

364, 19:1a)

--. Capital officials salary schedule (Kyöngwan-nok maryön

宗官俸 2

~~Rank 1A 50 kok () Monthly salary 600 kok~~

Rank	Monthly salary	Yearly salary
1A	50 kok ()	600 kok
1B	42	502
2A	34	408
2B	28	336
3A	24	288
3B	21	252
4A	18	216
4B	16	192
5A	14	168
5B	12 kok 5 tu ()	150
6A	11	132
6B	10	120
7A	9	108
7B	8	96
8A	7	84
8B	6 kok 5 tu	78
9A	5 kok 5 tu	66
9B	5	60

19:1b)

24
14
7 kok 2 tu

Within these figures, in general 1/3 will be (paid) in cash; 1/3 in white rice and 1/3 will be divided half (i.e., 1/6) in hulled millet (chopssal 粟米) and half in yellow beans. If there is anything left over (kiryoŋg 奇零), then divide it up to make a whole number (söngsu 成數), as in the case of a rank 1A official who receives 50 kok a month, then he would get 3 strings (kuan 貫) and 600 mun (文) of cash (note: 20 mun of cash is equivalent to 1 tu (斗) of rice)(end note), 16 kok of white rice, 8 kok of millet, and 8 kok of yellow beans.

A rank 9A official who gets 5 kok 5 tu per month, then would receive 380 mun of cash, 1 kok 8 tu of white rice, 9 tu of millet, and 9 tu of yellow beans. As for the rest of the ranks establish regulations (sik 式) on the basis of this (as an extension of this).

(note: As for the noksa (錄事) söri (書記) and lower (clerks), do not give them there are no yellow beans (that are provided to them), but (give them) 1/3 in white rice, one third in millet, and as for cash, then in accordance with regulations give them 1/3. Copy this (system) for the provincial iye (吏錄) (as well).)(end note)

As for the various kinds of disbursements (payments, chiha 支下) for the expenses of official yamen (konghae 公廨) and the provincial officials and guests

364, 19:1b) in all cases copy this (system). It is just that the land in the four areas of the country is not the same. If there is a place where there is a lot of ~~xxxx~~ millet and little rice (produced), then give one part (1/2?) in millet and 1 part (1/2) in white rice and yellow beans-- (half of this share) in white rice and half in yellow beans. If there is no land with rice plants, then just use millet and do not give white rice. In all cases consider the circumstances and establish regulations.

19:2a)

(note: This (system) is based on a calculation based on the kok valued at 10 tu. For the explanation of this see the section on the land system. A kok is the same as a sök (石 :picul). If it is done on the basis of the present kok that is worth 15 tu, then 600 kok under this (system) is worth 400 kok (of the present system), and 60 kok (of my system) is worth 40 kok (of the present system). Everything (listed) below is modelled after this.

If salaries are granted in silk (絹 :myöngju) or hemp cloth (布 :pei) then the figures to the right (above) should be adjusted ~~and xxxxxxxx~~ reductions made in white rice and cash in accordance with the land tax system standard exchange rates, silk and hemp ~~xxx~~ should be substituted. Those of rank 6 and above will be given silk and ramie (map'o), and ranks 7 and below will be give myönp'o (~~xxxxxx~~) and map'o (ramie). It will be all right to distribute silk/in the 10th month, and ramie in the 4th month. As for the salaries of the ix iye (吏隸 :runners), you should also model it after this.)(end note)

you I note that "Those who are ruled by others feed others while those who ~~xxxxxxxx~~ rule others are fed by others." (治於人者食人, 治人者食於人). This is a principle that exists throughout the world (ch'onha chi t'ongüi 天下之通義). For that reason, the rulers and teachers who have been established receive (the conduct of government affairs) from the ministers and officials, ~~xxxx~~ who they have settle the people in their abodes so that they can secure a livelihood. (故立君師承以卿士使奠民居以遂其生)

364, 19:2a)

~~374, 19:2a~~

pay rice (ch'umi 出米)
Cultivators ~~produce~~ rice, and officials (sija 仕者) : those who serve in office) receive salaries. As for those who pay out rice (as taxes),

(the rate) should not be more than one part in 10 (1/10 無過於什一而害於耕) lest it cause harm to the cultivator. And it should not be lighter than than 1 part in 10 (1/10), lest there not be enough for expenses. (無輕於什一而不足於用)

Only after it is done like this (only after you have exactly a 10% grain tax) will you be able to provide enough for the livelihood of the people while providing for the expenses of the state.

As for those who receive salaries, even though their posts may be low, still they ~~should~~ will have enough (in salary) to replace (what they make) in cultivating the land, and ~~even~~ if their rank is high, then they will have enough to enable them to treat their close relatives (parents) with humaneness (jen). Only after ensuring (that this is so, that they have sufficient salaries) will you be able to encourage a sense of shame and achieve (good) rites and customs (mores).

In our country we have far too many superfluous (useless) officials whose salaries are extremely thin (low). Even those with high rank seem to be concerned about the difficulties of having enough to eat. How much worse is it those officials of low (rank)? As a result this gives rise to lax and careless practices (kuch'a chi süp pun'gi 苟且之習紛起), and there is no way to prevent them ~~fr~~ from trying to satisfying (manage) their private interests. There is no limit in the competition among them for gaining profit. Even though this is the cause for the customs of the scholars (sap'ung 士風) to become corrupt and sullied, when they serve in public office, they (still) have the responsibility to ~~provide~~ feed their families. What kind of principle (system) is this?

In ancient times there were those who received 10,000 shu in salary (wan-shu 萬鍾 : Kwahagwŏn ch'ulp'ansa, p.396. 1 chong (shu?) in ancient China was equivalent to either 10 shih (sŏk) or 10 sŏk 4 tu; 10,000 chong just means a large salary), and some who received as much as 100,000.

the tax rate
neither more nor less!

salaries

是其官長以地計受

364, 19:2b) ~~374xxxx042k_x~~

but these amounts were received by chief officials on the basis of calculations of land (以地) ^{Position} :Han, III, 463; Kwabagwōn ch'ulp'ansa, 1963 p.3 translates this as "calculations based on their official position (chi (地) meaning chikwi 職位) (end note), and the salaries of their shu-liao (屬僚), fu (府) and hsi (胥) (subordinates) were all provided for from within (these salaries). (note: I hear that according to Japanese law at the present time the chief officials over 100 persons (salary for what) (paeg'in chi chang 百人之長) receive altogether/what 100 people eat and divide it up (and use it) to support 100 people. And that the chief officials of 1,000 troops (ch'on'gun chi chang 千軍之長) receive altogether (enough salary?) for what 1,000 troops eat, and they divide it up for the support of 1,000 troops. And for this reason you have (officials? samurai? daimyo?) who received either several tens, several hundreds or several 10,000's worth of sōk (koku).)(end note)

Japanese Koku salaries!

In the Han dynasty, the 9 ministers (chiu-ching 九卿) and the the chün-shou (郡守 :magistrates) received 2,000 shih(sōk)(in salary).

365, 19:3a)

In subsequent periods, even though this figure was raised or lowered, yet in general terms it was not far from this (figure). In the Ming dynasty, the salary of rank 1 officials was over 1,000 shih (sōk). Compared to the Han dynasty, this was half, but (the size of) the grain measures (tu and kok 斗斛) was double that of the Han dynasty.

consistent Salaries Han-Ming

Our country has very little land and few people and ~~no~~ our tax revenues are not great (地稀人稀 入不敷), so how could it be compared to the great amounts that the Chinese court (has at its disposal)? But if you calculate how big a country is and make ~~itxxxxxxx~~ the number of officials you establish correspond (to the size of the country) so that each is rewarded for his merit and each is compensated for his labor and is also able to behave humanely toward his parents and avoid difficulties in feeding (himself and his family), then it comes out one and the same.

principles the same the facts

At the present time (I am, we ought to) calculate what actually is the facts with regard to the management of taxes (what is actually taken in in taxes) to ch'a kyōngse chi sil (度此經稅之實)

365, 19:3a)

land as basis for salaries

combine land grants + salaries

cut salaries initially, then raise them

the way the ancients set salaries (cherok 制得) study the intent behind the salaries of the ancient system, adapt these to the situation (ch'amjak siŭi 參酌時宜), and suggest (propose, hypotehsize: ŭi 擬) regulations for it. (note: I note that the way salaries were set in ancient times was by the use of land (t'ien 田) and salaries which they treated as a single route (road). At the present time, even though we have already granted land (kh kŭpchŏn 給田), and in addition we (I am?) distributing salaries. We must combine these in making calculations (of total salary income?), and only after that (will the salary system) be fitting to the circumstances.)(end note)

With regard to the above, if at the present time you want to carry it out, ~~then~~ at the outset it might prove difficult to do (p'yŏn nan chŏp che 便難接濟), so for the time being we (should) calculate (salaries) at a half reduction (of the figures he proposes above?) or perhaps a 1/3 or 2/3 reduction, and then allow for gradually additions to what is presently (given out as salaries?). Then you wait until the land system (chŏnje 田制 :that Yu proposes) has been completed and (all land) has completely been given out (before you provide full salaries as called for hiin in Yu's salary schedule).

However, before the slave law (note: that is the law that provides for hereditary (inheritance) of slave (status)(end note) is reformed, then for (officials) of rank 9 and above, in all cases reduce (their salary allotment) by 1/3. The same for the provincial officials (as well).

18:3b)

(note: As for wŏn (wŏllang 院郎:Han, III, 464; Kwahagwŏn ch'ulp'ansa, 1963. p.4 says nanggwan who work in the wŏn) reduce (their salaries) by 10 tu. Also do the same for noksa (錄事). For sŏri (clerks), reduce theirs by 5 tu) (end note)

-Item (1): All salaries will be paid out (pun'gŭp 分給) by the month (lit. every month). (note: At the present time in our country we pay out salaries four times a year (quarterly). The best thing to do is to pay them monthly as is done in China (Chung ch'ao--the Chinese court)

Monthly salaries vs. quarterly salaries

365, 19:3a)

-Item (2) If you have an intercalary month, you also calculate it as a (regular) month and pay (salaries). (note: the same applies for runners (iye 吏錄 and provincial (officials)(end note)

-Item (3): Reduce the monthly salaries of the tomb guardians of each of the tombs (kak nūn ch'ambong 各陵守 吏 by 1 kok 5 tu. The administrative district where the tomb is located should calculate (their salaries) and pay provisions to those on duty. (Note: As for this amount, then in the case of two tomb guardians (ch'ambong), both (should receive) in one month 3 kok of rice, 6 tu of yellow beans which will serve as the provisions for the tomb guardians and for expenses for food for servants and horses used when these people go on and off duty. In addition every year in the spring give them 3 kok of rice to pay for the expenses for equipment (Kwahagwōn, p.4--pich'imul. Text has p'ojin 鋪陳 and paper (chijix 紙地) subnote: This refers to the equipment (p'ojin) of the tomb guardians used at their residences; if they are expenses used at the tomb, then the official (agency, magistrate) will pay for it.)(end subnote)(end note)

Tomb Guardians

- Item (4): With regard to tangsaggwan officials and higher and officials of the censorate (taegan 臺諫) and sijōnggwan (侍從官) who are transferred out of their posts because of some wrongdoing or error (misdeameanor) but cannot have their salaries taken away from them, then give them half the salaries appropriate to their rank. (note: Do it like this and abolish the ch'ea (遺兒) :posts without duties)

1/2 salary

of the military posts of the Ch'ungch'ubu (Ch'ungch'ubu kunjik 中樞府軍職. (end note) (for ch'ea, see note in vol. 1 of the Kwahagwōn series)

abolish ch'ea posts. sincerely

-Item (5): With regard to the eldest legitimate sons and grandsons (chōkchang chason 嫡長子孫) of Loyal Subjects (ch'ungsin 忠臣) and pure officials (ch'ōngbaengmi 清白吏) : Kwahagwōn, 1963, IV, p.400, says that ch'ōnbaengni refers to pure officials of the Ministry of personnel ~~who were~~ selected and honored and whose sons and grandsons

世孫!

were also selected for office

Han Tj, p.466 says they were pure official who the State Council or 6 ministries recommended for appot to rank 2 or higher by the fangsangwan posts or to be chief officials of the Sehaebu or Sasanwon; final selection by the S.C.

365, 19:3b)

hereditary salaries (serok ^{世祿}) (note: With regard to eldest legitimate sons of Loyal Subjects of rank 8 and below and eldest legitimate sons of pure officials (ch'ongpaengni) and below, in all cases (the granting of

19:4a)

hereditary salaries) will be limited to the great-grandson (ch'ungson ^{曾孫}) With regard to all eldest legitimate (heirs)(ch'okchang), they were to be called (sungjung ^{承重}) :since they are the ones who inherit and continue the line from their parents)(Kwahagwön, IV, p.5), if their fathers are still living, then they cannot receive (these kinds of salary), or if they have a post themselves, they also cannot receive double salaries (double dipping). Even if such a person was without sons or grandsons (male heirs), if he has a mother or wife, then also give them (these salaries). The sons and grandsons (male descendants) of former worthies will also be treated in accordance with the regulation for Loyal Subjects (ch'ungsin)(end note)

NO DOUBLE DIPPING

Han, III, p. 466
Sang ^喪 were people who became ^王 when their grandfathers + grandmothers died and their ^王 assumed responsibility for conducting their burials.

Salary cuts during famine

20% or more

--. Item (6) If there is a famine in the country, then obtain a royal edict and reduce the royal expenses and also cut down on the salaries of "the 100 officials" (the officials). (note: Reduce royal expenses by 2 parts in 10 (20%), and reduce (the salaries) of officials down to clerks and runners (iye) by 2 parts in 10 (20%). If there are serious shortages, then calculate what is appropriate and reduce (expenditures) even more; only in the case of soldiers on duty should you not reduce their salaries. (subnote: In the case of kunsu ^{軍士} :military scholar-officials?), then reduce their tours of duty, but do not reduce their provisions(salaries). ~~of the~~ (end subnote) The same will hold for provincial (officials). In case of a famine, ~~the~~ each category of expenditures in the capital and provinces will also be cut in accordance with this regulation.)(end note)

--. Item (7) In the case of tangsanggwan and higher officials who reach the age of 70 and retire from office and retire to their homes (ch'isi t'oegöja ^{致仕是居者}), in each case take half the salary of his basic rank (and give it to him, and use it as a standard ^{of equivalence}) and in accordance

50% salary for elderly retirees

365, 19:4a)

+ land tax exemption

with the regulations for sase (賜稅: tax grants), prebends (書田免稅), (a parcel of?) land & exempt it from taxes (note: If half the salary of his basic rank is 200 kok, then (grant hik) 20 kyōng (頃) of grade 1 land, or if its 9th grade land, (then grant him) 100 kyōng.) (end note)

--. Salaries of Capital clerks and runners (京吏隸祿磨鍊)

Post Monthly Yearly

19:4b

Noksa (錄事) 4 kok (48) kok (note: If 4 kok, then do it in 260 mun of cash, 1 kok, 4 tu of white rice, and 1 kok 3 tu of millet. For all as an extension of (the posts listed) below make regulations ~~xxxxxxxxxxxx~~ with this. For those (of this office?) who are promoted, (grant them) 5 kok a month or 60 kok a year.

