

Development of the communicative capacity of the civil service institute should take place with adopting the latest communication tools, such as social networks and various online platforms (sites, forums, etc.).

References:

1. Gabriel Tarde (2006) Sotsyalnaia lohyka [Social logic]. - SPb, p. 567 [in Russian].
2. Kovbasiuk, Yu.V. (2011). Entsyklopediia derzhavnoho upravlinnia [Encyclopedia of Public Administration]. National Academy for Public Administration under the President of Ukraine. - Kyiv, Part 1, p. 748 [in Ukrainian].
3. Romanenko, Ye.O. (2014). Komunikatyvna vzaiemodii orhaniv derzhavnoi vlady ta hromadskosti: sutnist ta osoblyvosti [Communicative interaction of state and society: the nature and peculiarities of forming]. Derzhavne upravlinnia ta mistseve samovriaduvannia, Vol. 2 (21), pp. 190-201 [in Ukrainian].
4. Lashkina, M.H. (2013). Novi pidkhody do komunikatsii v publichnomu prostori derzhavnoho upravlinnia [New approaches to communication in public space of public administration]. Publichne upravlinnia: teoriia ta praktyka, Vol. 1, pp. 10-18 [in Ukrainian].
5. Dvoretzka, H.V. (2002). Sotsiologhiia [Sociology]. - K., KNEU. - 472 p. [in Ukrainian].
6. Kovbasiuk, Yu.V. (2011). Entsyklopediia derzhavnoho upravlinnia [Encyclopedia of Public Administration]. The Lviv regional institute of public administration The National Academy for Public Administration under the President of Ukraine. - Lviv., Part 8. - 630 p. [in Ukrainian].
7. Solovjov, S.H. (2015). Informatsijna skladova derzhavnoi polityky ta upravlinnia [Information component of public policy and management]. National Academy for Public Administration under the President of Ukraine. - Kyiv., p. 320 [in Ukraine].
8. Vyshnevskiy, A., Afanasieva, V., Balaniuk, V. (2010). Poriadok denniy novoho ministra [The agenda of the new minister]. - Kyiv., Center for Adaption of the Civil Service to the standards of the European Union, p. 192 [in Ukraine].
9. Komunikatyvna kompetentnist derzhavnykh sluzbovtziv yak element modernizatsii systemy derzhavnoi sluzhby [Communicative competence of civil servants as an element of modernization of civil service], Ivano-Frankivsk Centre for Science, Innovation and Informatization (2012), p. 154 [in Ukraine].
10. Tuluhoeva, M.S. (2004). Sotsialnyye osobennosti komunikatsiy v gosudarstvennoy grazdanskoy sluzhbe [Social features of communications in civil service]. - Moscow, p. 22 [in Russian].
11. Hoshovska, V.A. (2016). Komunikatsii v publichnomu upravlinni: aspekty organizatsiinoi kultury ta dilovoho spilkuvannia [Communication in Public Administration: organizational culture and business communication aspects]. - Kyiv., p. 130 [in Ukraine].
12. Kuchabskyj, A.H., Bazhynova, O.A. (2012). Mekhanizmy komunikatsii vlady ta hromadskosti v umovakh hlobalizatsii [Mechanisms of communication of authorities and public under globalization] Publichne upravlinnia: teoriia ta praktyka, Vol. 4 (12), pp. 196-201 [in Ukraine].
13. Khyzhniakov, D.P., Lebedev, S.D. (2011). Informatsionnyye baryery v sisteme gosudarstvennogo upravleniya [Information barriers in the system of public administration]. - Belgorod., Part 15, Vol. 2(97), pp. 322-331 [in Russian].
14. Karpenko, E.V. (2008). Tipologiya komunikativnykh baryerov v gosudarstvennom upravlenii [The typology of communicative barriers in public administration]. Vol. 2, pp. 14-17 [in Russian].
15. Pushkareva, G.V. (2009). Informatsionnyye tekhnologii v prinyatii gosudarstvennykh resheniy: sovremennyye tendentsii [Information technology in adoption public solutions: modern trends]. Part 2, Vol. 2, pp. 128-139 [in Russian].
16. Vasilenko, L.A. (2014). Informatsionno-komunikatsionnyye aspekty professionalnogo razvitiya i problemy formirovaniya i realizatsii innovatsionnykh kompetentsiy gosudarstvennykh sluzhashchikh [Information and communication aspects of professional development and the problems of formation and implementation of innovative competencies of civil servants]. - Moscow., Access mode: <http://www.socinko.ru/index.php/2014-10-05-15-17-25/item/41-informatsionno-komunikatsionnyye-aspekty-professionalnogo-razvitiya-i-problemy-formirovaniya-i-realizatsii-innovatsionnykh-kompetentsij-gosudarstvennykh-sluzhashchikh>

