“Socio-economic integration of military veterans in Ukraine: Public perceptions and policy challenges”

AUTHORS	Natalia Samoliuk Halyna Mishchuk Yuriy Bilan Vita Krol

ARTICLE INFO	Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan and Vita Krol (2025). Socio-economic integration of military veterans in Ukraine: Public perceptions and policy challenges. *Problems and Perspectives in Management*, *23*(4), 232-246. doi:10.21511/ppm.23(4).2025.17
DOI	http://dx.doi.org/10.21511/ppm.23(4).2025.17
RELEASED ON	Thursday, 06 November 2025
RECEIVED ON	Wednesday, 03 September 2025
ACCEPTED ON	Wednesday, 29 October 2025

JOURNAL	"Problems and Perspectives in Management"
ISSN PRINT	1727-7051
ISSN ONLINE	1810-5467
PUBLISHER	LLC “Consulting Publishing Company “Business Perspectives”
FOUNDER	LLC “Consulting Publishing Company “Business Perspectives”

NUMBER OF REFERENCES	NUMBER OF FIGURES	NUMBER OF TABLES
58	2	4

BUSINESS PERSPECTIVES

LLC "CPC "Business Perspectives"
Hryhorii Skovoroda lane, 10,
Sumy, 40022, Ukraine

www.businessperspectives.org

Natalia Samoliuk (Ukraine), **Halyna Mishchuk** (Hungary, Ukraine), **Yuriy Bilan** (Hungary, Azerbaijan), **Vita Krol** (Ukraine)

SOCIO-ECONOMIC INTEGRATION OF MILITARY VETERANS IN UKRAINE: PUBLIC PERCEPTIONS AND POLICY CHALLENGES

Abstract

Military veterans constitute a distinct social group whose socio-economic integration is becoming increasingly urgent due to the growing number of veterans, which today approaches one million individuals. The aim of this study is to assess the problems related to the socio-economic integration of military veterans and to explore potential solutions, taking into account public perceptions and the population's readiness to support veterans. In 2024 a sociological survey targeted 516 veterans and 850 members of the general population in Ukraine. Data were processed using IBM SPSS Statistics (version 20). The findings indicate that, despite certain societal stereotypes, the relationship between these groups is predominantly positive. The mean population assessment of conflict in relations does not exceed 2.35 points (on a five-point scale), while veterans' assessments do not exceed 2.75 points. Veterans' relations with state authorities responsible for social guarantees are less favorable, with evaluations ranging from 2.46 to 3.24 points. The most prevalent form of support for veterans is the willingness to provide financial or material assistance (20.6% and 24.4% of respondents, respectively). There are promising conditions for encouraging support for veteran-led businesses: 7.8% of respondents indicated a preference for purchasing goods from such enterprises. Furthermore, 9.1% of respondents expressed support for the development of economic incentives for companies established by veterans or employing veterans. The results provide a basis for improving state programs for veteran integration, suggesting that traditional support measures may be significantly strengthened by policies aimed at increasing veterans' active participation in economic life.

Keywords public administration, social and economic integration, veterans, Ukraine, war

JEL Classification H56, J18, Z13

Type of the article: Research Article

Received on: 3rd of September, 2025
Accepted on: 29th of October, 2025
Published on: 6th of November, 2025

Natalia Samoliuk, Ph.D. in Economics, Associate Professor, Department of Human Resources and Entrepreneurship, National University of Water and Environmental Engineering, Ukraine.

Halyna Mishchuk, Doctor of Economics, Professor, Kautz Gyula Faculty of Business and Economics, Széchenyi István University, Hungary; Department of Human Resources and Entrepreneurship, National University of Water and Environmental Engineering, Ukraine.

Yuriy Bilan, Doctor of Economics, Professor, Coordination Center for Research in Social Sciences, Faculty of Economics and Business, University of Debrecen, Hungary; UNEC Azerbaijan State University of Economics, Azerbaijan. (Corresponding author)

Vita Krol, Ph.D. in Economics, Associate Professor, Department of Human Resources and Entrepreneurship, National University of Water and Environmental Engineering, Ukraine.

Conflict of interest statement:
Author(s) reported no conflict of interest

INTRODUCTION

Russia's war against Ukraine, which has now lasted for more than a decade, has generated numerous challenges for public administration. Among the most pressing and complex issues is the integration of veterans into social and economic life. The image of the veteran within society is often ambivalent – evoking both respect and certain apprehensions about potential conflict. At the same time, the need to integrate veterans into civilian life following demobilization is not only a matter of social importance but also of significant economic relevance. The exact number of veterans as a demographic group – with their specific needs and challenges – cannot currently be determined, nor can sufficiently reliable projections of their future numbers be made, given the uncertainty surrounding the war's duration. The most reliable data available come from the Ministry of Veterans Affairs of Ukraine (n.d.), which reported 851,068 registered veterans at the time of this study. Even so, the Ministry itself notes that these figures may be inaccurate. In other words, nearly one million defenders currently hold officially confirmed veteran status,

http://dx.doi.org/10.21511/ppm.23(4).2025.17

while the true number of individuals who have defended the country, and are therefore entitled to recognition, respect, and support for their reintegration into a peaceful life, can only be accurately determined after the war's end.

There is already a substantial body of scholarly work addressing the theoretical foundations of veteran integration. Researchers and practitioners have developed and tested a range of tools, many of which focus on overcoming social isolation through psychological rehabilitation, facilitating reintegration into civilian relationships, restoring health, and providing both active and passive economic support. The effectiveness of these instruments in public administration depends less on the availability of resources for their implementation than on the timely diagnosis of problems, the assessment of their significance for both groups – veterans and the broader society – and the restoration or establishment of social linkages. When these processes are sufficiently effective, veterans can become not only active members of their communities – including in the economic sense – but also important drivers of organizational and community development, owing to their high stress resilience and other qualities gained during military service. Efforts toward integration cannot be limited to passive assistance or the promotion of tolerance and empathy. Veteran integration, as a dimension of public administration, requires a clear understanding of the current state of relations between veterans and society, the identification of differences in the perception of veterans' needs, and an assessment of the public's readiness to actively engage in addressing these issues. The present study undertakes such an analysis, using Ukraine as a case study.

1. LITERATURE REVIEW

The integration of veterans into society and their adaptation to civilian life can be associated with significant tension. Among the main indicators of social tension related to veterans' reintegration into civilian communities, Ahern et al. (2015), Scanlon (2016), and Miller and Saling (2024) identify veterans' alienation, community misunderstanding, and low institutional effectiveness in addressing veterans' issues. Tao et al. (2023) and Krasota (2023) argue that community tension increases due to the marginalization and social isolation of certain veterans, particularly those belonging to vulnerable groups. Consequently, social support and a sense of belonging have been identified as protective factors that mitigate tension and facilitate reintegration of veterans (Thomas & Bowie, 2016; Wakefield et al., 2023). According to Knopf (2012), the reintegration process is marked by relational dialectics, such as integration-separation and stability-change, which highlight challenges in civil-military relations.

The evolution of veteran reintegration research has expanded from focusing solely on clinical diagnoses to encompassing broader social determinants such as housing stability, social support, and community engagement (Elnitsky et al., 2017; Kamdar et al., 2023). This issue holds practical significance, as the difficulties faced by demobilized veterans have adverse consequences such as unemployment, homelessness, and increased suicide risk (Sayer et al., 2014; Reid & Sims, 2024). These risks are especially acute for veterans experiencing housing insecurity; thus, ensuring housing stability and preventing homelessness are key priorities of safe social policy for veterans (Tsai et al., 2022; Twis & Petrovich, 2023).

