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**THE SOCIAL ADAPTATION OF THE MILITARY, DISCHARGED FROM
MILITARY SERVICE - NECESSARY OR BY REQUEST****Abstract:**

To the modern globalized and dynamic world, the human is the crucial key factor, perceived as individual personality, the team and the relationships between people in this team based on self-awareness. Increasingly discussed topic is the predominantly social nature of its activity. On the agenda appears the problem of social adaptation and protection of certain groups of occupations. One of these professional groups are the social adaptation of the military at the end of their career and their preparation for proper realization in the public - private sector of economy. Moreover, unlike previous researches, refracted through the prism of the military institution social policy, with this article we aim to explore and argue our necessity of social adaptation of the military leaving the system of the armed forces of the Bulgarian Army in compliance with the scientific rationalization of social work.

The need for transparency and equal treatment of users of social services and respect for the dignity of the military, presupposes the importance of the social work with them. This is supported also by the fact that hundreds of specialists from the army have been transferred to the public sector and are able to make a significant contribution to the reconstruction of Bulgarian society and add value but this is not the case in real life. There is often an impression that their experience and knowledge is unnecessary. People who have committed themselves to military service at young age, as a rule, adapt to the conditions of civilian life with difficulty. Despite having a special military skills and knowledge they actually form a new „risk group“, especially when they fall to the attention of the criminal world. There are various analyses and reports of the Ministry of Labour and Social Policy and the Ministry of Defence on this issue that are very indicative. In confirmation of this, a third of them are offered „a job“ in the security departments of various private organizations, banks and / or specialized licensed private security units.

Keywords:

SOCIAL WORK, SOCIAL MANAGEMENT, SOCIAL ADAPTATION OF THE MILITARY.

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1. Introduction

In today's globalized and dynamic world, a key factor is the human being taken as an individual, the team and the people's relationships in this team, based on self-awareness. Increasingly, the subject of the largely social nature of his activity has been discussed. The problem of social adaptation and protection of certain groups of jobs has become a pressing one. One of these job groups is the service members at the end of their career and the preparation for proper accomplishment in the public - private sector of the economy, as a criterion for motivation and increase of the activity of the human factor in the security and defence field.

The need for transparency and equal treatment of users of social services and the respect to the service members provide for the role of social work with them. In support of this is the fact that hundreds of specialists from the army, who are relocated into the public sector, are able to make a substantial contribution to the restructuring of Bulgarian society and to add value but that is not what happens in real life. The impression which is often created is that their experience and knowledge turn out to be useless. People who committed themselves in their youth to military service, as a rule, find it difficult to adapt to the conditions of civilian life. Despite having special military application skills and knowledge they actually form a new "risk group", especially when they come into view of the world of criminals. There are various reports and analyses of the Ministry of Labour and Social Policy and the Ministry of Defence which indicate this issue. In confirmation of this, a third of them are offered security service "jobs" in various private organisations, banks and/ or specialized private licensed security units.

Experience shows that some of the reserve officers have difficulties in selecting a civil profession. In spite of being highly qualified, many of them cannot find a job for months, break their length of service or lose their skills. The reasons for all this are drawn from the analysis of sociological and psychological studies which allow us to define the specifics of their internal personal adaptation.

And as social work with service members leaving the armed forces and the Bulgarian army and their social adaptation to civilian life have different dimensions, it provokes our scientific quests in search of answers whether the latter is required or optional.

Moreover, unlike previous studies, reflecting the social policy of the military department, this article aims to study and justify the need for social adaptation of service members, leaving the armed forces and the Bulgarian army, in accordance with the scientific understanding of social work.

Presenting the main problems of socialization and adaptation of service members leaving military service and change to the civilian life conditions, resulting from their economic, age, psychological and social characteristics, their social status in modern conditions, the importance of the social work with this category must be taken into account. This necessitates the further improvement of existing and development of new forms of social work with them.

2. Conditions, problems and a complex model of social adaptation of service members, discharged from military service

Historically, the social security system of the service members has been formed as a part of the state policy. As such it should be further developed in the future, actively interacting with all authorities and spheres of life in the country. In this context attention should be directed to the best practices and adaptation of the appropriate ones in the country.

Of course, it would be considered as at the very least thoughtless that this experience can be merely transferred to our country. In order to be used in the work of our social services, it is a mandatory prerequisite this experience complies with the Bulgarian specifics.

2.1. Best practices for social adaptation of the service members

Almost a hundred years of experience in the social work development has not only determined the update of the classic paradigms of social thinking, but has also formed the scientific basis for new trends in the social restructuring of society.

The theoretical advancement of the scientific knowledge in the social work field in many countries of the world has been developing mainly in two directions.

The first direction distinguishes the high importance of the psychological explanation in the system with the behavioural approach, based on the cognitive theory and the prevalence of cognitive orientations.

The second direction is focused on the increase in the interest in justifying the theoretical prerequisites of social work.

Ultimately, social work knowledge contains system notions of social security, social guarantees, social assistance and support to people in complicated life situations. Moreover, the orientation towards an overall approach to the social work theory and the creation of a legal foundation of social technologies, have strengthened.

