

An Analysis of the Social Backgrounds of Members of the Korean Foreign Service

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1. Introduction

A major aim of diplomacy is to further a national interests in world society where the conflicting interests of nations are an ever present reality. A nation strives to preserve its territory to seek security and prosperity, and for what it obtains independence and equality through diplomacy, diplomats, major tools of this diplomacy, it should be equipped with much experiences and knowledges, and in particular, trained in techniques to deal with matters vital to the national interests.

Today, because of the pluralistic divisions of world society, the diplomat's training for this mission should be strengthened, effective training of diplomats is badly needed.

The purpose of this research is to analyse the social backgrounds of members of the Korean diplomatic service and to advise what measures should be taken so that they can better execute their missions as diplomats. The research is significant in the furtherance of the national interests largely dependent on the nation's diplomatic service.

The social backgrounds of diplomats examined here, include their ages, native places, academic backgrounds, religions, former occupations, and appointment method.

The research methods employed here are: 1) personal history statement and questionnaire and 2) personnel file documents. The analysis is made by the social backgrounds of 117 members of the foreign service, subsection chief-level and higher. And this was compared with those of non-diplomatic, general civil servants, and those of the whole membership of the Korean foreign service as of September, 1965, and finally those of 47 senior diplomats, bureau chief-level and higher (as of September 1, 1967).

2. Analysis by Personal History Statements and Questionnaires

a. Research Method

This research includes an investigation of those public officials belonging to Classes Two and Three as of June 1, 1966 through their personal history statements. In an attempt to supplement this investigation, 177 of the foreign services were selected and investigated through questionnaires. The investigation was also compared with already published material on the social backgrounds of Korean senior officials.

Under the government research project to study the nation's bureaucracy, 670 were selected for investigation from among a total of 6,833 officials belonging to Grade 3B, and 654 were chosen from among 2,870 belonging to Grade 3A as of June 1, 1966. Also the selected for investigation were 210 from 229 of Division B of Class Two and 114 from 226 of Division A of Class Two.

All public officials were investigated all of 1,640. Sheets of the questionnaire were distributed to all of them on two occasions, in July and August, 1966. Among the questionnaires issued, 659 were returned to the investigators giving personal history statements.

b. Ages

1) Present ages

Those non-diplomatic, civil servants at ages between 41 to 45 stand at the top of any other age groups, comprising 28.17 per cent of the sample investigated. But, the standing at the top of age groups in the diplomatic service were those at ages between 31 and 40, which is 48 per cent of the total membership. These figures mean that members of the diplomatic service are younger than those of the general civil service.

(Figure 1)

Present Ages

| Ages | Number of those investigated | | Percentage | |
|--------------|------------------------------|--------------------|------------|------------|
| | Civil Service | Diplomatic Service | Civil | Diplomatic |
| 20~25 | 1 | 0 | 0.60 | 0 |
| 26~30 | 42 | 1 | 2.56 | 1 |
| 31~35 | 215 | 27 | 13.10 | 23 |
| 36~40 | 455 | 36 | 27.74 | 48 |
| 41~45 | 462 | 26 | 28.17 | 22 |
| 46~50 | 297 | 6 | 18.10 | 5 |
| 51~55 | 124 | 1 | 7.56 | 1 |
| 56~60 | 39 | 0 | 2.37 | 0 |
| more than 61 | 4 | 0 | 0.24 | 0 |
| unidentified | 1 | 0 | 0.06 | 0 |
| Total | 1,640 | 117 | 100% | 100% |

1) Ages at the time of taking office

Those members of the general civil service whose ages ranged from 20 to 25 at the time of taking office stand at the highest, and 33.5 per cent of the whole membership.

But their counterpart in the diplomatic service constitutes 32 per cent of the whole membership. Standing at the top is an age group of from 26 to 30 at the time of taking office, which constitutes 33 per cent.

