salary system in China  -1-  nokche kosol

Nokchekosol

-In the Chou-li, the T'ien-kuan ta-ts'ai (天官太宰) used the 8 ping (八柄) to report to the king and control (取) and officials. The first (of these 8 ping) was called chuēh (爵: noble rank) by means of which he controlled (degrees of) nobility (取貴); the second was called "salaries", by means of which he controlled (their) wealth.

-the Ch'ung-kuan Nei-shih (春官內史) was in charge of the 8 fang (八方) (used for ping) of the king (note: fang (方) is the same as ping (柄) ) (end note) by means of which he reported to the king about government (reported on the king's government). The first was called chuēh (爵), and the second was called "salary".

- the Hsia-kuan ssu-shih (夏官司) on the basis of virtue reported (recommended) rank (chuēh). (note: those who were virtuous he reported to the king and (the king) gave them rank (chuēh-chih) (end note) and on the basis of merit (kung) he reported (to the king) and (the king) grabbed them (chao shih) (note: those who had talent and ability he reported to the king, who gave them affairs to handle) (end note).

On the basis of ability he reported (to the king who gave them) affairs to handle (i ner chao shih) (能認事) (note: those who had talent and ability he reported to the king, who gave them affairs to handle) (end note).

On the basis of long (terms of service) he determined the food (that they would receive) (tien-shih) (note: shih (食) means grain rations or food) on the basis of allowance (養); because of the length of time that an official took charge of responsibilities (affairs), he determined this.

(note: Ch'iu Ch'ün said, Sahagwón, IV, 1963, p.393, Ming dynasty official, in reign of Hsiao-Tsung, reached post of munyôn'gak t'akeshaks, experienced in bibliography and libraries): "kung (duke), "hou" (marquis), "pai" (earl), "tszu" (viscount), "nan" (baron), ku (瓜), ching (卿), and ta-fu (大夫) were ranks (chuēh (爵)). From the lands of the Son of Heaven (all officials?) up to the chün (臣: ruler) who got in salary 10 times what a ching (卿) (received)--were salaries.
Rank (chüeh) was used in order to grant (degrees of ) nobility (chüeh i kuei-chih 賞以貴之 ), so that if an official did not receive rank from the ruler, then he did not possess that by which he could be regarded with honor (he did not possess honor: ying 徽 ). Salaries were used to enrich (the officials), and if an official did not receive salary from the ruler, then he did not possess that whereby he could support (himself and his family). It was for this reason that rank and salary were the means of authority (ping 恆 ) by which the Son of Heaven controlled them (the officials). By means of respecting virtue and repaying meritorious performance he caused them to give all of their minds and all of their effort. By grinding (polishing) the world and sharpening (through grinding) what was dull, he caused them to assume responsibility for affairs and achieve merit. This authority had to come from the top; it was not something which the officials themselves could possess exclusively. Therefore, in the Chou-li, the Ta-t'ai 太宰 of the T'ien-kuan, the Nei-shih 夏官 (内史), and the Ssu-shih 司士 (司士) of the Hsia-kuan, with regard to rank and salary, only reported to the king; they did not dare monopolize these (sources of authority) on their own responsibility.

The Pei-kung Chi 北宮鉬 (of the Northern Palace) asked: "How about this?" Mencius said: "it is not possible to know of the details of this. The feudal lords all hated (this system) because (they felt) they were injured by it and so all of them got rid of the registers (records). Nevertheless I (k'ou 車 : personal name of Mencius) was able to hear about it in brief. The Son of Heaven constituted one position (i-wei 位). 諸侯新君之位 The kung (duke) was another; the
the hou (marquis) was another; the pai (earl) was another; and the
tzu and nan (viscount and baron) together were another (the both shared
the same rank), making a total of 5 grades. The chün (君) was one; the
ching (卿) was another; the ta-fu was another; the shang-shih (上士)
was another; the chung-shih (中士) was another; the hsia-shih (下士)
was another; making a total of 6 grades. (note: Chu Hsi said: This was
the system of rank division. (ts'e pan-chiaeh chih chih ye 比班級之制也.

The 5 grades were common (to everyone) throughout the whole empire, and
the 6 grades were applied within the kuo (kuo-chung
國中).)(end note)

With regard to the system of the Son of Heaven (he had a territory of)
a thousand li square. The dukes and marquises both had territory of
100 li square. The earls (had territory) 70 li square, and the viscounts
and barons had (territory that was) 50 li square, making a total of 4 grades.

Those who could not (muster) as much as 50 li did not report to the Son of
Heaven and were attached to the feudal lords (chu-hou) and were called
fu-yung (附庸: dependants, dependencies). (note: From this an down (and after)
is the system by which salaries were divided up (pan-lu chih chih
班祿之制也).

The phrase pu-nen (不盡: in pu neng wu-shih li 不盡五十里 ) means
"those who did not have enough (as much as 50 li, pu-tzu 不足). Those who
held the territory of small kuo (states) less than 50 li, could (afford) to be
too far from the Son of Heaven, therefore the large states generally
(all) called them by the name of fu-yung (附庸: dependencies). A good
example of this was Kuo I-fu (國側) in the Spring and Autumn period.)(end note)

- What a ching (卿) of the Son of Heaven received in land was seen
(as the same as that of a) marquis (hou). What a ta-fu (of the Son of
in land Heaven) was equivalent to that of an earl. What a yuan-shih (元士)
received in land was equivalent to that of viscounts and earls. (shih 視
means "comparable to" (比). Mr. Hsü said: Inside the
king's capital area (wang-chi chih mai 王畿內) they also made tu-pi
quota land for it (chih tu-pitif 其他) and granted (this) land.

