

The Power that Unites the Republic of Korea



ethics in the Civil Service



Ministry of Personnel
Management





The Power that Unites the Republic of Korea

From recruiting public servants to training, performance management, human resource management, competency assessment and civil service ethics, integrated innovation in public personnel management based on respect for people helps realize the fairest and most transparent civil service.

Capable talent and an efficient system will lead the future of a united Republic of Korea.





Building a Trusted and
Clean Government
Based on
Transparent Civil Service Ethics

Ethics in the Civil Service

**PART
1**

Civil Service Ethics
and Development
of the Public Service
Ethics Act

**PART
2**

Key Features
of the Civil Service
Ethics Programs

**PART
3**

Public Ethics
and Transparency
Initiative System

**PART
4**

Major Achievements
and
Future Plans

ABOUT Ethics in the Civil Service

Q. Can you explain what civil service ethics are?

Civil service ethics encourage civil servants to perform their duty in a faithful manner and not take advantage of their power for personal gain.



The Need for the Public Service Ethics Act



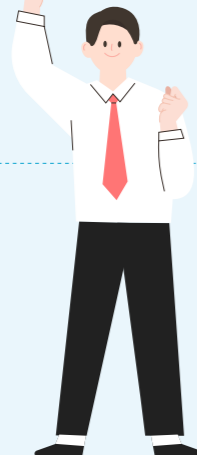
Q. What was the purpose of the introduction of the Public Service Ethics Act?

The government introduced the Public Service Ethics Act to establish a clean civil service by preventing irregularities in the civil service and ensuring fairness in the performance of government duties.

Q. What do the civil service ethics programs consist of?

The civil service ethics programs include the property registration/disclosure/examination system, blind stock trusts, reporting on receipt of gifts, post-employment and activity restrictions for retired civil servants, designation of civil service organizations, etc.

Ensuring Transparency and Preventing Unlawful Acquisition of Property



Q. What is the purpose of the property registration system?

The property registration system aims to promote transparency in the process of property accumulation and prevent illegal accumulation of property by civil servants.



Q. Please explain post-government service employment restrictions for retired civil servants.

Post-government service employment restrictions (post-employment restrictions) prohibit civil servants from providing undue favors to particular institutions while they are in office; after retirement, they are also prohibited from being employed by institutions relevant to their previous work and exerting unfair influence on their previous organizations.



Q. What is the PETI System?

The PETI System is a cloud-based portal that standardizes and electronically manages work related to civil service ethics.

Purpose of Blind Stock Trusts



Q. What is the purpose of blind stock trusts?

Blind stock trusts are introduced to prevent a conflict of public and private interests that may be caused by senior civil servants' ownership of stocks that are relevant to their jobs.

Advantages of PETI



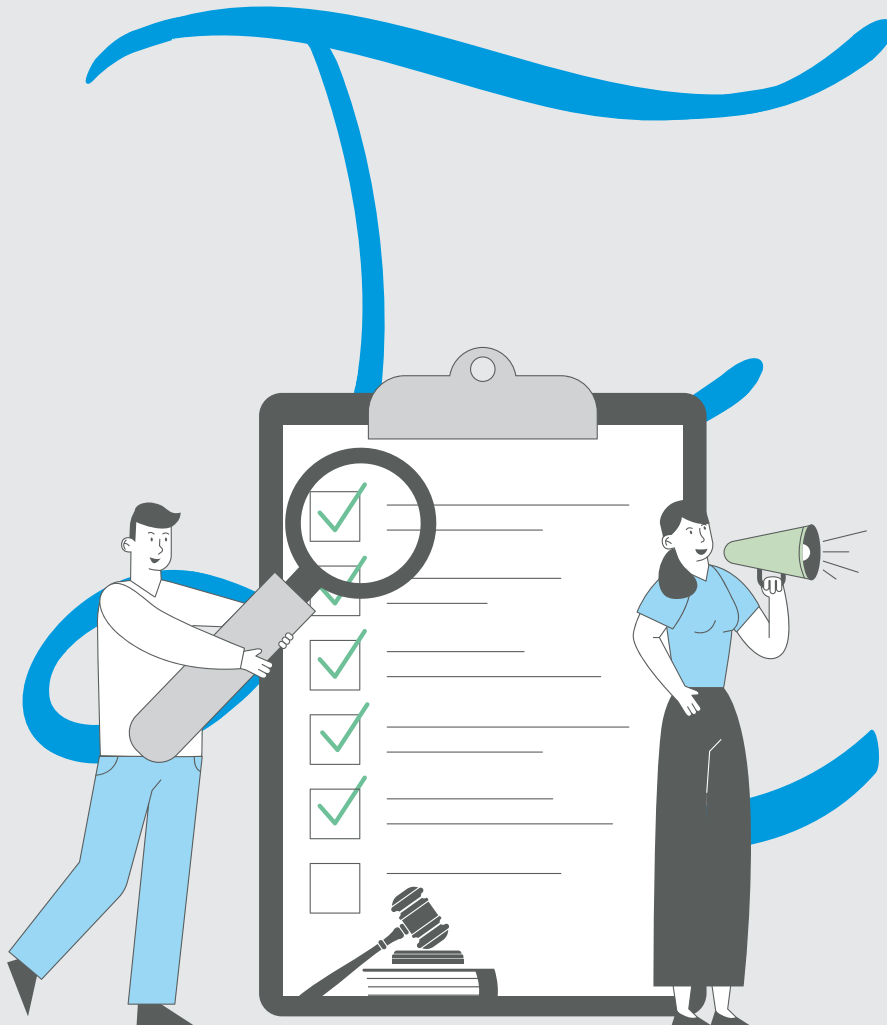
Q. What are the advantages of PETI?

PETI enables prompt and accurate delivery of information and fast reporting through co-sharing of administrative information and cooperation with financial institutions.

PART
1

HISTORY

Civil Service Ethics and Development of the
Public Service Ethics Act



Outline of the Public Service Ethics Act

Definition of Civil Service Ethics

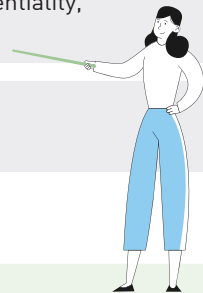
Civil service ethics refer to a set of work ethics that any civil servant shall practice as a servant to citizens. They require civil servants to perform their duties in a faithful manner and not take advantage of their power for personal gain.

Key Features and Legal Grounds of the Public Service Ethics Act

In the Republic of Korea, laws and regulations concerning civil service ethics include the Public Service Ethics Act, mandatory regulations in the State Public Officials Act, civil servants' code of conduct in the Act on Anti-corruption and the Establishment and Operation of the Anti-corruption & Civil Rights Commission, civil servants' oath in the State Public Officials Service Regulations, ethics charter, etc.

Laws and Regulations on Civil Service Ethics

- **State (Local) Public Officials Act**
 - ✔ Duty of fidelity, obedience, kindness and impartiality, confidentiality, integrity, and dignity (six types of duties and four types of prohibitions)
- **Act on Anti-corruption and the Establishment and Operation of the Anti-corruption & Civil Rights Commission**
 - ✔ Duty of integrity, prohibition on utilizing secret information, code of conduct, reporting of corruption, etc.
- **State (Local) Public Officials Service Regulations**
 - ✔ Fulfillment of responsibilities, duty of kindness and impartiality, confidentiality, establishment of work disciplines, etc.
- **Improper Solicitation and Graft Act**
 - ✔ Prohibition of improper solicitation relevant to the civil servant's job



Example of the Relevant Laws and Regulations

Article 1 (Purpose) of the Public Service Ethics Act

The purpose of this Act is to establish ethics of civil servants that prevent a conflict of public and private interests by regulating civil servants' illegal acquisition of property and promoting fairness in their performance of public duties by requiring registration of property, disclosure of registered property, and explanation on the process of property accumulation for civil servants and candidates for the civil service, prohibition of property acquisition that takes advantage of government positions, reporting on gifts, blind stock trusts, post-employment and activity restrictions for retired civil servants, etc.



Development of the Public Service Ethics Act

Transformation of the Civil Service Ethics Programs

The Republic of Korea government introduced the Public Service Ethics Act in 1981 with the aim of building a clean civil service by preventing irregularities in the civil service and securing fairness in their performance of government duties.

○ Prior to 1980

The Democratic Party government established in 1960 submitted a proposal for the Act on Civil Servants' Property Registration in order to curb irregularities in the civil service and prevent illegal accumulation of wealth by civil servants. However, the proposal was discarded in 1961. In July 1964, 13,003 civil servants of Grade 3 or above and Grade 4 administrative agency heads registered their property for the first time.

○ Fifth Republic

On December 31, 1981, the government enacted the Public Service Ethics Act to establish ethics in the civil service (the Act was enforced on January 1, 1983). The content of the Act, however, was limited to property registration, gift reporting and post-employment restrictions.

○ Kim Young-sam Administration

With the President's voluntary disclosure of property, the government gained momentum for building a clean political environment and bringing about innovative changes. In June 1993, the Public Service Ethics Act was significantly amended to provide legal grounds for property disclosure and require mandatory property registration of civil servants of Grade 4 or above; this amendment is recognized as laying the foundation for the current Act.

○ Kim Dae-jung Administration

In January 2001, as part of government reform, the Public Service Ethics Act was amended again to enhance the transparency of property registration and curb public-private collusion. The amended Act required mandatory reporting on stock transactions by civil servants subject to property disclosure and expanded the scope and requirements of post-employment restrictions for retired civil servants. It also allowed certain civil servants to postpone reporting on property changes in order to lessen the burden of property registration.

○ Roh Moo-hyun Administration

In May 2005, the government amended the Public Service Ethics Act and introduced blind stock trusts in order to resolve conflicts of interest concerning senior civil servants' ownership of stocks relevant to their jobs. In December 2006, the government introduced reporting on changes in property prices and amended the Public Service Ethics Act to include provisions requiring explanation of the process of property accumulation for civil servants subject to property disclosure and permission to refuse such explanation with pre-approval.

Reporting on changes in property prices

For real estate and golf memberships, actual transaction prices (in case a transaction is made) or changes in officially assessed prices (in case no transaction is made) shall be reported; changes in market prices shall also be reported for listed stocks, gold, gemstones, antiques, and artwork.

Development of the Public Service Ethics Act

○ Lee Myung-bak Administration

In February 2009, the scope of relatives subject to property registration for a married female civil servant changed from the spouse's linear ascendants and descendants to the civil servant's linear ascendants and descendants. Also, to eradicate privileges given to former senior government officials, law firms and accounting firms were added as employment-restricted institutions in July 2011, and the period during which a civil servant engaged in relevant work prior to retirement was also extended. In addition, the government introduced new rules to prevent retired civil servants from exerting unfair influence on their previous organizations, for instance, permanent prohibition of engaging in work performed during active service, prohibition of engaging in certain businesses handled at the previous organization for one year after retirement, prohibition of unfair solicitation and arrangements, etc.

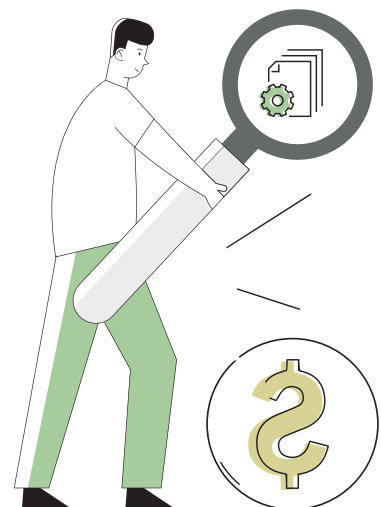
○ Park Geun-hye Administration

In 2014, in an effort to eradicate public-private collusion, the government strengthened post-employment restrictions for retired civil servants to include not-for-profit organizations as employment-restricted institutions. The post-employment restriction period was increased from two to three years after retirement, and restrictions on employment expanded from businesses related to the division they worked for to those related to their organization. Also, information on the employment history of civil servants subject to employment screening was publicly disclosed. From 2015, senior civil servants were allowed to avoid certain jobs to prevent conflicts of interest arising from ownership of stocks.



○ Moon Jae-in Administration

In 2020, the Public Service Ethics Act and the Enforcement Decree on the Public Service Ethics Act were amended to prohibit civil servants of Grade 4 or above (Grade 7 or above for certain areas) from acquiring new stocks relevant to their jobs. To enhance accuracy of property registration, the amended laws required non-listed stocks to be reported not at book value but at market value. Also, civil servants of Grade 1 or above were required to report on the process of property accumulation including real estate, non-listed stocks, claims made to and debts from individuals, equity interest, stock options, etc. In 2021, the government strengthened measures against civil servants' illegal acquisition of property; civil servants handling real estate information or real estate policy are required to register their property and restricted from acquiring new real estate relevant to their work or in relevant areas.





Development of the Public Service Ethics Act

The History of Amendment to the Public Service Ethics Act

Since its enactment in 1981, the Public Service Ethics Act has been continuously improved, undergoing 12 amendments to meet demands from citizens.

