

Pocket Statistics on Government Employees 2006



**FORNYINGS- OG
ADMINISTRASJONSDEPARTEMENTET**

Ministry of Government Administration and Reform

FOREWORD

This booklet contains statistics relating to employees of the Norwegian central government administration. The Statistics are mainly based on figures derived from the Norwegian Central Register of Government Employees, and encompass all central government agencies where the employees' pay and working conditions are based on government pay scales.

The Statistics do not include employees of state-owned enterprises, state-owned limited companies, state foundations or other state-owned organizations. Nor do the figures generally include top-level government officials or judges.

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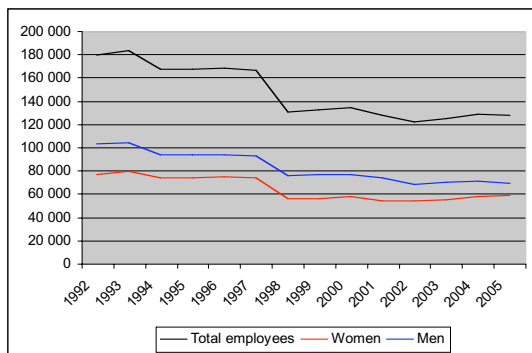
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Number of employees

Figure 1. The number of employees in the central government sector during the period 1992-2005*



Source: Norwegian Central Register of Government Employees (SST.)

* Employees in primary and lower and upper secondary schools are not included.

Table 1. The number of employees in the central government sector during the period 1992-2005

Year	Total employees	Women	%	Men	%
1992	179 086	76 519	43 %	102 567	57 %
1993	182 563	79 158	43 %	103 405	57 %
1994	166 825	73 286	44 %	93 539	56 %
1995	166 669	73 656	44 %	93 013	56 %
1996	167 591	74 172	44 %	93 419	56 %
1997	166 226	73 528	44 %	92 698	56 %
1998	130 651	55 476	42 %	75 175	58 %
1999	132 210	56 125	42 %	76 085	58 %
2000	133 536	57 428	43 %	76 108	57 %
2001	127 304	53 384	42 %	73 920	58 %
2002	121 874	53 484	44 %	68 390	56 %
2003	124 720	54 906	44 %	69 814	56 %
2004	128 339	57 927	45 %	70 412	55 %
2005	127 424	58 356	46 %	69 068	54 %

Source: Norwegian Central Register of Government Employees (SST.)

Since 1992, there has been a considerable reduction in the number of employees in the central government sector. This reduction is mainly a result of the conversion of a number of agencies to state-owned enterprises, limited companies or foundations. On 1 November 1994, Norwegian Telecom was converted to a limited company. On 1 November 1998, the Norwegian State Railways and the Postal Service were converted to state-owned limited companies. They withdrew from the central government sector with effect from 1 November 2001, but were separated from the ordinary figures as from 1 October 1998. On 1 January 2002 the state hospitals withdrew from the central government sector and, from 1 January 2003, the Norwegian Civil Aviation Authority and the production activities of the Norwegian Public Roads Administration were converted to state-owned limited companies. The increase in the number of employees from 2003 to 2004 is due to the reorganization of child and family welfare services and the establishment of the Norwegian Food Safety Authority. With effect from 1 January 2004, these agencies were transferred from the local government to the central government sector.

In 2005, 46 per cent of employed persons were women and 54 per cent men. This means that the number of women has increased by 3 per cent since 1992.

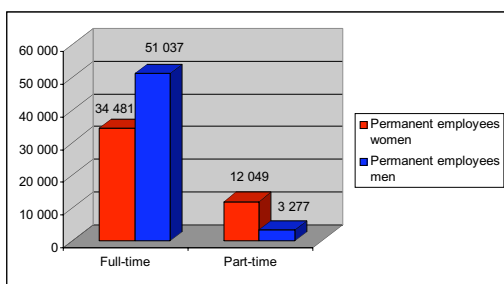
Table 2. The number of employees classified by type of undertaking pr. 1 October 2005

	Total			Women			Men		
	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time
All employees	127 424	104 904	22 520	58 356	42 806	15 550	69 068	62 098	6 970
Ministries	4 564	4 038	526	2 509	2 051	458	2 055	1 987	68
Directorates, supervisory authorities, etc.	12 955	11 267	1 688	6 940	5 586	1 354	6 015	5 681	334
Subordinate agencies*	54 663	45 191	9 472	27 999	20 177	7 822	26 664	25 014	1 650
University colleges, universities, etc.	33 637	24 724	8 913	15 828	11 010	4 818	17 809	13 714	4 095
Industrial enterprises and installations	7 333	6 257	1 076	2 928	2 089	839	4 405	4 168	237
The Defence Establishment	14 272	13 427	845	2 152	1 893	259	12 120	11 534	586

Source: Norwegian Central Register of Government Employees (SST).