(Figure 2)

Ages at the Time of Taking office

| Ages | Number of those investigated | | Percentage | |
|--------------|------------------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| below 20 | 284 | 3 | 17.31 | 3 |
| 20~25 | 551 | 38 | 33.50 | 32 |
| 26~30 | 381 | 39 | 23.23 | 33 |
| 31~35 | 261 | 25 | 15.91 | 21 |
| 36~40 | 98 | 11 | 5.97 | 9 |
| 41~45 | 38 | 1 | 2.32 | 1 |
| 46~50 | 11 | 0 | 0.67 | 0 |
| more than 50 | 3 | 0 | 0.18 | 0 |
| unidentified | 13 | 0 | 0.79 | 0 |
| Total | 1,640 | 117 | 100% | 100% |

c. Academic Background

1) Education level

To view their academic backgrounds at the time of taking office, 43.1 per cent of the members of the general civil service constitute of the college or university graduates and 30.54 per cent are middle or high school graduates or Japanese-styled secondary school graduates. The graduates from primary schools are 4.75 per cent of the whole membership.

But their counterparts in the foreign service include no graduates from the elementary schools. More than two thirds or 79 per cent of the membership in the foreign service are the college or university graduates. Those persons, who hold MA or Ph. D. degree constitute 11 per cent. These findings indicate that academic backgrounds of members of the foreign service are higher than those of members of the general civil service.

(Figure 3) Academic Backgrounds at the time of taking Office

| Academic Backgrounds | Number of the Investigated | | | Percentage | |
|--|----------------------------|---------------|--------------------|------------|------------|
| | General Service | Civil Service | Diplomatic Service | General | Diplomatic |
| Self-Educated Chinese Letters | 4 | | 0 | 0.24 | 0 |
| Graduates from* Primary School | 78 | | 0 | 4.75 | 0 |
| Graduates from* Secondary School (Including Japanese-styled ones) | 501 | | 4 | 30.54 | 3 |
| Graduates from* Junior Colleges | 167 | | 1 | 10.18 | 1 |
| College Dropouts | 51 | | 5 | 3.10 | 4 |
| College Graduates | 707 | | 92 | 43.10 | 79 |
| Graduate School | 7 | | 1 | 0.42 | 1 |
| Dropouts Academic Degree Holders | 49 | | 13 | 2.96 | 1 |
| Unidentified | 76 | | 1 | 4.63 | 11 |
| Total | 1,640 | | 117 | 100% | 100% |

Constellations indicate that the categories include school dropouts.

2) Major Study

Those members of the general civil service who studied natural science are the most numerous. They are 31.7 per cent of the whole membership, followed by those who majored political science, public administration, and jurisprudence. These persons totaled 23.53 per cent.

On the other hand, 56 per cent of the membership of the foreign service studied political science, public administration and law. Those persons who majored in natural science constitute of only six per cent.

3) Hierarchy of Educational Institution

Those members of the general civil service from Seoul National University total 20.54

(Figure 4)

Major Subjects at the time of taking Office

| Majors | Number of the investigated | | Percentage | |
|---|----------------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| Political Science Pub. Ad. & Law | 386 | 65 | 23.53 | 55 |
| Economics | 245 | 25 | 14.93 | 20 |
| Sociology & other Social science subjects | 27 | 2 | 1.64 | 2 |
| Humanities | 58 | 15 | 3.53 | 13 |
| Natural Science | 520 | 7 | 31.7 | 6 |
| None | 3 | 0 | 0.18 | 0 |
| Unidentified | 411 | 5 | 25.06 | 4 |
| Total | 1,640 | 117 | 100% | 100% |

per cent, while those in the foreign service from that university total 45 per cent. Foreign-educated are 11.74 per cent of the membership of the general civil service, which compares with 15 per cent of the foreign service who were educated in foreign institutes.