● Enactment on December 31, 1981

- ✔ Enacted a law for the first time to establish civil service ethics (enforced on January 1, 1983)
 - Limited to property registration, gift reporting, and post-employment restrictions

● Overall Amendment on June 11, 1993

- ✔ Provided legal grounds for property disclosure and granted the right to examine registered property to the Civil Service Ethics Committee
- ✔ Laid the foundation for the current Public Service Ethics Act by requiring mandatory property registration of civil servants of Grade 4 or above and strengthening disciplinary measures

● Partial Amendment on December 31, 1994

- ✔ Strengthened the examination of registered property
 - Introduced new criteria for inquiry of financial data from financial institutions for all civil servants subject to property registration
- ✔ Increased the scope of civil servants subject to property registration
 - Required civil servants of Grade 9 or above in tax and auditing service and clerks in public prosecution service, sergeants or above in police service, and fire lieutenants or above in firefighting service to register their property

● Amendment on January 26, 2001

- ✔ Increased the scope of the period during which a civil servant engaged in relevant work prior to retirement
 - Increased the restriction period from two to three years prior to retirement for work performed at previous division
- ✔ Eradicated public-private collusion and promoted transparency in property registration by requiring reports on stock transactions from civil servants subject to property disclosure

● Amendment on May 18, 2005

- ✔ Introduced blind stock trusts to prevent conflicts of interest arising from senior civil servants' stock ownership
- ✔ Introduced reporting on changes in property prices

● Partial Amendment on December 28, 2006

- ✔ Required explanation on the process of property accumulation from civil servants subject to property disclosure
- ✔ Adopted actual transaction prices as the recognized value of registered property in order to reflect the actual value of real estate
- ✔ Expanded the scope of property subject to value registration
- ✔ Enabled advance inquiry of financial information to provide convenience for civil servants subject to property registration
- ✔ Introduced prior examination while no longer allowing civil servants to refuse to register property and instituted re-examination of registered property by the relevant Civil Service Ethics Committee every three years

● Amendment on February 3, 2009

- ✔ Changed the scope of relatives subject to property registration to reflect a reasonable perspective
 - Reduced the scope to the person's linear ascendants and descendants
- ✔ Provided grounds for the criteria of civil service-related organizations
- ✔ Made use of financial and real estate information previously provided for examination purposes
- ✔ Allowed postponement or exemption of reporting on property changes in case of the person's detention or disappearance

Development of the Public Service Ethics Act

● Amendment on July 29, 2011

- ✔ Strengthened post-employment restriction measures
 - Included law firms, accounting firms, foreign legal consulting firms (whose annual turnover is KRW 15 billion or above) and tax accounting firms (whose annual turnover is KRW 5 billion or above) as employment-restricted institutions
 - Increased the period during which a civil servant engaged in relevant work prior to retirement (from three to five years)
 - Imposed penalties (KRW 10 million or below) for violations of restrictions
 - Provided grounds for employment screening of certain positions such as outside directors and part-time advisors
- ✔ Introduced restrictions on business engagement and activities after retirement
 - Prohibited retired civil servants from performing any work that they engaged in directly during their active service after retirement
 - Civil servants subject to property disclosure are restricted from performing work they engaged in over the final year before retirement and shall submit work records for one year after retirement
 - Prohibited retired civil servants from engaging in unfair solicitation or arrangements related to their previous organization
- ✔ Expanded the scope of civil servants subject to property registration to those in defense procurement and financial supervision areas
- ✔ Extended the property registration period from one to two months



● Amendment on December 30, 2014

- ✔ Increased the post-employment restriction period from two to three years from the date of retirement
- ✔ Expanded the scope of employment-restricted institutions
 - Market-based public corporations and public service organizations performing certain tasks, including the supervision of safety, regulations on permission and approval, and procurement
 - University foundations, private universities established and run by an educational foundations, general hospitals, not-for-profit organizations that established a general hospital, and social welfare foundations and not-for-profit corporations operating a social welfare facility with assets over certain amount
- ✔ Strengthened restrictions on businesses and activities for senior civil servants
 - Civil servants of Grade 2 or above, executive-level officers at public service organizations and certain Grade 1 officials
 - Expanded the list of employment-restricted businesses from division-level to organization-level
 - Restrictions on work performed at previous organization: increased the restriction period from one to two years before and after retirement
 - Required disclosure of employment history for ten years after retirement (KRW 10 million in case of violation)
- ✔ Increased the scope of civil servants subject to employment screening from ministers and vice ministers to civil servants subject to property disclosure in case license holders, including lawyers, are employed by law firms, etc.
- ✔ Strengthened disciplinary measures for those who violate post-employment and activity restrictions
 - Imprisonment up to one year or a penalty of up to KRW 10 million → Imprisonment up to two years or a penalty of up to KRW 20 million
- ✔ Included institutions performing duties on behalf of the government as employment-restricted public service organizations



Development of the Public Service Ethics Act

● Amendment on December 29, 2015

- ✔ Increased the scope of civil servants required to provide financial and real estate information and changed the registration period
 - Provided financial and real estate information for civil servants subject to non-regular property reporting (e.g. first-time reporting, retirement, exemption)
 - Changed the reporting due date to the end of the second month following the registration date
- ✔ Strengthened measures to prevent conflicts of interest in connection to blind stock trusts
 - Introduced 'change of position' to resolve conflicts of interest
 - Allowed civil servants to avoid certain jobs until their stocks placed in blind trusts are disposed of
- ✔ Provided ex officio re-examination by the Civil Service Ethics Committee and Blind Stock Trust Examination Committee
- ✔ Provided legal grounds for document requests to confirm the violation of permanent restrictions on business involvement

● Amendment on December 3, 2019

- ✔ Enhanced transparency in property registration and examination of the senior civil service
 - Required mandatory reporting on the process of property accumulation (e.g. real estate) owned by senior civil servants
 - Used actual value for non-listed stocks (book value → actual transaction price or appraised value)
- ✔ Improved post-employment and activity restrictions for retired civil servants
 - Expanded the scope of employment-restricted institutions to include those in food sanitation and national defense
 - Improved the effectiveness of reporting on retired civil servant's unfair solicitation and arrangements
- ✔ Distinguished civil servants subject to property registration from those subject to employment screening
 - Eased employment screening for administrative positions in certain areas
- ✔ Restricted acquisition of new shares relevant to the civil servant's jobs at certain organizations

● Amendment on December 22, 2020

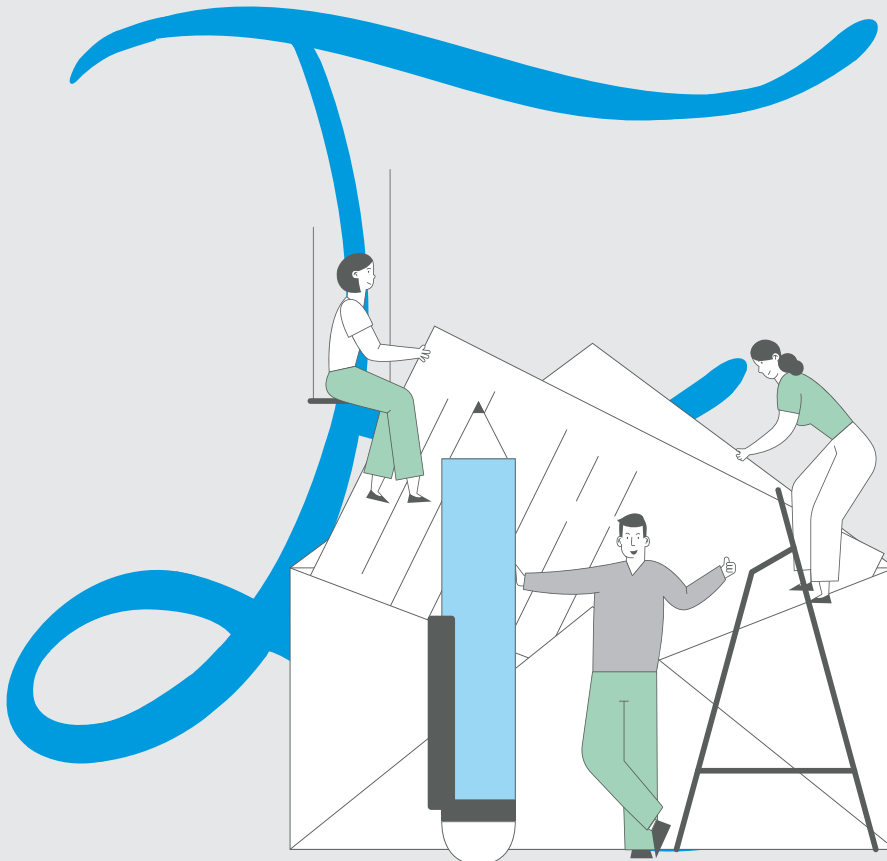
- ✔ Strengthened measures to prevent conflicts of interest in connection to stock ownership
 - Increased the period within which stocks shall be disposed of or placed in a trust from one to two months
 - Expanded the prohibition to engage in relevant jobs (i.e. prohibited to engage in relevant businesses from the date of request for examination of job relevance)
 - Increased the maximum penalty for engaging in relevant jobs (KRW 10 million → KRW 20 million)
 - Recommended change of position to the civil servant if his or her stocks placed in a blind trust are not disposed of for more than six months
- ✔ Improved the effectiveness of activity restrictions for retired civil servants
 - Allowed demand for dismissal if a civil servant approved for employment violates restrictions on business involvement and obligations on not engaging in unlawful solicitation and arrangements
- ✔ Strengthened the independence and autonomy of the Civil Service Ethics Committee
 - Increased the number of committee members from the private sector from seven to nine

● Amendment on April 1, 2021 (Scheduled to be Enforced on October 2, 2021)

- ✔ Expanded the scope of civil servants subject to property registration
 - Required civil servants handling real estate information or engaging in real estate affairs, including employees at the Korea Land and Housing Corporation, to register their property
- ✔ Required mandatory explanation on the process of real estate accumulation
 - Required civil servants subject to property registration who handle real estate information or engage in real estate affairs to explain how they have acquired real estate
- ✔ Restricted acquisition of new real estate
 - Restricted acquisition of new real estate relevant to their work or in relevant areas for civil servants and their interested parties at central and local governments as well as public service organizations

ETHICS PROGRAM

Key Features of the Civil Service Ethics Programs



Civil Service Ethics Committee

- The Civil Service Ethics Committee is an entity in charge of examining and making decisions on certain matters in relation to civil service ethics, including examining registered property and managing the examination results, confirming whether a civil servant is subject to post-employment restrictions, granting approval for employment, etc. The Committee is a consensus-based entity established in the Administration, the National Assembly, and the Supreme Court. Currently, there are 265 Civil Service Ethics Committees.



Property Registration

● Purpose of Property Registration

The purpose of property registration, under which a civil servant, his or her spouse and lineal ascendants and descendants register their property, is to encourage government officials to fulfill their roles and responsibilities as servants to citizens by ensuring transparency in the process of property accumulation and preventing unlawful accumulation of property.

● Civil Servants Subject to Property Registration

Civil servants in political service at central and local governments, civil servants of Grade 4 or above, superintendents of the Office of Education, judges and prosecutors, constitutional research officers at the Constitutional Court, presidents and deans of universities, military officers of the rank of colonel or above, heads and deputy heads of public agencies, and executive officers of public service organizations are subject to property registration. For police, national tax, and customs services, civil servants of Grade 7 or above are subject to property registration.

● Property to be Registered

Both immovable and movable property owned by a civil servant, his or her spouse and lineal ascendants and descendants is subject to registration; all property in actual ownership by such people, property contributed to a not-for-profit organization, and property located in a foreign country need to be registered regardless of the name used. However, lineal ascendants and descendants who are not dependents of the civil servant subject to registration may refuse to register their property.





Property Registration/Disclosure/Examination

Types of Property to be Registered (and Examined)

- Ownership, superficies, and right to lease on a deposit basis (i.e. *Jeonse* rights) related to real estate
- Mining rights, fishery rights, aquaculture rights, and other rights to which real estate regulations apply
- Cash (including checks), deposits, securities including stocks and public and private bonds, claims and debts of more than KRW 10 million by each owner
- Gold and platinum (including products made with gold and platinum) of more than KRW 5 million by owner
- Gemstones, antiques and artwork of more than KRW 5 million per item
- Memberships of more than KRW 5 million per membership
- Intellectual property rights yielding an annual return of KRW 10 million or more by owner
- Automobiles, construction machines, vessels, and aircraft
- Equity interest in general partnerships, limited partnerships, and limited liability corporations
- Stock options
- Property contributed to a not-for-profit organization

● Timing of Registration



A civil servant subject to property registration shall submit a report by the end of February on any changes made to his or her property from January 1 to December 31 of the previous year. For those who become liable for property registration for the first time due to promotion, transfer, or other reasons, property registration shall be complete by the end of the second month from the date they become subject to registration.

○ Registration Agencies

Civil servants subject to registration	Registration agency
Members of the National Assembly and civil servants belonging to the National Assembly	National Assembly Secretariat
Judges and civil servants belonging to a court	National Court Administration
President, justices and other civil servants belonging to the Constitutional Court	Constitutional Court Administration
Civil servants belonging to the National Election Commission or other election commissions	Secretariat of the National Election Commission
Civil servants belonging to ministries, agencies, or administrations (including administrative agencies such as committees prescribed by Presidential Decree) (excluding civil servants subject to property disclosure)	Relevant ministries, agencies, or administrations
Civil servants belonging to the Board of Audit and Inspection (excluding civil servants subject to property disclosure)	Secretariat of the Board of Audit and Inspection
Civil servants belonging to the National Intelligence Service (excluding civil servants subject to property disclosure)	National Intelligence Service
Civil servants belonging to local governments	Relevant local governments
Members of local council and civil servants belonging to local councils	Relevant local councils
Civil servants belonging to the Office of Education of the Special Metropolitan City, Metropolitan Cities, Special Self-governing Cities, Provinces and Special Self-governing Provinces	Relevant Office of Education of the special metropolitan city, metropolitan cities, special self-governing cities, provinces and special self-governing provinces
Executive officers and employees of public service organizations (excluding those subject to property disclosure) - However, if the public service organization is under the supervision of the Special Metropolitan City, Metropolitan Cities, Provinces, Special Self-governing Provinces and Cities, Counties & Districts, its executive officers and employees shall submit registrations to the relevant Special Metropolitan City, Metropolitan Cities, Provinces, Special Self-governing Provinces and Cities, Counties & Districts	Ministries, agencies, or administrations supervising relevant public service organization
Other persons liable for registration, and civil servants belonging to ministries, agencies, or administrations, the Board of Audit and Inspection, the National Intelligence Service, and public service organizations who are required to disclose registered property	Ministry of Personnel Management

Property Disclosure

○ Civil Servants Subject to Property Disclosure

Civil servants in political service at central and local governments, civil servants of Grade 1 or above, members of Grade A in the Senior Civil Service, judges higher than chief judges at a high court, public prosecutors higher than chiefs at the Supreme Prosecutors' Office, military officers of the rank of lieutenant general or above, presidents, vice presidents and deans of universities, heads and deputy heads of public agencies, and executive officers of public service organizations are subject to property disclosure.