Sōri (書吏) 3 2 kok 5 tu (42) kok

Choye (皂隸) 2 kok 5 tu (30) (note: "Choye" are those who are commonly (customarily) called "saryōng" (使令). There are also various najang (雜將) posts, and each of these will also get a mixture of rice and cloth (myōnp'o) every month.) (end note)

Sano (司奴) 2 kok 5 tu (30) (lit. same as above) (In the case of a female servants (yōbok 女僕), if she is performing service, then her salary ~~xxxxxx~~ ought to be the same as for a man, but official agencies basically cannot put women on service. For an explanation of this see the section on ix iye (clerks and runners) (end note)

Sosa (小史) 1 kok 5 tu (18) kok. (note: The sosa are equivalent to the (children: Sahagwōn, 1963, p.5) who are sent on immediate errands (by officials) (anjōn sahwanja 眼前使喚者). At the present time those in the capital are called ch'ōngjik (方直) or

Irrespective of whether they are the sons of clerks (sōri 書吏) or bureau slaves (sano 司奴), they are (appointed) on a volunteer basis.

In the towns of Kyōnggi, they are called t'ōng'in (通印) and in the South they are called kongsaeng (貢生), all of whom are (appointed) from the sons of officials and clerks (kwalli chi cha). In the Yōngbuk (嶺北)

equal salaries for sexes

Boy Jaks

365, 19:4b)

area they are called yŏnjiki (硯直) and they are recruited from among the sons of official slaves. In general, all of these are sosa. For details see the section on the selection and appointment of iye (clekks and runners)(end note)

Kyŏngbyŏng (京兵) 1 kok 5 tu (mo.) 18 kok (year) (note: Also every year (provide) 8 p'il of cotton cloth (myŏnp'o), which will be paid by their support (person) (i ki po so nap) 以其保所給. For the kich'ong (旗總) grant an additional 2 p'il)(end note)

For horse units (madae 馬隊) every month provide an additional 9 tu in yellow beans, and 6 tu of millet. (subnote: also from the 10th month to the 4th month provide an additional 60 mun of cash)(end subnote) ~~(end note)~~

Even though the salaries of the capital troops (kyŏngbyŏng) compared to that of the choye seems a little small, nevertheless the capital troops have support cloth (pop'o 保布). Also they usually have many days off, and (their work) is not to be compared with the difficult labor service of the choye. Also at the present time the capital troops get 9 tu in provisions while the choye get every month 2 p'il of kap'o (價布 ^{cash equivalents}: price of cloth?) and 6 tu of provisions. On the basis of this, then, even though the capital troops ^{et} get a fixed 15 tu, in fact ~~the~~ they get more than the choye. How much better off are they when they also qualify for rewards based on examinations of talent (skills in martial arts?)?)(end note)

Chang'in (匠人) 2 kok 5 tu (mo) 30 kok per year. (note: These are the artisans who usually perform service (for, at) the ~~official~~ government offices (kuanbu). Every month investigate to see (if their work) is refined or rough, if they are diligent or lazy. For those of superior grade increase their salaries ~~to~~ 2 kok; the next in order, increase their salaries by 1 kok. As for the rest, they will receive their basic salaries. As for the lowest who cannot be entrusted (with responsibility), they should be indicted for punishment. (subnote: The punishment for those who neglect their responsibilities is beating with the bamboo, and dismissal for those

Artisan's

low quality than work + diligence
rank + lower salaries

(sŭng :meet?)

366, 19:5a)

who cannot exceed their responsibilities. In the cases of (makers of) bows, arrows, armor, large knives, weavers (裁縫匠), and jade workers, those who do particularly well will be raised by one grade (subnote: to the same salary as that for a ~~gxx~~ rank 9B officials)

--. The original quota in the Dynastic Code (Taejŏn 大典) for the choye (皇隸), najang (宰將 諸員), and other (runners) comes altogether to over 5,000 persons. Because people from the provinces are used to fill these positions, and rotate on and off duty ~~in~~ on a shift triple ~~xxx~~ system (sambŏn 三番) in performing labor service in the capital, in the case of all of them before a few years go by, ~~xxxx~~ they become bankrupt (p'asan 破產) and become vagrants (yui 流移). at the present time there has been an increase in the number of shifts of duty to 12, and (these labor service personnel) are required to perform service now for (only) one month (each), but commonly what (the govt does) is to collect 2 p'il of cloth (p'o i p'il 布二尺) and (use it) to recruit people/to stand in their place. And these people are given ~~xxxx~~ the cash value of 2 p'il of cloth as monthly salary, and in addition 6 tu for provisions, it is said.)(end note)

5,000 runners listed in the 大典

rotating 3 or 4 as runners bankrupt workers

already a shift to salaries.

19:5b)

Item (7?): the Noksa (錄事) will receive 2 kyŏng of land (田二頃). (note: They will receive 2 kyŏng of land and will not furnish soldiers (puch'ul pyŏng 不出兵: for military service). Three years after the person himself dies, the land will be returned, but if the wife is still living, then you can still give her half and not require troops to be ~~xxxx~~ furnished (men to be furnished for military service) ~~xxxx~~. If ther is someone who deserves a raise in salary, grant him 4 kyŏng)(end note)

land grant to chief clerk.

No land grant to ordinary clerks & runners

Do not give land grants to sŏri and lower clerks and runners. (note: All capital yamen clerks and runners (iye) from sŏri on down will not receive land grants)(end note)

--Provisions for the expenses of all bureaus and offices in the capital.

(京各司公廨所需磨鍊)

366, 19:5b)

--. Expenses for each yamen and official office (amun konghae ^{衙門公廨}) (note: That is paper, equipment (p'ojin ^{鋪陳}), lamp oil, firewood and charcoal for official use. With regard to firewood, only make calculations in terms of those rooms that are in use (on duty). (end note)

For all these things calculate the amount in terms of the price of rice (chölmī ^{折米} : or in terms of the value of rice) and establish a schedule. And every year in the first month (maengch'un ^{孟春}) pay it out to the bureau. (note: With regard to all of these give careful consideration and establish the amounts and every year the Ministry of Taxation will make disbursements (chiha ^{支下}) by means of kyöngbi ^{經費} : as part of its regular expenses). The bureau concerned will naturally regard this (income) as its expenditures (yung ^用 : consumption). As for equipment (p'ojin ^{鋪陳} and the like, in accordance with what wears out (sup'ye ^{隨弊}) purchase and set aside (what you need). With regard to paper, firewood and charcoal and the like, there will be ~~fixed amounts~~ for all of this fixed amounts, a designated price (chönkka ^{定價}), and the summoning of designated ~~the~~ middlemen (chöng chuin ^{定主人}), as is done at the present time with the tribute middlemen (kongmul chuin ^{貢物主人}).

With regard to those yamen who handle civil suits (sasong ^{詞訟}), even though they use a lot of paper each of them (has a regulation providing for) the supply of paper to it (yu kak yu ki chakchi ^{各有其作紙}: see the Kwahagwön, 1963 translation, p.7); they should not receive it in cloth (with which to purchase paper?), but in accordance with the law they are to receive paper. (subnote: Even though a lot of paper is used for Even if they use a lot, it should not exceed 5 kwön.) (end subnote a single case, they should use one kwön (only).) / ~~The price (value) of the paper should be regarded as for official use.~~ and this paper should be regarded as for official use. The price of the paper should be done in accordance with the practice for other bureaus and there should be no additional allotments. Within the quota allotted, 1/3 of it, in accordance

price of rice
monthly disbursements
支下 by 經費

designated middleman, i.e. the tribute middlemen

paper allotment for civil cases

366, 19:5b) with regulations should be paid out in ~~paper~~ cash. If there is a famine year, then in accordance with regulations reduce the quota.)(end note)

US- ancient practices

-In ancient times the konghaejön (公解田 :yamen land) of each bureau was responsible for paying for these kinds of expenses.

19:6a)

(note: Some might say: At the present time the various high level bureaus such as the yangsa (兩司 : censorate), the Royal Secretariat (sŭngjŏngwŏn), and the Office of Special Counselors (Hongmun'gwan) receive the paper that they use from the ~~taxation~~ paper that is paid into their

tribute paper purchase paper w. rice

bureaus (from the provinces) (Kwahagwŏn, 1963, p.7). If now all of this is to be allocated and fixed in terms of kami (價米 : rice, the value of which will be used to buy paper), then we do not know how this will

work y out." To this I would reply that if the taegan (臺諫 : censorate) submits a memorial requesting paper, then there would be nothing to prevent paper from being offered to it (chinbae (進排) in accordance with present regulations. Even though at the present time this (paper)

is called "tribute goods" (chinbae (進排), these agencies can not open up their warehouses and be issued (paper) every single time they need it.

use of rice

For this reason I have only fixed the price (of the paper) and provided that (the funds) be given to the tribute middlemen (kongmul chuin) who will be required to supply (the paper). In fact (my system) is no different

(from the current system); it is only because (the present system) uselessly (tu (徒) confuses things and leads to a lot of paper work, and that is all (that is the main reason why I want to change it). If what you use is in this place, but (what you need to do your work) is in that place then people will tend to be careless and not keep an eye on things . buying

Abolish Tribute Items 進排

How is this to be (compared) with an agency doing things by itself and knowing its quota? (用之在此而簿之在彼, 漫不加察, 孰與本司自為知數乎)

Generally speaking, except for those items needed by the x king's palace, we ought to abolish all other forms of (tribute) goods (chinbae (進排)).

bureau's affairs will be cleaned

366, 19:6a)

(Some might say): If you do it like this, then each ~~bureau will have~~ and ~~expenses of its own~~ its superfluous officials (~~including~~ hyŏlgwan) can be cut down. What could be better than this. It is (if) (the funds available for purchasing them are limited) only that all the prices of these goods have been permanently fixed, and ~~if~~ you should happen to have a time of shortage (insufficiency), then what could you do about it (how could you provide funds for the purchase of needed items)? To this I would respond: A state in establishing regulations on determin~~es~~ things for usual (times), and that is all it does. If you should happen to have an exceptional situation with many expenses, then you would have to make separate arrangements for providing for those expenditures from regular funds (kyŏngbi 經費), but it is not something about which you have to have a special regulation. What I have determined (as costs for purchasing items), basically are generous allocations, and there always ought to be a surplus left over. How would there be any fear of an insufficiency (of funds)? 進排

冗 = 冗官

abolition of tribute payments to govt bureaus !!

In addition to the chinbae (進排 進排) (tribute) to the royal ~~palace~~ palace (taenae 大內), all kinds of tribute to high ranking bureaus will all be abolished. With regard to high level bureaus that are in the palace if it seems that they might need tribute goods, then you ought to ask (the king?) about it.

The state council (chŏngbu), Royal secretariat (chŏngwŏn), and samsa (censorate and Hongmun'gwan) are agencies that discuss government affairs. Would it seem to be allright to provide for all other goods except those paper goods which are included in tribute paid to those agencies?

If you think of this again, then with regard to these bureaus, we also have no choice but to set fixed quotas ~~to be given~~ to them. ~~To be in charge of~~ The six boards ^{are} ~~in~~ also in the realm of discussing (important) government affairs. If they ought to be given fixed allotments (of less) then how can these (~~agencies~~ 6 Ministries) alone not be given fixed (allotments)?

only paper could be supplied by tribute?

366, 19:6a)

The chŏngbu (S.C.) is also an agency about which there is no principle that fixed allotments should not be granted to it (for the purchase of goods?). If what the king uses also ought to be fixed (in terms of limits), then how only in the case of the chŏngbu (state council) can we ~~not~~ not do so? If there happens to be a lot of business and we do not have enough for use, then we ought to rethink the matter and submit a memorial about it, and again make calculations of what is needed so that grants can be made, and there will be nothing that cannot be taken care of (by this means).

19:6b)

flexibility in allocating quotas

- ŭijŏngbu (state council) -so many kok
- Ijo (Ministry of Personnel) -so many kok
- Ministry of Taxation - so many kok
- Ministry of Rites - so many kok
- Ministry of War " " "
- Ministry of Punishments " " "
- Ministry of Works " " "

-below here, I ought to list the fixed quotas (budgets) for each of the bureaus

-With regard to the demands (needs) of the offices of the bureaus in the capital, at the most it would perhaps be 70-80 kok; and at the least

367, 19:7a) 20 kok--this would seem appropriate. If it is done like this, then even though the State Council is not a place that has a lot of business to conduct, still there are times when it sits together with the Six Ministries.

adjust budgets to demands by each agency

The use of documents seems to be the ~~gix~~ greatest in the Ministries of Taxation and War, and we ought to consider the facts of the situation for both these ministries in fixing their (budgets, allotments).

With regard to the T'aehak and the Four Schools, we also only will fix what their official bureaus need. If itx is involved (with the expenses required) to take care of the scholars, then there ~~ought to~~ ^{will} be a special (separate) provision handed down on this.

367, 19:7a)

(note: Compared to the provinces, even though we ought to cut down on and economize on (expenses), nevertheless, we ought to add on more for the price of fuel (wood for burning). (end note)

✓ . Regulations for Salaries for Provincial Officials (note: both official expenses (kongyong 公用) and official yamen needs (konghae sosu 公解所需) are included together.) (end note)

(note: In the case of the provincial officials, we ought to follow the regulations for the capital officials and in all cases only fix the salaries by rank (of the official), but at the present time provincial officials do not have fixed salaries. With regard to both their official and proviante expenses, all the goods they require are collected from the ✓ people in taxes in accordance with the type (of goods). Only with the taedongböp in recent years has (the cost of goods and expenses) been set in ~~xxx~~ terms of rice (i mijöl chöng 以米折定) for the first time, and have the miscellaneous levies on the people been eliminated. If I do not now establish regulations about this, I fear that irregularities will occur and evils will arise. Moreover all of the local districts in their affairs and constitution have slight differences from the capital officials, therefore I am following what has been determined for the present taedong system but adding a few details and calculations.

-Provincial governor's yamen (kamyöng 監營)

-provincial governor (kamsa 監守) 16 kok 5 tu/mo. 198 kok/yr.

(note: If it is 16 kok and 5 tu, then this makes 1 string 100 mun of cash, 5 kok 5 tu of white rice, 2 kok 7 tu of millet, and 2 kok 8 tu of yellow beans. For all officials below, make regulations as an extension of this.) (end note)

-tosa (都事) (note: if he is transferred and promoted? (kaesüng 改陞) to ch'amni (參理)) (end note), ~~16 kok 5 tu/monthly~~ 12 kok/mo, 144 kok/yr.

✓ If the tosa is ordered not to take his family with them, then his salary will be 6 kok/ month, and in the capital grant the salary of a rank 7A official to his family. (end note)

No fixed salaries for provincial officials changed by K. W. H.

