

# Pocket Statistics on Government Employees 2007



NORWEGIAN MINISTRY  
OF GOVERNMENT ADMINISTRATION AND REFORM

## FOREWORD

This booklet contains statistics relating to employees of the Norwegian central government administration. If no source is specified, the Statistics are based on figures derived from the Norwegian Central Register of Government Employees on 1 October 2006, and encompass all central government agencies where the employees' pay and working conditions are based on government pay scales. This year national centres for special education, run by the central government, and central government primary and lower and upper secondary schools are included. Data collected from these agencies have only a marginal impact on the figures.

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.

Additional copies of this publication may be ordered by public agencies from:

Government Administration Services: [www.publikasjoner.dep.no](http://www.publikasjoner.dep.no)  
E-mail: [publikasjonsbestilling@dss.dep.no](mailto:publikasjonsbestilling@dss.dep.no)

Publication code: P-0930E

Ministry of Government Administration and Reform,  
Department of Employer's Affairs,  
Postboks 8004 Dep., 0030 Oslo.

Web: <http://www.odin.dep.no/fad/>

## Number of employees

**Table 1. The number of employees in the central government sector during the period 1993-2006**

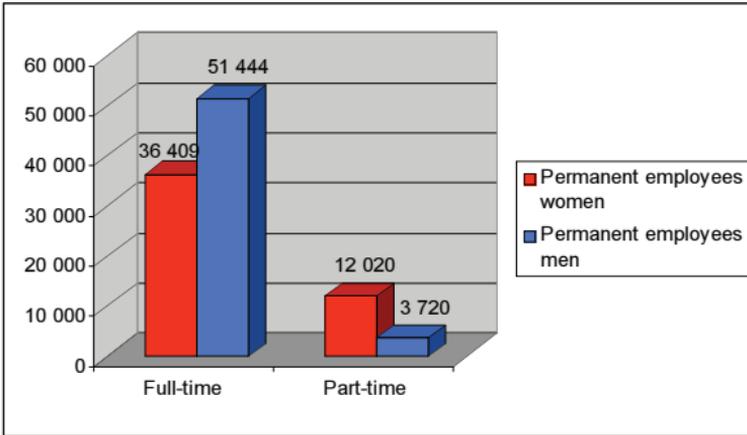
Year	Total employees	Women %
1993	185 369	44 %
1994	169 420	44 %
1995	169 128	44 %
1996	169 445	45 %
1997	167 941	44 %
1998	132 251	43 %
1999	133 615	43 %
2000	134 975	43 %
2001	128 607	42 %
2002	123 159	44 %
2003	125 958	44 %
2004	129 454	45 %
2005	128 498	46 %
2006	129 105	47 %

Since 1993, 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 2006, 47 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 1993.

**Figure 1. The number of full-time and part-time permanent employees**



Of permanent employees, 87 853 work full-time and 15 740 work part-time. Almost 25 per cent of female permanent employees work part-time as against only 7 per cent of male permanent employees. There was an increase of 1 per cent in the number of men in comparison with 2005, and a decrease of 1 per cent in the number of women.

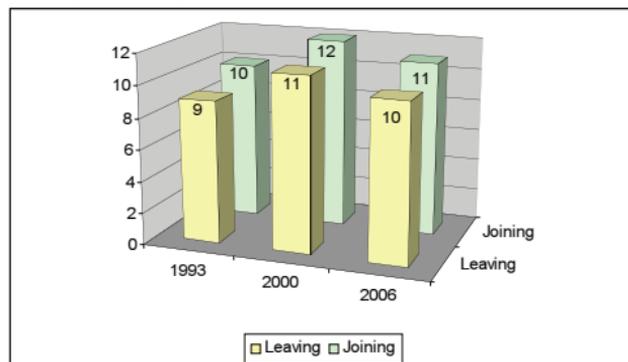
**Table 2. The number of employees classified by type of undertaking on 1 October 2006**