○ Timing and Method of Disclosure

A civil service ethics committee shall disclose the registered property or any changes to such property of the civil servants subject to property disclosure under the committee's jurisdiction, their spouses and lineal ascendants and descendants through an Official Gazette or public bulletin within one month following the due date of property registration (report).

○ Types of Disclosure

There are two types of property disclosure: regular disclosure, which takes place annually (in March) for civil servants whose registered property has changed during the year, and non-regular disclosure, which takes place monthly for civil servants who become liable for property registration for the first time, retiring civil servants, etc.

○ Disclosure Agencies

Civil servants subject to disclosure	Disclosure agency
<ul style="list-style-type: none"> • Civil servants of Grade 1 or above at the Administration • Heads of public service organizations in the Administration's jurisdictions • Heads of local governments and civil servants of Grade 1 or above at local governments • Members of board-area local governments 	Government Civil Service Ethics Committee
Members of basic local governments and heads of public service organizations in broad-area local governments' jurisdictions	Broad-area Local Government Civil Service Ethics Committee
Heads of public service organizations in basic local governments' jurisdictions	Basic Local Government Civil Service Ethics Committee
Members of the National Assembly and civil servants belonging to the National Assembly who are subject to property disclosure	National Assembly Civil Service Ethics Committee
Judges and civil servants belonging to a court who are subject to property disclosure	Supreme Court Civil Service Ethics Committee
Presidents, justices and other civil servants belonging to the Constitutional Court who are subject to property disclosure	Constitutional Court Civil Service Ethics Committee
Civil servants belonging to the National Election Commission or other election commissions who are subject to property disclosure	National Election Commission Civil Service Ethics Committee

Property Examination

○ Purpose of Property Examination

The purpose of property examination is to enhance transparency in the acquisition of property and prevent unlawful accumulation of property by verifying the faithfulness of registration and investigating whether property has been acquired in an appropriate manner, whether the civil servant used public information to illegally accumulate property, or whether any relevant laws and regulations have been violated in the course of acquiring the property.

○ Examination Period

Property examination shall be complete within three months from the date of disclosure of property. If not complete within three months due to unavoidable reasons, the Civil Service Ethics Committee may decide to extend the period by up to three more months. While the examination of the property of civil servants subject to property disclosure shall be complete by the end of June, in principle, that of civil servants not subject to property disclosure may be completed anytime during the year.

○ Types of Examination

Examination is largely classified into examination of registered property and examination of the process of property accumulation. For the former, the reviewers compare information submitted by a civil servant with the statements issued by relevant organizations to see if any false reporting, substantial omission or misrepresentation has been made.

For the latter, the reviewers check the flow of funds used to acquire the property by examining the property statement and summary of changes to property. The reviewers examine the acquisition date of the registered property, acquisition background, and source of funds, and determine if the civil servant's net worth has excessively increased compared to his or her reported income. Also, the reviewers check the legitimacy of the acquisition of property by examining the acquisition background and transaction records of untraceable property over a certain amount, such as cash and claims to and debts from individuals. The reviewers also see if the civil servant has gained any property or economic gains by taking advantage of confidential information learned from work, through bribery or any other unfair means.

Property Registration/Disclosure/Examination

● Use of Examination Results

If any illegal conduct comes to the attention of the reviewers during examination, the Civil Service Ethics Committee may pursue certain measures, including warnings and corrective measures, imposition of penalties, public announcement of the false reporting in the advertisement section of a daily newspaper, request a decision on the civil servant's dismissal or disciplinary measures. This applies when the civil servant has engaged in false reporting, omitted or misstated his or her property by gross negligence, submitted a false document, provided a false explanation, or gained any property or economic gains by taking advantage of confidential information learned from their work.

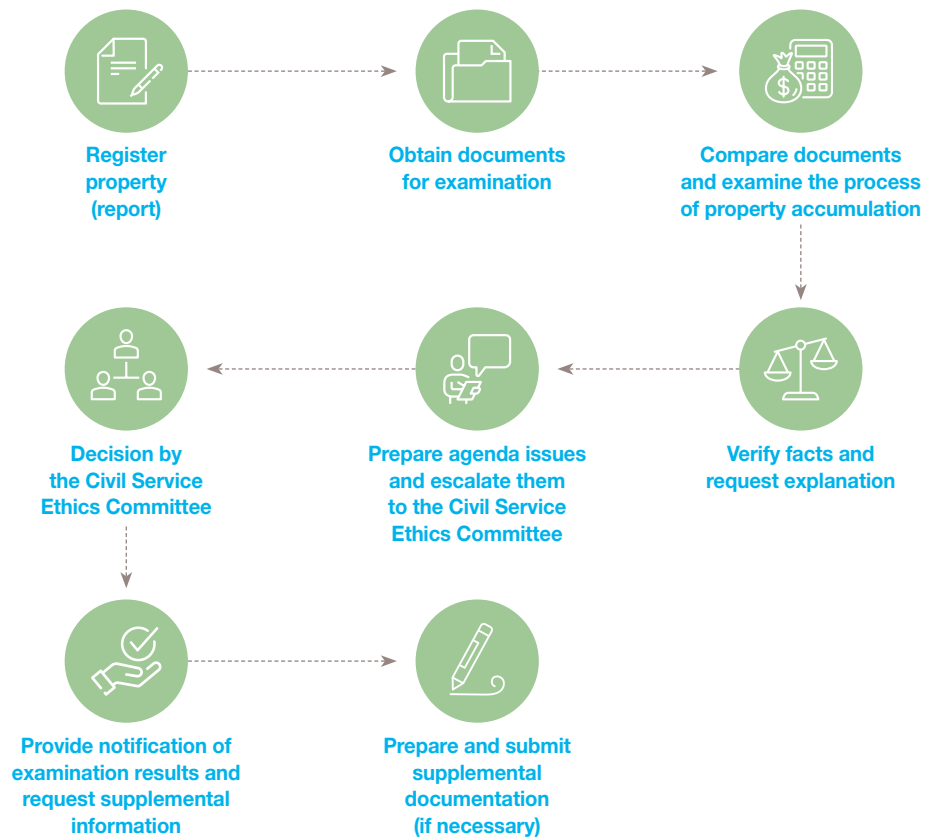
If one of the above measures are taken, the Civil Service Ethics Committee shall provide notification of such to the heads of registration agencies or relevant organizations. Meanwhile, upon receiving the request for a decision on the civil servant's dismissal or disciplinary measures, the heads of agencies and public service organizations shall make such a decision and provide notification of the result to the Civil Service Ethics Committee. If the civil servant has gained any property by violating other laws and regulations or through other illegal means, the Civil Service Ethics Committee may provide notification of such to relevant organizations and request an investigation by the Minister of Justice.



○ Examination Agency

The Government Civil Service Ethics Committee examines the registered property owned by civil servants subject to property registration at central administrative agencies, executive officers and employees of public service organizations, heads of local governments (i.e. cities & provinces and cities, counties & districts), members of broad-area local governments (cities & provinces), civil servants of Grade 3 or above at local governments and the Offices of Education, and superintendents of Offices of Education from cities and provinces. Property owned by other civil servants subject to property registration is examined by the Civil Service Ethics Committee in the relevant jurisdiction.

○ Process of Examination



Refusal of Property Registration

If a civil servant's lineal ascendant or descendant is not a dependent of the civil servant, the person may refuse to report and register property with approval from the Civil Service Ethics Committee.

● Application Period for Refusal of Property Registration

The applicant may submit to the relevant Civil Service Ethics Committee an application for refusal of property registration along with a supporting document on his or her independence by January 31 in the case of regular reporting or within one month from the date of registration or reporting in the case of non-regular reporting required upon employment, promotion, exemption, end of postponement, re-registration or retirement.

● Approval for Refusal and Re-examination

Once issued, the approval for refusal of property registration is effective for three years. During the regular reporting period (January 1 – February 28 or 29) on the third year, the applicant may request re-examination.

● Criteria for Approval

Age, employment status, property owned and regular income are comprehensively considered for linear ascendants, while age, formation of a separate household, employment status, employment period and regular income are comprehensively considered for linear descendants.



○ Process of Application for Refusal



Obligation to register property

- Within one month from the date the person becomes liable for property registration
- Within one month from the start of the regular reporting period for changes in property
- Within one month from the date on which reasons for postponement expire
- Within one month from the date the person is subject to property disclosure
- Within one month from the date of retirement
- Within one month from the date of transfer or other circumstances for exemption

Apply for refusal to register property

Approved

Register property except for property owned by approved relatives

Approval is effective for three years

Approval is determined and the results are notified within ten days (the period may be extended for another ten days)

Not approved

Register property including those owned by the relatives whose application was not approved

The property registration period is extended for 30 days from the date of notification of disapproval (20 days for those subject to property disclosure)

Regular reporting period on the third year from the date of approval

Apply for re-examination

Register property except for those owned by approved relatives

Approval is effective for three years

Apply for re-examination from January 1 to February 28 or 29. Such approval is determined and the result is notified by November 30

Register property including property owned by the relatives whose application was not approved

Purpose of Blind Stock Trusts

The purpose of blind stock trusts is to prevent conflicts of public and private interests in the performance of government duties that may arise from ownership of stocks relevant to a civil servant's job.

Subjects and Criteria

Civil servants subject to property disclosure, civil servants of Grade 4 or above at finance bureaus of the Ministry of Economy and Finance and the Financial Services Commission and their interested parties (i.e. spouses, linear ascendants and descendants) are subject to blind stock trusts. If the aggregate value of stocks owned exceeds KRW 30 million, such stocks shall be disposed of or placed in a blind stock trust or the civil servant shall make a request for a review of the relevance of stocks to his or her job.

Key Features of Blind Stock Trusts

In principle, relevant stocks shall be disposed of or be placed in a blind stock trust. However, if the civil servant wishes to obtain exemption, he or she shall make a request for a review of the relevance of stocks to his or her job to the Blind Stock Trust Examination Committee and receive the Committee's determination that the stocks have no relevance to his or her work duties.

Blind Stock Trust Examination Committee

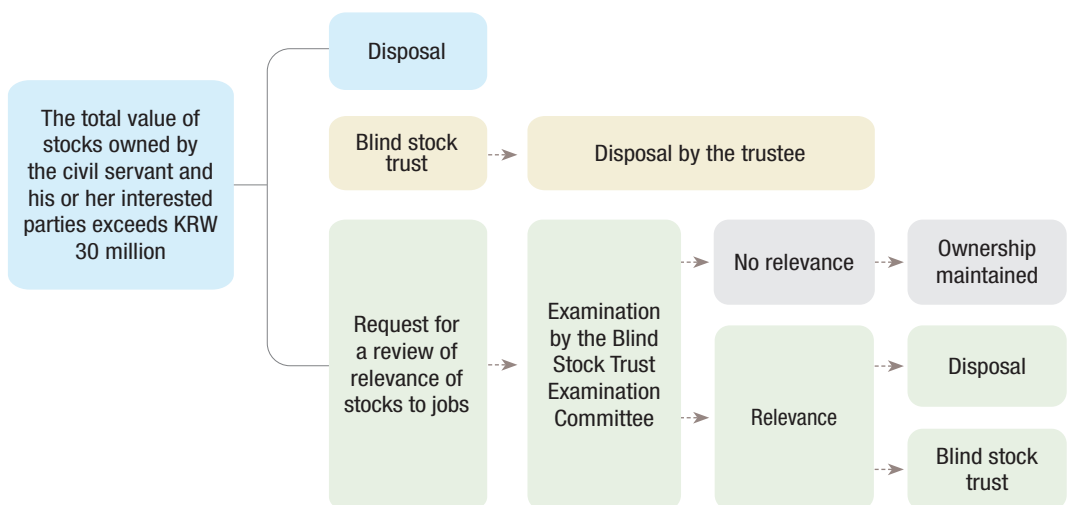
The Blind Stock Trust Examination Committee, a consensus-based entity established in the Ministry of Personnel Management, is responsible for reviewing and deciding whether stocks owned by civil servants subject to property disclosure and their interested parties have relevance to the civil servants' jobs.



Conditions from which the blind stock trust obligation is triggered

- The aggregate amount of relevant stocks exceed KRW 30 million (including when the market value of stocks increases to exceed KRW 30 million)
- The civil servant becomes subject to property disclosure
- Reasons for postponement of reporting on changes expire (Article 6-3, Paragraphs 1 and 2 of the Public Service Ethics Act)
- The civil servant is notified that the stocks have relevance to his or her job
- The civil servant makes a blind trust arrangement and thereafter his or her interested party acquires new stocks as a promoter of the stock issuing company (Proviso in Article 14-6, Paragraphs 1 of the Public Service Ethics Act)
- The civil servant concludes a blind trust contract and thereafter acquires new stocks through inheritance or gifts (Article 27-9 of the Enforcement Decree on the Public Service Ethics Act)
- Changes are made to the civil servant's job (e.g. standing committee, assignment), for instance:
 - 1) changes to the standing and special committees of members of the National Assembly and local councils
 - 2) assignment of the director of ○ ○ local police agency to the director of △ △ local police agency
 - 3) assignment of the deputy minister at ○ ○ office to △ △ office within the same bureau
 - 4) changes to the deputy minister's ○ ○ office (e.g. new duties) as a result of organizational restructuring

Process of Blind Stock Trusts





Blind Stock Trusts

Q&A

Q1. How do blind stock trusts work? How are the stocks placed in a blind trust managed?



To place his or her stocks in a blind trust, the civil servant shall make a blind trust arrangement with a financial institution that operates a trust. In principle, the trustee institution shall dispose of the trusted stocks within 60 days and acquire different assets, and the trustor has no access to any information regarding the trust. However, if the stocks are not disposed of within 60 days, the trustee institution can extend the period with approval from the relevant Civil Service Ethics Committee (up to 30 days, unlimited).