The comparative analysis of foreign experience in the system for retraining and social adaptation of service members, relocated to civilian life, urged us to find an answer to the following questions:

- which categories of service members, who have left the military forces and the Bulgarian Army, this system covers;
- how the financing of the preparation for transition of the service members into civilians is organised and who commissions the main events in this process;
- who implements the process of social adaptation and what the implementation structures and organizations within the Ministry of Defence and outside are;

- what the organization technology of the process of professional reorientation, retraining and assistance in finding work to people discharged from military service is;
- what the time span is for carrying out work on the retraining and social adaptation of service members before and after their leave the military forces;
- how the practical skills, received during military service of service members, discharged from military duty, are reported;
- what the ratio is between the intentions of the service members, discharged from military service, to receive retraining on a certain subject and to take on a certain activity in the civilian field and their education?

In search of answers to these key questions, we turn to the best practices of the conversion and adaptation of service members, discharged from military duty, and the members of their families. Quite understandably we, as a member state of the Euro-Atlantic structures, focus on the USA and many European Member States' experience in the field.

The experience of the Member States of the Euro-Atlantic structures is indicative that the serviceman starts his preparation for civilian life before his discharge from the armed forces. There, this process is organized by the respective Ministries of Defence, with the state financial support, of course. The applied model for social security of service members in these countries is the priority institutional one.

The institutional model is typical for countries with developed legal systems, industrial or post industrial economies and democratic state organisations. In such countries there are clearly formulated terms for the operation of the armed forces, a comprehensive civil control is kept, the military service system is contract-based and there are legal safeguards to protect the honour and dignity of the service members. The developed security system of material and social living conditions for the service members and their family members, allows the state to provide a higher standard of living than the national average one. The institutional model provides high prestige of military service in the public mind and its attractiveness to a significant part of the younger generation.

In the countries where social security institution has just began forming itself, and the system of safeguards, compensations and benefits for service members has sometimes accidental and fragmentary character, a partly institutional model is being formed. Here the specific legal status of the armed forces and the service members is an opportunity for involving them in performing unusual functions. In some cases, such decisions of the military and political leaders of the country can be taken in consultation with the law-making authorities. The standard of living of the service members in the partly institutional system is comparable to the average standard of living of the population. The prestige of military service is substantially lower than the one under the institutional model; military service in the public mind is assessed variously. There are certain difficulties with the equipment of the armed forces. The

choice of the military profession is often driven by the even more unfavourable socio-economic conditions of life outside the army.

In contrast to the two social security models of service members, already described, is the non-institutional model. It is characteristic of countries where the service members are an independent political force, they are in power (or have unlimited influence on authorities). Here, the service men actually participate in making political decisions and, if necessary use weapons. They act under the laws of wartime, establishing military dictatorship. The army gets a substantially higher level of socio-economic benefits than the civilian population. The service members cause fear and tension.

It is noteworthy that the variety of models of social security is directly related to the socio-economic development of a country and the legal regulation of the process itself. Moreover, transferring the foreign experience of social security of service members also requires taking into account the influence of the complex of domestic and foreign political factors on the processes in the respective country.

The analysis of the legal regulation of social security of service members in the surveyed member countries of the Euro-Atlantic structures allows us to derive a number of specific points. In our opinion, attention should be drawn to the following ones: first, they regulate the status of the service member both as a citizen, as well as a special character in public relations; second, the basis of the legal regulation of the social security system of service members is the principle of compensations for specific burdens and hardships of military service; third, the specific status of the service members and their rights and privileges package is regulated constitutionally; fourth, the effectiveness of military law is determined by its systematization.

A distinctive feature of the legal regulation of social security of service members from foreign armies is the establishment and effective functioning of special structures in the government bodies; solving certain problems is within their jurisdiction. The European experience proves that parliamentary control is the basis for a broad and developed system of civil control over the armed forces activity and the entire military field.

2.2. The Bulgarian experience

In the context of the fragmentation of the best practices for social adaptation of the service members, discharged from military service in the member states of the Euro-Atlantic structures, experts in the field of innovative military education in Bulgaria share the opinion that the uncritical transfer of a foreign practice is extremely dangerous.

Of course, we do not have to exclude those who consider that specifics of Bulgarian lifestyle, ideological heritage and people's mentality should not be exaggerated. According to them, they are not as significant factors of social development as it could be expected during the transitional period.

When choosing a model for social adaptation of the Bulgarian service member, discharged from military service, a much greater influence exerts the state of the economy, which crucially affects social processes, limits the choice of orientations

and scales of social and political events, sometimes building insurmountable barriers on the way of implementing social security principles. This is why the Bulgarian model identifies partially with the institutional one but in many aspects sometimes resembles the non-institutional model.

Therefore, the use of foreign experience and its perception as a guideline for sustainability of historical and national characteristics should not be absolute. Moreover, when transferring certain legal concepts, models and rules of law, we must bear in mind the specific nature of our legal system that can radically change the foreign ideas and models.

As a rule, since completing the complex tasks of building a social security system of service members affects all aspects of society's life, fundamentally new issues are raised in the economic, social, spiritual and other fields. Accomplishing such a task in Bulgaria is even more complicated by the significant reduction of the army and its reformation for enlisting professionals only.

Taking into account the foreign experience, it can be assumed that similar changes in our country can cause a new set of difficult and complex problems. Here it would be useful to attract foreign partners and adopt joint retraining programmes of reserve service members. In this field, actions should be directed towards the implementation of programmes and projects for motivation, training and retraining, job placement, starting own businesses and conversion of unused military property.

