

**Annex B:**

**Table b.1 Results Framework status (February 2021)**

EXPECTED OUTCOMES	OUTCOME INDICATORS	DATA SOURCE	BASELINE 2017	TARGET: Outcome 2022	RESULTS 2021 (Feb )	DATA COLLECTION METHODS & RISKS	Comments
By 2022, women and men, girls and boys participate in decision-making and enjoy human rights, gender equality, effective, transparent and non-discriminatory public services	1. Share of people that trust Verkhovna Rada of Ukraine as a government institution	Sociological surveys, Analytical reports	7%	15%	18.5%	Desk review Risks: Political turbulence with significant uncertainty and risks, slow or no progress on the reforms could lead to the drop in public opinion and trust in the VRU.	The data is based on the findings of the sociological survey conducted by the Razumkov centre in December 2020.  Project will continue to contribute to increase the positive public perception and the understanding of the Parliament's activities by providing support to parliamentary outreach and communications, implementing the e-Parliament strategy, and introducing effective tools for citizen engagement in parliamentary processes.
	2. Extent to which Verkhovna Rada of Ukraine transforms towards more effective, accountable and	Project documentation, VRU internal reporting	1	4	2.5 [Slow progress]	Assessment of the implementation Risk: Key parliamentary stakeholders lack a	Parliament with the Project's support has demonstrated progress in the implementation of parliamentary reform.

	transparent institution in carrying out its constitutional responsibilities of legislation, oversight, and representation.						conceptual vision and proper coordination for parliamentary reform. Political instability could reduce focus on parliamentary reform.	According to the Project assessment as of the end of 2020, the progress made could be defined as 2,5 [Slow Progress], taking into account the official documents approved by the VRU Leadership and VRU Secretariat, which have a positive impact on the VRU transformation.
EXPECTED OUTPUTS	OUTPUT INDICATORS	DATA SOURCE	BASELINE		TARGET	RESULTS	DATA COLLECTION METHODS & RISKS	Comments
			Value	Year	2020	2021 (Feb)		
Expected result 1. #Rada4Reforms	1.1 Number of VRU staff that built skills on pre- and post-legislative scrutiny (Secretariat and committee members, assistants to MPs), as well as on upgraded legislative drafting requirements and guidelines (MPs and assistants to MPs).	Capacity-building events analytical reports	0	2018	50	50 <i>+115 (Jan 2021)</i>	Pre/post training questionnaires, training feedback forms Risk: minimal	50 MPs and their assistants as well as VRU staff developed capacities on post-legislative scrutiny as part of parliamentary oversight activities: -training for MPs and assistants of parliamentary Committees on Human Rights and Foreign Affairs in October 2019; -working sessions with VRU Secretariat and Committee on Human Rights on parliamentary oversight tools, including

								<p>analysis of implementation of legislation in December 2019;</p> <p>- training on the monitoring by the Verkhovna Rada of Ukraine of the international human rights treaties' implementation for the MPs and staff of the VRU Committee on Human Rights in June 2020.</p> <p>115 VRU staff registered for an online course on legislative drafting in January 2021 and are in different stages of completing it.</p>
	1.2% of draft legislation (e.g. with a particular focus on AA implementation) comply with the requirements for legislative drafting, as well as pre- and post-legislative scrutiny.	Analytical report	n/a	2018	30	30	Desk review Risk: minimal	<p>Data collected and analysed in December 2020.</p> <p>AA-related draft laws have been reviewed for compliance with legal drafting requirements (in particular regarding financial and economic justification).</p>

	1.3% of measures implemented from the Committees' oversight plans.	Committee records	0	2018	30	52	Desk review Risk: Continuous commitment by committee leadership and staff to oversight planning.	Desk review of the plans, reports and websites of the 6 pilot parliamentary committees. Range of oversight activities such as parliamentary and committee hearings have been rescheduled to the next session due to COVID-19.
Expected result 2. #RadaPro	2.1 Percentage of VRU Human Resources Strategy implemented based on annual planning.	Project documentation, VRU internal reporting	0	2018	50%	60%	Desk review Risk: Changes in the VRU Secretariat leadership Postponement of the Strategic Plan implementation in lieu of potential transition to an independent parliamentary service. Lack of resources for Strategic Development Plan implementation.	The Strategy of HRM capacity development of VRU Secretariat has been adopted in December 2019. Action Plan on HRM Strategy implementation was approved by the Order of the Head of the VRU Secretariat #358-k of 20.02.2020. 25 tasks of the Action Plan (of 36 tasks in total), or 69% have been successfully implemented. Overall, the HRM Strategy is implemented in 2 stages: the first stage - 2019-2020; the second stage - 2021-2022.

								As part of the implementation of the first stage of the HRM Strategy (2019-2020), 6 actions out of 10 were fully implemented.
	2.2 Number of effective HRM practices implemented	Project documentation, VRU internal reporting	n/a	2018	4	4	Desk review Risk: Changes in VRU Secretariat leadership. Postponement of the Strategic Plan implementation in lieu of potential transition to an independent parliamentary service. Lack of resources for Strategic Development Plan implementation.	Three new HR practices were developed and introduced by resolutions of the VRU Secretariat Head (i.e. quality management, corporate culture and gender audit). VRU Secretariat started the implementation of the HRM practice on a Mentor System through creating an online course on the "Development of a Mentor System" and development of a training. The draft HRM practice for a Mentor System has been developed and currently is under consideration of the VRU Secretariat.
	2.3 Extent to which revised structure of the VRU Secretariat reflects recommendations of the functional review	Project documentation, VRU internal reporting	n/a	2018	yes	no	Desk review Risk: No formal decision by the Parliament (taking into account the resignation of the	From December 2019 – May 2020, the functional review of the VRU Secretariat was conducted. The Review and recommendations were discussed with key

	and internal processes analysis.						VRU Secretariat Head in July 2020).	stakeholders on 12 June 2020. Proposals for an improvement of the structure of the VRU Secretariat and improvement of internal processes within the VRU have been developed.
	2.4 Percentage of Secretariat staff that strengthened their skills in various relevant areas through online trainings.	Online training module analytics, Secretariat staff records	0	2018	40%	90% - participated in online course	Desk assessment Risk: Staff has limited time to attend trainings. Lack of connection between learning and staff professional development.	According to the VRU records, more than 990 employees of the Secretariat have participated in online courses.
	2.5 Number of online training curricular developed by the project.	Online training module analytics	0	2018	7	18 online courses + 14 online training courses for English language	Desk assessment Risk: minimal	18 online training courses for key soft and hard skills of the VRU Secretariat staff developed, i.e.: - E-document management system; - Good Governance; - Project Management; - Leadership; - Parliamentarism; - Parliamentary Reform;

