

Sectoral Activities Programme
Salaried Employees and Professional Workers' Branch

Bureau of Statistics

Working Papers

**Statistics on Public Sector Employment:
Methodology, Structures and Trends**

by **Messaoud Hammouya**



Bureau of Statistics

Working Papers

Statistics on Public Sector Employment: Methodology, Structures and Trends

by Messaoud Hammouya, Bureau of Statistics, ILO

**Working papers are preliminary documents intended
to stimulate discussion and critical comment**

International Labour Office Geneva

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Foreword

This working paper is the result of an interdepartmental study involving the Salaried Employees and Professional Workers Branch of the Sectoral Activities Department and the Bureau of Statistics of the International Labour Office (ILO).

The first version of this document was prepared as a contribution to the *"Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition"* concerning statistical information on employment in the public sector, which was held at the ILO Headquarters in Geneva from 14 to 18 December 1998¹. It also represented a first step towards answering the request of the *"Joint Meeting on the Impact of Structural Adjustment in the Public Services (Efficiency, Quality Improvement and Working Conditions)"*² in 1995, for comparable and useful statistics at the international level.

During the 1998 joint meeting, the discussions reflected a broad interest and increased expectation in this matter. This document now makes the study accessible to a larger audience. Comments and suggestions are welcomed and may be addressed to the Bureau of Statistics, ILO, CH-1211 Geneva, Switzerland. (E-mail: hammouya@ilo.org, hoffmann@ilo.org; Fax: +41 22 799 6957).

The ILO is indebted to the national statistical agencies which cooperated in providing statistical information on public sector employment by replying to the ILO questionnaire on the subject or supplying relevant reports or tabulated data currently available from surveys or other sources. Some of the available data are presented in this working paper.

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July 1999

¹ ILO, Report for discussion and Note on the proceedings (Documents JMPS/1998/8 and JMPS/1998).

² ILO, Final Report (document JMPS/1995/10).

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Introduction

The importance of the public sector is an indisputable social and economic reality throughout the world; there are over 450 million¹ people employed directly in the sector, at least 200 million of whom work in government units. Despite all of the past and present "turbulence", the world share of public employment in total world employment remains large - at around 30 percent depending on the levels of economic development and the role played by the State in the production of goods and services. Today the share of public employment in developed market-economy countries is close to 22 percent of total employment; the figure is around 40 percent in countries in transition and varies from 8 percent to 30 percent in developing countries.

In the past few years the effects of globalization, the reduction of public expenditure connected with structural adjustment and transition to market economies have entailed profound changes in public employment levels and structures in many countries. The extent and modes of transformation observed vary from one country to another. There is a serious lack of comparable statistics on public sector employment for analysis of and action on the impact of structural adjustment and transition and on human resource development in the public sector.

The final report of the 1995 joint meeting on *"the effect of structural adjustment in public services"* recommended that the International Labour Organisation (ILO) *"realise statistics on the public sector which are comparable and useful at the national level for countries wishing to develop their own capacity for analysing the information and applying it to national needs."* The survey on employment statistics in the public sector conducted by the Bureau of Statistics of the ILO in August 1998 was aimed at responding to that recommendation.

This survey is the first of its kind carried out by the ILO at global world level. The statistical data received from the national statistical bodies and collected from documentary sources concern over 80 countries and territories and relate to public employment by gender, level of administration, type of institution and type of economic activity. The purpose of the survey was limited to testing the possibility of creating a database on employment statistics in the public sector.

Although the results of the survey indicate that few countries provided data corresponding to those requested, it is nevertheless possible to collect statistics of this type. It would be desirable to renew the survey periodically and to extend it to other aspects of employment, such as pay, working time or training. An important source of international statistical data on employment in the public sector would thus be built up and regularly updated.

This report was developed in two sections: the first, "Methodology for collecting data" describes the context of the survey, examines the definitions and concepts and presents the procedure followed for preparing the questionnaire; the second section, "Results of the

¹ Estimated on the basis of the data collected in the survey described in the present report

survey", summarizes the data provided by the countries on structures and trends in the public sector employment in the form of tables and charts.

1. Methodology for collecting comparable data

The ILO Bureau of Statistics has been proceeding pragmatically since 1997 with a view to exploring the possibility of building up an international database on employment statistics in the public sector. This undertaking is a follow-up to the collaboration with the Public Management Department (PUMA) of the OECD, the results of which were presented in 1994 in a publication entitled "*Statistical sources on public sector employment*" (ILO/OECD, Paris 1994).

The present work was carried out with the collaboration of the Salaried Employees and Professional Workers Branch (TRAVINT) of the Sectoral Activities Department of the ILO and is part of the overall process of providing statistics on public sector employment which other international organisations, in particular the World Bank² and OECD³, have embarked upon.

Few other attempts have been made to compare methods and figures with a view to improving data collection and obtaining comparable statistics on public employment with as broad coverage of countries.

1.1 Background

In July 1997 the Bureau of Statistics conducted a first survey, mainly among the national statistical institutes of the ILO Member States, with a view to establish an inventory of the various national sources and methods used for compiling statistics on public sector employment. Examination of the preliminary results of that survey reveals great diversity in the manner in which employment levels and structures in the public sector are obtained.

This diversity must be taken into account in any study which involves international comparisons; these findings are as follows:

- In most countries there are at least two, if not more, national institutions which prepare statistics on public sector employment.
- There are different types of data sources which coexist within these institutions.
- The field of the public sector is defined by a set of public institutions according to the criteria chosen by the countries, and not all types of jobs and/or status situations of the persons employed are necessarily included.

² *World Development Report, 1997* and "An International Statistical Survey of Government Employment and Wages", *Policy Research Working Paper, No. 1806, August 1997*.

³ "Measuring Public Employment in OECD Countries: Sources, Methods and Results", *Working Paper, OECD/DG(97)232*.

- The coverage of the "public sector" statistics varies from one country to another and often from one institution to another within a given country. The definitions are usually determined by national legislation and reflect the historical development of the State and the evolution of the status of public institutions.
- There is very limited use of the standardised international definitions of the public sector.
- Very few countries conduct periodical and specific public employment surveys. In general, the data collected on public sector employment constitutes a sub-set of data which is collected in national surveys (censuses, labour force surveys, etc.) or which comes from a combination of various administrative sources (pay records, insurance records, etc.).

It transpires from these findings that considerable care must be taken in the comparison of public sector employment statistics and that the main difficulty relating to the comparability of data lies in the definition of the public sector. The national definitions vary from one country to another and with the risk that they may not be stable over time - hence the advantage of using common international definitions.

1.2 Concept and definitions

The most important international concept of the public sector is contained in the "System of National Accounts"⁴ (SNA 93).

Two major criteria are laid down in the SNA 93 for giving a precise definition of "government units" and, more broadly, the public sector: the criteria of "*market / non-market*" and "*control and financing*". The simultaneous application of these two criteria to every activity where goods or services are produced traces the boundary between the public and the private sector. And in order to make the definition clearer and more transparent a distinction is made between the institutional levels of government: three levels are differentiated - the *central level*, the *federal State level* (or the regional level), and the *local level*.

The *public sector* is thus defined as all market or non-market activities which at each institutional level are controlled and mainly financed by public authority. It is composed of a general government sector and a public corporation sector (figure a, page 4).

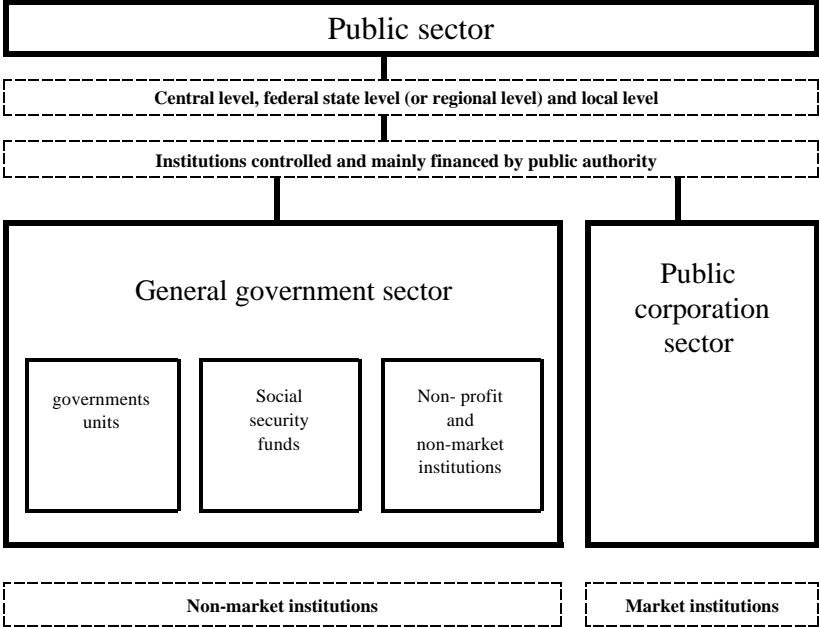
The *general government sector* is made up of all of the government units, social security funds and non-profit, non-market public or private institutions which are controlled and mainly financed by public authority.

⁴ "System of National Accounts", Commission of the European Communities, International Monetary Fund, Organisation for Economic Cooperation and Development, United Nations, World Bank, Bruxelles/Luxembourg, New York, Paris, Washington, D.C., 1993.

The *public corporation sector* comprises all of the institutional units which produce for the market and are controlled and mainly financed by public authority.

The definitions are set out in further detail in Annex 2, page 39, in the "general instructions" of the questionnaire.

Figure a:
Public sector according to SNA 93



1.3 The survey questionnaire

The above-mentioned findings and national data-collecting practices were taken into account in the designing of the questionnaire.

Description of the questionnaire

The questionnaire is composed of four tables, a set of instructions for completing the tables and an annex reproducing an extract from Chapter IV - "Institutional units and sectors" of the System of National Accounts 1993. It was drawn up in English, French and Spanish.

The first two tables (Table 1A "Total" and Table 1B "Women") relate to public sector employment data by type of institution and level of government, as well as to private sector employment.

The other two tables (Table 2A "Total" and Table 2B "Women") concern public sector employment by economic activity according to the International Standard Industrial Classification of all Economic Activities (ISIC Rev. 2 or ISIC Rev. 3).

For each of these tables the agencies were requested to provide the data for four years: the latest year available plus 1995, 1990 and 1985, or years close to those years. They were also asked to indicate the type of source and unit of measurement used.

The choices made

1. Tables 1A and 1B are an accurate representation of the only standard international definition of the public sector, that which is contained in the System of National Accounts 1993: each type of institution is represented by a heading in the table.
2. The ISIC Rev. 2 and Rev. 3 classifications do not make any distinction between the public and the private sector like the SNA does; on the other hand, however, both identify a part of the public sector, "Administration, national defence and compulsory social insurance" represented by category 91 of ISIC Rev. 2 and category L of ISIC Rev. 3 respectively. The decision to add 2 tables with these classifications was motivated by the following considerations:
 - In certain countries the only possibility of obtaining approximate estimates for public sector employment is to base them on the ISIC Rev. 2 or Rev. 3 categories; the collection of such statistics is not yet linked to the SNA 93 definitions.
 - The public employment data by economic activity can make the structural changes and the consequences of privatisation measures in the public sector more visible.
3. By virtue of their responsibility for the national statistical system in its entirety, the methodology of data collection and the fact that they publish data at regular intervals, the national statistical bodies are best equipped for collecting such statistics or to forward the questionnaire to the most competent institution. Therefore, it was to the national statistics that the questionnaire was sent.

2. The results of the collection of data

2.1 Overview of the replies

The ILO started to receive the replies to the questionnaire in early September 1998, and 77 countries and territories had replied by the end of November 1998. Some twenty countries promised to send in their replies in the near future.

A total of 216 questionnaires were sent out, and the reply rate was approximately 36%. This rate could have been higher if the deadline for returning the questionnaire - which had been set at one month - had been longer and if the purpose of the questionnaire had been other than a test. However, 36% is a fairly good rate compared to other similar surveys.

Of the 77 replies received, 3 questionnaires were unusable. The data supplied by the countries was supplemented with data from documentary sources pertaining to 10 other countries (publications of national statistical bodies). Taken as a whole, the Database on Public Sector Employment Statistics (DBPSE) contains data on 84 countries.

In Table "a", it will be noticed that the data comes mainly from 4 types of data sources: labour force surveys, establishment surveys, administrative registers and a combination of various sources.

Table a	Data source	%
Distribution of replies per type of data source	Labour force Survey	23
	Establishment survey	23
	Administrative registers	18
	Combinaison of different sources	24
	Population census	4
	Others	10
	Total	100

Concerning the type of measurement used, the most of the data provided are expressed in number of "employed persons", as is demonstrated in Table "b".

Table b	Unit of measurement	%
Distribution of replies by unit of measurement	Employed persons	75
	Persons with regular contracts	2
	Persons working full time	5
	Employment as full time equivalent	4
	Paid Employment	1
	Others	13
	Total	100

Most of the data collected concerns "total" public service employment, whether broken down by type of institution, level of government or economic activity. This is the data requested in Tables 1A and 2A of the questionnaire. In the case of the data on the employment of women, only one out of every two countries filled in at least one of the tables (Tables 1B and 2B).

It should be noted that all of the countries which replied to the questionnaire supplied very recent aggregated data. However, in most of the replies to the questionnaire few figures relate to years prior to 1990 and the definition of the public sector used is not mentioned directly.

Consequently, in the case of a large number of countries, the data supplied does not provide a basis for observing developments in the public sector over a period exceeding 5 - 10 years and they only approximates the definitions given in SNA 93.

2.2 Charts and tables of figures

Although the data contained in the DBPSE relates to only 84 countries and territories, it provides a basis for revealing the general and current features concerning employment structures and trends in the public sector by group of countries. The following charts and tables of figures have been drawn up to illustrate these structures and trends.

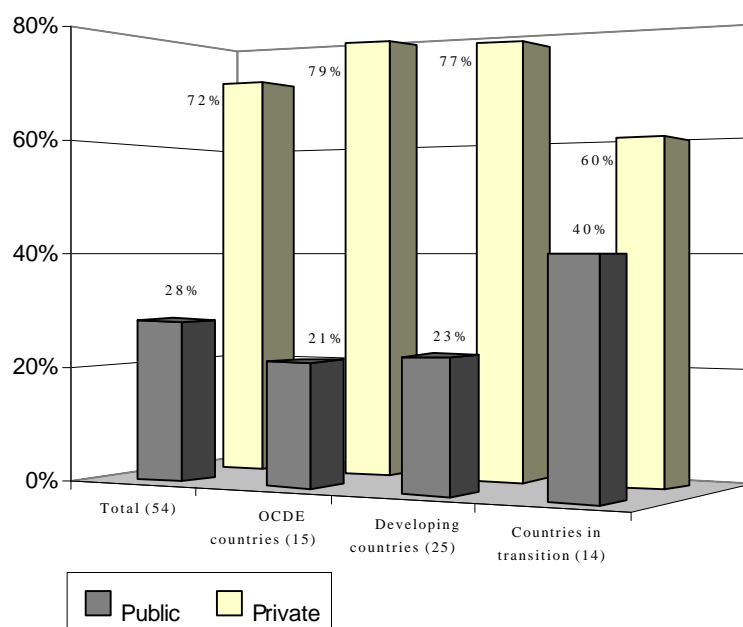
2.2.1 Employment structures in the public sector

Share of public employment in total employment

Figures 1, 2, 3 and 4 illustrate the share of public employment in total employment⁵ by country and for recent years. The figures quoted in the charts have been taken from the column headed "Share of public employment in total employment" of **Table 1** "Total employment and public employment by sex", page 12.

Figure 1

Share of public and private employment by group of countries¹
(Average of the national percentages)



¹ In brackets the number of countries considered.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

These charts show that there are big differences in the employment contributions of public sector employment to total employment and thus in the degrees of participation of government units in the production of goods and services. In the countries for which data is available, the share of public employment ranges from 5% (Philippines) and 8% (South Africa and Japan) to over 55% (Azerbaijan and Belarus).

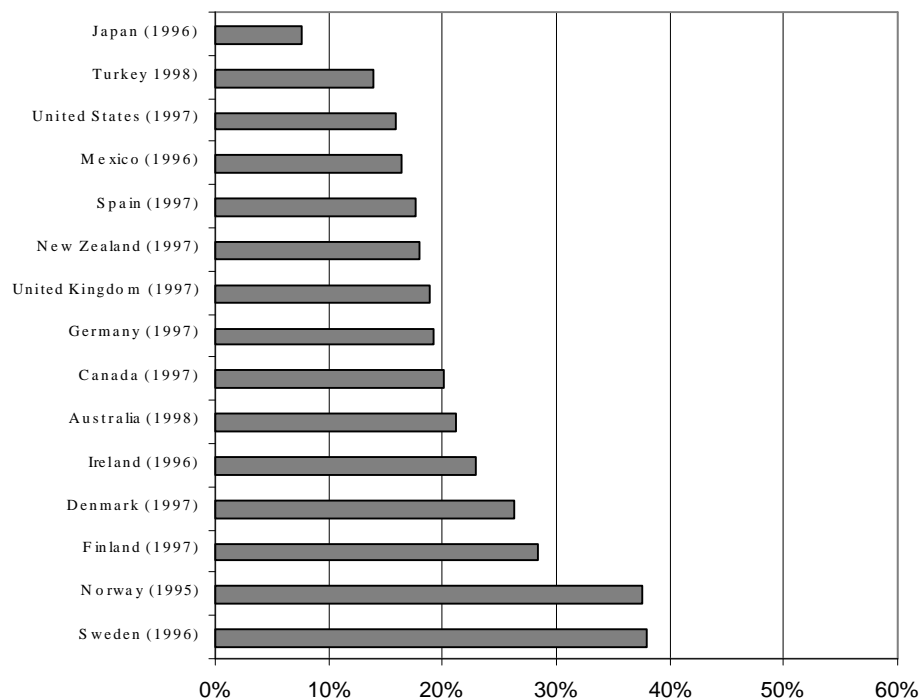
In the case of the OECD countries, the share of public employment in total employment is close to 21%; it is around 40% in countries in transition to a market economy.

⁵ In the case of the majority of developing countries, total employment corresponds to formal sector employment.

The figures for developing countries are very variable, ranging from 5% in the Philippines to 50% in India and Egypt.

