



Prospects for the development of certification of civil servants in the Republic of Belarus

Baku, 2017



Evaluation of the compliance of civil servants with the posts held, as a rule, by attestation

The attestation of civil servants is mainly regulated:

- LAW OF THE REPUBLIC of BELARUS dated 14.06.2003 No. 204-Z «ABOUT THE STATE SERVICE IN the REPUBLIC of BELARUS».
- DECREE OF THE PRESIDENT OF THE REPUBLIC of BELARUS dated 14.03.2005 №122 «ABOUT CARRYING OUT OF CERTIFICATION OF MANAGERS of STATE BODIES AND OTHER ORGANIZATIONS WHOSE POSTS are INCLUDED IN the PERSONNEL REGISTER OF THE HEAD OF STATE OF THE REPUBLIC OF BELARUS».
- DECREE OF THE PRESIDENT OF THE REPUBLIC OF BELARUS dated 06.11.2003 №489 «ABOUT THE APPROVAL OF REGULATIONS OF ATTESTATION OF CIVIL SERVANTS».

Examples of certification of employees in the Republic of Belarus

- In accordance with Article 37 of the Air Code of the Republic of Belarus, certification of the level of competence of aviation civil aviation personnel is carried out.
- In accordance with Article 8 of the Law of the Republic of Belarus «On Accounting and Reporting», a person with a certificate of a professional accountant is appointed to the position of chief accountant of a socially significant organization, and insurance organizations.
- In accordance with Article 31 of the Law of the Republic of Belarus «About Environmental Protection», certification of the competence of personnel in the performance of works and services in the field of the environment is conducted.



The development of a system of certification of civil servants in the Republic of Belarus is being implemented mainly through improvements to the National system of qualifications of the Republic of Belarus

Factors driving the need for improving the National qualifications system in the Republic of Belarus:

- the increasing role of on-the-job training in the work process;
- the lack of a systematic classification of skill levels and the inability to officially confirm the level of qualifications attained;
- increasing imbalance between supply and demand in the labor market;
- excessive number of employees and at the same time a shortage of qualified personnel in organizations.

The work on improving the national system of qualifications of the Republic of Belarus is carried out in accordance with the

- RESOLUTION OF THE COUNCIL OF MINISTERS OF THE REPUBLIC OF BELARUS dated 17.01.2014 №34 «ABOUT SOME QUESTIONS OF DEVELOPMENT OF THE NATIONAL QUALIFICATIONS SYSTEM OF THE REPUBLIC OF BELARUS»
- «Comprehensive Development Plan of the National System of Qualifications of the Republic of Belarus»
- Implemented an innovative project «To Develop a new methodology for the National qualifications system of the Republic of Belarus to prepare and submit to the Government of the Republic of Belarus proposals for its implementation».

Main principles of formation of qualifications system

- **TRANSPARENCY (of qualifications and competences) – accessible and understandable information necessary to determine and compare the value of qualifications at sectoral, regional, national and international levels**
- **The RECOGNITION of professional qualifications – confirmation of the fact that the set of qualifications and competencies has rates that are at least equivalent to the requirements of certification authorities**

The training system must be focused on the formation of competencies, rather than developing educational programs