	Total			Women			Men		
	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time
Ministries	4 590	4 032	558	2 536	2 067	469	2 054	1 965	89
Directorates, supervisory authorities, etc.	13 323	11 625	1 698	7 168	5 818	1 350	6 155	5 807	348
Subordinate agencies*	54 773	45 453	9 320	28 467	20 744	7 723	26 306	24 709	1 597
Universities, university colleges etc.	34 463	25 450	9 013	16 381	11 610	4 771	18 082	13 840	4 242
Industrial enterprises and installations	7 329	6 352	977	2 952	2 205	747	4 377	4 147	230
The Defence Establishment	13 547	12 893	654	1 975	1 759	216	11 572	11 134	438
The educational Establishment**	1 080	759	321	782	524	258	298	235	63
All Employees	129 105	106 564	22 541	60 261	44 727	15 534	68 844	61 837	7 007

\* 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.

\*\* National centres for special education run by central government, and state primary and lower and upper secondary schools

**Figure 2. The number of persons joining or leaving the civil service (as a percentage)**



The number of employees leaving the civil service during the period of 1993-2006 changed somewhat from year to year, but the general tendency is that approximately 10 per cent leave each year and are replaced by new employees. The leaving figures include retirement, disability, resignation, death, etc. as well as employees leaving to take up activities outside the civil service (education, employment, etc.). The figures do *not* include employees who transfer to other posts within the civil service.

**Table 3. Proportion of women among senior government officials on 1 October 2006**

	Top-level officials**	All senior officials***
Ministerial sphere*	%	%
Office of the Prime Minister	40 %	17 %
Ministry of Labour and Social Affairs	33 %	52 %
Ministry of Children and Family Affairs	43 %	60 %
Ministry of Finance	29 %	19 %
Ministry of Fisheries and Coastal Affairs	14 %	41 %
Ministry of Government Administration and Reform	35 %	39 %
Ministry of Defence	7 %	28 %
Ministry of Health and Care Services	36 %	51 %
Ministry of Justice and the Police	23 %	23 %
Ministry of Local Government and Regional Development	33 %	22 %
Ministry of Culture and Church Affairs	14 %	46 %
Ministry of Education and Research	25 %	48 %
Ministry of Agriculture and Food	50 %	41 %
Ministry of Environment	33 %	46 %
Ministry of Trade and Industry	25 %	34 %
Ministry of Petroleum and Energy	29 %	29 %
Ministry of Transport and Communications	26 %	31 %
Ministry of Foreign Affairs	19 %	35 %
Total	27 %	37 %

\* Ministry with subordinate agencies.

\*\* 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.

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.

The proportion of women among senior government officials has increased by 1 per cent compared with October 2005, while the proportion of women among top-level officials has increased by 2 per cent.

**Table 4. The relationship between the total number of employed persons and the number of government employees in each county in 2006**

County	Total employed	Government employees	Percentage of employed persons
Østfold	123 395	3 445	2,8 %
Akershus	256 742	6 610	2,6 %
Oslo	278 959	38 486	13,8 %
Hedmark	89 175	3 539	4,0 %
Oppland	90 672	2 689	3,0 %
Buskerud	123 589	3 704	3,0 %
Vestfold	106 584	3 512	3,3 %
Telemark	78 301	2 736	3,5 %
Aust-Agder	48 862	1 665	3,4 %
Vest-Agder	77 502	2 858	3,7 %
Rogaland	200 740	6 186	3,1 %
Hordaland	224 539	11 160	5,0 %
Sogn og Fjordane	53 951	1 818	3,4 %
Møre og Romsdal	121 478	3 411	2,8 %
Sør-Trøndelag	138 071	10 881	7,9 %
Nord-Trøndelag	61 577	2 153	3,5 %
Nordland	111 565	5 399	4,8 %
Troms	76 733	5 043	6,6 %
Finmark	35 565	2 297	6,5 %
Svalbard		118	
Jan Mayen		4	
Utenriksstasjonane		668	
Unknown county		14 675	
Total	2 298 000	133 057	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 13.8, 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, at 7.9 per cent, has most government employees in relation to the total number of employed persons.