Figure 2

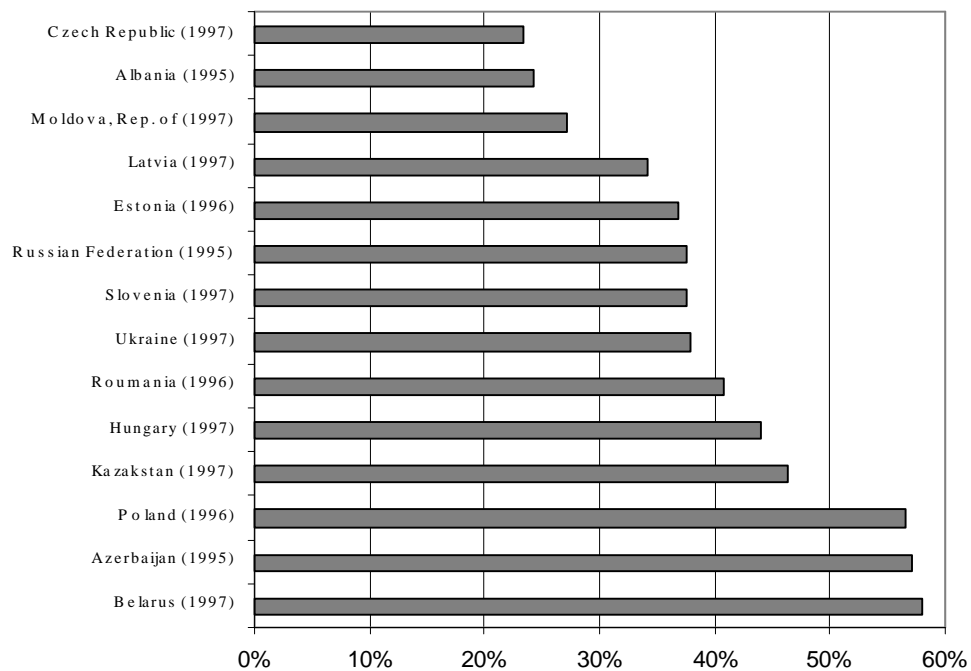
Share of public employment in total employment in 15 OECD countries¹



¹By order of increasing percentages of the share of public employment in total employment.
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 3

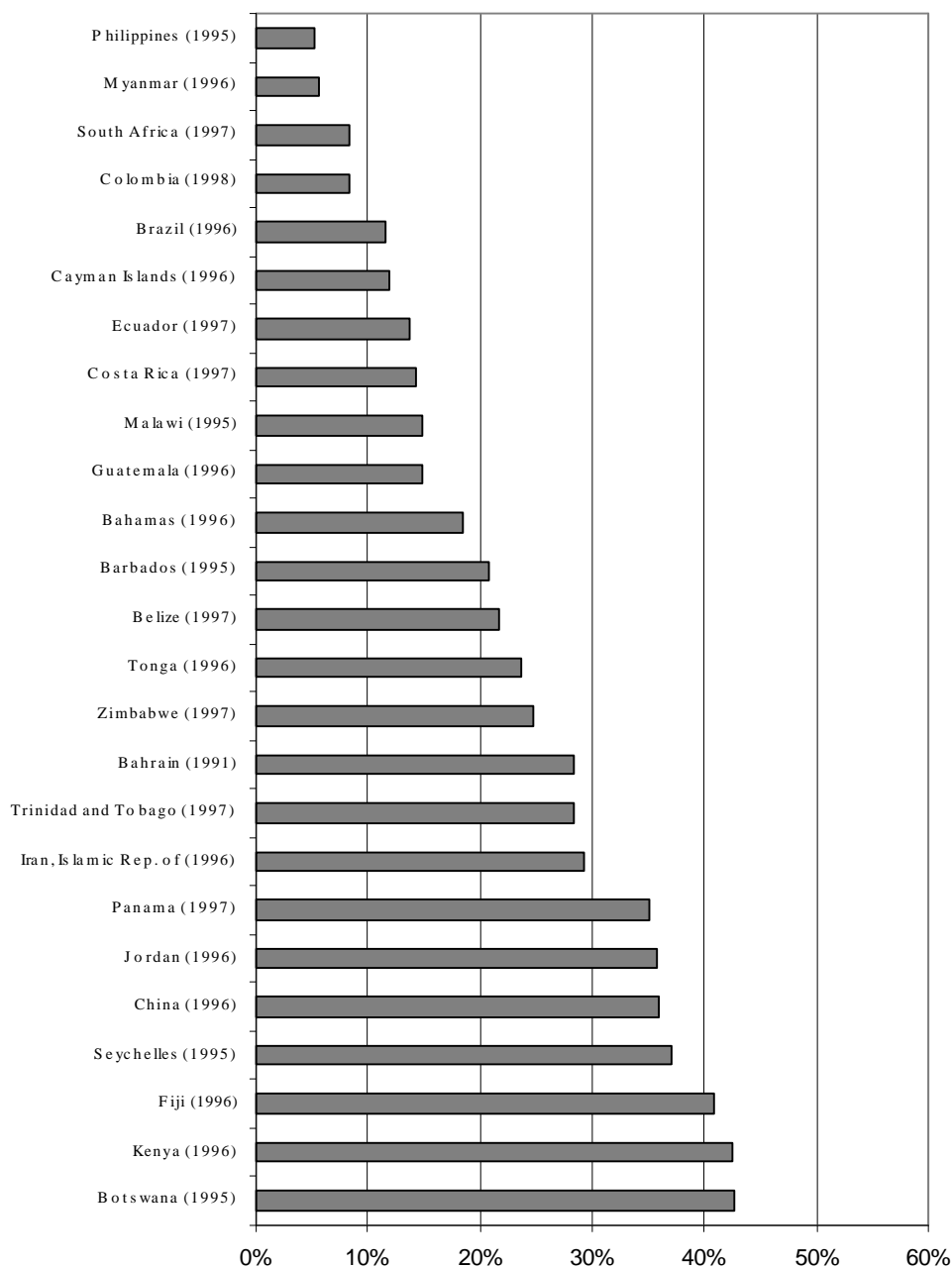
Share of public employment in total employment in 14 countries in transition¹



¹By order of increasing percentages of the share of public employment in total employment.
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 4

Share of public employment in total employment in 25 developing countries¹



¹ By order of increasing percentages of the share of public employment in total employment.

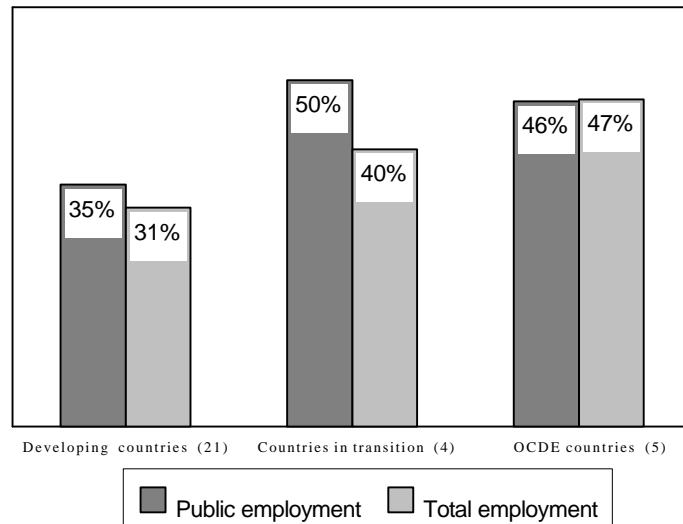
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Employment of women in the public sector

Figure 5 shows that in the case of most of the countries for which figures are available the share of employment of women in public sector employment is higher than in total employment. It is also observed that there are relatively less women employed in the public sector in developing countries (35%) than in OECD countries (50%) or countries in transition (46%).

Figure 5

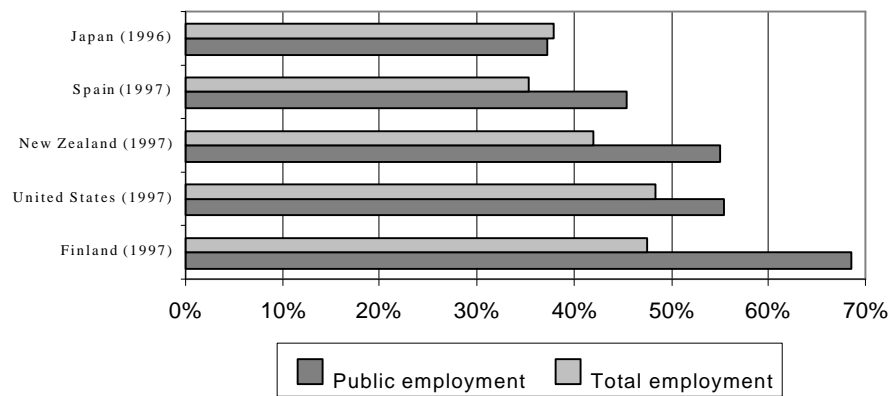
Share of the employment of women in total and public employment by group of countries
(average of national percentages)¹



¹In brackets the number of countries considered
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 6

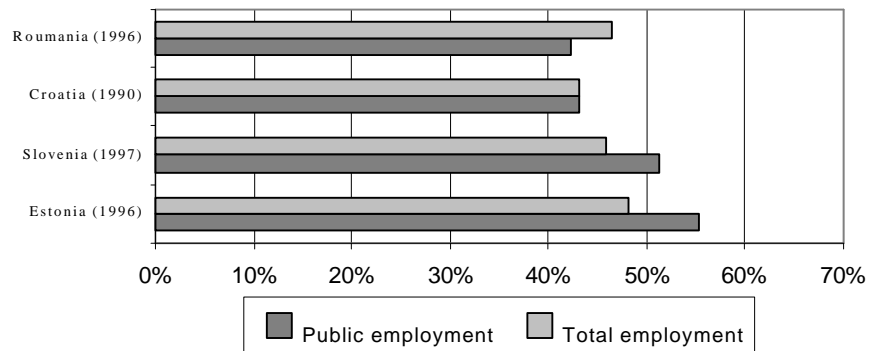
Share of the employment of women in total and public employment in 5 OECD countries¹



¹By order of increasing percentages of the share of the employment of women in public employment.
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 7

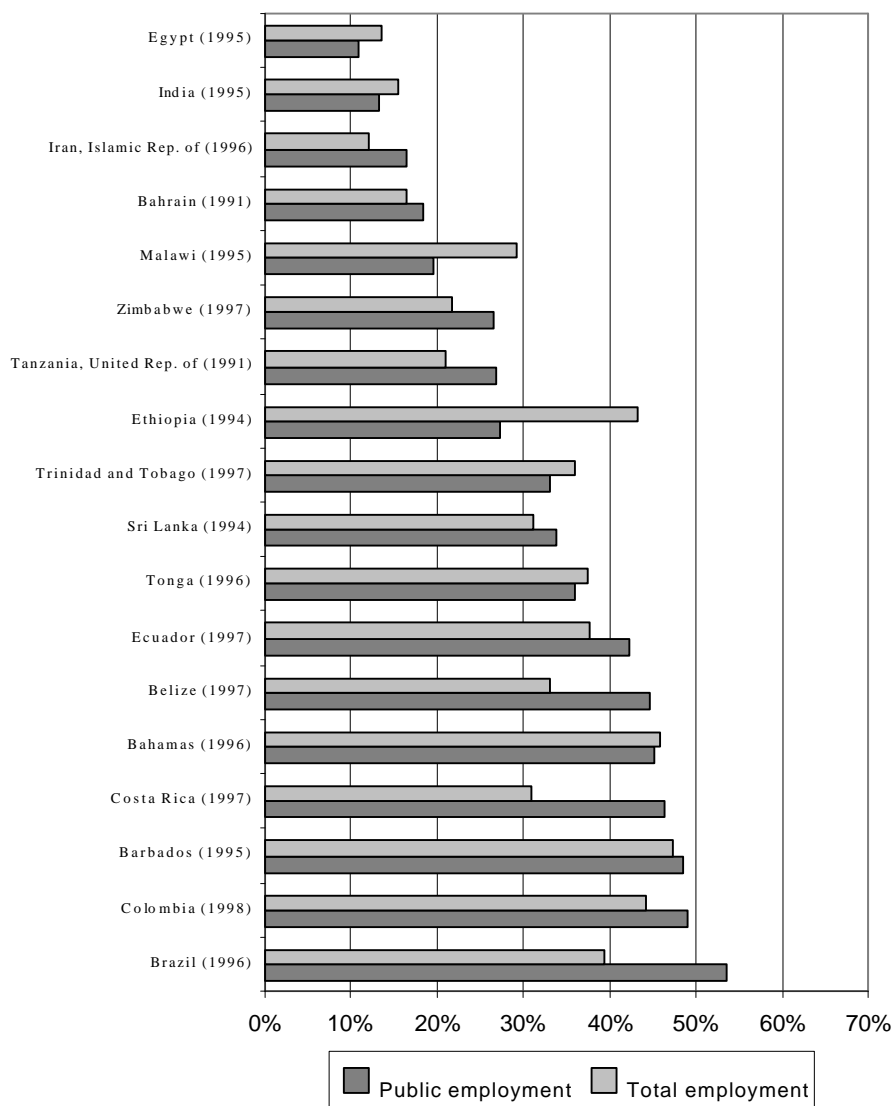
Share of the employment of women in total and public employment in 4 countries in transition¹



¹By order of increasing percentages of the share of the employment of women in public employment.
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 8

Share of the employment of women in total and public employment in 18 developing countries¹



¹By order of increasing percentages of the share of the employment of women in public employment.
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Table 1: Total employment and public employment by sex

(Thousands)

Country (or territory)	Last year available	Total employment			Public employment			Share of public empl. in total empl. %
		Total	Women	Share of women in total %	Total	Women	Share of women in total %	
Albania	1995	1137.9	..	..	275.9	105.3	38.2	24.2
Australia	1998	6800.4	..	..	1433.7	..	..	21.1
Azerbaijan	1995	2837.3	..	..	1622.9	733.6	45.2	57.2
Bahamas	1996	129.8	59.4	45.8	23.9	10.8	45.1	18.4
Bahrain	1991	212.1	34.9	16.5	60.0	11.1	18.4	28.3
Barbados	1995	110.0	52.0	47.3	22.9	11.1	48.5	20.8
Belarus	1997	4369.9	..	..	2536.3	..	..	58.0
Belize	1997	45.6	15.1	33.2	9.9	4.4	44.6	21.6
Botswana ¹	1995	233.5	..	..	99.4	39.6	39.9	42.6
Brazil	1996	68040.2	26715.4	39.3	7839.9	4201.1	53.6	11.5
Burkina Faso	1997	..	..	..	49.2	11.4	23.1	..
Canada	1997	13940.6	..	..	2797.8	..	..	20.1
Cayman Islands	1996	19.4	..	..	2.3	..	..	12.0
China ²	1996	688500.0	..	..	247520.0	..	..	36.0
Colombia ³	1998	5816.8	2573.7	44.2	487.3	239.3	49.1	8.4
Costa Rica	1997	1227.3	378.1	30.8	174.9	81.2	46.4	14.2
Croatia ⁴	1990	1571.7	677.9	43.1	1509.6	651.4	43.2	96.1
Cyprus	1995	285.1	..	..	47.0	..	..	16.5
Czech Republic	1997	4993.3	..	..	1167.8	..	..	23.4
Denmark	1997	3578.0	..	..	938.3	600.1	64.0	26.2
Dominican Republic	1998	..	..	..	287.7	117.1	40.7	..
Ecuador	1997	3062.2	1152.6	37.6	422.7	178.6	42.3	13.8
Egypt ⁵	1995	1726.1	233.0	13.5	1206.8	130.1	10.8	69.9
Estonia	1996	645.6	310.2	48.0	238.3	131.6	55.2	36.9
Ethiopia	1994	25883.2	11171.9	43.2	711.6	194.4	27.3	2.7
Fiji	1996	110.1	..	..	44.9	10.6	23.6	40.8
Finland	1997	2170.0	1029.0	47.4	618.0	423.0	68.4	28.5
Gambia	1998	..	..	..	17.3	3.5	20.3	..
Germany	1997	33962.0	..	..	6517.0	..	..	19.2
Guatemala	1996	852.2	..	..	127.0	..	..	14.9
Hungary	1997	2194.6	..	..	967.9	..	..	44.1
India ⁶	1995	27987.0	4304.1	15.4	19689.0	2616.3	13.3	70.4
Iran, Islamic Rep. of	1996	14571.6	1765.4	12.1	4258.0	698.3	16.4	29.2
Ireland	1996	1297.0	..	..	297.0	..	..	22.9
Isle of Man	1996	33.6	14.9	44.4	7.7	4.0	51.1	23.1
Japan	1996	67781.3	25739.7	38.0	5198.2	1932.7	37.2	7.7
Jordan	1996	..	..	..	..	..	..	35.8
Kazakhstan	1997	12080.1	..	..	5607.8	..	..	46.4
Kenya	1996	1622.3	..	..	689.8	..	..	42.5
Latvia	1997	1046.0	..	..	357.0	..	..	34.1
Libyan Arab Jamahiriya	1995	1025.1	..	..	678.5	166.0	24.5	66.2
Malawi	1995	700.6	203.9	29.1	104.1	20.4	19.6	14.9
Malaysia	1998	..	..	..	664.1	268.0	40.4	..
Malta	1998	132.4	36.5	27.6	49.8	12.4	24.8	37.6
Mexico	1996	28281.8	..	..	4626.5	..	..	16.4
Moldova, Rep. of ⁷	1997	1646.0	..	..	446.0	..	..	27.1

Table 1: Total employment and public employment by sex (cont.)

(Thousands)

Country (or territory)	Last year available	Total employment			Public employment			Share of public empl. in total empl. %
		Total	Women	Share of women in total %	Total	Women	Share of women in total %	
Morocco ⁸	1996	..	..	..	855.2	..	..	..
Myanmar	1996	17587.0	..	..	970.4	369.2	38.0	5.5
New Zealand ⁹	1997	1368.9	574.1	41.9	247.2	136.1	55.1	18.1
Norway	1995	2105.5	..	..	791.8	..	..	37.6
Oman	1997	..	..	..	69.1	..	..	..
Panama	1997	440.0	..	..	154.2	72.6	47.0	35.0
Philippines	1995	25677.0	..	..	1328.0	..	..	5.2
Poland	1996	9443.8	..	..	5341.3	..	..	56.6
Puerto Rico	1997	1132.0	464.0	41.0	309.0	160.0	51.8	27.3
Roumania	1996	9379.0	4357.4	46.5	3829.3	1621.5	42.3	40.8
Russian Federation ¹⁰	1995	67100.0	..	..	25229.6	..	..	37.6
Senegal	1997	..	..	..	71.9	..	..	..
Seychelles	1995	25.7	..	..	9.5	..	..	37.0
Slovenia	1997	717.9	329.2	45.9	270.1	138.5	51.3	37.6
South Africa	1997	5255.6	..	..	436.8	..	..	8.3
Spain	1997	12764.6	4497.7	35.2	2259.1	1025.4	45.4	17.7
Sri Lanka ¹¹	1994	5148.3	1606.2	31.2	739.5	248.9	33.7	..
Sweden	1996	3529.0	..	..	1338.0	..	..	37.9
Tanzania, United Rep. of	1991	923.4	193.0	20.9	500.2	133.7	26.7	54.2
Tonga	1996	29.4	11.0	37.4	7.0	2.5	35.9	23.7
Trinidad and Tobago	1997	460.0	165.4	36.0	130.2	43.1	33.1	28.3
Turkey	1998	21230.0	5953.0	28.0	2971.0	643.0	21.6	14.0
Ukraine	1997	22598.0	..	..	8562.0	..	..	37.9
United Kingdom	1997	26782.0	..	..	5052.0	..	..	18.9
United States ¹²	1997	122690.0	59380.0	48.4	19570.0	10859.0	55.5	16.0
Zimbabwe	1997	1323.4	286.8	21.7	328.2	87.0	26.5	24.8

NB: In most developing countries total employment corresponds to formal sector employment. ..= Does not apply.

