

**LEGAL AND ORGANIZATIONAL BASIS DOWNSIZING OF THE CIVIL  
SERVANTS IN UKRAINE  
(ON THE AGRICULTURE MINISTRY UKRAINE)**

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*In a scientific article describes how the system cuts in Ukraine State civil servants. Investigated legislative and theoretical foundations of this phenomenon on the example of the Ministry of Agrarian Policy and Food of Ukraine. The author analyzes these changes and identifies possible effects of reduced for both the machine and the state budget of Ukraine in general.*

***Therefore, the aim of this paper is to investigate the legal and institutional framework for reducing the number of civil servants Agrarian Policy of Ukraine.***

March 27, 2014 the Verkhovna Rada of Ukraine adopted the Law of Ukraine "On Amending the Law of Ukraine" On State Budget of Ukraine for 2014". Cabinet of Ministers of Ukraine this doruchennyaschodo Reducing the size of the central authorities, local administrations and other government agencies at least 10 percent.

Pursuant to the Act, April 5, 2014 the Cabinet of Ministers of Ukraine adopted Resolution number 85, "Some issues approval the size of the office and regional offices of central authorities, other public bodies" approved a new number of staff Agrarian Policy of Ukraine, which is now 353 civil servants (reduced staff by 39 people).

Considering today Regulations of the Ministry of Agrarian Policy and Food of Ukraine, approved by the Decree of the President of Ukraine on April 23, 2011 №500/2011, it should be noted that the Ministry is the central executive body, whose activities are governed by the Cabinet of Ministers of Ukraine. Ministry of Agrarian Policy of Ukraine is the main body in the system of central executive bodies on the formation and implementation of national agricultural policy, policy on agriculture and food security state supervision (control) in agriculture and so on. Overall, this body is currently responsible for more than three hundred functions.

We believe that solving the problem of saving the use of budget funds in Ukraine, do not primarily refer to a reduction in the existing state of public officials. This can lead not only to excessive reduction in their number, but also in general in the loss of a large part of qualified personnel.

Moreover, analyzing the statistics should be noted that during the years 2001-2009, the tendency for the systematic increase in the state civil servants in Ukraine: 2001 - 199 720 persons in 2002 - 216,949 people 2003 - 230,422 persons , in 2004 - 241,452 people, 2005 - 247 people 124 2006 - 255 129 people, in 2007 - 265 315 persons in 2008 - 278,707 people in 2009 - 283 408 people, 2010 - 279 500, so the sharp reduction of civil servants , the public authorities may be totally unprepared.

So given the above, it must be stressed that to date there are no real grounds for the sharp decrease in the number of civil servants Agrarian Policy of Ukraine, at least 10%. This process can cause the opposite of the negative impact on the state by their tasks, in particular it can be shown to speed decision-making, the outflow of high-quality, qualified personnel. The priority instead is to be determined as if the rearrangement of existing state or perhaps even increase its strength.

Laying the idea of budget savings in the process of reducing the number of state employees, you must also consider that this category of people today is characterized by a rather high degree of protection on the

part of labor laws. Consequently, there should be an understanding, or survive the state budget in the country's burden of reduced compensation payments to employees, or become an excessive burden for him.

Thus, in accordance with Article 40 and 44 of the Labour Code of Ukraine, in particular termination on the basis of changes in the organization of production and work, the employee shall be paid severance pay in an amount not less than the average monthly salary.

It should be emphasized that the reduction in the number of civil servants in Ukraine , through which it is planned to achieve budgetary savings are not justified.

Reducing bureaucracy and simultaneously increasing range of functions Agrarian Policy of Ukraine could lead to a glut assigned to tasks that will lead to a general decline in the quality of work. In addition, these mechanical actions that define sharp decline at least 10 % of the state will result in the loss of a large part of the field of qualified personnel. Moreover, even if such methods are used and they need an individual approach to every body, because it is necessary to take into account such factors as the functional load body, specific activity, profession, other state officials and others.