

MEMORANDUM OF UNDERSTANDING

For

METI Program for Getting to Know Japanese Corporations

Confirmed and Agreed Upon

Between

Rajamangala University of Technology Suvarnabhumi

And

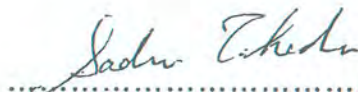
THE OVERSEAS HUMAN RESOURCES &  
INDUSTRY DEVELOPMENT ASSOCIATION

Signed



.....  
Assoc. Prof. Napat Watjanatepin  
Dean of Faculty of Engineering and  
Architecture  
Rajamangala University of  
Technology Suvarnabhumi

Signed



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Sadao Takeda  
Senior Managing Director  
The Overseas Human Resources &  
Industry Development Association  
(HIDA)

THIS Memorandum of Understanding (MOU) is confirmed and agreed upon on 3<sup>rd</sup> October, 2013 between Rajamangala University of Technology Suvarnabhumi (hereinafter referred to as RMUTSB), a university duly organized and governed by the laws of Thailand, with its principal place of activities at 7/1 Nonthaburi1 Road, Suanyaim Nonthaburi 11000, Thailand, and The Overseas Human Resources & Industry Development Association (hereinafter referred to as HIDA), a non-profit organization duly organized and governed by the laws of Japan, with its principal place of business at 4<sup>th</sup> Floor, Hakutsuru Bldg., 5-12-5 Ginza, Chuo-ku, Tokyo 104-0061, Japan.

## 1. Background

The centre of world economy is shifting to East Asia, gathering its pace after the financial crisis of 2008. It is well known that Thailand has a vast accumulation of Japanese support industries, but inflow of new companies continues and existing companies seek expansion. The nature of Japanese manufacturers' activities in Thailand is changing, too. Sophisticated manufacturing processes using automated machines are gradually taking over the old style labour intensive manufacturing. Some Japanese manufacturers shifted their design function from Japan to Thailand. Some Japanese manufacturers placed their manufacturing headquarters of their ASEAN operation in Thailand. All these changes require highly educated Thai personnel.

*Localization* of Japanese companies in Thailand is moving on. Japanese companies came to Thailand after WW2, notably from 1960s. There were several waves of inflow. It was customary for the Japanese companies to employ someone with work experience. But in this new era of *localization*, Japanese companies have come to realize that they require someone fresh from the university; someone who can take in the company's corporate culture from scratch, someone who would stay on in the company, someone who would one day become the company's key figure. Many Japanese companies also realized that they did not have a good connection with Thai universities who would supply them with quality graduates.

In this context, HIDA has been introducing the *Human Resources Program – Getting to Know Japan* to Thai universities over 4 years as a



pilot program. The program had Lectures on Japanese Corporate Culture at the centre, accompanied by Japanese Language Course, Job Fair and Visit Japan Program.

The pilot program turned out to be a success.

## 2. Fiscal Year 2013 Program

HIDA, on behalf of the Japanese Ministry of Economy, Trade and Industry (METI), has decided to continue the program in Thailand, where there are accumulation of Japanese SMEs. HIDA wants to overcome problems encountered during the four years of the pilot program and try and seek new possibilities.

Rajamangala University of Technology Suvarnabhumi, who participated in the pilot program, wishes to join the program for the fiscal year 2013, and wants to cooperate with HIDA to improve on the existing program.

Main programs are as follows:

- a. Lectures on Japanese Corporate Culture will take place, starting from the middle of November 2013. There will be about four lectures.
- b. Job Fair: HIDA would like to hold a Job Fair in cooperation with RMUTSB and introduce Japanese Small & Medium sized Enterprises. HIDA and RMUTSB will discuss about this subject later.
- c. Visit Japan Program: 4 students will be invited to this program. Participants will be selected from the students of the program in Indonesia after the consultation between university, HIDA and Lecturer.