(Figure 5)

Schools graduated from at the time of taking office

| Name of Schools | Number of the investigated | | Percentage | |
|---|----------------------------|--------------------|-----------------|--------------------|
| | General Service | Diplomatic Service | General Service | Diplomatic Service |
| Seoul National University | 337 | 53 | 20.54 | 43 |
| Korea University | 56 | 11 | 3.41 | 9 |
| Yonsei University | 54 | 8 | 3.29 | 7 |
| Other universities or colleges in Seoul | 189 | 15 | 11.52 | 13 |
| Provincial universities or colleges | 146 | 8 | 8.90 | 7 |
| Foreign-educated | 192 | 17 | 11.74 | 15 |
| Unidentified | 666 | 5 | 40.60 | 4 |
| Total | 1,640 | 117 | 100% | 100% |

(Figure 6)

Training Abroad (In Terms of Frequency)

| Number of Times | Number of Population | | Percentage | |
|-----------------|----------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| One | 194 | 30 | 11.87 | 26 |
| Two | 34 | 87 | 2.07 | 74 |
| Three | 7 | 0 | 0.42 | 0 |
| Above Four | 0 | 0 | 0 | 0 |
| Unknown | 1,405 | 0 | 85.67 | 0 |
| Total | 1,640 | 117 | 100% | 100% |

4) Training abroad

With regard to training abroad for the government officials, only 14.2 per cent of the members of the non-diplomatic general civil service received training abroad, while all the 111 members of the foreign service had been to foreign countries for training.

(Figure 7) (Training Abroad In Terms of Duration)

| Period | Number of Population | | Percentage | |
|-------------------|----------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| Less than 1 year | 153 | 27 | 9.32 | 23 |
| Less than 2 years | 73 | 3 | 4.45 | 3 |
| Less than 3 years | 7 | 0 | 0.42 | 0 |
| Less than 4 years | 1 | 0 | 0.06 | 0 |
| More than 5 years | 0 | 0 | 0 | 0 |
| Unknown | 1,406 | 87 | 85.73 | 74 |
| Total | 1,640 | 117 | 100% | 100% |

(Figure 8) Foreign Training Countries

| Names of Countries | Number of Population | | Percentage | |
|----------------------------------|----------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| U.S. (chiefly) | 140 | 16 | 8.5 | 14 |
| Japan " | 32 | 12 | 1.9 | 10 |
| U.K. " | 7 | 1 | 0.42 | 1 |
| Germany " | 1 | 1 | 0.06 | 1 |
| Afro-Asian Countries | 31 | 0 | 1.89 | 0 |
| Other Western European countries | 17 | 0 | 1.03 | 0 |
| Other | 6 | 0 | 0.36 | 0 |
| Unknown | 1,405 | 87 | 85.67 | 74 |
| Total | 1,640 | 117 | 100% | 100% |

Among the subjects, we found the largest group to be those persons whose training period was less than one year. These people total 9.32 per cent of the total membership of the general service and 23 per cent of the foreign service. On the top of the list of the training countries stands the United States where 8.5 per cent of the general civil servants received training and 14 per cent of the diplomats went for training.

d. Religious Background

Having a look at the religious beliefs of the nation's senior officials, Christians who

amount to 11.89 per cent of the subjects stand at the top, to be followed by 9.32 per cent who were Buddhists, 5.45 per cent who were Confucians, and 3.41 per cent who were Catholics. The remaining 69.63 per cent of the subjects were recorded as having no religion.

As for the members of the diplomatic service, unexpectedly, as many as 19.5 per cent of them believe in Confucianism. The bulk of them, (-) 75 per cent, refused to give their religion, if any.

It appears that there is a tendency for the members of the diplomatic service not to disclose their personal religious convictions.

(Figure 9) Religions

| Religion | Number of Population | | Percentage | |
|--------------|----------------------|--------------------|------------|------------|
| | General Service | Diplomatic Service | General | Diplomatic |
| Confucianism | 91 | 23 | 5.54 | 19.5 |
| Buddhism | 153 | 0 | 9.32 | 0 |
| Christianity | 195 | 2 | 11.89 | 1.7 |
| Catholicism | 56 | 1 | 3.41 | 1.0 |
| Others | 3 | 1 | 0.18 | 1.0 |
| None | 1,142 | 1 | 69.63 | 1.3 |
| Unknown | 0 | 90 | 0 | 76.8 |
| Total | 1,640 | 117 | 100% | 100% |

e. Former Occupations

32.13 per cent of the senior members of the civil service listed jobless as their former occupation. Among people who had had occupations, 14.08 per cent of them were listed as having served as members of the military service, (-) 11.7 per cent as having worked as teachers, and 8.71 per cent as employed in business.

