



중앙인사위원회  
CIVIL SERVICE COMMISSION

2004. 12. 14

# 정부 균형인사 추진현황 보고

# 목 차

■	
■	
■	
■	
■	
■	

:

1



- , , ,
- 

時 ('04. 6.17)



가



2

사회적  
통합 유도

국가경쟁력  
제고

사회적 비용  
감소

3

[Redacted]

- “ ” ('03~'07)
- “ ” ('02~'06)
- . 1 ('04)
- 

[Redacted]

- ('04)
- “ ” ('04)
- 7-9

[Redacted]

- “ ” ('03)
- 4 . 5 ('04)
- 52

[Redacted]

- “ ( )” ('05 )
- -

1

(minority group)



-

가

-



-

가

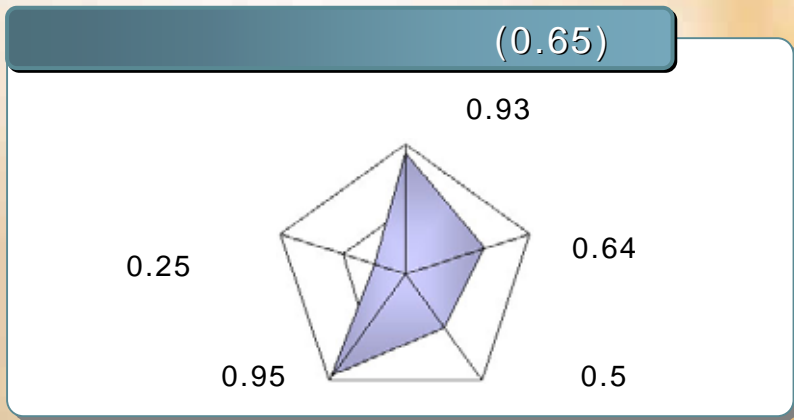
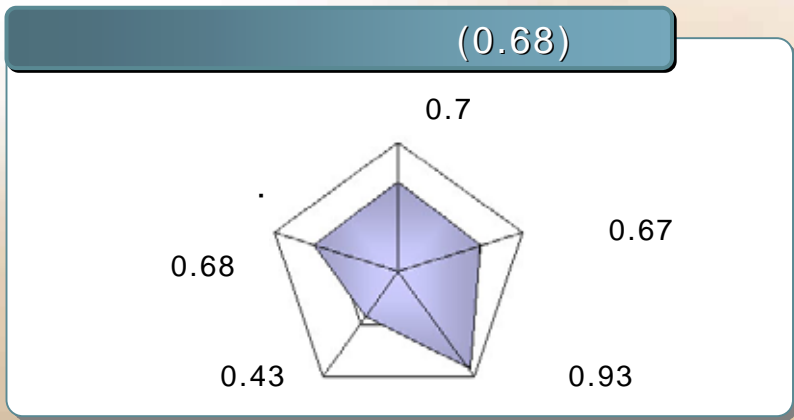
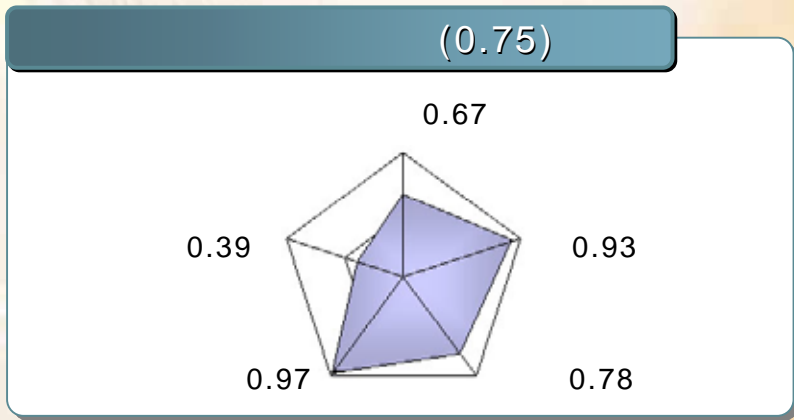
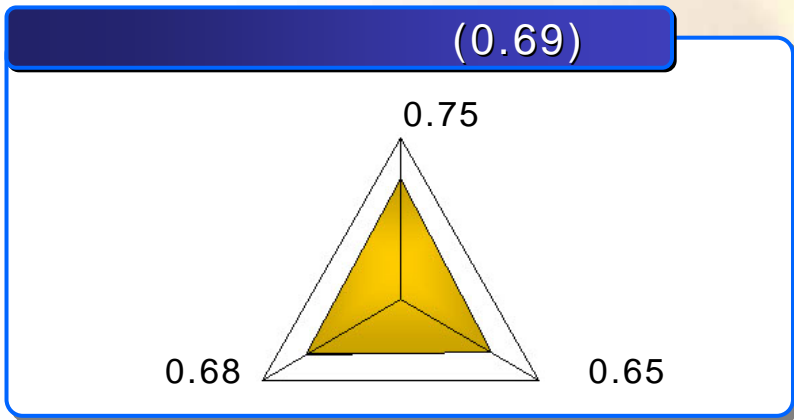
5