## 3. Lecturer

HIDA and RMUTSB agree that a qualified person plays a vital and essential role in this program as lecturer (hereinafter called the Lecturer) and accordingly agree to make provisions as follows:

### 1) Particulars of Lecturer

Mr. Yuji Fuchi will be Lecturer and will give about four lectures within

the premises of RMUTSB. Mr. Fuchi will arrive in Thailand from Japan on 1<sup>st</sup> of September 2013 and leave Thailand on 15<sup>th</sup> of February 2014 for Japan.

Mr. Fuchi will be Lecturer at another Thai university:

- a. King Mongkut's University of Technology Thonburi
- b. Chiang Mai University
- c. Khon Kaen University
- d. Ubon Ratchathani University
- e. Kasetsart University

## 2) Obligations of HIDA

- a. HIDA will bear costs and expenses of Lecturer including his traveling expenses (between Japan and Thailand), accommodation, daily allowance and technical fees.
- b. Lecturer will bring with him his personal computer from Japan.
- c. HIDA will insure Lecturer with a traveler's insurance and employee accident compensation insurance.
- d. HIDA will provide an interpreter for Lecturer so that he could give his lectures in Japanese.
- e. HIDA will give a Certificate of completion at the end of Lectures to each student who participated in Lectures with more than 80% attendance.
- f. HIDA will be responsible for securing an entry visa to Thailand for Lecturer.
- g. HIDA will not cause or permit proprietary information of RMUTSB, to which Lecturer gets access during his dispatch, to third parties without prior consent of RMUTSB.

## 3) Obligations of Rajamangala University of Technology Suvarnabhumi

- a. RMUTSB will be responsible for the preparations for Lecturer in accordance with the laws of Thailand.
- b. RMUTSB will be responsible for securing, at its own expense, working permits required for Lecturer in compliance with the laws of Thailand so that Lecturer can give lectures in Thailand. RMUTSB will send a letter of invitation to HIDA in order to facilitate HIDA to obtain an entry visa for Lecturer.



- c. RMUTSB will select students who will attend Lectures. It is desirable for RMUTSB to nominate its own lecturer or staff to attend Lectures to grasp attendance and progress of Lectures.
- d. RMUTSB will provide Lecturer with amenities and services, free of charge, as per annex of this MOU.
- e. RMUTSB will provide Personal Accident Insurance for students in case students go out of RMUTSB premises to visit factories, as part of this Program.
- f. RMUTSB will submit a report to HIDA at the end of Lectures, summing up views and opinions of RMUTSB.
- g. RMUTSB will secure Lecturer's safety during his dispatch at RMUTSB's premises.
- h. RMUTSB will help HIDA to grasp the effect and impact of this Program by tracing the career of students (which company he got a job in) who participated in Lectures in the past years.

#### 4. Termination of Memorandum of Understanding

HIDA and RMUTSB may terminate the execution of this MOU at any time by providing the other party with written notice at least fourteen (14) business days in advance.

This MOU may also be terminated in the event of any hindrance caused by government action or restriction, act of God, strike or lockout, accident, sickness and so forth that may prevent or materially restrict the execution of this Program.

#### 5. Consultation

HIDA and RMUTSB will consult with each other on any matters not covered in this MOU.

## Annex

Amenities and services to be provided, free of charge, by Rajamangala University of Technology Suvarnabhumi (ref. 3. 3) d):

- (1) Transportation (airport – hotel, hotel – RMUTSB).
- (2) Communication facilities (including office facsimile) for international calls, availability of internet access (sending and receiving e-mail), &c.
- (3) Office space and equipment (desk, chair & cabinet).
- (4) Office stationery.
- (5) Photocopying and distribution of materials for the Lectures.
- (6) Providing the venue of the Lectures.
- (7) Providing the facilities for the Lectures (screen, projector, &c.).
- (8) Announcing the Lectures to students.
- (9) Providing a first medical aid.