7	29.1	30	29.9	30.5	31.7	32.4	33.6	33.1		4.9
Total								49.7	50.1			0.4
Korea												
Total	24	24.4	25.3	26.2	26.2	27.3	27.4	28.7	29.7	29.8		5.8
Central Government	28.2	28.7	29.1	30	29.9	30.5	31.7	32.4	33.6	33.1		4.9
Netherlands												
Federal Government				27.3	27.5	27.8	28.1	29.5	30.5	31.3		4.0
Total				29.65	30.6	32	32.4	32.7	34.4	35.6		6.0
New Zealand												
Central Government								40	40	41		1.0
Total								58	58	60		2.0
Norway												
State					44	44	44	44	44	42	43	-1.0
Portugal												
Central Government							59.4					
Sweden												
Central Government	52.2	46.7	46.8	46.4	45.5	43.6	43.5	43.9	44.6	45.1	45.9	-6.3
Turkey												
Total							34.2					
United States												
Federal Government						44.1	44	44.2	44.4	44.7	45	0.9
Total	53.1	53.6	53.8	54.1	54.4	54.7	55.1	55.5	55.8	56.1	56.3	3.2

Table 11: Share of females in different responsibility levels (%)

	1990	1995	1996	1997	1998	1999	2000	Evolution of the % between 1990 and the last year available
France								
Central Government								
Administrative Staff	53.5				54.2			0.7
Middle Managers	61.4				62			0.6
Senior Managers	43.2				53.5			10.3
Total								
Administrative Staff	56.9				58.2			1.3
Middle Managers	59.4				62			2.6
Senior Managers	40.8				44.8			4.0
Germany								
Federal Government								
Administrative Staff	17.6	22				22.4		4.8
Middle Managers	11.9	17.7				20		8.1
Senior Managers	6.8	12.2				14.3		7.5
Total								
Administrative Staff	46.3	53.9				54.3		8.0
Middle Managers	42.7	51.3				51.3		8.6
Senior Managers	24.5	28				33.1		8.6
Greece								
Central Government								
Administrative Staff	36	39.6			39.3			3.3
Middle Managers	24	38			40.1			16.1
Senior Managers	10.6	22.1			30.1			19.5
Total								
Administrative Staff	43.7	47.4			49.8			6.1
Middle Managers	43.6	52			54.6			11.0
Senior Managers	29.9	36			38.7			8.8
Hungary								
Central Government								
Administrative Staff		63					65.6	
Middle Managers		40.7					40.9	
Senior Managers		27.7					40.3	
Total								
Administrative Staff		75.3					79.2	
Middle Managers		59.4					62.6	
Senior Managers		48.3					53.5	
Ireland								
Central Government								
Administrative Staff		73.6					74	
Middle Managers		37.1					42.3	
Senior Managers		10.8					13.3	
Italy								
Central Government								
Middle Managers							23	
Senior Managers							12	

Table 11(cont.): Share of females in different responsibility levels (%)

	1990	1995	1996	1997	1998	1999	2000	Evolution of the % between 1990 and the last year available
Korea								
Central Government								
Administrative Staff	20.6	20.5					22.6	2.0
Middle Managers	1.8	2.1					3.9	2.1
Senior Managers	1.2	1.3					1.3	0.1
Total								
Administrative Staff	18.4	22.9					25.9	7.5
Middle Managers	2	3					5.4	3.4
Senior Managers	1.1	1.1					1.1	0.0
Netherlands								
Central Government								
Administrative Staff				44	51	54		
Middle Managers				36	32	33		
Senior Managers				16	18	18		
Total								
Administrative Staff				46	48	50		
Middle Managers				22	23	24		
Senior Managers				16	17	15		
Portugal								
Central Government								
Administrative Staff			80.9					
Middle Managers			43.9					
Senior Managers			25.7					
Sweden								
Central Government								
Administrative Staff	83	85					80	-3.0
Middle Managers	34	40					48	14.0
Senior Managers	10	13					20	10.0
Turkey								
Total								
Administrative Staff		37						
Middle Managers		13						
Senior Managers		15						
United States								
Federal Government								
Administrative Staff	53.2	52.4					52.5	-0.7
Middle Managers	15.2	21.1					28.1	12.9
Senior Managers	11.1	19.2					24.4	13.3

