

# IP Community Meeting and Seminar

## Human Resource Development for IP Experts Cambodian Experience

PHIN Sovath, LL.D.

Partner, Bun & Associates (B&A)

Professor, Pannasastra University of Cambodia (PUC)

March 5, 2018

MyIPO Building, Kuala Lumpur, Malaysia

# Outline of the Presentation

1. Introduction
2. National Intellectual Property Strategy:  
Education and Training
3. Development of IP Human Resource
4. Concluding Remarks

# 1. Introduction (1)

- The most interesting short and medium term challenges for Cambodian IP professionals and policy-makers are:
  - To increase broad public awareness about the value of IPRs; and
  - To deepen the use of IPRs by Cambodian businesses, particularly SMEs.

# 1. Introduction (2)

- The National IP Strategy for Cambodia 2013-2018 (NIPS) offers an interesting review of current limited use of IP protections in Cambodia across key sectors of its economy and opportunities for deepening their use:
  - Agriculture and Agro-processing
  - Cultural sector
  - Educational sector
  - Health sector
  - Industry and commerce
  - Tourism

## 2. National Intellectual Property Strategy (1)

### Objective 1:

Improve the capability and capacity within the Cambodian economy to provide and use intellectual property services to support Cambodia's economic development.

Sectors		Initiatives	Primary/Joint Implementing Ministries	Timing
Education & Training	3-	Extend interdisciplinary intellectual property education to science and engineering faculties in tertiary institutions such as the Institute of Technology of Cambodia.	MoEYS	Medium term
	4-	Introduce into the curriculum of selected schools concepts of innovation and the use of intellectual property system and expand progressively to other schools.	MoEYS, MoC, MoCFA, MIME	Medium to longer term

### Objective 2:

Improve the capability and capacity within the Cambodian Government to deliver intellectual property policy and services to support Cambodia's agricultural, commercial, industrial and cultural sectors and the tourism industry.

Sectors		Initiatives	Primary/Joint Implementing Ministries	Timing
Education & Training	5-	Undertake a study to learn how other countries have used intellectual property education to nurture creativity within the education system.	MoEYS, MoC, MoCFA, MIME	Medium term

## 2. National Intellectual Property Strategy (2)

### Objective 3:

Improve awareness and understanding within the broader population of the economic role of intellectual property to support the increasing use of the intellectual property system by Cambodian businesses.

Sectors	Initiatives	Primary/Joint Implementing Ministries	Timing
Education & Training	4- Include intellectual property education in the curriculum for science and business students to improve the awareness of graduates about how the intellectual property system is an important developmental tool.	MoEYS	Medium term

### Objective 4:

Develop and maintain Cambodia's intellectual property legislation with international standards to meet Cambodia's economic and social needs.

Sectors	Initiatives	Primary/Joint Implementing Ministries	Timing
Education & Training	5- Establish mechanisms for more collaboration between the universities and the private sector in the area of joint research and developing solutions to technical issues.	MoEYS	Medium to longer term
	6- Undertake a detailed review of the Copyright Act to ensure that all flexibilities that allow access to information and knowledge for educational purposes are fully catered for.	MoEYS, MoCFA	Medium term

# 3. Development of IP Human Resource (1)

- Traditional Definitions:
  - “teaching”: the provision of knowledge on IP by institutions of higher education (including universities and high schools) essentially for the benefit of students, within the formal/national system of education;
  - “training”: the sharing of information, practical knowledge and resources with a view to enhancing the professional performance of adults who work in the field of IP. In this case, the sharing of information is essentially carried out by topic experts (and not necessarily university professors).

### 3. Development of IP Human Resource (2)

- IP teaching programs currently not available at high school level;
- IP teaching programs currently held in Cambodia provided by universities:
  - The Royal University of Law and Economics (RULE)
  - The Pannasastra University of Cambodia (PUC)
  - The Build Bright University(BBU)
  - The Norton University
  - The Mekong University
  - The National University of Management(NUM)

### 3. Development of IP Human Resource (3)

- Faculties involved
  - Law
  - Public Administration
  - Economics/management/Business
- Faculties NOT involved
  - Pharmacy
  - Art
  - Social sciences
  - Natural sciences

### 3. Development of IP Human Resource (4)

- IP Courses are provided at different levels:
  - Undergraduate (Almost all universities);
  - Master (PUC & RULE);
  - Ph.D. (Not at all);
- Lecturers/Professors
  - University lecturers/professors;
  - Senior officials from IP Offices;
  - Lawyers or judges.