Yuan-shih (元士) means shang-shih (上士)(end note)
A great country (ta-kuo) had territory of 100 li square. It's ruler (chün) had a salary that was 10 times the salary of a ching. It's ching had a salary that was 4 times that of a ta-fu; it's ta-fu had a salary double that of a shang-shih; it's shang-shih had a salary double that of a chung-shih; it's chung-shih had a salary double that of a hsia-shih; it's hsia-shih had the same salary as that of commoners serving as officials, and the salary was sufficient to replace the income gained from cultivation (agriculture). The phrase, "commoners serving as official" refers to the fu, shih, hsü and tu. The next sized country (tz'u-kuo) had a territory that was 70 li square; its ruler (chün) had a salary worth that of 10 ching. Its ching had a salary that was triple that of a ta-fu; its ta-fu had double the salary of a shang-shih; its shang-shih had double that of a chung-shih; the chung-shih had double that of a hsia-shih, and the hsia-shih had the same salary as commoners serving in office, and this salary was sufficient to take the place of the income earned from cultivation. (Note...) A small country (hsiao-kuo) had territory that was 50 li square. Its ruler had a salary that was 10 times that of a ching; a ching had a salary that was twice that of a ta-fu; a ta-fu had double that of a shang-shih; a shang-shih had double that of a chung-shih; a chung-shih had double that of a hsia-shih, and a hsia-shih had the same salary as commoners serving in office, which was sufficient to take the place of cultivation. (Note...) With regard to the income (harvest) of those who engaged in cultivation, one farmer (i-fu) (cultivated) a hundred mou, and if he applied manure to the 100 mou, then a superior farmer could feed 9 people; the next most able farmer could feed 8 people; a middling farmer could feed 7 people; the next after a middling farmer could feed 6 people, and the lowest farmer could feed 5 people.
As for the commoners who served in office, their salary was graded in the basis of this. (note: One man and one wife cultivated 100 mou of land (一夫一婦佃田百頃), to which he applied manure. Those who applied a lot of manure and who were strong and diligent (in their labors) were (regarded as) superior farmers (上農). And what they harvested could provide for 9 people. The next (best farmers) was not equal in his labor power, and for this reason they had these five grades. What commoners serving in office received in salary was not the same, and they also were divided into these 5 grades.

Mr. Hsü (許) said: "The ruler of a large state (had) 32,000 mou of land, and the income from this could feed 2,880 people. A ching had 3,200 mou of land which could feed 288 people. A ta-fu had 800 mou of land which could feed 72 people. A shang-shih had 400 mou of land which could feed 36 people. A chung-shih had 200 mou of land which could feed 18 people. A hsia-shih (費) along with commoners serving in office had 100 mou of land which could feed 9 people down to 5 people.

The ruler of the next largest state had 24,000 mou of land which could feed 2,160 people; a ching had 2,400 mou of land which could feed 216 people.

The ruler of a small state had 16,000 mou of land which could feed 1,440 people. A ching had 1,600 mou of land which could feed 144 people.) (end note)

Chu Hsi (朱熹) said: With regard to the rulers (國君) and on down (lesser officials), the salaries that they received for their support were all (from) public land (國農) based on the chu-fa. (君以下所食之官農). They relied on the labor of the farmers who cultivated the land and the collected the tsu (租: tax, rent). With regard to the shih (士) who had no land together with commoners who served in office, they only received salaries from the government (officials), which was like the income from the land and that was all.

-. The Wang-shih (王制) section of the Lü-chi says: In the system of the king, there were altogether 5 grades of rank and salary: the duke,
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marquis, earl, viscount, and baron. And the feudal lords (chu-hou) had
5 grades: the shang-ta-fu-ching, hsia-ta-fu, shang-shih, chung-shih, and
hsia-shih.

- The land of the Son of Heaven was 1,000 li square. The land of the
dukes and marquises was 100 li square; and the land of the earls was 70
li square; and that of the viscounts and barons was 50 li square. Those
who did not have as much as 50 li were not joined to the Son of Heaven but
were attached to the feudal lords and were called fu-yung (dependencies).

(note: Mr. Ch'ien says: "This (section) talks about the size of the land
of the Son of Heaven and the feudal lords. From the word, "son of heaven"
on down, in all cases they talk about t'ien (田) and they do not talk
about ti (地), because ti (land) included mountains, forests,
rivers, swamps, plains and marshlands and was not all alike. If you
limit it to ti and do not calculate the t'ien (田: arable land)
then the lands for the well fields will not be equal, and the
grain produced and salaries would not be p'ing (equal, the same)."

The arable field (t'ien) of the san-kung of the Son of Heaven was
comparable to (that of) the dukes and marquises. That of the ching
of the Son of Heaven was comparable to that of the earls. The fields
of the ta-fu of the Son of Heaven was comparable to that of the viscounts
and barons. The fields of the yuán-shih of the Son of Heavnen was
comparable to the dependences (fu-yung (fu-yung (fu-yung)
(note: This talks about
the fields of those people who had position in the court of the king.
The sank-kung and lesser officials "ate" (shih 食) ts'ai-i (采邑:
land grants) in the capital area (ch'i-pei (畿內). And the amount of
their salaries was graded in accordance with (the income of) the outer
feudal lords. This explanation is not the same as that of Mencius.")(end note)

- They carved out agricultural fields into units of 100 mou (chih neng-t'ien
pai-mou (制農田百頃)). With a share of 100 mou a superior farmer
(shang-neng-fu (上農夫) could feed 9 people. The next best farmer
could feed 8 people; the next best could feed 7; the next could feed 6, and
the worst farmer could feed 5 people. As for commoners who held office, their salaries were graded in accordance with this. (note: Farmers all received fields (t'ien) from the public fields (kung-t'ien), and their fertility was not the same, and for this reason the number of people they could support varied. The phrase, "common people who held office" refers to the fu, shih, hsii, and tu (families), and their salaries were graded in accordance with superior or inferior farmers. At the most they could not receive more than the food for 9 people, and at the least they could not receive less than the food for 5 people. The term fen (in the phrase pai-mou chih fen 百兩之分 : translated above as the share of a 100-mou lot) may stand for "fertilizer" (fen 黃 ) (end note).

