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MILITARY CAREER VS FAMILY STABILITY

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Abstract:

Nowadays it is increasingly difficult to start a family and is much harder to maintain its unity. The same thing happens in the military families. For them it is harder to maintain a family relationship given the vicissitudes of military service and that he is forced to move out from a garrison to another according with the army needs and their desire to accede to a military career.

National authorities in general and MoND in particular through its HRM structures are concerned with supporting military personnel for accomplish functional duties and accession to military career, also they are concerned to ensure a favorable climate for family development. In this paper I conducted analyze regarding the ways of support implemented by authorities, I identified certain deficiencies and I presented some solutions to improve the military environment.

In a rapidly changing society with ups and downs, a teenager who decides to pursue a military career will be able to found a family and ensure her stability?

Key words: military career, family stability, rights, improvement.

1. Introduction

According to studies, as a culture to withstand more than 25 years, the rate of births per family must be at least 2.11. If this percentage is lower, the culture is declining. At a rate of 1.3 is impossible to preserve this cultural process, since it would take 80-100 years to be preserved and because there is no economic model to support culture in this period. When a population is in decline, the culture is also in similar process. Any civilization that no longer bear children, is condemned to subordination first, and then to death [1].

According to statistics provided by Wikipedia, in Romania occurring 1.35 births per woman, which leads Romania among the countries with populations undergoing extinction.

On the other hand as stated in Civil Code, "The family is entitled to protection by society and the State. The state is obliged to support, through the economic and social measures, the marriage and family development and consolidation" [2].

In any country the family is a pillar of society, and based on which a nation is built.

The subject of this paper is to make a review of the ways in which the Ministry of National Defense (MoND), like a part of National Authorities (the State) applied 'the State principle' regarding family, and how the MoND Structures involved in human resources management, manage the career of military personnel in order to preserve the family stability.

2. Military Career - Overview

In Romania, the access to the military profession and further developments on military hierarchy are based on which are stipulated in the law. For the principles and rules

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application, the military staff of the MoND developed a Military Career Guide subject of Government approval.

Military career in the MoND activity represents the sequence of positions occupied by the officers, and NCOs, relative to general and specialized knowledge, cognitive abilities, general and specialized skills acquired at the entrance to the military and transition reserve or withdrawal / termination of service.[3]

Active military personnel hereinafter military, represents Romanian citizens with residence in Romania, who were granted the rank of officer or NCO, according with the law. In the profile of vocational training, the Military are confirmed in arms or military services and specialties and are considered active military service as professional militaries.

The military keep their service weapon or military specialties that are confirmed initial or acquired as a result of the passage of a weapon or service and military specialty to another, during the entire military career, regardless of their field of activity.

Generally, a military career comprised four phases: accessing, developing, promoting and transitioning.

3. Accessing in Military Career

Accession to military system is stipulated in ministry of national defense Order no. M.30/2012 [4]. There is two ways to access the military system:

a) direct pathway through which teenagers are recruited to follow the forms of military education like high school, college or university in order to obtain the status of officer or non-commissioned officers;

b) indirect pathway by which various military or civilian personnel is recruited to obtain the status of an officer or non-commissioned officers, according to criteria provided in the above mentioned order.

Before to access the military system what a teenager have known about military system it was that “to join the Romanian Army doesn’t means just to define your personality, growing up, strengthen your body and spirit or to make your duty to country, but it means a lot of opportunities and possibilities that military profession provide you.

First, what are the desires which are wanted by every young person in the crucial moment of choice of path in life: free education, good training, a job with opportunity for development and building a career, a decent life, guaranteed secure income and social protection measures?

For some of them, the military profession can mean a long term career, for entire life, for others - a shorter period of activity followed by a civilian career where the skills and qualifications learned in the Army will ensure the success and rapid integration into any field of activity.

No matter what path he choose, the army causes a permanent competition with himself and with others, he maintain an enviable physical and mental shape, and it gives him a dynamic work environment, organized and competitive” [5].