The appropriate study of the labour market determines the need for vocational guidance. This requires the service members to be enrolled in training courses, to be provided the opportunity of higher education and major studies, sought by employers, to be prepared to start their own businesses or assisted in their job placement. In order to do that, the funding for the training courses is foreseen as a ratio of the military budget to a serviceman (70:30). Such an approach is in favour of the pursuit of self-improvement of the service members to be retired or otherwise leaving the Bulgarian Army and their preparation for civilian life. The training courses should be tailored to the requirements of the labour market. [Dimitrova, S., Management of resources in a dynamically changing security environment, VT, 2013, pp. 326].

In accordance with all that, the main types of social services can be defined as follows:

- vocational guidance;
- assistance in vocational retraining;
- assistance in finding a job;
- legal assistance;
- social and psychological support;
- assistance in starting small business enterprises;
- assistance in obtaining necessary licenses and permits;
- information and advisory services;
- work with families of service members, who died while on a military duty.

A top priority of the formed system is the retraining of service members discharged from the army in civilian field subjects. The methodological basis for

selection of this priority becomes a postulate that the new profession of the reserve serviceman provides his social adaptation to civilian life.

The number of service members, discharged from the Bulgarian army in certain periods because of its restructuring has been growing, while the number of job vacancies in the civilian sector is falling sharply. As a result, problems which did not require any special intervention in previous years are now being created.

There is a need for greater consideration of the process of social adaptation of the discharged from military service, and also conducting the respective work with the members of their families.

Experience has shown that the discharged from military service turn into successful entrepreneurs or implement other regional social and economic projects.

Establishing a system of vocational guidance, retraining, finding employment and social adaptation is also necessary because of the absolutely unjustified mass increase in the anyway huge number of people on welfare at the expense of the potentially active part of the population. Moreover, it is recognized as appropriate to create favourable conditions to quicken the adaptation of service members in reserve and their family members to civilian life, allowing them to become one of the active and economically independent categories of the population.

Unfortunately, the formation of this system is accompanied by a delay in the organizational arrangements without the mandatory forecasting, often as a late response to the problem without substantial coordination efforts on behalf of the responsible organizations, institutions and individuals. The established system is too controversial. It does not have a complex character and has inaccurately selected priorities, leading to the accumulation of series of errors and reduction of the opportunities of the measures taken, to a significant increase of the cost of the processes of social adaptation in terms of the individual serviceman.

As a result of this activity there are three relatively independent and competing systems for retraining of service members discharged from military duty in Bulgaria.

The first is the *state system*. It includes the educational institutions of higher education for training and retraining (conversion training) of persons, including the ones discharged from military service in civilian subjects, licensed by the National Agency for Vocational Education and Training.

An important trend in the development of this system is the training of service members in military schools of higher education, where they graduate with a diploma in one of the civil subjects. Such a decision is based on the assertion that the young officer's second civil degree improves his level of social security.

The fallacy of such an approach has been proven in practice in recent years. It comes to the following.

First, the civil degree obtained by the young officer in the military school of higher education complies with the relevant professional standard only at the time of graduation. Performing for many years his job duties in his primary (military) subject, the officer practically loses his skills in the civil field (with the exception of general technical, engineering, medical, financial, economic and some other professions). As a result, after the discharge, his level of professional competence in the civil field is so

low that finding a job requiring qualifications obtained ten years ago is almost impossible.

Second, the results show that the narrow professional specialization acquired by the majority of service members during their duty is often unnecessary in a civilian environment. The reason for this is the low manufacturing capacity use in the companies and downsizing of management staff which lead to too many skilled workers in the labour market, where the discharged serviceman feels too "uncomfortable". The most common offers for reserve service members, as a rule, are the positions of guards, freight forwarders, collectors, etc. What is more, the employers do not care at all whether their future employee or worker has a degree or special knowledge.

Third, studies have shown that the degree of compliance of the new types and the content of labour of the discharged service members to their level of education and training received during military service is low enough.

Fourth, receiving a degree in civil subjects within the military schools of higher education by the young officers objectively contributes to a massive leave from the Bulgarian army, which weakens considerably the country's military organism and leads to unreasonable use of resources.

The specifics of military service do not often allow family members of military personnel to work in their major degrees in the places of residence. After discharge from military service and defining the new residence, family members have also lost their professional competences and find themselves in an uncompetitive position in the labour market as compared to their civil society peers. This fact necessitates the inclusion of family members of military personnel in the system of retraining in new subjects or improving their qualifications.

Analysing the activities of civilian educational institutions, including vocational training centres in the field of the conversion of military personnel, joining the reserve, and members of their families (first of all in order to further place them in their jobs in the new life conditions), it can be concluded that this activity is not primary to civilian universities, and therefore it is paid significantly less attention than it deserves. In the market conditions civilian universities require additional funding for conversion of military personnel, which is very burdensome for the state in the current budget deficit.

The state system of retraining of military reservists and of their family members excludes those categories which were forced (due to lack of other housing) to live in closed or remote settlements away from the big cities. These service members are not able to get retraining at the respective universities or vocational training centres.

Furthermore, the system of retraining of military reservists and of their family members is not aimed at solving the problem of finding a job. As a result, its performance is very low.

Thus, the state system of conversion of the military personnel is generally not able to independently solve the tasks for vocational reorientation, conversion /retraining and job placement of persons joining the reserve and members of their families in civilian occupations.

Nowadays these tasks also cannot be achieved independently by the state system in a functioning market economy.

Shortcomings of the state system of conversion /retraining of military personnel objectively lead to the formation of a principally different system- **non-state/extra-budgetary**. It is aimed at solving these problems at the expense of obtaining European programme funding for human resources development, of inclusive funding of training and retraining of personnel discharged from military service by private and foreign organizations, of individual retraining payment by the military personnel joining the reserve and the members of their families, etc. In many cases, the system uses the funds provided for the National Employment Action Plan of the Ministry of Labour and Social Policy.