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

Table 12 : Ministerial/Departmental Employment in Austria
Last Year Available: 1999

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Top Authorities	678	663	
Federal Chancellery	981	957	
Federal Ministry of the Interior	1941	1923	
Federal Ministry for Education and Culture	731	714	
Federal Ministry of Science	445	428	
Federal Ministry for Social Affairs and Health	844	804	
Federal Ministry for the Environment	486	462	
Federal Ministry for Foreign Affairs	646	635	
Federal Ministry of Justice	269	265	
Federal Ministry for National Defence	1388	1361	
Federal Ministry of Finance	1023	998	
Federal Ministry for Agriculture and Forestry	731	698	
Federal Ministry for Economic Affairs	1117	1076	
Department for Transport	564	551	
Total	**11844**	**11535**	

Agency/Administration Employment (Central administration only)
Last Year Available: 1999

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Schools	47615	42318	
Police	32116	31453	
Army	24210	24086	
Universities	20403	19040	
Tax and Customs Organisations	15246	14618	
Courts, Prisons	11877	11406	
Real Estate, Patent Office, Calibration & Geodesy	4272	4194	
Social Care	3283	3088	
Institutes for Agriculture & Forestry; Watermanagement	3026	2765	
Federal Academy of Public Administration	1898	1815	
Others	*2559*	*2551*	
Total	**166505**	**157334**	

Table 12 (cont.): Ministerial/Departmental Employment in Czech Republic
Last Year Available: 1999

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

Agency/Administration Employment (Central administration only)
Last Year Available: 1999

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

Table 12 (cont.): Ministerial/Departmental Employment in Finland
Last Year Available: 1999

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs	1152	1117	35
Ministry of Agriculture and Forestry	489	480	9
Ministry of Social Affairs and Health	463	442	21
Ministry of Justice	395	386	9
Ministry of Trade and Industry	371	367	4
Ministry of the Interior	360	351	9
Ministry of Labour	353	330	23
Ministry of Environment	334	325	9
Ministry of Finance	331	326	5
Ministry of Education	327	321	6
Prime Minister´s Office	192	185	7
Ministry of Transport and Communications	175	170	5
Ministry of Defence	154	144	10
The President´s Office	61	55	6
Office of the Chancellor of Justice	34	32	2
Total	**5191**	**5031**	**160**

Agency/Administration Employment (Central administration only)
Last Year Available: 1999

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Others	42360	39057	3303
Defence Forses	16750	16132	618
Local Police	9070	8781	289
University of Helsinki	6856	6264	592
National Tax Agency	6072	5534	538
Road Adminstration	3433	3299	134
Technical Highschool of Tampere	3116	2456	660
University of Oulu	3102	2618	484
Local Environment Institutes	3052	1987	1065
The Border Guard	3009	2969	40
Others	*28661*	*25937*	*2724*
Total	**125481**	**115034**	**10447**

Table 12 (cont.): Ministerial/Departmental Employment in France
Last Year Available: 1998

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Education	1181500	1130200	73900
Défense	409100	390000	4600
Economie, finances et industrie	207800	188700	40700
Equipement, logement, transports Environnement	182000	170700	9200
Intérieur	117900	103700	8200
Justice	65200	61100	6800
Agriculture	37800	33400	3500
Santé et emploi	29400	24300	5500
Autres (Affaires étrangères, Services du Premier ministre, Anciens combattants)	24800	20900	800
Culture	14600	14000	1200
Total	**2270100**	**2137000**	**154400**

Agency/Administration Employment (Central administration only)
Last Year Available: 1998