In most cases, the period of founding of a family coincides with the military career starting point. The young soldier begins his military career having in his mind the listed above ideals but he is hitting by the daily reality and many questions and concerns are arising: what it will be assigned garrison? Where he will live? How far from home is the garrison? Where the children will learn?

The MoND supports the military career offering to military rights, such as:

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-The military appointed in the first position or moved for work into another garrison than in which they are domiciled, are entitled to a compensation monthly rent of up to 50% of monthly wage [6].

-Military wives or husbands moved who were employed and off the job due to relocation with their husbands or wives are entitled to a monthly allowance of 50% of the monthly wage of military that followed them up to a new job or an activity authorized to supply gainful but not more than 9 months after military have been moved. Are these enough?

With some exceptions, the monthly allowance of 50% of the military monthly wage does not cover the cost of renting a home, the Military being forced to pay part of the rent from the family budget thus reducing the standard of living of their family. In addition, this monthly allowance creates a lot of stress and time lost, making military to neglect duties in order to respond to the bureaucracies demands needed to obtain a house.

When the family is following the military in new garrison where he was appointed, the military spouse receives a monthly allowance of 50% of the monthly wage of military but not more than 9 months. If the military spouse cannot find to work, the family must live into a single military wage which also lowers the standard of living of the family.

The Military are entitled to monthly wage, consisting of grade wage, based wage and other financial rights, whose amounts are established by Government decision [7].

Most military have salaries below the average wage on economy, while monthly minimum consumption basket price per family (3 persons) equals or exceeds the average wage.

In these condition with a single wage per family is very hard for the Military to maintain and support their family. The only hope for young military is to build their military career and with their ascension in career, the family income to increase.

4. Developing

The Military have the duty to improve their training. Continuous training of Military is achieved through core courses, career courses, master studies, doctoral studies, postgraduate and other training programs continue under current legislation.

Militaries regulations stipulate the way and which kind of courses, the Military have to graduate in order to achieve a new level in military hierarchy. HRM structures from different echelons are not involved enough in career management for their subordinates in order to analyze the probability for a military, in function of his skills and educational training, to achieve an expected position. More or less this is a personal problem of each military.

The program for continuous training can take between few months till few years. All this period means for a military a supplemental cost that decrease the family budget and to be far away from his family.

5. Promoting

Military rank is a right of the holder and is in recognition of the social status of military.

A military rank cannot be lost just only in the cases and conditions provided by law [6].

Promotion in rank of the Military can be done on time, early or exceptionally. Promotion in rank of the Military is in hierarchical grades, according to the needs and possibilities of the armed forces on the basis of professional competence and moral behavior, recorded in appreciation of service.

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Military profession may be exercised by successive fulfillment of the functions of all military hierarchy steps or fulfilling a limited number of functions on some steps of the military hierarchy, from the entry in the military system until they reach retirement age.

Every military decides his evolution in military career. Evolution in military career is done on separate tracks laid down in the military arms, services and specialties in which the Military are confirmed. This evolution is realized according with the Military study level, way of accessing, the hierarchy of functions, by the gradual accumulation of experience and knowledge needed to fulfill the command act or management, in compliance with the Military Career Guide and other rules in force [4].

According to military regulations in force for the implementation of Law on unitary pay of staff paid from public funds, in the same time with ascension in rank and next position it is possible that remuneration to decrease. A command position at a lower echelon is better paid than a position at the upper echelons.

Also, the rise in the next rank does not represent a substantial financial supplement for family, monthly financial difference between two successive ranks is insignificant; approximate the cost of one kilogram of bones.

Promote in the next rank can mean changing of garrison with all the negative implications on the family: loss of job by the partner, changing of the house, and changing of the school by children. Taking into account that these changes occur at a period of time, at one point, they can lead to destabilization of the family and in the worst case at dismemberment.

Due to those presented above most militaries, especially those who occupy leadership positions in lower echelons, refuse to follow a military career and ascension to the upper echelons, preferring to ensure first the family stability.