19:7b)

4B capital is 192 kok

367, 19:7b)

-the five Kun'gwañ(軍官): 3 kok a month for each of them; all together this comes to 180 kok a year. For the two border areas (yanggye), add 5 pyöngyöng(兵營:military commander's garrisons), which will be the same.)(end note)

-Simyak(審藥), 3 kok/mo., 36 kok/yr

-Kömyul(檢律) 3 kok/month, 36 kok/yr

-Kwansu(官需 :official expenses), 150 kok (note: this includes

19:8a)

salt, kimchi, fish, meat, fruit, and the cost of miscellaneous products used in the yamen)(end note)

-Pure honey(清蜜) 40 tu. The equivalent price in rice (kami價米) is 80 kok.

-pure oil(真油) 50 tu. equivalent rice price is 50 kok

-perilla oil (tülkirüm 法油) 30 tu, equivalent price in rice is 21 kok

--. 99 kok as the rice price for paper, equipment, medicine and all miscellaneous goods used in the yamen. (note: Included in this will be carriage, horses, carriages, fur (hairy goods--textiles?) and other items. But in the state codes, the governors of the provinces all/ride horses, but at the present time their practice of riding carriages and palanquins (kagyo 加轎) began since the Ming dynasty. Since I have provided for things like this, it means we ought to follow the old law codes.)(end note)

Combined (expenses) come to 2,245 kok (note: In present units, this comes to 1,496 sōk 10 tu)(end note)

--. Provincial Military Commander's Yamen (Pyöngyöng 兵營)

19:8b)

- Pyöngsa(兵使): 16 kok 5 tu/month; 198 kok/ year
 廣侯(廣侯) (12 kok a month; 144 kok/year. (note: IF he is ordered not to take his family with him, then his salary will be 6 kok/month, and in the capital give his family the salary of a rank 7A officials)(end note)

-5 kun'gwan(軍官): 3 kok/ month for each of them; a total of 180 kok a year for all 5

367, 19:8b)

*present
rebalanced
17/12*

(note: In addition to the kun'gwan who serve in the offices of the governor, provincial army and navy commanders there are also kung'wan who wait for incidents to occur, and these are double the number of those on duty in the yamen, but they have no salaries. It is just that on the first of the month they are tested in archery, and when there is some military matter (that requires their presence), they await orders. For details see the section on the military (pyöngje) system. For the Uhu there are also 2 kun'gwan who are designated to await for some incident to occur as in the above example. For the likes of the Northern prov. army commander's yamen (Hamgyöngdo) and the T'ongjesa's yamen (T'ongyöng *統營*), add two ~~additional~~ men who will wait for an incident to occur. (emergency)(end note)

-Simyak. 3 kok/mo. 36 kok/yr.

-kwansu (~~for~~ the official's expenses), 420 kok

-pure honey x 42 tu; rice equivalent 80 kok (kami)

-pure oil, 50 tu; rice equivalent 50 kok

-perilla oil (pöbyu), 30 tu; rice equivalent 21 kok

-chickens, rice equivalent 120 kok

-rice equivalent (kami) for paper, equipment (p'okkujin), medicines

and all miscellaneous items used in the yamen, 520 kok

-GRAND TOTAL: 1,769 kok (note: equivalent to the present day 1,179 sök 5 tu)

368, 19:9a)

-T'ongyöng (*統營*) : ~~kwansu~~ pyöngyöng with a T'ongjesa in it)

-T'ongjesa (*統制使*). 6 kok 5 tu/mo. (198) kok/year

-Uhu, 12 kok/mo. (144) kok/year ~~kwansu~~

-note: If they are ordered not to take their families, then the salary is 6 kok/mo, and the salary of a rank 7A official will be given to their families in the capital)(end note)

-10 kun'gwan, 3 kok a month for each; altogether 360 kok/year

19:9b)

-the officials' expenses (kwansu) 450 kok

-pure honey, 40 tu; rice equivalent 80 kok

-pure oil 50 tu, rice equivalent 50 kok

368, 19:9b)

-perilla oil, 30 tu, rice equivalent 21 kok

-chickens, rice equivalent 120 kok

-paper, equipment, medicines, and other miscellaneous goods used in the yamen, 600 kok

-GRAND TOTAL: 2,032 kok (or in present day units, 1,348 sŏk 10 tu)

-Suyŏng (水營) Provincial Navy Commander's Yamen

-Susae (水使), 15 kok/mo, 180 kok/year

19:10a)

-Uhu, 10 kok 5 tu/mo., 126 kok/year.

(note: If they are ordered not to take their families along, the salary

will be 6 kok/ month, and their families will be paid the salary of a rank 8A official in the capital)(end note)

-5 kun'gwan, 3 kok/mo each; total of 180 kok/year

-expenses for the official(s) (kwansu), 390 kok

-pure honey, 40 tu; rice equivalent 80 kok

-pure oil 50 tu, rice equivalent 50 kok

-perilla oil 30 tu, rice equivalent 21 kok

-chickens, rice equivalent 90 kok

-paper, equipment, medicines, and other miscellany of the yamen, ~~xxxx~~

in rice equivalent: 450 kok

-GRAND TOTAL: 1,567 kok (or in present day units, 1,044 sŏk 10 tu)(end note)

regulations pertaining to the

-Item (1): For the details of the/purchasing of and payment for

officials expenses (kwansu), oil, honey, chickens and etc., see underneath each ŭp (adm. town)

's yamen

-Item (2) The provincial governor/will establish a separate yamen warehouse

(yŏnggo 營庫) and yamen kitchen (yŏngju 營廚), and the governor

and Tosa will both be paid for and provided for out of the yamen. Do not give this responsibility to the administrative town (pon'ŭp 本邑: in

which the yamen is located). Regarding the side dishes (餼物) and lamp oil

and such items for the kun'gwan, these will also be distributed and paid

to them from this (warehouse). With regard to the side dishes, lamp oil etc. for

Official expenses

368, 19:10b)

the Simyak and Kōmnyul, they also will be calculated and disbursed every month from the kwansu (官需 :officials' expenses fund) (note: If there are Simyak and Kōmnyul who want to receive a full salary, then eliminate what is paid to them from the officials' expenses (kwansu), and increase their monthly salary by 5 kok, and there will be no provision of side dishes and lamp oil to them (end note)

It will be the same as this for all yōng (yamen).

-Item (3) The number of kun'gwan (軍官) (Hamgyōng and P'yōng'an) commander's yamen in the two borders areas (yanggye 兩界) is double (the usual figure), so additional provisions should be made for the salaries of these personnel. (note: the kun'gwan of 9 yōngmun (營門) :of these governor's and commander's yamen) is 3 /kok a month per person; provide for it in accordance with the actual numbers.) (end note) In addition you will have to add provisions for 60 kok of rice equivalent to provide for the side dishes of the officers (changsa 將士) in order to replenish the official's expense fund (kwansu 官需). In border area garrison towns (chin) and normal adm. district towns (ūp) that have kun'gwan, copy this. (note; As for the like of the extreme northwest frontier, Tpnngnae, Cheju and other places where there are pref. ~~xxx~~ districts that have kun'gwan, in addition to their monthly salaries, add on provision for side dishes in 20-30 kok of rice equivalent in order to supplement the official's expense fund (kwansu). The regulation for the kun'gwan of the chu and pu (pref. and districts) will be 2 kok 4 tu a month (in salary?).) (end note)

369, 19:11a)

- Item (4): Regard the flag and standard bearers (kip'aegwan 旗牌官) of the provincial army and navy commanders' yamen, on the first day of four months that begin the four seasons, give them 3 kok of salary. (note: Regarding the kip'aegwan of the yamen gates, for their salaries double what they get at each of the ūp and chin (regular district towns and garrison towns). This is because they have to rotate on tours of duty (at different places?). ~~xxx~~ Qud as for kip'aegwan will be 4 for a prov. army commander's yamen, 5 for a navy commander's yamen, and add 2 for the T'ongyong (統營)

369, 19:11a)

chunggun
 --. Item (5) We will abolish the ~~kun~~ (中軍 : soldiers?) who are presently located in the provincial governor's yamen. For the explanation of this see the section on the military system (pyöngje). (note: As for those ~~provinces~~ provinces where there are no places for a provincial army commander (pyöngsa), then in accordance with present regulations, you can have a chunggun, and their monthly salary will be 6 kok; also add on rice equivalents for the expenses for their side dishes)(end note)

-Taebu (大府) : the puyun (府尹) will get 16 kok a month

-Tohobu (都護府)

-Pusa (府使), 13 kok 5 tu/month, 162 kok/year

-T'ongp'an (通判), 8 kok/ mo, 96 kok/yr.

-Hyanggwan (鄉官). equivalent to the hyangso (鄉所) of today.

For salary, see below. (salary) for the pu, kun, and hyön will be the same as this)

-officials' expense funds (kwansu), 400 kok (note: This is for the cost of salt, kimch'i, fish, meat, fruit, and miscellaneous goods used in the yamen)

19:11b)

-pure honey, 40 tu; rice equivalent 80 kok

-pure oil 50 tu; rice equivalent 50 kok

-perilla oil, 30 tu; rice equivalent, 21 kok

-chickens, rice equivalent 90 kok (note) As for chickens, (the price) of one head is 1 tu of rice. The value for pheasants (雉) is 2 tu per head-- make this the regulation. (He doesn't acknowledge price fluctuation?)

-220 kok of rice equivalent for the purchase of paper, equipment, and misc. items used by the official for public business. (note: All these ~~xxx~~ miscellaneous items refer to implements and all kinds of goods that are used in the official's yamen (office). With regard to those items

that are to be purchased on the market, calculate the ^{price} cost and buy them. As for those items that are to be made or fabricated by artisans, calculate

purchase of goods on market!

Office expenses

369, 19:11b)

the cost (of manufacture) and give it (to the artisan?). ~~Not to be made~~
~~at the time of the manufacture of the goods that the official buys~~
~~at the time of the manufacture of the goods~~ There will absolutely be no reduction of

prices for these goods on the grounds that (someone) says that are
purchases for the official, or goods to be made for the official.

(切勿稱以官買官造 減縮其價)

Once we have established ~~fixed~~ rice funds for the purchase of goods

(kami *價米*), all of the yamen will provide (for purchase) from their
yamen reserves (set aside for this purpose). And not the slightest

hair of anything (*纖芥*) will be fixed (allocated) for the official
(to be provided by the villages), and none of the officials will ~~any~~

collect as a levy the slightest hair of goods from the people. Moreover
prov. governor's

at the present time in the various yong (yamen), the yamen clerks (yongni *營吏*)

~~and~~ have monthly (payments) that are issued to them from
the yong (yamen treasury) for pens and ink, but the ~~magistrates~~

magistrates (of lesser districts) all require their clerks to provide

for these themselves, and they do no more than squeeze the people in order

to provide for it, and that is all. (From now on) each official (magistrate)

will also issue monthly disbursements from his yamen (for these costs)

down to each of the military garrisons (chin) and post stations. (note:

that is, the ch'albangdo *察訪道*). As for the pen and ink for the

schools' clerks, calculate how much paper work is done at each place

and then provide for it out of public funds (subnote: pay for it either

once every two or three months) Also expenses for runners for pillows

and cushions? will all be provide from p ublic funds.)(end note)

19:12a)

-GRANN TOTAL (for the Tohubu): 1,119 kok (or in present terms, 745 sŏk)

(note: In addition to this you have expenses for entertaining guests

and expenses for the governor and army commanders making the rounds.

Set quotas in accordance with the (size of the?) administrative town. For

regulations see below. The pu, kun, and hyŏn will copy this.)(end note)

market prices, no reductions because they are for govt use!

Stop officials from collecting costs from villagers!

clerk squeeze

(office expenses)

369, 19:12a)

- Pu (府)

- Pusa (府使), 12 kok/mo, 144 kok/year

- P'an'gwan (判官), 7 kok/mo., 84 kok/year

- officials' expenses (kwansu 官需), 350 kok

- pure-honey 40 tu, equivalent rice price 80 kok

- pure oil 45 tu; equivalent in rice 45 kok

- perilla oil, 25 kok, equivalent in rice 17 kok 5 tu

- pheasants and chickens, rice equivalent, 75 kok

19:12b)

- paper, equipment, and other miscellany, rice equivalent, 180 kok

- GRAND TOTAL: 977 kok 5 tu (note: equivalent to the present 654 sŏk 5 tu)

- kun (郡)

- kunsu (郡守), 10 kok 5 tu/month, 126 kok/year

- sŭng (丞), 6 kok a month; 72 kok/year

- officials' expenses (kunsu), 300 kok

- pure honey, 35 tu, rice equivalent, 70 kok

- pure oil, 40 tu; rice equivalent 40 kok

- perilla oil 20 tu, rice equivalent 14 kok

370, 19:13a)

- pheasants and chickens, rice equivalent 60 kok

- paper, equipment and other miscellany for official use, rice equivalent

140 kok

GRAND TOTAL: 822 kok (note: equivalent to 548 sŏk of present units)

- hyŏn (縣令)

- hyŏllyong (縣令), 9 kok 5 tu/mo/ 114 kok/year

- sŭng (丞), 5 kok/mo, 60 kok/year

- officials' expenses (kwansu), 250 kok

- honey 25 tu; rice eq., 50 kok

- pure oil 30 tu; rice eq. 30 kok

- perilla oil 15 tu, rice eq. 10 kok 5 tu

19:13b)

- pheasants and chickens, rice eq. 45 kok

- paper, equipment, and other miscellany, rice eq. 100 kok

GRAND TOTAL: 659 kok 5 tu (at present 439 sŏk 10 tu)

370, 19:13b)

--Item (1) With regard to the provision of rice for envoys and guests (sagaek 使客), if its a major route (taero 大路), 150 kok. The next (in importance of size) will be 130 kok. And then reduce (these allocations) by 15 kok (per unit) until you reach a limit of 30 kok, and then stop. (note: In the case of extremely small places like Chindo (珍島), and various towns in the southern seas and in the straits, then provide 15 kok)(end note)

For places like P'yöngyang, Kaesöngbu, Chönju and other places where a lot of envoys and guests reside and stay, ~~we~~ then in addition to the basic quotas also provide 50 kok. As for places near the capital like Yong'in (龍仁) and P'aju (坡州), where various roads come together, then provide an additional 50 kok. (note: The closer you get to the capital the more roads come together (crossroads?), such as in Yangju (楊州), P'och'on (抱川), Changsa? (長湍), Suwön (水原), Ch'uksan (竹山) and other places. We also ought to list these in rank order and provide any where from 30-40 kok down to 10-20 kok.

In general in calculating routes, I have already divided them into large, middle, and small routes. Also I am dividing them in accordance with the number of post-stations within their boundaries, Calculate this and making ranks.)(end note)

As for places with mountains and walls, such as Changsöng (長城), Tanyang (潭陽), and Chasan (慈山) where there are also a lot of envoys who make patrols and reside, then calculate what is appropriate and provide an additional 30 kok, or 10-20 kok.

