Federal Chancellery
Republic of Austria

The Austrian Federal Civil Service

Facts and Figures 2026

Austria's public service

Table 1: Key figures 2025, Population and labour market

Inhabitants (in thousands)	9,214
Employees (in thousands)	3,955
Unemployment (source: EUROSTAT)	5.7 %

Table 2: Key figures 2025, Economy and public sector

Gross domestic product (GDP, in € bn.)	514,3
Tax ratio (as a percentage of GDP)	44.3 %
Public expenditure (as a percentage of GDP)	55.2 %
Public sector staff and non-staff costs (as a percentage of GDP)	19.0 %
Public sector employees* (in thousands)	831

Source: Statistics Austria, *2024 data

Public administration in Austria is provided by the federal government, the Länder and municipalities. In addition, social insurance institutions, Chambers and other public-law entities are part of the public sector.

Table 3: Staffing levels at the different levels of government

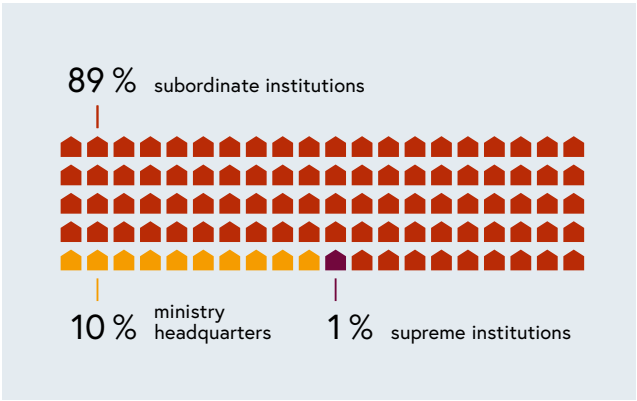
Level of government	**Staffing level**
Federal	138,100
Regional	153,244
Local	89,959
Total	**381,303**

Staffing levels in full-time equivalents, excluding agencies and institutions outside the Civil Service. Data as at: Federal 31.12.2025; regional and local 2024. Sources: Federal – MIS; Regional – data from the regions under the Austrian Stability Pact; Local – Statistics Austria

Employees of the state sector constitute the public service. Through service- and citizen-oriented performance of their duties, they make a significant contribution to generating positive momentum for society and the economy. This includes key areas such as education, security, administration, infrastructure, health, social affairs and environmental protection.

The Federal Civil Service

The federal government is divided into federal ministries and their subordinate institutions. Currently, 10 % of civil service personnel work at the headquarters of the ministries. The vast majority, 89 %, are assigned to subordinate institutions, including schools, courts, tax offices and police stations. Only 1 % of federal employees work in supreme institutions, such as the Office of the Federal President, the Parliamentary Administration, the Constitutional Court, the Supreme Administrative Court, the Ombudsman Board and the Court of Audit.



In addition, around 2,601 federal civil servants, measured in full-time equivalents, work in outsourced agencies, such as Statistics Austria, federal museums, the Public Employment Service, universities and probation services. Around 4,531 work in the successor companies of the former Postal and Telegraph Administration.

Occupational groups in the Federal Civil Service

The Austrian Federal Civil Service comprises eight occupational groups: administrative staff, schoolteachers, teachers at colleges of education, law enforcement officers, military personnel, judges and prosecutors, nurses, and school supervisory staff. Administrative staff work across all federal

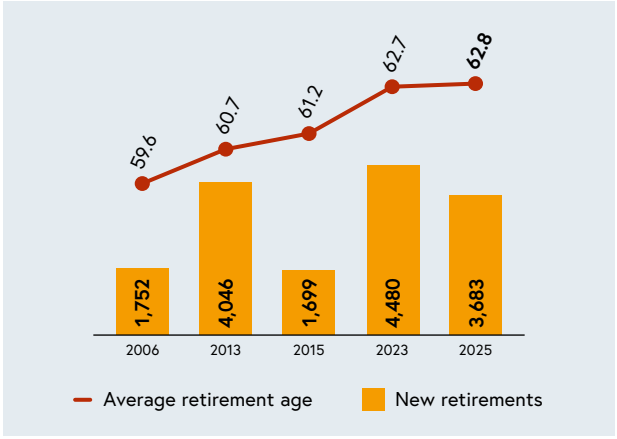
bodies, performing legal, economic, technical, psychological and administrative tasks.

Did you know? No ministry includes all eight groups. The Federal Ministry of Justice comes closest, with six represented.

