

**AN AUTHOR'S RESUME OF THE DOCTORAL  
(PHD) THESIS**

**NATIONAL UNIVERSITY OF PUBLIC SERVICE**

**Doctoral School of Military Sciences**

**(DR. MAJOR FERENC PETRUSKA)**

**FROM SERVING THE HOMELAND TO SERVING  
THE PUBLIC**

**The comprehensive approach to military human  
reconversion**

**An author's resume of the doctoral (PhD) thesis**

**Budapest**

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## **The scientific problem**

The subject and its main research problem of my research is the topic of the social reintegration of soldiers who are old sweat, redundant or unsuitable (hereinafter referred to as "supportive"). This is a strategic issue that always needs adequate, complex response. Because of the complexity of the topic I focus on four directions:

1. The first problem is the uncertainties, regulatory and institutional fragmentation of human reconversion (transition to civilian life for veterans) as a scientific and regulatory young phenomena of a wide reintegration institution system and the disadvantages of these individuals, forces and society. There is no homogeneous regulation in the Hungarian legal system for human reconversion, but with different procedures are fragmented in lower level regulators.

2. Based on the previous scientific problem, there are uncertainties and weaknesses in the notion that I am planning to clarify during my research.

3. Based on the previous two scientific

problems, due to conceptual interference, there are uncertainties about the subject of human reconversion. In order to avoid any decision-making uncertainty, it is necessary to specify with precise reference to the relevant legislation of the Service Act those cases of termination and termination of legality whose subjects are entitled to human reconciliation benefits.

4. The fourth scientific problem is focusing on social and administrative topics. The young systematic and comprehensive examination and management of the area, the dynamic development of society and science, together with the benefits, and the high expectations of the welfare state raise the shortcomings of the human reconversion system and justify its enhancement.

By my research I seek to systematically understand the human reconversion and to answer the above mentioned scientific problems.

### **Research objectives**

By my dissertation I intend to provide a comprehensive, scientific-demanding outline of the

framework for military human reversion and institutional systems, covering the most important benefits and problems of veterans. My aim is to clarify the systematic approach, to clarify concepts, to formulate legal principles and to analyse the issue of human reversion system and to elaborate de lege ferenda suggestions.

My research has had the following specific objectives:

1. By a historical and international outlook, I intend to prove that the transition to civilian life of soldiers who has served is an important and even central issue for the armies and the societies that maintain them. Thus, government supports and measures that are needed to resolve the issue.

2. I suggest a narrower and broader concept of human reversion fitting nowadays Hungary. Human reversion under the narrower interpretation means transition to the civilian labour market placement. Human reversion in the broader sense means all the aid that a veteran may need.

3. By the method of staff calculation and the interpretation of the law I intend to prove the content of the human reversion service has changed, and both the professional and the contractual soldiers may need it help to transit to civilian life. In addition, I describe the present conditions and regulations, the interests of the whole society.

4. I intend to elaborate and make recommendations to the reintegration beneficiaries, as the subjects of human reversion and its essential institutional elements.

5. I intend to develop the requirements, content and components of effective human reversion, based on extensive national historical and comprehensive international regulations and experiences, the basic elements of the human reversion system.

Beyond the aforementioned aspects of human reversion, because they are the subject of further research or the topic of my dissertation or subject to other researches, in my dissertation I do not, or only partly, deal with the following areas:

- a) comparative analysis of the human reversion system of law enforcement organizations;
- b) physical and mental injuries and treatment of those leaving the military;
- c) the methodology for preparing military offsets;
- d) detailed examination of the psychological effects of leaving service.

I concluded my research on July 1, 2018 and my thesis reflects the rules in force at that time, so it does not include the following amendments.

### **The research**

I developed my dissertation by demonstrating the necessity of a modern Hungarian human reversion system, while in the history of the Hungarian Defence Forces I have detailed the effective care. I emphasize the intensive and necessary elements of the current human reversion system in force of the foreign armies.



*In the first chapter*, I examine the specific components of the institute, the legal frame and institutionalization, the institution of human reversion, and the concept and general theory of reversion.

*In the second chapter* I present and evaluate the international history of human reversion up to this day. In this chapter, I intend to introduce that the problems of transition to civilian life have been remedied by military and later political leaders.

*In the third chapter*, I intend to present the three centuries of Hungarian human reversion system. In this chapter I intend to point out that wide-ranging and effective regulation supported veterans, disabled soldiers, their spouses and their children as well.

*In the fourth chapter*, I analyse the human reversion systems of the thirteen largest and most modern armies. I intend to highlight the useful and essential elements of the human reversion system of these armies and to present the most important experiences, problems and solutions.

*Chapter Five* is intended solely for the presentation of the human reconversion regulations and institutions of the United States of America, which support the transition to civilian life at the level of the whole American society.