IMPROVING THE SYSTEM OF PREPARATION AND ADVANCED TRAINING OF CIVIL SERVANTS AND LOCAL GOVERNMENT OFFICIALS IN THE FIELD OF EUROPEAN AND EURO-ATLANTIC INTEGRATION

Y. Lykhach, First Deputy, Director
Center for Adaptation of Civil Service to EU standards, Ukraine

Conference participant

*The integration of Ukraine into the European Union and the European security system provides for a high level of professional competence of civil servants and local government officials, their active participation on the national, regional and local levels in the implementation of priorities, arising from European partnership, the implementation of the Association Agreement, harmonization of legislation of Ukraine with *acquis communautaire*, their ability to quickly adapt to new rules and procedures, to implement new standards of service, maintain a dialogue with citizens and with the European Community.*

Keywords: *public administration, civil servants, local government officials, European and Euro-Atlantic integration, system of training, professional competence*

Implementation of the integration of Ukraine in European political, economic, legal space for the purpose of gaining membership in the European Union and increasing the cooperation with the North Atlantic Treaty Organization (hereinafter – NATO) to meet the criteria required for gaining membership in this organization is one of the priorities set out in the Law of Ukraine “On the basis of domestic and foreign policy”, Coalition Agreement of the Deputy Facions “European Ukraine”, Strategy of Sustainable Development “Ukraine – 2020”, Program of activities of the Cabinet of Ministers of Ukraine and its action plan etc.

The integration of Ukraine into the European Union and the European security system will help create conditions for the consolidation of democracy and the transformation of Ukraine into a wealthy, free, prosperous state, and for maintaining national security, sovereignty and territorial integrity. Implementation of placed goals stipulates system and comprehensive reforms in all areas of public administration. Directions and tasks of institutional and legal transformations are envisaged by the Association Agreement between Ukraine, on the one side, and the European Union, the European Community of Atomic Energy and their member states, on

the other side (hereinafter – the Association Agreement), updated content of Agenda of Ukraine – EU Association, relevant annual national programs of Ukraine – NATO cooperation.

In this regard the following takes on particular importance: defining of the strategic principles of improving the preparation and advanced training of civil servants and local government officials and updating of training content in the field of the European and Euro-Atlantic integration as well as increasing level of professional competence of civil servants and local government official for their active participation on the national, regional and local levels in the implementation of priorities, arising from European partnership, the implementation of the Association Agreement, harmonization of legislation of Ukraine with *acquis communautaire*, their ability to quickly adapt to new rules and procedures, to implement new standards of service, maintain a dialogue with citizens and with the European Community.

Herewith, it concerns not only to employees of central government bodies, but also to employees of local and regional levels. Practice shows that it is these specialists who are at the forefront of the direct realization of the tasks of European and Euro-Atlantic integration policy of Ukraine, and, accordingly, they need to improve their skills.

It should be noted that during the preparation for EU membership Central and East European countries have paid great attention to the development of the institutional capacity of public authorities and local governments, which stipulates high professional competence of civil servants that guarantees effective development and implementation of European integration policy and ensures the capacity of the public administration system, helping to transform the state into an equal partner of the EU.

In accordance with this fact in most countries, in particular, Poland, Bulgaria, Slovenia and Slovakia, the Balkan countries and the Baltic states, their own documents that were aimed to ensure a systematic training of ministry workers and other central executive bodies and local administrations in the field of European integration, coordinated approach to educational activities in European integration and a feedback on the quality of education in this area have been developed.

Training on European integration in these European countries first of all covered European integration departments in the ministries, ministry workers and local authorities who were responsible for planning and coordination of the activities of department for European integration that had to gradually apply the rules of the EU. Moreover, the experience of these countries testifies that at least 30 per cent of civil servants and local government officials have to pass such training.