“1” : 0.85 , : 0.7~0.84, (“1” “1” ) : 0.7

-

: . . 53

2



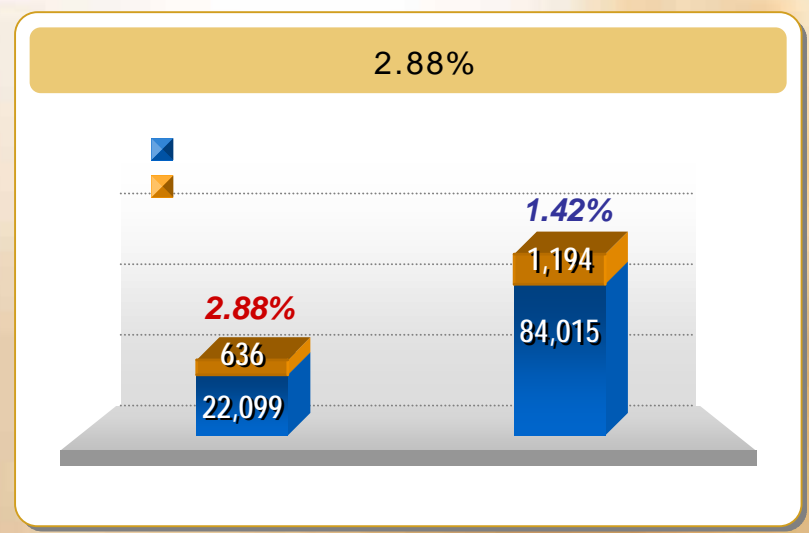
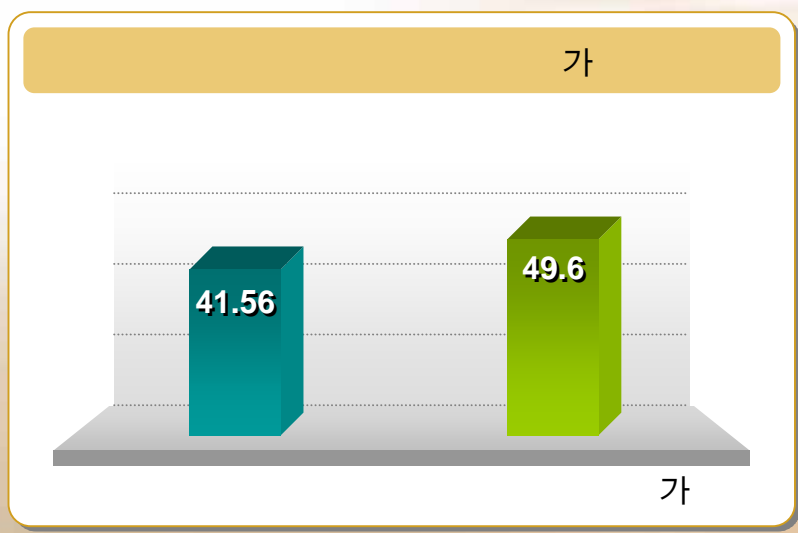
1

0.75  
: (0.99), (0.87)