19:14a)

(note: At times when people ~~leave out to~~ come out to the post station, the cost of miscellaneous goods and the swaemaka (刷馬價: horse loads, transport by horse of baggage), mabari) will also be included in this (in these quotas). In addition to this if an envoy or guest on official business has to stay unusually long, calculate how large or small (the district is), how long and how close, the outside of the original fixed amount (budget), ~~make~~ deduct it from special allocations (in the budget)(end note)

會減

370, 19:14a)

-Item (2) Rice provisions (chigongmi 支供米) to the governor and prov. army commander/is separate from provisions of rice for guests or envoys.
(for authorized trips)

For each of them, (the governor and the prov. army commander, provide 10 kok per round (trip). (note: since they make one round in spring and fall, then provide 20 kok for each of them). For adm. towns/that are large in size and next (in size) after the (governor's and army commander's ~~yamen~~ town), provide an additional 5 kok. (note: In place where the population of the kun is particularly numerous and where the pu is a large next sized-town, add 5 kok, so that for one patrol (round), each will receive 15 kok.)(end note) that they visit

For a large district town (taeup), provide an additional 10 kok and deduct it from the regular budget (chöngsik hoegam 定式會帳). If the ~~officials~~ do not go out on the rounds, then do not issue them funds.

(note: According to the present day regulations of the taedong system (taedong samok 大同事目), all provincial governors are granted 5 sök of expense

rice (chigongmi 支供米), and this is regarded as ~~gener~~ a generous allotment. But when the governor and prov. army commander reside in a place and conduct investigations of matters, and the town is a large one, they have a lot of business to cover and they must stay there several days, and that is the reason (for the generous allotment). If in addition to their two rounds a year, they should have to pass by a town on some business, this should be included in the budget for paying expenses for envoys and guests.

The provincial naval commanders only have to make the rounds of districts in the sea, but the cost of salt and fish for districts at sea (on the coast) is lighter and different than mountain districts. With regard to the rice costs for official expenses and funds for envoys and guests, these basically should be cut down and ~~set~~ a limit set for all of them, but it is not necessary to draw up a separate list for them.)(end note)'

Note: With regard to what is called: not making disbursements for (governors and prov. army commanders') if they do not go out on the rounds means that this is not to be deducted from the state's accu accounts. At the

370, 19:14a) present time the governor of Hosŏ (Ch'ungch'ŏng) does not make the

rounds, so that no deductions are made from the (budget, account) of his home district town, but the governor just sits x there and collects the rice for his private use. Nothing could be less reasonable than this.)(end note)

-. Item (3) Separate reductions from the budget (hoegan 會減) are to be made (for the expenses of) Chinese imperial envoys and (Korean) envoys going to Peking along the Western ^koute. (note: This only refers to the chief envoy. People carrying memorials (communications) and travelling along are not included in this)(end note) With regard to envoys from neighboring countries (Japan?) and their envoys who are carrying (imperial) orders, also make special deductions (hoegan) for them. (note: In places like Uiju and others, x make special deductions for the provisions for envoys going to Peking and those people who stay to take care of them.)(end note)

-. Item (4) For the equipment expenses of post station towns on the direct Western route, provide an additional 20 kok of rice equivalent (kami : to pay for other costs), and disburse it. (note: it goes without saying that in the case of pu and hyŏn all of them will have an additional ~~extra~~ allotment over and above the basic quota)(end note)

-. Item (5) According to the present taedong law, there is a regulation and chicken which provides that a pheasant/shall be supplied from every 8 kyŏl of land but (according to my new regulations) all products will be included in the official's budget (kwanji 官支) and there will be no special levies on the people, and this is to be made regular law. In this case, also, in accordance with regulations funds will be paid out equivalent to the cost (of the pheasants and chickens) (chŏlka chŏngji 折價定支).

(note: Under the present regulations of the taedong (system) there is a requirement for the payment of a pheasant and chicken for (every) 8 kyŏl (of land). Not only ~~is this paid to the official, but~~ when it is paid to the official do the clerks engage in corruption and (extort) various kinds of (surcharges), but

Budget

✓ to the official do

370, 19:14b)

it is basically not a correct law. The best thing to do would be to be included in the official's ~~ga~~ have everything ~~ga~~ ~~to~~ ~~the~~ ~~official's~~ ~~who~~ ~~work~~ ~~at~~ ~~the~~ ~~office~~ ~~to~~ ~~make~~ ~~the~~ ~~disbursements~~ ~~in~~ and payment would be determined (set) in the rice equivalent. (il ip kwanji chölmí i chöng chi wi sön

一入官支以折米以完為善

However, if the magistrates desire to send their clerks every day to the market place to make purchases (of chickens and pheasants), then definitely this will lead to the evil of forced purchases (劫買), and it will also lead to concern of shortages in funds. What you have to do is summon and fix (settle on) those people who live in the lower part of the adm. town, estimate the price (of the birds) and give it to them. Everything ought to be in accordance with fixed regulations and you should let them keep the surplus for their profit. Purchases should be made in accordance with need (things to be used), as in the case of the regulations governing the capital bureaus and the tribute middlemen (kongmul chuin). [Only after things are done like this will both public (official) and private interests be both put at ease (served).] In places where pheasants and chickens are rare, then in accordance with the circumstances make purchases for use ~~(of the same kind)~~ of other goods (as substitutes).

371, 19:15a)

As for the quotas for oil and honey, all of these will be modeled after this (provision on pheasants and chickens)

✕ In general, with regard to oil and honey for official use, there is also nothing to prevent your having the servants and runners purchase these items for use when it is convenient, however the price of these goods also has been established at a generous figure and the magistrates ought to ensure that this intent is carried out and see to it that no harm is done to either official or private (interests). If it happens that payment is made at a cheap price and purchase is forced (from the merchants), the clerks and runners will extort (things) and the harm will extend to the people. Anything like this ought to be profoundly punished.

No fair prices for govt purchases - No forced lower prices

-. Some might say: The quota for pheasants and chickens is large, and even

371, 19:15a) and even though a price is provided (for the purchase of them), it would seem difficult for a single person to be able to manage this (provide these).

Can't stop clerks from buying!

And if the clerks look for bribes, so what difference would there be (between this purchase system) and (the present system) of levying these items on the people of the villages or the administrative town?

To this I would reply that if you only purchase items just at the time when the need arises to use them, it may also be difficult to manage it. But (if you deal with?) those who make (selling birds?) their permanent occupation and allow them enough to make a profit, then in the spring they will receive ~~xxxx~~ rice and will be able to make preparations in advance (chusön 周旋).

allow a fair profit to chicken merchants payment in advance

And (these merchants to whom the funds have been given in advance to purchase items) will either use it to take care of their families, or will buy (the items) from the market, or will seek out salesmen (sellers) who will gather round, or will go and buy things where the prices are cheap (höl 忽), or will (engage in a futures market) will before the deadline give out rice and when the deadline comes receive chickens. If they use various methods to provide (for the purchase of chickens), then naturally it will be sufficient for them to manage it. ~~and the low level clerks will not engage in extortion and bribery, and the village people will not be able to make payments~~

utilize market procedures to economize on cost of goods.

The low level clerks extorting payments and bribes is indeed not like this. (under the present system), the village people each comes on his own to make payment, and for that reason the clerks are able to obstruct them, threaten them and receive bribes, but if the people of the adm. town were made exclusively responsible (without the clerks), then the situation would be such that naturally (the clerks) would not be able (to act) like this.) (end note)

Stop extortion by clerks.

put burden on whole town not just individuals.

-Item (6): Expenses for the official, oil, honey, pheasants, chickens and other goods that are used for both official and private (reasons) are all to be included in this (set of regulations). We ought to

371, 19:15a) to calculate what is fitting and act in accordance with what is convenient and calculate what is to be paid out every month. And in addition to official expenses, as for those items ~~x~~ that are presented to (kong ^供) the top official and his assitant, ~~wikche~~ approximately 3/5 will be paid to the top official and 2/5 to the assistant official. (note: the same will apply to the governor's yamen (yöng amun). (note: As for those things that are paid and provided to (chigong ^{支供}) to the hyanggwan (^{總官}), these will also be official expenditures (kongyong ^{公用}). And this will also be the case for the kun'gwan (^{軍官}) who (guard) the gates of the governors's (and prov. army commander's) yamen)(end note)

*abolish all official colony land
only vegetable land*

19:15b) . Once the quotas for officials' expenses (kwansu ^{官需}) have been determined, then we will abolish all the kwantunjön (^{官屯田}) :colony lands used for officials or magistrates). Only in the case of vegetable land (soch'aejön ^{蔬菜田}) for the pu, h kun, and k hyön, will we set quotas in accordance with the circumstances. (note: 1 kyöng 50 mu (^前) for a hyön; 2 kyöng for a kun; 2 kyöng 50 mu for a pu; 3 kyöng for a Tohobu or Taebu (^{大邱})(end note) And it will be attached to the district town lands (üpchön ^{邑田}) and ~~xxxxxxx~~ it will be exempted from taxes and military service (requirements). Copy this regulation for the governor's yamen, garrison towns, schools, and post-stations. (note: ~~xxxxxxx~~ The ~~xxxxxxx~~ governor's, prov. army and navy commander's yamen will be (treated) the same as a Taebu (on this matter). The Ch'ömsajin (^{領使館}) will be the same as a hyön (regarding vegetable land). The Manhojin (^{萬戶鎮}) will have 1 kyöng (of vegetable land). The schools in the hyön will have 1 kyöng 50 mu. The kun schools will have 2 kyöng 50 mu. The pu ~~hxx~~ schools will have 3 kyöng ~~50~~ 50 mu. The Tohobu and Taebu schools will have 4 kyöng 50 mu. The 50 mu will be used to provide for the instructors (kyogwan ^{教官}) and the students. In the case of post-stations, then provide 50 mu for every ch'albangdo (^{察訪道})

school land

371, 19:15b) Some might ask why I am providing 50 nu for the kyogwan (educational officials) and the ch'alpang (post-station officials), but 1 kyong for the Manho. I reply to this that it is because they have kun'gwan (military officers 軍官) and (are dealing with military affairs.) (end note)

--. Item (7) As for the raising of fishing weirs (o'jang 魚網) and the raising of mae (塹 :fish), we ought to abolish all of these. (note: all the fishing weirs (魚網) along the seacoast will be given to the people for them to engage in as their occupation and in accordance with law we will collect official taxes from it, and that is all. We will not have the people's labor required for use on fishing weirs flats (官自結築) managed by officials. For salt flats, copy this regulation. But for catching fish in rivers or small streams, then do not bother discussing it (applying this section to them). Nevertheless, it will not be allowed to use the labor of the people to do it (on rivers) as is done at the present time when labor service is required of the people for raising horses, fish, or wooden beehives (蜂桶). All of this ought to be abolished, and violators should be punished severely. (chongjung nonjoe 從重論罪.) (end note)

-Item (8) If there is a famine, then the salaries for regular officials, clerks, and runners, and payments for officials' expenses, guests and envoys will all be reduced by 2/10. (note: make a general calculation of the amounts of taxes, and if there is a loss of 6/10 or less, then it is The chu and hyon will declare it for all its villages, to be designated a famine. This will apply to all villages in the chu and kun, or the governor, prov. army or navy commander will declare it for the whole province, or the court will declare it for the whole country. If the loss is very great, then in accordance with the circumstances reduce (payments) even more) (end note)

- Item (9) With regard to the disbursements for expenses of the correction of documents (used) in assessing the crop year and crop damage conditions every year, for every 100 kyong of land (note just calculate this on the basis

fishing weirs turned over to the people; collect taxes; no gov't managed fishing weirs same for salt! no conscript labor on fish + salt, horses, beehives

19:16a) 20% reduction of quotas in time of famine or more

371, 19:16a) of the land that that year is damaged or newly cultivated)(end note) make 1 tu a standard (levay) and deduct it (kamha :from the tax revenues, to pay for paper expenses?). (yes--)(note: Deduct it from the regular budget (cha kyongbi hoegam 自經費會減. You may not require the people to pay it (directly).

With regard to the document clerks (munsö saengni 文書色吏). then you should select one or two men from among the official's clerks.

Some might say that at the present time (we carry out) investigations of crop damage? (taphöm 踏驗 in every myön and that ~~this work~~ ~~there is a lot of work involved with this~~ (the work involved with this is extremely numerous) and it is difficult to make preparations (in advance, to handle it) with the officials and clerks

within the quotas." x With this (system of mine), I am not aware that the present conduct of yearly investigations of crop conditions (taphöm) is the worst of evil practice, for if you use a correct law, then the task of making yearly (assessments) of crop conditions and crop damage (yönbun chaesang 年分更傷), will basically be simplified, and all of it will be the work of the officials; the clerks will not be able to interfere in it. As for the so-called saengni (色吏), they will do no more than take charge of receiving completed (filled in?) documents, and that is all. Also there is no reason why one official should be sufficient to handle it. Also the documentation that will be required will be nothing like x what is done at the present time where 3 copies of the complete land registers (chön'an 田案) are copied and made into a book.x (chintüng chönan sankön söngch'aek 畫謄田案三件成冊, whereas (what will be required under my system) is only to record ~~the~~ ~~worn out~~, ~~damaged~~ ~~land~~, or newly cultivated land (chin chae sin'gi chön 陳災新起田) and that is all. Also it will be possible for the present (number of) officials to complete the written work in a few days.)(end note)

annual crop damage investigations

Keep the clerks out of it!

Simplify record keeping

371, 19:16a)

-. Item (10): If you have repair work and other matters to perform on the walls and moats of official buildings (konghae 公解), the magistrate will calculate the expenses needed (yong'ip? 容入) and report it to the governor. The governor will make a special accounting deduction (hoegam 會減) for the expenses of construction and labor. (note: expenses All (of the cost) will be deducted (hoegam) from regular funds (kyöngbi 經費). If large repairs are needed, then a request (könbaek 建白: proposal) should be made to the court for the granting of special disbursements for expenses (chibi 支費). (Large-scale repairs) will not be included in this regulation. Each garrison town (chin) will also copy this (regulation). (en note)

repairs

19.16b

-note: As for the various kinds of rice payments for the above officials' expenses (kwansu) and other items, they might seem to be exceedingly generous (too high), and people might not understand how it can be done. (how the costs could be met). I have made a thorough investigation of these expenses and established (quotas), yet people still are afraid that it is too narrow (we don't have enough funds to pay them?).

In general, at the present time the system of our country is such that the ~~100 officials~~ salaries of the 100 officials in the capital is extremely thin (poor), while the provincial officials have no fixed salaries at all. And accordingly, they make all kinds of irregular levies (on the people) in order to satisfy both official and private needs. For this reason the high ministers (chaejip 宰執) in the capital do not have enough (funds) to provide for themselves while the officials in the provinces are required to send gifts of food (饋遺) to the nobles at court and also even their friends, and this practice has turned into a regulation (regular or required ~~regulation~~ regulation). Once somebody becomes a district magistrate (üpchaek 邑宰), then the people will definitely demand this of them (hold them responsible for this). People become versed to (used to) ~~ch(yusüp 習)~~ these kinds of things in terms of what they see and hear,

present: low salaries for capital officials for provincial!

gifts from lower officials same become! standard! MPOs forced to present gifts!