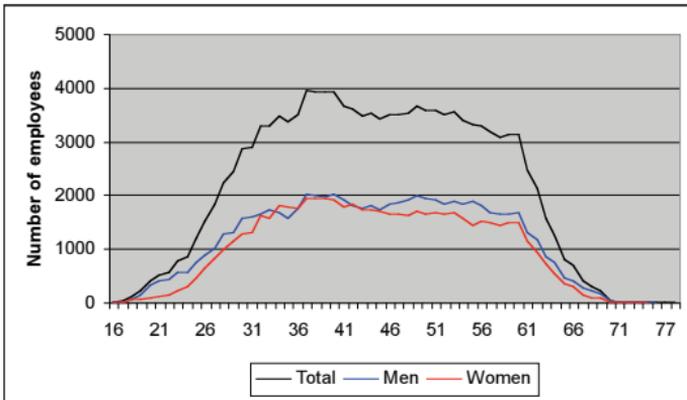
**Table 5. The largest categories of civil service posts on 1 October 2006**

Post designation	Number of employees
Higher Executive Officer	15 474
Executive Officer	11 823
Advisor	10 208
Police Sergeant	4 957
Senior advisor	4 384
Professor	3 742
Research Fellow	3 543
Associate Professor	3 367
Junior Executive Officer	3 185
Senior Engineer	3 130

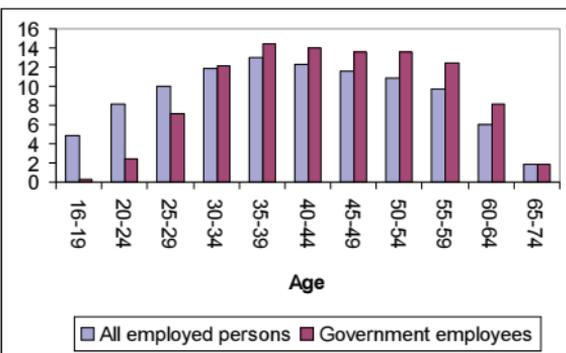
Higher Executive Officers, Executive Officers and Advisers are the largest categories of civil service posts. Other large post categories are Police Sergeants, Engineers and research and teaching posts at universities and university colleges.

## Age

**Figure 3. Age distribution on 1 October 2006**



**Figure 4. Age distribution for government employees compared with age distribution for all employed persons in Norway in 2006 (as a percentage)**

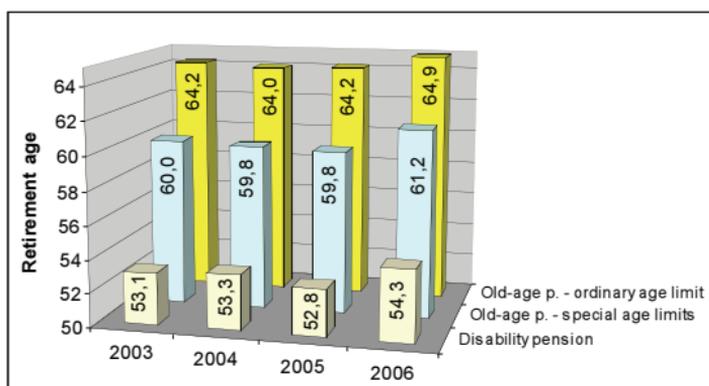


Source: Statistics Norway (SSB) and Norwegian Central Register of Government Employees (SST.)

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.

## Age

Figure 5. Average retirement age for employees entitled to old-age pension or disability pension 2003–2006



Source: Norwegian Public Service Pension Fund

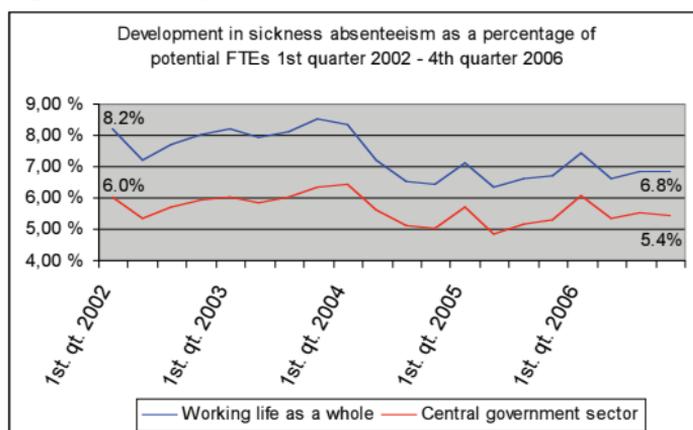
Persons who have left the civil service before reaching the retirement age but who have earned entitlement to a state pension (deferred pension) are not included.