Recent studies indicate that 50–61% of veterans face challenges during reintegration into civilian life (Chan, 2018). The most common barriers include physical injuries, mental health issues, difficulties in employment, social isolation, identity conflicts, and challenges in readjusting to family life (Tsai et al., 2012; Ahern et al., 2015; Ainspan et al., 2018; Chan, 2018; Derefinko et al., 2019; Larsson et al., 2023; Spencer et al., 2023; Fortier et al., 2024; Reid & Sims, 2024). Researchers emphasize that reintegration can be particularly challenging for specific subpopulations such as female veterans, those discharged under less-than-honorable conditions, and deported veterans (Rattray, Flanagan et al., 2023; Tao et al., 2023; Reid & Sims, 2024).

Veterans frequently face mental health issues such as post-traumatic stress disorder, depression, and anxiety, which complicate reintegration. The stigma surrounding mental health – particularly

within military culture – often hinders help-seeking and access to treatment. At the same time, peer support and veteran-led programs have shown potential to reduce stigma and improve engagement (Pfeiffer et al., 2012; Kamdar et al., 2023; Rozek et al., 2023; Silvestrini & Chen, 2023; Franco et al., 2024; Aitken & Kinane, 2024; Fortier et al., 2024; Rašticová et al., 2025).

Economic reintegration is also a key challenge for former combatants. Their competitiveness in the labor market is not always equal to that of the general population, prompting the development of public administration mechanisms worldwide that provide diverse forms of social assistance and protection of basic rights (Samoliuk et al., 2023). To improve the efficiency of state governance in veterans' social protection, Roshchyk et al. (2025) propose analyzing the process using KPI methodology. The integrated indicator developed by researchers enables identification of weaknesses in the existing social protection system and opportunities for improvement (Roshchyk et al., 2025), as well as addressing gaps in public security management, particularly its economic dimension (Nekhai et al., 2024; Zayats et al., 2024).

Employment-related problems are a critical concern for veterans and are often exacerbated by mental health symptoms and disabilities. Employment support initiatives, vocational rehabilitation, and innovative job-retention programs are essential to overcoming these barriers and fostering economic stability during reintegration (Kukla et al., 2015; Nelson et al., 2015; Stevenson et al., 2023; Umucu, 2023; Sprong et al., 2024). Employment-focused measures – including vocational rehabilitation and supported employment models – are crucial for preventing job loss and promoting stability, particularly for veterans with mental health concerns (Stevenson et al., 2023; Umucu, 2023; Sprong et al., 2024). Programs should prioritize early engagement and collaboration with employers to ensure effective outcomes.

In developed countries with experience of military participation in military conflicts, support for veteran entrepreneurship has proven to be an effective public administration tool for economic integration. A key economic outcome is the shift in many veterans' status – from passive recipients of benefits to active taxpayers who create jobs, realize their potential, and generate added value (Samoliuk et al., 2023). Community-level initiatives, including entrepreneurship and engagement of civil society organizations, create promising avenues for enhancing veterans' social and economic reintegration (Werber et al., 2015; Krasota, 2023; Verbytska, 2024).

Strong social support networks are equally crucial for successful reintegration and improved mental health. This aligns with social support and social identity theories (Scanlon, 2016; Thomas & Bowie, 2016; Wakefield et al., 2023). Support groups, community-level interventions, and identity-based systems foster social connection and mitigate feelings of isolation (Scanlon, 2016; Drebing et al., 2018; Gorman et al., 2018; Scoglio et al., 2023; Geraci et al., 2023; Stewart et al., 2023; Wakefield et al., 2023). Expanding and integrating veteran-led, community-supported programs are effective tools for reducing stigma, strengthening social ties, and improving veterans' mental health (Stewart et al., 2023; Aitken & Kinane, 2024; Franco et al., 2024). Beyond peer support, C. A. Russell and D. W. Russell (2018) highlight the role of participation in veteran service organizations (VSOs) in addressing social isolation and facilitating the transition from military to civil life. Governments and service providers should therefore prioritize funding and scaling up such initiatives.

The restoration and strengthening of family relationships is another important dimension of the transition from military to civilian life. Sherman and Larsen (2018) describe community-based approaches to family psychoeducation that emphasize strengths-based models for improving family functioning.

Acculturative stress, loss of military structure, and identity conflicts all affect reintegration outcomes; therefore, individualized interventions are recommended to address these experiential nuances (Ahern et al., 2015; Larsson et al., 2023; Rattray, Flanagan, et al., 2023; Spencer et al., 2023; Miller & Saling, 2024).

Recent research increasingly acknowledges the unique reintegration experiences of diverse veteran groups, including women, racial/ethnic minor-

http://dx.doi.org/10.21511/ppm.23(4).2025.17

ities, and stateless veterans. Addressing intersecting identities and specific needs is vital for equitable and effective reintegration support (Kamdar et al., 2023; Scoglio et al., 2023; Rattray, Flanagan et al., 2023; Tao et al., 2023; Miller & Saling, 2024). Reintegration programs should incorporate culturally competent, gender-sensitive approaches that account for the unique challenges faced by female veterans and racially/ethnically diverse groups (Rattray, Natividad et al., 2023; Kamdar et al., 2023; Miller & Saling, 2024).

Government policy, veteran affairs programs, and institutional services play a key role in providing veterans with necessary resources. However, gaps remain in public policy – particularly for veterans discharged under less-than-honorable conditions or with complex needs – necessitating policy reform and comprehensive approaches to optimize support (Sayer et al., 2014; Elnitsky et al., 2017; Elnitsky et al., 2017; Resnik et al., 2024; Holubenko et al., 2024; Reid & Sims, 2024). Non-profit organizations and community-based programs provide critical complementary support, often focusing on peer monitoring, social integration, and innovative engagement strategies that improve veterans' mental health and social outcomes (Werber et al., 2015; Besterman-Dahan et al., 2023; Stewart et al., 2023; Aitken & Kinane, 2024; Franco et al., 2024; Verbytska, 2024).

Despite the presence of governmental policies, veteran affairs programs, and community-based interventions, many veterans still face fragmented service systems and policy gaps, particularly concerning inclusivity and comprehensive support for diverse veteran groups (Phelps et al., 2022; Holubenko et al., 2024).

Social tension arising from alienation and institutional distrust undermines reintegration, whereas strong social support and community belonging foster positive outcomes. Therefore, successful veteran reintegration requires coordinated, multilevel approaches that account for interconnected psychological, social, and institutional factors. Drawing on global empirical evidence, it leads to the conclusion that efforts aiming at reducing stigma, strengthening social and community support, and integrating employment with mental health recovery services are of critical importance.

Considering international best practices in veteran adaptation and integration, as well as the societal relevance of this issue, improving public policy for veterans during wartime in Ukraine requires a nuanced understanding of the reciprocal attitudes of veterans and the surrounding community.

The aim of this paper was to assess the challenges faced in the socio-economic integration of veterans and explore potential solutions, taking into account public perceptions of veterans and community readiness to provide support.

2. METHODOLOGY

Data for the development of opportunities for the socio-economic integration of veterans in Ukraine were collected through a sociological survey targeting two groups: veterans and their surrounding communities. The dataset of responses from the target groups was obtained using the CAPI (Computer-Assisted Personal Interview) method, specifically through street interviews. The study was held in 2024. The survey covered the entire territory of Ukraine, excluding the temporarily occupied areas.

