

VII. Promoting the “China-Japan-Korea Personnel Policy Network”

In line with the “Action Strategy on Trilateral Cooperation among the People’s Republic of China, Japan and the Republic of Korea” approved at the China-Japan-Korea summit meeting held in November 2004, a memorandum for creating the China-Japan-Korea Personnel Policy Network was signed at the first top meeting held in January 2005 involving the leaders of the personnel administration organization of the three countries. Furthermore, in July 2005, a concrete cooperation plan comprised of six key items was decided at the first Director-General-level meeting. In May 2006, the second top meeting was held in Japan with participation of Mr. Masahito Tani, NPA President, Mr. Zhang Bailin, Minister, Ministry of Personnel of the People’s Republic of China (MOPC), and Dr. Chang-hyun Cho, Chairman of the Republic of Korea Civil Service Commission (CSC). These leaders confirmed and evaluated implementation and progress of various cooperation programs and discussed the basic policy for promoting future cooperation. The second Director-General-level meeting was held in Beijing in July 2006, where the second cooperation plan was decided. Based on this plan, a variety of programs have been implemented in series. Major programs are as follows:

(1) Joint Symposium on Personnel Administration

A symposium under the theme of “Human Resources Development in the Public Service in China, Japan, and Korea in the 21st Century” in Changchun, China, in March 2007.

(2) Joint Research on Public Personnel Administration

A comparison table was compiled on the “Public Employee Legal System in China, Japan, and Korea” and joint research on the “Performance Management (performance appraisal) for Public Employees in China, Japan, and Korea” was initiated.

(3) Periodical Information Exchange

The three countries exchange information related to personnel administration every quarter, and employees from the personnel administration organization of the three countries write on personnel administration for periodicals of the two other countries.

(4) Mutual Dispatch of Employees among the NPA National Institute of Public Administration (NIPA), the China National School of Administration (CNSA), and the Central Officials Training Institute of the Republic of Korea Civil Service Commission (COTI)

Trainees were dispatched from the NIPA in September 2006 and from the CNSA in November 2006, respectively.

Trainees were also dispatched from the COTI in November 2006 and from the NIPA in March 2007, respectively.

(5) Dispatching and Accepting Employees

The NPA accepted researchers from the CSC and sent an NPA research group to the MOPC.

In addition to these activities, the NPA participated in a symposium held by China's Ministry of Personnel and conducted training for Korean government employees.

The NPA intends to make efforts so that close collaboration and mutual exchange among the three countries through this network will contribute to improvement of the personnel administrations of the three countries.



The second heads of personnel authorities meeting “China-Japan-Korea Personnel Policy Network”