(1) In public sector employment, only employees with regular contracts. (2) Public employment in the State, State-owned units and township and village enterprises. (3) 7 main cities in the country. (4) Persons employed by the Ministry of the Interior and the Ministry of Defence are not included in public employment. (5) Persons employed in private establishments with less than ten employees are not included in total employment. (6) Only the public sector and private enterprises with more than ten employees, excluding agriculture. (7) Total employment in urban regions. (8) Only the regions situated on the left bank of the Rivers Dnester and M. Bender. (9) Excluding agriculture; public employment does not include employment in the Central Bank. (10) Public employment in government and the enterprises and organisations owned by the State and the municipalities. (11) The provinces in the north and east of the country. (12) Persons employed in non-agricultural activities; only employment in the general government sector.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

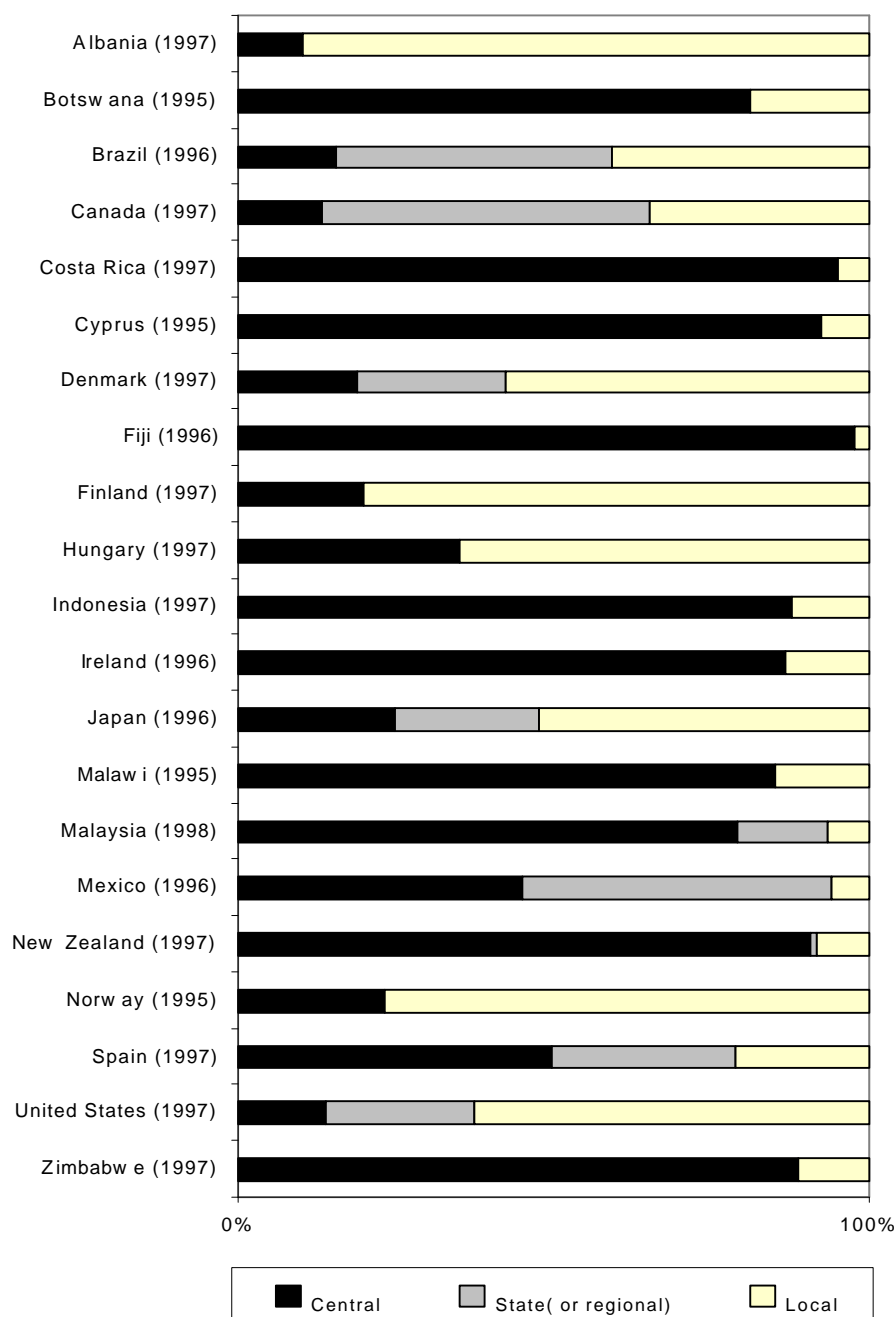
Public employment by type of institution and level of government

The figure below gives a panorama of the distribution of public employment by level of government. The data is presented in **Table 2** "Public employment by type of institution and level of government", page 15.

As can be seen, the distribution of responsibilities and of the conducting of activities over the various levels depends more on the social and political context than on the size of the country or the level of economic development.

Figure 9

Contribution expressed as percentages of the levels of government to employment in the general government sector in 21 countries¹



¹ By alphabetical order of countries.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Table 2: Public employment by type of institution and level of government
**Total
(Thousands)**

Country (or territory)	Last year available	Level of admin.	General government sector					Public Corporation sector		Public sector	
			Govern. units	social security funds	No Profit institut.	Total Number	%	Number	%	Numbre	%
Albania	1997	Central	1.9	0.1	12.7	14.7	10.1	..	..	..	..
		Local	6.9	1.0	122.8	130.6	89.9	..	..	..	..
		Total	8.7	1.1	135.5	145.3	100.0	81.0	100.0	226.3	100.0
Azerbaijan	1995	Total	1220.1	11.3	67.9	1299.3	100.0	323.6	100.0	1622.9	100.0
Bangladesh	1993	Total	..	..	..	971.0	100.0	..	..	..	..
		Total	..	..	..	1130.4	100.0	1405.9	100.0	2536.3	100.0
Belize	1997	Total	..	..	..	5.9	100.0	4.0	100.0	9.9	100.0
		Central	..	..	..	70.1	81.2	13.2	100.0	83.3	83.7
		Local	..	..	..	16.2	18.8	..	..	16.2	16.3
Botswana ¹	1995	Total	..	..	..	86.2	100.0	13.2	100.0	99.4	100.0
		Central	..	..	..	70.1	81.2	13.2	100.0	83.3	83.7
		Local	..	..	..	16.2	18.8	..	..	16.2	16.3
Brazil	1996	Central	913.9	62.8	..	976.8	15.7	491.6	30.7	1468.3	18.7
		State (regional)	2705.3	21.9	..	2727.2	43.7	658.0	41.1	3385.2	43.2
		Local	2518.5	15.2	..	2533.8	40.6	452.6	28.2	2986.4	38.1
		Total	61137.7	99.9	..	6237.7	100.0	1602.2	100.0	7839.9	100.0
Canada	1997	Central	338.0	..	..	338.0	13.3	92.3	35.5	430.3	15.4
		State (regional)	342.0	..	972.8	1314.8	51.8	119.7	46.0	1434.5	51.3
		Local	343.8	..	541.1	884.9	34.9	48.1	18.5	933.0	33.3
		Total	1023.8	..	1513.9	2537.7	100.0	260.1	100.0	2797.8	100.0
Cayman Islands	1996	Central	2.1	..	..	2.1	100.0	0.2	100.0	2.3	100.0
		Total	2.1	..	..	2.1	100.0	0.2	100.0	2.3	100.0
Costa Rica ²	1997	Central	85.6	28.7	79.4	193.7	95.2	..	..	193.7	95.2
		Local	9.9	..	..	9.9	4.8	..	..	9.9	4.8
		Total	95.4	28.7	79.4	203.6	100.0	..	..	203.6	100.0
Cyprus	1995	Central	..	..	..	35.2	92.3	..	..	..	..
		Local	..	..	..	3.0	7.7	..	..	..	..
		Total	..	..	..	38.1	100.0	8.4	100.0	47.0	100.0
Czech Republic	1997	Total	741.3	7.3	..	748.6	100.0	419.2	100.0	1167.8	100.0
Denmark	1997	Central	..	..	..	262.6	19.0	..	..	..	..
		State (regional)	..	..	..	323.9	23.4	..	..	..	..
		Local	..	..	..	798.0	57.6	..	..	..	..
		Total	..	..	..	1384.5	100.0	116.1	100.0	938.3	100.0
Estonia	1996	Total	..	..	..	154.5	100.0	83.8	100.0	238.3	100.0
Fiji	1996	Central	30.3	..	..	30.3	97.7	13.9	95.1	44.2	98.4
		Local	0.7	..	..	0.7	2.3	0.7	4.9	0.7	1.6
		Total	31.0	..	..	31.0	100.0	14.6	100.0	44.9	100.0
Finland	1997	Central	71.0	1.0	32.0	104.0	19.9	80.0	40.8	144.0	23.2
		Local	35.0	259.0	124.0	418.0	80.1	116.0	59.2	476.0	76.8
		Total	106.0	260.0	156.0	522.0	100.0	196.0	100.0	620.0	100.0

Table 2: Public employment by type of institution and level of government (cont.)

Total
(Thousands)

Country (or territory)	Last year available	Level of admin.	General government sector					Public Corporation sector		Public sector	
			Govern. units	social security funds	No Profit institut.	Total		Number	%	Numbre	%
						Number	%				
Germany	1997	Total	..	..	..	5210.0	100.0	1307.0	100.0	6517.0	100.0
Hungary	1997	Central	255.8	10.9	..	266.7	35.2	..	..	..	..
		Local	491.3	..	..	491.3	64.8	..	..	..	..
		Total	747.1	10.9	..	758.0	100.0	209.9	100.0	967.9	100.0
Indonesia	1997	Central	3588.7	..	..	3588.7	87.7	..	..	..	..
		Local	505.6	..	..	505.6	12.3	..	..	..	..
		Total	4094.3	..	..	4094.3	100.0	..	..	..	..
Ireland	1996	Central	..	..	..	196.6	86.7	54.0	100.0	250.6	89.2
		Local	..	..	..	30.2	13.3	..	..	30.2	10.8
		Total	..	..	..	226.8	100.0	54.0	100.0	280.8	100.0
Japan	1996	Central	..	..	..	..	..	..	..	1290.8	24.8
		State (regional)	..	..	..	..	..	..	..	1191.5	22.9
		Local	..	..	..	..	..	..	..	2716.0	52.2
		Total	..	..	..	..	..	..	..	5198.2	100.0
Kazakhstan	1997	Total	1903.7	..	..	1903.7	100.0	3704.1	100.0	5607.8	100.0
Korea, Republic of	1996	Total	..	..	..	927.8	100.0	..	..	..	..
Macau	1997	Total	..	..	..	17.6	100.0	..	..	..	..
Malawi ³	1995	Central	88.5	..	..	88.5	85.0	49.8	100.0	138.3	89.8
		Local	15.6	..	..	15.6	15.0	..	..	15.6	10.1
		Total	104.1	..	..	104.1	100.0	49.8	100.0	153.9	100.0
Malaysia	1998	Central	..	..	..	..	..	..	..	526.1	79.2
		State (regional)	..	..	..	..	..	..	..	93.7	14.1
		Local	..	..	..	..	..	..	..	44.2	6.7
		Total	..	..	..	..	..	..	..	664.1	100.0
Malta	1998	Total	31.4	0.7	..	32.1	100.0	17.7	100.0	49.8	100.0
Mexico	1996	Central	1419.4	433.1	..	1852.5	45.1	517.4	100.0	2370.0	51.2
		State (regional)	2005.6	..	..	2005.6	48.8	..	..	2005.6	43.3
		Local	251.0	..	..	251.0	6.1	..	..	251.0	5.4
		Total	3676.0	433.1	..	4109.1	100.0	517.4	100.0	4626.6	100.0
Moldova, Rep. of ⁴	1997	Total	25.0	..	23.0	48.0	100.0	398.0	100.0	446.0	100.0
New Zealand ⁵	1997	Central	190.0	2.0	..	192.0	90.7	19.1	55.2	211.1	85.7
		State (regional)	2.5	..	..	2.5	1.2	..	..	2.5	1.0
		Local	17.2	..	..	17.2	8.1	15.5	44.8	32.7	13.3
		Total	209.7	2.0	..	211.7	100.0	34.6	100.0	246.3	100.0
Norway	1995	Central	..	..	..	149.9	23.1	116.0	81.7	266.4	33.6
		Local	..	..	..	500.0	76.9	25.0	17.6	525.4	66.4
		Total	..	..	..	649.9	100.0	142.0	100.0	791.8	100.0
Oman	1997	Total	..	..	..	96.6	100.0	7.0	100.0	69.1	100.0
Panama	1997	Total	92.9	..	..	92.9	100.0	61.3	100.0	154.2	100.0

Table 2: Public employment by type of institution and level of government (cont.)

Total
(Thousands)

Country (or territory)	Last year available	Level of admin.	General government sector					Public Corporation		Public sector	
			Govern. units	social security funds	No Profit institut.	Total		Number	%	Numbre	%
						Number	%				
Philippines	1995	Total	..	..	..	1208.0	100.0	120.0	100.0	1328.0	100.0
Poland	1996	Total	290.3	41.5	2099.0	2430.8	100.0	2910.5	100.0	5341.3	100.0
Roumania	1996	Total	..	..	..	125.1	100.0	3704.2	100.0	3829.3	100.0
Russian Federation ⁶	1997	Total	1045.4	137.7	1350.2	2533.3	100.0	23361.5	100.0	25894.8	100.0
Senegal	1997	Central	66.3	..	..	66.3	100.0	5.5	100.0	71.9	100.0
		Total	66.3	..	..	66.3	100.0	5.5	100.0	71.9	100.0
Singapore	1997	Total	..	..	..	97.5	100.0	..	..	..	..
Slovenia	1997	Total	..	..	..	121.5	100.0	148.7	100.0	270.1	100.0
Spain	1997	Central	615.8	372.6	..	988.4	49.8	..	..	988.4	43.8
		State (regional)	578.3	..	..	578.3	29.1	..	..	578.3	25.6
		Local	418.5	..	..	418.5	21.1	..	..	418.5	18.5
		Total	1612.6	372.6	..	1985.2	100.0	270.1	100.0	2259.1	100.0
Syrian Arab Republic	1995	Total	..	..	..	760.8	100.0	..	..	..	..
Tanzania, United Rep. of	1991	Central	319.5	..	..	319.5	100.0	180.8	100.0	500.2	100.0
		Total	319.5	..	..	319.5	100.0	180.8	100.0	500.2	100.0
Tonga	1996	Total	5.3	..	..	5.3	100.0	1.7	100.0	7.0	100.0
Trinidad and Tobago	1997	Total	..	..	..	105.1	100.0	25.1	100.0	130.2	100.0
United States ⁷	1997	Central	..	..	..	..	..	..	..	2699	13.8
		State (regional)	..	..	..	..	..	..	..	4594	23.5
		Local	..	..	..	..	..	..	..	12276	62.7
		Total	..	..	..	..	..	..	..	19570	100.0
Zimbabwe	1997	Central	..	..	..	249.0	88.7	43.1	90.0	..	..
		Local	..	..	..	31.6	11.3	4.5	9.4	..	..
		Total	..	..	..	280.6	100.0	47.9	100.0	328.2	100.0

NB: In most developing countries total employment corresponds to formal sector employment. .. = Does not apply.

(1) In public sector employment, only employees with regular contracts. (2) Employment in "non-profit" institutions corresponds to employment in autonomous and semi-autonomous institutions. (3) Employment in social security funds and other non-profit institutions is included in the private sector. (4) Only the regions situated on the left bank of the Rivers Dnester and M. Bender. (5) Excluding agriculture; public employment does not include employment in the Central Bank (6) Employment in non-profit institutions corresponds to employment in judicial institutions and public security councils. (7) Persons employed in non-agricultural activities.

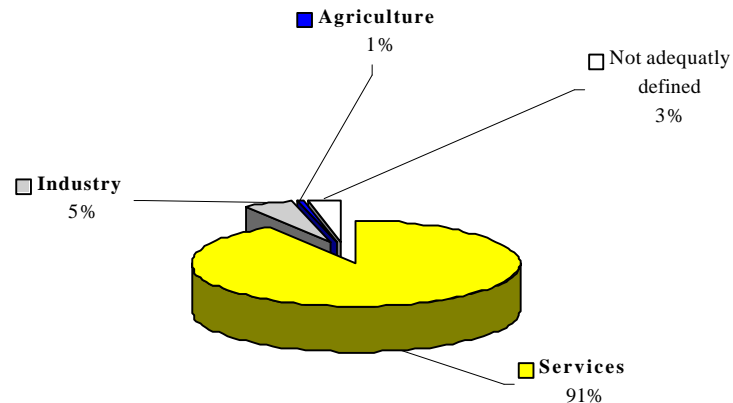
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Public employment by branch of activity

Figures 10 to 15 give the shares expressed as a percentage of public employment in the main branches of economic activity in several countries and show the place held by each of those branches in the employment structure of those countries. The data has been taken from **Table 3** "Total employment and public employment by economic activity", page 21. Taken as a whole, public employment is predominant in the services and is low in agriculture.

Figure 10

Contributions of the branches of activity to public employment in 10 OECD countries
(average of the national percentages)



Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 11

Contributions of the branches of activity to public employment in 10 OECD countries¹



¹ By alphabetical order of countries.

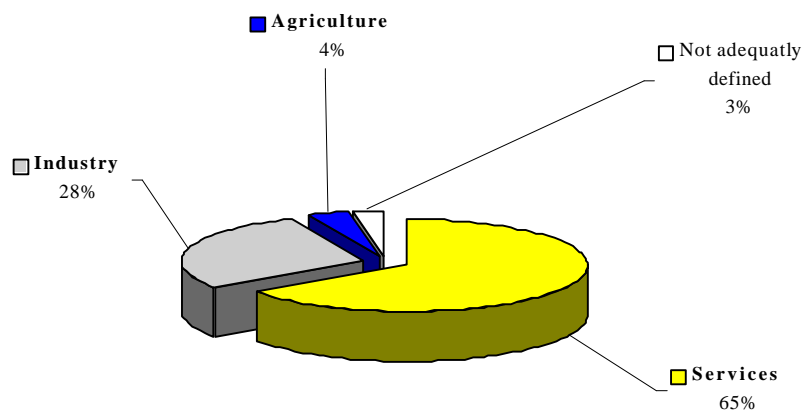
Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

The structure of employment by economic sector in developed countries is marked by the virtually total predominance of employment in the services (over 90%), the marginal nature of employment in agriculture and a modest contribution of industrial employment.

In comparison to the OECD countries, Figures 10 and 12 show that in the countries in transition the contribution of industrial employment to total public employment is larger (28%) and that the contribution of agriculture, albeit modest, is higher than that in the OECD countries.