The population sample covers 850 respondents with a confidence interval of 0.95 and the sample representativeness error, which does not exceed 3.36%. The veteran sample consisted of 516 respondents. Participants included individuals who took part (or are currently taking part) in combat operations to defend Ukraine within various branches and units of the Armed Forces during 2014–2024. Among them, 89% had already been granted the status of combatants (some having demobilized, while others were still on active duty), while 11% were active service members expected to receive this status in the future. Due to the lack of official demographic statistics for the veteran population, it was assumed that the distribution of veterans is proportional to the population across Ukrainian regions. Accordingly, the sample was constructed as a quota-based, stratified sample, representative by region of residence. Sample representativeness is demonstrated by a confidence interval of 0.95 and an error of up to 4.38%.

To analyze the data, the IBM SPSS software (version 20) is used. Validity tests were conducted using the Cronbach's alpha coefficient (α-coefficient).

The results of the calculation of α-coefficients indicated a low degree of measurement error (0.929 for veteran responses and 0.881 for responses from the general population), confirming the high reliability of the collected data, following the rules of statistical analysis (Edelsbrunner et al., 2025).

The responses were processed through comparative analysis, focusing on differences in perception between veterans and the communities to which they return after the war. The study examined three main dimensions directed at the comparative analysis of subjective assessment:

1. Perceived conflict level – including a separate assessment of conflicts with government bodies responsible for administrative service provision.

2. Perceived satisfaction of needs – using a typology based on established motivation theories and official directions of state veteran support in Ukraine. The list of needs was additionally validated against veterans' needs in an expert survey conducted in 2023.

3. Readiness to support veteran integration efforts – measured among the general population, including willingness to support integration both through personal actions and public funding.

For answers within the first two dimensions, a 5-point Likert scale was used. For the third dimension, respondents were allowed multiple-choice responses (up to 5 out of 10 options) or to opt out of answering. The obtained responses were ranked by frequency of selection.

Given the social sensitivity and potential emotional impact of the survey for both respondent groups, a pilot study was conducted before full-scale collection. All questionnaire items underwent ethical review by professional sociologists, and the survey was implemented in compliance with ethical standards and procedures typical for this type of research.

3. RESULTS AND DISCUSSION

Perceptions of conflict in relations between veterans and the general population, as assessed by the population, demonstrate an overall low level, with certain variations across different groups (Table 1). The overall level of conflict is evaluated by respondents as moderately low, with mean values ranging from 1.94 to 2.35 on a five-point scale. This indicates the absence of a critical level of social tension but points to the existence of certain problematic aspects in intergroup interactions.

The results demonstrated no statistically significant gender differences (p = 0.381), although women reported slightly lower levels of perceived conflict (2.14) compared to men (2.15), a negligible difference.

Table 1. Public assessment of conflict in relations with veterans

Indicator		Mean score	Pearson Chi-Square Value	Pearson Chi-Square Asymp. Sig.
Gender	Male	2.15	4.188	0.381
	Female	2.14		
Age	18–29 years old	2.34	24.513	0.000
	30–39 years old	2.32		
	40–49 years old	2.25		
	50–59 years old	2		
	60 years and older	1.94		
Settlement type	Regional center	2.35	56.213	0.02
	Smaller town or urban-type settlement	2.03		
	Village	2		
Region	North	2.1	12.642	0.396
	Center	2.08		
	West	2.13		
	South-Eastern	2.22		

Note: Gray filling means statistically significant differences (p = 0.05).

http://dx.doi.org/10.21511/ppm.23(4).2025.17

Age, however, emerges as a statistically significant factor in perceptions of intergroup conflict ($p < 0.001$). The lowest levels of perceived conflict are observed among the oldest age cohort (60+ years), with a mean score of 1.94. This finding may reflect both the greater tolerance of older generations and their lower level of direct engagement with veterans. In contrast, the highest conflict scores are recorded among the 18–29 (2.34) and 30–39 age groups (2.32), suggesting that higher social activity levels in these age groups may contribute to more frequent contact and, consequently, heightened perceptions of conflict.

Territorial distribution also shows statistically significant differences ($p = 0.02$). Residents of regional centers report the highest perceived conflict levels (2.35), possibly due to a higher concentration of veterans in large cities, more intense competition for resources and opportunities, and greater exposure to conflict-related information in the urban environment. Rural areas exhibit the lowest levels of perceived conflict (2.00), which may reflect stronger community cohesion and traditionally higher levels of mutual assistance in rural settings.

Regional analysis does not reveal statistically significant differences ($p = 0.396$), although some variation is observed: the highest perceived conflict levels are recorded in the south-eastern region (2.22), likely reflecting the specific impact of military operations and their consequences for these territories, whereas the northern regions report the lowest scores (2.08).

These results highlight the necessity of a differentiated approach to managing the intergroup tensions, taking into account the sociodemographic characteristics of different population categories. Special attention should be directed toward younger age groups and residents of large cities whose perception of conflict is above the average. At the same time, the overall relatively low levels of conflict perception indicate substantial potential for the successful social integration of veterans, provided that targeted social programs and measures are implemented to address the specific needs of different demographic groups.

According to veterans' own assessments, the average level of conflict in interactions with local community residents ranges from 2.00 to 2.75 points (Table 2). Age is the most significant factor influencing perceptions of conflict among veterans, demonstrating statistically significant differences ($p = 0.05$).

Age dynamics display a clear inverse relationship: the highest levels of perceived conflict are reported by the youngest respondents under the age of 27 (2.75), whereas the oldest respondents (60 years and older) report the lowest levels of perceived tension (2.00). Intermediate age groups show a gradual decline in conflict perception: 28–35 years old (2.48), 36–49 years old (2.10), and 50–59 years old (2.11). Differences in life experience, adaptive strategies, and tolerance levels across age cohorts may explain this pattern.

Table 2. Veterans' assessment of conflict in interactions with local community residents

Indicator		Mean score	Pearson Chi-Square Value	Pearson Chi-Square Asymp. Sig.
Age group	Up to 27 years old	2.75	25.94	0.05
	28–35 years old	2.48		
	36–49 years old	2.10		
	50–59 years old	2.11		
	60+ years old	2.00		
Gender	Female	2.14	9.88	0.04
	Male	2.28		
Status	ATO / JFO combatant, 2014–2021	2.45	7.60	0.47
	Combatant, 2022–2024	2.26		
	Currently fighting, no official status	1.93		
Region	North	2.38	15.59	0.21
	Center	2.41		
	West	2.30		
	South-Eastern	2.10		

Note: Gray filling means statistically significant differences ($p = 0.05$).

Gender also proves to be a statistically significant factor (p = 0.04), although the difference between men and women remains relatively small: men report higher levels of perceived conflict (2.28) compared to women (2.14). This may reflect distinct patterns of social interaction and perceptions of intergroup relations based on gender.

Respondent status does not exhibit statistically significant differences (p = 0.47), although combatant status during 2014–2021 reports the highest conflict levels (2.45), which may be associated with a longer adaptation period and accumulated experience of interaction with the civilian population.

Regional differences are not statistically significant (p = 0.21), though some variation is observed. The highest conflict scores are characteristic of the central (2.41) and northern regions (2.38), whereas the lowest scores are recorded in the south-eastern regions (2.10).

In interaction with representatives of public authorities responsible for resolving administrative issues – often perceived as barriers to a successful return to civilian life – veterans report higher levels of conflict compared to other types of social relations (Table 3). Mean scores range from 2.46 to 3.24, indicating more pronounced challenges in the institutional domain.