The establishment of the extra-budgetary system is facilitated by the loss of the government monopoly on education and employment of people including the military personnel, who have joined the reserve and the limitations of these options in the budgetary system. The competition between them contributes to the state that the extra-budgetary system for retraining of persons joining the reserve, initially to be formed as complementary to the state /budgetary/ one but on a number of points also as an alternative to it. This system allows a more flexible and operational response to the changes in the labour market and workforce. In view of the mutual interest to create relationships between the personnel discharged from military service with employers, the goal is to provide retraining of persons discharged from military service in subjects, which provide guarantees for finding a job. It is namely the extra-budgetary system of conversion /retraining/ of the military personnel and their family members which initiates the idea of combining the problems of vocational guidance, retraining, and job placement into a single system for their social adaptation to the conditions of civilian life. Nowadays, this idea acquires the status of a generally accepted point of view. Nevertheless, there is no national strategy or plan for the implementation of this process of social adaptation in Bulgaria.

The extra-budgetary system includes a number of schools and educational institutions as independent legal entities that seek to spread their influence primarily on potentially vulnerable groups of unemployed people, including those of the discharged military personnel, using the distance learning forms as well. It also includes labour markets organization and other similar initiatives. In many cases, the activity of the individual institutions from the extra-budgetary system is directed to the creation of new jobs based on the specifics of the local and regional needs and the existing potential.

Among the most significant shortcomings of the described system are:

- shortage of material, financial, organisational and technical resources for implementation of its activity;
- fragmented functioning nature of its various sub-systems and institutions;
- shortage of professionally trained staff for organizing the training process in the educational institutions and systems;
- no strategy for its development and bodies capable of providing coordination of all the work within the country;

- contradictions with the budgetary system and the government structures;
- no legal basis for the operation of this system;
- its weak informational, analytical and prognostic provision;
- errors in determining the priorities in the training degrees, etc.

Nevertheless, the extra-budgetary system of conversion /retraining/ of the military personnel, discharged from duty, which nowadays is developing as a system for their vocational guidance, retraining and job placement, by complementing the budgetary /state/ system, allows for expanding significantly potential opportunities for the military personnel, discharged from duty and their family members to obtain new civilian degrees and respective jobs. So this system makes a considerable contribution to solving the problems of social adaptation of persons discharged from military service to the new conditions of life and to lessen social tensions both among themselves and among those who are to be discharged from military service. However, if used alone it is not able to solve the whole group of problems associated with the reduction and reform of the Bulgarian army.

Along with the establishment of the budgetary and extra-budgetary systems of retraining and job placement of military personnel, discharged from duty and their family members, a third system has been created – *the investment one*. Its characteristics are:

- provision of finances from various organizations and funds;
- funding of programmes for retraining and job placement of the military personnel;
- priority to the economic and market-related jobs in the retraining of persons, joining the reserve;
- limiting the terms for their conversion to a few months;
- involvement of various foreign experts in order to achieve the tasks and objectives of this system;
- selective orientation for the interaction between the budgetary and the extra-budgetary system, etc.

The last characteristic of the investment system is key to the further development of the single system of vocational guidance, conversion /retraining/ and job placement of military personnel, discharged from duty and their family members in Bulgaria.

Third, the establishment of the system for social adaptation of the military personnel in reserve and their family members, which is mainly understood as their retraining in new subjects, is accompanied by the development of its infrastructure (training centres, etc.), generally based on the potential of the schools of higher education of the Ministry of Education and Science. On the one hand, universities are located in the big cities, which automatically limits the access to conversion of the majority of discharged military personnel and their family members who constantly live in areas far from the university centres. On the other hand, there are various administrative obstacles and shortcomings in the coordination of that specific activity.

The brief historical overview of the development of social work with the military personnel discharged from duty and their families, with an indication of the

contradictions, weaknesses, difficulties, mistakes in its development allows for deriving both the positive and negative trends in the development of the system for social adaptation.

Among the *positive trends* attention should be paid to:

- involvement of the state in solving this problem (at different levels - national and military district level – which covers several districts);
- compensation of the lack of finance through European funding programmes;
- gaining experience in solving these problems by various government structures;
- involving different institutions (Ministry of Labour and Social Policy, Ministry of Education and Science, Ministry of Defence, Social Assistance Agency and its territorial divisions, Employment Agency and its territorial divisions, etc.) in social adaptation of military personnel discharged from duty and their family members;
- creating specialized organizational structures or units, solving the problems of the specific population category /vulnerable groups in the labour market, among which are the former service members/, etc.

Negative trends in the development of this system are:

- predominant focusing of state institutions on conversion of the military personnel discharged from military service and their family members and limiting the process of their social adaptation with retraining and partly with job placement;
- lack of coordination on behalf of the state institutions with the activities of other organizations dealing with the problems of social adaptation of military personnel, who have joined the reserve, including public and non-governmental organizations;
- so far unresolved inter-institutional conflicts;
- high degree of dependence of social adaptation events for the given category of the population on the amount of funding /defined by the budget framework of the National Employment Action Plan/;
- lack of qualified staff to manage the processes of social adaptation of service members discharged from military service and their family members, etc.

All these circumstances lead to the development of a concept and a model for social adaptation of this category of the population with a view to the best experience from the activities of individual organizations in the country, the positive foreign experience and the results of our own experience and expertise work.