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Etablissements publics nationaux à caractère administratif	131300		
Etablissements publics nationaux à caractère économique ou commercial (appartenant au champ des administrations publiques centrales)	52300		
Etablissements publics nationaux à caractère scientifique et technologique (domaine de la Recherche)	50800		
Etablissements publics nationaux à caractère scientifique, culturel et professionnel (domaine de l'Education)	18600		
Total	**253000**		

Table 12 (cont.): Ministerial/Departmental Employment in Germany
Last Year Available: 1999

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Ministry of Defence	3583		241
Foreign Affairs	2558		180
Federal Ministry of Finance	2138		210
"Deutscher Bundestag" (German Federal Parliament)	2089		346
Federal Ministry of Economics and Technology	1767		256
Federal Ministry of Transport, Building and Housing	1604		179
Federal Ministry of the Interior	1287		177
Federal Ministry of Labour and Social Affairs	1012		173
Federal Ministry of Education and Research	988		173
Federal Ministry of Consumer Protection, Food and Agriculture	915		132
Federal Ministry for the Environment, Nature Conversation and Nuclear Safety	792		113
Federal Ministry of Justice	703		109
Press- and Information Office	658		83
Federal Order Court	582		65
Federal Ministry for Economic Cooperation and Development	557		72
Federal Ministry for Health	552		93
Chancellor and Office of the Chancellor	505		44
Federal Ministry for Family Affairs, Senior Citizens, Women and Youth	469		84
Federal Constitutional Court	177		43
"Deutscher Bundesrat"(German Federal Council)	176		23
President of the Federal Republic and office of the President	152		15
State Minister at the Federal Chancellery	*94*		*10*
Total	**23358**		**2821**

Agency/Administration Employment (Central administration only)
Last Year Available: 1999

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Federal Ministry of Defence	325275		12898
Federal Ministry of the Interior	55844		3494
Federal Ministry of Finance	48696		4410
Federal Ministry of Transport, Building and Housing	25026		2411
Federal Ministry of Economics and Technology	7783		1090
Foreign Affairs	6281		436
Federal Ministry of Consumer Protection, Food and Agriculture	4285		1120
Federal Ministry of Justice	3767		494
Federal Ministry for Health	2938		593
Federal Ministry for the Environment, Nature Conversation and Nuclear Safety	2111		538
Others	*4860*		*793*
Total	**486866**		**28277**

Table 12 (cont.): Ministerial/Departmental Employment in Greece

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

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.): Ministerial/Departmental Employment in Hungary
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Foreign Affairs	1887	1848	95
Ministry of Economic Affairs	755	752	8
Ministry of Agriculture and Regional Development	727	722	11
Ministry of Education	598	596	5
Ministry of Interior	538	536	3
Ministry of Environment	528	523	13
Ministry of Finance	520	519	2
Prime Minister's Office	439	435	8
Ministry of Transport and Water Management	378	376	6
Ministry of Health	335	324	25
Ministry of Justice	321	319	8
Ministry of Cultural Heritage	253	253	
Ministry of Social and Family Affairs	252	249	6
Ministry of Defense	191	191	1
Ministry of Youth and Sports	117	117	1
Total	**7839**	**7760**	**192**

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Directorate for Pension Payments	1228	1211	65
Tax and Financial Control Administration	1065	1062	11
Hungarian Central Statistical Office	884	865	49
Central Data Processing,Reg.and Election Office	668	666	6
National Health Insurence Fund	562	561	5
National Board of Woods and Forests	515	513	7
National Medical Expert Office	475	461	41
Financial Supervisory Authority	404	404	3
TFCA's Office for Tax Settlement and Informatics	381	380	5
TFCA's Criminal Directorate	329	329	
Others	*4895*	*4853*	*132*
Total	**11406**	**11305**	**324**

