

# INTERNATIONAL TECHNICAL ASSISTANCE IN THE FRAME OF CIVIL SERVICE REFORMS IN ARMENIA

ALEKSAN AVETISYAN  
LEADING CIVIL SERVANT  
DEVELOPMENT PROGRAMS AND  
PROFESSIONAL EXCELLENCE DEPARTMENT  
CIVIL SERVICE COUNCIL  
REPUBLIC OF ARMENIA

# EU-ARMENIA COOPERATION 2016-2017

- TAIEX
- EASTERN PARTNERSHIP PUBLIC ADMINISTRATION REFORM PANEL
- OECD/EU SIGMA
- “SUPPORT TO CIVIL SERVICE REFORMS IN ARMENIA” PROGRAMME

# COOPERATION UNDER TAIEX INSTRUMENT

- “Recruitment and Selection Process in Civil Service”
- Working visit of the CSC Delegation to Brussels, Kingdom of Belgium
- “HR Functions in Decentralized Civil Service Systems”

**Date & Venue** – 2-3 June 2016, Yerevan, Armenia

**Title** - Recruitment and Selection Process in Civil Service

**Format** – Two-day workshop

**Aim** - Study and discussion of European experience in the field of recruitment and selection of civil servants in the frame of support to civil service reforms initiated in Armenia

**Topics Discussed** - Models on recruitment and selection, performance appraisal of civil servants, civil servant motivation, improvement of staff quality

**Experts from** - Belgium, Lithuania and Portugal

**Date & Place** – 14-16 March, 2017, Brussels, Kingdom of Belgium

**Format** – Study visit

**Aim** – Exploration of the best practices of the EU in the field of civil service recruitment and selection, institutional mechanisms for professional development and improvement by studying Belgian experience

**Topics Discussed** - The specifics of the Belgian management system, needs assessment, online training, performance evaluation, career planning, job classification and promotion, as well as mobility features

**Main Partners** - Belgian Civil Service Recruitment Agency (SELOR) and Belgian Training Institute of the Federal Administration (TIFA)

**Date & Venue** – 7-8 December 2017, Yerevan, Armenia

**Title** - HR Functions in Decentralized Civil Service Systems

**Format** – Two-day workshop

**Aim** - Study and discussion of peculiarities of Human Resource Management functions, particularly performance appraisal, individual development plans, career development, promotion, etc. in the European countries with decentralized civil service systems

**Topics Being Discussed** - performance appraisal, individual development plans, career development, promotion of civil servants, motivation mechanisms, etc.

**Experts from** - Belgium, France, Poland and the Netherlands

# COOPERATION UNDER EASTERN PARTNERSHIP PUBLIC ADMINISTRATION REFORM PANEL

- “Development of Training System to Address Current Challenges in Civil Service”
- “Mobility in Civil Service”
- “Building Capacities to Enforce Civil Service Legislation”

**Date & Venue** – 15-16 June 2017, Radisson Blue hotel, Yerevan, Armenia

**Title** - Development of Training System to Address Current Challenges in Civil Service

**Format** – Two-day workshop

**Aim** - Gain insight into the European best practices on the training system of civil servants

**Topics Being Discussed** - Latest achievements of EaP countries with respect to the coordination and management of trainings, assessment of training needs and training outcome

**Participants from** – Ukraine, Moldova, Georgia, Armenia, Poland, Belarus

**Date & Venue** – 11 October 2017, Yerevan, Armenia

**Title** – Mobility in Civil Service

**Format** – Roundtable Discussion

**Aim** - Study the best European experience on human resources mobility in the field of civil service and examine the specific aspects of the mobility in EU and EP countries.

**Topics Being Discussed** - Issues of effective management of mobility of public servants in Armenia, Poland, Estonia, Georgia and Ukraine, as well as current issues on the possible changes in this sphere

**Participants from** – Ukraine, Moldova, Georgia, Armenia, Poland, Estonia

**Date & Venue** – 16-17 October 2017, Yerevan, Armenia

**Title** – Building Capacities to Enforce Civil Service Legislation

**Format** – Two-day workshop

**Aim** - Study and discuss the best European experience on proper enforcement of civil service legislation and HRM capacity building in EU and EaP countries.

**Topics Being Discussed** – Mechanisms of law enforcement, improvement of HRM units capacity building systems, electronic governance, asset declaration system

**Participants from** – Ukraine, Moldova, Georgia, Armenia, Poland

***Organized in cooperation with Civil Service Bureau of Georgia***

# COOPERATION WITH OECD/EU SIGMA

- **Meetings** - (July and November 2016, January and October 2017)
- **Aim** - Maximum approximation of generic mechanisms and main provisions of the new RA draft law, which is being developed in the frame of civil service reforms of Armenia, to European principles
- **Topics Discussed** – Scope of civil service, principles of civil service, position classification, job descriptions, trainings, mobility, recruitment and selection, career development and promotion, ethics, remuneration, disciplinary procedures, etc.

# COOPERATION WITH “SUPPORT TO CIVIL SERVICE REFORMS IN ARMENIA” PROGRAMME

- Cooperation fields – Assistance to drafting different aspects of the new CS law, development of sublegal acts
- Cooperation results – “Civil service Training System Reform Strategy 2018-2021”, Training assessment questionnaires, Introduction of Individual Development Plans

