

# 2020 Annual Report on Diversity in the Public Sector

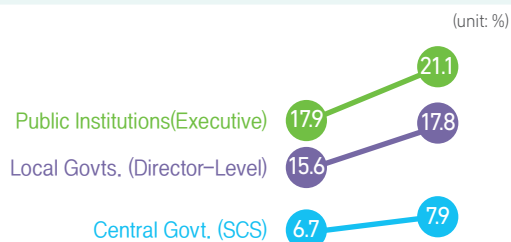




# Gender Equality

## Appointment for Female Managers (2018~2019)

\* Headquarters only; excludes affiliated organizations

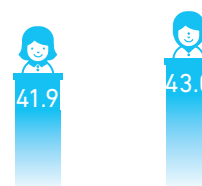


		2018	2019
Central Govt.	SCS	6.7	7.9
	Director-level*	17.5	20.8
Local Govts.	Director-level(GR5 or higher)	15.6	17.8
Public Institutions	Executive	17.9	21.1
	Manager	23.8	25.1

## Women's Participation in Central Government Committees (2018~2019)

\* Average female participation values per committee

(unit: number of units and persons, %)

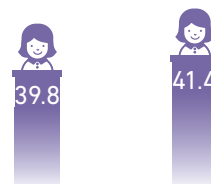


		2018	2019
Number of Committees		503	516
Number of Commissioned Members	Total	9,060	8,700
	Female	3,548	3,522
Women's participation rates*		41.9	43.0

## Women's Participation in Local Governments Committees (2018~2019)

\* Average female participation values per committee

(unit: number of units and persons, %)



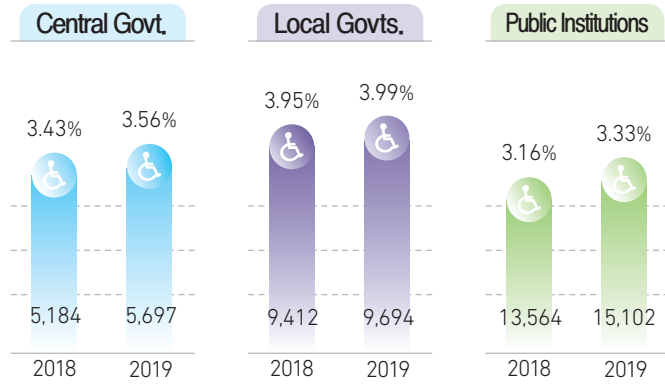
		2018	2019
Number of Committees		16,319	17,746
Number of Commissioned Members	Total	168,611	182,800
	Female	64,097	71,971
Women's participation rates*		39.8	41.4



# Persons with Disabilities

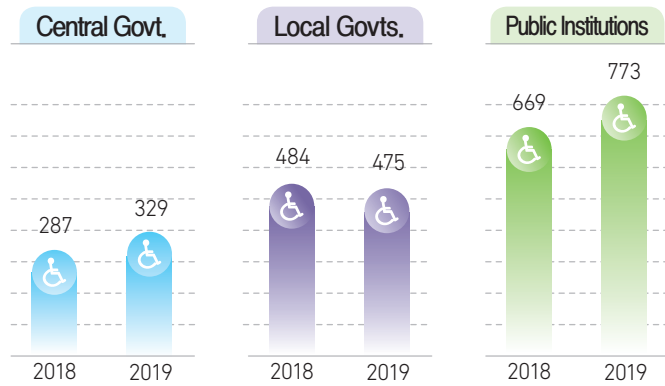
## Employment of Persons with Disabilities (2018~2019)

(unit: number of persons, %)