The hsia-shih of the feudal lords (chu-hou), was comparable to a superior farmer (shang-neng-fu), and his salary was sufficient to replace the income from cultivation (of a superior farmer). A chung-shih received double the salary of a hsia-shih; a shang-shih received double that of a chung-shih; a hsia-ta-fu received double that of a shang-shih; and a ching received 4 times that of a ta-fu. The ruler (chün) (received) 10 times the salary of a ching. (note: This refers to a large state. What is meant by the phrase, "is comparable to a superior farmer (shang-neng-fu) means that they received a salary that could feed 9 people.)(end note)

In the next largest sized country, a ching received three times the salary of a ta-fu. The ruler received 10 times the salary of a ching. In a small country, the ching received double the salary of a ta-fu, and the ruler received 10 times the salary of a ching. (note: Mr. Fang says: Regarding the next sized country and small countries, they do not talk about how much the ta-fu and shih received. From this we can know that it was the same as in a large country.)(end note)

The salary of a hsia-shih of the feudal lords could feed 9 people. That of a chung-shih could feed 18 people. That of a shang-shih could feed 36 people. That of a hsia-ta-fu could feed 72 people.
That of a ching could feed 288 people. That of a ruler (chüh) could feed 2,880 people. (Note: This talks about the quotas for a large state) (end note). In the next largest country, the salary of a ching could feed 216 people, and that of a ruler (chüh) could feed 2,160 people. (Note: In the next largest country, the salary of a ta-fu also could feed 72 people, that of a ching was three times that of a ta-fu, and for this reason could feed 216 people) (end note).

In a small country (the salary of a) ching could feed 144 people, and that of the ruler (chüh) could feed 1,444 people. (Note: In a small country the salary of a ching was twice that of a ta-fu, and for this reason could feed 144 people) (end note).

In the next sized country, the ching was appointed by its ruler, as in the case of the ching of a small country. (Note: (their grades) were dropped below those appointed by the Son of Heaven) (end note).

Ku Kung-yen (賈公彥) [Wahagwön, IV, 1963, p.392, of the T'ang dynasty, wrote commoners' taxes on the Chou-li and I-li, the Chou-li i-so (固估義疏) and the I-li i-so (儀禮義疏) said: In the Wang-chih (王之) the hsia-shih was comparable to a superior farmer (shang-neng-fu) who could feed 9 people; this was sufficient to take the place of cultivation, so that with regard to the commoners who served in office, in the case of the fu (僕, his salary) could feed 8 people, the salary of a shih (士) could feed 7 people; that of a hsü (胥) could feed 6 people; and that of a tu (徒) could feed 5 people. (Note: Ch'iu Chün (仇祿) said:

In the Chou-li, the fu, shih, hsü, and tu were commoners who served in office. The fu (僕) was in charge of xx warehouses (storing 藏). The shih was in charge of documents. The hsü was like the tu-li (部吏) of the present time—his talents and knowledge were equivalent to ten adults (chih-ch'ang), so that 1 hsü was (equivalent) to 10 tu (徒). A tu was a runner and servant (ran errands). Even though the hsü was ranked below the fu and shih, since the hsü was in his talents and intelligence worth 10 enumeration (shih-chang) among the...
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slightly better than

his salary should have been the (other) three (clerks, the fu, shih and tu), but Mr. Ku says that he received more than the tu but less than the shih. I fear that this was not necessarily the case. (end note)

The Great Plan (Hung-fan of the Shu-ch'ing) says:

"If you cannot cause them to have what they love in their families, they will forthwith proceed to be guilty of crime."

(p.28 128 of Clae Waltham, Shu Ching: Book of History, translates this as:

(When men in office have ability and administrative power, let them be made still more to cultivate their conduct; and the prosperity of the country will be promoted. All such right men, having a competency, will go on in goodness.

"If you cannot cause them to have what they love in their families, they will forthwith proceed to be guilty of crime."

(When men in office have ability and administrative power, let them be made still more to cultivate their conduct; and the prosperity of the country will be promoted. All such right men, having a competency, will go on in goodness.

(the Sahagw'n, 1963, vol. IV, p.42 translates this as: "Only if you provide ample salaries to those people who are in office, will they do their work well. If you do not do so and you cause it so that people who have the zeal and will to perform affairs for the state do not do well, then these people will end up in crime."

(Han, III, 553 translates this as: Only if these correct men have been made wealthy will they be good, so that if you cannot see to it that can live well in their homes, these people will turn to crime in the future.)

(note: Mr. Ts'ai said: "The phrase cheng-jen means "people who are in office (tsai kuan chih jen). "fu" means "to give them salaries" (lu-chih). "ku" means shan (be good, do well). It means, "Only after those people in office are provided with salaries which they can look up (forward) to, will it be possible to hold them responsible for doing good (performing well). If their salaries are not continued, clothes and food not given to them, so that are not able to live in harmony at home, then these people will in the future fall into crime and perversity." (end note))
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382, 20:4b) - Mencius said to Duke Wen of Hsi (Hsi Wen-kung); "Hereditary salaries (shih-lu) were originally used in the state of Hsi."

(note: Chu Hsi said: "What is meant by hereditary salaries is that they gave them land (shou chih t'u-t'ien) and let them consume (eat) the income from the public fields (kung-t'ien).") (end note)

383, 20:5a) - Hsuan-ti (宣帝) of the Han dynasty (73-48 BC) issued an edict to the empire which said: "If the officials are not honest and fair, then the way of government will go into decline. At the present time all the small (petty) officials are diligent in the performance of affairs, but they get very little in salary, so that if you want them not to oppress the common people, it will be difficult to do so. Raise the salaries of those clerks who get 100 piculs (shih) or less by 5 parts in 10 (50%)."