								<ul style="list-style-type: none"> <li>- Time management &amp; Performance Improvement;</li> <li>- Development of Corporate Culture;</li> <li>- Development of Mentors' System;</li> <li>- Development of Internal Communications;</li> <li>- Development of Motivation and Professional Intelligence;</li> <li>- Public Policy Analysis;</li> <li>- Strategic Planning;</li> <li>- Implementation of Gender Equality Standards;</li> <li>- Ethics and Ethical Standards;</li> <li>- Course for Newly Appointed Civil Servants;</li> <li>- Parliamentary Oversight;</li> <li>- Legislative drafting.</li> </ul> <p>Secretariat officials supported in their knowledge of English.</p> <p>14 online training courses developed for English language related to the priorities of the VRU and Secretariat.</p>
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Expected result 3. #Transparent&Service-OrientedRada	3.1. Rate of the Communication Strategy implementation based on annual planning.	VRUs annual report	10%	2017	30%	32%	Desk review of the Communication Plan. Risk: Change of leadership and key personnel; limited budget.	Percentage of implementation of the Communication Strategy is calculated by analyzing the implementation of specific tasks set out in the Strategy's section No. 5 on Expected Results.
	3.2 Number of IT-solutions for digital parliamentary process developed and implemented (e-draft law, e-committee, MP e-office, Eurovoc).	VRU report	0	2018	4	2 in progress	Assessment of the implementation. Risk: Lack of political will to implement the system, limited budget.	Development of an instrument for online registration of visitors to the VRU, i.e. to committee meetings, plenary sessions, tours, visits to the Education Centre. KitSoft has been selected as the vendor for the exercise, as the result of a transparent competitive procedure. VRU mobile application that includes educational games, online VRU tour, and AR elements is being developed by Global Office to achieve a comprehensive parliamentary education programme. The development of two more instruments (MPs e-office and Eurovoc) requires completion of a



								diagnosis (audit) of the VRU information systems.
	3.3 Percentage of MPs regularly using e-office (web-platform for digital representation of MP, women and men).	E-Office portal analytics, VRU records.	0	2018	40%	n/a	Desk review Risk: Low acceptance by MPs to register and regularly update the system.	Project developed the ToR for a web-platform for digital representation of MPs (interactive website of an MP) on the VRU web-portal.
	3.4 Number of men and women, girls and boys that built their knowledge on the work of Rada through targeted civic engagement activities (offline and online).	VRU visitor records Online educational course analytics	27,000	2018	102,000	262,386	Desk review of data	-Flashmob “Nice to meet you. I’m your Parliament” - 31,385; -Educational video on MPs activities 7,091; legislative process 6,716; parliamentary oversight 400, organizational function 2,706; -News on VRU and Project activities on the UNDP website 493; - News on VRU and Project activities on the VRU website 1,565; - News on VRU and Project activities on the UNDP FB page - 81,641; - News on VRU and Project activities on Parliamentary reform page on FB – 114,169;

								<ul style="list-style-type: none"> <li>- Educational Centre visitors offline – 9,566; online - 1,387;</li> <li>- Educational brochure on Parliament 2,000;</li> <li>- Brochure about the annual work of the Educational centre - 1,000;</li> <li>- Intellectual online game on the theme of parliament and constitution - 640;</li> <li>- Teachers from across Ukraine took a tour of the VRU - 40;</li> <li>- Article "Seven rules of effective and clear communication in social networks for government agencies" - 1,303;</li> <li>- Interview with the Head of VRU committee Ivanna Klympush-Tsintsadze about quality of communications - 284</li> </ul>
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**Table B.2 Status in Activities and Expected Deliverables  
(as of 13 February 2021)**

#	Activities	Expected Deliverables by the Project in accordance with the Project document	Initial assumptions with regard to the implementation of expected deliverable by the Parliament	Status and comments (February 2021)
<b>Output 1. #Rada4Reforms</b>				
<b>Expected Result 1.1 Improvement of the legislative process (#WellTunedRada)</b>				
1.1.1	Support to introduction of the end-to-end approach to legislative process, notably through pre- and post-legislative scrutiny.	Methodology on pre- and post-legislative scrutiny developed and discussed with the concerned stakeholders, including detailed guidelines for VRU Secretariat staff, assistants to MPs and other stakeholders (MPs, etc.).	Methodology adopted at appropriate level and applied by relevant staff.	<u>Status: implemented</u> The project developed: <ul style="list-style-type: none"> <li>- proposals on introducing impact assessment and improvement of expertise of the draft laws (pre-legislative scrutiny); the proposals were included into the new online course for legislative drafting for the VRU staff and assistants to MPs;</li> <li>- methodological recommendations on assessment of the effectiveness of the implementation of laws (post-legislative scrutiny). The recommendations were tested with 4 pilot VRU Committees through the development of respective reports and analysis, considered by the committees.</li> </ul>
		Upgraded legislative drafting requirements, guidelines and analytical tools are prepared and discussed with the concerned stakeholders. Their introduction is facilitated, notably by policy dialogue and relevant communication activities.	Upgraded legislative drafting requirements, recommendations, guidelines and analytical tools adopted at appropriate level and applied by relevant stakeholders.	<u>Status: partially implemented</u> The project developed proposals for amendments to the VRU Rules of Procedure on strengthened requirements to the supporting documents to the draft laws.  An online training course was developed and uploaded to the VRU online training platform on legislative drafting.

		<p>Online training course on the methodology on pre- and post-legislative scrutiny developed and launched (as part of the VRU Secretariat training policy implementation).</p>	<p>Trainings designed and included in the Parliament's training portfolio. Their use and technical maintenance is ensured by relevant services of the VRU Secretariat.</p>	<p><u>Status: implemented</u></p> <p>Online training courses on policy analysis (as part of pre-legislative scrutiny) and legislative drafting have been developed and uploaded to the VRU online training platform.</p> <p>Topic of post-legislative scrutiny is covered within the online training course on parliamentary oversight, that has been developed and uploaded to the VRU online training platform.</p>
		<p>Other online trainings on the legislative drafting process for MP assistants and other stakeholders (based on upgraded legislative drafting requirements, guidelines and analytical tools).</p>	<p>Trainings are included into the Parliament's training portfolio, their use and technical maintenance is ensured by relevant services of the VRU Secretariat.</p>	<p><u>Status: implemented</u></p> <p>Online training course on legislative drafting has been developed and uploaded to the VRU online training platform.</p>
		<p>Recommendations on necessary tools and practices to ensure coherence of the VRU-CMU requirements for legislative drafting and relevant guidelines, as well as to enhance cooperation on legislative development are prepared and discussed with relevant stakeholders. Support for their implementation is provided both to Parliament and Government.</p>	<p>Recommendations are endorsed by the Working Group on Internal Reform, as well as the PAR Council (at Government level).</p> <p>Implementation of the recommendations is regularly monitored by the Working Group on Internal Reform.</p> <p>Amendments to the VRU Rules of procedures prepared and adopted.</p>	<p><u>Status: partially implemented</u></p> <p>The project developed a Concept Note on legislative process improvement, including:</p> <ul style="list-style-type: none"> <li>- recommendations on more effective cooperation between the VRU and the Cabinet of Ministers of Ukraine during:</li> <li>- drawing up and reviewing of draft law concepts / "white papers" (proposals as to the structure of and the procedure for consideration);</li> <li>- draft law passage in the Verkhovna Rada.</li> </ul> <p>Based on the developed Concept Note, the project prepared the draft law on Legislative Framework. The draft law is being discussed with the political factions and academia, with the process is being led by the First Deputy Chairperson.</p>
		<p>Desk study on the quality compliance of the legislative drafting practices with the applicable requirements and guidelines performed under AA</p>	<p>Desk study presented at the Working Group on Internal Reform.</p>	<p><u>Status: partially implemented</u></p> <p>The project conducted the desk review of the AA-related draft laws, considered by the VRU during</p>