Q2. If the value of stocks that have relevance to the civil servant's job exceeds KRW 30 million, do they need to be disposed of in their entirety?



The person can dispose of all stocks (i.e. sell or place in a blind trust) or part of stocks to maintain the relevant stocks under KRW 30 million.

Reporting on Receipt of Gifts

Purpose of Reporting on Receipt of Gifts

Civil servants as well as executive officers and employees of public service organization are banned from receiving any direct and indirect rewards, gifts, and hospitality in connection to their jobs. However, considering that it is difficult to refuse gifts from a foreign country (or a foreign citizen), the government introduced reporting on receipt of gifts to ensure ethical standards in the civil service.

Reporting of Gifts

If a civil servant has received gifts exceeding the value of USD 100 (KRW 100,000) from a foreign country (or a foreign citizen), he or she shall immediately submit a list of gifts received to the internal audit team of the organization. Subsequently, the gift valuation team, consisting of seven members, evaluates the value of the gifts received and notifies the civil servant of the need to make a report. If the value of the gifts is determined to be KRW 100,000 or greater, the civil servant shall make an immediate report; if under KRW 100,000, they are returned to the civil servant.

Examples of composition of the gift valuation team

- The gift valuation team consists of seven members including the head, deputy head, and assistant. The team includes three director-level members, with the internal audit manager being the head and the ethics manager being the assistant.
- The gift valuation team consists of members from the departments in charge of gift reporting (i.e. internal audit) and general affairs; if necessary, the team may include members from the outside.

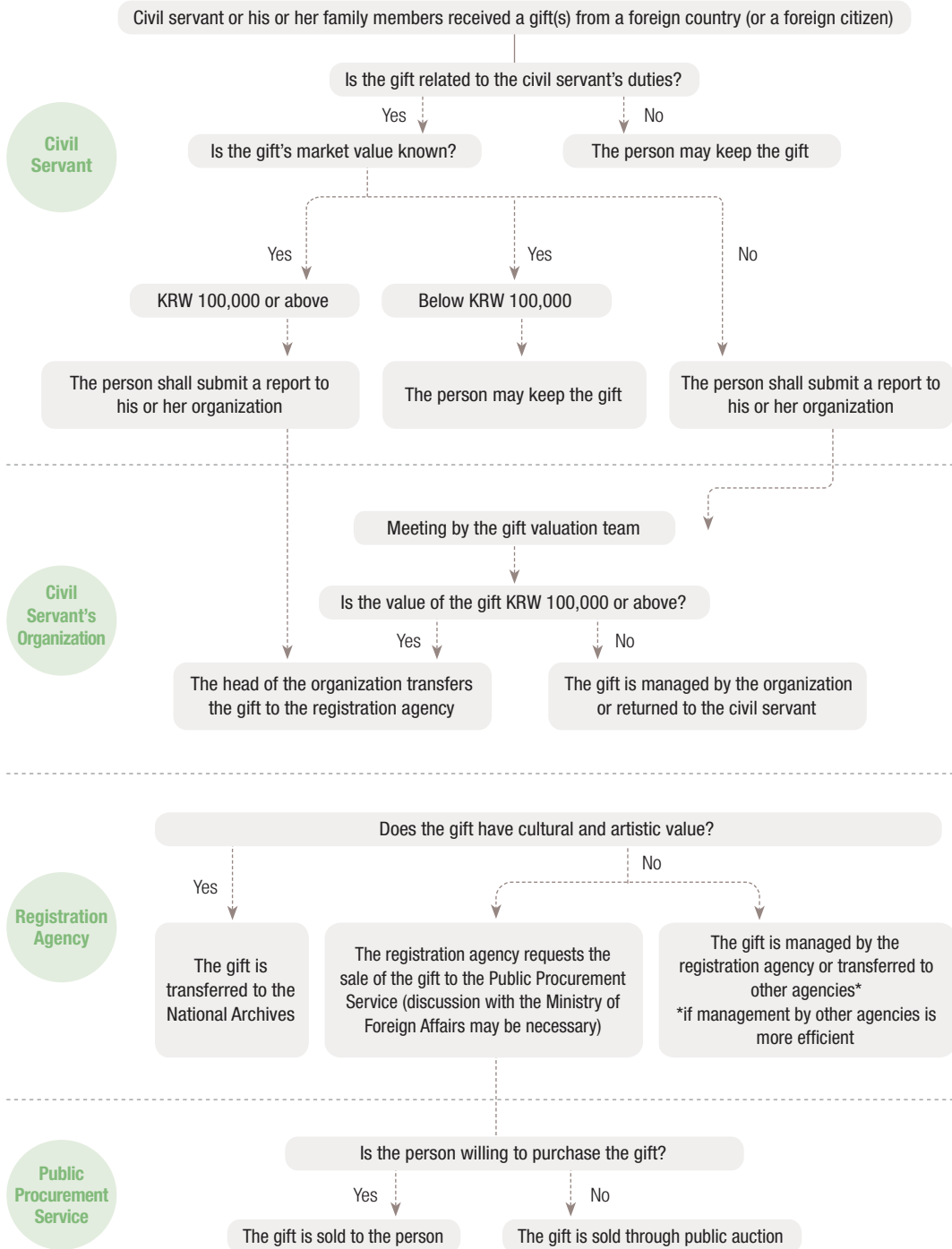
Management of Gifts Received

The heads of ministries and public service organizations shall transfer the gifts received to the registration agencies on a quarterly basis. The heads of the registration agencies (i.e. agencies that have received transferred gifts) shall maintain the gifts. If the gifts have cultural or artistic value, they shall be transferred to the National Archives of Korea; if the gifts need to be managed by other organizations, they are transferred to the relevant organizations. Gifts that have no value as national assets are transferred to and sold by the Public Procurement Service.



Reporting on Receipt of Gifts

Process of Reporting and Management of Gifts Received



Q&A

Q1. If a civil servant has received a prize from a foreign organization in recognition of his or her work, does he or she have to report the prize money (or prize goods)?

Regardless of monetary or non-monetary goods, prizes are not considered 'gifts' as defined in the Public Service Ethics Act.



Q2. What if one receives perishable goods, such as food, or live plants/animals as gifts?



There are no specific guidelines on perishable gifts. Considering the difficulty in storage and management of such gifts, the civil servant shall consult the civil service ethics manager of the organization and follow the decision made by the gift valuation team.

Q3. What if one wishes to keep gifts subject to reporting obligations?

In principle, gifts exceeding KRW 100,000 shall be reported and handed over to the civil servant's organization. However, it is possible for the civil servant to purchase and keep the gift. If the gift received is not considered valuable enough to be managed as a national asset, it may be transferred to and sold by the Public Procurement Service. The civil servant who received the gift is given priority in purchasing the gift at a price evaluated by an appraisal firm under the Public Service Ethics Act.





Post-employment Restrictions for Retired Civil Servants

Purpose and Key Features of Post-employment Restrictions

Post-employment restrictions aim to ensure fairness in the performance of government duties and establish ethical standards in the civil service by preventing civil servants from establishing illegal relationships with other institutions, such as providing benefits to particular institutions, while they are in office to gain advantage in employment after retirement. The restriction also bars civil servants from being employed by institutions relevant to their previous work and exerting unfair influence on their previous organization. Under the restrictions, civil servants subject to employment screening are restricted from being employed by employment-restricted institutions for three years after the date of retirement.

Employment-restricted Institutions

- For-profit private companies with capital exceeding KRW 1 billion and annual turnover exceeding KRW 10 billion
- Law firms, accounting firms, foreign legal consulting firms, joint venture law offices with annual turnover exceeding KRW 10 billion
- Tax accounting firms with annual turnover exceeding KRW 5 billion
- Associations where employment-restricted private companies are members
- Market-based public corporations referred to in Article 5, Paragraph 3, Subparagraph 1 (a) of the Act on the Management of Public Institutions
- Public service organizations performing supervision of safety, regulation of permission and approval, and procurement duties
- Educational foundations that establish and operate schools under Article 2 of the Elementary and Secondary Education Act and the Higher Education Act and private schools established and operated by such educational foundations
- General hospitals referred to in Article 3-3 of the Medical Service Act and corporations that established such hospitals
- Social welfare foundations with endowment capital exceeding KRW 10 million defined in Article 2, Paragraph 3 of the Social Welfare Services Act and not-for-profit organizations operating social welfare institutions
- Private companies, corporations and associations in special areas such as defense, food, pharmaceuticals, etc.

Subjects of Employment Screening

- (For civil servants who retired on or before June 3, 2020) Civil servants subject to property registration and the executive officers and employees of public services organizations
- (For civil servants who retired on or after June 4, 2020) Civil servants who meet any of the criteria in Article 3, Paragraph 1, Subparagraph 1 to 12 of the Public Service Ethics Act and civil servants and employees of public services organizations, referred to by the National Assembly Regulations, the Supreme Court Regulations, the Constitutional Court Regulations, the National Election Commission Regulations, and Presidential Decree, who may exert undue influence and hamper fair performance of government duties

Civil servants in political service		President, Prime Minister, members of the State Council, members of the National Assembly, heads of local governments, superintendents of the Office of Education, etc.					
Civil servants in general service (including special government service)		Civil servants in special government service	Military service	Police service	Fire service	Education service	Others
		Grade 1 Grade 2 Grade 3 Grade 4	Generals Lieutenant generals Major generals Brigadier generals Colonels	Commissioner generals Assistant commissioner generals Deputy assistant commissioner generals Colonels Lieutenant colonels	Marshals of Fire Services Fire Marshals Lieutenant Fire Marshals Major Fire Marshals Fire Chiefs	Presidents and vice presidents of universities Heads and deans of graduate schools Deans of colleges Heads of schools equivalent to universities Directors of district educational offices	Public prosecutors Judges Constitutional research officers
Grade 5	① Ministry of Defense and Defense Acquisition Program Administration (handling the management of defense capabilities, defense contracts, military courts, military prosecutors' offices, military audits, etc.)						
Below Grade 5 but above Grade 7	② Civil servants at the Board of Audit and Inspection, the National Intelligence Service, the Customs Service, and the Fair Trade Commission** ③ Civil servants handling public prosecution and narcotics investigation duties at the Ministry of Defense and Public Prosecutors' Office ④ Civil servants at the Anti-corruption and Inspection & Protection Bureaus of the Anti-corruption and Civil Rights Commission	Lieutenant colonels	Staff Captains Captains Lieutenants Sergeants (including local police forces)	Assistant Fire Chiefs Fire Captains Fire Lieutenants Fire Sergeants	Inspectors and education researchers of Grade 4 or above Deans and heads of offices at universities	Researchers and advisors of Grade 4 or above Senior professional officers	
Below Grade 5 but above Grade 7	⑤ Civil servants handling audit duties ⑥ Civil servants handling accounting duties ⑦ Civil servants handling permission and approval, inspection and supervision, and guidance in certain areas such as construction and civil engineering ⑧ Civil servants handling food crime investigations at the Ministry of Food and Drug Safety ⑨ Civil servants handling local tax matters						

* Heads of relevant registration agencies determine the responsible departments related to ①, ⑥, ⑦, ⑧

Public service organizations	Executive-levels	① Heads, deputy heads, full-time directors, and full-time auditors of public corporations ② Governor, deputy governor, and auditors of the Bank of Korea and recommended members of the Monetary Policy Committee ③ Governor, deputy governor, assistant deputy governors and auditors of the Financial Supervisory Service ④ Presidents and standing auditors of National Agricultural Cooperative Federation and National Federation of Fisheries Cooperatives ⑤ Executives of public service organizations
	Executive officers	<Defense> Persons appointed by the Minister of Defense (Senior officers for the Agency for Defense Development and Defense Agency for Technology and Quality**)
	Grade 2 or above	<Finance> Bank of Korea, Korea Deposit Insurance Corporation, and Korea Trade Insurance Corporation <Nuclear power> Civil servants at public nuclear power generation corporations designated by the Minister of Trade, Industry and Energy - Korea Hydro & Nuclear Power, Korea Radioactive Waste Agency, KEPCO Nuclear Fuel, KEPCO E&C, Korea Electric Power Corporation (nuclear power), KEPCO KPS (nuclear power) [as of June 2020]
	Grade 4 or above	<Finance> Financial Supervisory Service

** Applicable to civil servants who retired on or after July 5, 2020.



Post-employment Restrictions for Retired Civil Servants

Exceptions for Post-employment Restrictions

○ Confirmation of Post-employment Restrictions and Employment Approval

Civil servants subject to employment screening may be hired at employment-restricted organizations if the relevant Civil Service Ethics Committee confirms that their work performed at the division (in the case of civil servants of Grade 3 or below and employees of public service organizations) or the organization (in the case of senior civil servants and executive officers of public service organizations) they served for five years prior to retirement has no close relevance to the employment-restricted organization. Even if there is close relevance, the relevant Civil Service Ethics Committee may grant special approval by considering comprehensive factors such as the civil servant's job record prior to retirement and the possibility of exerting influence after employment, etc.

What is the scope of relevance?

Close relevance applies to financial assistance, permission and approval, inspection and audit, assessment and collection of taxes, contracts, supervision, investigation, and other work involving the property rights of employment-restricted institutions.