371, 19:16b)

USA

and it seems that there is no way one can ~~be without~~ act completely without insa (人事 :gift giving, etiquette) and everybody acts

like the capital officials, and that's why things are this way. But this all comes within the province of private affairs. In general it

is an ancient principle that bribes (包苴:literally "bags") should not be brought into the gates of a ta-fu(taebu). (包苴不入大夫之門)

In the previous (Koryŏ) dynasty, they used to say: "Yangban serving at court cannot receive bribes from people, and when it comes to tea, medicine, paper, and ink, they ~~may~~ also may not accept them." This saying seems to be close (in spirit) to the intent of the ancients. (meaning of the

ancient aphorism). Generally speaking, if those who make the laws take with them even one speck of private thoughts, then mistakes will be made in ~~xxxxxxx~~ the correct handling of all affairs. In general, the two terms, "public" and "private" (kongsu 公私) ~~xxxxxxx~~ is the beginning of the road that distinguishes (separates) from

between Heaven's principles (chŏlli 天理) and the desires of man (inyok 人欲) and when you are managing a state's affairs and establishing institutions,

you cannot permit the slightest degree of private interest (to work its way into the system).)(end note)

In olden times (early Yi dynasty), there was a provincial official who did not make a presentation of a gift to a higher capital official (pu wi chinbong-ja 不為進奉者), and prime minister Hwang Hui (黃喜 :

Han, III, 498, his ho was (雁村)(pangch'on) ~~xxx~~ (cha was kubu 懼夫. Was CSC under Sejong, died in the 2nd year of Munjong and was granted the posth. title of Iksŏng(翼成) (Kŏhagwŏn, 1963, p.401) submitted

a memorial requested indictment and investigation (punishment) (ch'ugo 推考) of the man. Nowadays everyone regards this kind of action as beautiful and thinks that ~~this~~ the purpose behind it is for the provinces to show

respect for the court. In addition, everyone says: Anybody who becomes a magistrate is obliged to ~~make~~ help (chu ch'in'gu 周 : assist) hands of his friends; for he is not

the same as other officials. This is also one of the current opinions around.

Hwang Hui impeached an official for failure to make gift

周 救

371, 19:16b)

For the provinces to show respect to the court is something that is

372, 19:17a)

how strict and clear connected with/the laws and rites (etiquette) ~~being strict and clear~~ are,

and that is all. If people send private gifts, then this is not what is called showing respect to the court. Moreover, the things that are sent as gifts are all taken from the people. The court officials were established basically for the purpose of benefitting the people (wimin 為民).

If you eliminate the provincial ~~towns~~ districts, then what ~~people and the~~ other people does the court have (to work for, benefit)? that it allows the magistrates to oppress the people (li-min, imin 厲民) for their own private benefit? Since the ~~magis~~ (degree to which?) an official helps out his friends also depends on how great the official is or how much his salary is, then how is it that when you have a capital official, even though he may be a prime minister, he does not act this way, but if a man becomes a magistrate, then even though he is a minor official, there is a principle that he must take care of his friends (ujung 優贈).

The magistrate is the official who helps the people, but what kind of principle is there which says that he can take from the people to help out his private friends? It is only that both capital and provincial officials all ought to have standard salaries, and if the salaries are not thin (too low), then naturally (officials) ought to be able to help others (kup in 及人) in accordance with their shares (subun 隨分). Seeing how large or small the salary ^{was} eas, one may judge how wide or narrow (the aid that the official is able to give), and this will ~~create~~ create warm (good habits.)(end note)

-With regard to the above listed provincial officials, all will be provided rank salaries (p'umnok 品祿), but with regard to those things involving public expenses (kongyong 公用) and ~~the~~ payments for the needs of envoys and guests, then a separate quota will be determined for these things. And if payment is made for these in accordance with regulations, then there will be no need to list the cost of all items such as oil, honey, pheasants, chickens and the like. And the top official (magistrate) and his

magistrates to care help out their friends

Standard salaries will cover the need for private gifts

Salaries plus expense money!

372, 19:17a)

assistant (sangbugwan ^{上副官}) will each on their own can make provision for expenses as they ~~xxx~~ see fit in accordance with what they receive (i ki pong suüi choyong ^{以其俸隨意} ^{詞用}), and there will not be (any longer) the evil situation whereby official and private expenditures in an official yamen are mixed up together (mu tongil kwanch'öng kongsa yong hon'ip chi p'ye ^{無同-官方公私用混入之弊}). * This (system) would seem to be convenient and appropriate even for those matters in which the chief and assistant officials have to share (responsibility for) payment (punji chi sa ^{分之事}). The only problem is that if you have no official yamen (office), then what is to be furnished to envoys and guests may be difficult to provide right ~~xxx~~ away even if you have enough rice (on hand to provide the funds).

No confusion between official & private expenses

19:17b)

(note: At the present time the ~~xxxxxx~~ offices of officials (kwanch'öng) already are provided with standard (amounts) of all kinds of goods, and both official and private (materials) are entered (included) together so that they naturally are able to move things around (from public or private use or vice versa) and spend them. (ch'ui yong chi ^{推移用之}). If there is no official office (kwanch'öng) with these items (on hand), then when envoys and guests arrive, it would seem that you would have a bad problem in not being able to provide (things) for them. However, since there will be a basic quota of rice that is provided, this also can be stored in advance and perhaps transferred (ch'ui ^{推移}) (for use). Moreover, after the commercial shops have flourished (p'oja ki hüng ^{舖既興} ^{百物通行之後}) and all kinds of goods ~~have~~ are circulating (in the market), then even though you may have some urgent ~~xxxx~~ need for (some items), indeed you can be without concern (that these goods can be obtained by buying them on the market, in the shops).

present interchangeable funds!

***** anticipates commercial development

adm. town

Also in each ~~village~~ the business (that has to be done) may be large (numerous) and the number of people that come and go large, so that even though this (problem) is not related to (the problem of) private (needs, expenses), yet

372, 19:17b) it also would not be possible to include (such expenses) in the accounts (budget (iphoebo) ^{chung} ~~XXXXXXXXXXXXXXXXXXXXXXXXXXXX~~ ^{入會報中}). Even if such matters like these are numerous, nevertheless, since (an office or yamen) will be provided with a basic allotment of rice for public use (expenses), whether then even though there is no official office (kwanch'ong),/it will still be possible to make compensation forexpensitures in accordance with what is appropriate (suitable) is something which requires further thought.)(end note)

Moreover, if things are done like this, then such goods that are supplied for the daily use of the officials such as fish and salt can also be obtained (daily) ~~XXXXXXXXXX~~ by purchase in the market. The affairs of a district town (kun'up ^{郡邑}) are different from those of the officials who serve in the capital. If officials engage in the exchange (of goods: kyoyok ^{交易}) with the common people, then it definitely will ~~XXXXXX~~ produce a bad situation for the people (minp'ye ^{民弊}). What must be done (to avoid this), (the government, we) must determine what goods (are to be purchased) and what the purchase price shall be (sangjong ^{常定某物} momulka yakkan ^{某物價若干}) as the bureaus in the capital do with regard to the prices of various goods. Only after it is done like that can we be free of concern (about the possible bad effects on the people by letting officials dicker directly with them over the price of goods to be purchased.)

fixed prices

(note: In the capital, the hundred x bureaus of the court are all located there. Even in the case of the house of a high minister, it is (regarded) the same as a private house (household), and even though it trades on a daily basis in the market place (il kyoyok ^{交易於市}) without any problems (without them using their influence to ~~xxxx~~ force cheap prices on merchants?). But if it is the district towns ~~xxxx~~ (kun'up ^{郡邑}) (you are talking about), then (the officials there) have the lives of the people completely under their grasp. Even in the case of a lowranking hyon (district), the situation there is in fact like that of a state (kukka) (the place is run like an independent sovereign nation). If the

372, 19:17b)

(officials) were to trade directly with the people in the market, then it goes without saying that it would cause y e officials and clerks to pursue their own private interests, but that in every case it would produce an evil situation for the people (minp'ye). The situation would be that way without fail. What is necessary is that the court set standard regulations for the goods (that are to be purchased) and how much the price is to be for those goods as in the manner that prices are set for the various kinds of goods (purchased) by the various bureaus in the capital, and only after it is done like this will b we have ~~no~~ none of these evils.)(end note)

For it to est. schedule of fair prices - NOT a free market situation!

19:18a)

If the matters is done like this, then we can handle things in accordance with present practice. If it is to be done in accordance with regulations in the capital, and ~~xxx~~ if itx is convenient and there are no concerns (involved), then at a different date the state can also make changes and determine (a schedule of goods and prices). (note: If it is done like this, then what we ought to do is to take the rice equivalent (kani 價米) set aside for the purchase of oil, honey, pheasants and chickens for the use of the officials, and divide it up for additional allocations for the salaries of the chief officials (magistrate) and his assistant, the salaries of the hyanggwan(鄉官), the rice to be paid for the provisions for envoys and guests, and the cost of various goods used by the official as part of his duties, and miscellaneous expenses.)(end note)

Let (the provisions for these misc. expenses) for the various yongmun (營門 :governors, army and navy commanders' yamen) be done the same as this.

--- Hyangsoch'ong(鄉所廳). (note: there will be one chwasu (座首). As for the pyölgam(別監), there will be 4 men in Taebu(大府) and Tohubu(都護府), 3 men in pu(府), 2 men in kun(郡) and 1 man in a hyön(縣).)(end note)

Salaries

-the Chwasu will be paid 4 kok 5 tu 4 times a year (on 1st day of 1st month of each of the four seasons)(samaengsak(田邊解

372, 19:18a

~~382xx:0x:9xx~~

-The pyŏlgam will receive 3 kok four times a year

(note: These amounts will given out to their ~~houses~~ families. (houses).
conducting its business

At times when the hyangso is ~~at the magistrates' office (yamen)~~ and rice is to be paid out, then make a special disbursement to the ch'ŏng.)(end note)

--. Every year (pay out) to the Tabu and Tohubu, 45 kok of rice, 15 kok of yellow beans. Pay to the Pu, 36 kok of rice and 12 kok of yellow beans.

Pay to the kun 27 kok of rice and 9 kok of yellow beans, and pay to the hyŏn 18 kok of rice and 6 kok of yellow beans. And divided these into

two payments in spring and fall. Pay directly to the Hyangsoch'ŏng to

|| be used as regular expenses for ~~the~~ it. (note: When the hyangso is conducting its official business, the rice that is disbursed to it will be stored in the ch'ŏng for its regular expenses (kyŏngyong 經用)).

Other goods such as food and lamp oil will be paid to it by the magistratex's

✓ yamen. When there is an intercalary month, then add on an additional month's allotment of rice and beans.)(end note)

--. With regard to the rice equivalents (kami 價米) for paper and equipment, (chiha 支下) then every year (pay to) the Taebu and Tohubu 20 kok, to the pu, 16 kok, to the kun 12 kok, and to the hyŏn 8 kok.

-If you calculate the above amounts together (the gradn total), for a Taebu and Tohubu it comes to 146 kok. For a Pu it comes to 118 kok, for a kun it comes to 90 kok, and for a hyŏn 62 kok.

(note: In the case of a yŏngmun (governor or prov. army or navy commander' yamen), then the cost of equipment and paper for the Kun'gwanch'ŏng (軍官庁) will be included in the grand total (quota), but in the case of each of the minist rative towns, if you already have Hyangsoch'ŏng and in addition have Changgwanch'ŏng (將官庁) in several places, and the items for payment of expenses is very large, then make special provision for each of these.)(end note)

--. Changgwanch'ŏng (將官庁).
-(the salary of the) P'ach'ong (把官) will be 3 kok of rice 4 times a year.

373, 19:19a)

- (the salary of the) Ch'ogwan(尙官) will be 1 kok 5 tu of rice 4 times/yr.
- (the salary of the) Kip'aegwan(旗牌官) will be 1 kok 5 tu of rice 4 times/year

(note: These will be distributed to their homes. At times when the official changgwan have business in the magistrate's yamen are are engaged in training and their expenses are to be paid, then make separate payments to the (Changgwan'öng).)(end note)

-Every year every person will (be paid) 3 kok of rice, 1 kok 5 tu of yellow beans as a standard allotment (allotment) and it will be paid to the Changgwanch'öng, and it will be regarded as expenses for the performance of duties for the official house (yamen) and for training. (note: Food and side dishes will also be included within this. If there is certain business for them to perform like examinations (tests) or inspections, then calculate the number of people (performing these duties) and make payment. Calculate and fix limits on how much is to be paid to the kun and hyön. In talking about expenses, then mix it altogether to be considered as the regular expenses (kyöngyong) of the (Changgwan)ch'öng)(end note)

-As for the rice equivalent for the (purchase of) paperx and other (kkalgae --p'ojin :matting, cushions) equipment, every year (pay to) the Taebu and Tohubu 10 kok, to the pu pay 8 kok, to thekun pay 6 kok, to the hyön pay 4 kok. (note: With regard to what is required by the Changgwanch'öng, they are to be transferred around among the changgwan (who rotate on and off duty), and they will be transferred every year.)(end note)

(note: Some might say that the post of P'ach'öng is an important one yet the salary is only 3 kok, which seems to be rather light. To this I would reply that when the changgwan are not performing military duties, they usually stay at their homesxxx and are not to be compared with those who stay (permanently) at their jobs. Nevertheless, by providing them with 3 kok in salary, I am giving them superior (incomes) and treating them as important (people).)(end note)

36 kok (360 tu/yr)

19:19b)

373, 19:19b)

-(the salary for the) kun'gi kangwan (軍器監官 : armorer) will be 1 kok 5 tu 4 times a year. When he is on duty and residing in the officials' (office), then he will be paid his side-dish (food, expenses) out of the officials' expense account (kwansu 官需).

-The salary for the chölliye-gwan (典禮官) will be 1 kok 5 tu four times a year. (note: For his duties and selection and other matters, see the section on the kun and hyön (local districts). (end note)

-Item: ~~Each~~ The hyangjōng (鄉正) for each hyang will be given a salary of 2 kok 5 tu four times a year. (note: the rice equivalent for reports and paper will be 5 tu, which will be included within this) (end note)

-. (Expenses) for schools in Taebu (大府) (Taebuhak 府學) (note: The term "hak" is the same as the hyanggyo of present times.) (end note)

and schools in the Tohobu:

-Kyodo (教導) (a rank 5 official. His salary will be ~~14~~ 14 kok/ mo, or 168 kok/year. The expenses for salt, kimch'i, side dishes etc., will be included in his basic salary. It will be the same for the garrison towns (chin) and post-stations (yök) discussed below) (end note)

-~~exp~~ rice equivalents for the expenses for paper and matting (cushions) and misc. goods will be 16 kok

-GRAND TOTAL: 184 kok (which is equivalent to the present day 122 sök 10 tu) (end note)

-schools in the Pu.