(note: If one consumed 1 picul, then it would be increased by 5 tu.) (end note)

I note that Chang Ch'ang (張敞; Han, III, 554. In the reign of Hsuan-ti he was the Ching-chao-yin (jing, 井) famous for catching thieves and robbers) and Su Wang-chih (蘇瓌; Han, III, 554. was T'ai-tzu t'ai-fu (大子太傅) in the reign of Hsuan-ti) reported to the ruler of the time, saying: "Only if the granaries are full can (people be expected) to know rites and proper behavior (射禮而知力之), and only if there is enough food and clothing, (can the people be expected) to know honor and shame (衣食足而知榮辱). At the present time the salaries of all the clerks are insufficient, and they are always worried about providing for their parents, wives and children. Even though they might want to cleanse themselves and be honest, the situation does not enable (them to do so)."

Hsia Sung (夏竦) of the Sung dynasty (Han, III, 554, an official of the reign of Jen-tsung of the Sung, 1023-64, AD, who reached the post of Shu-mi-shih (社稷使) and was referred to as "the corrupt man" (kang-jen) of the time) also said: "Those who run a country are all afraid of the covetousness (greed) of the clerks and do not know how to eliminate the way of covetousness. Everybody wants the clerks to
be pure, but they do not know the basis (root) for achieving purity. In my opinion the way to make the covetous pure is to be found in providing them with generous salaries, and equalizing (chung: making fair) their emoluments, and that is all there is to it. If there is not enough food and clothing at home, then even though a strict father and compassionate mother would not be able to control their sons. How much less would a ruler be able to maintain surveillance over his officials? If a man is cold and starving so that it cuts to the bone, then even though he were a Ch'ao-fu or a Hsi Yu, or Po-i (伯夷 or Chai), he would not be able to maintain proper behavior. How much less would common people be able to maintain purity?

The words of these two officials were also an expression of a profound opinion, and what Hsüan-ti said about the way of government going into decline if the clerks were not honest and fair, can also be said to show that he knew what the essentials (of the problem) were.

-Kuang-wu-ti (of the later Han dynasty) decreed a raise in salary for the hundred officials. Those receiving 1,000 shih (piculs) or more were reduced to the old system of the Western Capital, while those receiving 600 shih or less were given a raise to the old ranks.

Ch'iu Chün said: Hsüan-ti and Kuang-wu-ti raised the salaries of the regular officials (kuan), but with regard to the petty officials, they were even more generous. It can be said that they did a good job of applying the intention of the ancients (i.e. the Book of History) that "if generous salaries were given to officials, they would do a good job." (i fu, fang ku 既富方穀).

T'ai-tsu (太祖) of the Sung dynasty decreed: "There are so many useless petty officials that it is difficult to seek a way to control them. If their salaries are too low, we cannot hold them responsible for honesty and the number of useless officials doubles (makes heavy) our expenses. The best thing to do is to reduce the number of (regular) officials and increase
salaries. With regard to the prefectures and districtes, we ought to use population as the standard for degrees (of salary) and reduce the number (of petty officials). In addition to the old salaries, we should give them an increase of 5,000 (what?).

20:6a) The salary system of the Han dynasty. (note: Yen Shih-ku (顔師古) (man of T'ang dynasty, good at hsüん-ku-hsüeh?: 賢學: reached post of Hung-wen-kuan hsüeh-shih)(Han, III, 557) said: Under the Han dynasty system, the appellation for the san-kung was wan-shih (10,000 piculs), and their monthly salary was 350 kok. Of these, the ch'ien-shih(中=4丄: 2,000 picul officials?) received a monthly salary of 180 kok. From these (officials) the rest descended on down to the pi-ssu-pai-shih (比二百石) who received a monthly salary of 27 kok.)

- The Han dynasty system of salary ranks, from chung-exerh-ch'ien-shih (中=4丄) to pai-shih(百石): 14 grades in all:

<table>
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<tr>
<th>Rank</th>
<th>Salary</th>
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<tbody>
<tr>
<td>chung-exerh-ch'ien-shih</td>
<td>180 kok a month in salary</td>
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<tr>
<td>20:6b)</td>
<td>chung-erh-ch'ien-shih (中=4丄)</td>
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</table>

20:6b) The (officials) from rank 400 shih down to 200 shih were chief clerks (ch'ang-li 長史). (note: li(吏) means li(理: to manage); they were in charge of managing the hsien)(end note)
From the 100-shih (pai-shih) on down, there were the ranks of xu-shih and tso-shih; these were the petty clerks (hsiao-li)(note: Yan Shih-ku says: In the Han dynasty system of official ranks, the xu-shih received a monthly salary of 10 kok; the tso-shih received 8 kok. According to one explanation, the xu-shih did not receive as much as 100 shih a year, and calculating it by the day, he consumed 1 xu 3 sung, and for this reason was called xu-shih), (end note)
-In Ch'eng-ti's reign in the 2nd year of the sui-hua year period (7 B.C.) officials of rank pi-erh-ch'ien-shih and higher who were old in years and retired from their service were given 1/3 of their old salaries until the ends of their lives. (note: Tu Yu says: "In former Han times they also had grades for salaries in cash; it is only that it is not included in the basic history (of the dynasty). Therefore in the time of Yuan-ti (48-32 B.C.), Kung Yu submitted a memorial which said: "I became a Kan-i-ta-fu of rank 800 shih, with a monthly salary of 9,200 cash, thus receiving the salary of a great official (ta-kuan). He was also appointed to be kuang-lu ta-fu with a rank of 2,000 shih and a monthly salary of 2,000 in cash. The emperor's grant (to me) is too large, and my family gets wealthier by the day.")