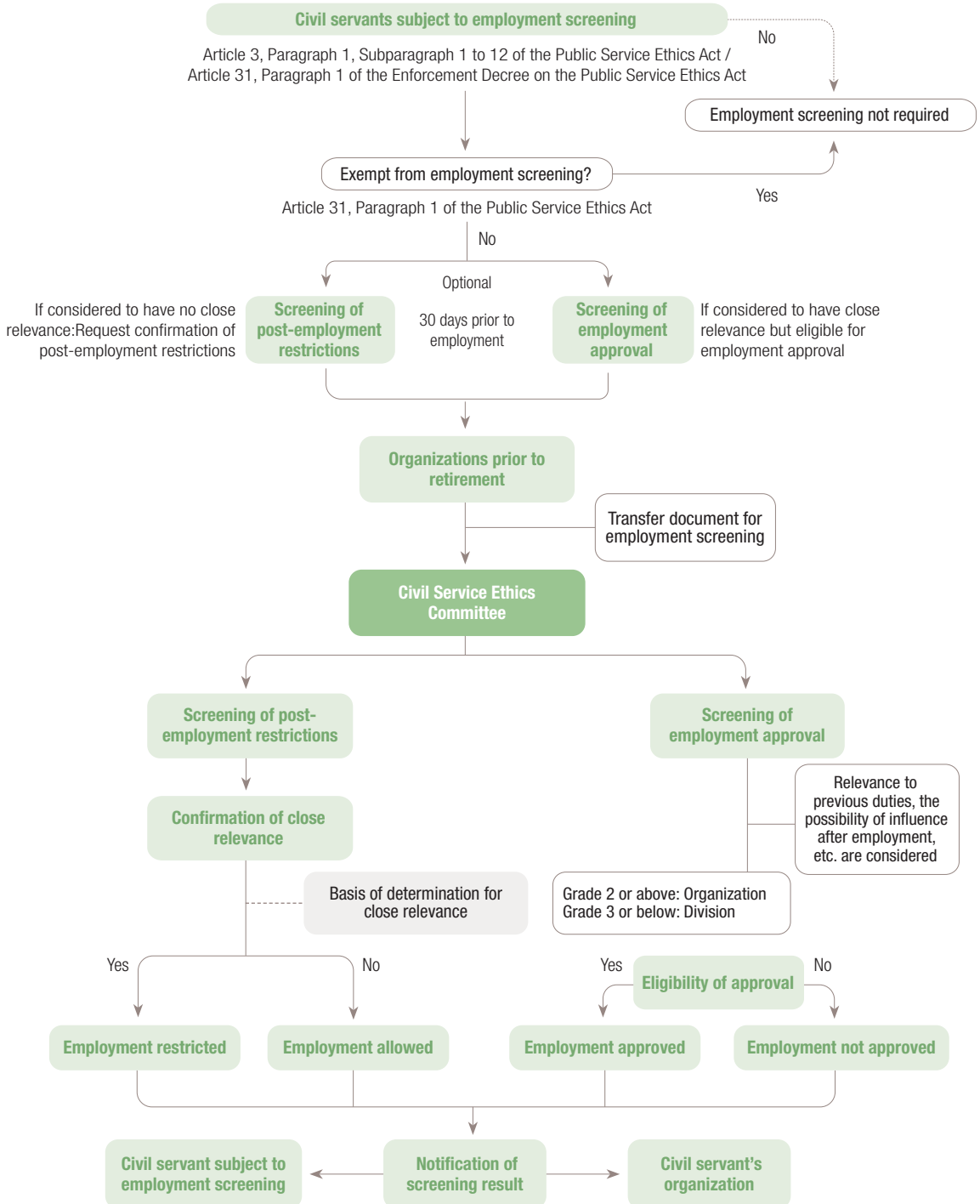
○ Employment of License Holders Not Subject to Property Disclosure

Among civil servants subject to employment screening who are not liable for property disclosure, lawyers may be employed by law firms and joint venture law offices, certified public accounts at accounting firms, and tax accountants at tax accounting firms.

When is a license holder subject to employment screening?

- If the person is liable for property disclosure
- If the person aims to be employed by employment-restricted organizations in different areas, despite having no obligation for property disclosure
(e.g.) Lawyers → accounting firms or for-profit companies
Tax accountants → law firms

Process of Employment Screening





Post-employment Restrictions for Retired Civil Servants

Monitoring of Employment

○ Obligation to Monitor Employment

Heads of central and local governments or public service organizations shall monitor and confirm whether the person subject to employment screening has been employed by employment-restricted institutions within three years after his or her retirement or request records from the National Health Insurance Service (NHIS) and report the resulting status to the relevant Civil Service Ethics Committee more than once every year.

Request of records for employer-insured National Health Insurance

The MPM requests records and provides the results to relevant institutions on a biannual basis. From 2020, the MPM also requests records of other income data from the National Tax Service and provides the results.

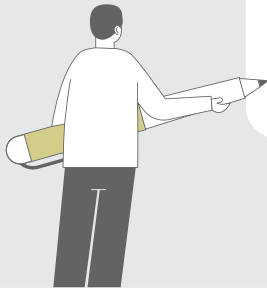
○ Measures for Violation of Post-employment Restrictions

If a civil servant subject to employment screening has been employed by any employment-restricted institutions within three years from his or her retirement without undergoing employment restriction screening or obtaining employment approval, the person is considered to have violated post-employment restrictions and is subject to post-screening by the relevant Civil Service Ethics Committee. The Committee may transfer the person to the court to proceed with a trial on imposition of penalty (up to KRW 10 million) under the Non-Contentious Case Litigation Procedure Act. In case there is close relevance, the Committee may also transfer the person to the Public Prosecutors' Office for violation of post-employment restrictions. The Committee shall request the head of the civil servant's previous government organization take measures for dismissal. Upon receipt of such request, the head of the government organization shall demand the head of the employment-restricted organization dismiss the person. If such demand for dismissal is rejected, the person is transferred to the relevant court to proceed with a trial on imposition of penalty (up to KRW 10 million).

Q&A

Q1. Do post-employment restrictions mean that a civil servant cannot be employed by the employment-restricted institutions designated by the MPM under any circumstances?

No. If a civil servant subject to employment screening wishes to be employed by employment-restricted institutions, the person shall undergo employment screening by the relevant Civil Service Ethics Committee. However, if such institutions have close relevance to the duties of the division (for Grade 3 or below) or organization (for Grade 2 or above) where the civil servant served for five years before retirement, employment may be restricted. In other words, as long as the Civil Service Ethics Committee finds that there is no relevance, the civil servant may be hired by an employment-restricted institution.



Activity Restrictions for Retired Civil Servants

Purpose of Activity Restrictions

Since nepotism and personal bonds are considered important in Korean culture, there is a risk of unfair privilege being afforded to former civil servants, retired civil servants becoming lobbyists, etc. The purpose of activity restrictions is to prevent corruption that may arise between retired civil servants and employment-restricted institutions and ensure fairness in the performance of government duties.

Restrictions on Work

○ Restrictions on Work Performed during Active Service

Civil servants and the executive officers and employees of public service organizations shall not engage in work that falls within any of the subparagraphs in Article 17, Paragraph 2 of the Public Service Ethics Act which they performed directly during their active service, unless stated otherwise in other laws. These restrictions do not apply to businesses handled at the organization or division level.



Restricted duties referred to in Article 17, Paragraph 2

- Duties related to providing financial assistance, including allocating and paying grants, subsidies, funds, etc. directly or indirectly
- Duties directly related to providing authorization, permission, licenses, patents, approval, etc.
- Duties directly related to inspection and audit of production, specifications, accounting, etc.
- Duties directly related to assessment, imposition, and collection of taxes
- Duties directly related to contracts, inspection, and examination of construction works, services, or purchase of goods
- Duties involving the provision of direct supervision as required by laws
- Duties related to investigation, hearing, and judgment of a case to which an employment-restricted institution is a party or has direct interests
- Other duties prescribed by the National Assembly Regulations, Supreme Court Regulations, Constitutional Court Regulations, National Election Commission Regulations, or Presidential Decree

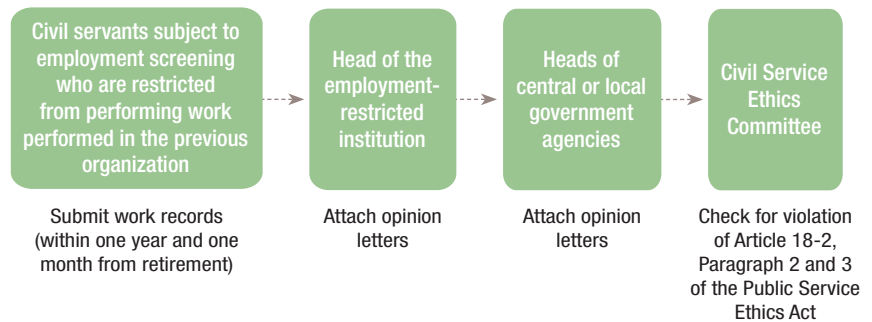
○ Prohibition on Work Performed by Previous Organization

Civil servants subject to employment screening who are restricted from performing the work they performed in the previous organization shall not engage in such work, for two years from the date of his or her retirement, that falls within any of the subparagraphs in Article 17, Paragraph 2 of the Public Service Ethics Act that the organization performed during two years up to their retirement (Article 18-2, Paragraph 2 of the Public Service Ethics Act). These restrictions do not apply if special provisions are provided in other laws.

○ Submission of Work Records

Unless stated otherwise in other laws, civil servants subject to employment screening who are restricted from performing the work they performed in the previous organization shall prepare a work record, which includes the details of their work activities performed at employment-restricted institutions for two years after retirement, and submit it to the relevant Civil Service Ethics Committee after obtaining confirmation from the head of the employment-restricted institution (Article 18-3, Paragraph 1 of the Public Service Ethics Act).

Process of Submission of Work Records



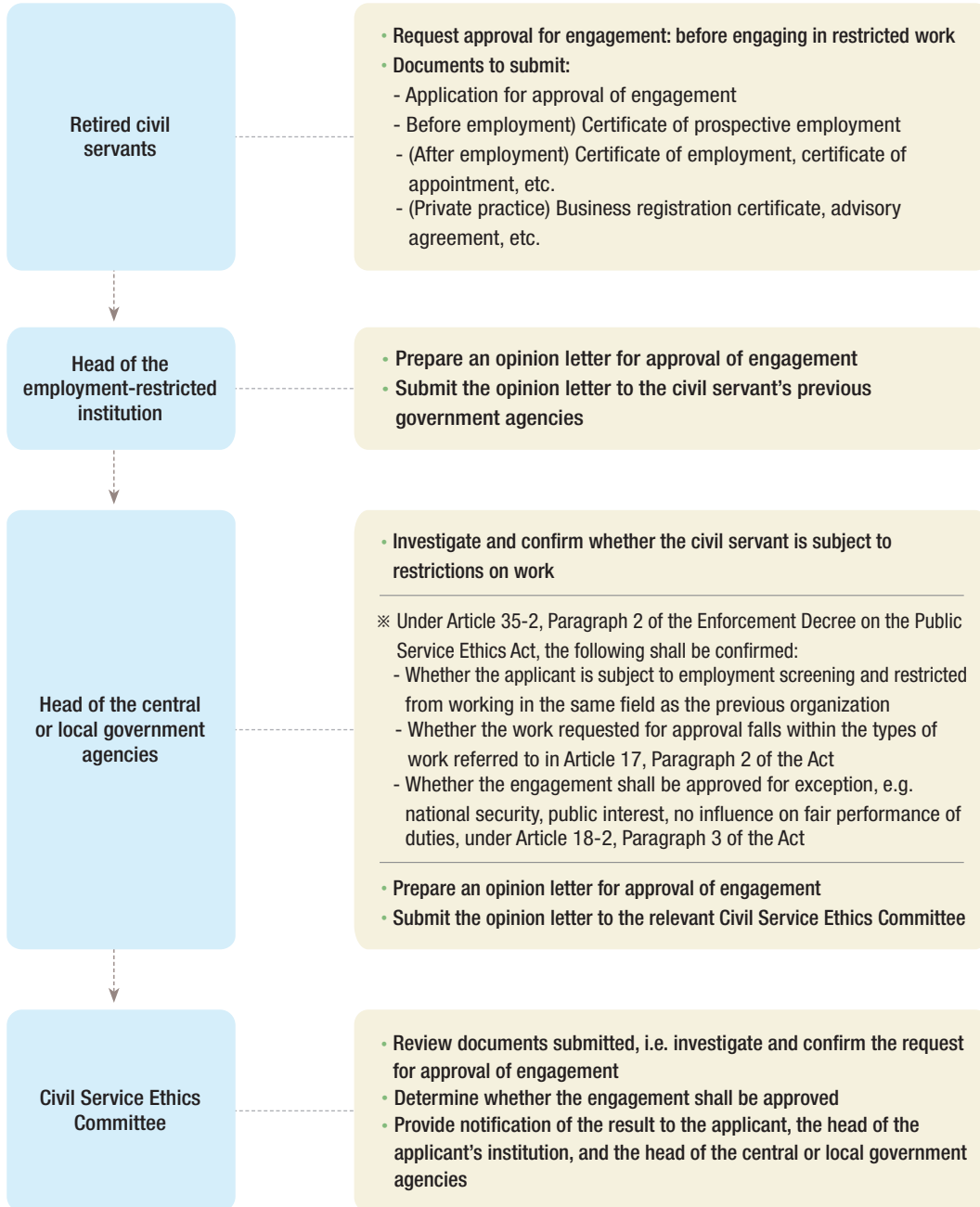
○ Approval for Engagement in Restricted Work

Despite the restrictions, civil servants may engage in certain lines of work if such is deemed necessary for national security or public interest purposes. Yet, this applies only when the relevant Civil Service Ethics Committee determines that the civil servant's engagement in the restricted work will not influence the fair performance of the work and provides approval for engagement.



Activity Restrictions for Retired Civil Servants

○ Process of Approval for Engagement in Restricted Businesses



Prohibition of Unfair Solicitation and Arrangements

○ Prohibition of Unfair Solicitation and Arrangements

Civil servants and the executive officers and employees of a public service organization shall not act in a way that hampers the fair performance of government duties, such as requiring the executives and employees of their previous organizations to violate laws or abuse their positions or authority, in order to satisfy their own or a third party's interests.

Article 35-4, Paragraph 4 of the Enforcement Decree on the Public Service Ethics Act

- Any attempt to make them perform duties in violation of laws
- Any attempt to make them perform duties outside the scope of their positions and authority
- Any attempt to request confidential information or overlook illegal acts
- Any attempt to hamper fair competition or order them to work outside ordinary business practices
- Any attempt to arrange one of the above matters

○ Reporting of Unfair Solicitation and Arrangements

If an incumbent civil servant has been asked to handle unfair solicitation or arrangement from a retired civil servant, the person shall report such to the head of his or her organization. Or, if such request comes to the attention of anyone, it can be reported to the head of relevant organization. The head of the relevant organization shall consider the need to investigate the matter, and if necessary, notify such matter to an investigation agency. The head of the relevant organization shall also inform the relevant Civil Service Ethics Committee of the matter and the report shall be made to the investigation agency. In this case, those who have made such report shall not receive any disadvantages in connection to the report, and their identity shall not be disclosed to any party or made public without their consent.