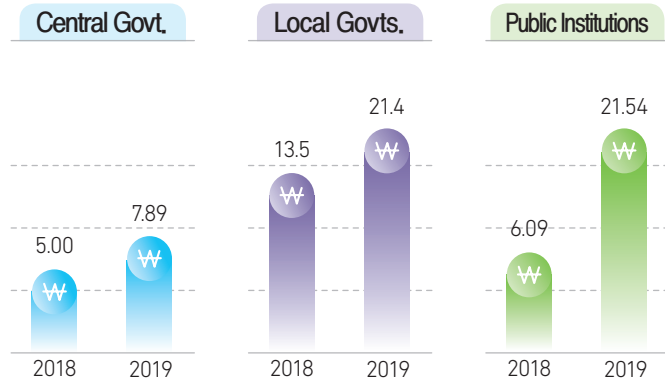
## Recruitment of Persons with Disabilities (2018~2019)

(unit: number of persons)



## Amount of Work Support for Persons with Disabilities (2018~2019)

(unit: hundred million KRW)

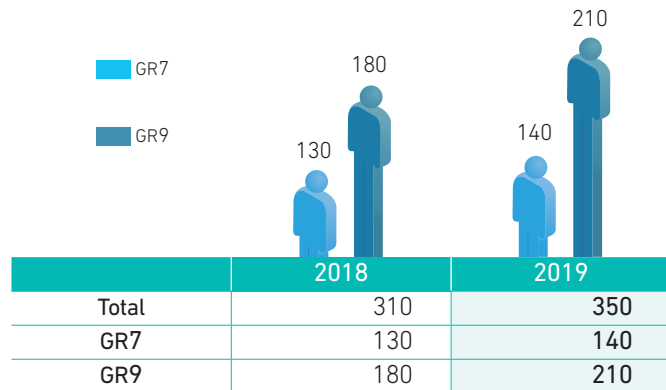




# Local Talents

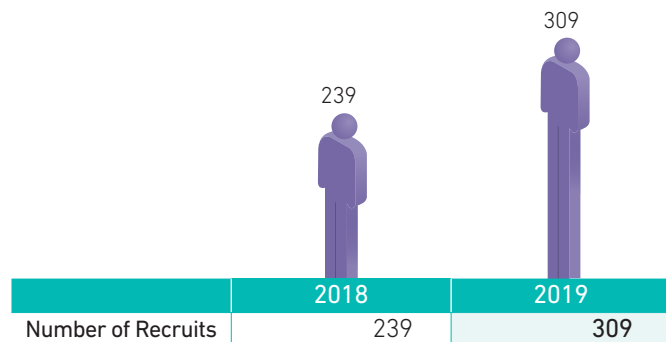
## Employment of Local Talents (2018~2019)

(unit: number of persons)



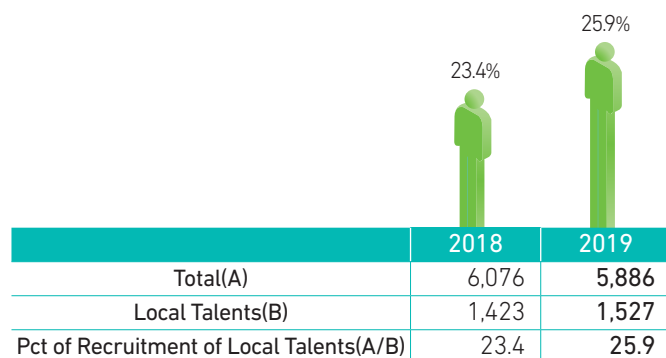
## Employment of technical high school experience in Local Governments (2018~2019)

(unit: number of persons)



## Recruitment of Local Talents of Relocated Public Institutions (2018~2019)

(unit: number of persons, %)

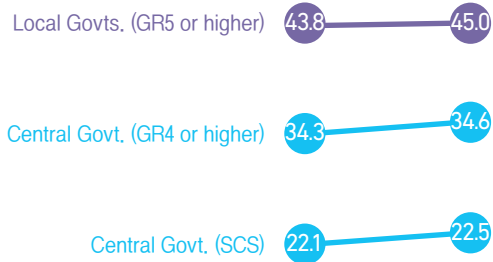




## Science and Engineering Majors

(unit: %)