	implementation (based on a sample of draft legislation and agreed methodology), including relevant recommendations.	Implementation of the recommendations is regularly monitored by the VRU Secretariat services and reported to the Working Group on Internal Reform.	the first year of the 9th Convocation (based on the developed methodology of assessment). Only 30% of submitted draft laws met the legal drafting requirements (in particular regarding financial and economic justification).  Recommendations on strengthened legislative drafting requirements have been included into the developed Concept Note on legislative process improvement and draft law on Legislative Framework.
	At least 50 staff of the VRU Secretariat and committees have knowledge and skills on pre- and post-legislative scrutiny.	Relevant staff is identified as part of the needs' assessment and possibly as part of the annual performance appraisal.	<u>Status: implemented</u>  The online training courses were uploaded to the VRU online training platform and are available for the VRU staff and assistants to MPs.
	Recommendations on improvement of preliminary expertise of draft legislation (draft legislation budget, economic, environmental, inclusivity, and gender) provided.	Recommendations are considered and endorsed at the appropriate level.  Implementation of the recommendations is regularly monitored by VRU Secretariat services and reported to the Working Group.	<u>Status: implemented</u>  The project developed recommendations on improvement of expertise of the draft laws (pre-legislative scrutiny). The recommendations were included into the developed Concept Note on legislative process improvement and draft law on Legislative Framework.
	Amendments to the legislation on "end-to-end" legislative process drafted in cooperation with the CMU, SCMU and other stakeholders (submission to the VRU and discussion of the concepts of the draft laws, introduction of MP proposal, strengthening requirements to explanatory notes to draft legislation, improvement of preliminary expertise of draft legislation, etc.). Their	Amendments are considered and endorsed by the Working Group on Internal Reform.  Relevant draft legislation submitted and adopted.	<u>Status: partially implemented</u>  The project developed a draft law on Legislative Framework based on the Concept Note on legislative process improvement. The draft law is being discussed with the political factions and academia, the process is led by the First Deputy Chairperson.

		introduction is facilitated, notably by policy dialogue meetings and relevant communication activities.		
		Facilitate the introduction of the relevant draft amendments to the VRU Rules of Procedure.	Amendments are considered and endorsed by the Working Group on Internal Reform.  Relevant draft legislation submitted and adopted.	<u>Status: in progress</u> Project provided expert and technical support to the First Deputy Chairperson and Committee on Rules of Procedure to develop and consider the amendments of the respective draft law.
1.1.2	Strategic planning of legislative process with a specific focus on AA-related legislation.	Recommendations for strategic planning of legislative process, including that related to AA implementation. Their introduction is facilitated, notably by policy dialogue and relevant communication activities.	Recommendations on strategic planning of legislative process are endorsed at appropriate level. Their implementation is regularly monitored by VRU Secretariat services and reported to the VRU leadership.	<u>Status: partially implemented</u> The Project developed proposals on how to make legislative planning more effective in close cooperation with representatives of the leadership of the VRU Secretariat, structural units, and the secretariats of VRU Committees. The proposals were presented and discussed during a high-level expert discussion in May 2020 with participation of the First Deputy Chairperson, Heads of VRU Committees on Rules of Procedure and Legal Policy, representatives of the VRU and CMU secretariats. As a result, most of the recommendations have been included into the VRU Decree on the Plan of Legislative Work, adopted on 16 June 2020. The Project developed proposals on amendments to the Rules of Procedure that had been discussed during the first meeting of the Sub-committee on Rules of Procedure in July 2020.  The Project developed proposals for the internal regulation on the formation, implementation and monitoring of the VRU Plan of Legislative Work following the adoption of the VRU Decree on the Plan of Legislative Work for the year 2020 on 16 June 2020, taking into account the developed proposals on amendments to the Rules of

				<p>Procedure that have been discussed with the VRU Committee on Rules of Procedure.</p> <p>The recommendations regarding priority of draft laws related to AA implementation were partially taken into account in the VRU Decree on VRU Plan of Legislative Work as the structure of Plan 2021 contains sections “Way Towards Europe” with the subsection “European Integration”.</p>
		<p>Online tool for monitoring of the strategic legislative initiatives at each stage of the VRU legislative process accessible to all parliamentary and government stakeholders developed and implemented.</p>	<p>Online tool is included into VRU IT infrastructure, its implementation and technical maintenance is ensured by relevant services of the VRU Secretariat.</p>	<p><u>Status: suspended</u></p> <p>The concept of the monitoring tool was developed and discussed with the VRU leadership in May. Detailed technical requirements were developed in November 2020, following the presentation of the concept to the President of Ukraine. Further steps on development of the online tool were put on hold following the cancellation by the VRU Secretariat of the diagnostics of the VRU ITC system.</p>
		<p>Regular update of the Joint Government-Parliament Roadmap on European integration in close cooperation with the government and aligned with the Action Plan on AA implementation.</p>	<p>Updated Roadmaps are endorsed by both Parliament and Government at appropriate level; their implementation is monitored by the relevant VRU Secretariat services and reported to VRU and Government stakeholders.</p>	<p><u>Status: in progress</u></p> <p>On 3 October 2019 the VRU amended its RoP and introduced a provision on the Plan of legislative work of the Parliament. The Plan should include all priority draft laws, including those aimed at AA implementation, that should be considered by the Parliament in the upcoming year. The Plan has been developed with the CMU input based on recommendations provided by the project, but its adoption remains pending.</p> <p>The Project held consultations with the Head of the Committee on Integration with the EU, who confirmed the necessity to include the AA-related draft laws into the Plan of legislative work of the Parliament.</p>

				<p>The Project developed proposals on how to make legislative planning more effective in close cooperation with representatives of the leadership of the VRU Secretariat, structural units of the Secretariat, and the secretariats of VRU Committees. The proposals were discussed during a high-level discussion in May 2020 with participation of the First Deputy Chairperson, Heads of Parliamentary Committees on Rules of Procedure and Legal Policy, representatives of the VRU and CMU secretariats. As a result, most of the recommendations have been included into the VRU Decree on the Plan of Legislative Work, adopted by the Parliament on 16 June 2020. The Project developed proposals on amendments to the Rules of Procedure that had been discussed during the first meeting of the Sub-committee on rules of Procedure in July 2020.</p> <p>The Project developed amendments to the Rules of Procedure to improve the legislative planning process, which will be presented for consideration by the VRU Sub-Committee on Rules of Procedure.</p> <p><u>Communication from the EU Delegation:</u></p> <p><i>Based on the e-mail from the EUD sector manager on 21 October 2019 which states that the “PRO role is to support the VRU in establishing an overall system for planning of the legislative work and process. Day-to-day monitoring of the AA-related acts, both legislation and Government acts shall be supported by A4U project”, the PRP focused on improving the legislative planning process and its monitoring, and developed recommendations on its improvement based on best international practice.</i></p>
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		<p>Monitoring mechanism on the consideration of the Road map draft laws at each stage of the VRU legislative process developed.</p>	<p>Monitoring mechanism is formalised at appropriate level and implemented by the relevant services of VRU Secretariat.</p>	<p><u>Status: in progress</u></p> <p>The concept of the monitoring tool was developed and discussed with the VRU leadership in May. The detailed technical requirements were developed based on the concept in November 2020, following the presentation of the Concept to the President of Ukraine. Further steps on development of the online tool were put on hold following the cancellation by the VRU Secretariat of the diagnostics of the VRU ITC system.</p> <p>The requirements include the possibility to sort out and monitor legislation under different criteria.</p> <p><u>Communication from the EU Delegation</u></p> <p><i>Based on the e-mail from the EUD sector manager on 21 October 2019 which states that the “PRO role is to support VRU in establishing an overall system for planning of the legislative work and process. Day-to-day monitoring of the AA-related acts, both legislation and Government acts shall be supported by A4U project”, the PRP focused on improving the legislative planning process and its monitoring, and developed recommendations on its improvement based on best international practice.</i></p>
<p><b>Expected Result 1.2. Strengthening parliamentary oversight, facilitating new practices of cooperation and coordination between legislative and executive powers (#OversightRada)</b></p>				