○ Restrictions on Solicitation for Employment While in Service

Civil servants shall not make any solicitation for their future employment while they are in service to an employment-restricted institution related to their line of work which falls within any of the subparagraphs in Article 17, Paragraph 2 of the Public Service Ethics Act, which they engaged in during five years before retirement. Also, the heads of central and local governments or public service organizations shall not make any arrangement to make their civil servants subject to employment screening to be employed by an employment-restricted institution related to the work, that falls within any of the subparagraphs in Article 17, Paragraph 2 of the Public Service Ethics Act, which they engaged in during five years before retirement.

Designation of Public Service Organizations

Purpose of Designation

The government designates organizations and institutions that perform public service, such as providing financial assistance to central and local governments or performing duties on behalf of the government, as public service organizations and subjects the executive officers and employees of such organizations to property registration and disclosure obligations under the Public Service Ethics Act. The purpose of such designation is to prevent illegal accumulation of property and ensure fairness in the performance of government duties.

Key Features

The Government Civil Service Ethics Committee designates certain organizations and institutions as public service organizations based on the scale of financial assistance provided to central and local governments, appointment of executive officers, etc. The Minister of Personnel Management announces the designated organizations and the organizations' executive officers subject to property registration through an Official Gazette by the end of June and December.

Public Service Organizations' Obligations

Executive officers and employees of public service organizations

- Subject to property registration, post-employment restrictions, and gift reporting obligations. In particular, executive officers subject to property disclosure shall be liable for placing their stocks in a blind stock trust

Entities designated as public service organizations

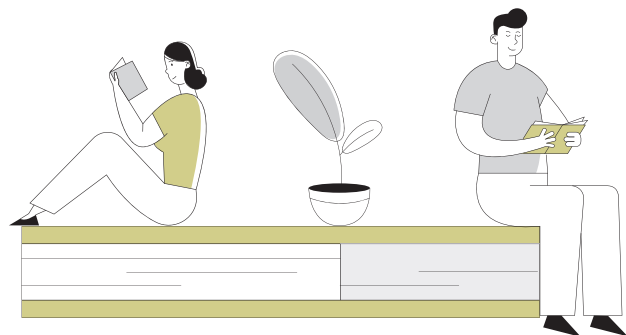
- Obligated to take measures to prevent corruption, such as implementing the civil servants' code of conduct, and subject the organizations' executive officers and employees to the obligation to report gifts, undergo sexual violence prevention training and child abuse prevention programs, etc.
→ There were 1,282 public service organizations as of the first half of 2021

Designation Criteria and Methods

The Government Civil Service Ethics Committee designates public service organizations based on the following criteria, and the Minister of Personnel Management announces the designated organizations at the end of June and December.

Criteria for Designation

- The Bank of Korea and public corporations
- Institutions and organizations which requires appointment or approval, consent, and recommendations from the heads of central or local governments when appointing executives
- Local public corporations established under the Local Public Enterprises Act
- Institutions and organizations receiving investments, contributions, or subsidies of KRW 1 billion or more from central or local governments
- Institutions and organizations, with a budget of more than KRW 10 billion, performing government projects commissioned by central or local governments or on behalf of such governments
- Institutions and organizations whose entire capital is invested or contributed by institutions and organizations receiving investments, contributions, or subsidies from central or local governments
- Public institutions referred to in Article 4 of the Act on the Management of Public Institutions



PART
3

PETI SYSTEM

Public Ethics and Transparency Initiative System



Outline and Legal Grounds for PETI

Outline of PETI

The Public Ethics and Transparency Initiative (PETI) System is a cloud-based portal that standardizes government work related to civil service ethics and electronically manages overall tasks related to civil service ethics such as property registration, disclosure and review, and employment screening of retired civil servants.

PETI website: <https://www.peti.go.kr>

User Organizations of PETI

PETI is used by about 230,000 civil servants subject to property registration and about 600 persons in charge of civil service ethics work at 1,600 organizations, including the National Assembly, the Constitutional Court, administrative agencies, and public service organizations.

Civil servants who use the PETI System for property registration





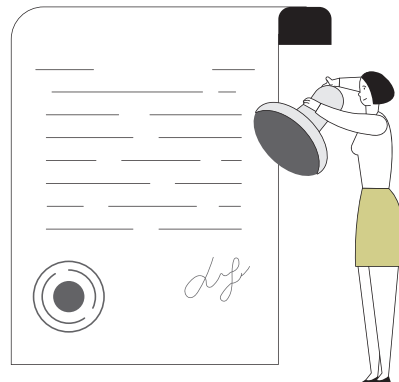
Outline and Legal Grounds for PETI

Legal Grounds

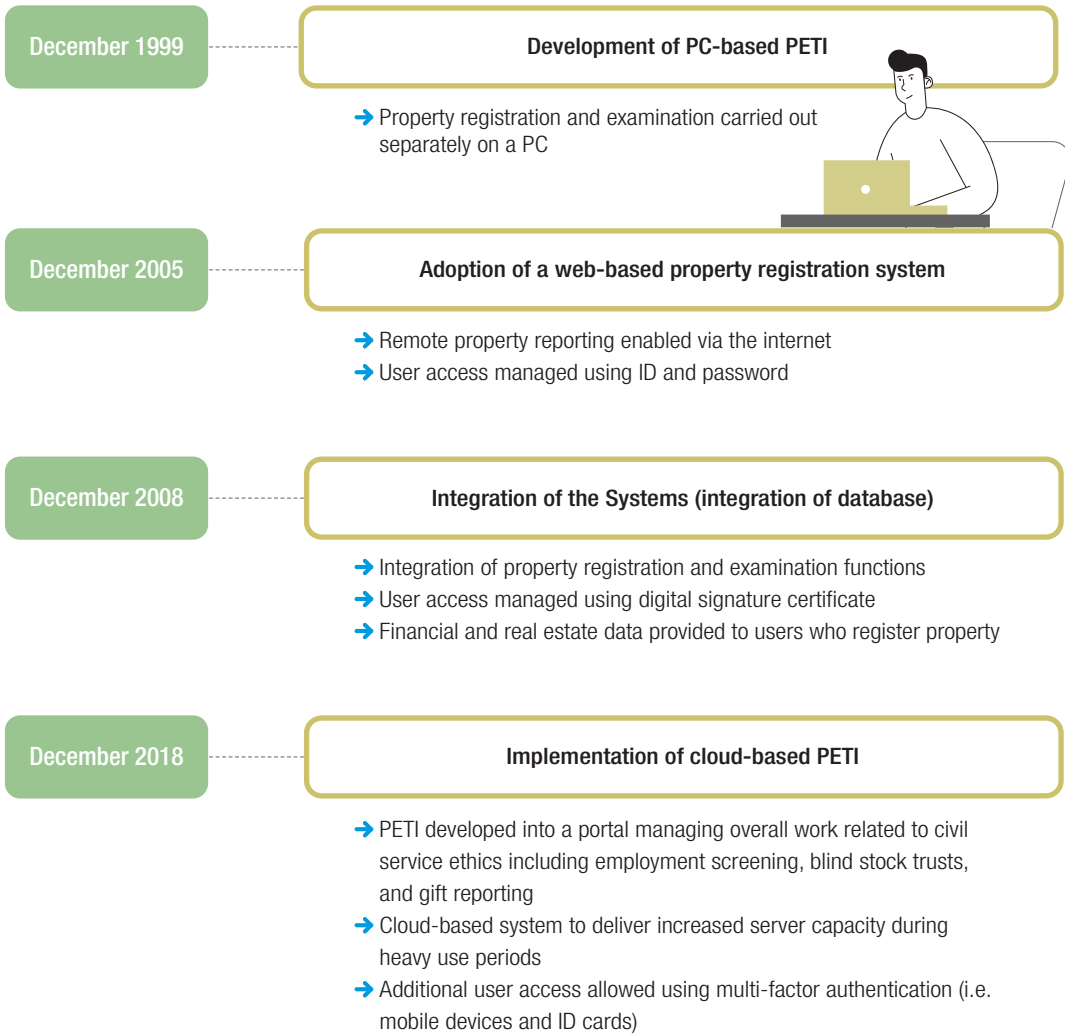
Article 36-2 of the Enforcement Decree on the Public Service Ethics Act (Electronic Management of Civil Service Ethics Work)

Article 36-2 (Electronic Management of Civil Service Ethics Work)

- ① The heads of the Civil Service Ethics Committees or of registration agencies, and the heads of agencies responsible for examination of registered matters under Article 8, Paragraph 11 of the Act or of the Examination Committee may request submission of relevant information saved on a diskette or floppy disk or via a computer network, in any of the following cases:
 1. A civil servant subject to property registration files a report on registration or property changes or provides documents
 2. A civil servant subject to property registration and his or her interested parties submit a written consent under Article 6-5, Paragraph 1 and 2 of the Act
 3. The head of a central and local government, public service organization, public agency or financial institution files a report or provides documents under Article 8, Paragraph 4, 5, and 12 of the Act
 4. A civil servant subject to property disclosure files a report on the sale of stocks or a contract for a blind stock trust pursuant to Article 14-4, Paragraph 1 of the Act
 5. A civil servant subject to property disclosure requests a review of the relevance of stocks to his or her job pursuant to Article 14-5, Paragraph 6 of the Act
 6. A civil servant subject to property disclosure and relevant institution, organization, or enterprise submits data pursuant to Article 14-5, Paragraph 9 and 10 of the Act



History of PETI Development





Key Features and Functions of PETI

Key Functions of the PETI System

Civil servants subject to property registration

- Civil servants subject to property registration use PETI, for instance, to register their or their linear ascendants and descendants' property and submit personal information consent forms, property report forms, and supporting document, etc.

Property registration reviewers

- Reviewers in charge of property registration use PETI, for instance, to manage civil servants subject to registration and their registered property, examine property, request and review documents for examination, conduct statistical analysis, etc.

Officials in charge of ethics compliance

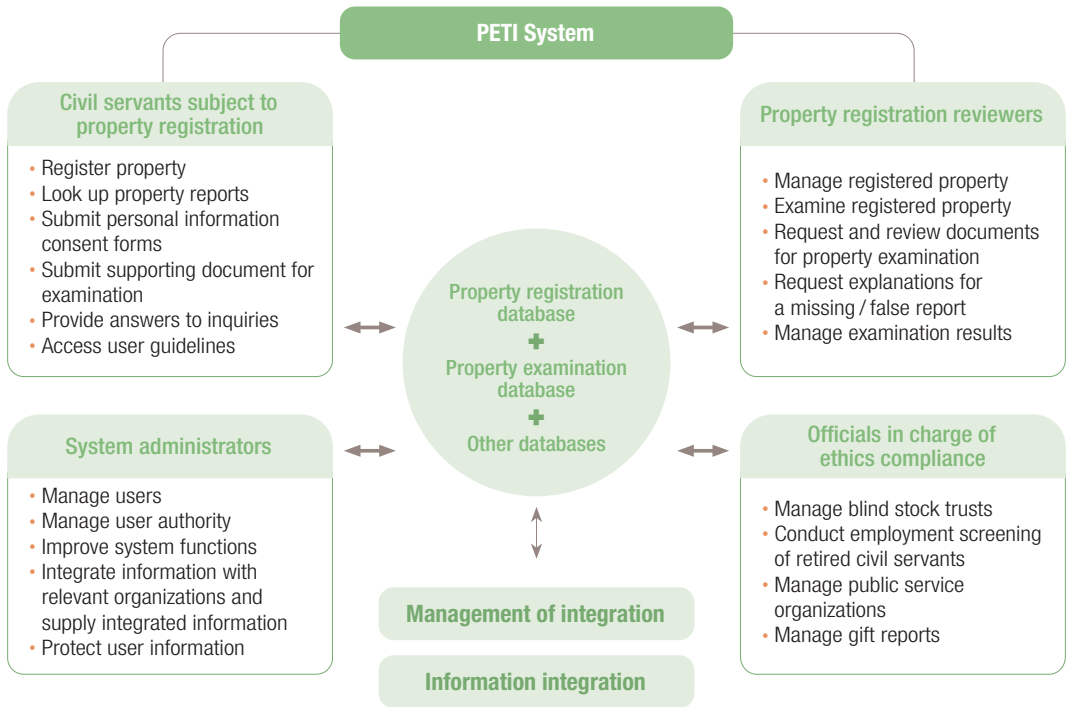
- Officials in charge of civil service ethics use PETI to manage blind stock trusts, conduct employment screening of retired civil servants, manage gifts received from abroad in relation to work, and manage public service organizations, etc.

System administrators

- System administrators use PETI to manage users, manage individual user authority, improve system functions, integrate information with relevant organizations and supply integrated information, protect information, etc.



Conceptual Diagram of PETI




 Ministry of the Interior and Safety
 (Resident registration, real estate)


 Ministry of Land, Infrastructure and Transport
 (Real estate, vehicles)


 National Tax Service
 (Memberships, Retiree income)


 Courts
 (Real estate)


 Financial institutions
 (Financial assets)


 Certificate management center
 (Certificate information)


 Standard administration codes

 
 Public personnel management
 (central/local governments)


 National Health Insurance Service
 (Employment status of retired civil servants)

Property Registration DB, Property Examination DB, and other DB → Integrated Information System

- The MPM cooperates with the government certificate management center, financial institutions, the Ministry of the Interior and Safety, the Ministry of Land, Infrastructure and Transport, personnel management divisions of central and local governments, National Tax Service (memberships), and the National Health Insurance Service (employment status of retired civil servants) to integrate an information database. In particular, financial data provided by financial institutions enables convenient property registration.