Although in the conversion /retraining/ of the service members discharged from military duty and the members of their families other tasks of their social adaptation are being solved, they are not stated openly, though sometimes appointed. The autonomous solution to these problems does not provide the desired reintegration results of this category of the population in the civil society.

Such a state of affairs determines the need to develop an integrated model of social adaptation of the service members discharged from military duty and the members of their families.

2.3. An integrated model of social adaptation of the service members discharged from military duty and the members of their families

The establishment of an integrated model of social adaptation of the service members, joining the reserve and the members of their families takes place in a specific social environment, created in the early and mid-90s of the previous century, and is related to the overall reorganization and restructuring of the Bulgarian society. In particular it comes to these specific characteristics.

The 1990s were accompanied by political and socio-economic changes taking place all around the world. Those were the years of Bulgaria's transition to a market economy and the radical military reform in our country, which resulted in the reduction of armed forces. All these lead to the discharge of large masses of active population, such as officers, sergeants, sergeant majors and members of their families. This led to an increase in the social tension. Despite the actions of the state and various social groups' efforts, the implementation of a programme for social adaptation of military personnel discharged from duty, this group remains risky in the labour market.

An important feature of the social situation in the field of work with the military personnel discharged from military service and their family members is the complete failure of existing social institutions to comprehensively solve the problems of the process in the new conditions of life and their involvement in active life activity in market conditions.

In this way the social situation created in this field determines another concept of the social adaptation of military personnel, joining the reserve and their family members.

In accordance with these specificities the basic conceptual ideas of the given model have the following priorities:

First, for the first time the term "social adaptation of military personnel" is used as a base priority instead of the earlier term "conversion" and employment of the military personnel. The approbation of the given conceptual priority is implemented within the Programme "Social adaptation".

The structure of the programme in Bulgaria includes the following units, as seen in Fig.1:

Programme and operational units, which include a programme director and program coordinators;

Financial and accounting department, which includes a finance director and a treasury accountant;

Retraining and social adaptation centres /RSACs/, a total number of 4 in the cities Sofia, Plovdiv, Sliven and Veliko Tarnovo, managed by chief regional coordinators. They employ psychosocial adaptation and vocational guidance coordinators, business consultants, legal advisers and administrators;

Regional information centres /RIC/, at the beginning of 2003 there are two RIC in the cities of Shumen and Varna, part of the RSAC in Veliko Tarnovo and 1 RIC in the city of Stara Zagora as part of the RSAC in Sliven.