Age-related differences in perception exhibit marginal statistical significance (p = 0.051), maintaining the general tendency toward higher conflict perception among younger respondents. The youngest group (under 27 years of age) reports the highest level of perceived conflict in interactions with public authorities (M = 3.16), which may reflect their higher expectations of government support and lower tolerance for bureaucratic procedures. However, in contrast to interactions with local communities, the lowest level of perceived conflict is observed not among the oldest veterans, but rather in the 50–59 age group (M = 2.50). This pattern may suggest that middle-aged veterans possess more realistic expectations of public institutions or have a better understanding of bureaucratic processes.

Gender differences in perceptions of conflict in interactions with public authorities are not statistically significant (p = 0.87), indicating a relatively uniform experience of institutional interactions across genders.

The status of "combatant" does not exert a statistically significant influence on conflict perceptions overall (p = 0.17). Nevertheless, it is noteworthy that veterans who obtained this status prior to the full-scale invasion report somewhat higher conflict levels in their interactions with governmental

Table 3. Mean score of conflict perceived by veterans in interactions with government authorities responsible for providing state social guarantees

Indicator		Mean score	Pearson Chi-Square Value	Pearson Chi-Square Asymp. Sig.
Age group	Up to 27 years old	3.16	2.96	0.051
	28–35 years old	2.93		
	36–49 years old	2.69		
	50–59 years old	2.50		
	60+ years old	2.70		
Gender	Female	2.96	1.25	0.87
	Male	2.75		
Status	ATO / JFO combatant, 2014–2021	2.89	11.59	0.17
	Combatant, 2022–2024	2.78		
	Currently fighting, no official status	2.46		
Region	North	3.24	22.56	0.032
	Center	2.99		
	West	2.87		
	South-Eastern	2.57		

Note: Gray filling means statistically significant differences (p = 0.05).

http://dx.doi.org/10.21511/ppm.23(4).2025.17

institutions (M = 2.89), likely due to their longer experience with institutional engagement.

Regional differences in perceived conflict in interactions with public authorities are statistically significant (p = 0.032), underscoring the importance of territorial factors in evaluating the quality of institutional relations. Veterans from the northern regions report the highest levels of perceived conflict (M = 3.24), which may be linked to the specific challenges of public service provision in areas affected by active hostilities, infrastructure destruction, and overburdened social services. Elevated scores are also characteristic of the central regions (M = 2.99), while lower values are observed in the western (M = 2.87) and south-eastern regions (M = 2.57). Given that the south-eastern regions are also close to the conflict zone yet show considerably lower conflict scores than the northern regions, this regional variation may reflect differences in local government performance, availability and quality of social services, and the particular conditions under which government support is delivered to veterans.

This finding is especially important for public administration authorities, as conducting regular monitoring using such an approach could reveal the actual effectiveness of government institutions and highlight the need for deeper analysis – both regarding the adequacy of resources allocated to meet veterans' needs for administrative and social services, and regarding the efficiency of resource use and public service quality. In this context, the results of this analysis could complement existing assessments of the quality of social protection services provided by public authorities, as reported by Roshchyk et al. (2025).

Overall, the findings on conflict perception in the process of veterans' societal reintegration are consistent with the conclusions of Ahern et al. (2015), Miller and Saling (2024), and Scanlon (2016), all of whom emphasize the critical role not only of local communities and civil society organizations but also of state institutions in addressing veterans' issues. In Ukraine, despite more than a decade of war, veterans still report a high degree of tension in their interactions with government authorities, which are supposed to facilitate, rather than hinder, inclusion into economic and social processes. These negative aspects of institutional relations are partly mitigated by veterans' more positive experiences in interactions with local communities. According to Thomas and Bowie (2016) and Wakefield et al. (2023), Ukrainian veterans are generally perceived positively and receive public support, creating favorable expectations for integration outcomes – especially in areas such as business participation, labor market entry, and other processes less encumbered by bureaucratic requirements.

A crucial factor in successful integration is fulfilling veterans' needs and expectations. Some of the patterns revealed in this study are somewhat unexpected. Notably, veterans themselves report a higher level of satisfaction with their needs being met than is perceived by the general population (Table 4).

The largest discrepancies between assessments are observed in the areas of material provision (M = 2.58 for the general population vs. M = 3.33 for veterans) and employment (M = 2.55 vs. M = 3.29). Similar patterns are found in access to medical care (M = 2.70 vs. M = 3.14) and legal assistance

Table 4. Veterans' satisfaction with their needs

Veterans' needs	Population's assessment	Veterans' self-assessment
Social respect and recognition	3.70	3.34
Material provision (clothing, footwear, food)	2.58	3.33
Employment	2.55	3.29
Education and professional development	2.91	3.21
Medical care and physical rehabilitation	2.70	3.14
Care services	2.57	3.09
Legal assistance (obtaining combatant status, assessing social services)	2.62	3.05
Psychological support and rehabilitation	2.71	2.97
Housing (land plot)	2.20	2.60
Business revival or start-up opportunities	2.41	2.38

(M = 2.62 vs. M = 3.05). These findings indicate the veterans' actual experiences of receiving these services are generally more positive than the perceptions held by the general public, whose evaluations may be shaped largely by generalized impressions – possibly influenced by media coverage, which tends to emphasize negative cases.

Domains in which the assessment gap is minimal, such as business revival or start-up opportunities (M = 2.41 vs. M = 2.38), reflect a shared perception of the issue by both groups and confirm the overall low level of satisfaction in this area. This points to systemic barriers in access to economic resources and entrepreneurial opportunities for veterans.

Among other important results is the highest value in both groups observed in the category of social respect and recognition (M = 3.70 for the population vs. M = 3.34 for veterans). This finding is particularly noteworthy because, in the sphere of symbolic recognition, the direction of the gap is reversed: the population perceives veterans as receiving a higher degree of public respect than veterans themselves report feeling. This may indicate the presence of latent forms of social distance or the insufficient translation of symbolic support into practical assistance.

The observed discrepancies between population and veteran assessments underscore the need for communicative alignment between these groups to reduce the information gap and improve the effectiveness of support programs. Special attention should be focused on areas of economic integration (employment and entrepreneurship), material provision, and rehabilitation services, where objective challenges are compounded by divergent perceptions. Recognizing these disparities is essential for the development of targeted social policies that are both relevant to veterans and comprehensible to the broader public. These findings are aligned with results reported in similar studies, which also emphasize the areas with the lowest satisfaction levels according to both groups – namely psychological support (Kukla et al., 2015; Nelson et al., 2015; Sprong et al., 2024; Stevenson et al., 2023; Umucu, 2023), housing (Tsai et al., 2022; Twis & Petrovich, 2023), and employment or business support (Krasota, 2023; Samoliuk et al., 2023; Verbytska, 2024; Werber et al., 2015).