Key Features and Functions of PETI

PETI Website (Korean)

홈 로그인 사이트맵 ENGLISH 굿저크기

PETI 공직윤리시스템 공직자윤리법 재산등록·공개 주식백지신탁 취업·행위제한 선물신고 자료실

재산등록

정보제공 동의
고지거부 신청 등
등록의 무자 재산등록

주식백지신탁

주식매각 및 백지신탁
직무관련성 심사청구 등
주식백지신탁 신청

취업·행위제한

취업심사
대상기관

취업심사
신청안내

취업·행위제한
신고센터

최초 재산신고 안내

신고기간 등록의무자가 된 날로부터
2개월이 되는 날이 속하는 달의 말일까지
예) 승진일 9.19. → 11월 말일까지 신고

[자세히 보기](#)

공직윤리 업무개관

재산등록
주식백지신탁
취업심사

빠른 확인은 여기서

최초재산신고 정보제공동의 취업심사결과

공지사항

일반자료실

- 2021년 경기 재산변동신고서 제출 마감일(…)
- 2021년 정부공직자윤리위원회 개최 일정(…)
- 재산형성과정 신고 및 비상장주식 신고방(…)
- 공직자윤리법 시행령 시행규칙 개정안 입(…)

FAQ

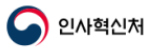
FAQ

위원회

공직자
윤리위원회

주식백지신탁
심사위원회

개인정보처리방침 공직유관단체 인사혁신처 GO



PETI Website (English)

HOME | KOREAN

PETI PUBLIC SERVICE ETHICS PROGRAM
PROPERTY REGISTRATION, DISCLOSURE AND REVIEW SYSTEM
BLIND STOCK TRUSTS
RESTRICTIONS ON EMPLOYMENT AND ACTIVITIES OF RETIRED PUBLIC OFFICIALS
REPORTING ON GIFTS
PUBLIC ETHICS AND TRANSPARENCY INITIATIVE SYSTEM

Public Service Ethics Program

The objective of the public service ethics program is to promote fairness in the execution of official duties and establish ethics guidelines for public officials as public servants by creating an environment that prevents conflicts between public and private interests, such as unlawful property acquisition by public officials and collusive ties between the government and businesses.

Composition of the Program and Role of Each Institution

History of the Program

Composition of the Program and Role of Each Institution

The public service ethics program is largely composed of the registration, disclosure, and review of property; blind stock trusts; restrictions on employment of retired public officials; and restrictions on activities by retired public officials. The Ministry of Personnel Management oversees the program while public service ethics committees established in each institution are in charge of reviewing property registration, supervising and granting approval of employment and making decisions on issues regarding violations of the Public Service Ethics Act.

Property registration, disclosure, and review

Public officials of grade 4 or higher (grade 7 or higher in special sectors) should register their property. Among them, public officials of grade 1 or higher and state public officials in political service should disclose their property.

Blind stock trusts

Persons subject to property disclosure should dispose of or place stocks owned in blind trust within a month from the date when the value of the stocks held exceeds 30 million won. If they wish to maintain ownership of the stocks, they can request that the stocks held be reviewed for relevance to duty.

Report on gifts

Public officials and executive officers of public service-related organizations should report any gifts that exceed 100,000 won (100 USD) in value from a foreign source.

Restrictions on employment and activities of retired public officials

Persons liable for property registration cannot be employed, for 3 years following their date of retirement, at an employment-restricted institution with close relevance to the work of the department that they were affiliated with for at least 5 years prior to retirement.

Public service ethics Committees

- Constitutional institutions including the government and the National Assembly, local governments, education offices of cities and provinces (total: 265)
- Review of registered property issues, review and approval of employment restrictions, etc.

Key Features and Functions of PETI

Main Screen of the Property Registration Section

PETI System

My page

- ▶ My page
- Review past reports
- Information consent
- Apply for refusal to register property
- Apply for extension of submission due date
- Apply for postponement of report submission
- Calculate non-listed stock value

My Page

Property Reporting

Blind Stock Trusts

Employment Screening

Boards

Hello, ***

- > Organization: MPM
- Government Ethics Bureau, Ethics Policy Division
- > Status of report: In progress
- > Registration date: September 1, 2020
- > Submission due: October 31, 2020

Report on changes in property (re-registration)

> False reporting and negligence may lead to certain legal measures, including warnings and corrective measures, imposition of penalties, or disciplinary measures under Article 8-2 of the Public Service Ethics Act. Please make sure all the content in your report is correct.

Create report

(Unit: KRW 100 mn)

Changes in aggregate property value (5 years)

Year	Value (KRW 100 mn)
2017	140
2018	140
2019	100
2020	180

(Unit: KRW 1000)

Deposit/Insurance

Changes in property items

Year	Value (KRW 1000)
2017	4,000,000
2018	4,000,000
2019	4,000,000
2020	18,000,000

Examination results (3 years)

Registration date	Examination results
	No results

Status of family – The list shows the status of your registered family members. You can update information on relatives when you create a new report.

Relation	Name	Resident Registration No.	Address	Refusal of Property Registration (Period)	Subject to registration	Excluded from registration	Information consent	
							Real estate	Financial information
Spouse	Kim **	680101-2010101	Sejongro 11 (Jongchon-dong), Jongchon-dong, Sejong City		<input checked="" type="checkbox"/>		Agreed	Agreed
Mother	Ku **	350525-2022222	# 1-110 (Ichon-dong, Hangaram Apt.), Ichonro 7 gil 10, Ichon-dong, Yongsan-gu, Seoul		<input checked="" type="checkbox"/>		Agreed	Agreed
Son	Ju **	901111-1011111	#1-1 (Imun-dong, Hyundai Apt.), Hancheonro 5 gil 1, Dongdaemun-gu, Seoul			<input checked="" type="checkbox"/>	Agreed	Agreed

Property Report Screen of the Property Registration Section

<p>PETI System</p> <p>Create Summary table</p> <ul style="list-style-type: none"> ▶ Land • Buildings • Vehicles • Cash (checks) • Deposit/Insurance Financial data • Time deposits • Securities Financial data • Claims to individuals Financial data • Debts • Gold and platinum Financial data • Gemstones • Antiques and artwork • Memberships • Intellectual property rights • Equity interests • Contributed property • Summary table 	<div style="display: flex; justify-content: space-between; margin-bottom: 10px;"> My Page Property Reporting Blind Stock Trusts Employment Screening Boards </div> <div style="display: flex; justify-content: space-between; margin-bottom: 10px;"> <div style="width: 15%;">STEP. 01 Personal information</div> <div style="width: 15%;">STEP. 02 Family information</div> <div style="width: 15%; background-color: #d9ead3; padding: 2px;">STEP. 03 Summary table</div> <div style="width: 15%;">STEP. 04 Summary of changes in property</div> <div style="width: 15%;">STEP. 05 List of property for disclosure</div> <div style="width: 15%;">STEP. 06 Submission</div> </div> <p>▶ Property Report ▶ Land (ownership · superficies · Jeonse rights) Video guide on reporting Property accumulation process</p> <p>○ All information shall be correct as of the registration date (Sep.1, 2019). ○ (If you have consented to provide real estate information) Click Review real estate information to review the list of registered property.</p> <p>ⓘ indicates items need to be updated. Click to make changes. Add Delete Preview (Unit: KRW 1000)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Types of rights <small>(required)</small></td> <td> <input type="text" value="== Choose =="/> <small>※ If you receive rental deposits, report the deposits received as 'lease liabilities' in the debts section. ※ Choose all property rights regardless of their registration status.</small> </td> </tr> <tr> <td>Location <small>(required)</small></td> <td> <input type="text" value="Lot No."/> Find address <input type="text"/> General <input type="text"/> - <input type="text"/> Block No. <small>※ Provide the exact location information (i.e. lot number) to obtain officially assessed price automatically.</small> </td> </tr> <tr> <td>Category of land <small>(required)</small></td> <td><input type="text" value="== Choose =="/></td> </tr> <tr> <td>Total area <small>(required)</small></td> <td><input type="text"/> (㎡)</td> </tr> </table> <div style="text-align: right; margin-top: 10px;"> Add joint owner Delete joint owner </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td rowspan="4" style="width: 20%;">Process of acquisition</td> <td>Date of acquisition <small>(required)</small></td> <td><input type="text"/> <small>※ Date of purchase, date of inheritance, date of receipt as gift, etc.</small></td> </tr> <tr> <td>Details of acquisition <small>(required)</small></td> <td><input type="text"/> <small>※ Purpose, methods (purchase, inheritance, gift, etc.), counterpart (i.e. buyer, inheritee, and relation with counterpart)</small></td> </tr> <tr> <td>Source of income <small>(required)</small></td> <td><input type="text"/> <small>※ Deposits, proceeds from sale of real estate, financial debts, debts from individuals, etc.</small></td> </tr> <tr> <td>Others</td> <td><input type="text"/> <small>※ Other information in relation to the acquisition of property</small></td> </tr> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Reasons for change <small>(required)</small></td> <td><input type="text"/> <small>※ Describe reasons for changes in property, including purchase, sale, inheritance, gift, bequeathment, changes in property value, etc.</small></td> </tr> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">Attach files</td> <td><input type="text"/> <small>※ Click [Save] to save the files submitted (in tif, jpg, jpeg, gif, bmp, pdf, zip, hwp formats)</small></td> </tr> </table> <div style="text-align: center; margin-top: 10px;"> Save Discard report </div>	Types of rights <small>(required)</small>	<input type="text" value="== Choose =="/> <small>※ If you receive rental deposits, report the deposits received as 'lease liabilities' in the debts section. ※ Choose all property rights regardless of their registration status.</small>	Location <small>(required)</small>	<input type="text" value="Lot No."/> Find address <input type="text"/> General <input type="text"/> - <input type="text"/> Block No. <small>※ Provide the exact location information (i.e. lot number) to obtain officially assessed price automatically.</small>	Category of land <small>(required)</small>	<input type="text" value="== Choose =="/>	Total area <small>(required)</small>	<input type="text"/> (㎡)	Process of acquisition	Date of acquisition <small>(required)</small>	<input type="text"/> <small>※ Date of purchase, date of inheritance, date of receipt as gift, etc.</small>	Details of acquisition <small>(required)</small>	<input type="text"/> <small>※ Purpose, methods (purchase, inheritance, gift, etc.), counterpart (i.e. buyer, inheritee, and relation with counterpart)</small>	Source of income <small>(required)</small>	<input type="text"/> <small>※ Deposits, proceeds from sale of real estate, financial debts, debts from individuals, etc.</small>	Others	<input type="text"/> <small>※ Other information in relation to the acquisition of property</small>	Reasons for change <small>(required)</small>	<input type="text"/> <small>※ Describe reasons for changes in property, including purchase, sale, inheritance, gift, bequeathment, changes in property value, etc.</small>	Attach files	<input type="text"/> <small>※ Click [Save] to save the files submitted (in tif, jpg, jpeg, gif, bmp, pdf, zip, hwp formats)</small>
Types of rights <small>(required)</small>	<input type="text" value="== Choose =="/> <small>※ If you receive rental deposits, report the deposits received as 'lease liabilities' in the debts section. ※ Choose all property rights regardless of their registration status.</small>																					
Location <small>(required)</small>	<input type="text" value="Lot No."/> Find address <input type="text"/> General <input type="text"/> - <input type="text"/> Block No. <small>※ Provide the exact location information (i.e. lot number) to obtain officially assessed price automatically.</small>																					
Category of land <small>(required)</small>	<input type="text" value="== Choose =="/>																					
Total area <small>(required)</small>	<input type="text"/> (㎡)																					
Process of acquisition	Date of acquisition <small>(required)</small>	<input type="text"/> <small>※ Date of purchase, date of inheritance, date of receipt as gift, etc.</small>																				
	Details of acquisition <small>(required)</small>	<input type="text"/> <small>※ Purpose, methods (purchase, inheritance, gift, etc.), counterpart (i.e. buyer, inheritee, and relation with counterpart)</small>																				
	Source of income <small>(required)</small>	<input type="text"/> <small>※ Deposits, proceeds from sale of real estate, financial debts, debts from individuals, etc.</small>																				
	Others	<input type="text"/> <small>※ Other information in relation to the acquisition of property</small>																				
Reasons for change <small>(required)</small>	<input type="text"/> <small>※ Describe reasons for changes in property, including purchase, sale, inheritance, gift, bequeathment, changes in property value, etc.</small>																					
Attach files	<input type="text"/> <small>※ Click [Save] to save the files submitted (in tif, jpg, jpeg, gif, bmp, pdf, zip, hwp formats)</small>																					

➔ Civil servants subject to property registration report the status of property owned in 16 categories.

Key Features and Functions of PETI

Property Report Screen Linked to Real Estate Information

Home > Property Report > Real estate (land)

Notification from reviewer Preparation guide

- All information shall be correct as of the registration date (Sep.1, 2019).
- (If you have consented to provide real estate information) Click **Review real estate information** to review the list of registered property.

Indicates items need to be updated. Click to make changes.

Add Delete Preview (Unit: KRW 1,000)

Selection	Status	Relationship	Owner
<input type="checkbox"/>	!	Applicant	****

Real estate (land) information

※ Relevant information will be automatically filled once you select the relevant location.
 ※ The information below is based on the land register, which may exhibit certain differences with actual information as of the registration date. Please confirm the information as of the registration date before submitting it for reporting.

Print Close

Name of owner	Inquiry date	Location	Category of land	Areas (m ²)	No. of joint owners	Date of change	Information providers
****	Dec-31-2019	10, Mari-gun		5,000.00		Jul-01-2009	Supreme Court MOLIT

New property

Types of rights (required)	Ownership <input type="text"/> <p>※ If you receive rental deposits, report the deposits received as "lease liabilities" in the debts section. ※ Select all property rights regardless of their registration status.</p>
Location (required)	Lot No. <input type="text"/> Find Address Mari-gun <input type="text"/> General <input type="text"/> - <input type="text"/> Block No. <input type="text"/> ※ Provide the exact location information (i.e. lot number) to obtain the officially assessed price automatically.

