

population of the country and the reduction of unemployment to the minimum socially acceptable level.

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### PUBLIC SERVICE: CONCEPT, INTERNATIONAL EXPERIENCE

**Introduction.** Today, the Ukrainian population as a whole is dissatisfied with the work of the state apparatus and public servants in general, and shows strong dissatisfaction and frustration. In order to understand the root of the problem, it is necessary to dive in and consider the related issue of defining the concept and content of public service.

**Results of the research.** The multifaceted nature of the public service phenomenon has led to the emergence of various approaches, according to which its essence and components are determined. Their generalization and analysis are necessary given the urgent need to improve the organization of public service in modern Ukraine, which requires first to clarify the range of public service entities as objects of relevant public policy. In addition, the democratization of governing the state should be accompanied by a reassessment of the functions of the public service as an integrated institution of society, consisting of different groups of actors and operating on a complementary basis. Although the term “public service” was coined

in the 1920s by a French professor L. Duguid, it is still considered quite new to domestic science and practice [1: 230].

The concept of “public service” is broader and includes public service and service in local governments. The main elements of the public service include service in political positions, administrative, specialized and public services, while the civil service combines administrative and specialized service without taking into account local governments. Civil service should be considered as an element of public service, taking into account its main purpose – to become a daily channel of communication between the state and the people, their interaction, as well as to be the leading force of society [2: 3].

Today, the term “civil service” has many definitions. The main methods underlying these definitions can be divided into two categories: 1) only government agencies; 2) entities that include numerous organizations that provide certain socially significant services to individuals [2: 12].

Thus, the Code of Administrative Procedure of Ukraine defines the term “public service” as “activity in state political positions, in state collegial bodies, professional activity of judges, prosecutors, military service, alternative (non-military) service, other civil service, patronage service in state bodies, service in the authorities of the Autonomous Republic of Crimea, local governments” (paragraph 4) [3: 6].

This definition needs to be clarified. In our opinion, it is controversial to classify alternative (non-military) service as public service. At the same time, the above definition expediently mentions activities in state political positions, professional activities of judges, prosecutors, military and other civil service, patronage service, service in the authorities of the Autonomous Republic of Crimea, local governments.

In foreign practice of public service (“public service”). This type of service is associated with services that the state provides to its population directly, or organizes the provision, finances or regulates. The term “public service” is defined by a social contract (usually expressed through democratic elections), according to which certain services must be available to all, regardless of income level [4].

In order to take a position in the civil service and get a job in governmental entities, it is necessary to go through a competitive (external, internal) or professional selection procedure. However, in contrast to Ukraine, in France the rank has nothing to do with a position, that is a civil servant is associated with their rank, rather than with the position [5: 15].

The German system of public service and access to it differs significantly from the French one. Mainly, the difference lies in training civil servants and the organization of selection procedure, which experts call “step-by-step” because before taking two state exams applicants have to successfully pass theoretical training, and internship in land or federal governmental entities. Public service positions in Germany are grouped into a “career”, which is a group of positions from lower to higher, which require the same level of education and qualifications, but the responsibility and complexity of tasks at different levels require experience and professional skills. German officials have the three types of legal status, which differ in the level of legal protection and the scope of functional duties [6: 76].

These three types include:

1) preparatory service (which is little to no legally protected; the employee may be dismissed for committing a disciplinary offense; they do not hold any position, but undergo theoretical and practical training);

2) probationary service (begins with the appointment and lasts from one year (for ordinary employees) to three years (for high-level employees);

3) lifetime appointment (may be offered to employees who at the time of appointment are 27+ years old and who have successfully completed probationary service).

**Conclusion.** Summing up the research, and taking into account the views of scientists and foreign experience, it should be noted that public service is: the professional activity of a person; sphere of activity of organizations, institutions and enterprises; a certain social and legal institution, which includes governing bodies, research, design, educational and other institutions that provide a solution to a particular problem or the implementation of a particular function of the state and society; service in state political positions; professional activity of judges, prosecutors; Military Service; alternative service; diplomatic service; other civil service; patronage service; service in the authorities of the ARC and local governments. In this regard, a better definition of the public service should be developed and existing legislation amended. In addition, the law requires: to define positions that belong to the public service, and to establish the criteria by which these positions are determined. In particular, it is advisable to pay attention to political positions; to borrow the experience of France and to separate the rank from the position, consolidating that the civil servant is connected with the rank, instead of with a position.

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