* Subordinate agencies mainly comprise offices and departments of the Public Employment Service, the Tax Administration, the National Insurance Service, the clergy and the Police Service.

Figure 2. The number of full-time and part-time permanent employees on 1 October 2005.



Source: Norwegian Central Register of Government Employees (SST).

Of permanent employees, 85 518 work full-time and 15 326 work part-time. Almost 26 per cent of female permanent employees work part-time as against only 6 per cent of male permanent employees.

Table 3. The largest categories of civil service posts on 1 October 2005

Post designation	Number of employees
Higher Executive Officer	15 051
Executive Officer	11 940
Adviser	9 666
Police Sergeant	5 035
Professor	3 652
Senior Adviser	3 574
Junior Executive Officer	3 461
Research Fellow	3 423
Engineer	3 235
Associate Professor	3 202

Source: Norwegian Central Register of Government Employees (SST.)

Higher Executive Officers, Executive Officers and Advisers are the largest categories of civil service posts. Other large post categories are Police Sergeants, Engineers and research and teaching posts at universities and university colleges.

Table 4. The relationship between the total number of employed persons and the number of government employees in each county in 2005

County	Total employed	Government employees	Percentage of employed persons
Østfold	122 631	3 845	3,1
Akershus	253 233	8 347	3,3
Oslo	273 514	42 908	15,7
Hedmark	89 780	4 422	4,9
Oppland	90 565	2 724	3,0
Buskerud	122 734	3 755	3,1
Vestfold	105 128	3 456	3,3
Telemark	77 370	2 741	3,5
Aust-Agder	48 390	1 578	3,3
Vest-Agder	76 810	2 945	3,8
Rogaland	196 741	7 002	3,6
Hordaland	221 522	13 122	5,9
Sogn og Fjordane	53 848	1 798	3,3
Møre og Romsdal	120 361	3 365	2,8
Sør-Trøndelag	135 715	10 952	8,1
Nord-Trøndelag	61 486	2 313	3,8
Nordland	111 967	6 380	5,7
Troms	76 670	6 205	8,1
Finnmark	35 535	2 338	6,6
Svalbard		73	
Jan Mayen		4	
Foreign missions		654	
Total	2 274 000	130 927	5,8

Source: Statistics Norway (SSB) and Norwegian Central Register of Government Employees (SST.)

In addition to employees paid according to the standard pay scales, this table includes contractual employees, hourly paid employees, judges and contractual senior officials.

The table shows that 5.8 per cent of all employed persons are government employees. Oslo, at 15.7, has the highest percentage. The percentage is made higher by the number of central government agencies. However, the figure is somewhat higher than is really the case since some agencies register Oslo as the workplace municipality although the employees work in other municipalities, as in the case of the Norwegian Defence Estates Agency and the Norwegian National Rail Administration. Where the remainder of Norway is concerned, Sør-Trøndelag and Troms, at 8.1 per cent, have most government employees in relation to the total number of employed persons.

Table 5. Proportion of women among senior government officials on 1 October 2005

	Top-level officials	All senior officials
	%	%
Ministerial sphere*		
Office of the Prime Minister	40	30
Ministry of Labour and Social Affairs	31	51
Ministry of Children and Family Affairs	33	57
Ministry of Finance	25	39
Ministry of Fisheries and Coastal Affairs	13	24
Ministry of Defence	6	15
Ministry of Health and Care Services	25	47
Ministry of Justice and the Police	23	21
Ministry of Local Government and Regional Development	25	49
Ministry of Culture and Church Affairs	14	20
Ministry of Agriculture and Food	38	38
Ministry of Environment	33	43
Ministry of Modernisation	32	37
Ministry of Trade and Industry	25	34
Ministry of Petroleum and Energy	14	28
Ministry of Transport and Communications	26	28
Ministry of Education and Research	30	45
Ministry of Foreign Affairs	18	28
Total	24	36

Source: Norwegian Central Register of Government Employees (SST).

* Ministry with subordinate agencies.

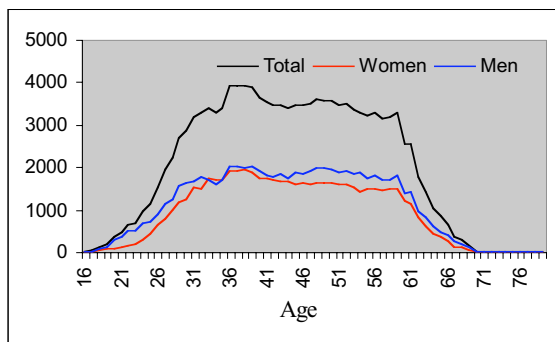
Employees of the Office of the Supreme Court, the Office of the Attorney General and the Office of the Auditor General of Norway are not in this table.

