

研究方式	自行研究
計畫編號	099301140000A2004
計畫名稱	移民行政專業人力來源之研究
計畫年度	民國99年度
研究單位(機關)	內政部入出國及移民署
研究人員	陳朝泉
研究期程	民國 99 年 01 月 01 日起至民國 99 年 10 月 31 日結束
研究經費	0仟元
計畫性質	行政及政策類
研究性質	基礎研究
研究領域	社會 -- 公共行政
獎勵情形	
研究報告摘要 (中英文)	<p>一、研究緣起考量各國咸設置專責機關主事，在人口遷移全球化之趨勢下，我國面臨之各類移民問題日漸複雜，甚而衝擊我國人口結構及社會秩序。基於國家施政需要，於 96 年 1 月 2 日成立內政部入出國及移民署，機關屬性雖定位為一般行政機關，然於入出國及移民業務職掌，因用人需求自與一般行政機關不同，隨同業務移撥調派之警察人員持續外流，提報高普考試戶政類科分發考試及格人員又難以適應機關特殊勤務屬性，移民署於用人需求產生困境。</p> <p>二、研究方法及過程有鑒於移民署為成立不久之政府機關，國內對於移民行政專業人員考選制度的文獻資料付之闕如，本研究的研究重點乃將移民署用人管道的實務資料予以完整陳述分析，以供後續研究參考。因此，在研究方法的選擇上主要採用文獻分析及比較研究法進行研究。</p> <p>三、重要發現經過對移民署現行用人管道之現狀檢討，以及對移民行政專業人員未來考選方式之高普考試、警察特考、移民特考分析檢討後，本研究對於移民行政專業人員之來源有以下幾點重要發現：(一)公務人員高等考試暨普通考試未能符合移民署用人需求。(二)移民署從事特殊勤務之人員宜納入警察特考用人。(三)移民署自辦移民特考尚有諸多困難待解決。</p> <p>四、主要建議事項根據研究發現，本研究針對移民行政專業人員之來源，提出下列具體建議。(一)移民行政專業人員之考選應以用人需求為主要考量。(二)警察官定義宜採廣義之「司法警察官」</p>

定義。(三)將職能性質相近之職務簡併辦理考試最具效益性。移民署成立已近四年，經推動入出國及移民業務之實際用人經驗，發現該署於用人需求面確實產生移民行政專業人員來源之困境，確需各主管機關予以重視及協助解決。基於治安一體(大警察)之概念，警察官定義宜採廣義之「司法警察官」定義，俾增進治安機關共同打擊犯罪之效能；另警察官任用制度於警察人事條例等任用法規已另有規範，警政署基於體制面考量之疑慮，均可透過相關法令補強或實際執行業務時加以防止；復依考試效益與效能之經濟性考量，將職能性質相近之職務簡併辦理考試，最具效益性，爰建議行政院人事行政局、考選部、內政部等相關主管機關，為應移民署特殊用人需求，請同意納入警察特考之申請舉辦考試機關。

I . Research Background In the age of globalization, every country in the world establishes an organization regarding more and more complex immigration affairs(,) which cause (the) changes of population structure and have a huge impact on social security. Responding to policy needs, the Immigration Agency was established in January 2, 1997. It belongs to a general administrative organization; however, the staffing needs of the agency is totally different with other general organizations. The agency is now in a difficult position as staff recruited through the Senior and Junior Examinations of Census Administration are not adapted to the special duties of the agency and the integrated staff with policing experience leave constantly. II . Research Methods and Process The Immigration Agency has not been established for a long time, and the literature concerning immigration administration professional examination system is rare in Taiwan. The purpose of this research is to explore the employee recruitment process by a complete analysis of the practical documents. Thus, the research proposes to adopt the relative research methods included in literature review and comparative research. III . Important Findings Through review of current employee recruitment process and future immigration administration professional examinations, which include the Senior and Junior Examinations(,) and Special Examination of Police and Immigration, the main findings are as follows: 1、The Senior and Junior Examinations do not match the staffing requirements of the Immigration Agency. 2、The staff in charge of special duties should

	<p>be recruited through the Special Examination of Police. 3、There are still many difficulties for the Immigration Agency to manage the Special Examination of Immigration. IV. Suggestions</p> <p>According to the finding, the research provides the following suggestions: 1、The main consideration of the Special Examination of Immigration should be the staffing need. 2、The ‘Judicial Police Officer’ should be defined in a broad sense. 3、Integrating similar staffing needs in a special examination will be more effective than the current system. The Immigration Agency has (already) currently established for almost four years(.). According to the practical experience in promoting recruitment process, the difficulty indeed exists as far as the source of staff is concerned, (and) which deserves more attention from the related government organizations. Based on the concept of inseparability of social security, the ‘Judicial Police Officer’ should be defined in a broad sense so as to promote the efficiency of combating crimes by all security organizations jointly. In addition, the recruitment and appointment system of police officers (has) is stipulated clearly by the Statute Governing Police Personnel Affairs(;). Thus, the National Police Administration may enforce related laws and regulations or practical performances to get rid of worry of conflict due to the(of) examination system. At last, in consideration of efficiency and effectiveness in examination, (it) this is the most effective way to integrate similar staffing needs (in) through a special examination. (and) This research suggests that the authorities, including Central Personnel Administration Executive Yuan, the Ministry of Examination and the Ministry of the Interior, agree to integrate the Immigration Agency to the organizations of the Special Examination of Police.</p>
<p>研究報告 全文目錄</p>	<p>第一章緒論 . . . 1 第一節研究緣起與背景 . . . 1 第二節研究動機與目的 . . . 3 第三節研究方法、架構與限制 . . . 5 第二章文獻探討 . . . 9 第三章移民行政專業人員未來考選方式之比較分析 . . . 18 第一節採用高普考試之簡介 . . . 18 第二節採用警察特考之簡介 . . . 21 第三節採用移民特考之簡介 . . . 25 第四節高普考試、警察特考、移民特考之比較分析 . . . 29 第四章結論與建議 . . . 38 第一節結論 . . . 38 第二節建議 . . . 42 參考書目 . . . 47 表次表 1 移民署 96 年至 99 年人員離退職情</p>

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<p>期末報告 電子檔下載</p>	<p>移民行政專業人力來源之研究.doc (下載檔案時，在檔名上按右鍵，請選擇「另存目標」。)</p> <p>(若無法下載檔案，請安裝 FlashGet 軟體之後再下載檔案。下載檔案時，在檔名上按右鍵，請不要選擇「另存目標」，請選擇「使用 FlashGet 下載」。)</p>
備註說明	
建議事項處理情形	
建立日期	民國 98 年 12 月 29 日