Addressing these issues and narrowing the gap between public and veteran assessments – toward an overall increase in satisfaction with institutional and societal relations – constitutes an important management priority. This requires active public engagement and readiness to participate in rele-

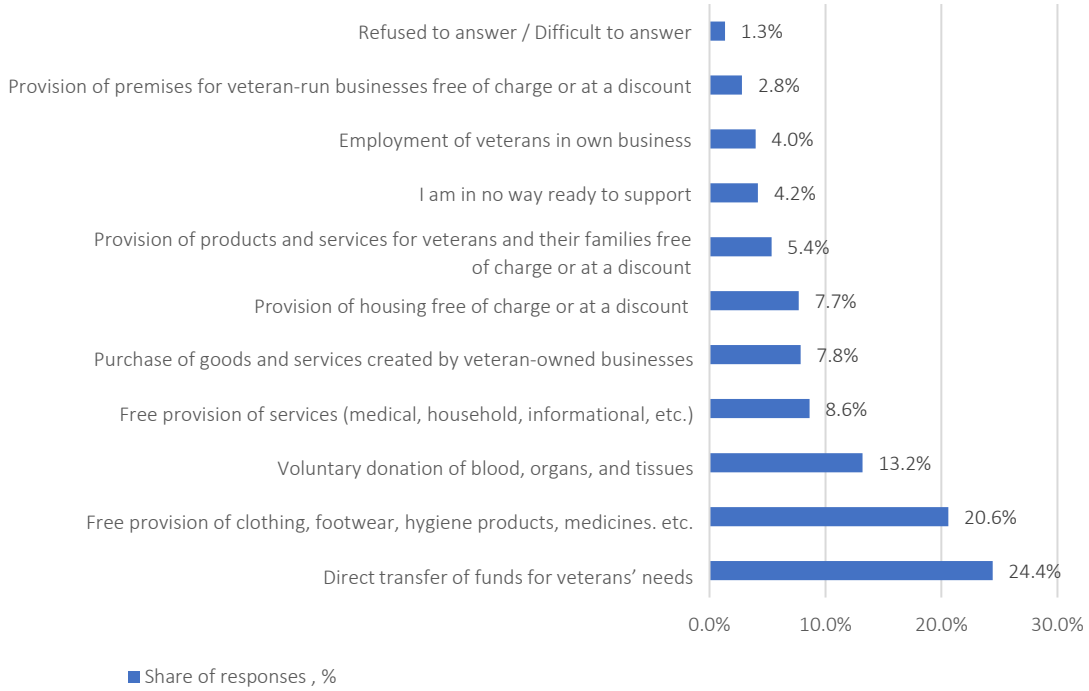

Figure 1. Level of public support for meeting veterans' needs

http://dx.doi.org/10.21511/ppm.23(4).2025.17

vant programs, whether directly or indirectly, e.g., by supporting funding from budgets at different levels. In this context, a high level of public support for initiatives aimed at meeting veterans' needs has been observed (Figure 1).

The highest share of respondents expressed willingness to make direct financial contributions to meet veterans' needs (24.4%), highlighting the prioritization of financial resources as a universal support tool capable of providing a rapid response to a wide range of demands. Nearly as high is the reported willingness to provide material resources free of charge – including clothing, footwear, food, hygiene products, and medicines (20.6%).

Respondents were less inclined to provide free or discounted housing (7.7%) or various free services (8.6%). A considerable proportion reported willingness to engage in blood, organ, or tissue donation (13.2%), indicating readiness for more personally involved and morally significant forms of support.

Of particular importance is the willingness of a share of respondents to contribute to the economic integration of veterans, specifically through employment of veterans (4.0%), provision of premises for veteran-run businesses (2.8%), and support for veteran entrepreneurship through purchasing goods and services from veteran-owned enterprises (7.8%). These results indicate substantial potential for veterans' economic integration, as respondents were allowed to choose five out of ten options and therefore likely prioritized the issue they considered most urgent. The fact that support for business initiatives and employment received such a share of responses suggests growing social responsibility within society and provides a foundation for the development of active public management programs aimed at increasing employment and fostering business initiatives among veterans.

At the same time, 4.2% of respondents reported being entirely unwilling to participate in veteran support efforts, and 1.3% refrained from answering – figures that can be interpreted as indicators of a certain level of social distance or limited resources for providing assistance, even among a relatively small portion of the population.

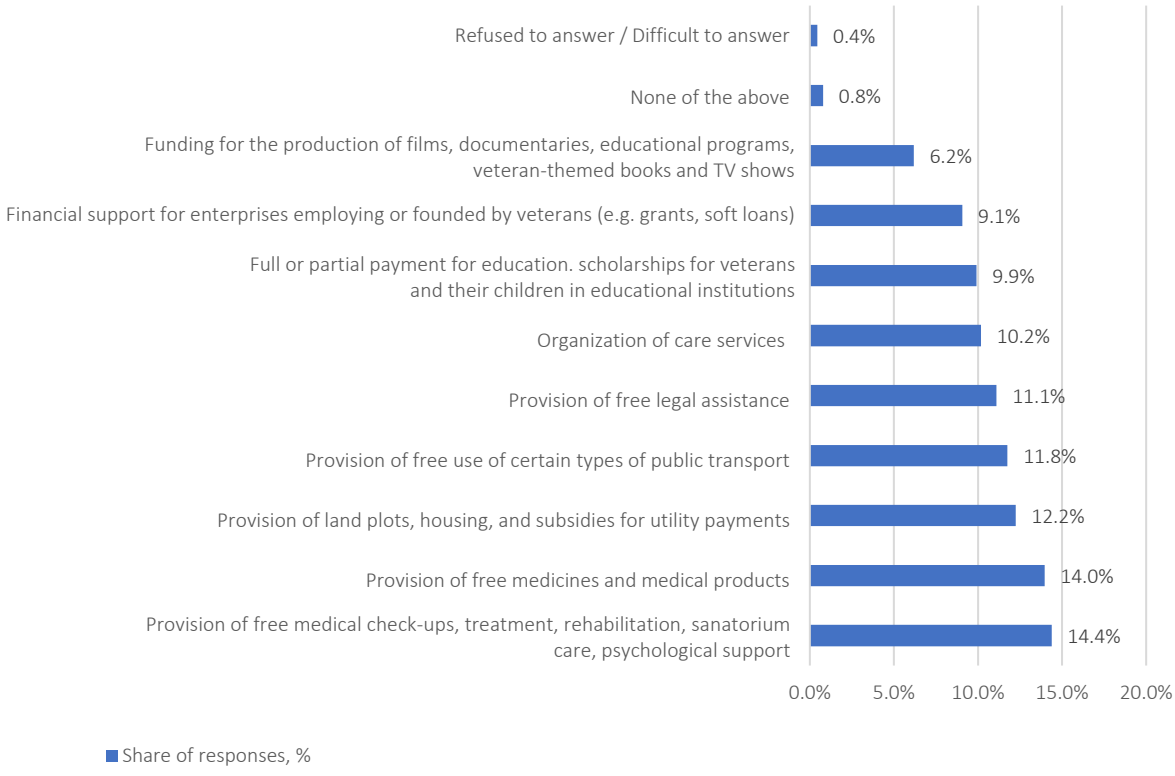

Figure 2. Level of public support for the implementation of measures aimed at meeting the needs of veterans through budgetary funding

Nevertheless, the majority of the population expressed readiness to support veteran integration by endorsing various initiatives. These results can serve as a basis for shaping a comprehensive social policy for veterans, one that combines short-term assistance measures with instruments that stimulate economic activity.

In addition to initiatives that can be implemented through personal efforts, respondents also recognized the need to allocate budgetary funds for integration programs (Figure 2).

The greatest level of support is observed for initiatives related to ensuring access to medical services and treatment, specifically: free priority medical examinations, treatment, orthotics, dental prosthetics, and psychological assistance (14.4%), as well as the provision of free medicines and medical supplies (14.0%). These traditional forms of support most closely align with established approaches to veterans' social policy (Holubenko et al., 2024; Reid & Sims, 2024). Moreover, as demonstrated by Yurchyk et al. (2024), social expenditures generate a multiplier effect on the economy. This allows for the combination of the governmental social responsibility with the economic efficiency of public social spending (Dudzevičiūtė, 2023; Szymańska, 2025; Vysochyna et al., 2023).