Public Officials  
with Science  
and Engineering  
Backgrounds  
(2018~2019)



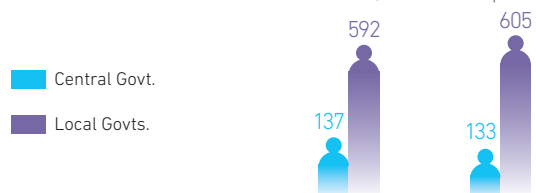
		2018	2019
Central Govt.	SCS	22.1	22.5
Govt.	GR4 or higher	34.3	34.6
Local Govts.	GR5 or higher	43.8	45.0



## Low Income Groups

(unit: number of persons, %)

Employment  
of Low Income  
Groups in Grade 9  
Open Competitive  
Recruitment  
(2018~2019)



		2018	2019
Central Govt.	Pct. of Planned Recruitment	2.7	2.7
	Planned Number of Recruits	134	136
	Number of Recruits	137	133
Local Govt.	Pct. of Planned Recruitment	3.7	3.6
	Planned Number of Recruits	799	812
	Number of Recruits	592	605



Government of the  
Republic of Korea

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## PRESS RELEASE

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Ministry of Personnel  
Management

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### FOR IMMEDIATE RELEASE

## **Female Senior Civil Services Increase by 19.6%; Female Director-level Officials in Local Governments 19.1%**

- *2020 Annual Report on Balanced Personnel Management in Public Sector* published jointly by relevant government ministries of the Republic of Korea -  
- Employment rate of individuals with disabilities increases with their assistive devices and support persons expanded significantly -

- The number of Senior Civil Service(SCSs) in central government ministries in South Korea increased by 19.6% compared to the previous year, and female director-level officials in its local governments by 19.1%.**
- Despite the raise in the mandatory rate for hiring people with disabilities, their employment in the central and local government ministries was well beyond the required regulatory rate.**
- The South Korean government published on September 16th *The 2020 Annual Report on Balanced Personnel Management in the Public Sector*, which encompasses statistics for each of the balanced personnel management-related areas such as gender equality, individuals with disabilities, local talent and science and engineering graduates.**
- The annual report has been published since 2018 by the Ministry of Personnel Management (headed by HWANG Seo-chong) of the Republic**

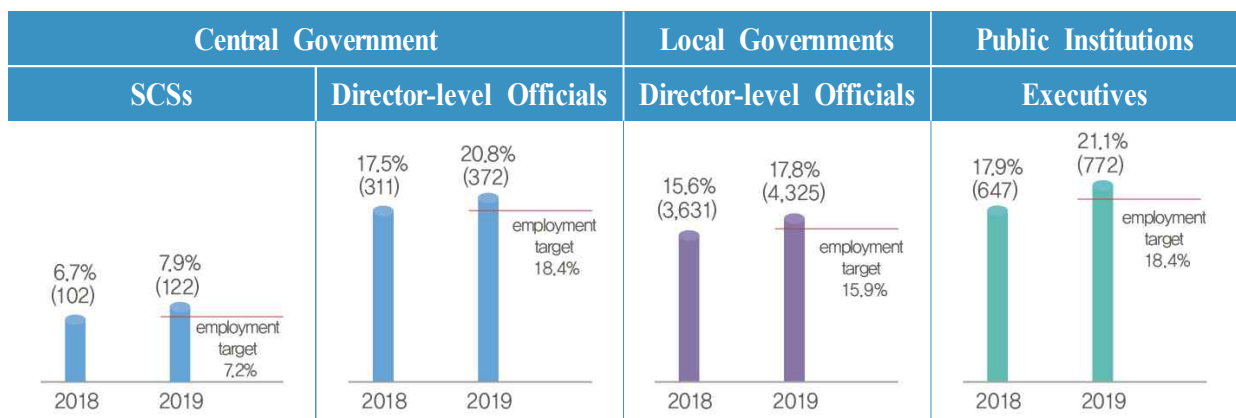
of Korea, which is responsible for the government’s balanced personnel management policies, in order to **seek measures to develop relevant policies**, and the current one **analyzed the government’s balanced personnel management policies** for the year 2019 in an objective manner.