Figure 12

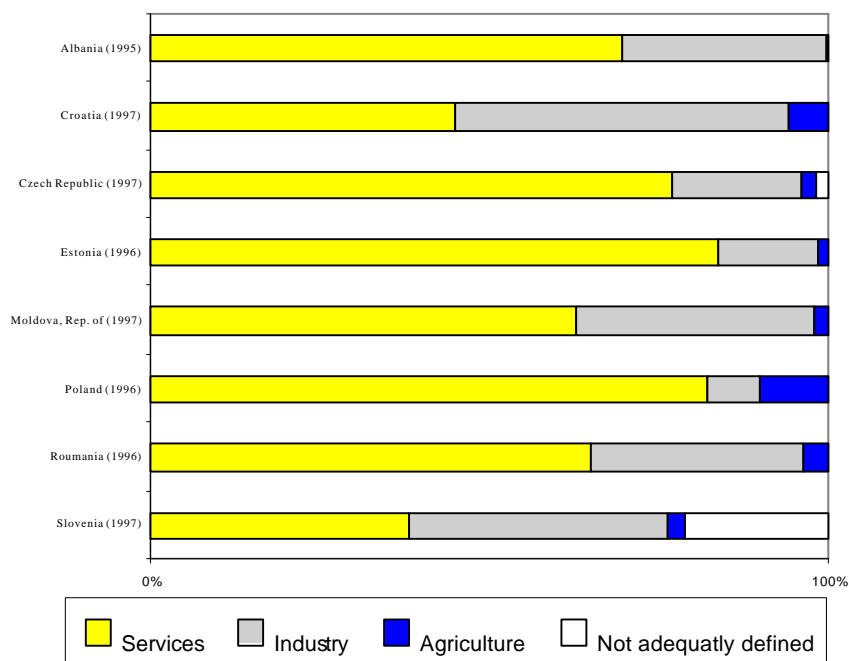
Contributions of the branches of activity to public employment in 8 countries in transition
(averages of the national percentages)



Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 13

Contributions of the branches of activity to public employment in 8 countries in transition¹



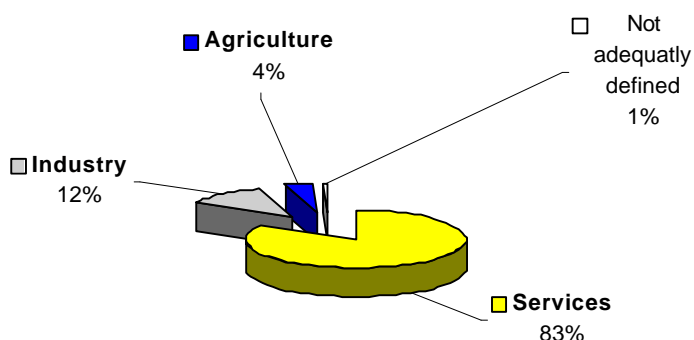
¹ By alphabetical order of countries.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

With regard to developing countries, it is observed that, broken down by branch of activity, these countries have an intermediate structure between that of the OECD countries and that of the countries in transition to a market economy.

Figure 14

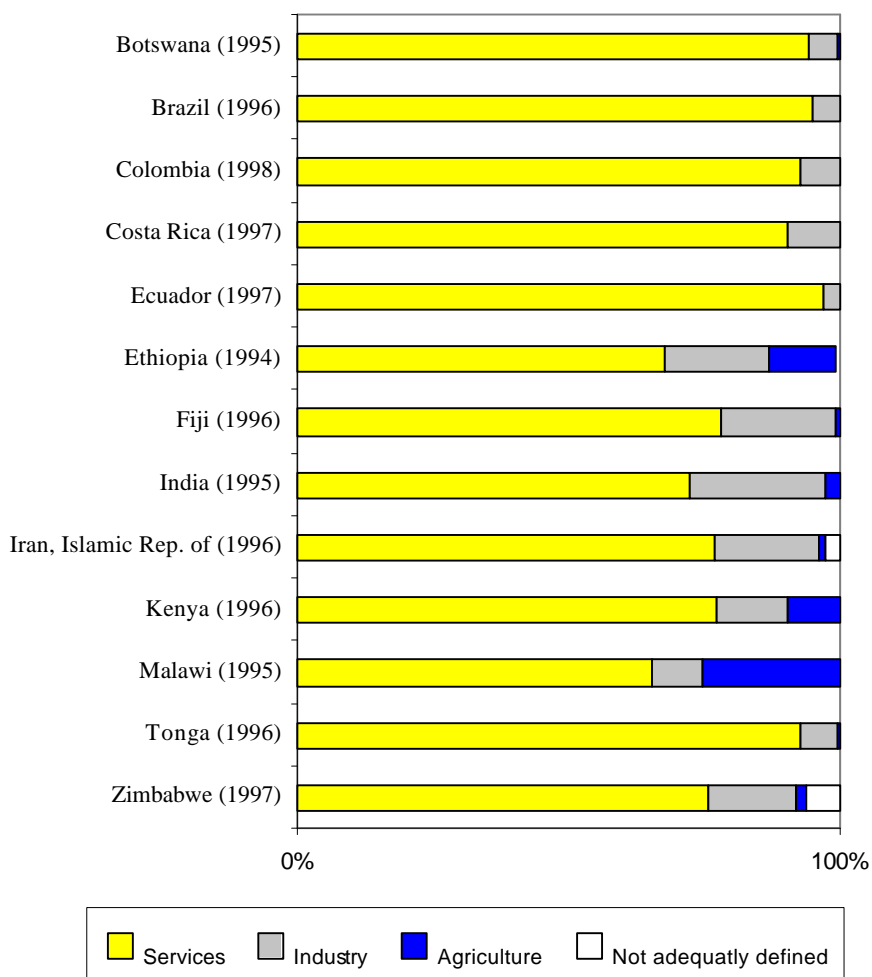
Contributions of the branches of activity to public employment in 14 developing countries
(average of the national percentages)



Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 15

Contributions of the branches of activity to public employment in 13 developing countries¹



¹ By alphabetical order of countries.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Table 3: Total employment and public employment by economic activity
**Total
(In percentages)**

Country (or territory)	Last year available	Type of empl.	Total	Economic activities (*)									
				ISIC 1	ISIC 2	ISIC 3	ISIC 4	ISIC 5	ISIC 6	ISIC 7	ISIC 8	ISIC 9	ISIC 0
Albania	1996	Public	100.0	2.5	7.2	22.0	6.2	2.8	1.7	7.5	..	28.9	21.1
		Total	100.0	70.6	1.6	5.1	0.9	1.9	5.2	3.9	..	6.2	4.6
Australia	1998	Public	100.0	0.4	..	0.3	3.1	1.2	..	10.8	2.3	81.5	..
		Total	100.0	..	1.2	13.7	0.8	4.9	21.4	11.3	14.8	31.8	..
Botswana ¹	1995	Public	100.0	0.3	2.2	2.4	0.6	0.2	6.1	..	..	88.2	..
		Total	100.0	5.4	10.4	1.1	9.6	19.5	11.3	4.2	..	38.5	..
Brazil	1996	Public	100.0	..	0.3	0.8	3.3	0.7	0.4	3.5	5.4	85.6	..
		Total	100.0	24.5	0.3	12.4	0.5	6.4	17.0	3.8	6.4	28.5	0.3
Canada	1997	Public	100.0	0.4	0.0	0.1	3.6	0.8	0.6	4.5	1.7	88.2	..
		Total	100.0	3.9	1.3	15.5	1.0	5.4	23.6	6.4	12.9	30.1	..
Colombia ²	1998	Public	100.0	..	0.6	1.1	5.1	0.7	0.2	4.5	2.6	85.1	..
		Total	100.0	1.0	0.2	20.9	0.7	5.9	25.4	7.4	8.6	29.8	0.1
Costa Rica	1997	Public	100.0	..	..	1.8	6.6	1.2	..	2.7	8.0	79.5	0.2
		Total	100.0	20.6	0.1	15.6	1.1	6.8	19.1	5.4	5.1	25.6	0.7
Croatia ³	1997	Public	100.0	3.7	1.2	21.5	4.8	4.0	4.1	15.5	5.0	40.2	..
		Total	100.0	2.9	0.7	24.4	2.2	5.7	12.6	10.8	5.9	19.0	15.8
Czech Republic	1997	Public	100.0	1.7	1.1	10.8	2.1	0.7	0.5	19.6	3.6	60.0	..
		Total	100.0	5.6	1.6	28.7	1.7	8.7	16.0	10.1	9.6	18.0	..
Denmark	1997	Public	100.0	0.3	..	..	1.8	0.2	0.2	7.7	2.5	87.2	..
		Total	100.0	2.2	..	19.0	0.7	5.7	17.3	6.8	10.8	37.5	..
Ecuador	1997	Public	100.0	0.1	0.7	0.5	1.5	0.5	0.2	1.4	2.4	92.8	-
		Total	100.0	6.8	0.4	15.5	0.3	6.0	28.4	5.7	4.5	32.1	0.1
Egypt ⁴	1995	Public	100.0	1.7	1.4	53.6	8.8	9.8	10.0	6.6	7.7	0.5	..
		Total	100.0	1.8	1.6	56.0	6.2	7.4	11.0	5.4	7.0	3.5	..
Estonia	1996	Public	100.0	2.1	3.3	7.5	5.1	3.2	..	14.1	5.5	57.3	..
		Total	100.0	10.0	1.4	23.9	2.5	5.7	13.3	12.8	6.0	24.2	..
Ethiopia	1994	Public	100.0	12.2	0.4	13.0	2.7	3.3	3.0	5.8	1.8	57.0	0.7
		Total	100.0	89.3	0.1	1.8	0.1	0.3	2.4	2.4	0.1	2.8	0.8
Fiji	1996	Public	100.0	0.8	0.2	11.7	4.2	5.0	2.3	10.3	3.2	62.3	..
		Total	100.0	1.8	2.1	22.4	1.7	5.2	18.8	8.9	6.5	32.6	..
Finland	1997	Public	100.0	1.8	..	0.2	1.3	2.6	0.5	1.6	7.6	84.3	0.2
		Total	100.0	7.0	0.3	20.1	1.0	6.0	15.2	7.6	11.1	31.5	0.3
India ⁵	1995	Public	100.0	2.8	5.1	9.1	4.9	5.9	0.8	15.7	6.9	48.7	..
		Total	100.0	5.1	4.0	23.7	3.6	4.4	1.7	11.3	5.9	40.4	..
Iran, Islamic Rep. of	1996	Public	100.0	1.3	2.3	12.3	2.9	1.5	1.7	5.0	4.2	66.2	2.6
		Total	100.0	23.0	0.8	17.5	1.0	11.3	12.6	7.3	2.1	22.3	2.0
Isle of Man ⁶	1996	Public	100.0	0.9	..	..	4.7	4.8	..	10.6	..	78.9	..
		Total	100.0	2.8	..	10.6	1.4	10.0	11.0	13.7	21.2	29.3	..
Japan ⁷	1996	Public	100.0	0.4	0.0	0.2	0.2	0.0	0.7	8.3	0.4	87.7	2.1
		Total	100.0	0.4	0.1	19.1	0.5	8.5	26.9	5.7	4.3	27.1	7.4
Kenya	1996	Public	100.0	9.6	0.1	5.5	3.2	4.2	1.0	5.9	2.7	67.7	..
		Total	100.0	18.7	0.3	13.0	4.9	4.9	6.4	4.9	5.0	42.0	..
Malawi	1995	Public	100.0	25.3	..	2.7	1.5	5.0	0.7	2.8	2.2	59.8	..
		Total	100.0	53.7	0.1	14.5	0.9	6.7	4.3	3.2	4.8	11.8	..
Mexico ⁸	1996	Public	100.0	0.7	0.0	0.5	..	3.1	0.3	2.7	0.7	90.2	1.8
		Total	100.0	22.3	0.4	11.6	10.7	0.5	18.4	5.7	2.0	28.3	..

Table 3: Total employment and public employment by economic activity (cont.)

Total
(In percentages)

Country (or territory)	Last year available	Type of empl.	Total	Economic activities (*)									
				ISIC 1	ISIC 2	ISIC 3	ISIC 4	ISIC 5	ISIC 6	ISIC 7	ISIC 8	ISIC 9	ISIC 0
Moldova, Rep. of ⁹	1997	Public	100.0	10.1	0.3	3.0	3.4	1.0	1.0	8.9	5.2	67.2	..
		Total	100.0	41.6	0.2	10.1	1.2	3.2	15.7	5.5	2.8	19.7	..
New Zealand ¹⁰	1997	Public	100.0	0.1	0.3	0.2	3.0	1.4	1.4	5.0	2.2	86.3	..
		Total	100.0	2.5	0.3	18.5	0.7	7.3	23.2	7.0	13.4	27.2	..
Norway	1995	Public	100.0	0.0	2.1	1.7	2.4	1.1	0.6	9.2	2.2	80.7	..
		Total	100.0	5.0	1.2	14.2	1.0	5.2	17.6	9.0	8.8	38.0	..
Poland	1996	Public	100.0	2.1	6.5	21.2	5.0	2.4	1.7	12.3	6.5	42.3	..
		Total	100.0	3.1	3.8	29.7	2.9	6.9	11.9	9.1	7.1	25.6	..
Puerto Rico	1997	Public	100.0	..	..	..	4.9	..	..	3.2	0.3	91.6	..
		Total	100.0	2.8	0.1	14.4	1.3	5.8	20.6	3.7	3.4	47.9	..
Roumania	1996	Public	100.0	5.9	6.4	33.7	4.8	4.1	3.2	11.9	4.6	25.3	..
		Total	100.0	35.5	2.7	24.5	2.0	5.1	8.2	7.1	3.5	11.5	..
Slovenia	1997	Public	100.0	0.4	2.4	18.5	3.6	5.6	4.1	9.3	6.9	49.1	..
		Total	100.0	1.3	1.0	34.1	1.6	7.7	14.0	10.1	8.8	21.2	..
Spain	1997	Public	100.0	1.0	0.6	2.6	1.0	1.3	0.3	8.4	1.2	83.8	..
		Total	100.0	8.4	0.5	19.0	0.6	9.7	16.6	12.0	8.8	24.2	..
Tanzania, United Rep. of	1991	Public	100.0	4.6	0.1	11.3	2.5	5.4	3.9	10.2	4.3	57.7	..
		Total	100.0	6.4	0.3	12.4	1.3	7.6	15.4	9.9	2.6	44.0	..
Tonga	1996	Public	100.0	0.3	0.1	0.8	6.1	..	2.6	9.0	6.4	74.7	..
		Total	100.0	8.8	6.1	2.8	4.3	12.6	0.2	6.5	3.2	55.6	..
Trinidad and Tobago	1997	Public	100.0	8.8	6.1	2.8	4.3	12.6	0.2	6.5	3.2	55.6	..
		Total	100.0	9.5	3.8	10.2	1.3	11.0	17.6	6.9	8.4	31.1	0.1
Turkey	1998	Public	100.0	2.5	1.9	5.8	3.6	6.3	0.7	6.3	5.9	67.0	..
		Total	100.0	42.5	0.7	15.9	0.6	5.8	15.4	4.5	2.4	12.2	..
United States ¹¹	1997	Public	100.0	..	..	0.3	..	0.4	0.3	..	0.1	83.9	..
		Total	100.0	..	0.5	15.2	0.6	4.6	18.1	12.2	15.7	33.2	..
Zimbabwe	1997	Public	100.0	2.0	0.1	0.6	4.0	11.3	1.3	8.0	0.5	66.1	6.2
		Total	100.0	26.8	4.5	14.9	1.0	5.9	8.0	3.9	2.0	25.2	7.8

NB: In most developing countries total employment corresponds to formal sector employment. .. = Does not apply.

* Economic activities according to the International Standard Industrial Classification of all Economic Activities (1968), ISIC Rev. 2: ISIC 1 = Agriculture, hunting, forestry and fisheries; ISIC 2 = Mining and quarrying; ISIC 3 = Manufacturing ; ISIC 4 = Electricity, gas and water; ISIC 5 = Construction; ISIC 6 = Wholesale and retail trade and restaurants and hotels; ISIC 7 = Transport, storage and communications; ISIC 8 = Financing, insurance, real estate and business services ; ISIC 9 = Community, social and personal services; ISIC 0 = Activities not adequately defined. (1) In public sector employment, only employees with regular contracts. (2) 7 main cities of the country. (3) Persons employed by the Ministry of the Interior and the Ministry of Defence are not included in public employment. (4) Persons employed in private establishments with less than ten employees are not included in total employment. (5) Only public sector and private enterprises with more than ten employees, excluding agriculture. (6) In ISIC 3, including ISIC 2. (7) In ISIC 9, including hotels and business services. (8) ISIC 0 corresponds to the petroleum industry. (9) Only the regions situated on the left bank of the Rivers Dnester and M. Bender. (10) Excluding agriculture; public employment does not include employment in the Central Bank. (11) Persons employed in non-agricultural activities; only employment in the general government sector.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

2.2.2 Public employment trends

Changes in public employment and total employment

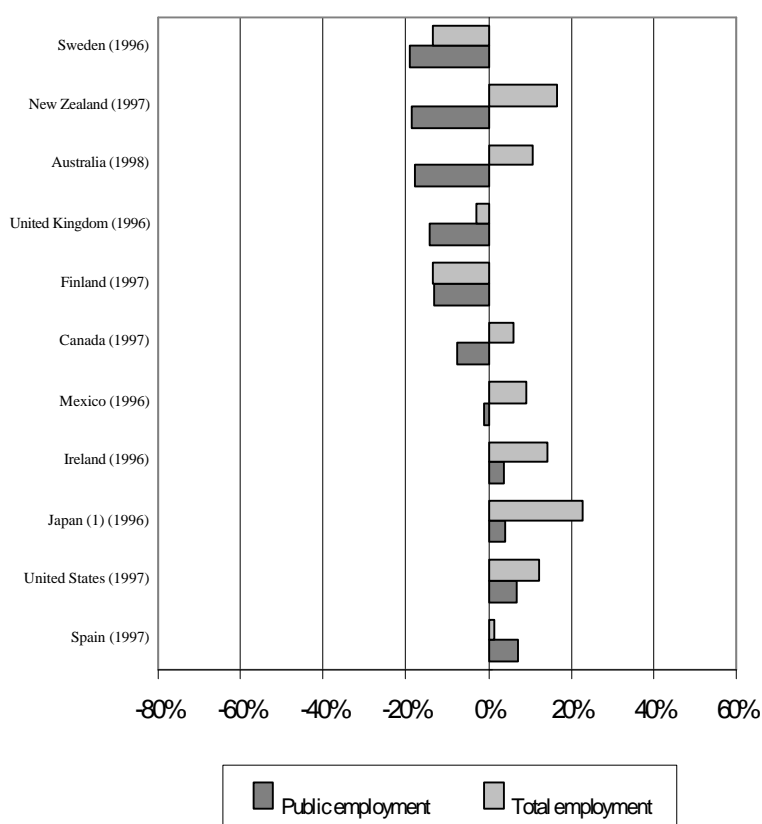
Figures 16, 17 and 18 show the changes total and public employment as indices. The index of the latest year available is compared to the 1990 base year. The data in these charts has been taken from **Table 4 "Indices of total employment and public employment"**, page 26.

In general, where there has been a decrease in current total employment compared to the 1990 level, the decrease in public sector employment has been more marked; and where there has been an increase in total employment the increase in public sector employment has been less marked. It is the countries in transition which have registered the steepest declines in public sector employment.