2

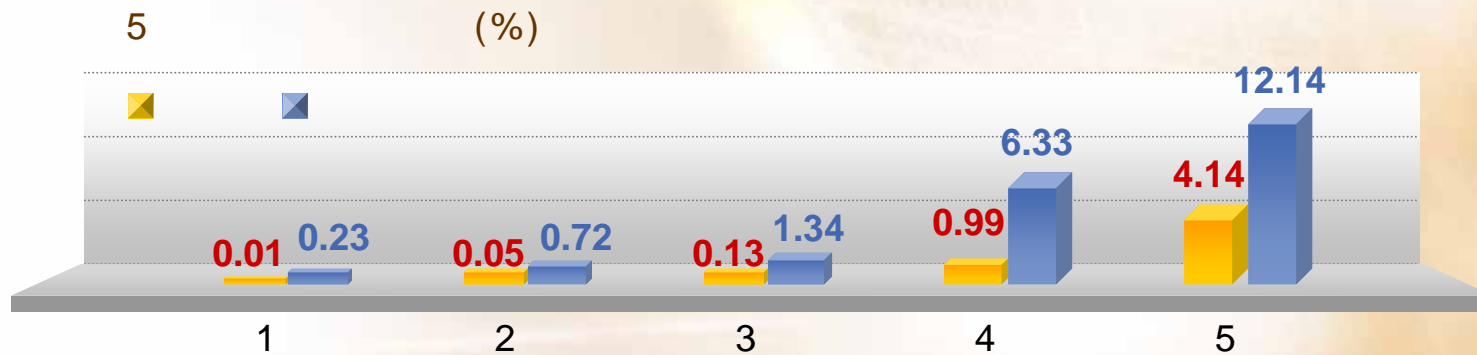
가

1 : (0.67)





2 : (0.39)  
 5 5.3%, 5 20.8%



3 : (0.97)  
 5 4 , 8 7  
 ( : )

	4 3	5 4	6 5	7 6	8 7
	9.18	<b>8.31</b>	10.37	7.25	<b>6.22</b>
	8.05	<b>9.34</b>	10.13	6.69	<b>6.57</b>

4 : (0.78)

●

-

(%)

	0.42	<b>2.42</b>	2.09	1.57
	2.56	<b>1.40</b>	2.02	1.64

5 : (0.93)

●

3-7  
1.62

가 1.76 (1 )

가

-

5.6% 8.2% 가

\*

3

('01.10.1 ~ '04.9.30)

### 3 가

#### 1

- - 3.92%, 18.06%
  - - 가 가
- 5

	2000	2001	2002	2003	2004
	203	233	257	209	<b>198</b>
	51 (25.1%)	59 (25.3%)	73 (28.4%)	70 (33.4%)	<b>76 (38.3%)</b>

#### 2

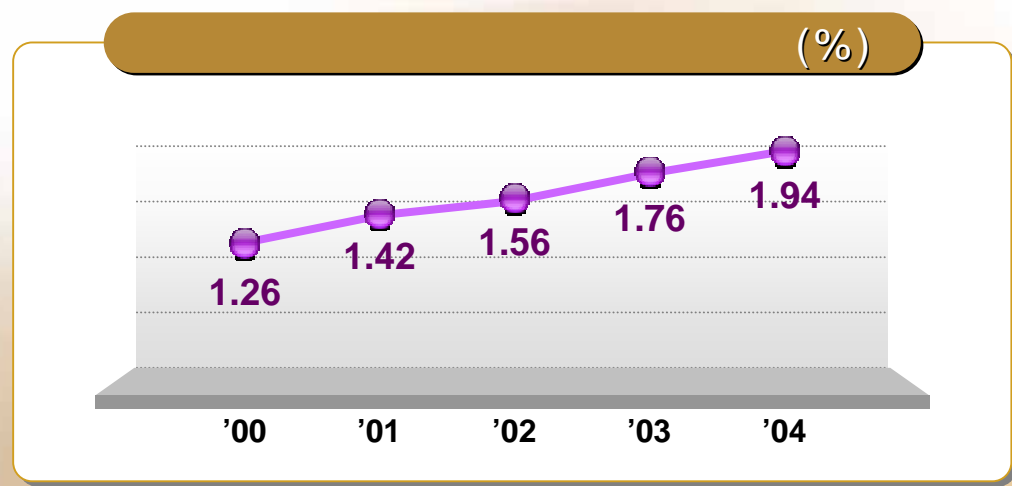
- - 0.42% 2.56%
- - 100 5.6 8.2

1

● 0.68  
: (0.87), (0.85)

2

1 : (0.7)