The figure shows that the average age of retirement in the civil service for employees entitled to either old-age pension (including contractual early retirement pension and other early retirement pension) or disability pension. Employees subject to the *ordinary age limit* retire on average when they are 64.9 years old (the retirement age has increased by 0.7 year from 2003). Employees subject to *special age limits* (special posts, for example, in the police or the armed forces) retire on average when they are 61.2 years old (increased by 1.2 year from 2003). We see from the figure that the average retirement age for a disability pensioner is 54.3 years (up 1.2 year from 2003).

The average age of retirement in the civil service, when all types of pension have been taken into account (i.e. disability pension, old-age pension, contractual early retirement pension and other early retirement pension) has increased from 58.9 years in 2003 to 60.4 years in 2006.

## Sickness absenteeism

Figure 6. Developments in sickness absenteeism



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

Sickness absenteeism for the central government sector was 6.0 per cent in the 1st. quarter of 2001 and 2006. In the 4th quarter of 2006 the figure was 5.4 per cent. In working life as a whole the figures were 8.2 per cent in the 1st. quarter of 2002, 7.4 per cent in the 1st. quarter of 2006 and 6.8 per cent in the 4th quarter of 2006. The figures show that sickness absenteeism is - and has been - lower in the central government sector than in working life as a whole.

## Pay

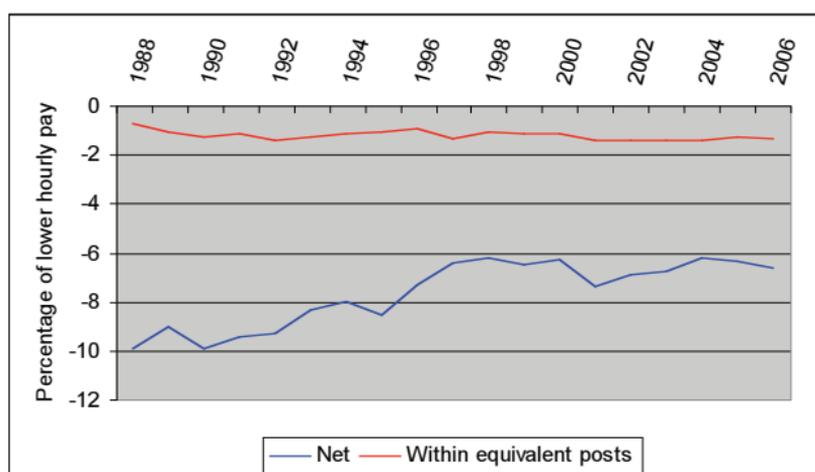
**Table 6. Average monthly pay for full-time employees in various types of undertaking on 1 October 2006**

	All	Women	Men
Ministries	35 241	33 208	37 380
Directories, supervisory authorities, etc.	33 870	31 738	36 006
Subordinate agencies	29 517	27 956	30 827
University colleges, universities, etc.	32 851	30 808	34 566
Industrial enterprises and installations	30 202	28 045	31 348
The defence Establishment	30 408	27 601	30 852
The educational Establishment*	31 595	31 294	32 264
All	31 168	29 460	32 403

\* National centres for special education run by the central government and state primary and lower and upper secondary schools

*Monthly pay* includes gross pay according to the standard rate and fixed and variable supplements excluding overtime pay.