Figure 16

Changes in total and public employment in 11 OECD countries*

(Indices of different years compared to the base year 1990=100)



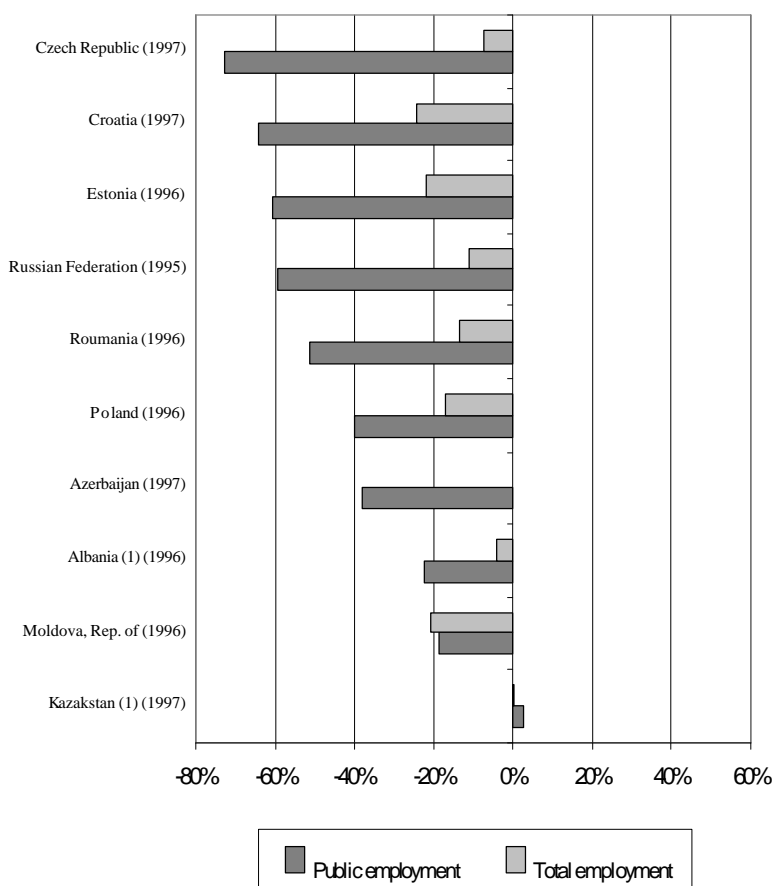
* By order of increasing percentages of changes in public employment. (1) 1991=100.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 17

Changes in total and public employment in 10 countries in transition*

(Indices of different years compared to the base year 1990=100)



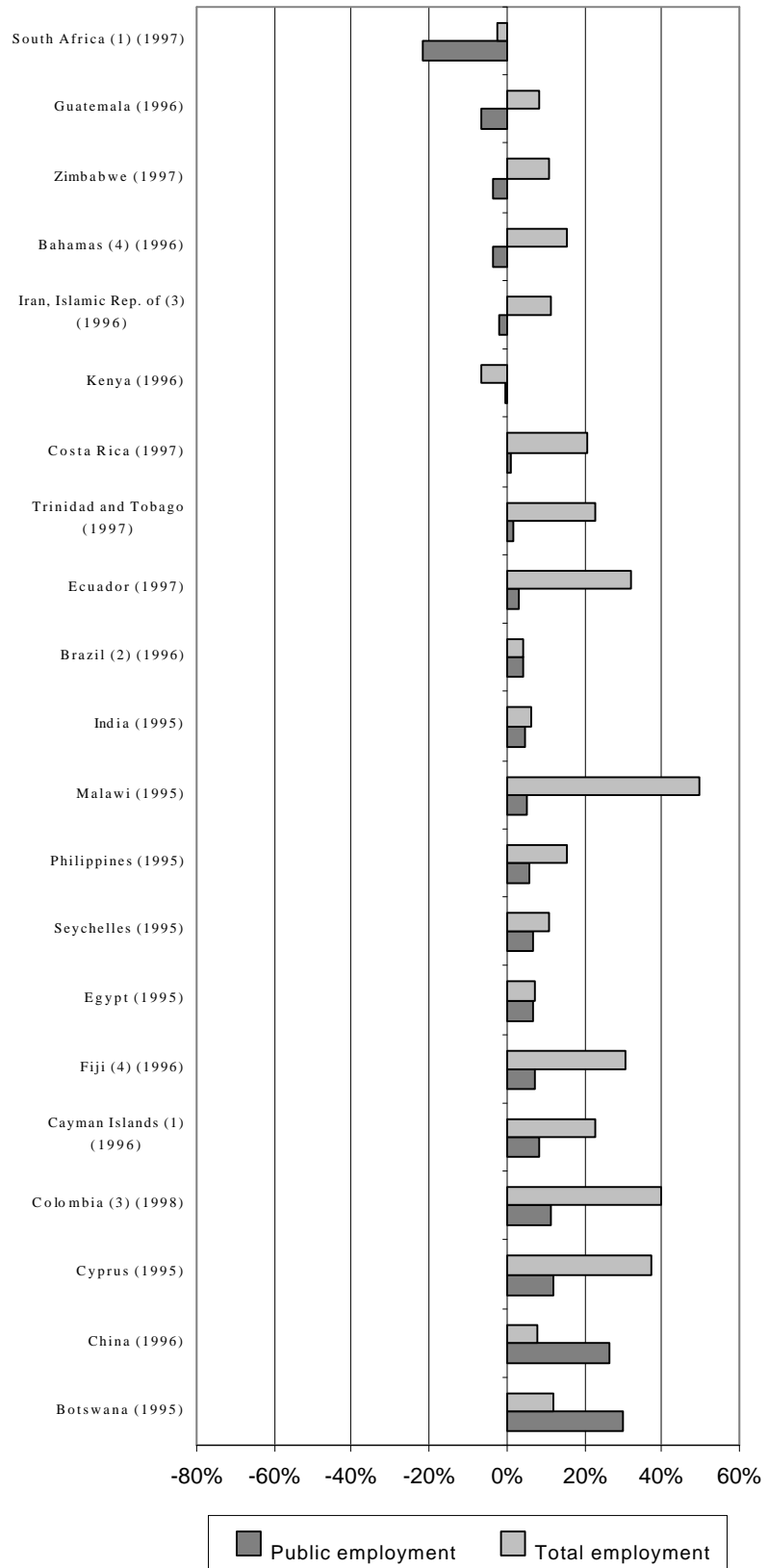
*By order of increasing percentages of changes in public employment. (1) 1994=100;

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 18

Changes in total and public employment in 21 developing countries*

(Indices of different years compared to the base year 1990=100)



* By order of increasing percentages of changes in public employment.

(1) 1994=100; (2) 1992=100; (3) 1991=100; (4) 19989=100;

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Table 4: Indices of total employment and public employment

(Base year = year *)

Country (or territory)	Year	total employment	Public employment	Share of public employment in total employment
Albania	1994 *	100.0	100.0	100.0
	1995	98.0	89.5	91.3
	1996	95.7	77.2	80.7
Australia	1985	86.1	95.1	110.4
	1990 *	100.0	100.0	100.0
	1995	97.2	88.7	91.2
	1998	110.9	82.2	74.2
Azerbaijan	1985	90.1	97.6	108.4
	1990 *	100.0	100.0	100.0
	1995	97.6	74.7	76.5
	1997	99.8	62.0	62.1
Bahamas	1986	86.6	87.8	101.4
	1989 *	100.0	100.0	100.0
	1995	113.3	108.8	96.1
	1996	115.4	96.6	83.8
Bahrain	1981	65.0	62.9	96.7
	1991 *	100.0	100.0	100.0
Barbados ¹	1991 *	100.0	100.0	100.0
	1995	102.4	93.1	90.9
	1997	108.2	102.4	94.7
Bosnia and Herzegovina	1985	95.6	96.4	100.9
	1990 *	100.0	100.0	100.0
Botswana ²	1990 *	100.0	100.0	100.0
	1995	111.7	130.0	116.4
Brazil	1992 *	100.0	100.0	100.0
	1995	106.5	104.4	98.0
	1996	104.0	104.1	100.0
Canada	1985	89.2	92.4	103.6
	1990 *	100.0	100.0	100.0
	1995	102.6	97.5	95.1
	1997	105.9	92.4	87.2
Cayman Islands	1991 *	100.0	100.0	100.0
	1995	119.7	100.6	84.0
	1996	123.0	108.3	88.0
China ³	1985	78.0	81.4	104.3
	1990 *	100.0	100.0	100.0
	1995	106.3	123.0	115.7
	1996	107.7	126.2	117.2
Colombia ⁴	1991 *	100.0	100.0	100.0
	1995	128.7	98.6	76.6
	1997	139.9	111.3	79.6

Table 4: Indices of total employment and public employment (cont.)

(Base year = year *)

Country (or territory)	Year	total employment	Public employment	Share of public employment in total employment
Costa Rica	1987	90.8	87.2	96.1
	1990 *	100.0	100.0	100.0
	1995	114.8	99.3	86.5
	1997	120.7	101.0	83.7
Croatia ⁵	1985	98.7	99.9	101.3
	1990 *	100.0	100.0	100.0
	1996	76.7	42.7	55.7
	1997	75.9	35.9	47.4
Cyprus	1985	86.2	88.9	103.1
	1990 *	100.0	100.0	100.0
	1995	110.8	114.4	103.2
	1998	137.1	112.0	81.7
Czech Republic	1990 *	100.0	100.0	100.0
	1995	93.0	35.7	38.3
	1997	92.7	27.2	29.4
Ecuador	1990 *	100.0	100.0	100.0
	1995	124.8	94.1	75.4
	1997	132.1	103.0	78.0
Egypt ⁶	1985	69.3	71.7	103.5
	1990 *	100.0	100.0	100.0
	1995	107.6	107.0	99.4
Estonia	1989	101.4	104.9	103.4
	1990 *	100.0	100.0	100.0
	1995	79.4	42.1	53.0
	1996	78.1	39.4	50.4
Fiji	1985	91.8	94.6	103.1
	1989 *	100.0	100.0	100.0
	1993	121.1	111.9	92.4
	1996	130.7	107.1	82.0
Finland	1985	97.3	94.8	97.4
	1990 *	100.0	100.0	100.0
	1995	83.8	88.0	105.0
	1997	86.6	87.0	100.5
Germany	1995 *	100.0	100.0	100.0
	1997	97.4	96.0	98.5
Guatemala	1985	80.4	81.0	100.8
	1990 *	100.0	100.0	100.0
	1995	108.9	101.0	92.7
	1996	108.5	93.3	86.0
India ⁷	1985	93.3	91.9	98.6
	1990 *	100.0	100.0	100.0
	1995	106.2	104.8	98.7

Table 4: Indices of total employment and public employment (cont.)

(Base year = year *)

Country (or territory)	Year	total employment	Public employment	Share of public employment in total employment
Iran, Islamic Rep. of	1986	84.3	79.5	94.3
	1991 *	100.0	100.0	100.0
	1996	111.3	98.0	88.1
Ireland	1990 *	100.0	100.0	100.0
	1995	110.1	102.4	93.1
	1996	114.4	103.5	90.5
Japan	1986	90.6	102.8	113.5
	1991 *	100.0	100.0	100.0
	1996	112.9	103.9	92.0
Kazakstan	1994 *	100.0	100.0	100.0
	1995	99.2	98.8	99.6
	1996	99.4	99.9	100.5
	1997	100.3	102.7	102.4
Kenya	1985	71.3	96.0	134.7
	1990 *	100.0	100.0	100.0
	1995	83.7	99.4	118.8
	1996	93.2	99.4	106.7
Latvia	1995 *	100.0	100.0	100.0
	1997	100.9	84.6	83.9
Malawi	1985	87.8	83.0	94.5
	1990 *	100.0	100.0	100.0
	1995	149.9	105.3	70.3
Malta	1995 *	100.0	100.0	100.0
	1998	101.3	99.4	98.1
Mexico	1988	92.7	99.4	107.1
	1990 *	100.0	100.0	100.0
	1995	105.4	98.1	93.1
	1996	109.0	98.8	90.7
Moldova, Rep. of ⁹	1985	100.4	126.4	125.8
	1990 *	100.0	100.0	100.0
	1996	80.2	36.4	45.4
	1997	79.5	34.3	43.2
New Zealand ⁹	1985	105.6	112.9	106.9
	1990 *	100.0	100.0	100.0
	1995	107.5	80.8	75.2
	1997	116.5	81.3	69.8
Philippines	1985	81.6	119.1	145.8
	1990 *	100.0	100.0	100.0
	1995	115.6	105.6	91.3

Table 4: Indices of total employment and public employment (cont.)

(Base year = year *)

Country (or territory)	Year	total employment	Public employment	Share of public employment in total employment
Poland	1990 *	100.0	100.0	100.0
	1995	82.3	62.2	75.6
	1996	83.0	59.8	72.1
Puerto Rico	1985	79.3	81.5	102.8
	1991 *	100.0	100.0	100.0
	1994	104.9	101.7	97.0
	1997	115.6	108.0	93.4
Roumania	1985	97.4	97.3	99.9
	1990 *	100.0	100.0	100.0
	1995	87.6	53.1	60.6
	1996	86.5	48.5	56.0
Russian Federation	1990 *	100.0	100.0	100.0
	1995	89.1	40.5	45.5
Seychelles	1990 *	100.0	100.0	100.0
	1995	110.8	106.7	96.4
South Africa	1994 *	100.0	100.0	100.0
	1997	97.4	78.5	80.6
Spain	1987	91.3	85.5	93.6
	1990 *	100.0	100.0	100.0
	1995	95.7	100.7	105.2
	1997	101.5	107.3	105.7
Sweden	1987	96.0	98.6	102.7
	1990 *	100.0	100.0	100.0
	1995	86.9	82.8	95.3
	1996	86.6	81.0	93.5
Tanzania, United Rep. of	1984	68.6	92.4	134.7
	1991 *	100.0	100.0	100.0
Tonga	1986 *	100.0	100.0	100.0
	1996	136.1	104.3	76.6
Trinidad and Tobago	1987	99.5	110.3	110.9
	1990 *	100.0	100.0	100.0
	1995	115.4	100.7	87.3
	1997	123.0	101.6	82.6
Turkey	1995 *	100.0	100.0	100.0
	1998	99.3	110.2	111.0
United Kingdom	1985	93.5	108.6	116.2
	1990 *	100.0	100.0	100.0
	1995	96.1	86.9	90.5
	1996	96.9	85.7	88.5

Table 4: Indices of total employment and public employment (cont.)

(Base year = year *)

Country (or territory)	Year	total employment	Public employment	Share of public employment in total employment
United States ¹⁰	1985	89.0	89.6	100.6
	1990 *	100.0	100.0	100.0
	1995	107.1	105.5	98.5
	1997	112.1	106.9	95.3
Zimbabwe	1985	90.7	91.9	101.3
	1990 *	100.0	100.0	100.0
	1995	104.0	92.4	88.8
	1997	111.0	96.6	87.0

NB: In most developing countries total employment corresponds to formal sector employment.
 ..= Does not apply.

(1) Two public utilities have not been included in the public sector. (2) In public sector employment, only employees with regular contracts. (3) Public employment in the State, State-owned units and township and village enterprises. (4) 7 main cities of the country. (5) Persons employed by the Ministry of the Interior and the Ministry of Defence are not included in public employment. (6) Persons employed in private establishments with less than ten employees are not included in total employment. (7) Only the public sector and private enterprises with more than ten employees, excluding agriculture. (8) For 1996 and 1997, only the regions situated on the left bank of the Rivers Dnester and M. Bender. (9) Excluding agriculture; public employment does not include employment in the Central Bank. (10) Persons employed in non-agricultural activities; only employment in the general government sector.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Changes in public employment and in employment in community services

Figures 19, 20 and 21 illustrate the changes in the share of public employment and employment in community services in total employment. The index of the latest year available is compared to 1990 for each country. The data in these charts has been taken from the "total" and "ISIC 9" columns of **Table 5** "Indices of the share of public employment in total employment by economic activity", page 33.

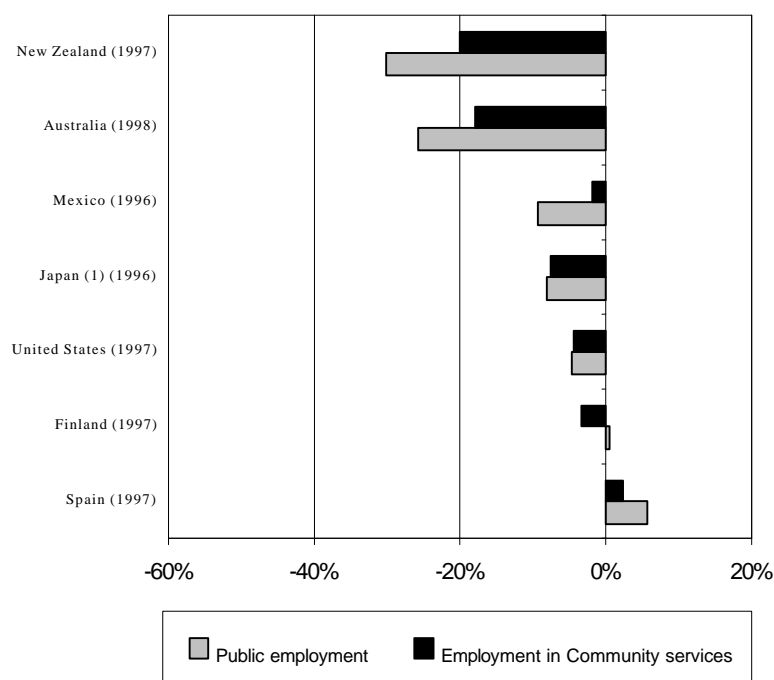
Compared to 1990, two main trends emerge from these charts with regard to the 27 countries under review:

1. A general decrease in the share of public employment in total employment with the exception of Spain, Kenya and Botswana, where the share has risen over the last few years.
2. A general decrease in the share of employment in community services (administration, defence, social services, education, health care, etc.), but this decrease is appreciably lower than the decrease observed in total public employment.