1.2.1	Development and support in implementation of the oversight plans of the VRU Committees, including preliminary consultations, preparation of policy documents.	Recommendations for parliamentary oversight based on good international practice developed (including SDGs, HRBA and gender) and agreed with the Parliament.	Recommendations are endorsed by the Working Group on Internal Reform. Their implementation is regularly monitored by VRU Secretariat services and reported to the WG.	<p><u>Status: partially implemented</u></p> <p>The project developed a Guide on parliamentary oversight for the VRU based on the analysis of best international practice, and the draft amendments to the legislation to strengthen parliamentary oversight, including on assessing effectiveness of implementation of legislation. The legislative amendments were partially taken into account by the Law on amending legislative acts to strengthen parliamentary oversight, adopted in December 2020.</p> <p>The project will present the Guide in May-June 2021 and further work on incorporating its recommendations into legislative amendments.</p>
		Template of oversight plans for VRU Committees drafted and piloted.	Template adopted by the Parliament at appropriate level and applied by relevant staff.	<p><u>Status: partially implemented</u></p> <p>The project developed recommendations to the work plans of two pilot VRU Committees (on Human Rights and Digital Transformation) on parliamentary oversight activities, which were adopted by the committees with the project's proposals in February 2020.</p> <p>The revised structure of the committee plan, including oversight activities, was developed and presented to the VRU leadership in May based on the results of piloting enhanced oversight activities at two VRU Committees with Project support. The Speaker suggested testing the proposals with another six VRU Committees.</p>
		Oversight plans of six VRU Committees developed based on the good practice of peer committees from Parliaments of European countries.	Oversight plans adopted by the relevant VRU Committees and their implementation is ensured by relevant staff and regularly monitored by the Committees.	<p><u>Status: implemented</u></p> <p>The Project developed recommendations to the work plans of another six VRU Committees and the strengthening of their oversight activities, which were included by the committees into their work plans for September 2020 - January 2021.</p>

		Online training course on parliamentary oversight practices developed and launched (as part of the VRU Secretariat training policy implementation).	Training included into the Parliament's training portfolio, its use and technical maintenance is ensured by relevant services of the VRU Secretariat.	<u>Status: implemented</u> Online training course on parliamentary oversight has been developed and uploaded to the VRU online training platform.
		Capacity of staff of six VRU Committees, on parliamentary oversight built based on the above online training course.	Relevant staff is identified as part of the needs' assessment and possibly as part of the annual performance appraisal.	<u>Status: implemented</u> The online training course on parliamentary oversight was uploaded to the VRU online training platform and is available for the VRU staff and assistants to MPs.
		1 learning mission to EP/EU countries/expert mission organised for MPs and VRU Secretariat and committee staff. Alternatively, an expert mission (workshop) is organised.	Recommendations on implementing best practices prepared by participants of the learning mission and implemented in the VRU. Their implementation is regularly monitored by WG.	<u>Status: not implemented</u> The possibility of a learning mission/expert mission is to be confirmed by the VRU. Because of COVID-19, the project explores alternative ways of exchange (i.e. online format).
1.2.2	Improving the practice of 'Government Hour' in the VRU, improvement of relevant provisions of the Rules of Procedure, where necessary.	Amendments to the oversight provisions of the VRU Rules of Procedure drafted based on international best practice. Their introduction to the VRU in Rules of Procedure is facilitated, notably by appropriate policy dialogue meetings and communication activities.	Amendments are considered and endorsed by the Working Group on Internal Reform.  Relevant draft legislation submitted and adopted.	<u>Status: implemented</u> The Project developed a Guide on parliamentary oversight for the VRU based on the analysis of international best practice, and prepared draft amendments to the legislation to strengthen parliamentary oversight, including on assessing the effectiveness of the implementation of legislation. The amendments were partially taken into account by the Law on amending legislative acts to strengthen parliamentary oversight adopted in December 2020.
1.2.3	Enhancing VRU capacity in the monitoring under international human rights treaties (CEDAW, UPR, CRC, CAT etc.).	Recommendations on strengthening VRU capacity to monitor international human rights treaties (CEDAW, UPR, CRC, CAT etc.) developed.	Recommendations considered and endorsed by the Working Group on Internal Reform. Implementation regularly monitored by the VRU Secretariat services and reported to the WG.	<u>Status: implemented</u> Recommendations for strengthening the VRU capacity to monitor Ukraine's human rights commitments under international treaties were developed and discussed during the committee hearings on Human Rights in November 2019. As a result, the Project supported the VRU Committees

				on Human Rights and Foreign Affairs in monitoring the treaties, inter alia by establishing the joint working group on monitoring as a pilot oversight tool and supporting its activities. The guidelines for the VRU on monitoring HR treaties were developed in May and training for committee staff, MPs and assistants of MPs was held in June.
		Capacity of at least 20 MPs from committees and 20 VRU Secretariat staff on monitoring international human rights treaties (CEDAW, UPR, CRC, CAT etc.) increased through trainings, expert discussions, etc.	Training is included into the Parliament's training portfolio, its use and technical maintenance is ensured by relevant services of the VRU Secretariat.	<u>Status: partially implemented</u> A training for committee staff, 15 MPs and assistants of MPs was developed and held in June 2020 based on the guidelines for the VRU on monitoring HR treaties.
<b>Output 2. #RadaPro</b>				
<b>Expected Result 2.1. Introducing new HRM practices (#StaffedRada)</b>				
2.1.1	Finalization and implementation of an HRM Strategy in line with the law "On civil service" and based on annual Action Plan.	HRM Strategy and its annual Action Plans finalized, discussed with the VRU stakeholders and the EP Secretariat.  Recommendations on the implementation of priority tasks developed and their implementation by the VRU Secretariat supported in the framework of relevant Action Plans.  Monitoring and reporting on the implementation of the HRM Strategy/Action Plans ensured through regular monitoring and progress reports.	HRM Strategy adopted by the appropriate level, including annual Action Plans. Implementation ensured by responsible VRU Secretariat services, progress regularly reviewed by the Working Group on Internal Reform.  Annual HRM Strategy Action Plans adopted by appropriate level, taking into account the recommendations. Action Plan implementation is regularly monitored by the VRU Secretariat and WG on Internal Reform.  Progress reports are prepared by the VRU Secretariat in line with the established guidelines, reviewed by the WG on Internal Reform.	<u>Status: implemented</u> The Strategy for Human Resource Development of the VRU Secretariat up to 2022 was approved by the Resolution of the Head of the VRU Secretariat No. 3359-k of 5 December 2019. To ensure the effective implementation of the Strategy, the Action Plan for 2020 was developed and approved by the Order of the Head of the VRU Secretariat No. 358-k of 20 February 2020. 25 out of 36 activities (69%) of the Action Plan have been fully implemented.  The monitoring of the implementation of the Action Plan was ensured by the Project in cooperation with the HR Department of the VRU Secretariat on a quarterly basis.  Next step is to provide assistance to the VRU Secretariat for the preparation and implementation of the 2021 Action Plan of the VRU HRM Strategy