With regard to the former jobs of those members of the diplomatic service, those listed as jobless amount to 26 per cent. Among those persons who were recorded as having had a job, 21 per cent for military service was the largest percentage, to be followed by 12 per cent for school teachers and five per cent for business employment,

f. Appointment

In the case of the senior members of the civil service, those who were appointed through special examinations make up the largest group. Those persons who passed Class Five Examination of the civil service taken an open competition basis are about one fourth of the

(Figure 10)

Former Occupations

| Former Occupations | Population | | Percentage | |
|----------------------------|-----------------|-------|--------------------|------------|
| | General Service | Civil | Diplomatic Service | Diplomatic |
| Student | 11 | — | 0.67 | — |
| Servicement | 231 | 25 | 14.08 | 21 |
| Teachers | 192 | 14 | 11.70 | 12 |
| Company employee | 143 | 6 | 8.71 | 5 |
| Farmers | 1 | — | 0.06 | — |
| Mechanicians and engineers | 1 | — | 0.06 | — |
| Businessmen | — | — | — | — |
| Craftsmen | 52 | — | 3.17 | — |
| Others | 482 | 19 | 29.39 | 16 |
| Jobless | 527 | 30 | 32.13 | 26 |
| Unknown | 1 | 23 | 0.06 | 20 |
| Total | 1,640 | 117 | 100% | 100% |

total membership in the case of the non-diplomatic service, and in the case of the diplomatic service only one fifth.

(Figure 11)

Appointment Methods

| Appointment Methods | Population | | Percentage | |
|---|-----------------|-------|--------------------|------------|
| | General Service | Civil | Diplomatic Service | Diplomatic |
| Employed on a temporary basis | 115 | 8 | 1.01 | 7 |
| Exam. for Class | 8 | 24 | 0.48 | 21 |
| Exam. for Class | 61 | 10 | 3.71 | 9 |
| Exam. for Class Three (including exam. for the higher services) | 94 | 21 | 5.73 | 18 |
| Exam. for Special Appointment (including selection procedure for the higher service) | 168 | 25 | 10.24 | 21 |
| Special qualifying tests | 20 | 27 | 1.21 | 23 |
| Others | 57 | — | — | — |
| Unknown | 1,116 | 2 | — | 2 |
| Total | 1,640 | 117 | 100% | 100% |

3. Analysis by Personnel Documents Filed

a. Research Methods

Personnel documents filed with the Ministry of Foreign Affairs contain the records of academic backgrounds, ages and home provinces of the 376-member foreign service as of

September, 1965. Their average length of service is 3.8 years.

Following are the descriptions of their social backgrounds given for the comparative analysis on their personal history statements.

b. Ages

1. Ages at the time of taking offices

The average age of members of the diplomatic service is 29.4 years old. Among them, the group between 26 and 30 amounts to 35 per cent of the total.

The personal history statements disclosed that the same age group amounted to 33 per cent, which proved to be similar to the above percentage.

(Figure 12) Ages at the time of taking offices

| Ages | Population | Percentage |
|--------------|------------|-------------|
| 20 to 25 | 109 | 29 |
| 26 to 30 | 136 | 35 |
| 31 to 35 | 79 | 21 |
| 36 to 40 | 34 | 9 |
| 41 to 45 | 11 | 3 |
| 46 to 50 | 3 | 1 |
| 51 to 55 | — | — |
| 56 to 60 | 2 | 1 |
| above 61 | 2 | 1 |
| Total | 376 | 100% |

Following are given rank (-) distributions of the members of the foreign service by ages.