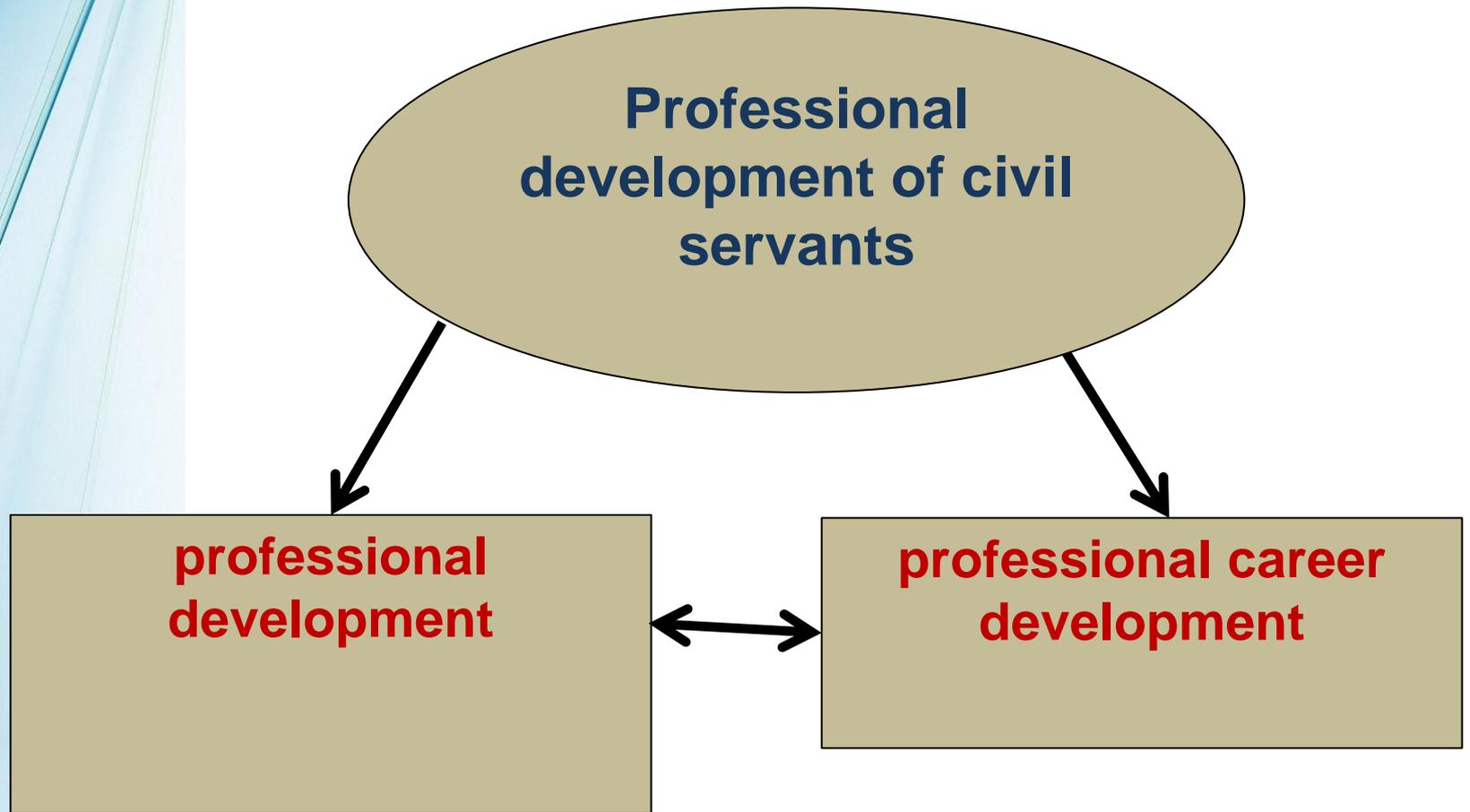
In the Academy of Public Administration under the aegis of the President of the Republic of Belarus in 2014 created and is functioning **the sectoral Council of qualifications in the field of management activities, formed its structure and a working group,**

In 2015, an experimental **platform to create a certification center for management personnel was established**

In order to improve the national system of qualifications in the field of management activities developed:



- methodology for improving the sectoral system of qualifications in the field of management;
- sectoral framework for qualifications in the field of management;
- methodological documents on the sectoral council in the field of management;
- methods of forming professional standards in the field of management and the draft professional standard «Management (leadership) of organization»;
- **methodology for assessment and certification of personnel in the field of management;**
- **proposals on the formation of the system of independent assessment and certification of qualifications in the field of management in the Republic of Belarus;**
- methodology for planning career development in the field of management.
- a plan of measures to improve the National system of qualifications of the Republic of Belarus for the period until 2020 and other documents.



professional development must be significant as content, constant, continuous and enriching human potential

