

**Types of Violation and Penalties Issued under the Act on  
Recusal of Public Servants Due to Conflicts of Interest  
(Between July 12, 2000 and December 31, 2022)**

| Types of Violation   | No. of<br>Cases of<br>Penalty | Percentage  |
|--|-------------------------------|-------------|
| <b>A : Financial Gains in the forms of</b>   |                               |             |
| Profiteering   | 22                            | 20.75%      |
| Tinkering with land superficities and land readjustment  | 5                             | 4.72%       |
| Performance bonuses, subsidies   | 15                            | 14.15%      |
| Failure to disclose identity or relationship with related public servants in the application forms or tender submissions voluntarily | 5                             | 4.72%       |
| Other  | 4                             | 3.77%       |
|  | 51                            | 48.11%      |
| <b>B : Non-financial Gains in the forms of</b>   |                               |             |
| Employing persons as cleaner, janitors, and/or chauffeurs  | 23                            | 21.70%      |
| Employing persons as temporary workers (i.e. student workers and hourly teachers), and/ or consultants                               | 19                            | 17.93%      |
| Performance assessment   | 8                             | 7.55%       |
| Employing persons as formal staff (the faculty, full-time teachers, and administrative staff)  | 4                             | 3.77%       |
| Employing persons as contract workers  | 1                             | 0.94%       |
|  | 55                            | 51.89%      |
| <b>Total</b>   | <b>106</b>                    | <b>100%</b> |