2.1.2	Aligning the Laws "On Parliamentary Committees" and "On Civil Service" with the needs and requirements of service and HRM in VRU Secretariat, including secretariats of the VRU Committees.	<p>Desk study (concept note) on the specific needs and requirements of the HRM of VRU Secretariat, including secretariats of the VRU Committees is prepared and discussed with parliament and government (NACS) stakeholders, as well as international partners (EOCD/SIGMA).</p> <p>Draft amendments to the Laws "on Parliamentary Committees" and "on Civil Service" developed and discussed with the relevant parliamentary and governmental (National Agency on Civil Service) stakeholders, as well as international partners (EOCD/SIGMA).</p>	<p>Conclusions of the study (concept note) presented and endorsed by the WG on Internal Reform, as a basis for further legislative drafting.</p> <p>Amendments endorsed by the Working Group on Internal Reform.</p> <p>Relevant draft legislation submitted and adopted.</p>	<p><u>Status: partially implemented</u></p> <p>Project conducted all necessary assessments and provided reports to the VRU Secretariat, in particular an analytical note on international experiences for developing a parliamentary service, comparative table of the draft laws etc.</p> <p><i>Two alternative draft Laws of Ukraine "On Parliamentary Public Service" (registration No. 4530 of 21 December 2020) and "On Peculiarities of Service in the VRU Secretariat" (registration No. 4530-1 of 29 December 2020) have been registered at the VRU. On 28 January 2021, the draft Law of Ukraine "On Parliamentary Public Service" (reg. No. 4530) was adopted by the Verkhovna Rada of Ukraine in the first reading.</i></p>

				Next step is to provide support to the VRU for the finalization of the draft Law “On Parliamentary Service” for the second reading.
2.1.3	Introducing effective HRM practices (defining standard job profiles, selection tools, performance assessment framework, etc.) at the VRU Secretariat in line with the goals of the HRM Strategy and its annual Action Plans.	<p>Recommendations on the HRM practices prepared based on international best practice, and an assessment of current practice and needs, including standard job profiles, selection tools, performance assessment framework, training policy, recruitment planning, etc.). Practical support to the introduction of recommendations for the VRU Secretariat HRM practices provided, including (but not limited to):</p> <ul style="list-style-type: none"> <li>- requirements for recruitment planning;</li> <li>- approaches to attraction of candidates to vacant positions;</li> <li>- upgrade of the selection procedure and tools ;</li> <li>- methodological support to annual performance appraisals;</li> <li>- development and implementation of a training policy;</li> <li>- development of a job classification and job profiles (as part of the reorganisation of the VRU Secretariat).</li> </ul> <p>1 learning mission to EP/EU countries (potentially combined with a mission on another topic). Alternatively, one or several expert mission (workshop) are organised.</p>	Recommendations implemented by the Parliament and its services through adoption of relevant decisions on HRM issues (indicatively listed in the left column), as well as changes in HRM practices.	<p><u>Status: implemented</u></p> <p>New HRM Strategy approved by the Order of the Head of VRU Secretariat in December 2019.</p> <p>Based on consultations with partners of the VRU Secretariat, an Action Plan for the implementation of HRM Strategy was developed and approved by the Order of the Head of VRU Secretariat in February 2020.</p> <p>An expert report on best practice and experiences regarding the development of the parliamentary service (with appropriate recommendations) was prepared and discussed with key parliamentary stakeholders.</p> <p>Standards of Gender Equality have been introduced to the VRU Secretariat (Order of the Head of the VRU Secretariat No. 597-k of 31 March 2020). A preliminary Gender Audit (assessment)of the VRU Secretariat was conducted. The results of the preliminary Gender audit (assessment) were discussed with key parliamentary stakeholders.</p> <p>Quality management system in the Secretariat was approved by the Head of the VRU Secretariat (Order of the Head of the VRU Secretariat No. 429-k of 28 February 2020), as well as draft Action Plan on quality management system survey in the VRU Secretariat has been developed.</p> <p>Corporate Culture has been promoted in the VRU Secretariat (Order of the Head of the VRU Secretariat No. 662-k of 14 April 2020).</p>

				<p>The draft HRM practice on a Mentor System has been developed and currently is under consideration by the VRU Secretariat.</p> <p>The procedure for evaluating the performance of civil servants of the VRU staff (Order No. 1427-k of 7 September 2020) was developed with Project support and approved by the VRU.</p> <p>Next steps:</p> <ul style="list-style-type: none"> <li>• Assistance to the VRU Secretariat for the development and implementation of the two new HRM practices based on the principles on talent management and personnel mobility;</li> <li>• Providing recommendations on the implementation for the previously adopted HRM practices (corporate culture; gender audit; quality management).</li> </ul>
2.1.4	Improving the VRU Secretariat training policy, including needs assessment guidelines linked to annual performance assessment and development of appropriate IT solutions.	<p>Training policy for Parliament covering all categories of staff (MPs, their assistants and VRU Secretariat staff members) developed in line with the HRM Strategy and requirements of the law "On Civil Service".</p> <p>Analysis of the current government initiatives aimed at digitalising HRM processes (e.g. Human Resource Management Information System (HRMIS)<sup>1</sup> and other connected</p>	<p>Training policy adopted at appropriate level. Its implementation is ensured by VRU Secretariat services and regularly monitored by the VRU Secretariat management and WG on Internal Reform.</p> <p>Recommendations are considered by the VRU and VRU Secretariat at the appropriate level and relevant decisions are adopted.</p>	<p><u>Status: implemented</u></p> <p>Training needs assessment (TNA) process of the key parliamentary stakeholders finalized. TNA results were discussed with key parliamentary stakeholders.</p> <p>A new online training platform for professional training of the staff of the VRU Secretariat has been developed (<a href="http://E-learning.in.ua">E-learning.in.ua</a>). In creating this training platform, modern and innovative online learning tools were used to implement a Blended-Learning model and offering a systematic approach to the organization of training. The training platform offers online courses promoting key soft and hard skills, including multimedia distance</p>

<sup>1</sup> <https://www.kmu.gov.ua/ua/npas/pro-shvalennya-koncepciyi-vprovadzheniya-informacijnoyi-sistemi-upravlinnya-lyudskimi-resursami-v-derzhavnih-organah-ta-zatverdzhennya-planu-zahodiv-shodo-yiyi-realizaciyi>