*In the sixth chapter*, I examine the risks of the lack of human reconversion in micro, medium and macro levels.

*Chapter Seven* deals with the vision, plans and human reconversion expectations of Hungarian veterans.

*In the eighth chapter*, I summarize my conclusions. I make detailed suggestions on the new concept, subject, institutionalization and regulatory principles and other basic elements of human reconversion.

### **Hypotheses**

In the dissertation, I settled the following hypotheses:

1. The thousands of years of returning social problems of the territorial states are the proper guarantee of the veterans' transition to civilian life. This transition

process has had changing characteristics.

2. NATO member states operate a holistic human reconnection system.

3. The conceptual and content elements of Hungarian military human reversion are only partially elaborated and restrained in labour market reintegration and therefore their effectiveness is significantly limited.

4. Only the scientific and systemic approach and renewal of human reversion can serve as the basis for a general government development.

5. Hungarian soldiers expect the society to support their reintegration. They are willing to make sacrifices beyond their service obligations.

6. The issues defined in the definition of institutionalization and reversion have only become fragmented. They have become partly, mostly legal and related action, value dimensions of the Hungarian Defence Forces.

## **Research Methods**

Based on the nature of the topic, I have worked basically using the method of document analysis, legal analysis and second analysis of empirical research.

At my research, I worked with the following methods, using the tool of induction and analogy, based on the topic of reconversion:

1. I have studied the literature on domestic and foreign written and electronic literature related to the topic, the relevant laws and other laws, public organizational instruments, measures and reconversion tenders.

2. I have analysed and interpreted foreign and domestic legal regulations, reconversion institutions and experiences, where I made interviews with human specialists and analysed two related doctoral theses.

3. I have participated in lectures on human reconversion and adopted their suggestions, experiences and recommendations.

4. I have selected the reconversion methods and regulations that had already been applied in domestic regulation, but still meet the new challenges and can be adapted to a more efficient new system.

5. I have analysed the ancient and modern institutions of human reconversion, their regulations, their methods. I analysed the human reconversion and institutional system of some NATO, European Union member states and non-EU countries and defined the adaptive areas and legal institutions.

6. I have explored and processed the most important international human reconversion regulations and experiences in force.

7. I have examined the human reconversion period of the past three decades and analysed the roots of its failure.

### **Summarized conclusions**

The question of the reintegration of soldiers into society is of the same age as the institution of army. The burdens

associated with warfare, mental and physical injuries, make soldiers inept for lifelong service. The insufficiently prudent dismissal of soldiers has always been a huge social risk that every responsible politician and military leader tried to prevent.

For thousands of years, members of the army were men who possessed sufficient assets for their own equipment and supplies. After disarmament, this wealth ensured their retirement in peacetime. In the ancient Roman republic, the wealth and the right to military service were divorced, especially from the 19th century. From the beginning of the 20th century, there were also those who did not have any assets. In the volunteer forces of today, the entire military personnel live on the military-related income.

The generally longer active career, the higher retirement age, the widespread involvement of armies, regardless of military forces and groups of military personnel due to mental illness, physical fatigue and health impairment is need for human reconversion. As for all aspects of the general problem, this is a huge challenge

internationally. The comprehensive human reversion system and therefore substantial experience are available in only a few NATO member countries (USA, UK, Canada, etc.).

The NATO member states, including Hungary, with the suspension of conscription, after the disappearance of the bipolar world order, faced a large reduction conscripted soldiers. These have given some human reversion experience both domestically and internationally as well.

In order to solve the research problem, I reviewed the domestic and international history, legal history and current situation of the topic of transition to civilian life.

In my dissertation I examined the notion and general theory of institution, legal institution and institutionalization, as well as the holistic approach of human reversion. I presented the birth and development of the concept of reversion and human reversion. I have specifically mentioned and drawn attention to the direct and indirect risks of the lack of

human reconversion. I have also dealt with the current Hungarian regulation and presented its details, development, deficiencies and development possibilities.

As a result of these, I came to the following summarized conclusions:

1. Historical and international examples demonstrate that human reconversion is a key issue in securing the human condition of every army. At the same time, it is also clear from the international overview and among NATO member countries, that it is not treated by a strategic approach and in a complex way.

2. Regardless of the historical reconversion roots of the Hungarian Defence Forces and the available international examples there is no regulating entirely effective and comprehensive reconversion rights and procedures of transition to civilian life.

3. Transition to civilian life is not just a problem of the end-of-service military personnel. Human reconversion has a strong effect on several countries' human resource management system as it has a strong



effect on replenishment and recruitment.