Top-level officials – includes senior officials remunerated according to the pay system for top-level government officials.

All senior officials – includes all senior civil service posts. This also includes persons holding senior titles without any managerial function.

Age

Figure 3. Age distribution on 1 October 2005



Source: Norwegian Central Register of Government Employees (SST).

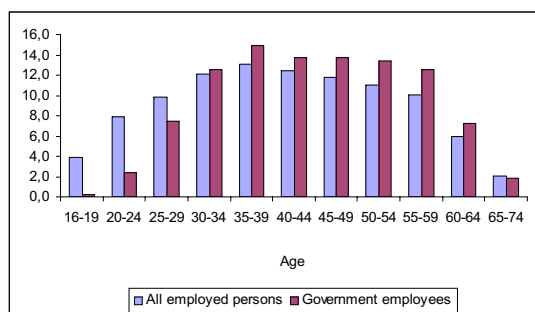
Table 6. Age distribution on 1 October 2005

Age	Total		Women		Men	
	Number	%	Number	%	Number	%
Under 25	3 300	3 %	875	1 %	2 425	4 %
25-29	9 485	7 %	4 246	7 %	5 239	8 %
30-34	15 969	13 %	7 674	13 %	8 295	12 %
35-39	18 977	15 %	9 255	16 %	9 722	14 %
40-44	17 440	14 %	8 438	14 %	9 002	13 %
45-49	17 550	14 %	8 022	14 %	9 528	14 %
50-54	17 149	13 %	7 738	13 %	9 411	14 %
55-59	16 044	13 %	7 363	13 %	8 681	13 %
60-64	9 234	7 %	4 135	7 %	5 099	7 %
65 and over	2 276	2 %	882	2 %	1 394	2 %
Total	127 424	100 %	58 628	100 %	68 796	100 %

Source: Norwegian Central Register of Government Employees (SST).

Age

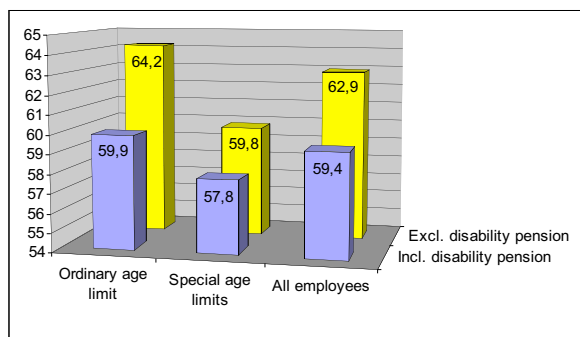
Figure 4. Age distribution for government employees compared with age distribution for all employed persons in Norway in 2005 (as a percentage)



Source: Statistics Norway (SSB) and Norwegian Central Register of Government Employees (SST).

Figure 4. shows that the age distribution in the central government sector differs somewhat from that found in working life in general. The central government sector has fewer employees under 30 years of age and more employees in the age groups 35 and over than is the case for working life in general.

Figure 5. Average retirement age for employees subject to the ordinary age limit and employees subject to a special age limit



Source: Norwegian Public Service Pension Fund

Persons who have left the civil service before reaching the retirement age but who have earned entitlement to a state pension (deferred pension) are not included.

The figure shows that the average age of retirement in the civil service, when all types of pension have been taken into account is 59.4 years (including special age limits, disability pension, old-age pension, contractual early retirement pension and other early retirement pension). Disregarding disability pension, the average age of retirement is 62.9 years. Employees subject to the *ordinary age limit* retire on average when they are 64.2 years old. Employees subject to *special age limits* (special posts, for example, in the police or the armed forces) retire on average when they are 59.8 years old. We see from the figure that, when disability pension is taken into account, the average retirement age is markedly lower.

Pay

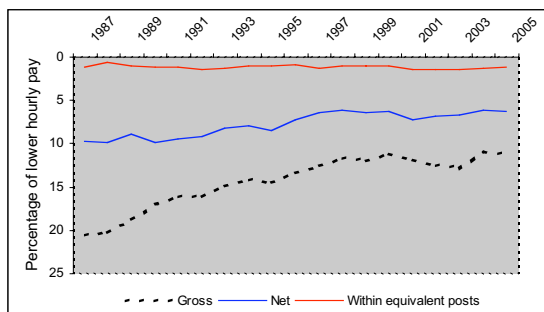
Table 7. Average monthly pay for full-time employees in various types of undertaking on 1 October 2005

	All	Women	Men
All	29 708	28 075	30 834
Ministries	32 999	31 054	35 007
Directories, supervisory authorities, etc.	32 223	30 184	34 228
Subordinate agencies	28 186	26 729	29 361
University colleges, universities, etc.	31 502	29 516	33 097
Industrial enterprises and installations	28 987	26 714	30 126
The defence Establishment	28 772	26 101	29 210

Source: Norwegian Central Register of Government Employees (SST.)