	<p>initiatives<sup>2</sup>) and preparing relevant recommendations for the VRU Secretariat in terms of integration and consolidation of relevant IT solutions. This analysis is to be carried out in close coordination with the government stakeholders (NACS, State E-Governance Agency) and other EU funded projects.</p>		<p>learning courses to increase English language proficiency.</p> <p>An expert note and other documents (including draft regulation, statute etc.) regarding establishing the new parliamentary training centre were developed and discussed with key parliamentary stakeholders.</p> <p>To develop the capacity of the VRU Secretariat, the Project supported the development of a systemic approach to training activities. Based on a comprehensive TNA of key parliamentary stakeholders, the following trainings were developed and conducted:</p> <ul style="list-style-type: none"> <li>• 16 online webinars of the in-service training program for the educational-professional program "Public governance and administration";</li> <li>• 18 online training courses in the sphere of promoting key soft and hard skills of the VRU Secretariat staff, in particular on: <ul style="list-style-type: none"> <li>- E-document management system;</li> <li>- Good Governance;</li> <li>- Project Management;</li> <li>- Leadership;</li> <li>- Parliamentarism;</li> <li>- Parliamentary Reform;</li> <li>- Time management &amp; Performance Improvement;</li> <li>- Development of Corporate Culture;</li> </ul> </li> </ul>
	<p>Based on the conclusions of the above analysis, the online education solution for public administration bodies, including VRU established, including technical (software) and organisation (responsible structure and staff) aspects<sup>3</sup>.</p>	<p>Decision on implementation of the online education solution adopted by the VRU Secretariat, including an Action Plan and costing. Implementation process is supported by the relevant VRU Secretariat services, Once launched; the solution is fully managed and maintained by the VRU Secretariat services.</p>	
	<p>Assessment of training needs of MPs, their assistants and VRU Secretariat staff members supported, including as part of the annual performance appraisal in line with the "Law on Civil Service".</p>	<p>Guidelines on training needs assessment adopted at appropriate level. Identified training needs are reflected in the individual training plans of VRU Secretariat staff (in line with the "Law on Civil Service" and applicable regulations).</p>	
	<p>In line with the results of the needs assessment developing and delivering an online induction tool for new MPs and VRU Secretariat staff members.</p>	<p>Training is included into the Parliament's training portfolio, its implementation and technical</p>	

<sup>2</sup> <https://www.kmu.gov.ua/ua/npas/deyaki-pitannya-realizaciyi-reformi-derzhavnogo-upravlinnya>

<sup>3</sup> This activity is subject to positive conclusion of the above analysis as a most cost-efficient and technically feasible and financially sustainable solution.



		Development of at least 5 targeted online training curricula for MPs and VRU Secretariat staff members as well as other target groups within VRU (including interns) on priority areas directly covered by the project (legislative processes, parliamentary oversight, HRM, PAR, etc.).	maintenance is ensured by relevant services of the VRU Secretariat.	<ul style="list-style-type: none"> <li>- Development of Mentors' System;</li> <li>- Development of Internal Communications;</li> <li>- Development of Motivation and Professional Intelligence;</li> <li>- Public Policy Analysis;</li> <li>- Strategic Planning;</li> <li>- Implementation of Gender Equality Standards;</li> <li>- Ethics and Ethical Standards;</li> <li>- Course for Newly Appointed Civil Servants;</li> <li>- Parliamentary Oversight;</li> <li>- Legislative drafting.</li> </ul> <p>Further, the Project supported the VRU Secretariat officials in the improvement of knowledge of English and developed 14 online training courses tailored to parliamentary work.</p> <p>Among the next steps providing support to the VRU Secretariat to establishment of the new parliamentary Training Centre after the adoption of the Law "On Parliamentary Service" as well as capacity development of the VRU Secretariat staff and other key parliamentary stakeholders through increased usage of the developed online training courses.</p>
<b>Expected Result 2.2. Improving organization and performance framework of the parliamentary secretariat (#StructuredRada)</b>				
2.2.1	Finalization and implementation of the Secretariat's Strategic Development Plan	Initial organisational analysis (e.g. functional review, business process analysis) of the VRU Secretariat carried out as a basis for the Secretariat strategic development plan and other relevant strategies (HRM, etc.).  Strategic Development Plan for the VRU Secretariat finalized, discussed	Strategic Development Plan is prepared and adopted at the appropriate level. Its implementation is ensured by responsible VRU Secretariat services, progress is regularly reviewed by the leadership of the VRU Secretariat.  Recommendations are considered by the VRU and VRU Secretariat at the	<u>Status: partially implemented</u>  A package of information and analytical documents on the organization of strategic plans, their standard structure and possible key goals of parliamentary development was developed with relevant recommendations for the Verkhovna Rada (taking into account the experience of the European Parliament and other parliaments,

		<p>with VRU stakeholders and EP Secretariat.</p> <p>Recommendations on the implementation of priority tasks developed and their implementation supported, notably by relevant policy dialogue meetings and communication activities.</p>	<p>appropriate level and relevant decisions are adopted.</p> <p>Proposed priority tasks agreed by the WG on Internal Reform, their implementation is ensured by responsible services of the VRU Secretariat.</p>	<p>including Australia, Georgia, Canada, Moldova, Scotland, etc.).</p> <p>By the Order of the Head of the VRU Secretariat, the Working Group on Strategic Planning was established at the VRU Secretariat.</p> <p>On 23 June 2020, with the participation of key parliamentary stakeholders, international experts and representatives of the European Parliament, an online conference "Approaches to the development of the Secretariat Strategic Development Plan" was held.</p> <p>Based on the results of the conference and taking into account the proposals of the structural units of the Secretariat, the members of the working group developed a draft Secretariat Strategic Development Plan 2020-2024.</p> <p>On 10 September 2020, a working meeting was held with the leadership of the VRU Secretariat. The opinion was expressed that the issues of strategic planning should be dealt with by the Main Organizational Department and not by the Human Department. In this regard, the Project developed and sent to the VRU Secretariat draft amendments to the Regulations on the Main Organizational Department in terms of strategic planning.</p> <p>Next step is to finalize the VRU Secretariat Strategic Development Plan and Action Plan for its implementation.</p>
2.2.2	Support to the implementation of strategic priorities for 2019-2020.	Annual plans on the implementation of strategic priorities for 2019-2020 drafted, and support for the coordination, monitoring and reporting provided.	Annual plans on implementation of strategic priorities for 2019-2020 adopted at the appropriate level. The Action Plans' implementation is regularly monitored by the VRU Secretariat.	<p><u>Status: partially implemented</u></p> <p>The draft Action Plan for the implementation of the Strategic Plan has been developed and discussed with relevant sub-divisions of the VRU Secretariat.</p>

		Proposals on VRU Secretariat's structure and processes developed and updated in line with the functional review and internal processes analysis.	Functional review and internal process analysis carried out with support of the Project and in close coordination with responsible services of the VRU Secretariat.  Revised structure of the VRU Secretariat is adopted by the VRU based on the functional review and internal processes analysis.	Based on the results of the functional review of the VRU Secretariat, proposals on the improvement of the structure of the VRU Secretariat and improvement of the internal processes within the VRU have been developed. Those proposals were presented during the online conference on 12 June 2020.  Also, the Project prepared draft of an Action Plan for the implementation of the results of the functional assessment and submitted it to the VRU Secretariat for further consideration.  Next step is to prepare recommendations to identify priority tasks, notably through relevant policy dialogue meetings and communication activities, including implementation of the provisions of the future Law "On Parliamentary Service".
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**Output 3. #Transparent&Service-OrientedRada**