It should be noted that proper providing public authorities and local government bodies by experts who are able to perform tasks related to the implementation of the state policy in the field of European integration and Euro-Atlantic cooperation with Ukraine at the state, regional and local levels as well as building an effective system of training, retraining and advanced training have carried out in accordance with tasks of the State Target Program for training, retraining and advanced training of specialists in the field of European integration and Euro-Atlantic cooperation with Ukraine for 2008-2015 (hereinafter – the Program) since 2008.

In 2008-2014, 62093 civil servants and local government officials pass the training, retraining and advanced training within the Program, among them:

according to the training directions:

- European integration – 45729 persons;
- Euro-Atlantic cooperation – 6371 persons;
- language courses – 9993 persons.

according to the sources of funding:

- state budget – 16421 persons, that is 89,3% of the planned;
- local budget – 36500 persons, that is 99,0 % of the planned;
- other sources – 9172 persons, that is 133,9 % of the planned (within the EU institutional development project TAIEX – 8781 persons, within the British Council project “English skills for Civil Servants involved in EU Integration” – 391 persons).

Moreover, in 2012 the Order of keeping a record of civil servants local government officials, who passed the advanced training in the field of European integration, Euro-Atlantic cooperation and language courses, approved by the Order of NACS on December 25, 2012 № 251.

In 2009, in order to coordinate the implementation and monitoring of the Program the Coordinating Council on training, retraining and advanced training of specialists in the field of European integration and Euro-Atlantic cooperation of Ukraine was formed as a consultative body of the NACS.

However, in 2014, due to the lack of state budget funds, the implementation of the Program was earlier terminated and the resolution of the Cabinet of Ministers of Ukraine of November 05, 2008 № 974 was deemed to have lost an action.

A significant achievement within the Program implementation was the strengthen of the institutional capacity in the civil service system, through the training of civil servants who were the members of working groups on preparation and implementation of Twinning projects, TAIEX events and projects of NATO.

However, due to the dynamic nature of the process of European integration and legislative changes that have occurred in Ukraine, including the signing of the Association Agreement, the Law of Ukraine on July 1, 2014 № 1556-VII “On higher education” and the Law of Ukraine on December 10, 2016 № 889-VIII “On civil service”, defining of the strategic principles of improving the preparation and advanced training of civil servants and local government officials and updating of training content in the field of the European and Euro-Atlantic integration have become of the primary importance. It has reflected in paragraphs 6 and 7 of the Action Plan on the Association Agreement implementation, approved by resolution of the Cabinet of Ministers of Ukraine of September 17, 2014 № 847, that stipulate the development of Strategy of training and advanced training of civil servants and local government officials in the field of European and Euro-Atlantic integration till 2020 (hereinafter – the Strategy) and providing trainings, seminars, conferences, round tables on Association Agreement implementation, which include increasing knowledge of foreign languages, the EU official languages, in accordance with the mentioned Strategy.

A significant challenge in the Association Agreement implementation is the development of the institutional capacity of public authorities in implementing EU legislation, that require the optimal combination of expertise knowledge of civil servants and local government officials for the relevant sector and EU law.

Also important is to increase knowledge of foreign languages of civil servants and local government officials. The above question is one of priority directions of Comprehensive assistance package for Ukraine, adopted during the Warsaw summit of NATO in July 2016. In the Law of Ukraine on December 10, 2015 number 889-VIII “On Civil Service” a requirement for mandatory knowledge of foreign languages is set. In particular, pursuant to paragraph 1 of second part of Article 20 of Law, the person claiming to occupy position at public service of category “A”, must know a foreign language, which is one of the official languages of the Council of Europe. This provision will come into force from May 1, 2018.

In accordance with the above, development and adoption of the Strategy will ensure strengthening of the human capacity of public authorities and local governments for effective implementation of the Association Agreement and implementation of state policy in the field of European and Euro-Atlantic integration.

Achievement of this goal requires significant qualitative changes in the structure and functioning of the training and advanced training of civil servants and local government officials, its legal, regulatory, personnel, scientific-methodological, information and logistics supply.

In this regard, the main objective of the Strategy is to create a new system of training and advanced training of civil servants and local government officials in the field of European and Euro-Atlantic integration that would meet the needs of public authorities and local governments, would guarantee quality improvement of tasks and duties in this area, implementation of priority reforms, that would ensure the effective implementation of the Association Agreement and NATO standards and facilitate Ukraine's integration into the European Union and the European security system through approximation of the state administration and local government system in line with EU standards.

