

ETHICS IN THE ORGANIZATION OF WORK OF PUBLIC AUTHORITIES IN UKRAINE

At the present stage of modernization of state power and development of Ukraine the role of ethics and rules of conduct for public servants are important factors that must ensure the proper functioning of public authorities.

Today, it is not enough to be a professionally trained employee for effective performance of state and regional tasks, to have the necessary knowledge and sufficient work experience; it is also necessary to be able to establish business relations with consumers of management services and to avoid prejudgment or excess of official powers, and it is only possible only on condition of constant observance of rules of ethical behavior, availability of public servants and officials of local self-government of stable ethical beliefs, understanding of principles, understanding ability to act in good faith. In the people's imagination, a public servant is not an ordinary specialist; it is a person who acts within the limits of the powers conferred on him on behalf of the state or territorial community.

In Ukraine the necessity of strengthening ethical principles of public service corresponds world's direction of public development and adaptation to the standards of the European Union.

Professional ethics of public servants of Ukraine from the first years of independence has become the object of attention of domestic scientists and practitioners who see the main regularity of the democratic development of society in the growing role of the humanitarian, moral and ethical factor, among them: A.V. Merzlyak, S.E. Sakhanenko, V. V. Tertychki, M. I. Rudakevich, A. S. Tomchak, A.V. Piven, I. Tkachenko, T. Vasilevskaya, S. M. Seregin, G. Pocheptsov, V. V. Averyanov, N. Protasov, I. I. Yaremin and others. Scientists have studied the issue of ethics of public servants as a necessary prerequisite for quality management and providing of administrative services.

However, despite the fact that a certain theoretical knowledge base has already been accumulated, approaches and working mechanisms for translating ethical values and declared norms of behaviour of public servants into practical terms remain not meaningful in the conceptual plan. Therefore, this issue is still relevant.

Every profession has its own morals, and the public (state) sphere is not exception. The ethics of the public servant hold a special place in the system of professional ethics, since it characterizes mostly the relationship between the authorities and the citizen.

Public service is a key element of the public administration system. Its effective functioning depends on the observance of constitutional rights and the freedom of citizens, the consistent and sustainable development of the country. The permanent goal of the work of public authorities is to ensure the professional activity of officials in the interests of citizens and society, as well as to prevent possible abuse of power and violation of the law.

It should be noted that public service is a professional activity of public servants in the preparation of proposals for the formation of state (public) policies, implementation and administration services. This is a range of job functions to ensure the integrity and necessary conditions of the state. The implementation of official functions requires the optimal construction of the structure of public service bodies, the formation of professionalism in their staffing, including the necessary moral and ethical requirements for the professional activity of public servants.

In people's imagination, a public servant is not just a specialist, but a person who acts on behalf of the state and in its interests and in the interests of the people. The behavior of a public servant, regardless of what type of public service his position belongs to, his attitude to business, to citizens, his speech, appearance form not only his own authority, but also the authority of the service that he represents, and the state as a whole. The culture, behavior and actions of a public servant characterize the level of his professionalism and affect the quality of management services provided by him [1].

Moral values and norms in the sphere of public authority and its institutions are collectively the ethics of public administration.

Ethics of public administration is a set of norms, rules, principles, and ideals that determine the behavior of public servants and are the norms of universal morality in the field of management. Thus, moral norms are universal norms in the regulation of public relations, social management, and public administration, which should be based on the principles of morality, ethics, and culture.

The problem of the relationship between ethics and management was first raised by the Italian political thinker N. Machiavelli. He developed a special political art of creating solid power by any means, despite any moral principles: "the end justifies the means." So an action can be effective but immoral, and on the contrary,

can be highly moral, but not effective. Where they do not coincide, the problem of evil arises, which has disturbed civilization since the time of Socrates [3 p.11].

The ethics of a state employee as a type of professional ethics focuses on the most pressing problems of the moral life of a professional group, in particular:

- the attitude of the professional group state employees and each specialist to the society as a whole, to its interests;
- determination of the moral qualities of a state employee's personality, which will ensure the best performance of their professional duty;
- justification of professionalism as a moral quality of the state employee;
- awareness of the specifics of the moral relations between state employees and citizens who are the direct objects of their managerial activities;
- disclosure of the essence of relationships within professional groups of state employees and specific for this profession of moral norms that express these relationships;
- identification of features of professional education of state employees, its goals, tasks and methods [2 p.160].

Professional ethics of a public employee determines a certain type of relationship between officials and plays a significant role in ensuring that a public employee treats others with respect. It is part of his legal status and observance with professional ethics is one of his official tasks.

The legislative starting points, ideas, and provisions that serve as the basis for the formation, organization, and functioning of public authorities are the principles of organization and activity of public authorities. At the same time, a special place in the organization of work of a public servant is occupied by professional ethics, since it largely characterizes the relationship between the state, local government and the citizen.

The problem of professional ethics of state employees is related to the fact that their activities must meet not only the Constitution of Ukraine, current legislation, but also moral principles and standards. At the same time, the code of ethics that state employees should follow should not only be based on generally accepted morality, but also concretize its requirements in accordance with the specifics of public service activities, extraordinary service activities, extraordinary duties and powers assigned to them. This is the essence of state employee ethics.

One of the components of the professional competence of a state employees is the ethical component, in particular, its structural element, such as service etiquette, which determines the professional ethics of a public servant in general [1].

An effective and successful public service is thanks to such abilities as: the ability to work with people; organize them to implement management decisions; establish contacts and relationships in society.

The activities of the government authority will have a result if officials understand the psychological characteristics of behavior, adhere to high moral principles and ethical standards, and this, in fact, will contribute to the formation of a positive image. Also, proper working conditions for public servants are their right for organizing their work and having such conditions in which self-realization is possible, an atmosphere of trust, respect, dignity reigns, initiative and independence in the approach to business are valued, and the assessment and cost of work is adequate for the public role.

Today, there is an acute problem of the General lag of ethics in the public authorities of Ukraine from international standards. When performing official activities, it is compliance with ethical standards that is the key to making reasonable and impartial actions for making objective decisions. As a result, the regulation of the professional ethics of the public service is one of the most effective measures for the formation of the professional apparatus of employees.

Thus, in the context of modernization of the public service system in Ukraine, high professionalism and moral qualities of officials are one of the most important factors in creating an effective system of public power that meets the standards of a modern legal state.

References:

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