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## **THE ROLE OF LEGAL REGULATION IN ENSURING THE QUALITY OF PERSONNEL TRAINING FOR THE DEFENSE SECTOR**

Preparing citizens for military service is a crucial element of the state's defense capability, as it determines the effectiveness of personnel in performing their combat duties. However, the long-term neglect of the military's institutional role has negatively affected patriotic education, pre-conscription training, and military preparation. The aggression of the Russian Federation exposed existing weaknesses and underscored the need to improve the legal regulation of this area.

Despite ongoing reforms, administrative and legal mechanisms for preparing citizens for military service remain insufficiently effective. Current regulations fail to address modern challenges - such as training in information security or proficiency in foreign languages, now essential for officers - and the responsibilities of the institutions involved are often vaguely defined, leading to a largely formal implementation of training programs [1, p. 442].

The basic legal foundation for Ukraine's national defense is established in the Law of Ukraine, which sets out the principles of state security, sovereignty, and territorial integrity. In the early 1990s, core legislative acts were introduced that defined the principles of national defense policy, the powers of state and local authorities, the organizational structure of the armed forces, and the legal status of citizens in defense-related matters. Later, additional legislation was adopted to regulate military duty and service, including recruitment, reserve obligations, contract procedures, and rank assignments.

The evolution of Ukraine's military personnel policy can be divided into several stages:

*The first stage (1991–1996)* marked the initial formation of Ukraine's independent military personnel policy following the collapse of the Soviet Union and the declaration of state sovereignty. During this period, the key task was to establish the legal and institutional foundations for the functioning of the national defense system. The newly created Armed Forces of Ukraine were built on the basis of former

Soviet units, located on Ukrainian territory, which required the development of a national command structure, recruitment system, and legal framework for service. At this stage, the state adopted the foundational legal acts that defined the principles of defense, the organization of the armed forces, and the obligations of citizens regarding military service. These included the adoption of the basic law - the Constitution, which enshrined the principles of sovereignty and territorial integrity - and the first defense-related laws regulating the general structure, powers, and responsibilities of defense institutions.

*The second stage (1997–2000)* involved improvements in human resource management and the development of a modern model of the armed forces. Strategic priorities were redefined, a new personnel system was implemented, and international cooperation programs on professional military education were launched within the framework of a state defense development program.

*The third stage (2001–2005)* introduced a transition toward a functional structure of the armed forces. Responsibilities were separated between the defense ministry and the general staff, and the rapid reaction forces were established. A major reform included the introduction of contract-based service, formalized by a presidential act adopted in 2001.

*The fourth stage (2006–2016)* focused on modernizing personnel management through a new ministerial directive defining approaches to human resources, professional development, and the formation of a trained reserves. Additional presidential decrees during this period clarified service regulations for citizens, reservists, and foreign nationals, and standardized the issuance of military identification documents.

*The fifth stage (2017–present)* marked the transition to a strategic, system-oriented personnel policy. Successive ministerial concepts on military personnel development established the principles of recruitment, training, and career advancement, first through the 2017 framework and later through an updated 2021 concept emphasizing professionalism and motivation.

In 2022, a government resolution clarified the role of territorial recruitment and social support centers in the mobilization system and personnel management structure. The same year, the defense ministry adopted a new administrative order that unified personnel recordkeeping and standardized procedures across all military institutions.

The current stage of reform (from 2023) began with the introduction of a long-term personnel strategy that outlines priorities for developing human resources during wartime and peacetime, emphasizing professionalization, reserve training, and alignment with Euro-Atlantic defense standards [2, p. 39-42].

To further improve the system, legislative provisions must be updated, the competences of responsible bodies clarified, military terminology aligned with educational and administrative law, and effective legal mechanisms for assessing citizens' readiness for service developed. The experience of other countries demonstrates that the success of personnel systems in the defense sector depends largely on the existence of coordinated institutions responsible for training and professional development [3, p. 48-49]. For example, Canada's defense education

model combines academic instruction with practical, leadership-oriented training, focusing on stress management, decision-making, and operational leadership. Analyses of military college curricula show that most courses have a strong practical orientation, aimed at developing competencies directly applicable in service. Taking this into account, Ukraine's defense education system should reduce the proportion of general academic subjects and expand professional disciplines related to command, logistics, communications, and information security. Academic programs should be developed and approved in collaboration with field units to ensure that training corresponds to the real needs of the armed forces [4, p. 439]. Additionally, Canada's model of one-year initial training - combining academic study with field mentorship - provides an example for Ukraine in structuring at least eight months of theoretical preparation and three months of practical unit training before independent service begins.

Ultimately, the legal regulation of personnel training in the defense sector is fundamental to building a capable and professional military force. It provides a coherent framework for recruitment, education, and career development aligned with national defense priorities. Through an integrated system of legal instruments - from the constitutional framework and foundational defense laws to modern strategic concepts - Ukraine establishes the institutional basis for effective personnel management, professional motivation, and Euro-Atlantic interoperability [5, p. 35].

In summary, the legal regulation of personnel training in the defense sector plays a crucial role in shaping an effective and professional military system. It ensures a unified framework for organizing recruitment, education, and professional development of military personnel in accordance with constitutional principles and modern defense needs. Through a consistent set of legal instruments - from the Constitution of Ukraine and the laws On the Defense of Ukraine, On the Armed Forces of Ukraine, and On Military Duty and Military Service to contemporary concepts of military personnel policy - the state establishes the foundations for high-quality preparation, management, and motivation of defense personnel. A well-developed legal framework not only guarantees the efficient functioning of defense institutions but also supports Ukraine's integration into the Euro-Atlantic security system and the adoption of NATO standards in military education and service.

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