

**RESOLUTION  
OF THE X ANNUAL RICHELIEU ACADEMIC READINGS:  
“CIVIL SERVICE OF UKRAINE: TRADITIONS AND INNOVATIONS”**

**Odessa, September 20–21, 2018**

Participants of the X Annual Richelieu Academic Readings: “Civil Service of Ukraine: Traditions and Innovations” – officials of the Presidential Administration of Ukraine, the Secretariat of the Cabinet of Ministers of Ukraine, the Secretariat of the Verkhovna Rada of Ukraine, heads of human resources management services of the ministries, other central executive authorities, representatives of local self-government authorities, united territorial communities, higher educational establishments that provide professional training for Master’s degree in “Public Administration and Management”, representatives of centers for retraining and advanced training for representatives of government authorities, local self-government authorities, state enterprises, institutions and organizations, civil society institutes, Ukrainian and international experts –

*having discussed* lessons of the history formation and traditions of the Ukrainian civil service, main achievements and challenges in the implementation of the reform of the civil service and service in local self-government authorities, role of science in the implementation of reforms and ensuring the practical orientation of scientific research in the area of “Public Administration and Management”,

*stating* the urgency of the issue of improvement the system of professional training of civil servants and local self-government officials by ensuring continuity, commitment, planned vocational training, development of the market and assessing the quality of educational services in the area of professional education on the basis of transparent and integrity competition,

*endeavoring* to build a professional, effective, politically impartial and sustainable civil service and service in local self-government authorities,

*taking into account* the results of the evaluation of the public administration system of Ukraine and its compliance with the EU principles of public administration that was carried out by the SIGMA programme as well as and Ukraine’s commitment to implement public administration and civil service reform as soon as possible,

**REACHED THE CONCLUSION:**

1. On a first-priority basis, the national administrative tradition and the experience of organizing public power is considered to be the source of public administration and civil service reform of Ukraine along with the best practices of the governance of democratic countries.

2. The fulfillment of commitments by Ukraine envisaged by the Association Agreement with the European Union requires an appropriate capacity of government and local self-government authorities as well as the availability of qualified managerial personnel.

3. Ukraine continues to take efforts to implement reforms, identifying the public administration and civil service reform as one of the state's priorities in accordance with the Sustainable Development Strategy for Ukraine by 2020, the Action Programme of the Cabinet of Ministers of Ukraine and the Agreement on the Coalition of Parliamentary Factions “European Ukraine”.

4. Improving the model of public administration in Ukraine based on democratic principles of good governance requires fundamental renewal of sense of activity of government authorities and strengthening the role of personnel services in human resources management.

5. Ensuring the effective implementation of the local self-government reform and decentralization of power in Ukraine requires proper human resources provision, improvement of service in local self-government authorities in accordance with the tasks and goals of these major reforms and provisions of the European Charter of Local Self-Governance.

6. Improving of the system of training and advanced training of civil servants and local self-government officials, which will ensure the formation of an effective human resource potential of the

civil service and service in local self-government authorities, the formation of a team of professional and motivated specialists capable of preparing and implementing national reforms in strategic areas should be the priority of the state policy.

7. Implementation of systemic changes in all spheres of society necessitates the use of appropriate theoretical and methodological substantiation and scientific support of state-management processes and ensuring its implementation by highly skilled personnel.

Considering the above mentioned, in order to improve the system of human resources management in the civil service and service in local self-government authorities, in particular reforming the system of professional training of civil servants, local self-government officials, relying on the experience and practice of reforming and professionalization of the civil service and service in local self-government authorities in the EU Member States,

#### **RECOMMEND:**

- to implement new approaches and technologies in all processes of human resources management in the civil service (selection, career development, performance appraisal and planning of professional development and civil service career, encouragement of civil servants, etc.) with regard to the competence based approach and the best practices of the EU Member States;

- to promote the strengthening of personnel potential, the formation of a professional, effective and sustainable service in local self-government authorities in Ukraine in accordance with the principles of local self-government reform and decentralization of power;

- to promote an effective implementation of the Concept for Reforming the System of Professional Training of Civil Servants, Heads of Local State Administrations, their First Deputies and Deputies, Local Self-Government Officials and Deputies of Local Councils taking into account the proposals and comments made during the discussion by the participants of the X Annual Richelieu Academic Readings;

- to promote continuous professional training and development of civil servants and local self-government officials;

- to promote openness and transparency of government and local self-government authorities through wide involvement of the civil society as well as establishing effective cooperation with representatives of civil society institutes.