(Figure 13) Age Distribution of the official ranks

| Ranks | Ages | | | | | | | | | Total |
|-------------------|------------|------------|-----------|-----------|-----------|----------|----------|----------|----------|------------|
| | 20-25 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | |
| Chief Clerk | 20 | 27 | 6 | 2 | 1 | 1 | — | — | — | 57 |
| Grade 3B | 51 | 56 | 23 | 3 | 1 | — | — | — | — | 134 |
| Grade 3A | 25 | 23 | 29 | 2 | — | — | — | — | — | 92 |
| Grade 2A | 12 | 14 | 12 | 11 | 1 | — | — | — | — | 50 |
| Foreign Officer | 1 | 2 | 3 | 3 | — | — | — | — | — | 9 |
| Minister | — | 1 | 2 | 3 | 1 | — | — | — | — | 7 |
| Ambassador | — | — | 4 | 10 | 7 | 2 | — | 2 | 2 | 27 |
| Total | 109 | 136 | 79 | 34 | 11 | 1 | — | 2 | 2 | 376 |
| Percentage | 29 | 35 | 21 | 9 | 3 | 3 | — | 1 | 1 | 100 |

2. Ages of these officials above Grade 3B (Average age : 39.4)

(Figure 14) Ages of the officials belonging to Grade 3B and above

| Ages | Population | Percentage |
|--------------|------------|-------------|
| 26 to 30 | 11 | 3 |
| 31 to 35 | 91 | 29 |
| 36 to 40 | 102 | 32 |
| 41 to 45 | 78 | 24 |
| 46 to 50 | 29 | 9 |
| 51 to 55 | 3 | 1.2 |
| 56 to 60 | 1 | 0.3 |
| 61 to 65 | 3 | 1.2 |
| above 66 | 1 | 0.3 |
| Total | 319 | 100% |

The overwhelming majority of the officials whose ranks are Grade 3B and above belong to an age group between 31 and 45 among the 117 persons investigated, 93 per cent of them belong to this group. The above figure shows that 85 per cent of the total belong to this group.

Figure 15 shows the ages of those officials whose ranks were Grade 3B and above at the time of taking office.

(Figure 15) Rank (-) distributions of the age groups of the senior civil servants

| Ranks | Aged | | | | | | | | Total |
|------------------|-----------|-----------|------------|-----------|-----------|----------|----------|----------|------------|
| | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | Above 60 | |
| Grade 3B | 11 | 77 | 34 | 7 | 5 | — | — | — | 134 |
| Grade 3A | — | 14 | 49 | 24 | 5 | — | — | — | 92 |
| Grade 2A | — | — | 16 | 27 | 7 | — | — | — | 50 |
| Foreign Officers | — | — | 1 | 6 | 1 | 1 | — | — | 9 |
| Minister | — | — | 1 | 5 | 1 | — | — | — | 7 |
| Ambassadors | — | — | 1 | 9 | 10 | 2 | 1 | 4 | 27 |
| Total | 11 | 91 | 102 | 78 | 29 | 3 | 1 | 4 | 319 |
| Percentage | 3 | 28 | 32 | 24 | 9 | 1.2 | 0.3 | 1.5 | 100% |

c. Home Provinces

The members of the foreign service include 26.1 per cent who were Seoul-born. This top percentage is followed by 17.1 per cent from Kyongsang Namdo, and 10.6 per cent for Kyongsang Pukdo. There is no one recorded as from Cholla Pukdo in the personnel document

(Figures 16) Territorial Distribution of Birth Places of Members of the Foreign Service

| Birth Places | Population | Percentage |
|------------------|------------|------------|
| Seoul | 98 | 26.1 |
| Kyonggi-do | 27 | 7.2 |
| Kangwon-do | 18 | 4.8 |
| Hwanghae-do | 3 | 0.8 |
| Chungchong Pukdo | 10 | 2.6 |
| Chungchong Namdo | 25 | 6.6 |
| Kyongsang Pukdo | 40 | 10.6 |
| Kyongsang Namdo | 64 | 17.1 |
| Cholla Pukdo | — | — |
| Cholla Namdo | 26 | 7.1 |
| Cheju-do | 1 | 0.1 |
| Pyongan Pukdo | 12 | 3.2 |
| Pyongan Namdo | 20 | 5.3 |
| Hamkyong Pukdo | 5 | 1.4 |
| Hamkyong Namdo | 10 | 2.7 |
| Total | 376 | 100% |

file.