- Continuing from last year, when **the statistics of local governments were incorporated** into the report for the first time, this year’s report included statistics on **balanced personnel management of 339** respective public institutions.

□ **Major details of the annual report** are as follows:

**① Increase in female officials at managerial level**

- First of all, **the employment targets of female officials at the managerial level** in the public sector were **accomplished in all areas** in 2019.



- In 2019, **the number of female SCSs** in central government ministries was **122**, which was **up 19.6%** compared to the previous year, when it recorded a three-digit number (102) for the first time.

- The number of female officials **at the director level** in the central government (grade 4 or above), who are potential candidates for SCSs, **reached 372, up 19.6%** compared to the previous year (311), which **suggests the prospect of further increase in female managerial-level**



**officials in the future.**

- The number of **female director-level civil officials in local governments** (grade 5 or above) reached **4,325, up 19.1%** compared to the previous year (3,631); **that of female executives** (heads, directors and auditors) **in public institutions 772, up 19.3%** compared to the previous year (647).
- The **female engagement rate in government committees in the central government** was **43.0%** in 2019, **exceeding** the regulatory requirement of **40.0% for three years in a row.**
- In **local governments**, the rate marked **41.4%, up 1.6%p** compared to the previous year (39.8%), **exceeding the regulatory requirement for the first time.**

**Female engagement rate in government committees**



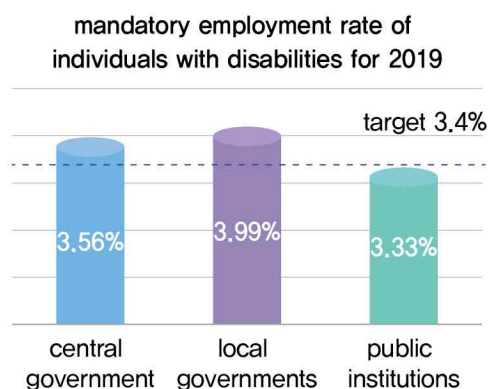
## **② Increase in employment of individuals with disabilities**

- The **employment of people with disabilities has been continuously rising in the public sector.**
- In particular, **despite the increase in the mandatory employment rate of**

people with disabilities (3.2% for 2018 → 3.4% for 2019), **their employment in both central and local governments satisfied the requirement, marking 3.56% and 3.99%**, respectively.

- **Employment of people with disabilities in public institutions** fell a bit short of **the regulatory requirement**, marking **3.33%**, which was still an **increase of 0.17%<sup>op</sup>** compared to 2018.

Type		2018	2019
central govt.	number of employed persons	5,184	5,697
	employment rate	3.43%	3.56%
local govts	number of employed persons	9,412	9,694
	employment rate	3.95%	3.99%
public institutions	number of employed persons	13,564	15,102
	employment rate	3.16%	3.33%