A high level of support (12.2%) is also observed for the provision of land plots, housing, and discounts on utility payments, which may be interpreted as recognition of the significance of housing issues for veterans.

A substantial proportion of respondents support initiatives aimed at enhancing transportation mobility through the provision of free access to all types of public transport (11.8%), as well as free legal assistance (11.1%). This indicates a public awareness of the legal complexities faced by veterans. Educational support initiatives – such as full or partial tuition coverage and scholarships for veterans and their children – received support from 9.9% of respondents. This suggests an understanding of the importance of facilitating the professional development of the social group.

A lower, though still meaningful, level of interest (9.1%) was expressed regarding financial support for veteran-owned businesses or enterprises employing veterans. These findings reflect a sufficient level of social responsibility and provide a foundation for adapting best international practices for veteran business support. These include direct financial aid, indirect mechanisms such as preferential access to public procurement, and informational support – measures that have proven effective in developed countries and are already being partially implemented in Ukraine (Samoliuk et al., 2023).

The lowest level of support (6.2%) was recorded for initiatives aimed at funding media and cultural projects. These are likely perceived as lower-priority in the context of meeting basic needs. However, such results do not fully reflect international experience in this domain. Respect for veterans, promotion of a positive public image, and fostering tolerance and understanding of the mental health challenges experienced during service and reintegration into civilian life are essential components of social governance (Kamdar et al., 2023; Larsson et al., 2023; Reid & Sims, 2024; Wakefield et al., 2023).

It is noteworthy that only 0.8% of respondents expressed a complete unwillingness to support any of the proposed measures, while 0.4% chose not to answer. This indicates a generally positive societal attitude toward supporting veterans.

In conclusion, citizens' social priorities – as taxpayers – are clearly oriented toward the primary provision of healthcare, housing, and basic social needs for veterans. At the same time, the relatively low support for initiatives aimed at fostering economic activity and cultural and educational projects underscores the need to raise public awareness about their long-term importance for the integration of veterans into social and economic life.

CONCLUSION

This paper aimed to assess the challenges associated with the socio-economic integration of veterans, as well as the potential for addressing these challenges in light of public perceptions of veterans and so-

http://dx.doi.org/10.21511/ppm.23(4).2025.17

cietal willingness to support them. The results of a sociological survey conducted among veterans and residents of communities to which veterans return after completing military service confirm, overall, a positive public attitude toward veterans among local residents. At the same time, the findings highlight the need to improve bureaucratic procedures related to veterans, as well as to establish mechanisms for monitoring their effectiveness and addressing the conflicts that arise from these procedures.

An important prerequisite for developing a system of social and economic integration for veterans is a high level of public willingness to contribute to solving veterans' issues – both directly and indirectly – through support for the allocation of public funds to relevant programs. Particularly significant in this context is the public's readiness to support initiatives that most directly promote veterans' inclusion in economic processes, such as through employment and entrepreneurship. These findings indicate positive prospects for the enhancement of state policy regarding the socio-economic adaptation and integration of veterans. Public support – including a willingness to employ veterans, foster inclusive and tolerant workplace relations, and engage in value chains that provide preferential conditions for veteran-owned businesses – creates an enabling environment for implementing best international practices in Ukraine in this field.

AUTHOR CONTRIBUTIONS

Conceptualization: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan.
Data curation: Natalia Samoliuk, Halyna Mishchuk, Vita Krol.
Formal analysis: Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Funding acquisition: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan.
Investigation: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Methodology: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Project administration: Yuriy Bilan.
Resources: Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Software: Vita Krol.
Supervision: Halyna Mishchuk.
Validation: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Visualization: Vita Krol.
Writing – original draft: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan, Vita Krol.
Writing – review & editing: Natalia Samoliuk, Halyna Mishchuk, Yuriy Bilan, Vita Krol.

ACKNOWLEDGMENTS

Supported by the National Research Foundation of Ukraine under project No.2021.01/0343 "Ensuring social protection of ATO / JFO participants and social integration of IDP under the condition of increasing threats to social security".

REFERENCES

1. Ahern, J., Worthen, M. E., Masters, J., Lippman, S. A., Ozer, E. J., & Moos, R. H. (2015). The challenges of Afghanistan and Iraq veterans' transition from military to civilian life and approaches to reconnection. *PloS One, 10*(7), Article e0128599. https://doi.org/10.1371/JOURNAL.PONE.0128599
2. Ainspan, N. D., Penk, W., & Kearney, L. K. (2018). Psychosocial approaches to improving the military-to-civilian transition process. *Psychological Services, 15*(2), 129-134. https://doi.org/10.1037/SER0000259
3. Aitken, D., & Kinane, C. (2024). An evaluation of veteran-led peer support services for UK veterans with complex mental health needs. *Journal of Veterans Studies, 10*(1), 76-84. https://doi.org/10.21061/jvs.v10i1.480
4. Besterman-Dahan, K., Hathaway, W., Chavez, M., Bradley, S. E., Orozco, T., Panaite, V., Lind, J. D., & Berumen, J. H. (2023). Multi-

site agricultural veterans affairs farming and recovery mental health services (VA FARMS) pilot program: Protocol for a responsive mixed methods evaluation study. *JMIR Research Protocols, 12*(1), Article e40496. https://doi.org/10.2196/40496