Figure 19

Changes in public employment and employment in community services in total employment in 7 OECD countries*

(Indices for different years compared to the base year 1990=100)



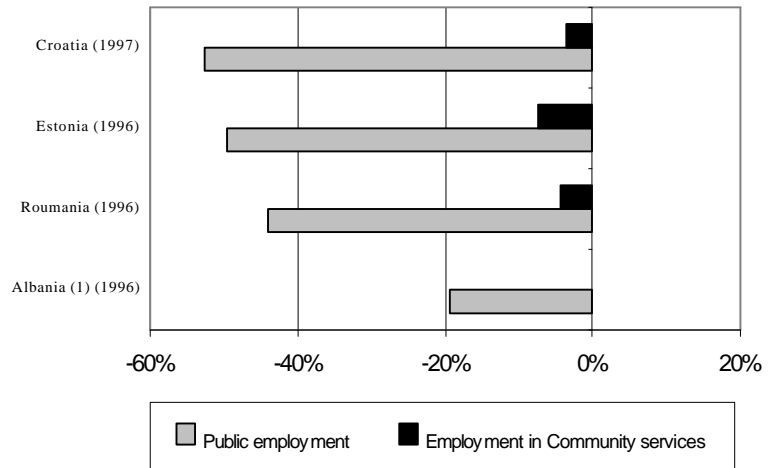
* By order of increasing percentages of changes in public employment. (1) 1991=100.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 20

Changes in public employment and employment in community services in total employment in 4 countries in transition*

(Indices for different years compared to the base year 1990=100)



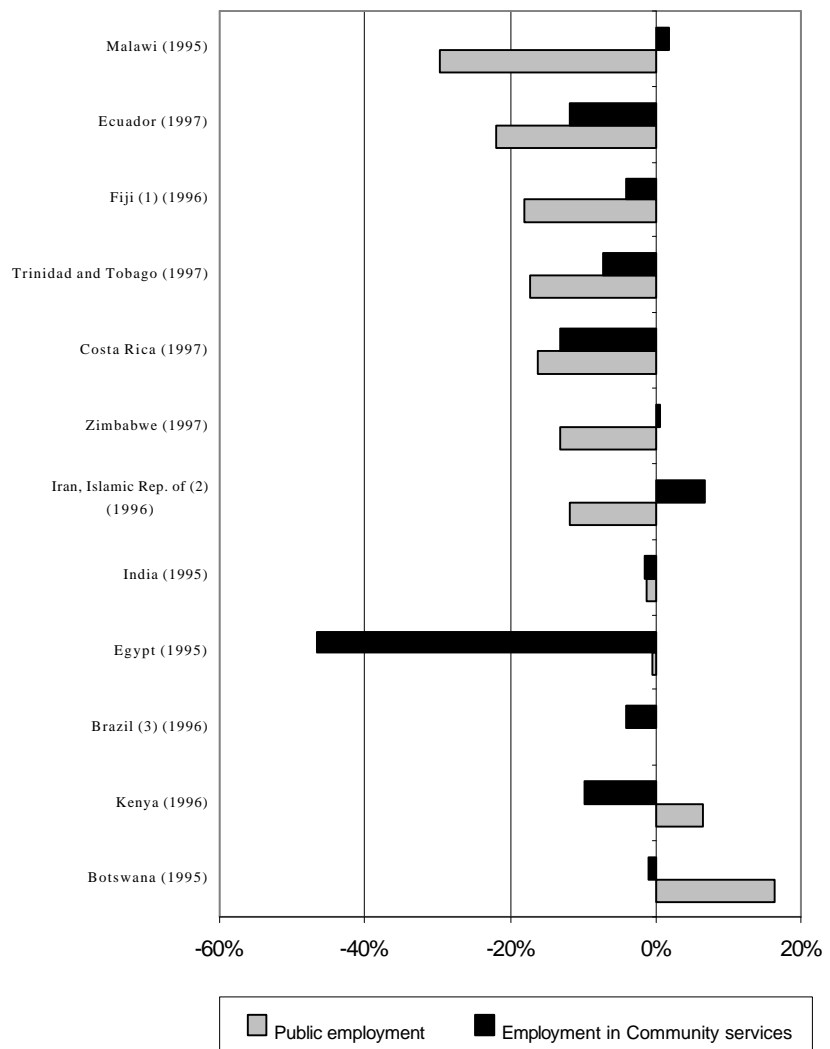
* By order of increasing percentages of changes in public employment. (1) 1994=100.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Figure 21

Changes in public employment and employment in community services in total employment in 12 developing countries*

(Indices for different years compared to the base year 1990=100)



* By order of increasing percentages of changes in public employment.

(1) 1894=100; 2) 1991=100; (3) 1992=100.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Table 5: Indices of the share of public employment in total employment by economic activity
Total
(Base year = year *)

Country (or territory)	Year	Total	Economic activities (*)										
			ISIC 1	ISIC 2	ISIC 3	ISIC 4	ISIC 5	ISIC 6	ISIC 7	ISIC 8	ISIC 9	ISIC 0	
Albania	1994 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	100.0	100.0
	1995	91.3	75.6	99.2	103.1	104.4	57.3	45.0	82.2	..	100.0	128.7	
	1996	80.7	62.5	95.0	114.4	153.5	36.9	30.1	68.6	..	100.0	132.1	
Australia	1985	110.4	..	111.4	170.0	97.3	126.9	158.8	203.7	117.7	88.9	..	
	1990 *	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	91.2	..	16.9	51.9	97.1	73.3	43.7	155.0	70.1	76.0	..	
	1998	74.2	..	0.0	16.8	82.3	35.3	0.0	59.9	23.0	82.0	..	
Botswana	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	..	100.0	..
	1995	116.4	65.0	92.9	94.8	21.6	47.2	81.9	..	..	99.2	..
Brazil	1992 *	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	1995	98.0	..	108.4	56.2	102.5	68.6	97.1	86.7	83.5	95.5	7.2	
	1996	100.0	..	116.2	76.7	97.6	87.2	111.0	79.0	79.9	95.8	62.4	
Colombia	1991 *	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	1995	76.6	..	..	96.8	106.1	39.0	54.8	43.5	54.8	43.7	90.6
	1997	79.6	..	..	140.6	64.9	52.1	11.3	28.1	54.8	33.9	68.4
	1998	81.7	..	..	..	..	7.6	12.7	..	33.3	..	..
Costa Rica	1987	96.1	350.1	..	100.5	94.9	77.0	128.1	131.9	99.3	99.1	..	
	1990 *	100.0	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	86.5	205.3	..	50.8	93.5	7.8	22.8	81.5	71.5	90.0	..	
	1997	83.7	0.0	..	56.5	85.1	32.7	0.0	41.6	51.5	86.8	..	
Croatia	1985	101.3	100.1	100.1	100.2	100.0	100.4	100.7	100.1	100.5	100.0	..	
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1996	55.7	78.7	57.1	48.0	88.9	41.8	37.9	79.1	53.7	94.0	..	
	1997	47.4	57.1	78.0	40.3	97.0	32.3	14.9	65.4	38.7	96.3	..	
Czech Republic	1995 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1997	76.6	7077.8	21.2	42.1	43.3	48.9	25.0	93.9	72.5	96.3	..	
Ecuador	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	75.4	0.0	6.2	43.7	64.3	12.2	13.6	21.5	28.4	89.8	..	
	1997	78.0	2.4	9.4	22.0	69.3	11.7	9.1	19.4	41.7	88.2	..	
Egypt	1985	103.5	95.3	116.4	101.5	99.4	96.8	110.9	105.6	104.1	110.2	..	
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	99.4	93.4	81.0	97.6	98.9	102.3	99.8	105.0	96.4	53.6	..	
Estonia	1989	103.4	104.4	100.0	103.0	99.5	109.1	105.2	103.0	106.7	100.7	..	
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	53.0	24.4	87.9	16.7	73.7	37.1	9.4	52.4	45.2	92.7	..	
	1996	50.4	21.7	88.8	13.1	75.4	38.4	0.0	47.3	38.5	92.6	..	
Fiji	1989 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1993	92.4	45.4	85.5	97.1	100.0	80.8	34.2	98.8	105.3	99.4	..	
	1996	82.0	97.4	54.3	70.4	100.0	61.8	43.5	85.1	70.8	96.0	..	
Finland	1985	97.4	70.0	..	132.0	105.0	156.4	89.0	110.0	60.1	94.0	..	
	1990 *	100.0	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	105.0	115.2	..	73.6	134.4	127.7	78.7	29.8	134.6	97.6	..	
	1997	100.5	94.5	..	24.1	101.8	95.1	72.0	15.6	131.2	96.6	..	

Table 5: Indices of the share of public employment in total employment by economic activity (cont.) **Total**
(Base year = year *)

Country (or territory)	Year	Total	Economic activities (*)									
			ISIC 1	ISIC 2	ISIC 3	ISIC 4	ISIC 5	ISIC 6	ISIC 7	ISIC 8	ISIC 9	ISIC 0
India	1985	98.6	99.3	99.0	95.9	99.4	99.9	93.8	99.8	98.6	100.1	..
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	98.7	98.0	100.2	91.2	100.3	101.2	101.9	99.7	99.0	98.6	..
Iran, Islamic Rep. of	1986	94.3	64.8	92.4	99.6	90.5	68.9	103.1	83.5	107.7	98.8	126.5
	1991 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1996	88.1	89.6	88.6	76.5	90.7	52.2	63.3	70.8	84.0	106.8	145.4
Japan	1986	113.5	129.2	111.7	116.1	99.5	..	100.2	168.9	126.9	115.2	..
	1991 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1996	92.0	62.5	162.9	104.5	9.8	30.5	93.6	104.0	103.8	92.6	..
Kenya	1985	134.7	135.9	836.4	94.9	102.3	118.3	89.2	98.0	108.5	107.7	..
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	118.8	93.9	183.0	86.6	96.5	79.1	63.6	79.6	84.2	108.8	..
	1996	106.7	90.0	179.2	81.9	28.6	76.5	82.2	78.2	81.5	90.1	..
Malawi	1985	94.5	108.4	..	132.1	88.5	158.1	119.4	138.2	89.8	100.5	..
	1990 *	100.0	100.0	..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	70.3	57.4	..	88.4	130.0	78.0	164.2	94.3	92.4	101.8	..
Mexico	1988	107.1	94.8	125.2	185.7	..	99.1	165.2	131.3	108.2	100.4	..
	1990 *	100.0	100.0	100.0	100.0	..	100.0	100.0	100.0	100.0	100.0	..
	1995	93.1	92.3	10.5	25.3	..	99.0	36.3	55.0	15.8	98.7	..
	1996	90.7	89.1	10.4	24.2	..	98.4	35.9	48.7	14.2	98.2	..
Moldova, Rep. of	1996 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1997	95.1	75.4	66.7	74.2	95.0	65.0	77.6	83.1	82.7	100.5	..
New Zealand	1985	106.9	349.0	205.7	28.3	109.6	176.3	106.8	149.5	112.9	101.2	..
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	75.2	8.8	86.2	12.0	83.9	45.4	53.7	32.2	24.3	89.4	..
	1997	69.8	15.5	105.4	4.8	85.9	50.4	51.2	30.7	30.0	80.1	..
Poland	1995 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1996	95.3	62.7	100.1	90.4	99.4	88.0	83.4	97.4	98.5	99.4	..
Puerto Rico	1985	102.8	170.7	..	117.1	100.0	..	..	76.9	126.9	107.6	..
	1991 *	100.0	100.0	..	100.0	100.0	..	..	100.0	100.0	100.0	..
	1994	97.0	97.2	..	50.0	100.0	..	..	82.6	94.3	96.3	..
	1997	93.4	0.0	..	0.0	100.0	..	..	73.3	86.8	91.2	..
Roumania	1985	99.9	100.2	100.0	98.6	100.0	97.9	107.5	100.4	103.4	104.7	..
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	60.6	39.3	98.8	69.5	99.6	40.4	21.0	75.0	56.5	94.2	..
	1996	56.0	34.6	97.8	58.8	97.0	35.7	17.2	72.4	60.1	95.7	..
Spain	1987	93.6	74.5	100.7	118.2	97.4	125.7	138.5	97.9	118.2	93.5	..
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1995	105.2	92.8	60.6	68.6	105.1	87.5	53.4	81.9	75.4	99.0	..
	1997	105.7	116.9	70.5	57.2	101.6	77.4	45.3	61.6	59.8	102.2	..
Tanzania, United Rep. of	1984 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1991	74.2	76.4	21.0	91.0	100.0	56.7	25.2	62.5	105.4	80.8	..

Table 5: Indices of the share of public employment in total employment by economic activity (cont.) **Total**
(Base year = year *)

Country (or territory)	Year	Total	Economic activities (*)										
			ISIC 1	ISIC 2	ISIC 3	ISIC 4	ISIC 5	ISIC 6	ISIC 7	ISIC 8	ISIC 9	ISIC 0	
Tonga	1986 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..
	1996	76.6	2.8	35.5	1.8	96.7	0.7	60.1	77.0	85.8	112.7	..	
Trinidad and Tobago	1987	110.9	121.3	113.6	134.7	101.6	103.7	126.9	107.6	115.5	105.6	..	
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1995	87.3	95.1	100.5	57.7	99.3	81.5	31.2	67.6	110.9	95.2	..	
	1997	82.6	107.4	94.8	81.8	95.5	59.6	31.0	63.3	78.4	92.9	..	
Turkey	1995 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	..	
	1998	111.0	193.1	63.2	94.4	96.5	124.0	98.9	82.5	107.8	119.5	..	
United States	1985	100.6	..	..	114.1	..	228.2	110.3	..	236.6	120.9	..
	1990 *	100.0	..	..	100.0	..	100.0	100.0	..	100.0	100.0	..
	1995	98.5	..	..	59.0	..	82.0	68.7	..	81.7	97.1	..
	1997	95.3	..	..	44.8	..	72.4	73.7	..	47.1	95.6	..
Zimbabwe	1985	101.3	70.6	93.6	117.8	98.8	111.8	98.3	105.5	107.9	98.9	130.2	
	1990 *	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	1995	88.8	67.4	174.2	32.4	100.0	100.9	117.7	85.6	92.7	98.0	77.0	
	1997	87.0	70.9	173.9	15.6	100.0	99.5	49.3	86.9	66.9	100.7	65.6	

NB: In most developing countries total employment corresponds to formal sector employment. ..= Does not apply.

* Economic activities according to the International Standard Industrial Classification of all Economic Activities (1968), ISIC Rev. 2: ISIC 1 = Agriculture, hunting, forestry and fisheries; ISIC 2 = Mining and quarrying; ISIC 3 = Manufacturing ;

ISIC 4 = Electricity, gas and water; ISIC 5 = Construction; ISIC 6 = Wholesale and retail trade and restaurants and hotels; ISIC 7 = Transport, storage and communications; ISIC 8 = Financing, insurance, real estate and business services ; ISIC 9 = Community, social and personal services; ISIC 0 = Activities not adequately defined.

Source: Survey on public sector employment statistics, Bureau of Statistics, ILO, October 1998.

Annex 1

List of countries and territories contained in Public Sector Employment statistics Data Base (BDESP)

(With indication on responsible agency, type of source of data and unit of measurement)

Countries and territories	Responsible agency	Type ¹ of source of data	Unit of ² measurement
Albania	Institut de la statistique	...	...
Australia	Australian Bureau of Statistics	2	1
Azerbaijan	State Committee on Statistics of Rep. of Azerbaijan	4	1
Bahamas	Department of Statistics	1	1
Bahrain	Central Statistics Organisation, Directorate of Statistics	5	1
Bangladesh	Statistics Division	4	2
Barbados	Barbados Statistical Service	1	1
Belarus	Ministry of Statistics and Analysis	2	1
Belize	Central Statistical Office	1	1
Bhutan	Central Statistical Organization	3	...
Bosnia and Herzegovina	Federal Statistical Office	3	1
Botswana	Central Statistics Office	2	4
Brazil	Fundação I.B.G.E.	1	1
Bulgaria *	Institut national de statistique	2	1
Burkina Faso	Institut national de la statistique et de la démographie	3	...
Canada	Statistics Canada	1	1
Cayman Islands	Statistics Office	6	1
China *	State Statistical Bureau	4	1
Colombia	Departamento Administrativo Nacional de Estadística (DANE)	1	1
Costa Rica	Area de Estadística y Censos, Ministerio de Economía,	6	1
Croatia	Statistical Office of the Republic of Croatia	3	1
Cyprus *	Department of Statistics and Research, Ministry of Finance	4	1
Czech Republic	Statistical Office	2	1
Denmark	Danmarks Statistik	3	1
Dominican Republic	Edificio de Oficinas Gubernamentales	...	...
Ecuador	Instituto Nacional de Estadística y Censos	1	1
Egypt	Central Agency for Public Mobilisation and Statistics	2	1
Estonia	Statistical Office of Estonia	1	1
Ethiopia	Central Statistical Authority	3	1
Falkland Islands	Government House	...	...
Fiji	Bureau of Statistics	2	1
Finland	Statistics Finland	1	1
French Guiana	INSEE - Service Régional de la Guadeloupe	6	1
Gabon	Ministère de la Planification et de l'économie	...	...
Gambia	Central Statistics Department, Ministry of Finance	6	3
Germany	Statistisches Bundesamt	...	...
Guadeloupe	INSEE - Service Régional de la Guyane française	6	1
Guatemala *	Departamento de Estadística, Ministerio de Trabajo y Prevision Social	3	1
Hungary	Hungarian Central Statistical Office	2	2
India	Department of Statistics, Ministry of Planning	2	1
Indonesia	Central Bureau of Statistics	3	1
Iran, Islamic Rep. of	Statistical Centre of Iran	6	1
Ireland	Central Statistics Office	2	1
Isle of Man	Economic Affairs Division, Isle of Man Treasury	5	1
Japan	Statistics Bureau	2	1
Jordan	Department of Statistics	...	...
Kazakhstan	National Statistical Agency, Ministry of Economy and Trade	...	...
Kenya	Central Bureau of Statistics	2	1
Korea, Republic of *	National Statistical Office	4	1
Latvia	International Cooperation, State Statistical Bureau	4	1
Libyan Arab Jamahiriya	National Authority for Information and Documentation	6	1
Luxembourg	STATEC	...	...
Macao	Direcção de Serviços de Estatística e Censos	3	1
Malawi	National Statistical Office	2	...
Malaysia	Jabatan Perangkaan Malaysia, Wisma Statistik	3	1
Malta	Central Office of Statistics	3	2
Martinique	INSEE - Service Régional de la Martinique	6	1
Mexico	INEGI	6	1
Moldova, Rep. of	State Dept. on Statistics	2	1
Morocco	Direction statistique, Ministère chargé de la population	1	1
Myanmar	Central Statistical Organisation, Ministry of National Planning	2	1
New Zealand	Statistics New Zealand	6	3
Norway	Statistics Norway	7	1
Oman *	Development Council, General Secretariat	3	1
Panama	Dirección de Estadística y Censo, Contraloría General de la República	3	2
Philippines	National Statistics Office	1	1

Annex 1 (cont.)

List of countries and territories contained in Public Sector Employment statistics Data Base (BDESP)

(With indication on responsible agency, type of source of data and unit of measurement)

Countries and territories	Responsible agency	Type ¹ of source of data	Unit of ² measurement
Poland	Central Statistical Office	2	3
Puerto Rico	Bureau of Labor Statistics, Department of Labor and	1	1
Roumania	Commission nationale de statistique	6	1
Russian Federation	State Committee on Statistics	6	1
Senegal	Ministère de l'Economie, des Finances et du Plan	...	...
Seychelles *	Management and Information System Division	3	1
Singapore	Department of Statistics, Ministry of Trade and Industry	...	1
Slovenia	Zavod Republike Slovenie za Statistiko	3	1
South Africa *	Central Statistical Service	2	1
Spain	Instituto Nacional de Estadística	1	1
Sri Lanka	Department of Census and Statistics	1	1
Sweden	Statistics Sweden	1	1
Syrian Arab Republic	Central Bureau of Statistics, Office of the Prime Minister	...	...
Tanzania, United Rep. of	Bureau of Statistics	6	1
Thailand	National Statistical Office	1	1
Tonga	Statistics Department	5	1
Trinidad and Tobago	Central Statistical Office	1	1
Turkey	State Institute of Statistics, Prime Ministry	1	...
United Kingdom	Office for National Statistics	4	1
United States	Bureau of Labor Statistics	2	1
Zimbabwe	Central Statistical Office	2	1

* = Data extracted from national publications.

... = Not known.

(1) Type of source of data:

- 1 Labour force Survey
- 2 Establishment survey
- 3 Administrative registers
- 4 Official estimates
- 5 Population census
- 6 Combination of different sources
- 7 National accounts

(2) Type of measurement:

- 1 Employed persons
- 2 Persons working full time
- 3 Employment as full time equivalents
- 4 Persons with regular contracts

Annex 2:

Questionnaire

on statistic of

Public sector employment



International Labour Office

QUESTIONNAIRE

on statistics of the

PUBLIC SECTOR EMPLOYMENT

This questionnaire is used to test the possibility of creating
an international data base for statistics
on public sector employment

Please fill in the tables in accordance with the instructions provided.