Monthly pay includes gross pay according to the standard rate and *fixed and variable supplements* excluding overtime pay. *Fixed supplements* are supplements involving payment of a fixed monthly amount, e.g. fixed supplements listed in table B (the supplementary pay table). *Variable supplements* are supplements paid with amounts that differ from month to month, e.g. supplements for working nights, Saturdays and Sundays and functional supplements.

Figure 6. Three measures of pay differentials between female and male government employees 1987–2005. Percentage of lower hourly pay for female employees

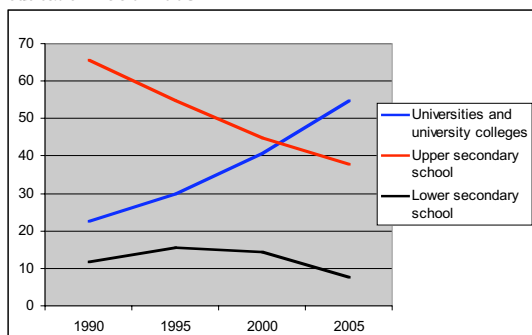


Source: Institute for social research (ISF).

- **Within equivalent posts** – shows the difference in net pay between women and men within the same categories of post when age, educational qualifications, work experience, seniority and working hours are taken into account. The pay differentials within equivalent posts are shown to be small. Developments have been stable throughout the period of 1987–2005 and the differential is now 1.3 per cent.
- **Net pay differential** shows the difference in pay between women and men, when age, educational qualifications, work experience, seniority and working hours, but not post category, are taken into account. The net pay differential between men and women was reduced from 9.8 per cent in 1991 to 6.4 per cent in 2005.
- - - - **Gross pay differential** shows the difference between the average hourly pay of women and men. Here, the gap in hourly pay is solely explained in relation to gender. In 1987, the average hourly pay for women was 20.6 per cent lower than for men. This pay differential has been reduced to approximately 11 per cent in 2005.

Education

Figure 7. Percentage distribution of full-time employees according to education 1990–2005



Source: Norwegian Central Register of Government Employees (SST.)

Table 8. Full-time employees distributed according to education 1990–2005

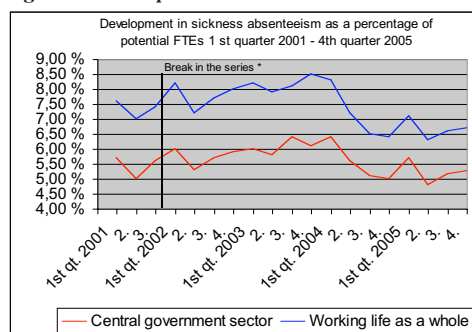
Highest level of education		1990	1995	2000	2005
more than 4 years	All	18 460	21 870	25 682	33 182
	Men	14 592	15 861	17 072	21 013
	Women	3 868	6 009	8 610	12 169
Universities and university colleges 0 - 4 year	All	11 246	15 245	19 572	23 362
	Men	6 133	8 060	9 945	12 218
	Women	5 113	7 185	9 627	11 144
Upper secondary schools including vocational training	All	87 013	68 271	49 622	39 020
	Men	58 055	45 060	34 796	24 680
	Women	28 958	23 211	14 826	14 340
Primary and lower secondary school	All	15 628	19 168	15 948	7 861
	Men	8 820	10 404	8 565	3 152
	Women	6 808	8 764	7 383	4 709
Unknown education	All	18 686	9 445	222	1 479
	Men	14 273	8 041	108	1 036
	Women	4 413	1 404	114	443
Total full-time employees		151 033	133 999	111 046	104 904

Source: Norwegian Central Register of Government Employees (SST.)

The table and the figure show a marked increase in the number of employees with education from universities and university colleges during the period 1990–2005, while there has been a clear reduction in the remaining educational groups. The development is mainly a result of the separation from the central government sector of large agencies with many internally trained employees or employees with no education above the lower or upper secondary level, for example the Norwegian State Railways and Norway Post.

Sickness absenteeism

Figure 8. Developments in sickness absenteeism



Source: Statistics Norway (SSB) and Norwegian Central Register of Government Employees (SST.)

* Note: Break in the series at 4th quarter 2001, when the Ministry ceased to register sickness absenteeism for the central government sector and responsibility for this task was transferred to Statistics Norway. During this transfer, one registration was lost (4th quarter 2001).