	Staffing level	Average age	Proportion of women	Annual income (median)
Administrative service	47,757 FTE	45.7 years	54.8 %	51,705 Euro
Law enforcement	34,485 FTE	40.1 years	25.2 %	62,635 Euro
Judges and prosecutors	3,152 FTE	47.1 years	60.0 %	115,335 Euro
Schoolteachers	38,280 FTE	45.9 years	59.7 %	59,980 Euro
Teachers at colleges of education	1,182 FTE	49.8 years	63.2 %	82,192 Euro
Military	12,569 FTE	41.4 years	4.4 %	58,812 Euro

Retirements in the Federal Civil Service

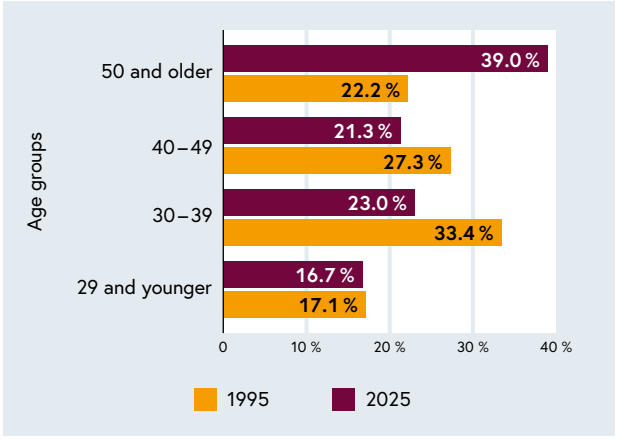
The average retirement age in the Federal Civil Service rose slightly to 62.8 years in 2025. This was mainly due to the decline in new retirements on grounds of incapacity for work and the increase in the retirement age in law enforcement service and administrative service, both of which affect the federal average retirement age.



Age structure of Federal civil service staff

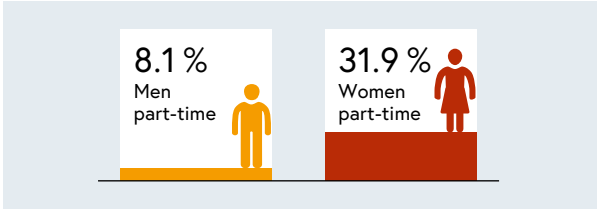
The average age of federal personnel was 44.1 years in 2025 and has been declining slightly since 2017. Still, the age structure remains uneven, with older cohorts strongly represented and younger cohorts underrepresented. By 2037, around 42 % of current staff are expected to retire. This poses challenges for human resources management, particularly in knowledge retention, training and age-appropriate working conditions.

Age groups 1995 and 2025



Part-time employment in the Federal Civil Service

The part-time share in the Federal Civil Service was 18.8 % in 2025. Women use part-time employment more often among both civil servants and contractual public employees.



Qualification levels of the Federal Civil Service staff

The Federal Civil Service traditionally has a highly qualified workforce. The share of employees with a university degree or upper secondary qualification has been rising for years and reached 51.5 % in 2025, compared with 42.3 % in the private sector.

Table 4: Share of university and upper secondary graduates 2025

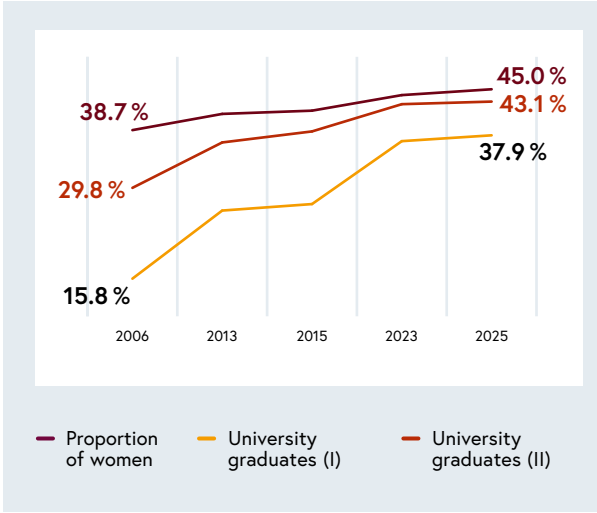
Gender	Federal Civil Service	Private sector
Women	63.7 %	47.4 %
Men	42.3 %	37.5 %

Internships and apprenticeships

The Federal Civil Service offers structured entry through tailored training, internships and apprenticeships. These include administrative and legal internships, as well as apprenticeship training for currently 1,484 people, plus 3,224 in legally separated public entities. As of 31 December 2025, 699 staff were training for officer roles in the Austrian Armed Forces.

Women and men in the Federal Civil Service

Women make up 45.0 % of the Federal Civil Service workforce, with their share rising steadily, including in law enforcement and the armed forces. While women account for 48.9 % of dependent employment nationally, a figure exceeded in 10 of 13 ministries, the Ministries of the Interior and Defence remain below average due to their high share of executive and military roles.



Women's representation in leadership is a key measure of gender equality. Since 2006, the share of women in the highest pay grades has increased across all four leadership levels. Progress has been strongest in Group I, including Secretaries-General, Directors-General and Directors, where the share of women rose by 22.1 percentage points.

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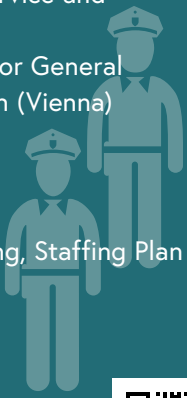

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