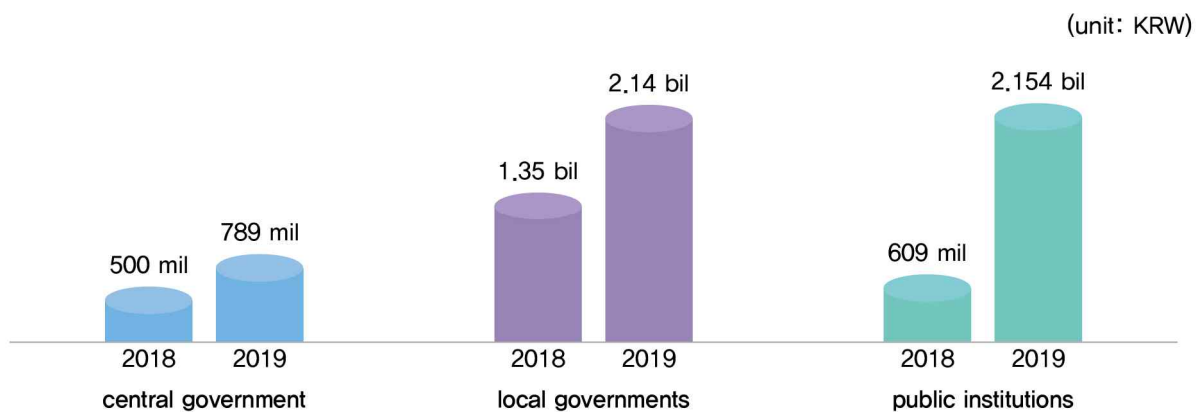


- **Hiring individuals with disabilities by central government ministries and public agencies** has continued to increase as well.
- **The number of newly hired public officials with disabilities was 329** in the central government **in 2019**, **an increase of 42 persons** compared to the previous year, of which 25 were hired **through a process recruiting experienced individuals with significant disabilities**.
- Public institutions hired **773** people with disabilities in 2019, **an increase of 104** compared to the previous year.
- Yet, local governments hired **475** people with disabilities **in 2019** as its civil officials, a slight decrease compared to the previous year (484).
- Meanwhile, **support** for public officials with disabilities such as their **assistive**

devices and workplace assistants was significantly expanded in 2019.

- The amounts of support provided for public officials with disabilities in central and local governments reached 789 million Korean won and 2.14 billion, respectively, which was up about 58% compared to the previous year; support for employees with disabilities in public agencies rose considerably, by 253.7%, compared to the previous year, amounting to 2.154 billion Korean won.
- The number of support persons for people with disabilities increased by about 120% compared to the previous year, reaching 117 persons in the central government and 292 in public institutions, respectively. The number also increased in local governments by 43.7%, marking 332 persons.

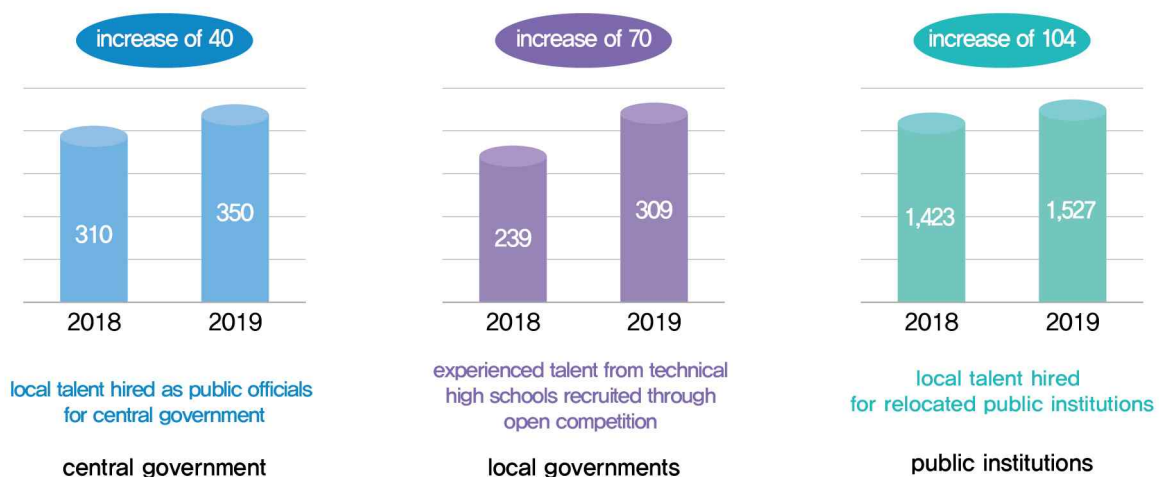
Amount of support for officials with disabilities through assistive devices & support persons