These decisions are influenced by the legal regulations which allow that a military to remain in the same rank a fairly long period of time, leading to blockage in ascension in military career for other militaries who wish this.

6. Transitioning

Officers, NCOs and enlisted in activity may be retired in the following situations:

- a) After the age and length of service needed for granting service pension;
- b) are ranked "unfit for military service" by the medical-military commissions;
- c) are ranked "apt limited";
- d) have reached the age limit in rank;
- e) when, following the reorganization of units and the reduction of the organizational functions, are not possible to be assigned to other functions or units, and for other reasons or needs of the Minister of National Defense;
- f) the date stipulated in the contract, if one party does not agree with its renewal;
- g) to be appointed to public office, civil, with statement of to be retired;
- h) upon request, for good reasons;
- i) resignation;

Retired military are vested to receive a retirement annuity by the law. The proper balance of the annuity level is constantly updated according to the wage part for rank of active military personnel.

Due to the fact that, the wage for rank does not represent a substantial financial supplement, the update of retirement annuity level does not keep the steps with inflation rate.

On the other hand, retired militaries loose the right to use a service house or to receive a monthly allowance to cover the cost of renting a house. So, if militaries did not entitled with

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a wage that permit them to pay the rate for a house, or after retirement to have a enough retirement annuity in order to rent a house, it means that, after a long life in military service, they will could be homeless.

7. Conclusion

Military career development implies the successive stages in ranks and positions, in principle, all can achieve the highest levels of the military hierarchy. The Military profession is associated with extensive professional training and acquisition of skills, responsibilities and job related experience, specific to military career ascension from the time of enrollment in the first rank and position. In order to make the ascension in military career more smoothly and without inutile stress, to preserve family stability, and to create a proper environment for increase the birth in each family from the military, a series of improvements should be done.

First of all, increase the birth in each family should be one of goals of Romania's National Security Strategy.

In order to accomplish this goal a series of changes would be required at military regulations and legislative specifications, such as:

a) Aligning of base wages to the wages in other state institutions (e.g. the wage of a military lawyer from MoND to be equal with the wage of lawyer in the equivalent position at the Ministry of Justice) and their establishment according to the minimum wage on economy (the last 5 years the minimum wage on economy increase was not reflected in the military wages);

b) Wage for rank should represent recognition of the social status of military. This wage should be added to base wage mentioned at point a). The lowest wage for rank should be equal with the minimum wage on economy. Increase of this wage should be around 30%-50%, between two successive ranks. Thus advancing to next level is a motivation in addition. In the same way represent a social protection of the family in case the military is the only one who brings income in the family.

c) Allowance for Rental of housing should be determined by the market value of the rents of the garrison where military was moved. It could also takes into consideration the possibility MoND to provide a house for militaries, by signing leases on behalf of them according with the needs of houses at a specific garrison.

d) Replacing age limit in rank with fixed limit period in rank (e.g. the rank limit will be twice minimum period in rank) in this way the militaries will be determined to developed professionally and pursue accession to the next level.

e) Ascension in rank before the term is conditional by accomplishment at least 2/3 of the minimum rank period. In this sense, the military will have time for professional development before to accession the next rank and position.

f) The monthly income of a military (base wage, wage for rank and other bonuses) from a lower echelon even if he has a command position, should be lower or at least equal with the monthly income of a military with the same rank from the upper echelon. In this way, the militaries are encouraged for accession to the upper echelons.

g) The militaries who become reserve before the deadline for retirement but who have accumulated at least 15 years of military service should receive an Military allowance (annuity) available lifelong, equivalent to a percentage of the wage for rank (e.g. 30-80%) depending on the time spend in the army. In this way the Army recognizes its contribution at the military system.

h) Military reserves should have the possibility to occupy civil positions in military system. Civil position should have rank of position equivalent with military rank of the

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reserve at the date of transition. In this way the knowledge gained during military career can be further capitalized by the military institution.

Through these measures, military career becomes more attractive and competitive for accession in military hierarchy. In the same time the military families become more stable thus creating a favorable environment for development.

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