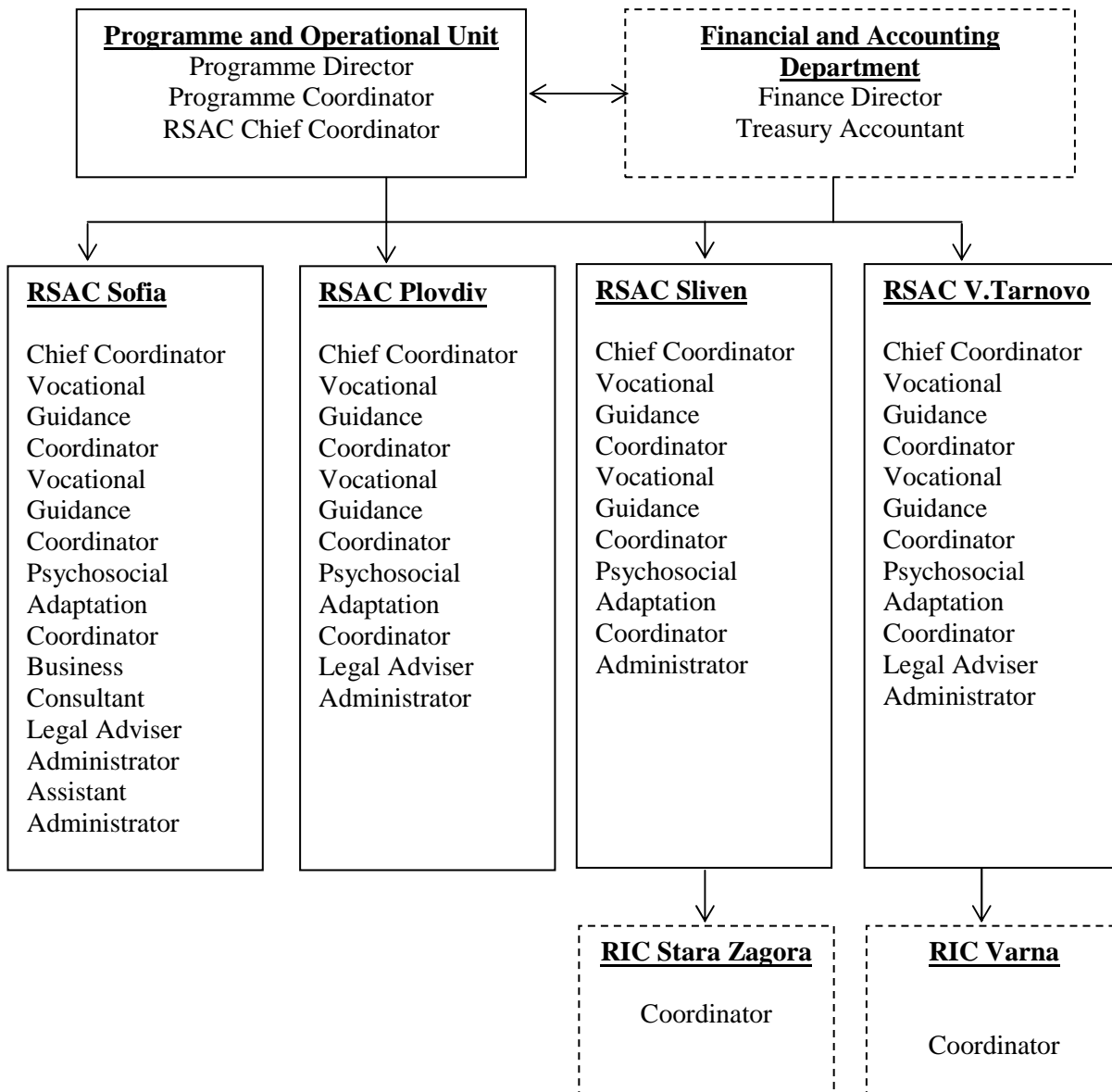


Fig.1. Structure of the Social Adaptation Programme

Thus the programme presented can be regarded as an integrated approach model (and therefore is an integrated model) to solve the problems of military personnel discharged from military duty and their family members. It does not set out the objective to adapt to civilian life all military personnel discharged from military duty and assist their family members. The programme *objective* is to work out a mechanism for integrated solving of social problems of the given category of the population in the country, establishing an integrated model (or several models) of self-sufficient organization of this process.

Second, *the integrated approach* is not only an integrated solution to the problems related to the adaptation of people to the new conditions but at the same time it a change of society. These are: the introduction of new more advanced “production” technologies, training of personnel, organization of social work and social and pedagogical activities. The outputs from the implementation of such projects are the socio-economic development of the planning regions by inclusion in the process of the economically active and highly professional military personnel, joining the reserve and their family members; formation of social partnership in order to reduce tension in this social group; civil society infrastructure development, etc.

Third, the integrated nature of the proposed model and the programme based on it are determined by the *social pedagogical value orientations* in its structure and contents.

The starting point in building an integrated model of social adaptation of service members and their families lies in the very concept of “model”. In logic and methodology of science, it is an analogue of a certain fragment of the natural or social reality, a brainchild of human culture and a conceptual-theoretical template. This analogue serves to preserve and expand knowledge (information) of the original, its design, restructuring or management.

Therefore, the integrated model of social adaptation of service members discharged from military duty and their family members is namely part of the social pedagogical practice that can and should be studied, designed, approbated and implemented in this reality with new qualities, properties and characteristics.

This model is designed in such a way as to conform to the essential requirements of the modelling technology: to be a true copy of the modelled object, capable of replacing it in certain aspects; to provide experienced verification of the obtained results, which should be interpreted at different stages by the same content terms of the military social work and social pedagogy.

As social adaptation is considered in scientific terms as a system, as a process and as an activity, its object is the military personnel, who have joined the reserve and the members of their families (wives and children). On the one hand, this model implies that family members are inseparable in the implementation of all activities, while on the other hand - initially assigning the whole family a status of an entity with its own social adaptation to civilian life.

Taking into account the fact that the model is a simplified, “compact” model of a real event, a phenomenon or a process, the model for social adaptation of service members is vied in two aspects: structural and component (organization - entities)

and structural and functional (basic functions as areas of social adaptation). Moreover, the model plays a role as a method of knowledge of social practice, and as a method for its restructuring in the social adaptation of the service members discharged from military duty and their family members. The model is “a mental or material system, which by displaying or reproducing the object of study is able to replace it in such a way that studying it can give us new information on the object”.

The structural and component composition of the model involves merging of all units engaged in the process of social adaptation (as a means for their financial support) and a tool for development of entrepreneurial activity. Structural elements of the model for social adaptation are also other organizations – educational, research, social, women's associations, local government authorities, etc. Advantage is given to those organizations that have been set up by former military personnel and members of their families, or to those in which this population category is significantly represented.

The structural and functional composition of the model involves integration of the main directions of social adaptation of the service members discharged from military duty and their family members, as well as selecting among the main directions of those which are the base of the model, the most significant for its modification, the most resistant in real life conditions in the different conditions of society.

The vocational guidance, the psychological rehabilitation /psychological support/, the socio-psychological and social pedagogical adaptation; encouraging the service members discharged from military duty and their family members to start small businesses, establishing support structures for small businesses, finding jobs and if necessary - their professional conversion /retraining/ become the basis of social adaptation of the service members.

The contents of the model for social adaptation of service members, joining the reserve and their family members, determines its comparison with the model template, as it is used to study and change the regulatory properties of the real existing object in the military social work practice. The model for social adaptation of service members, joining the reserve and their family members is also used in test and experimental work as a substitute model, as with its help research and design work is carried out.

In accordance with the requirements of the technology of social pedagogical modelling for the development of the integrated model of social adaptation of the service members discharged from military duty and their family members, takes place by a consecutive change of three interrelated stages.

During *the first stage* (stage of forming the model) separation of key components (of the structure and of the functions) is performed in the social adaptation activity of service members (in its contents, fields, forms and methods) which are then put to changes in the model - research and design restructuring.

The second stage (stage of restructuring the model) is the modification of its individual properties (of the structure and of the functions) in relation to the conditions of the study and the social background presented above. The time frames of this

stage of the study are within three years, and the contents of the activity at this stage is the contents of the test and experimental work.

The third stage (the stage to transfer results into the object) is a set of recommendations, practical measures and proposals prepared and partially implemented in the process of test and experimental work on the formation of the integrated model of social adaptation of the service members, joining the reserve. Verification of the authenticity, validity, effectiveness and viability of the model formed also takes place at this stage.