5. Chan, E. (2018). Proposals for improving the reintegration process of American soldiers. *Columbia Social Work Review*. https://doi.org/10.7916/D8-GKPJ-AZ78
6. Derefinko, K. J., Hallsell, T. A., Isaacs, M. B., Colvin, L., García, F. I. S., & Bursac, Z. (2019). Perceived needs of veterans transitioning from the military to civilian life. *Journal of Behavioral Health Services & Research, 46*(3), 384-398. https://doi.org/10.1007/S11414-018-9633-8
7. Drebing, C. E., Reilly, E. D., Henze, K. T., Kelly, M. M., Russo, A., Smolinsky, J., Gorman, J. A., & Penk, W. E. (2018). Using peer support groups to enhance community integration of veterans in transition. *Psychological Services, 15*(2), 135-145. https://doi.org/10.1037/SER0000178
8. Dudzevičiūtė, G. (2023). Dependence of economic growth on government expenditure by function in the Baltic states. *Journal of International Studies, 16*(1). https://doi.org/10.14254/2071-8330.2023/16-1/1
9. Edelsbrunner, P. A., Simonsmeier, B. A., & Schneider, M. (2025). The Cronbach's alpha of domain-specific knowledge tests before and after learning: A meta-analysis of published studies. *Educational Psychology Review, 37,* Article 4. https://doi.org/10.1007/s10648-024-09982-y
10. Elnitsky, C., Blevins, C. L., Fisher, M. P., & Magruder, K. M. (2017). Military service member and veteran reintegration: A critical review and adapted ecological model. *American Journal of Orthopsychiatry, 87*(2), 114-128. https://doi.org/10.1037/ORT0000244
11. Elnitsky, C., Fisher, M. P., & Blevins, C. L. (2017). Military service member and veteran reintegration: A conceptual analysis, unified definition, and key domains. *Frontiers in Psychology, 8*. https://doi.org/10.3389/FPSYG.2017.00369
12. Fortier, C. B., Kenna, A., Katz, D., Kim, S., Hursh, C., Beck, B., Sablone, C.A., Currao, A., Lebas, A., Jorge, R.E., & Fonda, J. R. (2024). STEP-Home transdiagnostic group reintegration workshop to improve mental health outcomes for post-9/11 veterans: Design, methods, and rationale for a randomized controlled behavioral trial. *Contemporary Clinical Trialsnull, 141,* Article 107536. https://doi.org/10.1016/j.cct.2024.107536
13. Franco, Z., Ruffalo, L., Curry, B., Gollin-Graves, M., Ahamed, S. I., Winstead, O., Hooyer, K., Pazdera, M., Rein, K., Mazaba, J.L., Hossain, M.F., Stoffel, V., Flower, M., Madiraju, P., Melka, S., Berte, K., & Whittle, J. (2024). Impact of veteran-led peer mentorship on posttraumatic stress disorder. *Journal of Traumatic Stress, 37*(4), 617-630. https://doi.org/10.1002/jts.23038
14. Geraci, J. C., Dichiara, A., Greene, A., Gromatsky, M., Finley, E. P., Kilby, D., Frankfurt, S., Edwards, E. R., Solomon Kurz, A., Sokol, Y., Sullivan, S. R., Mobbs, M., Seim, R. W., & Goodman, M. (2023). Supporting servicemembers and veterans during their transition to civilian life using certified sponsors: A three-arm randomized controlled trial. *Psychological Services, 20*(S2), 248-259. https://doi.org/10.1037/ser0000764
15. Gorman, J. A., Scoglio, A. A., Smolinsky, J., Russo, A., & Drebing, C. E. (2018). Veteran coffee socials: A community-building strategy for enhancing community reintegration of veterans. *Community Mental Health Journal, 54*(8), 1189-1197. https://doi.org/10.1007/S10597-018-0288-Y
16. Holubenko, T., Ivzhenko, I., & Kuznetsova, O. (2024). Social policy regarding veterans, people with disabilities and other vulnerable population groups. *Social Work and Education, 11*(1), 110-124. https://doi.org/10.25128/2520-6230.24.1.9
17. Kamdar, N., Khan, S., Brostow, D. P., Spencer, L., Roy, S., Sisson, A., & Hundt, N. E. (2023). Association between modifiable social determinants and mental health among post-9/11 veterans: A systematic review. *Journal of Military, Veteran and Family Health, 9*(3), 8-26. Retrieved from https://pmc.ncbi.nlm.nih.gov/articles/PMC10601397/
18. Knopf, C. M. (2012). Relational dialectics in the civil–military relationship: Lessons from veterans' transition narratives. *Journal of Political & Military Sociology, 40,* 171-192. Routledge. Retrieved from https://www.jstor.org/stable/45419130
19. Krasota, O. (2023). Reintegration and social inclusion of veterans as a factor of human capital reconstruction under the macroeconomic instability. *Theoretical and Applied Issues of Economics, 2*(47). https://doi.org/10.17721/tppe.2023.47.8
20. Kukla, M., Rattray, N. A., & Salyers, M. P. (2015). Mixed methods study examining work reintegration experiences from perspectives of veterans with mental health disorders. *Journal of Rehabilitation Research and Development, 52*(4), 477-490. Retrieved from https://pubmed.ncbi.nlm.nih.gov/26348934/
21. Larsson, G., Nilsson, S., & Ohlsson, A. (2023). Daily uplifts, daily hassles, and coping in military veterans' post-deployment reintegration. *Scandinavian Journal of Psychology, 65*(1), 16-25. https://doi.org/10.1111/sjop.12949
22. Miller, A., & Saling, L. L. (2024). Acculturative stress and identity challenges undermine the successful reintegration of Australian veterans. *Psychological Services, 22*(3), 596-607. https://doi.org/10.1037/ser0000888
23. Ministry of Veterans Affairs of Ukraine. (n.d.). *Analitychna informatsiia za danymy Ministerstva u spravakh veteraniv Ukrainy [Analytical information according to the Ministry of Veterans Affairs of Ukraine].* (In Ukrainian). Retrieved from https://data.mva.gov.ua/

http://dx.doi.org/10.21511/ppm.23(4).2025.17

24. Nekhai, V., Melnyk, Y., Vyshnivska, B., Bilyk, O., Akimova, L., & Akimov, O. (2024). Economic consequences of geopolitical conflicts for the development of territorial communities in the context of economic and national security of Ukraine. *Economic Affairs, 69*(1), 551-563. Retrieved from https://elar.tsatu.edu.ua/server/api/core/bitstreams/99f04c54-4e0d-44b5-b0b9-ab513ed7ace9/content

25. Nelson, C. B., Abraham, K. M., Miller, E. M., Kees, M., Walters, H., Valenstein, M., & Zivin, K. (2015). Veteran mental health and employment: The nexus and beyond. In *War and family life* (pp. 239-260). Cham: Springer International Publishing. https://doi.org/10.1007/978-3-319-21488-7_13

26. Pfeiffer, P. N., Blow, A. J., Miller, E. M., Miller, E. M., Forman, J., Dalack, G. W., Valenstein, M., & Valenstein, M. (2012). Peers and peer-based interventions in supporting reintegration and mental health among national guard soldiers: A qualitative study. *Military Medicine, 177*(12), 1471-1476. https://doi.org/10.7205/MILMED-D-12-00115

27. Phelps, A., Lawrence-Wood, E., Couineau, A. L., Hinton, M., Dolan, P., Smith, P., Notarianni, M-A., Forbes, D., & Hosseiny, F. (2022). Mental health reform: design and implementation of a system to optimize outcomes for Veterans and their families. *International Journal of Environmental Research and Public Health, 19*(19), Article 12681. https://doi.org/10.3390/ijerph191912681

28. Rašticová, M., Tkalenko, N., Versal, N., Balytska, M., & Kholiavko, N. (2025). Insights into diversity management as a pillar of sustainable development in Czech and Ukrainian universities. *Problems and Perspectives in Management, 23*(1), 263-287. https://doi.org/10.21511/ppm.23(1).2025.20

29. Rattray, N. A., Flanagan, M. E., Salyers, M. P., Natividad, D. M., Frankel, R. M., & Kukla, M. (2023). The association between reintegration, perceptions of health and flourishing during transition from military to civilian life among veterans with invisible injuries. *Journal of Veterans Studies, 9*(1), 224-234. https://doi.org/10.21061/jvs.v9i1.432

30. Rattray, N. A., Natividad, D. M., Spontak, K., Kukla, M., Do, A. L., Danson, L., Frankel, R. M., & True, G. (2023). Learning from women veterans WHO navigate invisible injuries, caregiving, and reintegration challenges. *BMC Women's Health, 23*(1), Article 665. https://doi.org/10.1186/s12905-023-02815-0

31. Reid, T., & Sims, K. M. (2024). (Dis) honorably discharged: Identifying policy gaps in military–civilian reintegration. *Health Affairs Scholar, 2*(2), Article qxae021. https://doi.org/10.1093/haschl/qxae021

32. Resnik, J., Miller, C. J., Roth, C. E., Burns, K., & Bovin, M. J. (2024). A systematic review of the department of veterans affairs mental health-care access interventions for veterans with PTSD. *Military Medicine, 189*(5-6), 1303-1311. https://doi.org/10.1093/milmed/usad376

33. Roshchyk, I., Bilan, Y., Mishchuk, H., & Samoliuk, N. (2025). Managing social protection for ex-combatants: Evaluating effectiveness through KPI methodology. *Polish Journal of Management Studies, 31*. Retrieved from https://pjms.zim.pcz.pl/article/551795/en