4. During the analysis, I demonstrated that the problem of reconversion in all countries has holistic approach. Transition is handled at general government level, integrated into a single framework, fully institutionalized, reinforced by the legal background, characterized by competencies and responsibilities.

5. From the point of view of Hungary, human reconversion is demonstrated by the Hungarian military and international social control examples that military and then political leaders tried to give institutional answers to settle the transition to civilian life of those leaving the army.

6. The Hungarian Government's 2014-2020 Public Administration and Public Service Development Strategy is an important option, which sets out a separate measure, strategic approach to competency-based, integrated human resource management and the development of a public service life cycle for mobility.

7. The organizational support system for labour market reintegration needs to be coordinated by organizational and individual goals. It needs to be predictably, reliably, comprehensively and well-accepted by military personnel. The historical and international outlook suggests that the reconversion strategy should be built on a holistic approach to more pillar (training, vocational training, housing and rehabilitation, etc.). This needs to guarantee of interoperability, which means that the former military career continues in the framework of another public service relationship.

8. Based on my extensive international research, I have clearly established that the system of human regeneration is effective in only those states where it operates not only at the level of the defence ministry but also at the level of the general government.

9. My general conclusion is that the most excellent human reconversion system cannot function efficiently without a budget of sufficient scale.

10. Successful reconversion therefore does not

mean finding any job for a veteran, but it needs to be of the same quality. Otherwise, there is a risk of "hide unemployment " and a new legal relationship to work will not be permanent.

11. As a result of this, the human reversion regulations of the Hungarian Defence Forces needs modification. The institutional system needs expansion. The minimum level of the intensity of supply should be the XIX. century second and twentieth century level.

On the basis of the above, I came to the most important conclusion that the care of veterans has to be have a holistic approach. It consists of complex and fully institutionalized human reconnection system instead of strategic principles, narrow and casual decisions, temporary human supply packages and temporary regulations.

### **New scientific results**

I consider new scientific results of my research:

1. With domestic legal history analysis and

presentation of international institutions, I have proved that transition to civilian life needs to be institutionalized at a governmental level.

2. I have proved that soldiers (micro level), military (middle level), and even the whole society (macro level) needs adequate transition to military life. Its failure or inadequacy at all three levels poses risks.

3. I have proved that the failures after the political change in Hungary are due to the eventual and partial institutionalization of regulation.

4. I have elaborated the narrower and broader interpretation and new, complex content of military human reversion.

5. I have determined the scope of the human reversion service, demonstrating that it is necessary to elaborate it for the entire military personnel (for each category of personnel).

6. Based on wide-ranging domestic historical and comprehensive international experiences, I developed

the exact institutional system (principles, requirements, content and components) of a strategic and comprehensive approach to human reversion.

### **Recommendations**

The dissertation presumably draws the attention of state leaders to the shortcomings of the reversion system and regulation of the Hungarian Defence Forces. However, many areas are partly or completely lacking in the scope or theme of the dissertation. This is inevitable, since the problem of veterans is so complex that all areas cannot be handled by a regulatory aspect and cannot be solved by regulation, so they need further research.

The above research and results I believe have attracted a number of questions to the attention of researchers and legislators as well as specialists who provide an appropriate impetus to human reversion research and support the practical implementation of these or newer results. The overhaul and persistence of these scientific results and initiatives, and in the event of their

partial or full realization, may result in profound improvement in the human reconversion of the Hungarian Defence Forces.

By this research I strive to make a worthy closing of the service career of the Hungarian soldiers and to contribute to their prosperity in civil life and to a smooth transition between the two. I pay special attention to the extremely rich international regulations and literature that are the basis for future human reconversion research.

Based on the obtained research results and conclusions, I suggest using the dissertation for the following processes:

1. In human reconversion a change of attitude is needed. First, it is necessary to recognize that the supply of armed forces is approached with a holistic approach to which a complex and fully institutionalized system of human reconstitution is required instead of strategic principles, narrow and casual decisions, temporary human supply packages and legal regulations.

2. The operation of the human reconversion

system is to be monitored continuously. As a result, human rights reconversion needs to be initiated and corrective action must be taken immediately.

3. An important task is to start continuous labour market research regardless of the category of herds, and to interview and assess disarming soldiers, analyse their results, draw conclusions and formulate suggestions.

4. Interdepartmental consultations, conferences and work sessions are indispensable from the outset with the involvement of the experts and the knowledge base of the National University for Public Service (NUPS). In my opinion, in the field of interoperability between the public service legal professions, outstanding scientific achievements and development suggestions can be expected in cooperation with the NUPS.

5. The Ministry of Defence and the Interior Ministry should have regular consultations in order to elaborate the rule of reconversion system. I suggest to use the research results of this dissertation. As a result of these

consultations, they will jointly determine the competencies of the various public and civil organizations in the field of human reversion.