The process of development, approbation and implementation of the model for social adaptation of the service members discharged from military duty and the members of their families is carried out considering the specifics of the social pedagogical modelling.

For example, this model is not only a template model but it is also a substitute model. As a template model, it is used with reference to the existence of main subsystems and types of activities in social adaptation of the service members discharged from military duty and the members of their families to study and restructure the regulatory properties of this activity. As a substitute model it used to work precisely on the problems of social adaptation of military personnel, joining the reserve and the members of their families.

Further, taking into account that the social pedagogical models are regarded as values, goals, directions of their further development, the integrated model of social adaptation of military personnel discharged from military duty is dual in its nature. In the process of its formation and approbation it is stated that the interrelated types of activities are not always strictly fixed in their sequence.

In this regard, on the one hand, the developed model is invariant, as the presented types of activities and directions of social adaptation of the service members discharged from military duty and the members of their families constitute its main contents. On the other hand, the model is variant as the sequence of these types of activities and directions of social adaptation of the given category of the population is built in accordance with the social needs of each military reservist and his family. This is the personal profile of social adaptation of each individual.

The main focus of Programme implementation is at places of compact residence of military personnel's families of different types (structural and geographical composition of the model), located in dedicated areas of residential buildings in the city as well as the ones spread within the city.

An important conceptual aspect of the social adaptation modelling of the service members discharged from military duty and the members of their families is the theoretical foundations of social work, setting its priorities and contents, nature and approaches, principles, methods and forms.

Classification built on such foundations allows for them to be presented as a set of the most popular theories of social work, certain treatments of which lie in the theoretical justification of the integrated model of social adaptation of the service members discharged from military duty and the members of their families:

- psychological theories of social work (existential, humanistic, psychodynamic, crisis-interventional, behavioural, allowing, bioenergetic, body-oriented, dianetic, socionic and psychosynthetic);
- sociological theories of social work (general system, social ecological, radical, Marxist);
- integrated (interdisciplinary) theories of social work (vital-oriented, cognitive, conflictological, social pedagogical and sociocultural).

Each of these theories has its own contents, target orientation, methods of knowledge and changes in social practice. The establishment and implementation of the model for social adaptation of reservists and the members of their families suggests a reference to the provisions of these theories, not applying only one of them, but using those integrated ideas from each theory, which provide effective operation of this model.

One of the leading conceptual provisions of the integrated model affecting the social pedagogical values are *the principles of social adaptation* of the service members discharged from military duty and the members of their families.

The principle of personal-social-action approach to their social adaptation includes:

- placing the particular person – the serviceman, as a member of the family, in the family and together with his family in the centre of the social adaptation activity;
- taking into account the whole range of needs of the serviceman (and of any member of his family) in the social adaptation work with them: individual and physiological, material and values, social and personal, professional and active common to all mankind, cultural and logical, educational, etc.;
- organization of their social adaptation work through its orientation primarily to the specific (regional, municipal, city, quarter, etc.) society in view of the specifics of the surrounding social environment;
- active nature of participation in the social adaptation of the former service members and the members of their families themselves, their shift from passive users to active transformers in the new social environment of their residence.

Full reporting and addressing the whole range of human needs is possible only if there is support in the family, so the work with the family is the core of all processes of social adaptation. However, the family cannot only be a user of a particular set of social services; it should also be their contributor. It is the active participation of family members in solving its problems, together with the expert from the Social Services Office, that support the active development of the person, the military society and the mechanisms of their interaction.

The principle of integration in the social adaptation of the service members discharged from military duty and the members of their families includes:

- joining the efforts of the different vertical (institutional) structures for social work (social and pedagogical, medical, economic, psychological, cultural and educational, social security, etc.) to the service members discharged

from military duty and the members of their families in social production activities directly into their new social environment;

- integration of the interdepartmental and differentiated (specialized) social work bodies in integrated social services (centres) in the specific areas in the settlements;
- providing multiple profiles and complementarity in the social adaptation work with the service members, joining the reserve and the members of their families in their places of residence in the new environment;
- establishing a body to work on social adaptation of military members discharged from military duty of a medical-psychological-pedagogical nature, helping them to solve major social problems in connection with their transition from military to civilian society at the level of the individual.

The principle of pedagogization in the social adaptation work with the service members, joining the reserve and the members of their families includes use of social pedagogical theory as an integrated basis, foundation for the organization of all the work. It has:

- preventive nature of social adaptation, which begins before the discharge of the serviceman and his joining the reserve, its focus is not so much on solving the pressing social problem of his family (without leaving out this kind of activity) rather than diagnostic and forecast and prophylactic and preventive activity immediately in the new environment, in the specific civil society;
- introducing the profession of a “social pedagogue” in the Bulgarian army and the corresponding positions in the social infrastructure of the military forces /military educational institutions/ where family members of servicemen and those in reserve live; one of its functions must be the timely work on the preparation of servicemen and members of their families for the transition from military to civilian society;
- organization of the impacts on all aspects of the life and activities of the service members, military personnel discharged from military service and members of their families; joining efforts of pre-school, school, family, military, industrial, communication, preventive pedagogy and the pedagogy of creativity and free time in a single military and social pedagogy in the interest of social education of servicemen and members of their families, their social pedagogical guidance from the entry of military service until their successful integration into civil society after its completion.