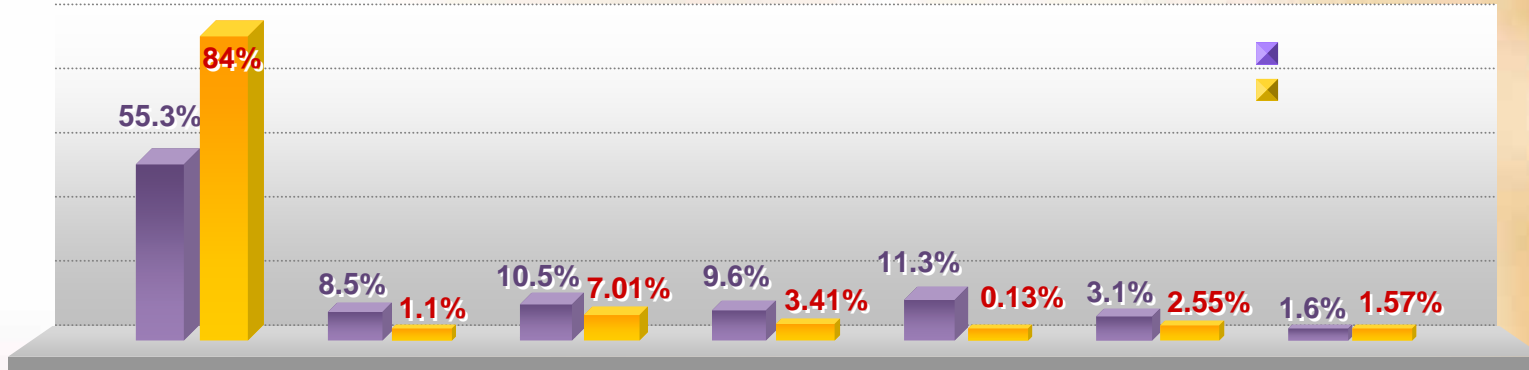


- 1.94%(1,527 )
- 2.5%(109 )
- 5%
- '06 2% 가

2 : (0.68)

(1.1%), (0.1%) (84%) (7.0%)

(%)  
( 1,532,421 / 1,527 )

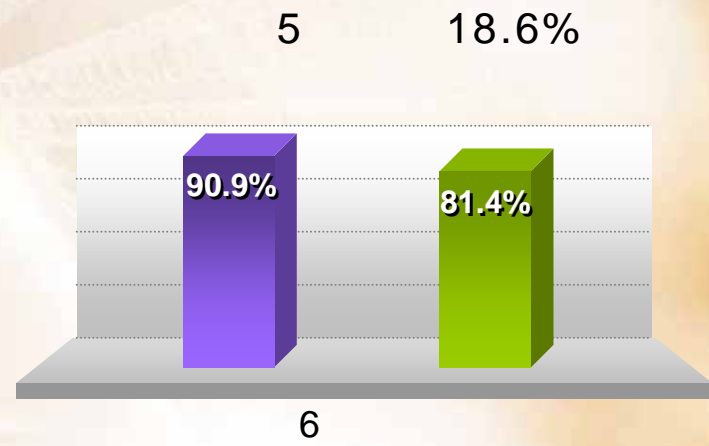
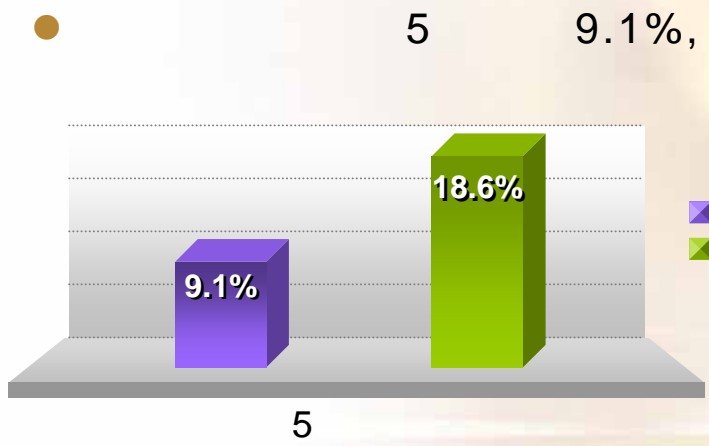


(69.3%) (30.7%)

-

: (52.4%), (47.6%)

3 : (0.43)



4 : (0.93)

● 4 3, 5 4, 7 6  
- 6 5, 8 7

5 : (0.67)