The main directions of the Strategy implementation are:

create an effective system for training and advanced training of experts in the field of European and Euro-Atlantic integration:

– improve the mechanism for determining the training needs of civil servants and local government officials based on performance appraisal, level of professional competence, categories of positions and the areas of activity of the state, regional and local policies in this area;

– define the content of training programs considering directions of European and Euro-Atlantic integration, defined in strategic and policy documents, as well as the provisions of the Association Agreement, Ukraine – EU Association Agenda and the European Charter of Local Self-Government;

– establish a mechanism for monitoring learning outcomes of civil servants and local government officials, which is independent from the providers of educational services;

– improve professional competence in the field of European and Euro-Atlantic integration of faculty staff of higher education institutions, organizations regardless of ownership type, which are entitled to provide educational services;

enhance the institutional capacity of public authorities and local governments for effective implementation of the Association Agreement, Ukraine-EU Association Agenda and the European Charter of Local Self-Government and implementing policy in the area of European and Euro-Atlantic integration:

– provide training and advanced training of civil servants and local government in this area;

– improve the professional competence of civil servants on sectorial issues on the implementation of the Association Agreement and the Ukraine-EU Association Agenda;

– provide advanced training for local government officials on the implementation of the European Charter of Local Self-Government provisions;

– provide language training for civil servants and local government officials considering the training needs, level of professional competence and Common European Framework of Reference for Languages Learning;

– improve the professional competence of civil servants involved in the implementation of the projects within the institutional building instrument Twinning and TAIEX, other international technical assistance projects.

The development of the system of training and advanced training in the field of European and Euro-Atlantic integration should ensure an increase of labour efficiency of public authorities and local governments, which will become a guaranty of integration of Ukraine into the European political, economic and legal space and transformation of our country into a wealthy, free, prosperous state.



THE STATE INFLUENCE ON THE FUNCTIONING OF THE LABOR MARKET DURING THE PERIOD OF DECENTRALIZATION OF THE POWER IN UKRAINE

S.O. Lypovska, Head of Personnel Upgrading

Odessa Regional Institute for Public Administration under the President of Ukraine,

Postgraduate student of the Department of Public Administration and Local Government of Odessa Regional Institute for Public Administration National Academy of State Administration of the President of Ukraine, Ukraine

Conference participant

Keywords: state social services, state regulation, decentralization, employment, mechanism, labor market, employment structure.

The essence of the state employment policy, the basic principles of its implementation, the possibility of using various instruments of implementation of state policy in the field of employment, and the organization of services delivery to the unemployed people is carried out in accordance with the Law of Ukraine "On employment of the population" [1]. State regulation of employment is the formation and implementation of state employment policy in order to create conditions for full and productive free-choice employment and social protection in the case of unemployment.

State employment regulation is the one of the necessary condition for the functioning and reformation of the state economy. The improvement of economic and political reforms in Ukraine leads to a change in the structure of employment in different sectors of the economy. That is why the state should monitor the situation on the labor market.

The analysis of global managerial practice for mechanism of improvement of the employment area defined that the most scientists stress the need to creating a partnership between all the actors of the labor market, increase the role of the state, as well as increase the impact on local government and other non-state entities. Ukrainian scientists E. Libanova [2], Y. Marshavin, V. Petyuch and others made a great contribution to the scientific development of the problem of state regulation of employment in the market economy.

According to the State Statistics Service of Ukraine, the economic activity of the population aged 15-70 years (according to the population surveys of the population on economic activity) is decreased and in 2015 it was 18,097.9 persons (62.4%), for 2016 - 17 955.1 (62.2%), for the first quarter of 2016 - 17,822.2 (61.7%), and the first quarter of 2017 - 17 672.7 (61.4%). The level of employment of the population during the same periods was, respectively, 56.7%, 56.3%, 55.6%, 55.2%. Information was given without taking into account the temporarily occupied territory of the Autonomous Republic of Crimea and the city of Sevastopol, also without part of the area of the anti-terrorist operation [3].

Therefore, in the current political and economic conditions, as well as in the period of the decentralization of power reform in Ukraine, the key component of the control of the situation in the labor market is the establishment of cooperation between the public and private sectors, the government, local self-government bodies, and non-governmental organizations.

Stimulation of market demand, implementation of purposeful investment policy, improvement of functional training of employee,