6. A budget should be provided for the operation of a human reversion. Its operation should be checked in particular in the initial period, and corrective actions should be taken to eliminate the identified shortcomings.

7. In order to support further research, the concept of human reversion should be expanded with the elements I have proposed.

8. As a result of this, I suggest to modify the human reversion of the Hungarian Defense Forces and to extend its institutional system. As a minimum level of supply intensity, I propose the XIX. second and twentieth centuries

9. In order to operate the human reversion institution system, I propose to provide the necessary budgetary and to hire and carry out (reallocate) a



professional team.

10. At bachelor's courses of the NUPS Faculty of Military Science and Officer Training, I would like to focus on the essence of the thesis in the curriculum, primarily for the military leadership, secondly for military logistics, military operations and state aviation. At master's degree, I recommend to teach in detail the results of this dissertation as a defence management system designer and military master and military master's degree programs.

Finally, I express my sincere appreciation to those who for many years shared the best of their knowledge, suggestions, comments and critics with me.

## **List of publications**

### Periodicals:

1. PETRUSKA, F. (2017). Nemzetközi rekonverzió jogtörténete. *Hadtudományi Szemle* 10(2), 506-519.
2. PETRUSKA Ferenc (2017). Magyar rekonverzió jogtörténete. *Hadtudományi Szemle* 10(2), 489-505.
3. PETRUSKA Ferenc (2016). Szerződésesek és önkéntes tartalékosok – az önkéntes haderő két fontos pillére. *Honvédségi Szemle* 144 (2), 89-99.
4. PETRUSKA Ferenc (2015). A rekonverzió szabályozásának története. *Hadtudományi Szemle* 8(2), 162-181.
5. PETRUSKA Ferenc (2015). The Impact of the All-Volunteer Force on Hungarian Officer Training. *Academic and Applied Research in Public Management Science* 14(1), 35-44.
6. PETRUSKA Ferenc (2017). Open borders

limited In: Keresztes Gábor, Kohus Zsolt, Szabó P. Katalin, Tokody Dániel (szerk.) Tavaszi Szél Konferencia 2017: Nemzetközi Multidiszciplináris Konferencia: Absztraktkötet. 477 p. Konferencia helye, ideje: Miskolc, Magyarország, 2017.03.31 -2017.04.02. Budapest: Doktoranduszok Országos Szövetsége, 2017. 142. (ISBN:978-615-5586-14-9)

7. FARKAS Ádám, HORVÁTH Tibor, PETRUSKA Ferenc. A Magyar Honvédség feladatai, szerepének és helyzetének jogi aspektusai a tömeges migráció kapcsán In: TÁLAS Péter (szerk.) Magyarország és a 2015-ös európai migrációs válság. 217 p. Budapest: Dialóg Campus Kiadó, 2017. 159-177. (ISBN:978-615-5376-63-4)

8. Krizbai János (szerk.) Fialat tiszték zsebkönyve Budapest: NKE Szolgáltató Nonprofit Kft, 2016. 293

9. BÓDI Stefánia, KÁDÁR Pál, PADÁNYI József, PETRUSKA Ferenc Jogi szakkifejezések tára (12. fejezet) In: Németh András (szerk.) Jogi alapismeretek

honvéd tisztjelölteknek. 211 p. (Nemzeti Közszerológati Egyetem) Budapest: Nemzeti Közszerológati Egyetem, 2014. 199-207. (ÁROP PROJEKT 2.2.2.1) (ISBN:978-615-5491-07-8)

## **CURRICULUM VITAE**

### **MAJOR DR. FERENC PETRUSKA**

Place and date of birth: Budapest (Hungary), 21 March 1977

Nationality: Hungarian

#### **Work:**

2015.11.01. – National University for Public Service  
assistant lecturer

2012.01.01. – National University for Public Service  
lawyer

2010.10.01. – Zrínyi Miklós Defence University lawyer

2007.11.01. – Ministry of Defence, Defence Planning and  
Asset Management Department lawyer

2007.01.01. – Ministry of Defence, Development and Logistics Agency lawyer

2005.12.01. – Ministry of Defence, International and Event Management Office lawyer

2001.09.01. – Hungarian Defence Forces 1. Demolition Expert and Warship Regiment legal and administrative principal

### **Graduation:**

2004 – Bank lawyer (Pázmány Péter Catholic University, Faculty of Law and Political Sciences)

2001 – Lawyer (Eötvös Lóránd University, Faculty of Law and Political Sciences)

### **Language:**

English - NATO STANAG 6001 complex

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### **Other scientific / professional activities**

Honvéd Zrínyi Sport Association – president

Hungarian Military and Martial Law Society – member

Budapest, 2019/04/08