➔ Real estate (e.g. land, buildings) and financial (e.g. deposits, securities, debts) information are provided if the civil servant has consented to information sharing. Information provided is automatically filled in once the user reviews, confirms the content and clicks.

Property Verification Screen after Completing Property Report

🏠 ▶ Property Report ▶ Report Verification

○ You've completed the summary table. Review the details below and click **Next** if no modifications are required.

※ To print this page, go to Print in the File tab, select Print Review and then Fit to page to adjust the page size.

▲ The table below summarizes your and your family members' information consent and the value of property registered.

Relationship	Name	Information consent		Previous value	Changes		Current value (KRW 1,000)
		Real estate	Financial		Increase	Decrease	
Applicant	****	Agreed	Agreed	344,650	568,802	2,000	911,452
Spouse	****	Agreed	Agreed	600,820	63,500	11,580	652,740
Father	****	Not agreed	Not agreed	21,000	3,900	0	24,900
Mother	****	Not agreed	Not agreed	38,000	0	0	38,000
Son	****	Agreed	Not agreed	0	0	0	0

▲ Is any real estate and financial information omitted or included unnecessarily?

※ Certain real estate that cannot be looked up (e.g. *Jeonse* rights, lot purchase rights) and financial assets reported as "0" may lead to differences with actual data.

Category	Items	No. of reported items	No. of items looked up	Inquiry	Date and time of review	Date and time of report
Real estate	Land	2	2	Confirmed	Jan-25-2021 13:45:28	
	Buildings	4	3	Confirmed	Jan-25-2021 13:47:51	
Financial assets	Deposits/insurance	4 (KRW 56,800,000)	6 (KRW 60,350,000)	Confirmed	Feb-10-2021 20:55:13	Feb-10-2021 19:23:10
	Securities	2 (KRW 30,780,000)	2 (KRW 30,780,000)	Confirmed	Feb-10-2021 19:25:23	Feb-10-2021 19:23:10
	Debts	1 (KRW 10,000,000)	1 (KRW 10,000,000)	Confirmed	Feb-10-2021 20:59:59	Feb-10-2021 19:23:10

▲ Did you report the property where you and your family members currently reside? Edit

※ The property at the below address is not included in your summary table. Please add it to your list of buildings (ownership, *Jeonse* rights) if subject to registration.
 ※ If subject to registration (official residence, dormitory, house owned by relatives, etc.), please describe the type of residence.

Address	Type of residence	Relationship	Name	Reasons for change
#1-101, Daemyeong Riverside Town Apt., Sinjang-dong 569, Hanam-si, Gyeonggi-do	Self-owned	Applicant	****	

▲ Do you have any property leased to another person?

※ The property at the below address is not reported in the lease liabilities section. If you have leased property in your ownership and received lease deposits, report them as lease liabilities.
 ※ If your building(s) is leased free of charge, not used, or occupied by the applicant, please state so in the below Reasons for change section.

Relationship	Name	Types of rights	Address	Reasons for change
Applicant	****	Ownership	# 9-909, Doraem Village 9, Dodam-dong 855, Sejong City	

▲ Have you reported the lease liabilities of sold property? Edit

※ You must redeem the entire lease liabilities of sold property.

▲ Are any of your stocks subject to disposal or a blind stock trust?

※ Civil servants subject to property disclosure and employees of the Financial Services Commission and the Ministry of Economy and Finance shall **dispose of their stocks or place them in a blind trust within one month** if the total value of stocks owned by the civil servant and his or her interested parties exceeds KRW 30 million, and report such to the registration agency.

Relationship	Name	Items	Value (KRW 1,000)
Applicant	****	Shinhan Investment, G*** Construction (500 shares owned), special note (changes in value)	16,540
Spouse	****	E*** Trade (400 shares owned), special note (changes in value)	14,240
Total			30,780

➔ Once property reporting is complete, the system verifies the content reported and enables the user to review any omitted or mistakenly entered items before final submission.



Key Features and Functions of PETI

List of Property for Disclosure Screen

STEP.01 Personal information	STEP.02 Family information	STEP.03 Summary table	STEP.04 Summary of changes in property	STEP.05 List of property for disclosure	STEP.06 Submission
---------------------------------	-------------------------------	--------------------------	--	---	-----------------------

Home • Property Report • List of property for disclosure

※ All information shall be correct as of the registration date (Sep.1, 2019).
 ※ Property included in the disclosure list will be publicly disclosed through an official gazette.
 ※ Please check to see if the Reasons for Changes section contains any sensitive personal information.
 ※ If any of the content needs to be updated, go to the previous page (property registration) and edit the content (the Reasons for Changes section can be edited on this page).

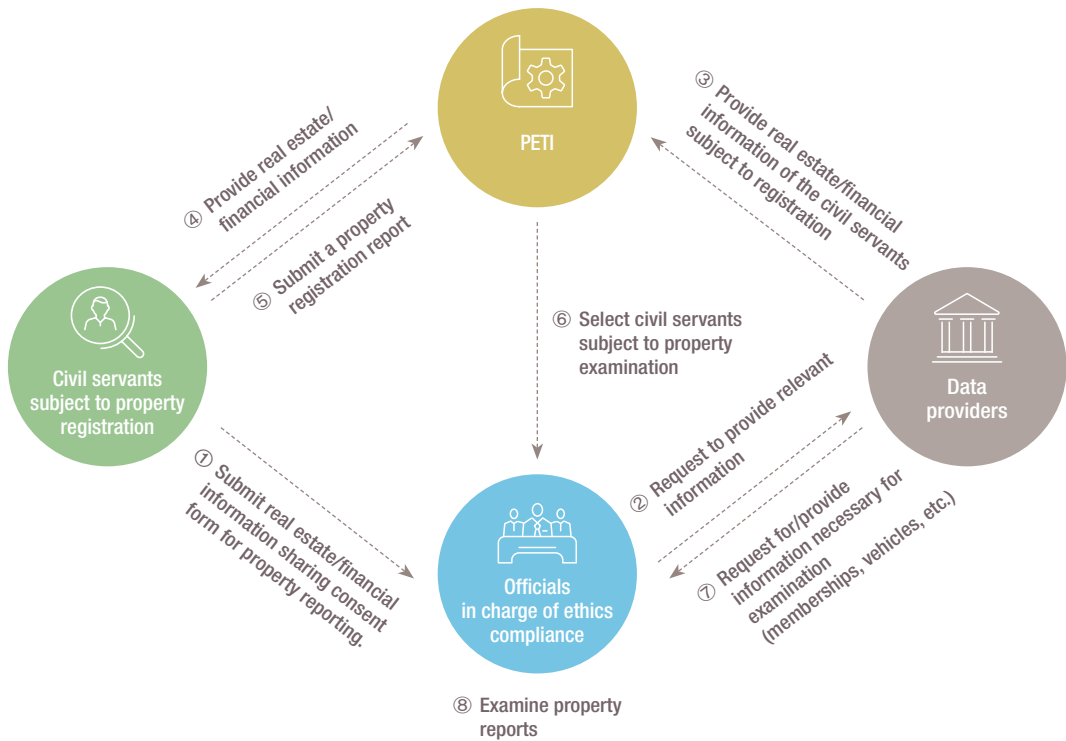
List of property for disclosure

Reimport the list Print (Unit: KRW 1,000)

Organization	Ministry of Personnel Management		Position	Director		Name	****
Relationship	Types of property	Details of property (i.e. location, area)	Previous value	Changes		Current value	Reasons for change
				Increase (market value)	Decrease (market value)		
▶ Land (total)			22,100	0	22,100	0	
Applicant	Woodland	Mari-myeon 10, Geochang-gun, Gyeongsangnamdo 0.00㎡ (decreased by 5,000.00㎡)	22,100	0	22,100	0	<input type="text"/>
▶ Buildings (total)			747,177	36,000	21,666	761,511	
Applicant	Apartment	Doosan We've Apt. Nonhyeon-dong, Gangnam-gu, Seoul, 68.48㎡ out of 68.48㎡	594,000	36,000	0	630,000	<input type="text"/>
Spouse	Apartment	Gaenari Apt. Tanbang-dong, Seo-gu, Daegu City, 84.88㎡ out of 84.88㎡	153,177	0	21,666	131,511	<input type="text"/>
▶ Other rights to which real estate regulations apply, vehicles, construction machine, vessels and aircraft (total)			58,000	0	5,000	53,000	
Applicant	Vehicle	2010 Grandeur (displacement: 2,359cc)	20,000	0	2,000	18,000	<input type="text"/>
Spouse	Vehicle	2015 Genesis (displacement: 3,000cc)	38,000	0	3,000	35,000	<input type="text"/>
▶ Cash (total)			15,000	0	15,000	0	

➔ Once the user subject to property disclosure reports his or her property, a document containing the list of property for disclosure, excluding personal information, is created.

Process of Property Registration on PETI



- ① Civil servants subject to property registration submit a personal information consent form
- ② The Civil Service Ethics Committee collects the submitted consent forms and requests information from financial institutions
- ③ Financial institutions and administrative agencies that provide information retrieve real estate information (e.g. land, buildings) and financial information (e.g. deposits, debts, securities, insurance, etc.) from databases and send the information to PETI
 - Financial institutions: banks, securities firms, insurance companies, etc. / Administrative agencies: MOLIT, NTS, etc.
- ④ PETI provides real estate and financial information of civil servants subject to registration
- ⑤ Civil servants make a report on their property using the provided information on PETI and submit the report
 - Information available on PETI enables easy and accurate reporting
- ⑥ Officials in charge of ethics compliance examine the submitted property reports
- ⑦ Officials in charge of ethics compliance request information necessary for examination from data providers
 - Information on memberships, vehicles, etc.
- ⑧ The Civil Service Ethics Committee verifies the faithfulness of property reporting



PART
4

ACHIEVEMENTS

Major Achievements and Future Plans





Creating a Clean Government Trusted by Citizens

The Korean government is making a concerted effort to build a civil service trusted by its citizens through the implementation of a wide range of systems, including strict property examination and employment screening of civil servants, heavy punishment for serious offences in the civil service, and practical public personnel management.

Stricter Examination of Civil Servant's Property Accumulation

The government conducts strict and transparent examination of civil servants' property to investigate if civil servants have accumulated property by taking advantage of confidential information acquired through work or from his or her position. Strict investigation is performed in case unlawful accumulation of property is suspected; if the suspected offence is material, the case can be escalated to the Minister of Justice. Meanwhile, the government strictly reviews whether those who refuse to register property qualify for the independent family member requirements and shares independence screening cases, enhancing the effectiveness of the examination system.

Practical Employment Screening

The government added to the list of institutions through which a retired civil servant is highly likely to exert influence as employment-restricted organizations. Also, it established and operates reporting centers to enable citizens to report civil servants who have violated post-employment and activity restrictions.



Efficient Management and Improvement of the PETI System

Switch to a Cloud-based System to Improve Efficiency

In 2018, the government carried out a complete reorganization of the PETI System. In terms of hardware, it switched to a cloud-based system to enable the expansion of server resources during the reporting periods when all civil servants subject to property registration report changes to the status of their property. In addition, the new system was equipped with additional features, such as gift reporting, blind stock trusts, management of public service organizations, and employment screening of retired civil servants, to manage the overall ethical affairs of the civil service. Thanks to such improvements, the PETI System is now well established as the country's civil service ethics portal system.

Enhanced Convenience of Property Reporting

The MPM plans to adopt measures to enable civil servants to engage in property reporting in a more convenient way. In particular, the MPM plans to facilitate property reporting by cutting the time required to obtain financial and real estate data through cooperation with financial institutions and relevant organizations.

The MPM is also considering measures to enhance the convenience of the property reporting process. One such measure is to introduce a chatbot service to provide 24/7 user support for property reporting. The MPM will proactively review a wide range of other measures and put them in place to enhance civil servants' convenience.

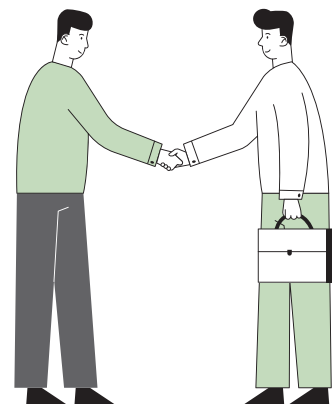


Closing Remarks

Over the 40 years since its introduction in 1981, the Public Service Ethics Act has been continuously amended and developed to meet demands from citizens. Diverse civil service ethics programs have been introduced to the Korean civil service under the Act, including property registration/disclosure/examination, blind stock trusts, gift reporting, and post-employment and activity restrictions for retired civil servants.

The essence of the civil service ethics programs lies in preventing a conflict of public and private interests as well as laying the groundwork for fair performance of government duties. For this reason, the civil service ethics programs provide practical, detailed and reasonable action plans in each area. Moreover, the PETI System has evolved over time to provide more convenient and transparent administrative services, helping the ethics programs take firm hold in the civil service.

The Korean civil service aims to achieve transparency based on strict and effective systems. The government is committed to building a cleaner and more reliable civil service by developing and implementing systems that cater to the needs of its citizens.





Bibliography

- Kim Tae-Gyun. (2011). *Research on Legal Improvements for the Property Registration System of Public Officials*. Korea Legislation Research Institute.
- Lee Jong-Soo. (2009). *The Public Administration Dictionary*. Dae Young Co.
- Ministry of Personnel Management (MPM). (2018). *The Civil Service Guidebook for Current and Retired Civil Servants*. MPM.
- Ministry of Personnel Management (MPM). (2020). *The Handbook for Civil Service Ethics*. MPM.
- The Organization for Standardization of Public Administration Terms. (2010). *The Dictionary of Public Administration Terms*. New Information Media



Date of Publication June 30, 2021

Published by International Cooperation Division, Ministry of Personnel Management (globalmpm@korea.kr)

Address 499 Hannuri-daero, Sejong-si, Republic of Korea 30102

Contact No. +82 44 201 8533

Designed by CREPAS (crayon0663@daum.net)



Ministry of Personnel
Management