Table 12 (cont.): Ministerial/Departmental Employment in Ireland

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Agriculture & Food	4439	4236	405
Social, Community & Family Affairs	4628	4324.5	607
Justice, Equality & Law Reform	2652	2503	298
Education & Science	1022	964.5	115
Enterprise, Trade & Employment	993	938.5	109
Environment & Local Government	887	846.5	81
Defence	467	431	72
Finance	569	535	68
Foreign Affairs	901	874	54
Health & Children	491	465.5	51
Public Enterprise	627	606	42
Marine & Natural Resources	441	423	36
Arts, Heritage, Gaeltacht & the Islands	766	753.5	25
Taoiseach	197	187.5	19
Tourism, Sport & Recreation	112	105	14
Total	**19192**	**18194**	**1996**

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Revenue Commissioners	6672	6253	838
Courts Service	888	841	94
Central Statistics Office	611	584.5	53
Office of Public Works	567	549	36
Ordnance Survey	285	278	14
Oireachtas	256	249.5	13
Chief State Solicitor	224	215.5	17
Civil Service Commission	167	159	16
Comptroller & Auditor General	130	130	0
Valuation Office	128	125.5	5
Others	*280*	*273*	*14*
Total	**10208**	**9658**	**1100**

Table 12 (cont.): Ministerial/Departmental Employment in Italy
Last Year Available: 1999

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of finance	65,340		
Ministry for Justice	52,327		
Ministry of defence	41,577		
Ministry of cultural affairs	22,924		
Ministry of interior	22,885		
Ministry of education	19,516		
Ministry Treasury	14,255		
Ministry of labour	14,195		
Ministry of transportation	7,546		
Ministry of Foreign Affairs	5,072		
Presidency of the Council	4,271		
Ministry of health	3,494		
Ministry of communication	2,106		
Ministry of Industry	1,675		
Ministry of agricolture	1,590		
Ministry of enviroment	618		
Ministry of University	505		
Ministry of international trade	485		
Ministry of public works	398		
Total	**280779**		

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.): Ministerial/Departmental Employment in Korea
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Education & Human Resouces Dev.	296,469		
Ministry of Information and Communication	30,756		
Ministry of Justice	15,760		
Ministry of Maritime Affairs & Fisheries	3,891		
Ministry of Agriculture and Forestry	3,640		
Ministry of Construction & Transportation	3,355		
Ministry of Health and Welfare	2,991		
Ministry of Labor	2,699		
Ministry of Gov. Administration and Home Affairs	2,389		
Ministry of Foreign Affairs and Trade	1,895		
Ministry of Culture and Tourism	1,647		
Government Agencies (3)	1,582		
Ministry of Environment	1,296		
Ministry of Commerce, Industry & Energy	1,008		
Ministry of National Defense	945		
Commissions (4) and Offices (2)	790		
Ministry of Finance and Economy	603		
Ministry of Science and Technology	402		
Ministry of Unification	387		
Ministry of Planning and Budget	248		
Total	**372753**		

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
National Policy Agency	96,102		
National Railroad Administration	29,418		
Others	18,886		
National Tax Service	16,855		
Public Prosecutor's Office	7,976		
National Maritime Policy Agency	5,009		
Customs Service	3,983		
Rural Development Administration	2,052		
National Statistical Office	1,692		
Military Manpower Administration	1,479		
Others	*7477*		
Total	**190929**		

Table 12 (cont.): Ministerial/Departmental Employment in Mexico
Last Year Available: 2000

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

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

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

Table 12 (cont.): Ministerial/Departmental Employment in Netherlands
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Finance	33521	31177	4281
Ministry of Justice	31416	29196	4694
Min. Of Transport, Public Works and Water Management	15192	14545	1434
Min. of Agriculture, Nature Management and Fisheries	7233	6768	1061
Ministry of Health, Welfare and Sport	4789	4335	1043
Ministry of Economic Affairs	4779	4446	723
Min. Of Housing, Spatial Planning and the Environment	4299	3984	808
Min. of Education, Culture and Science	3368	3056	661
Ministry of Foreign Affairs	3064	2968	188
Ministry of Social Affairs and Employment	2364	2219	447
Minstry of the Interior	2259	2120	346
Ministry of General Affairs	373	332	67
Total	**112657**	**105146**	**15753**

