

2. to work with internal and external experts in both governmental and non-governmental institutes to gather local factors to be considered in establishing an applicable Korean code of ethics;
3. to draft a code of ethics and educate related professionals to implement the guidelines into their practice.

At the planning stage of the project, NRIC recognized that it was necessary to establish government-private partnerships for sharing responsibilities. This was because the users of such ethical guidelines would be conservators and related professionals working in both private and public institutes, and their work will be judged by the public, who should appreciate it and be the final beneficiaries of the conservation.

The first year, 2010, focused on two areas:

- understanding and analysing a code of ethics;
- enlightening conservators and related professionals about the needs of establishing ethical guidelines.

The team from NRIC collected and analyzed available resources, both primary and secondary, to understand the structures of different ethical guidelines and the process of applying them in practice. Then the institute organized an international conference to share experience and knowledge with experts who had participated directly or indirectly in drafting the codes of ethics. The conference attracted huge public interest. Not only from experts working in the conservation field but also from related professionals such as, archaeologists, architects and students, as well as the general public.

The second year, 2011, focused on working closely with conservators to develop ideas on the applicable ethical guidelines which are compatible with local practice. An advisory committee was set up to become a guiding light on the overall process of collecting and analyzing conservators' ideas and opinions.

Traditionally, Koreans tend to avoid discussing ethical issues. So talking about ethical guidelines could be a sensitive matter. Therefore the first seminar set out to correct misunderstandings of ethical guidelines. They are not a tool to judge conservators' decisions, nor to criticize the quality of their work, but a self-regulated indicator to help them ask the necessary questions before making a decision and help them to think logically throughout the process. Once misunderstandings were corrected for a particular group, it was possible for the same audience to reveal what was in their minds in the second seminar. They spoke about the underlying problems and dilemmas in conducting their work and what should be included in the code of ethics to make it a set of applicable guidelines. The third seminar will be held in a slightly different way. Conservators will be divided into different age groups because young conservators tend not to speak out or disclose their true opinions in front of senior