The salary system of the Later Han dynasty: (note: In the Later Han dynasty the ta-chiang-chun and san-kung received 350 kok. By the 26th year of the chien-wu period (50 AD), they increased the salaries of the hundred officials. The 1,000 shih and higher (rank officials) were reduced to (the salaries) of the old system under the Western Capital (Former Han?), while those of 600 shih rank or lower had an increase to the old ranks. In receiving their salaries they all received half in cash and half in grain. In the yen-p'ing period (106-207 AD), this was established as a permanent system)
<table>
<thead>
<tr>
<th>Rank</th>
<th>Description</th>
<th>Rice</th>
<th>Cash/Month</th>
<th>Cash/Year</th>
</tr>
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<tbody>
<tr>
<td>Ch'ing-erh-ch'ien-shih</td>
<td>92,000</td>
<td>72</td>
<td>864</td>
<td>9,000</td>
</tr>
<tr>
<td>Chih-erh-ch'ien-shih</td>
<td>92,000</td>
<td>36</td>
<td>432</td>
<td>6,500</td>
</tr>
<tr>
<td>Pi-erh-ch'ien-shih</td>
<td>92,000</td>
<td>34</td>
<td>408</td>
<td>5,000</td>
</tr>
<tr>
<td>Ch'ien-shih</td>
<td>92,000</td>
<td>30</td>
<td>360</td>
<td>4,000</td>
</tr>
<tr>
<td>Chih-erh-ch'ien-shih</td>
<td>92,000</td>
<td>21</td>
<td>252</td>
<td>3,500</td>
</tr>
<tr>
<td>Pi-erh-ch'ien-shih</td>
<td>92,000</td>
<td>15</td>
<td>180</td>
<td>2,500</td>
</tr>
<tr>
<td>Ch'ien-shih</td>
<td>92,000</td>
<td>12</td>
<td>144</td>
<td>2,000</td>
</tr>
<tr>
<td>Erh-pai-shih</td>
<td>92,000</td>
<td>9</td>
<td>108</td>
<td>1,000</td>
</tr>
<tr>
<td>Liu-pai-shih</td>
<td>92,000</td>
<td>4</td>
<td>57</td>
<td>800</td>
</tr>
</tbody>
</table>

In general, those of rank chung-erh-ch'ien-shih's ch'eng-ch'ang-shih's ch'eng were liu-pai-shih. The pi-ch'ien-shih's ch'eng was a pi-liu-pai-shih. The ch'eng-wei of those who were ling-hsiang ch'ien-shih were ssu-pai-shih. The ch'eng-wei of the liu-pai-shih were all san-pai-shih. The ch'eng-wei of the ch'ang-hsiang ssu-pai-shih and the san-pai-shih were all erh-pai-shih. The rank of the ch'eng of the families of princesses (kung-chu) of the feudal lords were all pi-san-pai-shih.
The salary system in China (Han) was equivalent to 5 hu of food per day. The hu was equal to the shih.

The salary system of the Chin dynasty:
- The first pin-chih (品秩) had a salary of 1,800 hu (解)

(note: that was equivalent to 5 hu of food per day. The hu was equal to the shih)

- The second rank had a salary of 440 hu (note: or 4 hu per day)
- The third rank had a salary of 1,080 hu (note: or 3 hu per day)

(from here on down the grades were gradually lowered)

The salary system of the Later Chou (note: In the Later Chou, because the number of officials in the Han and Wei dynasties were too numerous, they reformed the names and quotas of the hundred officials. They used the system of the 9 ming ranks in order to rank internal (capital) and outer (provincial) officials. Inner ranks (nei-ming) meant the officials of the king’s court. Wei-ming (outer ranks) meant the chu-hou (feudal lords) and their officials. Also they reformed the system of the irregular officials (liu-wai pin) into 9 grades. In general all of this was set by Su Ch’eng (蘇綸). (end note)

- 9th ming rank (san-kung) 10,000 shih
- 8th ming rank (san-ku) 8,000 shih
- 7th ming rank (liu-ching) 6,000 shih
- 6th ming rank (shang-ta-fu) 4,000 shih
- 5th ming rank (chung-ta-fu) 2,000 shih
- 4th ming rank (hsia-ta-fu) 1,000 shih
- 3rd ming rank (shang-shih) 500 shih
- 2nd ming rank (chung-shih) 250 shih
- 1st ming rank (hsia-shih) 125 shih

(Among) the officials of the king’s court there were the san-kung of rank 9; the san-ku of rank 8; the 6 ching of rank 7, the shang-ta-fu of rank 6; the
chung-ta-fu of rank 5; the hsia-ta-fu of rank 4; the shang-shih of rank 3, and a chung-shih of rank 2, and the hsia-shih of rank 1.

- regarding the feudal lords and their officials, the various kung (dukes) were rank 9, the marquises were rank 8, the earls were rank 7, the counts were rank 6, the barons were rank 5. The ku and ching of the dukes were rank 4, the ku and ching of the marquises and the ta-fu of the dukes were rank 3. The ku and ching of the counts and barons and the ta-fu of the marquises and earls, and the shang-shih of the dukes were rank 2. The chung-shih of the dukes and the shang-shih of the marquises and earls were rank 1.

- the 9th salary grade (chiu chih) was 120 shih (piculs); the 8th and 7th were 100 shih; the 6th and 5th were 80 shih; the 4th and 3rd were 60 shih; the 2nd and 1st were 40 shih.

- In distributing salaries, they saw whether the crop year was superior or inferior. If one mou of land produced as much as 4 fu (equal to 6 tou 4 sung, Matthews), it was regarded as a superior crop year and in a superior crop year they distributed the exact amount. If 3 fu, then it was regarded as a middling year, and they distributed half; if 2 fu then it was regarded as an inferior year, and they distributed 1 part (1/10?). And when there was a complete crop disaster, they did not distribute any salaries.

- The T'ang dynasty salary system.

(Note: In the beginning of the T'ang dynasty the salaries they distributed were a great reduction from the Sui dynasty system.