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Custodial Institutions Service		16460	
Immigration and Naturalisation Service		2896	
Rijks gebouwendienst		915	
LASER		470	
Central Fine Collection Agency		453	
KNMI		440	
Centrale Financiële instellingen		392	
Rijksdienst Radiocommunicatie		338	
Rijks Archiefdienst		335	
Plantenziektekundige Dienst		314	
Others		*779*	
Total		**23792**	

Table 12 (cont.): Ministerial/Departmental Employment in Norway
Last Year Available: 2000

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

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.): Ministerial/Departmental Employment in Portugal

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

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.): Ministerial/Departmental Employment in Poland
Last Year Available: 2000

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

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

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

Table 12 (cont.): Ministerial/Departmental Employment in Spain
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Education and Culture	100614		
Economic Development	64052		
Labour	53252		
Economy	48950		
Defence	40016		
Interior	28870		
Environment	11263		
Public Administration	9103		
Health	5998		
Foreign Affairs	5724		
Agriculture	4200		
Presidence	3662		
Industry and Energy	2633		
Justice	1920		
Total	**380257**		

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.): Ministerial/Departmental Employment in Sweden
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Ministry of Justice	38,000	37,100	3,200
Ministry for Foreign Affairs	4,800	4,700	300
Ministry of Defence	27,000	26,500	1,200
Ministry of Health and Social Affairs	19,400	18,200	3,300
Ministry of Finance	24,500	23,700	3,100
Ministry of Education and Science	50,700	45,200	12,400
Ministry of Agriculture, Food and Fisheries	5,600	5,100	1,100
Ministry of Culture	3,000	2,700	600
Ministry of the Environment	3,900	3,800	400
Ministry of Industry, Employment and Communications	45100	44000	13500
Total	**222000**	**211000**	**39100**

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
Police	21,859	21,361	1,522
Armed Forces	21,070	20,759	813
Social Insurence Offices	14,290	13,474	2,492
Swedish Tax Administration	13,150	12,624	2,002
National Labour Market Board	10,849	10,380	1,352
Swedish State Railways	9,437	9,283	597
National Prisons Administration	7,026	6,824	577
National Road Administration	6,910	6,845	224
National Rail Administration	6,739	6,683	197
Lund University	6,296	5,622	1,530
Others	*104716*	*97486*	*17910*
Total	**222342**	**211341**	**29216**

Table 12 (cont.): Ministerial/Departmental Employment in Turkey

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

Agency/Administration Employment (Central administration only)

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers

Table 12 (cont.):: Ministerial/Departmental Employment in United States
Last Year Available: 2000

Names of Ministry/Department	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
D - Department of Defense	644830		
VA - Department of Veterans affairs	195128		
TR - Department of Treasury	136786		
DJ - Department of Justice	122473		
AG - Department of Agriculture	96475		
IN - Department of Interior	69143		
TD - Department of Transportation	62692		
HE - Department of Health and Human Services	55165		
CM - Department of Commerce	35972		
ST - Department of State	17187		
DN - Department of Energy	15505		
DL - Department of Labour	15471		
HU - Department of Housing and urban Development	10173		
ED - Department of Education	4571		
Total	**1481571**		

Agency/Administration Employment (Central administration only)
Last Year Available: 2000

Names of Agency/Administration	The Number of Employees		
	Headcount	Full-time equivalents	Part-timers
SZ - Social Security Administration	61149		
NN - Nat Aeronotics and Space Administration	18438		
EP - Environmental Protection Agency	17115		
GS - General Services Administration	14109		
FD - Federal Deposit Insurance Corporation	6601		
SM - Smithsonian Institution	4868		
SB - Small business Administration	3981		
EM - Federal Emergency Management Agency	3447		
LP - Government Printing Office	3165		
SE - Securities and Exchange Commission	2836		
Others	*33640*		
Total	**169349**		