**Figure 7. Pay differentials between female and male government employees 1988–2006. Percentage of lower hourly pay for female employees**



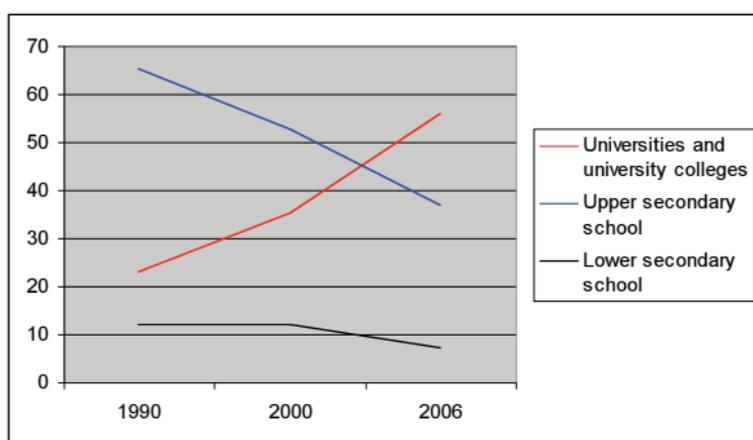
Source: Institute for social research (ISF).

**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 1988–2006 and the differential is now 1.4 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 10.0 per cent in 1988 to 6.7 per cent in 2006. The pay differential has increased by 0.4 per cent from 2005.

## Education

**Figure 8. Percentage distribution of full-time employees according to education 1990–2006**

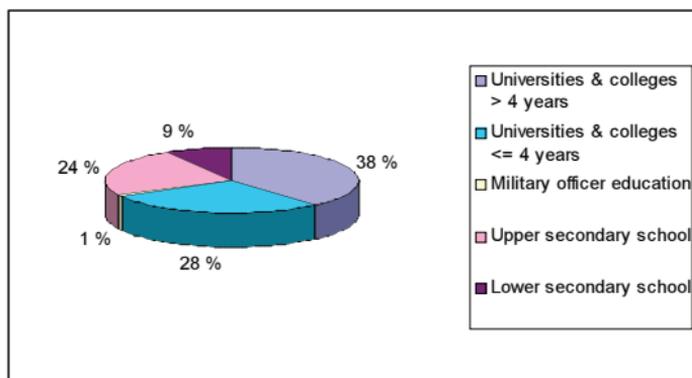


**Table 7. Full-time employees distributed according to education 1990–2006**

Highest level of education		1990	1992	1995	2000	2005	2006	
University and university colleges	more than 4 years	All	18 605	19 954	22 078	26 094	33 399	34 424
		Women	3 910	4 709	6 101	8 819	12 318	13 313
		Men	14 695	15 245	15 977	17 275	21 081	21 111
	0 - 4 year	All	12 289	17 639	16 329	20 793	23 749	25 120
		Women	5 671	7 591	7 739	10 267	11 416	12 422
		Men	6 618	10 048	8 590	10 526	12 333	12 698
Upper secondary schools including vocational training	All	87 510	78 355	68 523	70 088	39 122	39 217	
	Women	29 270	27 082	23 376	22 457	14 407	14 462	
	Men	58 240	51 273	45 147	47 631	24 715	24 755	
Primary and lower secondary school	All	16 009	23 448	19 290	16 081	7 887	7 716	
	Women	7 124	9 836	8 858	7 455	4 728	4 483	
	Men	8 885	13 612	10 432	8 626	3 159	3 233	
Unknown education	All	18 689	10 276	9 449	930	1 480	64	
	Women	4 415	1 465	1 412	190	444	36	
	Men	14 274	8 811	8 037	740	1 036	28	
Total full-time employees		153 102	149 672	135 669	133 986	105 637	106 541	

The table and the figure show a marked increase in the number of employees with education from universities and university colleges during the period 1990–2006, 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. In addition, there has been an increase in the general educational level of the population as a whole, and the introduction of new technologies and improved processes has reduced the demand for civil service staff with lower formal education.

**Figure 9. Level of education among new employees**



The figure shows an increase in the number of new employees with education from universities or university colleges. Among the 13 600 new employees in the period from 1 October 2005 to 1 October 2006, 66 per cent have education from universities or university colleges – typically, a master’s degree in law.