

# **MEMORANDUM OF COOPERATION ON PERSONNEL ADMINISTRATION**

**AMONG**

**THE MINISTRY OF HUMAN RESOURCES**

**AND SOCIAL SECURITY OF**

**THE PEOPLE'S REPUBLIC OF CHINA,**

**THE NATIONAL PERSONNEL AUTHORITY OF JAPAN**

**AND**

**THE MINISTRY OF PERSONNEL MANAGEMENT OF**

**THE REPUBLIC OF KOREA**

The Ministry of Human Resources and Social Security of the People's Republic of China, the National Personnel Authority of Japan, and the Ministry of Personnel Management of the Republic of Korea (hereinafter referred to as "the Participants"),

**Acknowledging** the significance of the cooperation among the three countries: China, Japan, and Korea in the area of public personnel administration to bring common prosperity in Northeast Asia for the Twenty-First Century in consideration of their geographic proximity and similarity in traditional culture;

**Seeking** to strengthen the cooperation among the three countries by developing cooperative relationships in the area of public personnel administration under the principle of equity, mutual benefit and reciprocity,

**Share the view on** the terms of this Memorandum of Cooperation as follows:

## **Paragraph 1 Objective**

The Participants will make necessary efforts to cooperate in the area of public personnel administration and human capital management and its development.

## **Paragraph 2 Framework of Cooperation**

The Participants will hold meetings of the Heads of the Participants and Director-General level meetings to discuss and decide on the cooperation plans. The Director-General level meetings will be held on a regular basis. The meetings of the Heads of the Participants will be held on a non-regular basis to address the major policy recommendations discussed previously at the Director-General level meetings.

### **Paragraph 3 Scope of Cooperation**

The Participants will cooperate in the following areas:

1. Planning and implementing of improvements on public personnel administration systems;
2. Public policy on human capital management;
3. Training and education of civil servants; and
4. Other areas as decided by the Participants.

### **Paragraph 4 Methods of Cooperation**

The Participants will conduct cooperation activities, which may include:

1. Public personnel exchange among the three countries, including trilateral and bilateral training programs and courses;
2. Seminars and joint research with the aim of information exchange concerning personnel policies; and
3. Other cooperation activities as decided by the Participants.

### **Paragraph 5 Expenses**

The Participants will assume respective costs for activities pursuant to this Memorandum of Cooperation unless otherwise decided by the Participants.

### **Paragraph 6 Status**

This Memorandum of Cooperation will commence on the date of its signature and will continue for four years. Any modifications to this Memorandum of Cooperation will be made with the written consent of the Participants. In the event of terminating this Memorandum of Cooperation, the terminating Participant shall inform the other two Participants of termination through a written notification. The termination of this Memorandum of Cooperation will not affect any cooperation activities in progress at the time of termination.

This Memorandum of Cooperation is written in triplicate in English. Each Participant will keep one text of this Memorandum of Cooperation.

Signed in Seoul, Republic of Korea on September 1, 2015.

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Vice Minister  
Ministry of Human Resources  
and Social Security  
People's Republic of China

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President  
National Personnel Authority  
Japan

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Minister  
Ministry of Personnel  
Management  
Republic of Korea