**Expected Result 3.1. Implementation of e-Parliament Strategy (#eRada)**

3.1.1	Development and implementation of IT-solutions for digital legislative process including e-draft law, e-committee, MP e-office, Eurovoc, and other instruments for introducing paperless and green practices in the VRU.	Amendments drafted to introduce legislation for a digital legislative process.  Recommendations on creation of e-draft law, e-committee, MP e-office, Eurovoc, and other instruments provided, discussed and agreed with the relevant stakeholders.  Their introduction is facilitated, notably by policy dialogue and relevant communication activities.	Amendments considered and endorsed by the Working Group on Internal Reform. Relevant draft legislation submitted and adopted.  Recommendations are considered by the VRU and VRU Secretariat at the appropriate level and relevant decisions are adopted.  Software for digital legislative process is included into VRU IT infrastructure, its implementation and technical maintenance is	<u>Status: partially implemented</u>  The legislation analysis on the following items was conducted: what are the current legal acts; which legal acts should be amended to address the inconsistencies; what new legal acts should be drafted to address barriers.  ToR for IT diagnostics of the informational systems of the VRU was developed by the Project in close cooperation with the Department of Computerized Systems of the VRU. As a result of the tender competition, the contract was signed with the KPMG Ukraine. And draft inception report (deliverable #1) was prepared. After this, a letter has been received from the VRU indicating that
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		<p>Software of MP e-draft law, e-committee, MP e-office, Eurovoc, and other instruments developed and rolled out by the Parliament<sup>4</sup>.</p> <p>Mapping and review of business processes that are subject to automation in line with the e-Parliament Strategy.</p> <p>Technical and functional specifications developed.</p> <p>Cost-estimation of project development and other expert, technical and management support provided to VRU Secretariat to support the implementation of strategic tasks of the e-Parliament Strategy.</p>	<p>ensured by relevant services of the VRU Secretariat.</p> <p>Relevant software is included into VRU IT infrastructure, its implementation and technical maintenance is ensured by relevant services of the VRU Secretariat.</p> <p>Relevant analytical reports are endorsed by the VRU secretariat and their recommendations implemented</p> <p>Specification approved by the responsible services of the VRU Secretariat.</p> <p>Relevant resources foreseen in the budget.</p>	<p>given certain restrictions set by the Ukrainian legislation in the field of protection of state information resources, it is impossible to conduct the comprehensive IT diagnostics of the information systems of the VRU by KPMG.</p> <p>Amendments to legislation to introduce e-draft law and e-committee were developed by the VRU. Analytical notes on these amendments were prepared by the project and presented to the VRU leadership.</p> <p>Amendments to legislation required to introduce other instruments foreseen by the e-parliament strategy can be developed after an IT diagnostics of the informational systems of the VRU has been conducted and relevant recommendations have been developed.</p> <p>An online course on working with the previously-established e-workflow system was developed. The online course was distributed to MPs, their assistants, and VRU Secretary staff through internal communication channels, as well as posted on the VRU Intranet.</p> <p>A series of offline trainings on how to work with the e-workflow system was held for VRU staff.</p> <p>The creation of other IT instruments, their introduction, the development of technical specifications and software is possible after an IT diagnostic of the VRU informational systems.</p>
3.1.2	New registration and voting procedures for MPs aimed, inter alia, at	Amendments to legislation for new registration and voting procedures for MPs drafted and discussed with the parliamentary stakeholders.	Amendments are considered and endorsed by the Working Group on Internal Reform. Relevant draft legislation submitted and adopted.	<p><u>Status: not implemented</u></p> <p>Recommendations on amendments to the legislation and new voting software can be</p>

<sup>4</sup> Assistance in implementing specific initiatives defined in the e-Parliament Strategy, notably the new voting and registration system is subject to availability of necessary legal basis and financial resources within the VRU Secretariat to rollout and maintain new IT systems

	elimination of proxy voting.	Provision of IT project management and technical advice, where appropriate.  New voting software developed <sup>5</sup> .	Software for voting system is included into VRU IT infrastructure, its implementation and technical maintenance is ensured by relevant services of the VRU Secretariat.	developed after an IT diagnostics of the VRU informational systems.
3.1.3	Improvement of the Open Data Portal including UI/UX design. Update of the data sets in machine readable format	Analysis of the needs and requirements for RADA web portal update with regard to improving provision of open data is prepared, including relevant conceptual and technical recommendations.  Open data sets and RADA web portal updated through support to VRU in publishing information in machine-readable formats.  3 capacity-building events (workshops, hackathons etc.) for interested stakeholders conducted.	Report with analysis and recommendations is considered by the VRU Secretariat and by the WG on internal reform. Relevant decisions are taken at the appropriate level.  Recommendations on UI/UX design are considered by the Department of the Computerized System of the VRU and relevant decisions are adopted. New data sets added by the Department of the Computerized System of the VRU Secretariat.  Results and products of capacity-building events are disseminated among VRU stakeholders.	<u>Status: in progress</u> Recommendations on improvement of the updated web portal of the VRU have been developed and presented to the relevant departments (Main page, media centre, media library). The Department of Computerised Systems took them into account during the latest improvement of the VRU web portal and open data portal.  Next step is to finalize recommendations on other chapters (For citizens, Education centre, Photobank).
3.1.4	Improving citizens' engagement in the legislative and oversight processes (including electronic petitions, online consultations etc.) based on the new	Draft amendments to the legislation on improving citizens' engagement (including online and offline consultations with the citizens, as well as mechanisms of citizens' involvement into parliamentary process) developed.	Amendments are considered and endorsed by the Working Group on Internal Reform. Relevant draft legislation submitted and adopted.  Recommendations are considered by the VRU and VRU Secretariat at the	<u>Status: implemented</u> Draft amendments to the legislation on improving citizens' engagement were developed in close cooperation with the VRU Secretariat and submitted for the signature of the Head of the VRU Secretariat.

<sup>5</sup> As above.