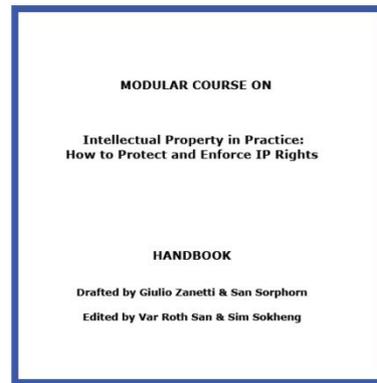
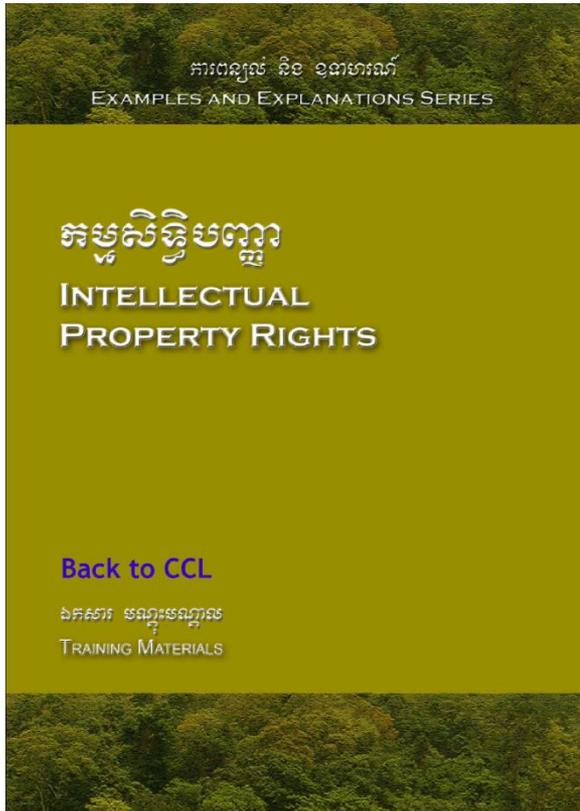
### 3. Development of IP Human Resource (5)

- Methods of Teaching:
  - Combination: Theoretical and Practical
  - No exercises are performed and the interaction between experts and students is still somewhat limited.

### 3. Development of IP Human Resource (6)

- Training Materials
  - IP Textbook developed by Ministry of Commerce
  - IP Textbook developed by lecturers

# 3. Development of IP Human Resource (7)



Ministry of Commerce of the Kingdom of Cambodia

- នី វិចិត្រ នីតិកម្មសិទ្ធិបញ្ញាកម្ពុជា (2013)
- តន យៀន និងអ៊ិក វណ្ណារត្នី នីតិកម្មសិទ្ធិបញ្ញា (2013)
- ខាំ សុមករា នីតិកម្មសិទ្ធិបញ្ញា (2011)
- កាន សុទ្ធប្លូលីន នីតិកម្មសិទ្ធិបញ្ញា សិទ្ធិអ្នកនិពន្ធ ម៉ាកប្រកាសនីយបត្រតិក្កកម្ម (2009)

### 3. Development of IP Human Resource (8)

- IP Training Programs provided to various beneficiaries:
  - Internal staff of private companies
  - The business community / SMEs
  - A variety of stakeholders including lawyers, judges, etc.

### 3. Development of IP Human Resource (9)

- IP Training currently provided by:
  - Department of IPR
  - Department of Industrial Property
  - Department of Copyright and Related Rights
  - General Department of Customs and Excises
  - Lawyers' Training Center (30 hours)
  - Royal School of Administration (15 hours & 20 hours)
  - Royal School for Judges and Prosecutors
  - Other institutions

### 3. Development of IP Human Resource (10)

- Department of DIPR
  - Training of Trademark Agents
  - Training of IP Trainers
  - Workshops and Seminars Provided to Private Sector
  - Training Programs in Cooperation with International Organizations (JPO, WIPO, WTO, ECAP, etc.,)

# Trademark Agent Training

- Two stages
  - In-class training stage covering ten topics as follows (64 hours)
  - Writing examination (3 hours)

# Trademark Agent Training

- Four batches:
  - First Batch (34)
  - Second Batch (59)
  - Third Batch (30)
  - Fourth Batch (68)

# 3. Development of IP Human Resource (11)



# Patent Attorney Training

- APAA Patent Surgery Course
  - Four days
  - Patent claim drafting
  - Number of participants (9)
- Patent Office Training
  - Patent claim drafting
  - PCT training
  - JPAA
- Other Patent Office Trainings

### 3. Development of IP Human Resource (12)

- Challenges in Cambodia
  - Methods of Training: Traditional Type
  - Human Capacity: Lack of trainers and competence in other fields of IP
  - Training Facilities
  - Training Programs are still limited

# 4. Concluding Remarks

- Developing comprehensive strategy for IP HRD in Cambodia through the cycle of IP creation, protection and utilization.
- Building network of IP professionals and practitioners for IP HR development purpose
- Speed up training program for patent attorneys
- Establishing short-term practical training programs for various targets of private sectors
  - Curriculum development (for each target of private sector)
  - Training material development (e.g., standard textbooks)
- Establishing and/or enhancing cooperation between IP offices and local training and education establishments
- Promoting local training and education establishments (including IPAC) with regional and international IP training institutes

Thank you for your attention.