● : ,  
- : ,

### 3 가

#### 1

- 가  
- '00 가 2%  
: (1,482,000 )  
- , ('04 1.94%)
- - 20 (5%) 1 .
- , ( . )

#### 2

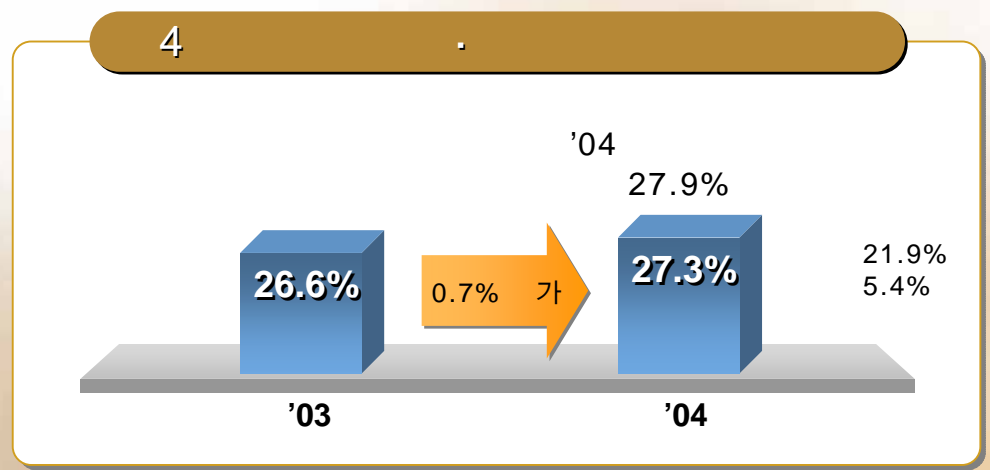
- , ,
- -
- - 5 9.1%, 5 18.6%

# 1

● 0.65  
: (0.97), (0.87)

# 2

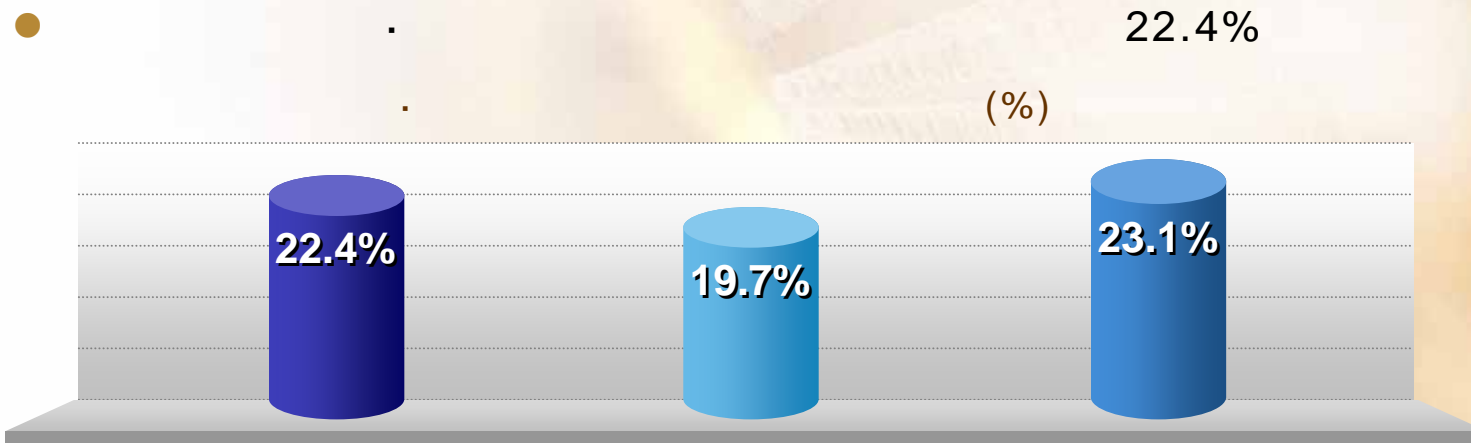
1 : (0.93)



- 24 (50%)
- 30 (62.5%)  
'03 가



2 : (0.25)