Rank 1 (p'in) got 700 shih, 1b got 600 shih; rank 2 got 500 shih, down to rank 7 which got 80 shih, and 7b, which got 70 shih, rank 8 which got 60 shih; 8b which got 50 shih, rank 9 which got 40 shih, 9b which got 30 shih.

Also there were office land grants (yu-chih fen-t'ien). Rank 1 got 12 ch'ing, down to rank 9 which got 1 ch'ing 50 mou.

Also they used the common people's households to be hsü-shih (胥士) and fang-fo (僣僥)
From them they collected taxes (k'o), and calculated the number of officials and gave (what they collected?) to them. In the ying-hui? (永微: Kao-tsung, 650-656), they granted them (salaries) only in cash. and misc. expenses, and

A rank 1 official got both a monthly ration of food/12,000 cash. Rank 2 got 9,000 cash, down to rank 9 which got 1,500.

There were also fang-he(\footnote{petty officials, retainers?}). A rank 1 official had 96 men; a rank 2 had 72 down to rank 9 who had 2 men.

In the k'ai-yüan period (713-42, Hsüan-tsung), for the first time they established a system for the salaries of the hundred officials, and the fang-he(\footnote{)} and miscellaneous expenses (tsa-yung\footnote{)} were altogether regarded as salary, and they granted a rank 1 official 700 shih of rice, a rank 1b got 600 shih. As for cash, they all got 31,000 and etc. in descending grades.)(end note)

- rank la 700 shih of rice, 31,000 cash
- 1b 600 shih of rice 31,000
- 2a 500 24,000
- 2b 460 24,000
- 3a 400 17,000
- 4a 300 11,567
- 5a 260 11,567
- 5b 260 9,200
- 6a 160 5,300
- 6b 100 5,300
- 7a 80 4,100
- 7b 70 4,100
- 8a 67 2,475
- 8b 62 2,475
- 9a 57 1,917
- 9b 52 1,917
Duty officials who reached the age of 70, were grade 5 or higher and retired from service were each granted half salary.

*(note: Wu-tsung in the hui-ch'ang period and after (841-847) again set salaries for the hundred officials exclusively in cash payments.)*


The Tu-fang-yü-shih got 150,000. The Kuan-ch'a-shih got 100,000. The san-chi, ch'ang-shih, kan-i-ta-fu, and the ching of the ssu and chien and the hsüeh po-shih, and the wu-kuan chi-ch'eng, who got 4,000; the lu-shih, i-fu, chu-chiao, nei-chih, tien-i, who got 3,000. *(end note)*

The Sung dynasty salary system. From the tsai-hsiang (PM) on down to the yo-hsü-miao-ling in all there were 41 grades. The tsai-hsiang got 300 liang each a month. *(note: for their spring and winter clothing each of them got 20 p'i of ling (damask) and 30 p'i of ch'ian (thin, cheap silk, a kind of pongee), and for winter they got 100 liang of cotton (mien).)* *(end note)*

-the Shu-mi-shih, T'ai-shih, Hsien-shih-chung, and the Chieh-tu-shih (tube), T'ung-chung-shu men-hsia p'ing-chang-shih (同中書侍郎平章事) and above, and the t'ai-hsüan-hui-shih (帶宣徽使) got 400,000 cash.
Those who received salaries did not get them on the basis of their being officials, but on the basis of rank (tzu 資). Therefore you had people with the same office but receiving different salaries. One-third of the salaries were paid in cash and the other 2/3 in other goods. Also they gave them millet and rice. From the tsai-hsiang (PM 丞相) to the nei-kao (上卿) there were 18 grades (of rice grants), and they were paid from 100 piculs (shih) down to 1 shih of rice, wheat mixed together. In addition they had cash payments for officeholders (chih-ch'ien 職錢). From the Yü-shih ta-fu who received 60 ch'ien (六十銖) cash a year down to the lü-hsüeh-cheng (律學正) who received 16 ch'ien and they had grades of hsing, shou, and shih-chih (行守試職)...

In the yüan-feng year period (Shen-tsung, 1078-86) they changed the system. The san-shih and san-hsiao (三師小) received 400 ch'ien per month; the tsai-hsiang got 300 ch'ien; the chih-shu-mi-yüan, men-hsiao-chung-shu shih-lang, and the left and right ch'eng got 200 ch'ien, and from them on down it was regarded as a fixed system. But in the chien-yen?
In the Sung age the bureaucratic system fell apart (mullan 剥乱), and the salary system had many names and many ranks. For that reason even though had had a system as such, it was not uniform (hua-i, hoeg'il 劃一). That is the reason why in those times those people who became officials' never talked about (the principle of basing salaries) on (funds) to take the place (of what could be produced from) cultivation. A man like Ts'ai Ching (蔡京). A politician without scruples. Was a follower of the "new laws" (hsin-fa 新法) of Wang An-shih and threw out the people from the chiu-fa-tang (old-law faction), monopolized political power and was criticized for it) when he seized power, in addition to his salary as p'iu-she (僉射) he also asked for the salary of a Ssu-kung (司空 ), and also got an increase in his office cash allotment food rations (chih-ch'ien 職錢) and and he provided cash (excess cash) to his subordinates (kyŏngjongdŭng 價從等). It was this way with everyone who held power, and compared to former periods, salaries were doubled in amounts.

**Salary system of the Great Ming dynasty.**

<table>
<thead>
<tr>
<th>Rank</th>
<th>1a</th>
<th>1b</th>
<th>2a-2a</th>
<th>2-2b</th>
<th>3a</th>
<th>3b</th>
<th>4a</th>
<th>4b</th>
<th>5a</th>
<th>5b</th>
<th>6a</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>87 shih of rice/month; 1,044 shih of rice/year</td>
<td>74 shih/month</td>
<td>61 shih/month</td>
<td>48 shih/month</td>
<td>30 shih/month</td>
<td>26</td>
<td>24</td>
<td>20</td>
<td>16</td>
<td>14</td>
<td>8</td>
</tr>
<tr>
<td>Salary</td>
<td>880 shih/year</td>
<td>732 shih/yr</td>
<td>576 shih/yr</td>
<td>420 shih/yr</td>
<td>312</td>
<td>288</td>
<td>252</td>
<td>192</td>
<td>168</td>
<td>96</td>
<td></td>
</tr>
</tbody>
</table>
386, 20:12a) -7a 7 shih 5 tou/mo. 90 shih/yr
   -7b 7 shih/mo 84
20:12b) -8a 6 shih 5 tou/mo. 78
   -8b 6 72
   -9a 5 shih 5 tou/mo 66
   -9b 5 60

Those not in the regular ranks (we ju liu) received 3 shih a month and 36 shih a year.

