

## 영 어

### 2022년도 국가공무원 5급(행정) 공개경쟁채용 제2차시험

응시번호 :

성명 :

제 1 문. 다음 글을 영어로 옮기시오. (30점)

인류의 역사는 우리가 더 큰 집단의 구성원임을 서서히 인식하는 것으로 볼 수 있다. 처음에 우리는 자신과 직계가족에게, 이후에는 이동하며 수렵·채집하는 무리에게, 그 다음에는 부족, 도시 국가, 그리고 국가에 충성을 바치며 살아왔다. 우리는 사랑하는 대상의 범위를 넓혀 왔다. 우리는 현재 초강대국으로 설명되는 것을 조직했으며, 이것은 인종과 문화 배경을 달리하면서 어떤 의미에서 함께 활동하는 사람들의 무리를 포함하며, 이러한 조직 과정은 인간다워지고 인격을 형성하는 경험이었다. 우리가 생존하려면, 우리의 충성은 더욱 확대되어야만 하고, 전체 인류 공동체와 지구라는 행성 전체를 포함해야 한다. 국가 경영자 중 다수는 이러한 생각을 불편해 할 것이다. 그들은 권력 상실을 두려워할 것이고, 우리는 배반과 불충에 관해 많이 듣게 될 것이다. 그렇지만 우리는 이와 같은 것들 때문에 동요해서는 안 된다. 부유한 국가는 가난한 국가와 부를 공유해야만 한다. 이 시점에서, 우리가 어느 쪽을 택하느냐에 따라서 인류가 보편적 세계를 얻을 것인지 아니면 공멸의 나락으로 빠질 것인지가 결정될 것이다.

제 2 문. 다음 글을 우리말로 옮기시오.

(30점)

Psychological safety is broadly defined as a climate in which people are comfortable expressing and being themselves. More specifically, when people have psychological safety at work, they feel comfortable sharing concerns and mistakes without fear of embarrassment or retribution. They are confident that they can speak up and won't be humiliated, ignored, or blamed. They know they can ask questions when they are unsure about something. They tend to trust and respect their colleagues. When a work environment has reasonably high psychological safety, good things happen: mistakes are reported quickly so that prompt corrective action can be taken; seamless coordination across groups or departments is enabled, and potentially game-changing ideas for innovation are shared. In short, psychological safety is a crucial source of value creation in organizations operating in a complex, changing environment.

Yet a 2017 Gallup poll found that only 3 in 10 employees strongly agree with the statement that their opinions count at work. Gallup calculated that by "moving that ratio to six in 10 employees, organizations could realize a 27 percent reduction in turnover, a 40 percent reduction in safety incidents and a 12 percent increase in productivity." That's why it's not enough for organizations to simply hire talent. If leaders want to unleash individual and collective talent, they must foster a psychologically safe climate where employees feel free to contribute ideas, share information, and report mistakes. Imagine what could be accomplished if the norm became one where employees felt their opinions counted in the workplace. I call that a fearless organization.

제 3 문. 다음 글을 읽고 물음에 답하시오. (총 40점)

While rapid population growth for the world may be the defining feature of the 20th century, the hallmark of the 21st century is likely to be population aging. The consequences of population aging are reverberating across the globe, including challenging the existing world order and impacting virtually every aspect of society, including economic activity, investments, politics, taxation, education, housing, household/family structure, retirement, pensions, and healthcare services.

Due to the declines in fertility as well as mortality, the age structure of world population has aged markedly. For example, the median age of world population has increased by six years over the past seven decades, i.e., from 24 to 30 years. In addition, the elderly proportion aged 80 years or older has tripled over this time period, increasing from about 0.5 % to 1.6 %.

Throughout much of human history population age structures were comparatively young. In the past century, for example, the percentage of elderly, those aged 65 years and older, averaged around 5%. In striking contrast, the proportion of elderly will more than triple during the 21st century.

Nearly all the G20 countries, which together account for more than 80 % of world GDP, 75 % of global trade and 60 % of world population, are expected to have no less than one-quarter of their populations aged 65 years and older by 2100. And eight of those countries, including China, Germany, Italy, and Japan, are projected to have one-third or more of their population elderly by the close of the century.

As a result of continuing low birth rates and increased longevity, population aging will be even more critical during the 21st century. In many countries, including Germany, Italy, Japan and Spain, the potential support ratio, which is the ratio of the working age population aged 15 to 64 years per one person 65 years or older, is projected to decline to less than two people in the working ages per one elderly person.

Due to the increasing elderly population coupled with the relative decline of workers paying taxes, many countries are confronting difficult choices concerning budgetary allocations, taxation levels and provision of social and health services. To avoid controversial budgetary reforms and unpopular tax increases, some governments are reducing expenditures and entitlements for the elderly and shifting more of the costs for support, care giving and health services to the individual and their families.

- 1) 윗글을 100단어 내외의 영문으로 요약하시오. (20점)
- 2) 윗글을 바탕으로 고령화로 인한 한국사회의 문제점과 이를 해결하기 위한 방안을 200단어 내외의 영문으로 제시하시오. (20점)

인사혁신처 시험출제과장