-Kyosu (教頭) (rank 6A official), 1 kok a month; 132 kok/year.

-rice equivalents for the cost of paper, matting and seats etc., 12 kok

-GRAND TOTAL: 144 kok (equivalent to 96 sök in today's units) (end note)

19:20b

-schools in the hyön

-kyosu (rank 6B. 10 kok/mo., 120 kok/ year)

-rice equivalents for paper, mats and cushions etc., 10 kok

-GRAND TOTAL: 130 kok (equivalent to 86 sök 10 tu in today's units)

Tshaha

Pu

hyön

373, 19:20b)

- Ch'omsajin (領使領) (rank 4B, 16 kok/month. 192 kok/year.

-Ch'omsa (領使) (rank 4B, 16 kok/month. 192 kok/year.

(note: The expenses for salt, kimch'i, side dishes will all be included in this. If you want ~~xxxxxxxxxxxx~~ side dishes to be paid for out of official funds, then it will be OK in the case of the Ch'omsa and the Kun'gwan to calculate the value in rice (of this) and deduct it from his salary, and they purchase these items to supply (to them)(end note)

-Kun'gwan (軍官), 2 men. 3 kok for each a month; grand total of 72 kok a year.

In addition to the 2 kun'gwan who are on duty in the ch'ong (yamen), there will also be 6 kun'gwan will await some incident to occur (before being summoned to duty). In tangsang ch'omsajin (堂上領使領) there will be 3 kun'gwan, and 8 (kun'gwan) who are (on reserve) awaiting an incident to occur. In the case of Manhojin (萬戶領), there will be three men (on reserve) awaiting an incident to occur (before serving on duty) (end note)

374, 19:21a

-Kip'aegwan (旗牌官), 2 men. 1 kok 5 tu for each man, paid 4 times a year. Grand total of 12 kok a year.

There will be 3 of this kip'aegwan in Sugunjin (水軍營 :navy garrisons) and 2 of them in Manho (萬戶).)(end note)

-rice equivalents for the expenses of paper and cushions will be 12 kok

-GRAND TOTAL: 296 kok (note: equivalent to 197 sok 5 tu in present day units)(end note)

(note: Some might ask, if the Kun'gwan's salary is to be 3 kok a month, then why is the Kip'aegwan's salary as small as this? To this I would reply that the Kun'gwan both chiefs and followers (rank and file--changjong

長從) are on official duty (in the yamen, at all times), while the

Kip'aegwan are normally at home, and only come to serve on duty when there

is something for them to do. Furthermore the kun'gwan of each of the garrisons do not have to be

~~xxxxxxxxxxxxxxxx~~ selected from people who live far away; you can choose

people who live near by to do it.

374, 19:21a)

-. Manhojin (萬戶鎮)

-Manho (萬戶), rank 5B. 12 kok 5 tu/ month. 150 kok/year.

-Kun'gwan (軍官), 1 man. 3 kok/month. 36 kok/yr.

-Kip'aegwan, 1 man, 1 kok 5 tu 4 times a year; 6 kok/year

19:21b)

-rice equivalent (kami) for paper, pillows etc., 15 kok

-GRAND TOTAL: 207 kok (equivalent to 138 sŏk in present day units)(end note)

-item: in Pusan, Manp'o (精州) and other tangsang ch'ŏmsajin, every month add 3 kok, and also every year add 10 kok of rice equivalent (for the purchase of) paper, pillows and other goods.

-. Ch'albangdo (察訪道)

-Ch'alpang (rank 6B. 10 kok/month. 120 kok/year.

-rice equivalent for paper, pillows etc., 18 kok

-GRAND TOTAL 138 kok (92 sŏk in present day units)

-ch'amha ch'albangdo (察下察訪道)

_ch'albang (rank 7A. 9 kok/month, 108 kok/year)

19:22a)

-rice equivalent for paper, pillows etc., 14 kok

-GRAND TOTAL, 122 kok (81 sŏk 5 tu in present day units)

-Ch'och'ang (漕倉 : grain transport granaries)

-p'angwan (判官), 7 kok/month; 84 kok/year

-rice equivalent (kami) for paper, pillows etc., 10 kok (8 kok where there is not much business)

-GRAND TOTAL ~~xxxxxx~~ 94 kok (62 sŏk 10 tu in present day units)

-With regard to the above listed officials, if there is an intercalary month then provide an additional month's salary, the same to apply to clerks and runners (iye). (note: for those who are paid quarterly, also calculate the amount for an additional month's salary)(end note). In the case of yŏng (營) and chin (鎭), then every month the magistrate of the

home district town (controlling these?) will personally go and distribute salaries to the clerks, runners, and soldiers, and he will also conduct and inspection and distribute salaries to the soldiers.

Post-stations

a
374, 19:22b)

(note: Regarding the salaries for the officials and lower (clerks) of the yōng and chin(營鎭), calculate the amounts in advance and on the 1st day of collect and store them in the warehouses of the yōng and chin, and/every month (the magistrate will) personally go and distribute (the salaries). (end note)

-In the case of the schools (hakkyo), then (expenses) will be received from the home adm. district. That will also be the case for the officials of the post-stations and granaries.

192:22b)

-. Regarding the firewood and charcoal used by schools, garrisons and post-stations, then divide up and grant 1/6 of what is taken in (received) by the home adm. district (pon'ūp). (note: Not only the expenses of the teachers (kyogwan), but also those of the dormitory students (chesaeng) will all also be included in this. Calculate all of it and ~~give it out~~ give it out in accordance with the regulations for the salaries of officials, and decide how much is needed for 12 months' worth of payments. Write down the day and month payment is made, and make sure it is signed and sealed by the kyogwan (educational official) as is done in the regulations for officials.)(end note)

accountability
+
control of
funds

In garrisons, then have the on duty soldiers cut down the firewood off (their portion) and take it. In the post-stations, then have the post-station personnel down (the firewood) cut off (their portion) and take it. (note: In the case of far off post stations, ~~they will~~ collect the value (of the wood) and give it to the base post-station to hire labor. At far-off post-stations, the price of firewood, charcoal and ice will be combined and every household will pay no more than 10 mun of cash. (note: this is equivalent to 5 sūng of white rice) (end note) In the case of granaries (ch'ang), then only when the p'ang'gwan is on duty in the granary will the grain-transport workers (ch'osol 漕卒) gather firewood to heat the rooms.

-Salary schedule for Provincial Clerks and Runners (oebang iye-rok maryōn)

-sōri(書吏), 2 kok/ month, 24 kok/ year.

(外方吏隸福慶隸)

374, 19:22b) (note: If 2 kok, then this makes 140 mun of cash, 7 tu of white rice, 6 tu of millet. Below, everything will be based on this (on these ratios).)(end note)

-choye(皂隸). 1 kok 2 tu/month. 14 kok 4 tu/year

-kwanno(官奴). same as above

375, 19:23a -sosa(小史), 6 tu/month, 7 kok 2 tu/year.

-All iye (clerks and runners) in the provinces will receive 50 mu of land and will receive salaries as listed to the right (above), but divide them into two shifts, upper and lower. (note: The lower shift people (habönja 下番者 will definitely not be used by officials for running personal errands. They will only (be used) for (entertaining) guests, working at ritual sacrifices and in military affairs. Regarding duties outside the usual regulations, then both the upper and lower shifts will be combined in order to perform service. If someone is sick or absent with cause, then have someone in the same office (room) (pang 房) take over and look after his responsibilities. And if a man is not permanently transferred, then do not cut off his salary. The same will apply to the chu, hyön, yöng, chin, hakkyo (schools), post-stations. If there happens to be an officials who privately cuts down on the number of men on shifts of duty and takes away part of the rice and cash (for his own private use), then indict him in accordance with the statutes for embezzlement.)(end note)

Land grants

-- Fixed quota of salary land (nokchön 納田) for the salaries of the clerks and runners in the chou, hyön schools, garrisons and post-stations of each province.

(~~note~~ headnote: combine the ~~two~~ quotas for the two shifts together):

-Kamyöng (prov. governor's yamen)

-söri, 30 men

-choye, (slaves included), 140 men

-sosa, 28 men

19:23b) -COMBINED TOTAL: ~~190~~ 198 men

(headnote: I note that even though I have considered and decided on salary land (nokchön) for the clerks and runners of the chu and hyön, it

Salary & Land Grants for Clerks and Runners

375, 19:23b)

would seem (more) appropriate if in regard ~~kh~~ to the various yŏngmun (營門) :yamen)
 the regulations for the capital were followed in ~~uniformly~~ all ways
 and so that (the clerks and runners) received full salaries and did not
 receive land (grants). This requires further investigation of contemporary
 circumstances.)(end headnote)

-every year (pay out in salaries?) 2,937 kok 6 tu of rice (note:
 equivalent to 1,958 sŏk and 6 tu of present units)(end note), and

-99 kyŏng (頃) of land. (note: Also add on 19 kyŏng. All the

iyejŏn (clerk and runner land) will be exempted from firewood and brush
levies, able-bodied icemen levies (pingjŏng 氷丁), and miscellaneous
labor service required of land-grant farmers (kyŏngbu chapyŏk 貢夫雜役

(note: With regard to the above, for every 10 men add on an additional

1 kyŏng (of land to be granted) to accommodate (the expenses) of clerks

without office (salli 散吏), orphaned sons, ~~and~~ widowers, widows,

and households without sons. For those things below all will copy this.(end note)

-Pyŏngyŏng (provincial army commander's yamen)

-Sŏri, 28 men

-choye (slaves included) 140 men

-sosa, ~~194~~ 26 men

-combined total: ~~194~~ 194 men

-every year (grant) 2,877 kok 3 tu of rice (note: equivalent to
 1,918 sŏk and 3 tu in present units), and 97 kyŏng of land (note: also

19:24a)

add on 19 kyŏng extra)(end note)

-T'ongyŏng (統營)

-sŏri, 30 men

-choye (slaves included), 150 men

-sosa, 34 men

-combined total: 214 men

-every year (grant) 3,424 kok 4 tu of rice (equivalent to 2,282 sŏk 14 tu
 in present day units), and 107 kyŏng of land (also an additional 21 kyŏng)

Exemption
from
land taxes.

375, 19:24a) -Suyŏng(provincial naval commander's yamen)

-sŏri, 28 men

19:24b) -choye, (slaves included) 130 men

-sosa, 24 men

-combined total, ~~82~~x 182 men

-every year grants 2,716 kok 8 tu of rice (equivalent to 1,811 sŏk 3 tu of present day units), and 91 kyŏng of land (also add on 18 kyŏng)

-Tadohobu

-sŏri, 32 men

-choye (slaves included), 140 men

-sosa, 24 men

-combined total 96 men

376, 19:25a) -every year grants 2,956 kok 8 tu (1,971 sŏk 3 tu of present day units) and 98 kyŏng of land (also add on 19 kyŏng)

-Pu(*PP*)

-s-ori, 30 men

-choye (slaves included) 128 men

-sosa, 20 men

-combined total, 178 men

-every year grants 2,707 kok 6 tu of rice (1,805 sŏk 1 tu of present day units), and 89 kyŏng of land (also add on 17 kyŏng)

-kun(*PP*)

19:25b) -sŏri, 28 men

-choye (slaves included) 116 men

-sosa, 16 men

-combined total: 160 men

-every year grants 2,457 kok 6 tu (1,638 sŏk 6 tu of present day units) and 80 kyŏng of land (also add on 16 kyŏng)

-hyŏn

-sŏri, 26 men

-choye (slaves included), 104 men

376, 19:25b)

-sosa, 14 men

19:26a)

-combined total, 144 men

-every year grants 2,218 kok 4 tu (1,478 sŏk 14 tu of present day units)

and 72 kyŏng of land (also add on 14 kyŏng)

-Schools in the Taedohobu

-sŏri, 2 men

-choye, slaves included, 58 men

-sosa, 42 men

-combined total, 102 men

-every year grants 1,185 kok 6 tu of rice, (an equivalent to 790 sŏk
6 tu of present day units), and 51 kyŏng of land (also add on 10 kyŏng)

19:26b)

-Pu schools

-sŏri, 2 men

-choye (slaves included), 50 men

-sosa, 34 men

-combined total: 86 men

-every year grants 1,010 kok 8 tu (673 sŏk 13 tu of present day units),
and 43 kyŏng of land (also add on 8 kyŏng)

-kun schools

-sŏri, 2 men

-choye (slaves included) 42 men

377, 19:27a)

-sosa, 26 men

-combined total: 70 men

-every year grants 838 kok (558 sŏk 10 tu of present day units), and
35 kyŏng of land (also add on 7 kyŏng)

-hyŏn schools

-sŏri, 2 men

-choye (salves included) 36 men

-sosa, 18 men

-combined total: 56 men

377, 19:27a) -every year grants 694 kok 4 tu (462 sōk 14 tu of present day units)

19:27b) and 28 kyōng of land (also add on 5 kyōng)

-Ch'ōmsajin (會使鎮)

-sōri, 10 men

-choye, (slaves included), 38 men

-sosa, 4 men

-combined total, 52 men

-every year grants 816 kok (equivalent to 544 sōk of present day units)

and 26 kyōng of land (also add on 5 kyōng)

-Manhojin (萬戶鎮)

-sōri, 8 men

a
19:27b)

-choye (slaves included), 32 men

-sosa, 4 men

-combined total: 44 men

-every year grants 681 kok 6 tu (equivalent to 454 sōk 6 tu of present day units), and 22 kyōng of land, also add on 4 kyōng)

-Ch'albangdo (察訪道)

~~00-xōk~~ sōri, 6 men

-choye (slaves included), 28 men

-sosa, 4 men

-combined total, 38 men

19:28b)

-every year grants 576 kok (384 sōk of present day units), and 19 kyōng

of land (add on 3 kyōng extra)

-Ch'anha ch'albangdo (安河察訪道)

-sōri, 4 men

-choye (slaves included), 26 men

-sosa, 4 men

-combined total, 34 men

-every year grants 501 kok 2 tu (334 sōk 2 tu of present day units), and 17 kyōng of land (also add on 3 kyōng extra)

377, 19:28b)

-Some might say: ~~xxxx~~ The clerks and runners in the provinces (oebang, wai-fang) have been divided into three shifts and each of them is to receive one kyöng

378, 19:29a)

of land. What about just giving daily rations to those on duty shifts? (note: Daily rations for o söri would be 3 süng(升), for one choye-no (~~xxxx~~ runner-(slave or runner and slave?), 2 süng, for one sosa, 1 1/2 süng)(end no

full responsibility hence pay
avoid conflict between public duty + private

To this I would reply that there ~~is~~ is not just one reason why this cannot be carried out. In general, if someone performs labor service for an official, then he ought to be made fully responsible for his tasks (tangsa chön ki im 當使專其任) and be provided with what he needs to take the place (of the income earned) from cultivation, but if you make him engage in agriculture in order to eat (feed himself), then both (his ~~xxxx~~ official work and his private needs for income) public and private (interests) will be obstructed (by this). Clerks (should be) chosen carefully and provided with a generous salary, but if you make their salary too small and have too many superfluous people, then there will be no overcoming the trouble you will get from the evil of corrupt clerks. Moreover, if you do things like this (require the clerks to take care of themselves), then ~~forxxxxdoxxxx~~ in a radius of a dozen li from the administrative town, all the land will be the land of the clerks and runners, and the general common people will not be able to live near the adm. town (üp) (note: And if it is a town in which the governor's or provincial military commander's yamen ~~is~~ is located, then it would be a radius of several dozen li (in which the land would be taken up by clerks))(end note). This is the reason why at the present time, in the area within the administrative town districts of the chu and hyön (pref. and districts) there isn't a place that is not spoilt (spoiled, useless 殘), where the walled district town is lonely and desolate (sukcho 蕭條), and where

**headnote about here

goods do not circulate in the market place. Since the situation is like this, I have determined on two shifts (for the clerks and runners) and have decided that they will receive half a land grants and half-salary. This will be convenient (for the conduct) of business and it will be possible to

2 shifts half land grants + half salaries

378, 19:29a)

eliminate the evils (involved). Nevertheless this is not as good as granting them a full salary and not having them receive land grants, as is done in the case of (the clerks and runners) in the capital.

