

摘要

公務人員受委託行使行政權，享有身分保障和穩定收入，因而被視為社會體系的中上階層。基於此等特性，學者曾經提出代表性官僚理論與多元代表性等理論，希望能夠以此調和民主與效率兩大價值，達成政策執行的實質公平。然過去相關的實證研究，多半屬於「事後檢測」。但是我國公民除了通過公務人員考試之外，幾乎沒有其他擠身常任文官的管道，因此有關代表性或多元性的討論應該包括考試階段。換言之，考試錄取人員的人口特性值得深入的分析。本研究以 2003 至 2007 年的高等考試參與者為主要研究對象，輔以司法官三等考試的資料以利比較。接著，引用社會學「地位取得」的分析架構，採取指數比較分析與邏輯迴歸分析，探索性別、年齡、受教育時間、畢業學校特性、出身地域與錄取與否的關係。

本研究結果顯示，女性、非傳統公立綜合大學的畢業生、鄉鎮地區出身者以及 41 歲以上的考生在公務人員考試中處於較為不利的地位，但是與優勢團體之間的差距隨著考試等級和種類有所不同。例如女性在行政類與司法官考試中，與男性的表現平分秋色甚至猶有過之；剛完成高等教育的 25 歲以下人口在司法官考試裡最具優勢，但高考三級則有利於 26 至 35 歲的青年；傳統公立大學的文憑與都市出身的背景，在技術類考試能發揮的正效果比行政類考試為弱。基於上述的研究發現，為消除各種團體在公務人員考試裡的地位差距，本研究對於未來的考選政策提出下列建議：1. 加強命題與口試委員的多元化；2. 強化試題的研究發展；3. 配合政府再造鬆綁人事法規；4. 營造一個落實多元平等的大環境。

關鍵字：公務人員考試、代表性官僚、團隊多元化、地位取得、社會流動

Abstract

Civil servants, with administrative power in hand, are commonly regarded as part of upper class. Therefore, researchers, to integrate democracy and efficiency in civil service system and to realize the genuine equality, propose representative bureaucracy and team diversity theory. Senior Civil Service Examination, the main approach, if not only, for citizens in Taiwan to enter the bureaucracy affects the representativeness and diversity of state apparatus substantially. By adopting the research approach of “status attainment” from sociology, this study gives an account of the relation between the examination result and the demographics in terms of gender, education, school characteristic, and region. All the data of this research is based on participators’ personnel information cards collected by the Ministry of Examination from 2003 to 2007.

The result indicates that four types of participators are inferior in the examination, including women, graduates from private untraditional technological colleges, participators from rural areas, and adults above forty-one years old. The differences between superior and inferior groups, however, vary with the level and subject of examination. To prevent demographic differences in Senior Civil Service Examination, the study suggests the following factors be considered: the diversity of the composition of examiners committee should be ensured, the enhancement of development research of test questions, the deregulation of public personnel rules and, last but not least, the construction of a diversity-respecting society.

Keyword: civil service examination, representative bureaucracy, team diversity, status attainment, social mobility.