34. Rozek, D. C., Steigerwald, V. L., Baker, S. N., Gross, G., Maieritsch, K. P., Hoff, R., Harpaz-Rotem, I., & Smith, N. B. (2023). Understanding veteran barriers to specialty outpatient PTSD clinical care. *Journal of Anxiety Disorders, 95,* Article 102675. https://doi.org/10.2139/ssrn.4130771

35. Russell, C. A., & Russell, D. W. (2018). It's not just showing up: How social identification with a veterans service organization relates to benefit-finding and social isolation among veterans. *Psychological Services, 15*(2), 154-162. https://doi.org/10.1037/ser0000176

36. Samoliuk, N., Bilan, Y., & Mishchuk, H. (2023). Managing a veteran business: Topicality and opportunities for social adaptation of combatants. *Polish Journal of Management Studies, 28*(1), 295-310. https://doi.org/10.17512/pjms.2023.28.1.17

37. Sayer, N. A., Carlson, K. F., & Frazier, P. A. (2014). Reintegration challenges in US service members and veterans following combat deployment. *Social Issues and Policy Review, 8*(1), 33-73. https://doi.org/10.1111/SIPR.12001

38. Scanlon, K. E. (2016). *The relationship between trauma, social support, and postdeployment reintegration among warriors of the Iraq and Afghanistan conflicts*. The University of North Carolina at Greensboro. Retrieved from https://libres.uncg.edu/ir/uncg/listing.aspx?id=21018

39. Scoglio, A. A. J., Molnar, B. E., Lincoln, A. K., Griffith, J. L., Park, C. L., & Kraus, S. W. (2023). Social support over time for men and women veterans with and without complex trauma histories. *Psychological Services, 20*(3), 516-524. https://doi.org/10.1037/ser0000627

40. Sherman, M. D., & Larsen, J. L. (2018). Family-focused interventions and resources for veterans and their families. *Psychological Services, 15*(2), 146-153. https://doi.org/10.1037/ser0000174

41. Silvestrini, M., & Chen, J. A. (2023). "It's a sign of weakness": Masculinity and help-seeking behaviors among male veterans accessing posttraumatic stress disorder care. *Psychological Trauma: Theory, Research, Practice, and Policy, 15*(4), 665-671. https://doi.org/10.1037/tra0001382

42. Spencer, S. D., Zimmerman, M. B., Donis, N., Rodrigues, M., Jackson, D. O., & Dindo, L. N. (2023). Reintegration challenges among post-9/11 veterans: The role of mental health symptoms and resilience- and avoidance-based coping strategies. *Journal of Contextual Behavioral Science, 30,* 97-105. https://doi.org/10.1016/j.jcbs.2023.09.007

43. Sprong, M. E., Blankenberger, B., Pierce, S. M., & Hollender, H.

(2024). The COVID-19 pandemic's influence on employment outcomes of veterans enrolled in VA healthcare vocational rehabilitation. *Journal of Vocational Rehabilitation, 60*(3), 379-388. https://doi.org/10.3233/jvr-230065

44. Stevenson, B., Calixte, R. M., Peckham, A. D., Degeis, M., Teravainen, T., Chamberlin, E. S., & Mueller, L. (2023). Preventing job loss and functional decline: Description and demonstration of the veterans health administration supported employment: Engage and keep (seek) program. *Psychological Services, 21*(4), 972-981. https://doi.org/10.1037/ser0000809

45. Stewart, C. C., Muvuka, B., Hutwagner, W., McCollum, H., Dyer, W. K., & Ryan, E. R. (2023). "Vets restoring vets": An innovative peer support program. *Journal of Regional Medical Campuses, 6*(3). https://doi.org/10.24926/jrmc.v6i3.5157

46. Szymańska, A. (2025). Estimating the relationship between dependency ratio and social protection expenditure. Evidence from the European Union. *Economics & Sociology, 18*(2), 139-157. https://doi.org/10.14254/2071-789X.2025/18-2/8

47. Tao, F., Lee, C. T., Castelan, E., & Cheney, A. M. (2023). Social determinants of health among noncitizen deported us veterans: A participatory action study. *PLOS Global Public Health, 3*(8), Article e0002190. https://doi.org/10.1371/journal.pgph.0002190

48. Thomas, V. J., & Bowie, S. L. (2016). Sense of community: Is it a protective factor for military veterans? *Journal of Social Service Research, 42*(3), 313-331. https://doi.org/10.1080/01488376.2015.1109575

49. Tsai, J., Harpaz-Rotem, I., Pietrzak, R. H., & Southwick, S. M. (2012). The role of coping, resilience, and social support in mediating the relation between PTSD and social functioning in veterans returning from Iraq and Afghanistan. *Psychiatry: Interpersonal & Biological Processes, 75*(2), 135-149. https://doi.org/10.1521/PSYC.2012.75.2.135

50. Tsai, J., Szymkowiak, D., & Jutkowitz, E. (2022). Developing an operational definition of housing instability and homelessness in Veterans Health Administration's medical records. *PLoS One, 17*(12), Article e0279973. Retrieved from https://pubmed.ncbi.nlm.nih.gov/36584201/

51. Twis, M., & Petrovich, J.C. (2023). Race and retention in permanent supportive housing: A secondary analysis of housing outcomes. *Journal of Human Behavior in the Social Environment, 33*(1), 80-93. https://doi.org/10.1080/10911359.2021.2004965

52. Umucu, E. (2023). Employment and rehabilitation for veterans with chronic conditions and disabilities: Strengths, challenges, opportunities, and policy suggestions. *Rehabilitation Counselors and Educators Journal, 12*(1). https://doi.org/10.52017/001c.55516

53. Verbytska, A. (2024). Implementation of the participatory model of social entrepreneurship development as a tool for the reintegration of veterans and their family members at the community level. *Entrepreneurship and Innovation,* (32), 39-43. https://doi.org/10.32782/2415-3583/32.6

54. Vysochyna, A., Zawadzki, W., Lyeonov, S., & Kovács, A. (2023). Public health and national security proxies: Case of European countries. *Journal of International Studies, 16*(3), 219-237. https://doi.org/10.14254/2071-8330.2023/16-3/13

55. Wakefield, J. R. H., Bowe, M., Këllezi, B., Haslam, C., Bentley, S. V., Milani, Z., Gair, H., & McIntosh, J. S. A. (2023). Brothers and sisters in arms: A mixed-methods investigation of the roles played by military support and social identity processes in the mental health of veterans during the transition to veterancy. *Journal of Community & Applied Social Psychology, 34*(1), Article e2756. https://doi.org/10.1002/casp.2756

56. Werber, L., Derose, K. P., Rudnick, M., Harrell, M. C., & Naranjo, D. (2015). *Faith-based organizations and veteran reintegration: Enriching the web of support.* Santa Monica, CA: RAND Corporation. https://doi.org/10.7249/RR931

57. Yurchyk, H., Mishchuk, H., Bilan, S., & Scare, M. (2024). Social expenditure multiplier: Assessment of economic effect and optimal values. *Economics and Sociology, 17*(1), 182-195. https://doi.org/10.14254/2071-789X.2024/17-1/12

58. Zayats, D., Serohina, N., Bashtannyk, O., Akimova, L., Akimov, O., & Mazalov, A. (2024). Economic aspects of public administration and local government in the context of ensuring national security. *Economic Affairs, 69*(2), 979-988. https://doi.org/10.46852/0424-2513.3.2024.23

http://dx.doi.org/10.21511/ppm.23(4).2025.17