19:29b

It is only that at the present time the number of common people (living) inside (the limits) of the district towns is very small and all the land is used for their livelihood, so I have tried to adjust (my system) to the present situation, and that is all. When a chün-tzu (princely man) comes along later on, he will be able to rethink this and follow the best method.

19:29a (headnote: There were also many former Confucian scholars who said that

you should give land to the fu, shih, hsü, and tu (clerks and runners 府史胥徒), and the so-called kuan-tien (官田) in the Chou-kuan (周官) is just this. There are those who believe that if in addition to granting salaries to them to take the place of profits (earned from agriculture), you also grant them land, the purpose of it would be to make them responsible for honest and good behavior. If you look at it this way, then it would also seem to be all right to grant them land.) (end note)

Just headnote
府史胥徒 means the
land given to
clerks and runners
who are holding
office, or so
says Mr. 鄭 (Zi),
but I fear that
this is not the
way it is in the
original text.

19:29b

(note: To grant full salaries without giving land is definitely

(most) appropriate. It is only that among these there are those who should be handled with minute thought (special consideration) (after careful thought) in control of

The prefectures and districts (chu-hyön) ~~xxx~~ actually ~~in~~ rule over the the most important

/ affairs concerning the land and population (of the district), and for

that reason each of the officials (kwalli: ~~regular xxx officials xxx~~ and clerks)

has their pangsaek (房色 :office to which they are attached) and every day they await orders (are on call). They are not like the various

bureaus in the capital each of which has charge over one task (only) and the clerks of whom have many days where they have nothing to do ().

If you made them serve long tours of duty without any days off, then the people would not be able to bear it. Moreover, if you don't have two shifts, then at time when there are guests or envoys, or military matters etc., you will not have anyone around to provide service, and there definitely

2 shifts
necessary

378, 19:29b)

would be concern that affairs would not get done. This is different
from the situation with the bureaus at the capital. If there is no
way to avoid dividing (the clerks and runners) into shifts, then
there will be too many people and one also ought to give some thought to
to be paid.
the expenses ~~xxxxxxxx~~. Moreover if a clerk is sick for a long time and is
under medical treatment, or if there is a death in his family and the
wants
man ~~has~~ to observe mourning (for 3 years, suje 守制: involving resigning
from his post), then it would be most difficult to take care of affairs.
It is not like the bureaus in the capital where they are ~~xxxxxxxxxxxx~~
~~xxxxxxxxxxxx~~ piled up (there are so many of them) that if a man wants
to reenter service (after taking leave for some reason), it is easy for him
to find (search for?) a vacancy (mi kyöl 覓覓). One must definitely
calculate beyond the fixed quotas of salaries (to make provision for these
things), and as is done at the present time with regard to the regulations
for salaries for military posts, you can create one or two extra empty salary
positions in order to handle these kinds of problems. Only after that is
done can you avoid harm to both public business and private (interests,
income)

no good to
have everyone
serving full time
2 shifts
needed

he set salaries
on the basis of
current peasant
income
25-35% per
man

With regard to the salaries in the capital (for clerks and runner?)
somewhat
that I have set, such as 35 tu or 25 tu, these also seem to be ~~xxxxxxxx~~
(yak 約) than
~~xxxxxxxx~~ less (x) what existed) in ancient times, but I look at what
farmers (nongbu) earn ~~xxxxx~~ currently in order to set (these salaries),
and that is all I did.

At the present time in an average year (py p'yöngse 平均歲), a superior
(87-93 sök/kyöng) (my calc. 8)
farmer can produce from 1 kyöng of land 130 or 140 kok of unhulled grain
(40-47 sök/kyöng) (my calc.)
(p'igok 皮穀). An inferior farmer will harvest 60-70 kok.

CURRENT PRODUCTION
ESTIMATES

But this is not done with just one man's labor power. His wife and ~~his~~ sons
together work on the land throughout the whole year as a result of which
they produce these 120-30 odd kok of grain. Also, it does not stop just
with his wife and sons. It might take him a few more able-bodied males
(to be hired?) to produce this amount of crop. This, then is what
equivalent to

(Salary provision of 25-35% per man)
This, then is what
equivalent to

378, 19:29b) only a single man would harvest, and ~~expenses for~~ ^{since he has no (the clerk has no)} expenses for paying taxes, feeding his ox, seed for planting, and cloth tax payments (pop'o 保布). If you also calculate the labor power of his wife and what the clerk gets in salary sons, then (the salary I am providing?, ~~work~~) is far superior to the farmer.)(end note)

the clerk is to get more in salary than the individual farmer earns in income

378, 19:30a) -. Some might say that even though official slaves (kwanno 官奴) ought to be given rations, ~~they/have more than enough to~~ smear their own mouths, but isn't it going too far to enable them to

provide for their old people and young children, too? (官奴能管给料至使糊口有贏而養其老幼子已過半)

an official's office (kwan-fu 官府) you had the fu, shih, hsü and tu personnel (府史胥徒: clerks and runners), and a quota (of ~~his~~) was set for each of them. Each of them had a salary, and in each case it was in accordance with the talent and ability of the person, and they did their work and they ate their salaries (wi ki sa shik ki p'um 为其事食其廩)

and that was all there was to it. At the present time in our country, none of the clerks and runners (isō 吏胥) have salaries, and in

slaves
salaries for slaves!

addition we have male and female slaves who are forced to perform labor service, and for that reason people have become accustomed to thinking that the rations provided for the slaves are sufficient to take care of their elderly and children (chih 糈 糶), so that they fear that they are getting far too much. In particular they do not know ~~that~~ that the responsibilities of the slaves are equivalent to those of the tu (徒) of ancient times, and (if the salary provisions) are not done like this (as good as I have provided), it will not be enough for them to support their families so they will be able to do their jobs regularly.

(note: Some might say also that in ancient times they also had slave runners (noye 奴隸 who performed labor service for officials, so what is this you (Yu Hyōng-wōn) are saying now about the responsibilities of

382.378,19:30a

the slaves of today being the same as those of the tu (仇) of ancient times? To this I would reply that in ancient times only those implicated in serious crimes were reduced to slavery. The five categories of

runners (inferior servants) (wu-li 五隸) in the Chou-li are the tsui-li (罪隸: criminals reduced to slave service?) who were those who

had committed crimes, after which they were required to perform service; the man (蠻 閩 獫狁 隸) li were those who were prisoners or war ^{because they were} chastised for not behaving themselves (t'o pu to i po 討不道而俘), adjudged criminals and required to perform labor service. These were all

people who were being punished for the crimes they had committed. And it is for this reason that in former ages that they had a good law for single, double and triple exemptions (ilmyōn, chaemyōn, sammyōn wi lyang chi pōp) ~~of people from slave status~~ to become commoners. (一免, 再免, 三免)

為良之法). Even though a man might spend his whole life as a slave, still they did not have any regulations for the hereditary ~~transmission~~ transmission (of slave status). And when it came to their labor service, then they also found it necessary to give them for clothing and food, and it was still that way down to the Shang T'ang dynasty.

Generally speaking, if a man has been involved in crime, then they reduced the death penalty and made him base and made his life difficult, and that was all there was to it. This treatment was especially related to the quotas ~~affairs of punishment~~ affairs of punishment; it cannot become a part of the standard ~~regulations~~

by which ~~officials~~ officials ~~regulated~~ regulated the number of clerks and runners are determined for government offices. But at the present time the laws of our country are different from this. Our so-called slaves (nobi) do

not necessarily have to be personally implicated in crime. They are just slaves who have inherited their status (只是世傳為奴),

but the government offices regard them as people who are regularly designated for errand service (sahwan 使喚), and since we already have regularly designated sahwan (使喚: runners), then we also have no choice but to

3 steps to
mission!
no hereditary
slavery!

19:30b

378,12:3x0b

set standard quotas for them for each bureau. How are these ~~people people~~ responsibilities not those of people who are slaves in name but runners (tu ^徒) in fact? And since their responsibilities are like this (like those of runners), then we have no choice but to grant them the salaries (equivalent) to what was given the tu (runners) in ancient times. ~~xxxxxxx~~ To have a law providing ~~x~~ for the inheritance of slavery is fundamentally not the government of a true king (wangjōng ^{王政}), but at the present time it is difficult to suddenly say it should be changed (reformed, eliminated), so I have no choice but to follow the present (practice) and assign (these slaves) to government offices in standard quotas. Nevertheless, only after providing them with salaries like this (as I have done), will both public and private interests be satisfied. Not only will the slaves be exempted from suffering bitter grievance, but the government offices will also be able to select men (from among them) and put them to work (as runners). In addition there will be no such matters as people absconding (taking flight) (to evade labor service), forcible seizing of people (to perform service), ~~xxxxxx~~ requiring labor service from neighbors or relatives (of those who have fled the village), and harming the people and causing ~~the~~ country to be ~~xx~~ ill. (subnote: With regard to those people who do become slaves because of crimes they personally have committed, ~~xx~~ it would seem to be appropriate to reduce their salaries, but this would only be fitting after all criminal servants are combined and assigned to government offices as was done in accordance with the regulations ~~in~~ over which the Ssu-li (司隸) had charge in ancient times. If they are divided up and assigned to the government bureaus as is done at the present time, then there would be fixed quotas of slaves for each place and fixed amounts of salary and land. These would have to be given to places where the slaves were and taken away from places where they were not, which would lead to increasing ~~th~~ or decreasing the budget (hoegyē ^{會計}), and this would lead to evils (from disputes) between the bureau (office) concerned and the Ministry of Taxation.) (end subnote)

eliminate forced labor
+ flight

378, 19:30b)

For the explanation of why government offices cannot use women for labor service, see the section on clerks and runners (iye). If they are to be employed, then the salaries and land granted to them ought to be equal (tǔng ^等) to the men. If you are talking about their strength, then the salaries and land grants of women ~~might~~ ought probably to be less than the men, but it is only that throughout the world women do not have personal labor service requirements (sinyōn ^{身役}), they just follow the men, and that is all. It is only that at the present time the official women slaves (kwanbi ^{官婢}) already have personal labor service, and the bitterness (of their labor) is no different from that of the men. Furthermore we also follow along and take their offspring (to be slaves). Thus the same laws should basically be reformed, but if we cannot reform them, then we cannot make them do important and heavy work (cannot g treat them ~~sex~~ with importance) yet on the contrary do injury to their offspring. How much worse is it in the case of the land for servants and runners of government offices, all of ~~which~~ has quotas set aside and allocated, but ~~there~~ there either may be a lot of male slaves or few female slaves or vice versa, so that you cannot always (make the quotas) fitting. It should make no difference whether a slave is male or female, but all of them should be given a designated 50 mu of land.) (end note)

land grants

379, 19:31a)

--. All clerk and runner land (iyejōn ^{吏錄田}) is to be permanently allocated (hoekchōng ^{畫定}), and there should be no increases or decreases (in the amount) and no transfers or changes, as in the case of the regulations pertaining to post-station land. (note: when allocating land, you should use good land adjacent to the district town so as to prevent clerks in official service being mixed together with private (commoners)).

I already have provided fixed quotas of rice for salaries of functionaries attached to officials (clerks and runners), and if we allocate x land also like this, then even though the government functionaries might suffer shortages at times, they should be able to stand on their own feet and avoid

379, 19:31a)

starvation and bitterness. Even though it might be too much (there might be too many of them?), they naturally ought to receive "people's land" (minjŏn), and when they are transferred to other service, there will be nothing (no wealth) that can be privately hidden (they won't be able to hide themselves) and lay around doing doing(?)(end note)(mu saŭm p'yŏnil chi sa 無私隱偏逸之事),

-Item. When clerks and runners (iye) all reach the age of 60, they will be exempted from labor service and will give back their land (grants). (note: Those who have sons and grandsons will transfer their land (to them) for the support of their sons and grandsons. Those without sons and grandsons or those who do not want to be exempted from duty will be allowed (to keep their land) until the age of 70 when they will be exempted from service and given a kubunjŏn (12分田) grant of 20 mu (畝). In case the person dies and his ~~only xxxxxx~~ left ~~along xxxxxx~~ ~~the xxxxxx~~ alone without any sons, or if a man is sick, exempted from service and without anything to support him, then you also can grants 20 mu of kubun land., If the person dies and he leaves an only son who is young and weak, then he may be given all of his father's land ~~ix~~ until the time that he grows up to be an adult.

12分田

(kajŏn 加田)

When somebody receives an additional grants, whether it is 20 or 50 mu of land, none of them will be required to make the cloth tax payments (pop'o chi ka 保布之價). If you have excess able-bodied males (yŏjŏng 餘丁) to cultivate these fields, then they, too, will not be required to pay support cloth (taxes). In accordance with the regulation for clerks and runners out of office (san iye 散吏, use them to provide for (fill the positions) of) clerks and runners who are sick or (are not on the job) for some reason (accident) (subnote: This kind of substitute service should not exceed one or two days a year.)(end subnote). If it is not like this (if you don't use them as substitutes?), then have them pay the support tax

保價

379, 19:31a) and give it to the Iyech'ong (吏隸方: clerk and runner office) in order to pay for the official expenses of that ch'ong (office) (subnote: Those who do pay the cloth tax (poka) will also receive a land allotment in accordance (kyemo ūi punsu 計有依分數 with their due.)(end subnote)(end note)

(note: Some might say x that if we are to grant kubunjön (二分田) to the aged, infirm, widowers, and widows of soldiers (kunsa 軍士), then those who receive these substitute land grants should only receive 80 mu (mou), but in the case of the official's subordinates (kwansok 官屬), then we should in addition establish a separate additional land grant (kajön 加田) in order to provide for them (their dependents). How about this?