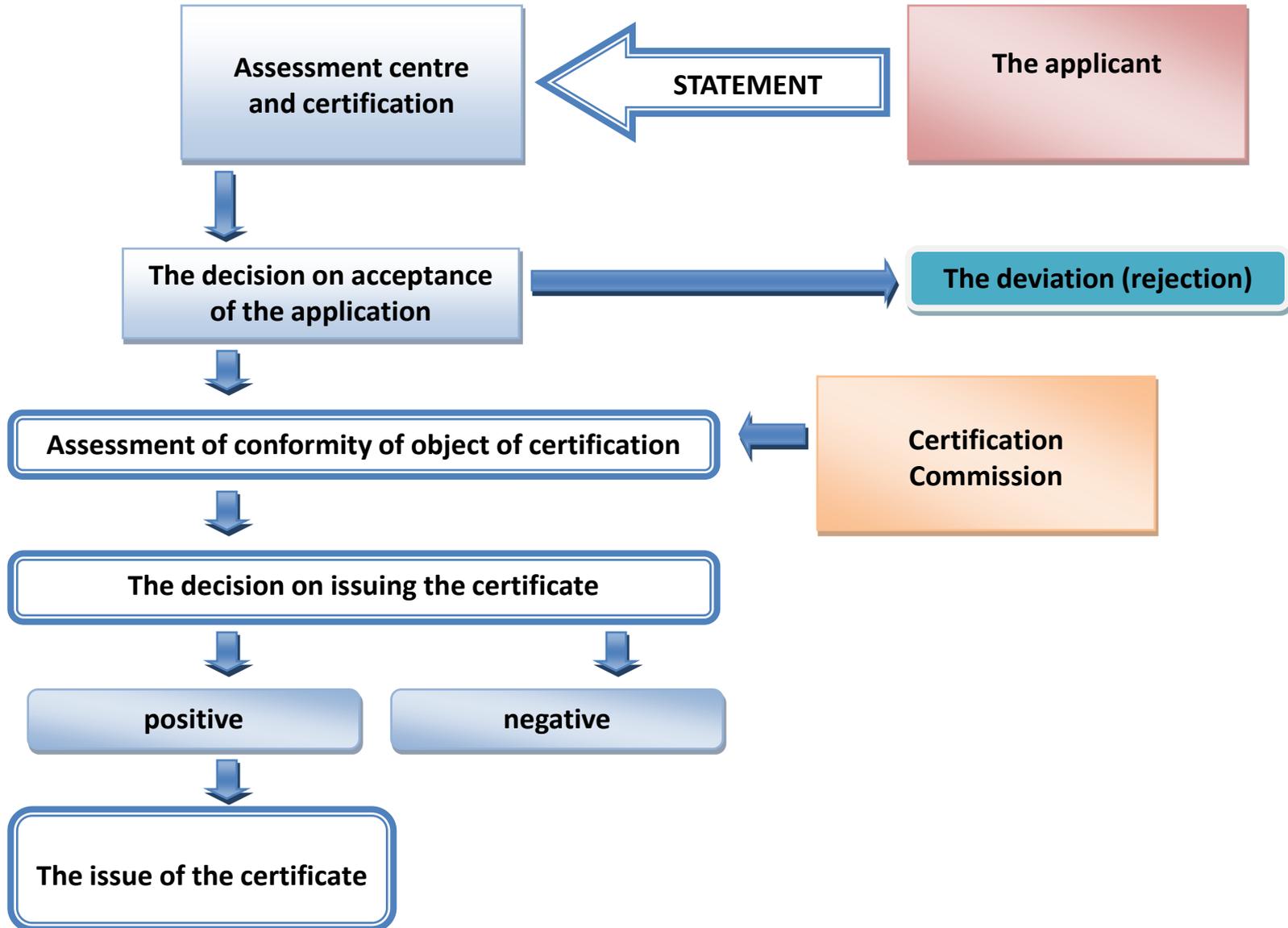
Professional standards are documents that contain relevant information about requirements, qualifications needed to perform certain types of work.

The principal changes from the existing in the Republic of vocational qualification system are: professional standards focus on systematic enumeration and description of the job functions necessary for effective professional activities on the basis of research the requirements of employers.

The existence of professional standards makes it possible to create a system of certification in the field of management.

Certification is the process of creation and the collection of evidence of professional activity of the employees for adoption on the basis of this evidence the conclusion about the presence or absence of the required competences that define the professional qualifications, on the basis of predetermined criteria.

Scheme of the process of certification in the field of management



Problems and priorities of development of certification of civil servants

The main obstacle to development:

- the lack of necessary legal framework;
- the unresolved financing issues;
- organizational issues associated with the creation and activities of the sectoral councils;
- the motivation for the introduction of certification.

Priorities for the near future:

- creating the legal framework for the functioning;
- the introduction of terms and their definitions in the field of assessment and certification of qualifications;
- the definition of the coordinating body for implementing state policy on development of qualifications;
- the definition of the base organizations, supporting the implementation of a new system of qualifications.

Thanks for your attention!
Please, your questions.



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