Yearly payments of salary rice for the tsung-fan (note: at first the salaries for the tsung-fan (imperial relatives) was 50,000 shih for a ch'in-wang (prince), and later on they copied the T'ang and Sung systems and set it at 10,000 shih) (end note)

-ch'in-wang 親王 10,000 shih
-ch'un-wang 郡王 2,000
-ch'en-kuo chiang-chun 鎮國將軍 1,000
-fu-kuo chiang-chun 輔國中尉 800
-feng-kuo chiang-chun 風國尉 600
-chen-kuo chung-wei 鎮國中尉 400
-fu-kuo chung-wei 輔國尉 300
-feng-kuo chung-wei 風國尉 200
-kung-chu (公主) and fu-ma (驸馬) 2,000
-ch'un-chu (郡主) and i-pin (儀僕) 800
-hsien-chu (僖主) and i-pin 600
-ch'un-chun (郡君) and i-pin 400
-hsien-chun (僖君) and i-pin 300
-hsiang-chun (祥君) and i-pin 200

With regard to salaries for merit subjects, at the beginning of the dynasty all the Merit Subjects (kung-ch'ên) were granted office land (kuan-t'ien) to their regular salaries generation after generation (i tai ch'ang-lu)
Later on it was ordered that the imperial land grants (ssu-t'ien 賜田) be returned to their original owners (owners? huan chi pen-? (ch'ae, saek)
還其本色. And in the ying-lo period of (Ch'eng-tsu's reign 1403-1425) for the first time it was ordered that both rice and cash (米錢) would be given to the civil and military officials. The duke of the state of wei (wei-kuo-kung 藹公) was paid 5,000 shih a year, and from him on down to the marquises and earls, all received 1,000 shih. Perhaps earls received 800 shih.

Salaries were paid half in rice and half in cash, together. In the hsüan-te period (宣德: 1426-1436, Hsüan-tsung) it was ordered that as part of the basic salary they would be given a silk commutation (equivalent silk折). Every pi (p'i) of silk was valued at 2 shih (p'î) of rice.

In the hung-hsi (洪熙: 1425-26) period, for the first time it was allowed that officials who had parents but who were not able to leave their posts to take care of them would be permitted to divide their salary with their place of original registration (old home town) for the support (of their relatives, parents).

Monthly Salaries of Clerks
-the tu-ch'a-yu-tu-li (都察院都史) and the p'u-cheng-ssu (布政司) t'ung-li (通事)(note: both to get 2 shih 5 tau) (end note)
-all the following clerks to get 2 shih of rice. And below these, they got 1 shih.

月俸: 王府之提控, 如王府之檢吏, 如六部院, 都察院, 各布政司, 各司之令史, 記吏, 書吏, 司吏典史.
The salary system of Koryo

(note: I note that in the Koryo dynasty 1 sok consisted of 15 tu, which was different from China, where 1 shih consisted of 10 tou. In this (the Yi) dynasty (kukcho) we have followed this to the present time and have not changed it.

Ch'ong In-ji (compiler of the Koryo-sa) said: "The salary system of the Koryo dynasty was finally completed in the reign of Munjong (1047-1083). They used the yearly income in rice, millet and wheat collected in the Left Granary (chwach'ang), which came to a total of 139,700 or more sok and gave it out (in salaries) in accordance with the grade (kwa: of the official). Internally (in the capital), it was granted to queens, members of the royal family, the hundred officials (the regular bureaucrats), and in the provinces to the three capitals, chu, pu, kun, and hyon (officials) all the way down to the miscellaneous posts (chajchik), clerks (sori:), and artisans. In general, everyone who had a post or labor service was provided with a salary. (pan yu chikyokcha kye yurok

1072

- the Chungso sangsoryong (and?) Munha sijung got 400 sok of rice/yr

- the Chungso munha sirang got 366 sok 10 tu of rice (a yr.)

- the Chejön t'aehakscha ch'amji-jongsa got 353 sok 5 tu/yr

- the chwau poksa got 333 sok 5 tu (a yr)

- the yukpu sangso and chwau sangsi and ssa-daebu (御史大夫) and Hallim haksa got 300 sok (a yr)

- the Sangso, chwau sangsi (常侍) got 280 sok (a yr)

- the P'allye-binwi, the T'aebu (太尉), Sajae (司宰), and t'aeboksa (太僕) got 246 sok 10 tu (a year)

- the yukkyong (六卿), piso (秘書), chongjunggam (殿中監) and kukcha chaeju (司天), p'an'ansa (判事), Chejo sirang (殿侍郎) and kipsa (給事) got 200 sok

- the Chungso sain (中書舍人), the ssa chungseong (専经) got 180 sok (a yr.)
salary system in Koryo