The principle of sociocultural orientation of social adaptation of military personnel discharged from military service and their family members includes:

- use of the term “culture of the society” as a goal and criterion for assessing the level of development of human residential environment, including by persons discharged from military service and by their family members in their specific places of residence; using this concept as a qualitative characteristic of the way to solve the tasks of their social adaptation and

meet the needs of its objects; its application as an indicator of the development of one or another social environment;

- focusing of the social adaptation work on the formation of a multidimensional model of socio-cultural behaviour of service members, joining the reserve and the members of their families both in the military and civilian environment. The multidimensional model of socio-cultural behaviour suggests the formation of culture of military labour, culture of social communication and interaction, culture of family life, of lifestyle and behaviour, culture of common and military etiquette, culture of speech and appearance of the military person (even of the reservist), culture of his feelings, etc.
- On the other hand, social adaptation work with military personnel, joining the reserve and the members of their families and the social work with them in the new civilian environment are focused on establishing of a multidimensional model of culture in the various spheres of social awareness (legal, aesthetic, environmental, economic, political, pedagogical, moral, artistic, physical, etc.);
- using the potential of cultural and educational activities, of cultural institutions of the civil society as one of the main social adaptation tools of the given category of the population.

The principle of scientific grounds of social adaptation of military personnel discharged from military duty and their family members includes:

- study of domestic and foreign experience to determine the contents, organization and methodology of this work, summary, analysis and taking into account this experience in the organization of this kind of activity in the civilian society; appropriate use of the experience of social work in various social environments and with different categories of the population; preparation of a summary of methodological recommendations of the experts involved in working with military reservists and members of their families;
- conducting constant research in the field of methodology, theory, methods and practice of social adaptation of this category of the population with a view to the specifics of its development as a set of various types of activities;
- training of social pedagogues and social workers with a view to the best Russian and foreign practice based on dedicated research.
- The process of social adaptation is carried out in two main aspects: on the one hand, it indicates the specific directions and technologies of social adaptation for the military reservists and the members of their families, on the other hand, it looks for the trends and technologies, common to all categories of the population, which change the social environment or career.

Among the common technologies is the technology of social pedagogical diagnosis, evaluation, forecasting, modelling, design and programming. This group

includes the following technologies: planning, implementation of goals and value orientations, receiving feedback and providing information of the cognitive and transforming activity of social adaptation of former military personnel and their family members. Collectively, they represent a closed technological process of social adaptation work on of each category of population in a state of transition from one set of conditions of life activity to another.

The vocational guidance, the rehabilitation, the social psychological rehabilitation, the social pedagogical adaptation, encouraging the start of small businesses, support of small businesses, finding a job, retraining and monitoring are all specific technologies of social adaptation of service members discharged from military duty and their family members.

General and specific technologies are interconnected and collectively make the technological transforming potential of the integrated model of social adaptation of reservists and the members of their families.

An important issue is the potential of the integrated model of social adaptation of service members discharged from military duty and their family members as a qualitative and variant technology model for social adaptation of persons changing the society, the profession, their way of life. In particular, the opportunities for application of the model were approbated in the case of migrants from underdeveloped regions of the country, among persons released from prison, among the unemployed, etc.

Thus, the developed and approbated model for social adaptation of reservists and the members of their families has an integrated nature, social pedagogical contents, technological degree of practical implementation, interdepartmental and inter-institutional level of interaction. Such an approach to the development and implementation of the model in the framework of the Social Adaptation Programme of reservists and the members of their families differs completely from all preceding models, designs, concepts and programmes, implemented for the purpose of military social work with the military personnel discharged from duty and their family members.

3.Conclusion

The problem of structure modification of one or another domain of the state and society, of one or another sector of the particular domain refers to the problems of the dynamic development of the country and is determined by their dependence on politics, economy, level of development of science and engineering, technology, etc. On the other hand, the qualitative and quantitative characteristics of one or another domain and its sector are also determined by external factors: by the international political and economic relations, by the degree of threats to national security, etc.

Downsizing and restructuring of the Bulgarian army is determined precisely by these processes, therefore they have an objective nature. However, implementation of this process, its organization and management are of a subjective nature, influenced by the human factor.

A large number of the service members in the country, discharged from military service, have a good education and sufficiently high social status, after joining the reserve they are left alone with their problems. They are often absolutely defenceless in the current market environment and to involve and adapt former military personnel to entrepreneurship, it is necessary not only to create additional jobs but also establish adequate structures, engaged in effective social adaptation and protection of this category. We believe that the social adaptation of the service members, discharged from military service and joining the reserve should be seen as a part of a comprehensive system of social work and protection of the intellectual capital in our country. As the service members are part of this capital, the social work quality of their painless adaptation to civilian life will determine the opportunities for the effective use of their skills and competencies, which bring value and a competitive advantage.

These and other reasons are the basis for the development of an integrated model of social adaptation of military personnel, acceptable for those servicemen who become part of the civilian society in the places of their residence. Besides, the leading approach here changes from the position of providing targeted assistance to specific groups of the population into an actively transforming position: including military reservists and members of their families in active socio-economic activity in the places of their residence, in the institutions of civil society, i.e. full account of the potential of this group of the population.

This model could be implemented and approbated in its main elements in the whole country, in different conditions, working with different groups of service members, discharged from military service. Thus, the controversial issue, discussed in public - whether the social adaptation of the military personnel, discharged from military service and the members of their families, is required or optional - is decided in favour of the reality and effectiveness of our studied issues by the implementation of the integrated approach, the interaction between institutions, the direct interest of the state and businesses.

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