d. Academic Backgrounds

1) Schools Graduated

These members of the foreign service who finished college or graduate courses amounted to 91 per cent of the 117 subjects, according to their personal history statements and questionnaires. The personnel file documents show that these persons number 335 or amount to

(Figure 17) College or University Distribution of Foreign Servants

| Ranks | Schools | | | | | | | | Total |
|------------------|-------------|-------------|--------------|-------------------|--------------|------------------|-----------------|------|-------|
| | Seoul Univ. | Korea Univ. | Yonsei Univ. | Other Seoul univs | Local Univs. | Military Schools | Foreign Schools | | |
| Chief Clerk | 30 | 2 | 6 | 12 | — | — | 4 | 54 | |
| Grade 3B | 67 | 8 | 14 | 16 | 11 | 2 | 1 | 119 | |
| Grade 3A | 40 | 10 | 9 | 8 | 6 | 2 | 9 | 84 | |
| Grade 2A | 21 | 5 | 7 | 6 | 2 | 2 | 8 | 51 | |
| Foreign Officers | 2 | — | — | — | — | 2 | 1 | 5 | |
| Ministers | 2 | — | — | 2 | — | — | 2 | 6 | |
| Ambassadors | 1 | — | — | 1 | — | 12 | 2 | 6 | |
| Total | 163 | 25 | 36 | 45 | 19 | 20 | 27 | 335 | |
| Percentage | 48.7 | 7.3 | 10.6 | 13.1 | 5.6 | 5.9 | 9.7 | 100% | |

90.4 per cent. Following is given the college distribution of each of the ranks to which members of the foreign service belong.

Among the members of the Foreign Affairs Ministry staff, 48.7 per cent for Seoul National University graduates stand as the top percentage, to be followed by 10.6 per cent of Yonsei graduates, and then 10.6 per cent of foreign-educated. The 117 selected include 43 per cent (-) Seoul National University graduates, 7 per cent (-) Yonsei graduates and 15 per cent foreign-educated.

A slight retreat from the percentages in the former research is thought to represent a tendency for them to move to other colleges or universities and to go to the foreign countries for study during the two years.

2) Training Abroad

(Figure 18) Foreign-educated from among the foreign servants

| Foreign countries | Population | Percentage |
|-------------------|------------|------------|
| Unites States | 42 | 51.2 |
| United Kingdom | 14 | 21.9 |
| France | 8 | 9.7 |
| West Germany | 3 | 3.8 |
| Switzerland | 4 | 9.4 |
| Australia | 7 | 8.5 |
| Total | 82 | 100% |

(Figure 19) Country Distribution of the Foreign-Trained

| Ranks | Country | | | | | | | Total |
|------------------|---------|------|--------|------------|-------|-----------|------|-------|
| | U.S. | U.K. | France | W. Germany | Swiss | Australia | | |
| Chief Clerk | 1 | — | 2 | — | 3 | 3 | 8 | |
| Grade 3B | 15 | 3 | 4 | 3 | 2 | 4 | 31 | |
| Grade 3A | 15 | 15 | 2 | — | — | — | 32 | |
| Grade 2A | 8 | — | — | — | — | — | 8 | |
| Foreign Officers | 1 | — | — | — | — | — | 1 | |
| Ministers | 1 | — | — | — | — | — | 1 | |
| Ambassadors | 1 | — | — | — | — | — | — | |
| Toal | 42 | 18 | 8 | 3 | 4 | 2 | 82 | |
| Percentage | 51.2 | 21.9 | 9.7 | 3.8 | 9.4 | 8.5 | 100% | |

The 376 members of the foreign service include 82 persons, 2.18 per cent who received traning abroad. Among the 82, persons who were educated in the United States are 42,

51.2 per cent.

