WORLD PRACTICES OF COUNTERING BUREAUCRATISM: EXPERIENCE FOR UKRAINE

**Problem statement.** Over the recent 20 to 30 years, public administration systems of many advanced countries have experienced active structural transformations, aimed at raising the efficiency and competitive ability of public authorities. As a rule, the transformations in question are associated with improvement of organizational and legal framework of their work, a quality interaction with citizens and civil associations.

**Recent research and publications analysis.** The modern domestic scientific literature pays a great attention to reforming the public administration system and its approximation to the highest world standards. Thus, these issues have been researched by V. Bakumenko, V. Dolechek, V. Dziundziuk, I. Koliushko, V. Korzhenko, A. Kuznetsov, N. Meltiukhova, P. Nadolishnii, N. Nyzhnyk, D. Oliinyk, Yu. Sharov, V. Solovykh, V. Tymoshchuk, and other scholars.

**The paper objective** is generalization of the advanced international experience and determining the main measures to counteract bureaucratism in the public administration systems of the leading countries.

**The paper main body.** It is important to differentiate between the concepts of ‘bureaucracy’ and ‘bureaucratism’. While ‘bureaucracy’ is used to define a certain system of administrative apparatus work, based on the relevant rules and instructions, and done by professional officials, ‘bureaucratism’ refers to a phenomenon of a perverted use of such characteristics of bureaucracy as impersonality of administration, strict observance of rules and procedures, red tape, rigidity etc.

In order to counteract bureaucratism, in the 1980s-1990s many advanced countries launched administrative reforms, characterized by a change in:
– a system of interrelations within the public sector, ensuring demonopolization and decentralization of public administration;
– public authorities’ organizational structures, mechanisms of accountability, quality evaluation and control;
– administrative systems and methods, administrative procedures, in particular state (administrative) services that are provided based on approved administrative regulations (standards);
– the policy of staffing and management of civil service, which presupposes creation of the system for management of civil service;
– rules of civil servants’ conduct, ensuring their openness, democratic character, communicative ability, etc. (the ethical sphere).

Conclusions of the research. Implementation of administrative reforms in Ukraine involves:
– accomplishment of the constitutional reform of power decentralization;
– e-government development, a wide use of advanced information and communication technologies in public administration (including public discussion web portals, the portal of “a citizen”, etc.);
– introduction of new principles of work remuneration and control of work quality of power authorities’ personnel with account of the achieved results and public appraisal;
– further development and raising the efficiency of the operation of Centers for administrative services, based on the world principles of accessibility, convenience, and comfort of obtaining these services;
– creation, on the American model, of the Senior Management Service, which would ensure fulfillment of the strategic tasks and priorities of civil service development, and compliance with the modern democratic norms, values, and standards, irrespective of the political environment;
– development of a system for professional training of civil servants, aimed at introduction of modern ethical standards of their conduct, improvement of their communicative abilities and skills by way of arranging the relevant training courses.