	Open Parliament Action Plan.	<p>Recommendations on improving parliamentary e-services facilitating citizens' engagement in the legislative and oversight processes developed and implemented.</p> <p>Their introduction is facilitated, notably by policy dialogue meetings and relevant communication activities.</p> <p>IT project management, expert and technical support in introduction of e-services facilitating citizens' engagement in the legislative and oversight processes provided.</p>	<p>appropriate level and relevant decisions are adopted.</p> <p>Respective IT-solutions on facilitation of citizen's engagement are launched for beta-testing by the responsible services of the VRU Secretariat.</p>	<p>The Project developed a tool for online registration of visitors to the Verkhovna Rada (VRU tours, Education Centre events, committee meetings, plenary sessions, exhibitions and other open events of the Verkhovna Rada). The tool is expected to be officially launched in May 2021.</p> <p>Recommendations to add functions on monitoring MPs activities at the legislative process were developed and implemented at the VRU mobile application.</p>
<b>Expected Result 3.2. Enhancing parliamentary communications and civic education (#Rada4U)</b>				
3.2.1	Ensuring an overall framework for parliamentary communications through implementation of the Communications Strategy, including internal (within the Parliament) and external (with key EU and UA stakeholders) strategic communication, notably on the following topics: 1)	Capacity of the VRU Secretariat to develop and implement communication strategy and annual action plans built.	<p>The quality of action plans gradually increases, and their implementation is satisfactory.</p> <p>MPs demonstrate high engagement in the implementation of the Communication Strategy and new Open Parliament Action Plan.</p> <p>Annual Action Plans for VRU Communication Strategy are approved by the VRU Secretariat and implemented by its relevant services</p>	<p><u>Status: implemented</u></p> <p>VRU Communication Strategy Action Plan is developed jointly with the Information Department, the Press Service of the VRU Secretariat, the Rada TV channel. MPs of the relevant VRU Committees were actively involved in the process. Two strategic sessions and a series of meetings with VRU Secretariat and MPs were held. Series of trainings and expert support to the specialists of the Information department and Press Service of the VRU Secretariat were provided to develop the capacity of the VRU Secretariat in implementing the communication strategy and annual action plans.</p>
		Information, visibility and outreach campaign, expert and technical		<u>Status: implemented</u>

parliamentary reform in UA; 2) public administration reform in UA (from Parliament angle); 3) overall reform process in UA (from Parliament angle) using instruments based on new Open Parliament Action Plan	support on implementation of the Communication Strategy and new Open Parliament Action Plan provided with the engagement of MP's and civil society.		<p>Information, visibility and outreach support to the VRU on its activities towards the effective and open institution has been provided for the whole period of Project activities. For example, the campaign "Nice to meet you. I'm your parliament" reached 31,385 people.</p> <p>Expert support has been provided for the implementation of the Communication Strategy by the Informational Department and the Press Service of the VRU Secretariat. Experts from Internews have worked with the specialists responsible for communications at the VRU Committee secretariats (March-July 2020). A series of trainings on effective communications was conducted, including on planning and management of the communication process, development of communication plans, crisis communication, development of visual products, communication with different target audiences on new platforms etc.</p>
	New branding of the VRU and concept of the Parliamentary 'open space' based on the communication strategy developed.	Recommendations on branding of the VRU and concept of the Parliamentary 'open space' are adopted by the Parliament at the appropriate level. Implementation is ensured by responsible VRU Secretariat services.	<p><u>Status: in progress</u></p> <p>On 10 June 2020, the Chairperson of the Verkhovna Rada signed an Order on the establishment of a working group to develop a branding strategy. The final version of the branding strategy is expected by July 2021.</p> <p>Next step is to finalize Branding strategy of the VRU and develop guidelines for its implementation.</p>
	Advocacy campaign on online and offline tools for access to parliamentary information held as part of the implementation of the VRU Communication Strategy Action Plan.		<p><u>Status: implemented</u></p> <p>As part of the VRU Communication Strategy Action Plan the concept of the VRU on social media has been developed for proper advocacy campaigns. Daily technical support and regular trainings</p>

				helped to improve access to parliamentary information online, as proven by the public interest. Over one year, the number of Facebook subscribers increased from 20,700 to 100,569, and coverage from 52,500 to 1,350,000. 9566 young people visited VRU offline under the VRU Education Centre activities: meetings with MPs, debates on draft laws, lessons on legislative process, and parliamentary engagement.
		1 international event on parliamentary reform organised (up to 300 participants).		<u>Status: not implemented</u> International event on parliamentary reform has been cancelled due to Covid-19 quarantine.
		Recommendations and concept on establishing new VRU Press Centre developed and discussed with key stakeholders.	Recommendations on establishing a Press Centre are considered by the VRU Secretariat at the appropriate level. The Press Centre is coordinated by the Press Service and Informational Department of the VRU.	<u>Status: implemented</u> Working group was set up to launch the VRU Press Centre (Order of the Head of the VRU Secretariat, May 2020). Based on project expert support, the working group developed the concept and design of the VRU Press Centre, approved by the Order of the Head of the VRU Secretariat in June 2020.
		Expert and technical support on establishment of the new VRU Press Centre provided.	Interaction of VRU Secretariat and journalists working in the Parliament increased.	In November 2020, the project announced a tender for the procurement of initial equipment and furniture. Remaining equipment and furniture will be procured by the VRU itself. The necessary budget has been approved.
		1 learning mission to EP/EU MS for VRU Secretariat and journalists organised. Alternatively, one or several expert missions (workshop) are organised.		<u>Status: not implemented</u> Learning mission has been cancelled because of the Covid-19 quarantine.
3.2.2	Establishment of the parliamentary Education Centre	Recommendations on establishment of a parliamentary Education Centre provided and effectively implemented by the VRU as a basis for sustainability of this initiative, including provision of	Recommendations for a comprehensive VRU educational programme, including the establishment of the Education Centre, are considered by the VRU and VRU Secretariat at appropriate	<u>Status: implemented</u> Recommendations on the establishment of a parliamentary Education Centre have been provided. The new Education Centre was opened at the VRU.



	<p>necessary financial and technical means for long-term perspective.</p> <p>Their introduction is facilitated, notably by policy dialogue meetings and relevant communication activities.</p>	<p>levels and relevant decisions are adopted.</p>	<p>All activities relevant to the Education Centre were organised, including policy dialogue meetings and relevant communication activities.</p>
	<p>VRU educational programme targeting different audiences developed.</p>	<p>VRU educational programme launched by VRU Secretariat, targeting a wide audience.</p>	<p><u>Status: implemented</u></p> <p>Draft of the comprehensive parliamentary education programme was developed and discussed with educators, MPs, CSOs, representatives of the VRU Secretariat and Ministry of Education and Science of Ukraine, and sent for consideration to the VRU Committee on Education, Science and Innovations and the Committee on Youth and Sports.</p>
	<p>Info briefs, leaflets and other information materials as well as online courses on parliamentary activity designed.</p>		<p><u>Status: implemented</u></p> <p>Performed on a regular basis. See Annex D to the Report. For example: leaflet "Nice to meet you. I'm your Parliament" that was shared online and offline, a series of educational animated videos and info briefs with infographics on MPs activities, legislative process, parliamentary oversight, organizational function that reached more than 16500 people; online course on parliamentary reform - 80 the VRU staff registered for an online course and are in different stages of completing it; Brochure about the year of work of the Educational centre; Informational animated video about Education Centre, how it works, and how people can visit it, etc.</p>
	<p>New interactive VRU tours developed targeting different audiences.</p>	<p>Interactive tours are launched by the VRU Secretariat</p>	<p><u>Status: implemented</u></p> <p>New interactive VRU tours developed and are part of the comprehensive parliamentary educational programme.</p>

		<p>Software for online visitor registration developed as part of the e-Parliament strategy implementation.</p>	<p>Software for online visitor registration is included into VRU IT infrastructure, its implementation and technical maintenance is ensured by relevant services of the VRU Secretariat, registration form is available on the VRU website.</p>	<p><u>Status: implemented</u>  Project developed a tool for online registration of visitors to the Verkhovna Rada (VRU tours, Education Centre events, committee meetings, plenary sessions, exhibitions and other events of the Verkhovna Rada). The tool is expected to be officially launched in May 2021.</p>
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