

MEMORANDUM OF UNDERSTANDING

BETWEEN

**THE MINISTRY OF CIVIL SERVICE OF THE KINGDOM
OF CAMBODIA**

AND

**MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES &
PENSIONS OF**

THE REPUBLIC OF INDIA

ON COOPERATION IN THE FIELD OF

**HUMAN RESOURCE DEVELOPMENT IN THE CIVIL
SERVICE**

The Ministry of Civil Service of the Kingdom of Cambodia and the Ministry of Personnel, Public Grievances and Pensions of the Republic of India (hereinafter jointly referred to as the "Participants" and individually as a "Participant"),

Being desirous of promoting and developing bilateral exchange and cooperation in the field of human resource development in the civil service on the basis of the principles of equality, mutual benefit, and understanding,

Reflecting upon the desire of both Ministries to further strengthen and enhance the friendly bilateral relation;

Have reached the following understanding:

Paragraph 1. Objectives

The Memorandum of Understanding (the "Memorandum") defines the forms and areas of the cooperation between the Participants in the field of human resource development in the civil service with a view to strengthening and maintaining an effective and efficient civil service.

Paragraph 2. Forms of Cooperation

The Participants will cooperate principally through:

1. Exchange of visits at technical and senior levels;
2. Conduct training, and joint lecture series on topics related to human resource development in the civil service;
3. Sharing of knowledge and experience in the field of human resource development in the civil service;
4. Exchange of relevant publications on human resource management in the civil service;
5. Explore the possibility of organizing workshop, and relevant conferences, if needed;
6. Such other forms of cooperation as may be jointly decided upon by the Participants.

Paragraph 3. Areas of Cooperation

The Participants will cooperate in the field of human resource development in the civil service, which may include:

1. Policy planning and implementation of innovation in human resource development including training and Capacity Building Programs;
2. Senior Level Civil Servants of Cambodia, preferably, having at least 10 years work experience in the field of Public Administration to be trained under the Capacity Building Programmes of National Centre for Good Governance, an autonomous organisation of the Department of Administrative Reforms & Public Grievances, during the duration of the MoU.
3. Information systems for public personnel administration;
4. Engage and support policy research and development on human resource in the field of civil service;
5. Ethics, conduct, and discipline in the civil service
6. Such other areas of cooperation as may be jointly decided upon by the Participants.

Paragraph 4. Coordination

Each Participant will appoint a coordinator in order to facilitate the effective implementation of this Memorandum. The coordinator will be responsible for coordinating the implementation of arrangements and cooperation programs under this Memorandum. The coordinator will jointly prepare annual plans for the cooperation programs through mutual consultations.

Paragraph 5. Financial Arrangements and Implementation

1. The financial arrangements to cover expenses for the cooperative activities under this Memorandum will be carried out within the framework of the respective laws and regulations of the two countries and subject to the availability of appropriated funds and personnel of the Participants.

2. Notwithstanding anything in Paragraph 1, expenses for organizing training and capacity building programmes of the Senior Civil Servants of Cambodia will be borne by the Republic of India, Ministry of External Affairs.

Paragraph 6. Resolution of Differences

Any differences between the Participants arising out of the interpretation or implementation of this Memorandum will be resolved amicably through consultation and negotiation between the Participants.

Paragraph 7. Amendment

This Memorandum may be amended at any time with the mutual written consent of the Participants.

Paragraph 8. Validity

1. This Memorandum does not constitute an international agreement binding upon either State under international law. No provision of this Memorandum will be interpreted as creating any legal rights or obligations.
2. This Memorandum will come into effect on the date of its signature by the Participants and will remain in effect for a period of five years. Thereafter, it will be renewed for further periods by mutual written consent of the Participants, unless either Participant gives the other Participant a written notice, at least three (03) months in advance, of its intention to terminate this Memorandum.
3. The termination of this Memorandum will not affect the duration or validity of cooperative activities under this Memorandum that have been initiated but are not completed by the termination date unless otherwise jointly decided by the Participants.

Paragraph 9.

Confidentiality and Intellectual Property

Each Participant will ensure appropriate protection of Intellectual Property Rights generated from cooperation pursuant this MoU, consistent with their respective laws, rules and regulations and international agreements to which both Participants committed.

When a Participant discloses any information, document or material in any form under this MoU to the other Participant, the disclosing Participant shall, in writing inform the receiving Participant of any confidentiality or secrecy attached to the information, document or material.

Signed at Phnom Penh, Kingdom of Cambodia on April 22, 2024, in two originals each, in Khmer, Hindi and English languages, all texts being equally authentic. In case of divergence in interpretation, the English text shall prevail.

For the Ministry of Civil Service of the
Kingdom of Cambodia



H.E. Hun Many

**Deputy Prime Minister
and Minister of Civil Service of the
Kingdom of Cambodia**

For the Ministry of Personnel,
Public Grievances and Pensions of
the Republic of India



Dr. Devyani U. Khobragade

**Ambassador Extraordinary and
Plenipotentiary of the Republic of
India to the Kingdom of
Cambodia**