To this I would reply that soldiers have no fixed quotas, but subordinates of officials (kwansok) do have fixed quotas. Soldiers have support personnel (pobu 保夫), but subordinates of officials (kwansok) each has to personally perform labor service, and that is the reason (why I have done things this way)

19:31b) one might also say that if soldiers/(kunmin) receive kubun grants, it would be like helping them to pay the support tax equivalents (poka 保價), and this would not be right. How about this.

To this I would respond that performing service for an official is work that is different from that of the common people, and that is why (I have handled it like this)(end note)

--. All the salaries for the above provincial officials, hyanggwan (鄉官), changgwan (將官), clerks and runners (吏隸) and general official expenses will be paid out of the regular budget of the home place (district) (ponch'ō kyōngbi chigūp 本處經費支給). (Note: all provincial budgeted funds (kyōngbi) are all (provided for) out of taxes held in reserve (yuse 留稅)).

(note: Some might say that ~~xxx~~ the salaries of the provincial officials and clerks are so large that the land tax (chōnse) will probably not be able to cover it (chidang 支當). Among these, (the salaries and expenses of the changgwanch'ong (將官行) could be paid for out of interest on grain loans (以還上米稅穀取用) (i hwansang mogok ch'wi yong

379, 19:31b)

To this I would respond that if you do not have superfluous (useless) officials, then there naturally ~~will~~ be no fear that the land tax would not be enough (to provide for expenses). Grain ~~tax~~ loans (hwansang) are fundamentally something that we ought ~~x~~ not to have. Furthermore, mogok is for the purpose of making up for grain that is lost (through wastage, rotting or rats), although it might be all right to use if for military needs. But if it is used "lightly" (without restraint, at random), then this definitely will cause the evil practice of dunning the people for payment and oppressing the people, and it will be worse than (what prevails) at the present time. Generally speaking, we will cut back the number of superfluous officials, eliminate miscellaneous types of labor service, have people pay the types of regular taxes that they ought to pay, and spend (the revenues) on the kinds of things that they ought to be spent on, and that is all there is to it. If you think that having the people pay the land tax is difficult, then doesn't the grain loan wastage surcharge it. (hwansang mogok) also come from the people (is it that the wastage surcharge alone is not paid by the people while the land tax is? (obviously not)) If it is done like this (as you recommend), then the people will ~~be~~ suffer harm, and the penury of the poor people will increase.) (end note)

 opposes use
 of grain loan
 funds for
 official expenses

--. With regard to all the above yearly expenditures for the capital, if you calculate and estimate the various expenditures, then it approximately comes to (a total of) 478,000 or more kok (note: This is equivalent in present units to 312,000 or more sök. x (my calculations, 10 tu per kok, gives 4,780,000 tu, divided by 15 tu per sök, gives 318,666 sök)

Capital exp.
 318,667 2/3

The yearly combined expenses for the Taejön (大殿 :king's palace), queen's palace, crown prince's palace, royal expenses (ösu 御需) and the salaries for the various marquises? palaces (hugung 侯宮) ~~for~~ of former kings is no more than 10,000 kok.

19:32a)

6,667 2/3
 66,667 2/3

The total cost of all goods for all the capital bureaus is no more than 100,000 kok (66,667 2/3)

379, 19:32a)

(subnote: In recent years the prime minister Kim Yuk (金楨) together with the chwarang (佐郎), Yi Söng-jing (李星徵) took the list of all tribute items that were due (to be paid to) all the various bureaus at the time (by which tribute would be purchased and based on the taedong (大同) system?) for the capital/and the regulations that had already been put into practice in Hosö (湖西: Ch'ungch'öng province). If you calculate the prices (of the tribute goods that had to be purchased on the market for the capital bureaus) and combine with it the cost of labor, it came to 92,000 or more sök. Calculated in terms of a kok worth 10 tu, this makes 138,000 kok, but things relating to royal provisions and royal clothes, were already included in the above. If you deduct the amounts for royal requirements which was over 9,000 kok, then it comes to 129,000 kok. However, the amount of various goods used at present by the various capital bureaus has become extremely large, and we are at the point (chaeso 在所) where we ought to cut it down. If we do so, then at the most it would not be more than 100,000 kok.) (end subnote)

If you ~~calculate~~ estimate the ~~the~~ amount that has to be paid out for the salaries of the 100 officials (in the capital), it comes to a total of 81,040 kok. (subnote): From rank 1 to rank 9, there ~~are~~ are (would be under Yu's scheme) a total of 565 civil and military officials) (end subnote) / In addition to this you have the royal relatives (chongch'in 宗親), the royal sons-in-law (üibin 儀賓), merit subjects (kongsin 功臣), and transferred officials (out of office?) who are to receive half salary, and the ~~various~~ chinsa degree holders, and the various guards (chewisa 諸衛士) and the students of the various schools (chehaksaengdo 諸學生徒) who are due to receive salaries, and the total of all of these (salaries) would be no more than over 400,000 kok. (subnote: In average times the salaries for the hundred officials (at the capital?) would be over 80,000 sök, and calculated in terms of the kok worth 10 tu, this would come to 120,000 kok. If you exclude superfluous bureaus and superfluous officials who ~~you~~ should be eliminated, it would be close to 2/3 (reduction?). Also in olden (past) times

Kim Yuk

reduce funds used for tribute purchases from 129,000 to 100,000 kok
 (86,000 to 66,667)

capital officials salaries 54,026

+ 266,667

f. n. 2.

54,027

379, 19:32a)

the (number of) ch'ea ^{造兒} :people with official posts but no functions) compared to the regular officials (ch'ongjik ^{正職}) were four or five times (more numerous), so that with this (taken into account), then once the bureaucratic system has been rectified (superfluous posts ~~de~~minateed), then naturally we can eliminate 8 or 9 (posts) out of 10. For this reason, even though salaries are increased (under Yu's scheme) and is more than 4 times greater than under the old system, still if you calculate the total amount, it still would not exceed the old (budget, costs).)(end subnote)

eliminate 8 or 9 of official posts
4x increase in salaries still within current exp!

As for what the offices of the capital bureaus need for expenses,

at the most it would not be more than 1,000 kok, and if you estimate the cost for the salaries of the clerks and runners (is'o pogye ^{吏胥僕隸}) at the present time, it would be 129,980 kok. (subnote: There are 45 noksa (銀事), 475 s'ori (書吏), and 3,005 choye with slaves included (皂隸兼奴), and 985 sosa (小史)(end subnote) In addition to this, there are servants and runners etc. (chongye ^{從隸} in the service of the royal relatives (chongch'in), royal sons-in-law (übin), and merit subjects, and sub-officials (pyölich'abi ^{別差備}) and types as the specially commissioned/various types of artisans. Their salaries could be somewhat over 22,000 kok. And the salaries of the capital soldiers (kyöngbyöng ^{京兵}) would be slightly over 50,000 kok. (subnote: calculate the capital soldiers at 2,000 men).

52-4

14,667 元
33,333 元

The cost of local items sent every year to China (sep'ye pangmulka

^{歲幣方物} would be no more than 10,000 kok. Payments for entertaining Chinese imperial envoys while in the capital and the various expenses for the capital workers and horses (attending them? kyöngbuma ^{京夫馬}) would be included in (this figure). Even though these costs are difficult to estimate because of the varying frequency (of such visits) (sosu pu il ^{疏費}) if you deduct (these costs for workers and horses) on a yearly basis it would not be more than slightly more than 4,000 kok. (headnote: The yearly tribute (sep'ye ^{歲幣}) is something that began after the invasions, but it seems that it does not come to 10,000 kok. Later on I will ask someone in order to make this definite.)(end headnote) In addition to this if

6,667

379, 19:32a)

20,000 元

you calculate the miscellaneous expenses for one year, at the most it would not be more than slightly more than 30,000 kok. Altogether the cost would be 478,000 or more kok.

With regard to the above total figures, cash, cloth, and yellow beans are altogether included in it. Below (the calculations) for the provinces will copy this (model).)(end note)

19:32bx)

--. As for the provinces, I am estimating the figures (budget) for the chu, hyön, chin, and yök (prefectures, districts, garrisons, and post-stations) for each of the provinces, and calculating the regular budget for one year (ilse kyöngbi 一歲經費) (note: (the costs for) schools are included together with (the figures) for each of the chu and hyön (districts and prefectures)(end note)

監營

-Provincial governors, 5,286 kok (equivalent to 3,524 sök in present units) ~~there are 8 governors~~ -there are 8 governors, (making a total of) 42,288 kok. 28,192

兵營

-provincial army commander's yamen (pyöngyöng), 4,758 kok (a person) (note: equivalent to 3,172 sök in present units)

-there are 8 of them making a total of 30,864 kok. 20,576

水營

-provincial naval commanders' yamen (Suyöng), 4,758 kok (a person) (note: equivalent to 2,896 sök in present units)

-there are 6 of them, making a total of 26,064 kok. 17,376

大府 都護府

-Taebu and Tohubu. 6,571 kok (or 4,380 sök 10 tu in present units)

-there are 33 of them making a total of 216,843 kok 144,562

380, 19:33a)

府

-Pu 5,716 kok (a person)(note: equivalent to 3,810 sök 10 tu in present units)

-there are 22 of them, making a total of 125,752 kok. 83,834

郡

-kun 4,844 kok (note: or 3,229 sök 5 tu in present units)

-there are 60 of them, making a total of 290,640 kok 193,760

團公

-hyäni 4,024 kok (a person)(note: equivalent to 2,682 sök 10 tu in present units)

145 districts

-there are 30 of them, making a total of 120,720 kok. 80,480

(note: Included in this figure are the salaries for kun'gwan(軍官),

380, 19:33a)

hyangso(乡部), changgwang(将官), kip'aegwan(旗牌官), kun'gi kamgwan
 官器監官, chölllyegwan(典礼官), iye(吏隷), and kyogwan(教官)
 and naeoesa saeng in the schools (学内外舍生), and clerks and
 runners attached to the schools (hak iye 学吏隷. (headnote: I am only
 not calculating (the cost for) schools in the yōng (governor's or
 provincial schools))(end headnote) It is only that the salaries for each of
 hyaggjōgg(乡正) are listed separately below. As for the disbursements
 for the changgwanch'ōng(将官庁) and the salaries of the changgwang, in
 rough terms (approximately), in adm. towns ~~where~~ where there are 1,000
 troops, then one may bring in 130 or more k9k, so that it will be 150 kok in
 the case of a hyōn, and 300 kok in the case of a kun, 450 kok in the case
 of a pu, 600 kok for a Tohobu or Taebu, so that you can make calculations
 on the basis of this.)(end note)

-ch'ōmsa(令使) 1,111 kok (per man), (note or 740 sōk 10 tu in
 present day units)

19:33b)

菓户金庫

-there are 20 of them, making a total of 22, 220 kok -14,813 石
 -Manhojin. 888 kok (per man), (or 592 sōk in present day units)
 -there are 45 of them, making a total of 39,960 kok 26,640 石
 -ch'albangdo(察訪道) 713 kok (per man), (in present units, 475 sōk 5 tu)
 -there are 20 of them, making a total of 14,260 kok 9,506 石
 -ch'amha ch'albangdo(倉下) 622 kok (per man), (or 414 sōk 10 tu of present units)
 -there are 20 of them, making a total of 12,440 kok 8,293 石
 (note: with regard to the above garrisons, the kun'gwan, kip'aegwan,
 garrison and post-station clerks and runners are all included in this
 figures)(end note)
 -ch'ang(倉) :granary 94 kok (per man), (or 62 sōk 10 tu of present units)
 -12 of them, making a total of 1,128 kok 752 石

19:34a)

-(note: with regard to the granary clerks and runners, because the
 grain transport workers (chosol) do not have regular
 salaries, only when they are on duty will they be given rations. You cannot
 make fixed quotas. They ought to be included below among various misc. expenses)(end
 notè)

salary system ~~61-~~ nokche

380, 19:34a)

hyangjǒng (御 正)'s salary. 10 kok per man. (note: or 6 sǒk 10 tu in present units).

-7,000 of them, making a total of 70,000 kok.

-combined total of 1,020,300 or more kok. (note: or 680,200 or more sǒk in present day units)(end note)

-note: With regard to the above listed yǒng (governor's, military commander's yamen), prefectures and districts, garrisons, commanders, and post-station chiefs (ch'albang), etc., for the present I am temporarily suggesting this (figure) for the purpose of calculation. After (posts) are eliminated or combined and reform and rectification is carried out, it might be more or less. Nevertheless, in general terms, (the end result) should not be far from this.

- In addition to these regular figures, we must also calculate various miscellaneous expenditures in the 8 provinces, which at the most will not go beyond slightly over 380,000 kok.

(note: In general terms you have rice for soldiers provisions in each of the administrative towns, like the total number of soldiers which is 620,000 men, so that each man will be given 5 sǔng (升) of rice (per day?) as a regulation (sik 式) to be paid out twice a year.

62,000

What will be spent on this will come to 62,000 kok. Among these there are sailors (sugun) and men actually on duty shifts (sangbǒnja 上番者) who ought ~~x~~ not be extended to (included in) this figure, so we should continue to calculate this at 62,000 kok.

41,333
2

Regarding expenditures for envoys and guests for each adm. town, and the expenses for governors and provincial army commanders making the rounds (on tour of inspection), the rice for this ought to be no more than 23,000 or more kok. As for the cost of hiring men and horses for transport, this should be no more than 25,000 or more kok.

23,000
25,000

15,333
16,667

Regarding the requirements in ritual objects and silk for rites at each shrine to earth and soil (sajik) and ancestors (sǒkchǒn 社稷 釋奠), this should not be more than 10,000 kok or more.

10,000

6,667

380, 19:34a)

Regarding the cost for repair and making of various kinds of weapons, banners etc., this should not be more than slightly over 50,000 kok. 33,333

50,000

Regarding payments for guests at each of the post-stations for

their requirements, this should not be more than slightly over 6,000 kok. 4,500

6,000

19:34b)

The ~~xxxxxx~~ provisions for cavalry (p'abal' magun 擧撥馬軍) and the border yong (army commander's yamen) and large garrisons which have larger quotas of functionaries. Their salaries should be no more than slightly over 20,000 kok. 13,333

20,000

-Costs for the repair of warships and grain transport ships, calculated in terms of yearly payments, should be no more than slightly over 10,000 kok

10,000

-Various types of tribute (chinsagg 進上) presented to each of the governor's yamens once a year--the cost of obtaining them (price for purchasing) and the cost of horse transport combined should not be more than slightly over 5,000 kok a year 3,333

5,000

The costs for providing for Chinese imperial envoys and Korean envoys on the way to Peking on one route, and the expenses in hiring men and horses (to transport them) combined, even though it may vary from year to year, calculated on the basis of yearly costs should not be more than 25,000 kok. 16,667

25,000

The cost of additional military provisions (kunhyang 軍餉) along the northwest frontier should not be more than 40,000 kok. 26,667

40,000

Grand total comes to 276,000 kok or more. In addition to this, various kinds of miscellaneous expenses at the most will be no more than slightly over 100,000 kok.)(end note)

276,000 解

184,000 元

+
100,000

376,000
(380,000)

66,667 元

250,667
(253,333)