- the Sach'ŏngam(司天監) and the Chwau kan'ui(左黃顓) got 173 sŏk (a year)
- the Injinsa(引進使) and Sigan'ui(試薦議) got 160 sŏk (a year)
- the Chegam sog'ŭng(諫議少卿) and Kukcha saeop(國子司業) got 153 sŏk 5 tu
- the Pisŏ(春場), Chŏnjung(殿中), changjak(將作) and sogam(少監)
  got 140 sŏk (a year)
- the Chesogam(指揮少監) and chejo nangjung(諫議郎) got 120 sŏk (a year)
- the Sisŏ(侍御史) got 100 sŏk
- the Chŏnju naegupsa(殿中內給事) got 93 sŏk 5 tu
- the T'aedi sogam(大院少監) got 86 sŏk 10 tu
- the T'aesaryŏng(太史令) got 86 sŏk 4 tu
- the kigorang(起居郎) and kigŏ sain(起居舍人) got 83 sŏk 5 tu
- the wŏnoerang(員外郎) and yukkuk pong'ŏ(大官奉御) got 73 sŏk 5 tu
- the Chŏnju naegupsa(殿中內給事) got 66 sŏk 5 tu
- the hapmun chŏhu(閩門總護) got 63 sŏk 5 tu
- the cherŭng(秘監) and t'aech'ŏn'gnyŏng(太齋令) got 60 sŏk
- the changjaksŭng(將作丞) and the Naegosa(內庫使) got 53 sŏk 5 tu
- the munha noksas(門下書事) and Chungsŏ chusŏ(中書注書)
  and yukkuk chikchang(六高道郎) got 46 sŏk 10 tu
- the Naejŏn sŏngban(內殿常班) got 46 sŏk
- the Sach'ŏnsaeng(司天丞) got 40 sŏk 5 tu
- the Sangsŏ tosa(尚書都事) and ch'ilsa chubu(七寺主簿)
  got 40 sŏk 5 tu
- the Aekch'ŏng naesi(掖府內侍) got 33 sŏk 5 tu
- the Kukcha paksas(國史博士) got 30 sŏk
- From this (post) on down the grades were gradually reduced (in salary)
  down to the hakch'ŏng(堂正), hangnok(堂錄), wangbu noksas(王府錄事),
  t'aedi chogyo(大員助敘) and oegwanmok(落省官員)
  
  salary: clerks who got the lowest salary - a salary of 10 sŏk.
- Salaries of Provincial Officials

20:16a)  
- Yusul (留守) got 270 sŏk
- P'an'gwang (判官) got 130 sŏk
- Sarok (司錄) got 70 sŏk
- Changsŏgi (掌書記) got 60 sŏk
- Pɒpcho (法曹) got 30 sŏk
- Puyusu (副留守), the 8 moksa (八牧使), and the Tadohobusa (大都護府使)
  got 200 sŏk

- the 8 mok Tadohobusa (八牧大都護副使) got 120 sŏk
- the cheju pangja (防禦使) got 100 sŏk
- the cheju pusa and kunse (緩州府使郡守) got 86 sŏk 10 tu
- the hyŏllyŏng (興命) got 26 sŏk 10 tu

20:16b)  
- the hyŏnwi (奧尉) got 20 sŏk
- the chejinjang (鎮鎮) got 40 sŏk
- the pujang (副將) got 26 sŏk 10 tu.

-Yi dynasty salary system (kukcho nokche 国朝俸制)

(note: In spring, summer, winter, and winter, there were four grades.
Rice, millet, wheat, and yellow beans are combined in these figures) (end note)

- rank la, got 98 sŏk a year (of grain), 6 p'il of silk (絹), 15 p'il of cotton cloth (chŏngp'o 正布) and 10 chang (丈) of paper money (chŏhwa 档牌)

(note: 1 chang was equivalent to 1 sŏng of rice) (end note)

- rank 1b got 83 sŏk of grain, 5 p'il of silk, 15 p'il of cotton, 10 chang of money
- 2a got 70 sŏk of rice, 5 p'il of silk, 14 p'il of cotton, 8 chang of paper money
- 2b got 70 sŏk of rice, 5 p'il of silk, 14 p'il of cotton, 8 chang of money
- 3a got 67 sŏk of grain, 4 p'il of silk, 13 p'il of cotton, 8 chang of money
- 3b got 60 sŏk of grain, 3 p'il of silk, 13 p'il of cotton, 6 chang of money
- 4a got 54 sŏk of grain, 2 p'il of silk, 12 p'il of cotton, 6 chang of money
- 4b got 51 sŏk of grain, 2 p'il of silk, 11 p'il of cotton, and 6 chang of money
salary system in Koryŏ —21—

389, 20:17b) -5a got 45 sŏk of grain, 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
-5b got 43 sŏk of grain, 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
-6a got 38 sŏk of grain, 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
-6b got 36 sŏk of grain, 1 p'il of silk, 9 p'il of cotton, 4 chang of paper money

389, 20:18a) -7a got 31 sŏk of grain, 7 p'il of cotton, 2 chang of paper money
-7b got 26 sŏk of grain, 6 p'il of cotton, 2 chang of paper money
-8a got 22 sŏk of grain, 4 p'il of cotton, 1 chang of paper money
-8b got 19 sŏk of grain, 4 p'il of cotton, 1 chang of paper money

-9a got 13 sŏk of grain, 3 p'il of cotton, 1 chang of paper money
-9b got 12 sŏk of grain, 2 p'il of cotton, and 1 chang of paper money

After the imjin Japanese invasions (imjin waeran), there was a further reduction from these salaries and at the present time the yearly salary of a rank 1 official is scarcely 60 or more sŏk. And all ranks receive no grants of silk, cotton, or paper money. (note: In addition there is no fixed salary schedule for provincial officials in the dynasty's system, so that each of the district magistrates is different, and the place from which it comes is also not the same in each case. All of them exact additional irregular levies (kye kwacē kagōm). The provincial army and navy commanders down to the garrison commanders (chinjang) all of them do not have salaries. Commonly what they do is release their on-duty soldiers and collect cloth equivalents from them (pang ki pŏn'gun su kap'o). If they were being punished or on duty at the granaries or yamen, they were not given anything. There were no grain rations (salaries) for any of the clerks in the magistrate's districts.

As for male and female slaves, both in the capital and provinces, none of them had grain rations (salaries).