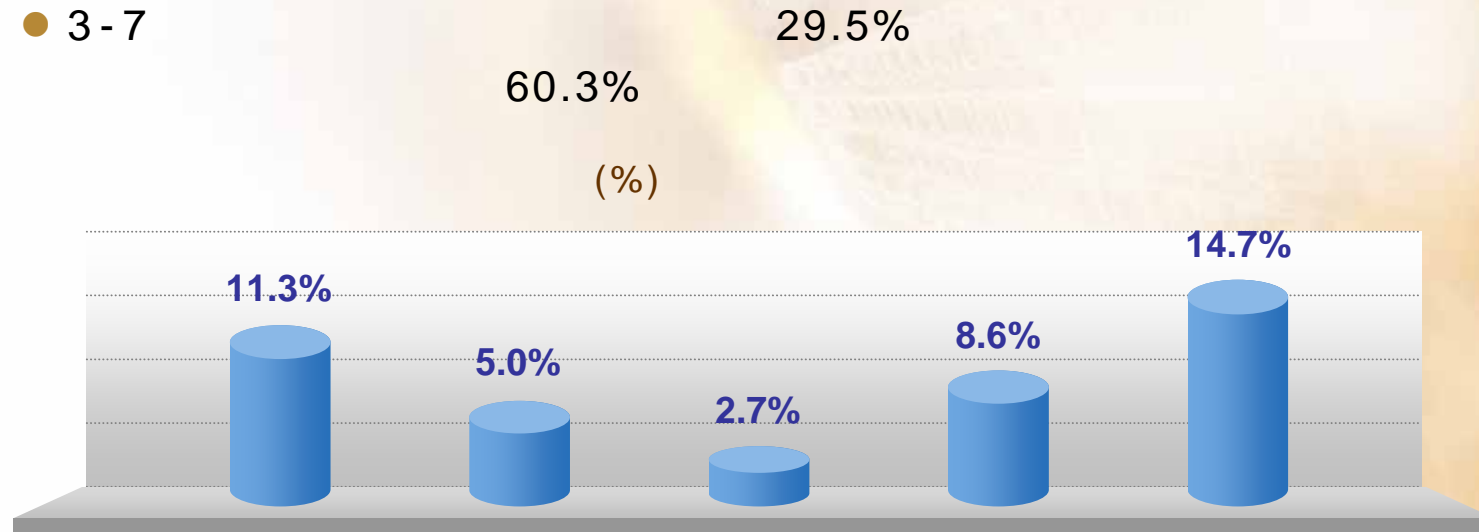
3 : (0.95)

5 4 , 7 6 , 8 7  
( : )

	4 3	5 4	6 5	7 6	8 7
	7.74	<b>9.37</b>	9.95	<b>6.91</b>	<b>6.83</b>
	7.78	<b>9.31</b>	10.41	<b>6.23</b>	<b>5.33</b>

4 : (0.5)

● 3-7



5 : (0.64)

● 3

가 (3-7 ) 26.6%

73.4%  
3-7 (24.2%)

### 3 가

#### 1

- - 5 7-9 7 15.8%, 9 12.1%
- - 5 가 : 22.8%, 4 : 23.9%

#### 2

- - , ' , '
- - , , .

1



-

-

('03 - '07)



-

5

('02 - '06)

-

.

( ) 1

(34 , 69% )



-



-

Bank ,

,

## 2

- 2%

10%

: 9 28 31 , 7 35 38 , 5 32 35

- (5 )

- 1~2

가

3

- - 5 : '08 40%, '13 50%
  - 6

- - 4
  - 3 , 4
  -

- - , ,
  - 
  -



4



- ' ,
- .



- 가
- 20% 가
- 30%



- ( )
- 
- (7.9 )



5



-



- '05



-

- 가

(line)

.

가,

가





# 균형인사 우수사례

1

2

3

# 1



- , 가( ) ('04.7)
- , 가( 1 ) ('04.7)
- , 가( ) ('04.11)
- , 가( ) ('04.11)
- , 가( ) ('04.11)



- , '04 5 78 15 (19.2%)
- , '04 5 33 7 (21.2%)
- , ('04.7)

## 2



- , 가( ) ('04.4)
- , ('04.6)



- ,
- , ,

## 3



- , 7 ('04.9)
- , 5 3 ('04)



- , ('04.2)
- , ('04.3)
- , ('04.11)



중앙인사위원회  
CIVIL SERVICE COMMISSION

균형인사,  
국가경쟁력 제고와  
사회통합의  
토대입니다.