The 82 foreign-trained include 63 persons, 82.9 per cent whose ranks are to Grade 3B and A

4. Social backgrounds of officials bureau chief-level and higher

a. Research Method

This research is concerned with analysis of the social backgrounds of 47 persons, selected from among the senior members of the foreign service. The 47 persons were recorded as having once served as bureau chief (director) or cabinet or vice cabinet ministers. This analysis is made according to their personal history statements.

b. Ages

1) Presently

Those whose present age ranges from 40 to 50 total 78.7 per cent. Those persons whose age is 55 or above are only two or 4.4 per cent, while those at ages 35 to 40 are five or 10.6 per cent.

(Figure 20)

Present Ages of the subject population

| Ages | Population | Percentage |
|----------|------------|------------|
| above 61 | 1 | 2.2 |
| 56 to 60 | 1 | 2.2 |
| 51 to 55 | 3 | 6.3 |
| 46 to 50 | 15 | 31.9 |
| 41 to 45 | 22 | 46.8 |
| 35 to 40 | 5 | 10.6 |
| Total | 47 | 100% |

2) Ages at the time of taking office

(Figure 21)

Ages at the time of taking office

| Ages | Population | Percentage |
|----------|------------|------------|
| 20 to 25 | 7 | 14.8 |
| 26 to 30 | 10 | 21.2 |
| 31 to 35 | 15 | 31.9 |
| 36 to 40 | 9 | 19.3 |
| 41 to 45 | 6 | 12.8 |
| Total | 47 | 100% |

Personnel file documents show that the age of members of the foreign service at the time of appointment to their posts averaged 29.4 according to the documents.

Those persons at ages between 30 and 35 at the time of taking offices are the largest group, 31.9 per cent of the total. This group is followed by those between the ages of 25 and 30. The smallest percentage age group consists of those at between 40 and 45, who constitute 12.8 per cent.

c. Academic Backgrounds

1) Level of Education

The subject population included 80.2 per cent who were college graduates. Also the included were three holders of a doctorate degree.

(Figure 22) Academic Backgrounds at the time of appointment

| Academic Backgrounds | Population | Percentage |
|---------------------------------|------------|------------|
| graduate school graduates* | 9 | 19.6 |
| college or university graduates | 28 | 59.6 |
| college dropouts | 1 | 2.4 |
| junior college graduates | 8 | 17.0 |
| military academy graduates | 1 | 2.4 |
| Total | 47 | 100% |

* This category includes holders of ph. D. degrees.

2) School graduated

(Figure 23) School graduated

| Name of Schools | Population | Percentage |
|------------------------|------------|------------|
| Seoul National Univ. | 16 | 34.2 |
| Yonsei Univ. | 4 | 8.5 |
| Korea Univ. | 3 | 6.3 |
| Foreign Educated Japan | 11 | 23.4 |
| U.S. | 4 | 8.5 |
| China | 2 | 4.2 |
| Military Academies | 1 | 2.1 |
| Others | 6 | 12.7 |
| Total | 47 | 100% |

The subject population includes 16 persons (-) 34.2 per cent who graduated from Seoul National University.

Graduates from Yonsei University are 4 (-) 8.5 per cent, while Korea University produced three persons (-) 6.3 per cent.

The foreign-educated amount to 17 persons (-) 36.1 per cent, which breaks down to 11 Japanese-educated and 6 others.

The Seoul National University graduates include 9 from its law college, six from the college of liberal arts and science, and one from the college of education. As for the Japanese-educated, all of them were educated in Japan before the Liberation in 1945.

3) Major Courses

The biggest majority of the subjects finished courses in the the field of social science. Fifteen of them, (-) 9 per cent, majored in law and public administration. They are followed by 13 persons, (-) 28.5 per cent, who majored in political science and sociology, and 11 persons, (-) 23.6 per cent, who specialized in economics and business administration.