Please return this questionnaire
to the ILO by **15 September 1998**.

Country:
(or territory)

Agency:

Name:

Address:

Contact person:

Name:

Tel.:

Fax:

E-mail:

If you have questions, please contact:

*M. Hammouya Tel.: +4122/7996365; e-mail: hammouya@ilo.org
E. Hoffmann Tel.: +4122/7998076; e-mail: hoffmann@ilo.org*

**Bureau of Statistics, ILO
CH-1211 Genève 22
Switzerland
Fax: +4122/7796957**

Instructions for completing the tables

1. General instructions

If it is not possible to supply information exactly according to the definitions or groups requested, please give the available data which seem closest. Please explain any discrepancies between the data reported and the information requested under "Definitions / Notes / Comments".

Please provide information about source of data and units of measurement.

Statistics are requested for four years. Latest available year and 1985, 1990 and 1995, or years close to those. In the tables, please give the reference years in the places indicated, and give the precise reference date or period in the space for "Definitions / Notes / Comments".

2. Definitions

The **total public sector employment** covers all employment of general government sector as defined in *System of National Accounts 1993* (see Annex, page 7) plus employment of publicly owned enterprises and companies. It covers all persons employed directly by those institutions, without regard for the particular type of employment contract.

The **general government sector employment** is the total employment of all resident institutional units operating at central, state (or regional) and local levels of government; i.e. all government units, social security funds and non-market Non Profit Institutions (NPIs) that are controlled and mainly financed by public authority.

The *government units* carry out government

functions and have fiscal, legislative and executive authority, which extend to their competent geographical areas.

The *central government units* consist in general of a single institution composed of departments or ministries, of autonomous agencies carrying out special functions, and of all NPIs which are controlled and mainly financed by public authority. Their fiscal, legislative and executive authority extends over the entire territory of the country. The administration units which provide some services to local residents but which are directly dependent on central units should be an integral part of central government unit (see Annex, paragraphs 4.117 to 4.122, pages 7 and 8).

The *state government units* (or regional government units) consist of "state governments which are separate institutional units plus those NPIs that are controlled and mainly financed by state governments". Their fiscal, legislative and executive authority extends to the territory of the "state" (or region) into the country. They are often own autonomous agencies for special functions. (see Annex, paragraphs 4.123 to 4.127, page 8).

The *local government units* are institutional units whose fiscal, legislative and executive authority is generally much less than that of central or state (or regional) governments. They typically provide a wide range of services to local residents and often depend on grants or transfers from higher levels of governments. (see Annex, paragraphs 4.128 and 4.129, pages 8 and 9).

The *Non Profit Institutions* (NPIs) are legal entities which are autonomous from government

units. They are classified under the general government only if they are non-market, as well as financed and controlled by public authority.

The *social security funds* are "social insurance schemes covering the community as a whole or large sections of the community, and are imposed and controlled by government units". They can operate at each level of government (see Annex, paragraph 4.130, page 9).

The **employment of publicly owned enterprises and companies** is the employment of all units producing goods or services for the market and which are mainly owned and/or controlled by government units.

3. Specific instructions

Tables 1A (Total) and 1B (Women) request data on public sector employment by type of institution and level of government, as well as total private employment.

The data should be provided by institution and level government according to definitions above. If data are only available for other definitions, please indicate in the tables, under "Definitions / Notes / Comments" the definitions used.

Tables 2A (Total) and 2B (Women) request data on total employment and public sector employment by economic activity.

Please mark the box indicating the version of the International Standard Industrial Classification: ISIC Rev.2 or ISIC Rev.3.

Thank you for your cooperation.

Table 1A: Public sector employment by type of institution and level of government, and total private employment

TOTAL

Country:	Source of data: <input type="checkbox"/> Labour force survey <input type="checkbox"/> Establishment survey <input type="checkbox"/> Administrative registers	Units of measurement: <input type="checkbox"/> Official estimates <input type="checkbox"/> Combination of different sources <input type="checkbox"/>	<input type="checkbox"/> All employed persons <input type="checkbox"/> Person s with regular contracts <input type="checkbox"/> Person s working full time	<input type="checkbox"/> Employment as full time equivalents <input type="checkbox"/>
-----------------	--	--	--	--

Year	Level of government	Employment in general government sector				Employment in publicly owned enterprises and companies	Employment in total public sector (6+7)	Employment in private sector (Total)
		Government units	Social security funds	Other No Profit Institutions	Total (3+4+5)			
1	2	3	4	5	6	7	8	9
Latest available year 199__	Central/Federal							*****
	Regional/State government							*****
	Local							*****
	Total							
1995 or year close to 1995 199__	Central/Federal							*****
	Regional//State government							*****
	Local							*****
	Total							
1990 or year close to 1990 199__	Central/Federal							*****
	Regional//State government							*****
	Local							*****
	Total							
1985 or year close to 1985 198__	Central/Federal							*****
	Regional//State government							*****
	Local							*****
	Total							

Definitions / Notes / Comments:

Table 1B: Public sector employment by type of institution and level of government, and total private employment

WOMEN

Country:	Source of data:		Units of measurement:	
	<input type="checkbox"/> Labour force survey	<input type="checkbox"/> Official estimates	<input type="checkbox"/> All employed persons	<input type="checkbox"/> Employment as full time equivalents
	<input type="checkbox"/> Establishment survey	<input type="checkbox"/> Combination of different sources	<input type="checkbox"/> Person s with regular contracts	<input type="checkbox"/>
	<input type="checkbox"/> Administrative registers	<input type="checkbox"/>	<input type="checkbox"/> Person s working full time	

Year	Level of government	Employment in general government sector				Employment in publicly owned enterprises and companies	Employment in total public sector (6+7)	Employment in private sector (Total)
		Government units	Social security funds	Other no profit institutions	Total (3+4+5)			
1	2	3	4	5	6	7	8	9
Latest available year 199__	Central/Federal							☆☆☆☆☆☆☆☆
	Regional/State government							☆☆☆☆☆☆☆☆
	Local							☆☆☆☆☆☆☆☆
	Total							
1995 or year close to 1995 199__	Central/Federal							☆☆☆☆☆☆☆☆
	Regional//State government							☆☆☆☆☆☆☆☆
	Local							☆☆☆☆☆☆☆☆
	Total							
1990 or year close to 1990 199__	Central/Federal							☆☆☆☆☆☆☆☆
	Regional//State government							☆☆☆☆☆☆☆☆
	Local							☆☆☆☆☆☆☆☆
	Total							
1985 or year close to 1985 198__	Central/Federal							☆☆☆☆☆☆☆☆
	Regional//State government							☆☆☆☆☆☆☆☆
	Local							☆☆☆☆☆☆☆☆
	Total							

Definitions / Notes / Comments:

Table 2A: Total employment and public sector employment by economic activity

TOTAL

Country:	Source of data: <input type="checkbox"/> Labour force survey <input type="checkbox"/> Official estimates <input type="checkbox"/> Establishment survey <input type="checkbox"/> Combination of different sources <input type="checkbox"/> Administrative registers <input type="checkbox"/>	Units of measurement: <input type="checkbox"/> All employed persons <input type="checkbox"/> Employment as full time equivalents <input type="checkbox"/> Person s with regular contracts <input type="checkbox"/> <input type="checkbox"/> Person s working full time
-----------------	---	--

Economic activity ISIC Rev. 2	<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		Economic activity ISIC Rev. 3
	1985 or year close to 1985 198__		1990 or year close to 1990 199__		1995 or year close to 1995 199__		Latest available year 199__		
	Total employment	Public employment	Total employment	Public employment	Total employment	Public employment	Total employment	Public employment	
1	2	3	4	5	6	7	8	9	10
1									A
2									B
3									C
4									D
5									E
6									F
7									G
8									H
9									I
0									J
									K
									L
									M
									N
									O
									P
									Q
									X
Total									Total

Definitions / Notes / Comments:

Table 2B: Total employment and public sector employment by economic activity

WOMEN

Country:	Source of data: <input type="checkbox"/> Labour force survey <input type="checkbox"/> Establishment survey <input type="checkbox"/> Administrative registers	Units of measurement: <input type="checkbox"/> Official estimates <input type="checkbox"/> Combination of different sources <input type="checkbox"/> <input type="checkbox"/> All employed persons <input type="checkbox"/> Person s with regular contracts <input type="checkbox"/> Person s working full time <input type="checkbox"/> Employment as full time equivalents <input type="checkbox"/>
-----------------	--	--

Economic activity ISIC Rev. 2	<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		<input type="checkbox"/> ISIC Rev.2 <input type="checkbox"/> ISIC Rev.3		Economic activity ISIC Rev. 3
	1985 or year close to 1985 198__		1990 or year close to 1990 199__		1995 or year close to 1995 199__		Latest available year 199__		
	Total employment	Public employment	Total employment	Public employment	Total employment	Public employment	Total employment	Public employment	
1	2	3	4	5	6	7	8	9	10
1									A
2									B
3									C
4									D
5									E
6									F
7									G
8									H
9									I
0									J
									K
									L
									M
									N
									O
									P
									Q
									X
Total									Total

Definitions / Notes / Comments:

3. The general government sector (S. 13)

4.113. The general government sector consists of the following group of resident institutional units:

- (a) All units of central, state or local government;
- (b) All social security funds at each level of government;
- (c) All non-market *Non Profit Institutions* (NPIs) that are controlled and mainly financed by government units.

The sector does not include public corporations, even when all the equity of such corporations is owned by government units. It also does not include quasi-corporations that are owned and controlled by government units. However, unincorporated enterprises owned by government units that are not quasi-corporations remain integral parts of those units and, therefore, must be included in the general government sector.

4. Sub-sectors of the general government sector

4114. Two alternative methods of sub-sectoring the general government sector are proposed in the System. One method is as follows:

- (a) Central government (S. 1311);
- (b) State government (S.1312);
- (c) Local government (S.1313);
- (d) Social security funds (S.1314).

4.115. The alternative method is as follows:

- (a) Central government plus social security funds operating at the central government level (S.1321);
- (b) State government plus social security funds operating at the state government level (S.1322);
- (c) Local government plus social security funds operating at the local government level (S.1323).

4.116. As explained more fully later, the choice between the two methods of sub-sectoring depends mainly on the size, or importance, of social security funds within a country and on the way in which they are managed. In some countries there may not exist a proper intermediate level of government between central and local government, in which case the sub-sector "state government" is not distinguished.

Central government (S.1311)

4.117. The central government sub-sector consists of the institutional unit or units making up the central government plus those NPIs that are controlled and mainly financed by central government.

4.118. The political authority of central government extends over the entire territory of the country.

Central government has therefore the authority to impose taxes on all resident and non-resident units engaged in economic activities within the country. Its political responsibilities include national defence and relations with foreign governments and it also seeks to ensure the efficient working of the social and economic system by means of appropriate legislation and regulation and also the maintenance of law and order. It is responsible for providing collective services for the benefit of the community as a whole, and for this purpose incurs expenditures on defence and public administration. In addition it may incur expenditures on the provision of services, such as education or health, primarily for the benefit of individual households. Finally, it may make transfers to other institutional units--households, NPIs, corporations and other levels of government.

4.119. Central government is a large and complex sub-sector in most countries. It is generally composed of a central group of departments or ministries that make up a single institutional unit plus, in many countries, other institutional units. The departments may be responsible for considerable amounts of expenditure within the framework of the government's overall budget, but they are nevertheless not separate institutional units. Each department is not capable of owning assets, incurring liabilities, engaging in transactions, etc., in its own right, i.e., independently of central government as a whole. It would not be possible to compile

meaningful, or analytically useful, income and accumulation accounts or balance sheets for each separate department as if it were a single legal entity. In addition, there may be agencies of central government with separate legal identity and substantial autonomy; they may have discretion over the volume and composition of their expenditures and may have a direct source of revenue such as earmarked taxes. Such agencies are often established to carry out specific functions such as road construction or the non-market production of health or education services. These should be treated as separate institutional units if they maintain full sets of accounts, but are part of the central government sub-sector if they meet the criteria described in paragraph 4.104 (see end of this extract).

- 4.120. The departments of central government are often deliberately dispersed geographically and located in different parts of the country, but they nevertheless remain parts of a single institutional unit. Similarly, if the central government maintains branch offices or agencies in different parts of the country to meet local needs, including military bases or installations which serve national defence purposes, these must also be counted as parts of a single institutional unit for central government. However, for purposes of production accounts by type of productive activity, the establishment is used as the statistical unit, and producer units located in different regions are to be treated as different establishments, even though part of a single institutional unit.
- 4.121. In some countries, the central government may include units which engage in financial transactions which in other countries would be performed by central banks. In particular, units of central government may be responsible for the issue of currency, the maintenance of

international reserves and the operation of exchange stabilization funds, and also transactions with the International Monetary Fund (IMF). When the units in question remain financially integrated with central government and under the direct control and supervision of central government, they cannot be treated as separate institutional units. Moreover, whatever monetary authority functions are carried out by central government are recorded in the government sector and not the corporate financial sector. However, because of the analytical importance which is attached to obtaining accounts covering the monetary authorities as a whole, and in order to provide links with other statistical systems, such as the Balance of payments Manual Government Finance Statistics and Money and Banking Statistics of the IMF; it is recommended that the transactions of central government agencies carrying out monetary authority and deposit-taking functions should be separately identified, so that they can be combined with those of the central bank and other depository corporations in special tabulations if desired.

- 4.122. Finally, it may be noted that social security funds are treated in the System as separate institutional units at each level of government, even though in some countries their finances may be partially integrated with government. Social security funds are described below. However, treating social security funds as separate institutional units does not, of course, preclude them from being included in the same sub-sector as the government units with which they are associated, and they are so included in the alternative method of sub-sectoring the general government sector.

State government (S.1312)

- 4.123. The state government sub-sector consists of state governments which are separate institutional units plus those NPIs that are controlled and mainly financed by state governments.
- 4.124. State governments are institutional units exercising some of the functions of government at a level below that of central government and above that of the governmental institutional units existing at a local level. They are institutional units whose fiscal, legislative and executive authority extends only over the individual "states" into which the country as a whole may be divided. Such "states" may be described by different terms in different countries. In some countries, especially small countries, individual states and state governments may not exist. However, in large countries, especially those which have federal constitutions, considerable powers and responsibilities may be assigned to state governments.
- 4.125. A state government usually has the fiscal authority to levy taxes on institutional units which are resident in, or engage in economic activities or transactions within, its area of competence (but not other areas). In any case, in order to be recognized as an institutional unit it must be able to own assets, raise funds and incur liabilities on its own account. It must also be entitled to spend or allocate some, or possibly all, of the taxes or other income that it receives according to its own policies, within the general rules of law of the country, although some of the transfers it receives from central government may be tied to certain specified purposes. It should also be able to appoint its own officers, independently of external administrative control. On the other hand, if a regional unit is

entirely dependent on funds from central government, and if the central government also dictates the ways in which those funds are to be spent at the regional level, it should be treated as an agency of central government rather than as a separate institutional unit.

- 4.126. State governments, when they exist, are distinguished by the fact that their fiscal authority extends over the largest geographical areas into which the country as a whole may be divided for political or administrative purposes. In a few countries more than one level of government exists between the central government and the smallest governmental institutional units at a local level; in such cases, these intermediate levels of government are grouped together with the level of government, either state or local, with which they are most closely associated for purposes of sectoring in the System.
- 4.127. State governments may own, or control, corporations in the same way as central government. Similarly, they may have units which engage in market production, in which case the relevant producer units should be treated as quasi-corporations whenever their operations and accounting records justify this. Social security schemes may also exist at a state level and are treated as separate institutional units.

Local government (S.1313)

- 4.128. The local government sub-sector consists of local governments that are separate institutional units plus those NPIs which are controlled and mainly financed by local governments. In principle, local government units are institutional units whose fiscal, legislative and executive authority extends over the smallest geographical areas

distinguished for administrative and political purposes. The scope of their authority is generally much less than that of central government or regional governments, and they may, or may not, be entitled to levy taxes on institutional units resident in their areas. They are often heavily dependent on grants or transfers from higher levels of government, and they may also act as agents of central or regional governments to some extent. However, in order to be treated as institutional units they must be entitled to own assets, raise funds and incur liabilities by borrowing on their own account; similarly, they must have some discretion over how such funds are spent. They should also be able to point their own officers, independently of external administrative control. The fact that they may also act as agents of central or state governments to some extent does not prevent them from being treated as separate institutional units provided they are also able to raise and spend some funds on their own initiative and own responsibility.

- 4.129. As they are the government units which are in closest contact with the institutional units resident in their localities, they typically provide a wide range of services to local residents, some of which may be financed out of transfers from higher levels of government. The same rules govern the treatment of the production of goods and services by local government units as are applied to central and state governments. Units such as municipal theatres, museums, swimming pools, etc., which supply goods or services on a market basis should be treated as quasi-corporations whenever appropriate. Units supplying services such as education or health on a non-market basis remain an integral part of the local government unit to which they belong.

Social security funds (S.1314)

- 4.130. The social security funds sub-sector consists of the social security funds operating at all levels of government. As explained in paragraph 111 above, social security funds are social insurance schemes covering the community as a whole or large sections of the community, that are imposed and controlled by government units.

5. The alternative method of sub-sectoring

- 4.131. The alternative method of sub-sectoring the general government sector is to group the social security funds operating at each level of government with the corresponding government units and government controlled and financed NPIs at that level of government. The two alternative methods of sub-sectoring are designed to accommodate different analytical needs. The decision as to which method is more appropriate in a given country cannot be made a priori. It depends on how well organized and important social security funds are and on the extent to which they are managed independently of the government units with which they are associated. If the management of social security funds is so closely integrated with the short-or medium-term requirements of the government's general economic policy that contributions and benefits are deliberately adjusted in the interests of overall economic policy, it becomes difficult, at a conceptual level, to draw any clear distinction between the management of social security and the other economic functions of government. Alternatively, in some countries, social security funds may exist in only a very rudimentary form. In either of these circumstances it is difficult to justify treating social security funds as a separate sub-sector on a par with central, state and local government,

and it is more appropriate to use the alternative method of sub~sectoring in which they are grouped with the corresponding government units at each level of government.

Paragraph 4.104, page 101 in “System of National Accounts 1993”

- 4.104. Government units may be described as unique kinds of legal entities established by political processes which have legislative, judicial or executive authority over other institutional units within a given area. Viewed as institutional units, the principal functions of government are to assume responsibility for the provision of goods and services to the community or to individual households and to finance their provision out of taxation or other incomes; to redistribute income and wealth by means of transfers; and to engage in non-market production. In general terms:
- (a) A government unit usually has the authority to raise funds by collecting taxes or compulsory transfers from other institutional units. In order to

satisfy the basic requirements of an institutional unit in the System, a government unit -whether at the level of the nation, a region or a locality- must have funds of its own either raised by taxing other units or received as transfers from other government units and the authority to disburse some, or all, of such funds in the pursuit of its policy objectives. It must also be able to borrow funds on its own account;

- (b) Government units typically make three different kinds of final outlays:
 - (i) The first group consists of actual or imputed expenditures on the free provision to the community of collective services such as public administration, defence, law enforcement, public health, etc. which, as a result of market failure, have to be organized collectively by government and financed out of general taxation or other income;

- (ii) The second group consists of expenditures on the provision of goods or services free, or at prices that are not economically significant, to individual households. These expenditures are deliberately incurred and financed out of taxation or other income by government in the pursuit of its social or political objectives, even though individuals could be charged according to their usage;
- (iii) The third group consists of transfers paid to other institutional units, mostly households, in order to redistribute income or wealth.