### ③ Increase in hiring talent from underprivileged social brackets

- Employment of public officials for furthering **social inclusion** e.g. from **local talent** and **talent of the low-income bracket** has been also expanding.
- **Hiring talent from local regions** has been **continuously increasing each year** with the number of regional talent hired as public officials in the central government reaching **350 persons in total** (140 for grade 7 positions & 210 for grade 9), up **40 persons** compared to the previous year; **309** graduates from high schools specializing in technical training were hired as the ninth grade officials in local governments **in 2019, an increase of 70 persons** compared to the previous year.
- The number of regional talent hired for relocated public institutions marked **1,527 in 2019, increasing by 104** compared to the previous year (1,423).

#### Employment of local talent



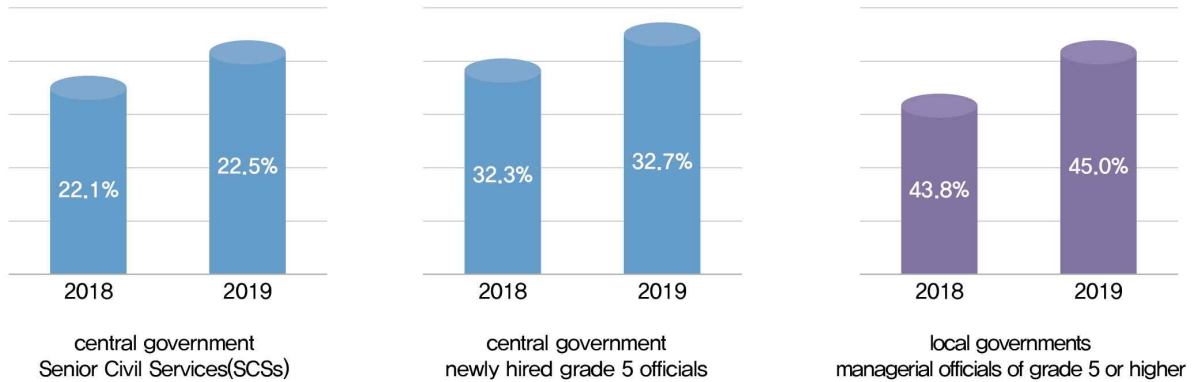
- **Separate employment of talent from the low-income bracket as public officials in local governments marked 592 recruits in 2018, and 605 in 2019** while at the central government the figure marked **133 in 2019**, a slight decrease (by 4 persons) from the previous year (137) despite continued expansion of the number of planned recruits.
- In the meantime, the proportion of **private-sector members from non-metropolitan regions** in government committees, which is intended for balanced national development and reflection of voices from local communities, **reached 36.4%, up 3.5%p** compared to the previous year (32.9%), **achieving the planned target continuing from the previous year\***.

\* Proportion of members from non-metropolitan regions: **32.9%** in 2018 (target 29.7%) → **36.4%** in 2019 (target 32.2%)

#### ④ Increase in science and engineering graduates among civil officials

- **The representation of individuals with science and engineering backgrounds** within the government is also expanding.
- Last year the proportion of **those with science and engineering backgrounds among SCSs** was 22.5% in central government ministries, and that of new recruits for grade 5 with such backgrounds marked 32.7%, both of which were up **0.4%p** compared to 2018.
- During the same period, **the proportion of grade 5 or higher grade officials with science and engineering backgrounds** in local governments also **rose by 1.2%p** compared to the previous year, **reaching 45%**.

### Proportion of Science & Engineering Graduates



□ **HWANG Seo-chong, Minister for Personnel Management**, remarked, “We have been able to witness **the positive effect of government-wide balanced personnel management policies**, which started to be carried out in full swing from last year, through the annual report,” adding, “We will **continue to seek measures to advance the policies through objective analysis founded upon statistical data.**”