

## **KWP Central Committee Organization and Guidance Department**

On a flowchart illustrating the control channels from the Central Committee and CCKWP Secretariat to its subordinate departments, the Organization and Guidance Department is deceptively submerged among their twenty-odd departments. The Organization and Guidance Department is one of the most powerful entities among the DPRK's three (3) ruling components (Party-Army-State). The primary mission of the OGD is to "completely implement the teaching and decisions of the Suryong" and is a human resources department, albeit a large and powerful one.

The Organization and Guidance Department was initially part of the KWP General Affairs Department, established in 1946, and eventually spun-off from the GAD. Every Communist country has a Party Organization or Organization Secretariat. The Soviet Union had an Organization Bureau, which Stalin abolished in 1951, because it acted at cross purposes to the Politburo. The Chinese Communist Party has an Organization Department which is responsible for staffing and personnel matters for its Central Committee. Unlike these two systems' Organization apparatus, the KWP Organization and Guidance department stretches its tentacles beyond executive committees and Central Committee personnel. The OGD appoints, demotes, dismisses, promotes and has personnel control over all: KWP Central Committee personnel who hold the rank bureau chief, office director or deputy Department director; the membership and secretaries of the thirteen (13) KWP Provincial/Municipal Committees; all DPRK Cabinet Vice Ministers; general-grade officers and deputy directors (civilian and military) directly subordinate to the National Defense Commission and the Ministry of People's Armed Forces. It also compiles intelligence on KWP cadres (although its intelligence collection and monitoring extends to low-level members of the KWP) and circulates daily reports to Kim Jong-il's Personal Secretariat that are used to corroborate (or not) reports issued by other security services, such as the State Security Department and bureaus of the Ministry of Public Security.

The Organization and Guidance Department has numerous bureaus and offices intended to affect the lives of most every North Korean citizen; even if one is not employed in the Central Party, the OGD is institutionally structured to make its power known. If a North Korean citizen applies for KWP Membership, the application will be vetted through one of the OGD's subordinate entities. Among its offices are Party Life, Comprehensive Affairs, Appeals, Local Guidance and Party Membership Registration. Each state-owned corporation in heavy and light industry, State department, bureau or office and each level of the KWP have a guidance officer as part of its administrative structure. These guidance officials report to their local KWP branch, not the workplace in which they are superficially employed. Local guidance officers are tasked to issue political surveillance reports that are eventually circulated to the Central Party.

When a policy or ideological line is approved by Kim Jong-il, it is the OGD's duty to ensure compliance using one of its Party networks, for example from General-Secretary Kim to OGD to KWP Provincial/Municipal Committees through KWP County/District Committees to KWP Town/Dong Committees to residential Party Cells. During economic

or ideological inspections (audits), the OGD may choose to dispatch its Central Party officers from Pyongyang, and can assume interim control over state-owned corporations or local Party or State (People's Committee) bodies. In instances where a local KWP or People's Committee Secretary is deemed to have erred in public remarks or official duties, the official is not terminated. Rather, an OGD officer demands the local official recapitulate, and issue a public apology (Self-criticism) for the error. The OGD officer remains there until he or she has witnessed the public Self-criticism. The OGD also recruits new KWP cadres through an annual interview process that it conducts primarily at Kim Il-sung University each spring. OGD submits KISU matriculates to a rigorous round of interviews during which their personal and political backgrounds are intensely scrutinized and their entry-level Party job is determined.

The Organization and Guidance Department's primary offices are located within the Central Committee #1 Office Complex in Haebangsan-dong, Central District, Pyongyang. The OGD's organizational and institutional ties are myriad. Among the bureaus and department with which it coordinates its activities are the MPAF General Political Bureau, KWP Military Department, Cadre Affairs and Workers' Organizations. It works closely with the Party History Institute and the Kim Il-sung School for Higher Party Officials. The senior deputy director of the Organization and Guidance Department works closely with the DPRK Security apparatus (State Security Department, Ministry of Public Security) and may have some control over personnel decisions in the security apparatus, though this may have changed (see below) The senior deputy director also has a vetting role in military promotions (promotions circulating from the military unit to the MPAF General Political Bureau to the OGD to the Central Military Committee), but again this may have changed.

The Director of the Organization and Guidance Department is usually the most influential and one of the most powerful people in the DPRK. For a number of years, the OGD Director was Kim Il-sung's brother Kim Yong-ju (currently Honorary Vice President of the Supreme People's Assembly). But to understand the power of the OGD one need look no further than its current director: Kim Jong-il. Since February 1974 (with two brief sabbaticals) General-Secretary Kim has been OGD's director, and it is through this position he executed his own succession, at least to the center of power in the KWP. There are neither any reports nor outward signs that General-Secretary Kim has relinquished this position.

Deputy Directors (a listed of them is appended at the end) for Organization and Guidance are members of a kind of elite priesthood in the DPRK. Not all OGD deputy directors need be actively involved in the department because the title affords them a special status. Members of the KWP Central Committee Secretariat are *ex aequo* deputy directors, members of Kim Jong-il's Personal Secretariat and certain DPRK diplomats. They are neither bound by DPRK criminal statutes nor KWP protocols. In the 1980's Kim Jong-il circulated a memorandum that put a veil of confidentiality around relations among OGD deputy directors. They are prohibited from taking any intra-OGD disputes outside of the department, and any sanctions against OGD deputy directors are kept confidential. With all of this power and secrecy, however, problems do arise in OGD with certain personalities securing too much power. In the early 1990's senior deputy director Yun

Sung-kwan assumed the directorate for two years on an interim basis. However, Mr. Yun was deemed to have gathered too much influence over the department and was summarily sacked. The most recent dust-up in OGD occurred in 2003 when Jang Song-thaek was removed from the department, under the allegations he had gathered too much power in the department, and was feuding with Ri Je-gang, another deputy director. However, according to one report, during Kim Jong-il's health problems in August 2008, Mr. Jang temporarily seized control over the department to maintain the continuity of General-Secretary Kim's leadership.

Pertaining to Jang Song-thaek, powers once held in the Organization and Guidance Department, particularly over the security apparatus have been transferred to the KWP Administration Department. While OGD still vets personnel appointments it is like they are subject to the Administration Department's approval. Directors of certain security agencies, while holding informal and reporting ties to the OGD, are Mr. Jang's loyalists. And despite the rise of the National Defense Commission's profile, and that of the military, the Organization and Guidance Department still seems to retain many of its powers. The one note about this is that Jang Song-thaek was selected as the KWP member to the National Defense Commission, and not a member of the OGD.

Senior Deputy and Deputy (Vice) Directors, KWP Organization and Guidance Department

Senior Deputy Directors

Ri Je-gang  
Ri Yong-chol  
Yom Ki-sun  
Mun Song-sol

Deputy Directors

Ri Tong-hui  
Pak Jong-sun  
Hong Song-ryong  
Ko Hak-gyom  
Mun Myong-on  
Kim Su-yong  
Pak Kyong-son

Ex Aequo

Hyon Chol-hae  
Kim Ki-nam  
Kim Kuk-tae  
Kim Jung-rin  
Choe Thae-bok  
Jon Pyong-ho