(Figure 24) Distribution of Major Subjects

| Subjects | Population | Percentage |
|-----------------------------------|------------|------------|
| Politics and Sociology | 13 | 27.5 |
| Law and public Administration | 15 | 31.9 |
| Economics and Business Administ'n | 11 | 23.6 |
| Others | 8 | 17.0 |
| Total | 47 | 100% |

d. Methods of Appointment

Those ranking public officials who are bureau chief-level and higher were first appointed as follows.

57.4 per cent of them entered the diplomatic service through special routes other than examination. 16.6 per cent were appointed by means of an examination. 16.4 per cent were transferred from other ministries and 10.6 per cent were shifted from military service.

(Figure 25) Appointment Methods

| Appointment Methods | Population | Percentage |
|---|------------|------------|
| Means other than Exam. or Selection | 27 | 57.4 |
| Exam. or Selection Procedure for Higher Service | 8 | 16.6 |
| Transferred from the other ministries | 7 | 16.4 |
| Shifted from the Military Service | 5 | 10.6 |
| Total | 47 | 100% |

e. Social Backgrounds of Ambassadorial Level Diplomats

The following are given the former positions of the ambassadorial level diplomats who were serving at 29 diplomatic posts and two designate-diplomatic posts throughout the world as of Sept. 1, 1967.

(Figure 26) Social Backgrounds of Ambassadorial level diplomats

| Population | | Percentage | Reference Column |
|-------------------------------|----|------------|--|
| career diplomats | 12 | 38.7 | minister 1. vice Minister 7. grade 1, Grade 2 : 4 |
| former cabinet ministers | 3 | 9.7 | |
| former vice cabinet ministers | 1 | 3.2 | |
| retired generals | 11 | 35.5 | Army 7. Air Force 3. Navy 1. |
| other | 4 | 12.9 | |
| Total | 31 | 100% | |

The above tally shows that, among those 31 ambassadorial-level diplomats, career diplomats are 12 persons (-) 38.7 per cent. Four, (-) 11.9 per cent, at one time served as cabinet or vice cabinet minister. The most characteristic is the fact that 11 persons (-) 35.5 per cent of the total were appointed to the diplomatic post from the position of retired general of the three military services.

5. Conclusion

I have analyzed the social backgrounds of members of the nations diplomatic service by employing several methods of research. The first thing drawn from the above analysis is that their ages are comparatively younger than those of the non-diplomatic civil servants (-) more than one third of them were at ages between 25 and 30 at the time of taking office, and the present ages of more than two thirds of them range from 35 to 45.

As for those senior members whose ranks are bureau chief-level or higher, more than half of them are at ages between 40 and 45.

With respect to the academic backgrounds of the diplomats, the vast majority, more than two thirds, are recorded as having finished college or university level or higher study courses. But there are a slight decrease in this high percentage of academic achievement for the more senior level diplomats.

For nearly 90 per cent of the subject population, the major courses at school were in the field of social science. Those persons who studied political science, public administration, and

law total more than 50 per cent. Of the 117 selected for survey only six per cent studied natural science.

The majority of the subject population were from Seoul National University. But there is a tendency for recruitment to be more and more from colleges or universities other than Seoul National University.

Compared with members of the non-diplomatic civil service, the foreign servants are found to be awarded more opportunities to go to foreign countries for study or training. 21.8 per cent are recorded as being educated or trained at foreign institutes.

The former jobs of the subject population varies. The variety of the former jobs should be studied and eliminated. Something should be done to correct the situation that allows many senior members of the foreign service to be recruited through special routes other than examination. This study shows that the rank of the larger proportion who were appointed to the diplomatic posts through routes other than examination.

With regard to the ambassador-level diplomats, except in the case of retired generals, recruitment of personnel is shown normal that is, 38 per cent career diplomats were appointed to these diplomatic posts.

In conclusion, management of the nation's diplomatic service appeared to be on the right track and involves many points of study. For systematic and effective development of the management of the nation's foreign service, improvement in the preparation and recruitment of quality diplomats excellence in diplomacy is necessary for the furtherance of the vital interests of the Korean nation.