Annex 3: Sectoral working papers

	<i>Year</i>	<i>Reference</i>
New Technology in Banking and Insurance: Relative Provisions and Collective Agreements (Edith Epstein)	1985	SAP 4.1/WP.1
The Socio-Economic Implications of Structural Changes in Plantations in Asian Countries (K.N. Sircar, J.P. Sajhau, A. Navamukundan, R. Sukarja) ¹	1985	SAP 2.1/WP.2
The Socio-Economic Implications of Structural Changes in Plantations in African Countries (J.A. Lugogo, L.A. Msambichaka and M.S.D. Bagachwa, J.A. Dadson, K. Tano)	1986	SAP 2.2/WP.3
Las implicaciones socioeconómicas de los cambios estructurales en las plantaciones de países de América latina y del Caribe (E. Torres-Rivas, M. Chiriboga, T.F. Clarke)	1986	SAP 2.3/WP.4
The Formulation and Implementation of Housing Policy in Sri Lanka: The origin and implications of the "Million Houses Programme" (Marni Pigott)	1986	SAP 2.4/WP.5
Labour and Social Effects of Restructuring in the Iron and Steel Industry (Oleg Stepanov)	1986	SAP 1.1/WP.6
The Teller and the Terminal: The Effects of Computerisation on the Work and on the Employment of Bank Tellers (Michael Bell)	1988	SAP 4.2/WP.7
Social and Economic Effects of El Cerrejon Coal Project in Colombia (James Jonish)	1987	SAP 2.5/WP.8
Income of Workers in the Hotel, Catering and Tourism Sector (A. Faymann)	1987	SAP 6.1/WP.9

¹ Out of print

Social and Labour Effects of Computer-Aided Design and Computer-Aided Manufacturing (CAD/CAM), (Karl-H. Ebel and Erhard Ulrich)	1987	SAP 1.2/WP.10
La participation des femmes aux coopératives (D. Mavrogiannis)	1987	SAP 5.1/WP.11
La mobilisation de l'épargne rurale par les institutions de type coopératif et son impact sur le développement local dans sept pays africains - synthèse de sept études de cas : Burkina Faso, Cameroun, Egypte, Nigeria, Rwanda, Togo, Zimbabwe (Gilbert Renard)	1987	SAP 5.2/WP.12
Rural Savings Mobilisation by Co-operative Institutions and its Impact on Local Development in Seven African Countries - Synthesis of Seven Case Studies: Burkina Faso, Cameroon, Egypt, Nigeria, Rwanda, Togo, Zimbabwe (Gilbert Renard)	1988	SAP 5.2/WP.12
Coopératives à buts multiples dans les régions rurales des pays en développement (Albert Benjacov) ²	1987	SAP 5.3/WP.13
Social and Economic Conditions in Plantation Agriculture in Kenya - Proceedings of a Tripartite Workshop organised by the International Labour Office at Egerton University College, Njoro, Kenya, 4 - 8 May 1987 (J.P. Sajahau)	1988	SAP 2.6/WP.14
Productivity and its Impact on Employment and on the Working and Living Conditions of Iron and Steel Workers (Oleg Stepanov)	1988	SAP 1.3/WP.15
Social and Economic Implications of Tea Processing - The Experiences of India and Kenya (B. Sivaram and G.A. Orao Obura)	1989	SAP 2.7/WP.16
Economic and Social Implications of Sugar Cane Processing in Developing Countries (T. Hannah, International Sugar Organization)	1989	SAP 2.8/WP.17
Social and Labour Consequences of Economic and Technological Change in Civil Aviation (A. Gil)	1989	SAP 2.9/WP.18

² Out of print

Les implications socio-économiques de la transformation primaire du coton en Afrique francophone (M. de Sahb)	1989	SAP 2.10/WP.19
Socio-economic Implications of Primary Processing of Plantation Crops in Malaysia. Rubber and Palm-oil (M. N. Navamukundan)	1989	SAP 2.11/WP.20
Production, Employment and Wages in the Coffee Processing Sector of Brazil (G. Maia Gomes)	1989	SAP 2.12/WP.21
Social and Labour Aspects of Urban Passenger Transport in Selected African Countries (A. Gil)	1989	SAP 2.13/WP.22
Petroleum Training in Algeria and Nigeria (J. McLin)	1989	SAP 2.14/WP.23
Training and Technological Development in the Petroleum Sector: The cases of Norway and Brazil (Jan Erik Karlsen and Henrique Rattner)	1989	SAP 2.15/WP.24
Les coopératives et l'auto-assistance mutuelle face à la pauvreté urbaine dans les pays en développement (C. Jacquier)	1989	SAP 5.4/WP.25
Female Participation in the Construction Industry (J. Wells)	1990	SAP 2.16/WP.26
The Social Protection of Artists and Performers: The Situation in Selected Industrialised Countries (Jean-Pierre Dumont, Annie-Paule Gollot and Francis Kessler)	1990	SAP 4.3/WP.27
La protection sociale des artistes: la situation dans quelques pays industriels (Jean-Pierre Dumont, Annie-Paule Gollot et Francis Kessler)	1990	SAP 4.3/WP.27
Technological Change in the Iron and Steel Industry and its Effect on Employment and Training (S. Moinov)	1990	SAP 2.17/WP.28

Workers' Housing Co-operatives in Turkey: A Qualitative Evaluation of the Movement (A. S. Ozüekren)	1990	SAP 2.18/WP.29
Socio-Economic Conditions in Plantations in India. Proceedings of a National Tripartite Workshop (International Labour Office)	1990	SAP 2.19/WP.30
L'emploi dans l'industrie pétrolière (Inès Lemarie et Christophe Barret)	1990	SAP 2.20/WP.31
Les tendances de l'emploi, de la production et du commerce dans la filière textile: situation actuelle et perspectives (Marcel de Sahb)	1990	SAP 2.21/WP.32
The Role of Petroleum Industries in Promoting National Development: Report of a Latin American Regional Symposium (Laura Randall)	1990	SAP 2.22/WP.33
The Internationalisation of Print: Trends, Socioeconomic Impact and Policy (Richard McArthur)	1990	SAP 2.23/WP.34
The Problems of Women Teachers in Technical and Vocational Education in Kenya, Tanzania and Zambia: an Exploratory Report (Kathleen Lynch)	1990	SAP 4.4/WP.35
Safety and Health Problems in Small and Medium Scale Textile Enterprises in Five Developing Countries (L. Li)	1990	SAP 2.24/WP.36
The Status of Women Teachers in Southern Africa (Catherine Gaynor)	1990	SAP 4.5/WP.37
Socio-Economic Conditions in Plantations in Tanzania: Proceedings of a National Tripartite Workshop organised by the International Labour Office at Morogoro, 23-27 April 1990 (Edited by J.P. Sajahau)	1990	SAP 2.25/WP.38

Adjustment and Restructuring in Plantations: The Case of Sugar-cane in Mauritius and Negros Occidental (Philippines) (J.M. Paturau (Mauritius) and T.S. Untalan (Negros Occidental)	1990	SAP 2.26/WP.39
The communication of phonograms to the public: Remuneration of performers and producers (Pierre Chesnais)	1991	SAP 4.6/WP.40
Iron and Steel Producers: Fourteen of the Smaller Players (Stephan Moinov)	1991	SAP 2.27/WP.41
Professional and Managerial Staff: Their Place in the Labour Relations System of Canada and the United States (Michael Bendel)	1991	SAP 4.7/WP.42
Producers' Small Scale Industrial Co-operatives Some Case Studies from Developing Countries (Malcolm Harper)	1991	SAP 5.5/WP.43
La condition de l'artiste (André Nayer and Suzanne Capiiau)	1991	SAP 4.8/WP.44
Gestion des ressources humaines dans le secteur public: Réflexion méthodologique à partir de l'étude de quelques projets de coopération technique conduits par le Bureau international du Travail (Joël Cauden et José Trouvé)	1991	SAP 4.9/WP.45
Labour Market Flexibility: The Challenge Facing Senior Medical Officers in New Zealand (Ian Powell)	1991	SAP 4.10/WP.46
Crise et assainissement des services publics africains. Le cas des services de fourniture d'eau et d'électricité et des transports au Cameroun, Niger et Sénégal (Patrick Plane)	1991	SAP 4.11/WP.47
Manpower Aspects of Restructuring Railways in Developing Countries: A synthesis of six country case studies (A. Silverleaf)	1991	SAP 2.28/WP.48

Negotiating technological and structural change in Australia Post (R. Lansbury)	1992	SAP 4.12/WP.49
Women in scientific research in Australia: A case study (C. Macpherson)	1992	SAP 4.13/WP.50
Global information processing: The emergence of software services and data entry jobs in selected developing countries (S. Mitter and R. Pearson)	1992	SAP 4.14/WP.51
The construction industry in Brazil: Surviving the transition to a more competitive market (H. Zylberstajn)	1992	SAP 2.29/WP.52
Human resource management issues in developing country public enterprises (petroleum/chemical sectors) (D.G.M. Cheshire)	1992	SAP 2.30/WP.53
The restructuring of the Japanese National Railways: Effects on labour and management (S. Watanabe)	1992	SAP 2.31/WP.54
El sector bancario argentino: El impacto de los cambios tecnologicos y estructurales sobre el trabajo y el empleo (J.C. Neffa)	1993	SAP 4.15/WP.55
An industry steels itself for change (S. Moinov)	1993	SAP 2.32/WP.56
Un atout pour la santé: La rémunération du personnel infirmier (A. Brihaye)	1993	SAP 4.16/WP.57
Les conditions d'emploi des travailleurs des plantations: Compte-rendu d'un atelier tripartite national (P. Egger)	1993	SAP 2.33/WP.58
Ajustement structurel, politiques agricoles et efforts d'adaptations paysannes en Côte d'Ivoire (M. Allechi, Y. Affou, D. Ngaresseum)	1993	SAP 2.34/WP.59
White-collar unionism in selected European countries: Issues and prospects (E. Kassalow)	1993	SAP 4.17/WP.60

Les enjeux des services bancaires: hommes, techniques et marchés (J. D'Alançon)	1993	SAP 4.18/WP.61
Occupational Safety and Health in the Food and Drink Industries (Shizue Tomoda)	1993	SAP 2.35/WP.62
Employed or Self-Employed? Contract Labour in the British Construction Industry (Julian Birch)	1993	SAP 2.36/WP.63
The effects of technological and structural changes on employment in major Irish banks (Noelle Donnelly)	1993	SAP 4.19/WP.64
La banque française en mutation: marché, profession, organisation, culture (E. Blaustein, M. Dressen)	1993	SAP 4.20/WP.65
Nurses' pay: A vital factor in health care (A. Brihaye)	1993	SAP 4.21/WP.66
Part-time and temporary employees in the Public Service in Japan (Seiichiro Hayakawa)	1993	SAP 4.22/WP.67
La situación de las mujeres docentes en centroamérica: Hacia la igualdad de oportunidades y de trato (Mafalda Sibille Martina)	1994	SAP 4.23/WP.68
Por la remuneración equitativa del personal de enfermería (A. Brihaye)	1994	SAP 4.24/WP.69
Privatization of public services and public utilities (C. Oestmann)	1994	SAP 4.25/WP.70
Les droits syndicaux des cadres: Une perspective internationale (Claire Dupont-Sakharov et Laure Frexinós)	1995	SAP 4.26/WP.71
Consequences for Management and Personnel of the Reorganization of Railways in the Russian Federation - 1990-1992 (Irene Valkova)	1994	SAP 2.37/WP.72

Trends and Perspectives in the Nursing Profession (Christine Hancock, James Buchan, Phil Gray; Cécile Fontaine; Sholom Glouberman; Tom Keighley)	1995	SAP 4.27/WP.73
Trade union rights of managerial staff: An international perspective (Claire Dupont-Sakharov and Laure Frexinos)	1995	SAP 4.28/WP.74
Los derechos sindicales del personal dirigente: una perspectiva internacional (Claire Dupont-Sakharov and Laure Frexinos)	1995	SAP 4.29/WP.75
Productivity, employment and industrial relations in coal mines Two case studies from the Czech Republic and the Russian Federation (Edited by Norman S. Jennings)	1994	SAP 2.38/WP.76
Productivity, employment and industrial relations in coal mines Three case studies from China, India and Zimbabwe (Edited by Norman S. Jennings)	1994	SAP 2.39/WP.77
Productivity, employment and industrial relations in coal mines Three case studies from Australia, United Kingdom, United States (Edited by Norman S. Jennings)	1994	SAP 2.40/WP.78
Atmospheric pollution control: How much of a threat to coal? (Sonja Boehmer-Christiansen)	1994	SAP 2.41/WP.79
Job satisfaction and decentralization: The effects of systemic change on Swedish comprehensive school teachers from 1988 to 1993 (Roger Ellmin)	1995	SAP 4.30/WP.80
Contract labour in Malaysian plantation, construction and sawmilling industries: A survey report (Lee Kiong Hock and A. Sivananthiran)	1995	SAP 2.42/WP.81
Sectoral trends in world employment (Jaroslaw Wieczorek)	1995	SAP 2.43/WP.82

Les femmes enseignantes dans l'enseignement technique et professionnel au Bénin, en Côte d'Ivoire, au Mali, au Sénégal: Une étude comparative (Soledad Perez)	1995	SAP 4.31/WP.83
Occupational stress and burn-out of teachers: A review (Tom Cox and Amanda Griffiths)	1995	SAP 4.32/WP.84
Gender and employment on sugar cane plantations in Tanzania (Marjorie Mbilinyi with Ave Maria Semakafu)	1995	SAP 2.44/WP.85
Various forms of employment in the food and drink industries (Shizue Tomoda)	1995	SAP 2.45/WP.86
L'ajustement dans le secteur public et la gestion des ressources humaines: le cas du Sénégal (Abdoul Aziz Tall)	1995	SAP 4.33/WP.87
Privatization in Mauritius: Semi-privatization, Counter-privatization and Closure (P. Ujoodha)	1995	SAP 4.34/WP.88
L'ajustement structurel dans le secteur public et la gestion des ressources humaines: Le cas du Mali (Mohamed Moustapha Sissoko)	1995	SAP 4.35/WP.89
Document d'orientation sur les politiques de privatisation du secteur public (Alain Adérito Sanches)	1995	SAP 4.36/WP.90
Women workers in manufacturing, 1971-91 (Shizue Tomoda)	1995	SAP 2.46/WP.91
Adjustment in the public sector and management of human resources in Mauritius (Raj Mudhoo)	1995	SAP 4.37/WP.92
Privatization in the iron and steel industry (Stephan Moinov)	1995	SAP 2.47/WP.93
Privatization and human resource issues in the Caribbean sugar industry (Clive Y. Thomas)	1995	SAP 2.48/WP.94

Foreign labour in the Malaysian construction industry (A.-R. Abdul-Aziz)	1995	SAP 2.49/WP.95
Recherche de la productivité et rentabilité dans le secteur bancaire: théorie, pratiques et conséquences sur la gestion des ressources humaines (Edgar Blaustein et Marnix Dressen)	1995	SAP 4.38/WP.96
Proceso de privatización en Argentina y Brasil: Consecuencias en materia de mercado de trabajo y desempeño empresarial Practicas utilizadas para el ajuste de personal (Enrique Saravia)	1995	SAP 2.50/WP.97
Deregulation of Road Freight Transport: Labour Implications (Yukari Suzuki)	1996	SAP 2.51/WP.98
Improving working conditions and increasing profits in forestry (Kiki Johansson and Bernt Strehlke)	1996	SAP 2.52/WP.99
ILO industrial committees and sectoral activities: An institutional history (Edward Weisband)	1996	SAP 2.53/WP.100
Productivity improvement and labour relations in the tea industry in South Asia (B. Sivaram)	1996	SAP 2.54/WP.101
Egalité des chances entre les hommes et les femmes des catégories cadres et professionnelles (J. Laufer)	1996	SAP 4.39/WP.102
Health care personnel in Central and Eastern Europe (J. Healy/C. Humphries)	1996	SAP 4.40/WP.103
Safety and health of meat, poultry and fish processing workers (S. Tomoda)	1996	SAP 2.55/WP.104
Labour migration in the construction industry in Latin America and the Caribbean (Edmundo Werna)	1996	SAP 2.56/WP.105

Foreign construction workers in Singapore - School of building & estate management - The National University of Singapore (George Ofori)	1996	SAP 2.57/WP.106
Ethique des affaires dans les industries THC (textile, habillement, chaussures): Les codes de conduite (J.P. Sajhau)	1997	SAP 2.58/WP.107
Health Care Personnel in Central and Eastern Europe (Russian version) (J. Healy/C. Humphries)	1997	SAP 4.41/WP.108
Responsible Care and related voluntary initiatives to improve enterprise performance on health, safety and environment in the chemical industry (Kevin Munn)	1997	SAP 2.59/WP.109
Business ethics in the textile, clothing and footwear (TCF) industries: Codes of Conduct (J.P. Sajhau)	1997	SAP 2.60/WP.110
Trayectoria de modernización y calificación en la industria siderúrgica: Perspectivas para el Siglo 21 Estudio de caso de una planta en México (Andrés Hernández, Anselmo García y Leornad Mertens)	1997	SAP 2.61/WP.111
Steel in the new millennium: Nine case studies (Edited by Norman S. Jennings)	1997	SAP 2.62/WP.112
People, Forest and Sustainability: Social Elements of Sustainable Forest Management in Europe (Proceedings)	1997	SAP 2.63/WP.113
Strategies to reach the top for women in management: Perspectives from ASEAN (Sieh Lee Mei Ling)	1997	SAP 4.42/WP.114
The impact of climate change policies on employment in the coalmining industry (Cain Polidano)	1997	SAP 2.64/WP.115
Breaking through the glass ceiling: Women in management in Poland (Anna Fotyga) (forthcoming)	1998	SAP 4.43/WP.116

Rompiendo el techo de cristal: las mujeres en puestos de dirección en Argentina (A.M. Mass, M.A. Saez, S. García y L. Cukierman) (forthcoming)	1998	SAP 4.44/WP.117
Breaking through the glass ceiling: Women in management in Argentina (A.M. Mass, M.A. Saez, S. García and L. Cukierman) (forthcoming)	1998	SAP 4.45/WP.118
Environmental protection and its employment effects on miners in small and artisanal mines in Zimbabwe (Marilyn Carr, David Laurence and Richard Sivotwa)	1998	SAP 2.65/WP.119
The impact of globalization on the construction industry Activities of contractors and workers across borders (Ryo Kawano)	1998	SAP 2.66/WP.120
The machinery, electrical and electronic industries in numbers (Maryke Dessing and Olivier Mutter)	1998	SAP 2.67/WP.121
The Dutch flower sector: Structure, trends and employment (Paul Elshof)	1998	SAP 2.68/WP.122
Indigenous peoples and oil development: reconciling conflicting interests (Manuela Tomei)	1998	SAP 2.69/WP.123
Current trends in the flexible organization of working time in Germany: A survey of recent internal agreements in the engineering industry (Christiane Lindecke and Steffen Lehndorff)	1998	SAP 2.70/WP.124
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