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THE CHANGES OF CLERKS' STATUS IN HUNGARY SINCE
THE 19TH CENTURY UNTIL NOW

Theses of PhD dissertation

Deák Ferenc Doctoral School of Legal Sciences

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I. Aim of the doctoral thesis, hypotheses, research questions

The reason for choosing this topic is that I have been working in public administration for more than twenty years, currently as a mayor and before that as a clerk, so the analysis of the problems experienced in practice helps me to formulate proposals during the research, and the topic is constantly topical, since in the last decades there have been continuous changes in the Hungarian public administration, especially at the local-regional level.

My research is mainly of a legal-historical nature, aiming at presenting the changes in the status of clerks from the 19th century to the present day. Since the study is not only a legal-historical one, but also an administrative law one, it is necessary to examine the current status of the clerk and his role in public administration, including the local government system, on the basis of the legislation in force.

I intend to base my research on a hypothesis: whether the status of clerk is good and necessary in local government, and to conclude my doctoral thesis with the aim of making the theoretical and practical problems identified accessible to the academic community and practitioners in a complex approach, and to propose *de lege ferenda* solutions to the problems, which I hope will be useful both in theory and in practice.

In order to formulate the hypotheses, I first conducted a preliminary research and, on this basis, conceptualised the issue and then formulated the scientific problem by identifying the variables of the topic. I defined the areas to be investigated and the hypotheses, and then adapted the necessary research methods. On this basis, I developed the following hypotheses:

The hypotheses of my thesis are:

1. The person of the clerk has always been linked to the service of the State in local administrations, and to the performance of administrative tasks.
2. The period from 1990 to 2000 can be called the second boom period, because the clerk has a dual legal status and a significant part of the state administration is carried out by the clerk.

3. Over the past decade, a specific dual power has emerged in the management of the Office. The mayor is as much involved in running the office as the clerk. But the responsibility is not dual, it remains with the clerk.
4. The new Local Government Act has spectacularly strengthened the position of mayors, while weakening the role of clerks.

Research questions:

1. How did the turn of the millennium change the previous uniform system of clerk jurisdiction?
2. What is the system of relations between clerks and the mayors who exercise the rights of employer over them? How has this developed historically and in recent times? What impact has the reorganisation of the public administration had on the functions and powers of the clerk and, through this, on his or her possible legal status?

II. Research phases, approach and sensitivity of the topic

Most of my research has been characterised by general research methods, including analysis, induction, deduction and synthesis. I used the method of analysis to organise the collected literature into a body of knowledge and then synthesised the theoretical and practical findings into a new entity. I subjected the general definitions (local government, municipality, clerk, mayor, etc.) on which the research was based to a logical comparative analysis or developed them by the method of analogy.

In the secondary research I used the following methods:

Literature processing (document analysis) - Secondary: In this case – The changes of clerks' status in Hungary since the 19th century until now - the selection of relevant sources (library and internet collection), reading and annotating them, and recording the exact bibliographic data of the sources for future reference. I used a chronological-historical method of analysis in order to process the history of migration, which resulted in a compilation of the available literature.

In my work, I strive to make my dissertation not descriptive and narrative, but a discussion, juxtaposing arguments, drawing conclusions, and presenting it as new information material from secondary information management. Secondary research solves a scientific problem with existing and accessible information (published by others or from my own earlier research). It consists of collecting, organising, collating and independently commenting on such data, findings, etc. In my work, I use a creative version of secondary research, knowledge management, which continuously analyses the information from secondary research in a subject area analytically and then combines and synthesises it, partly using heuristic methods, to create new (or extended) knowledge elements. My knowledge management is based on reviewing, studying, collating and combining the sorted information, which triggers mental processes that lead to the creation of new knowledge and insights.¹

For my dissertation, I used the following workflow:

1. Changes in the status of clerk from the 19th century in Hungary. I chose this topic because it is a well-defined, real one, and there are some unsolvable problems in it, but they can be solved in the research that can be done (see: hypotheses. E.g. 3. During the last decade, a specific dual power has emerged in the management of the Office. The mayor is as much involved in the management of the office as the clerk. But the responsibility is not dual, it remains with the clerk.
2. I collected secondary (Hungarian and international² literature) and primary (interviews) material. I read much more material than I used for my work. I agree with Tomcsányi, who says that the more thoroughly we explore the literature, the more confident we are in it and the more we can prove what we have added. Because it is our own results and our own opinions that matter.³

I consider the sources of law to be important in the collection of material, as this is a doctoral school of law, and on the other hand, the main character

¹ Tomcsányi Pál, *Általános kutatómódszertan (Az ismeretalkotás –és közlés tudományszaktól független elmélete és gyakorlata)*, Szent István Egyetem, Gödöllő-Budapest, 2000, 20-22.o.

² Since I have a language certificate in Esperanto, my dissertation is based on the literature in this language.

³ Tomcsányi, 2000. 135.

of my dissertation, the clerk, whose task is to prepare local government regulations, and this requires very precise knowledge of the sources of law, as a very large proportion of the norm control procedures ask for the authorisation, or this arises in the case of conflict with other legislation.

3. I have the material in order. I analysed and criticised the available literature in Hungarian and foreign languages.
4. I re-examined the topic, directly from the sources.
5. I put into form the comments I had made so far. I presented, evaluated and described the works.⁴
6. I formulated my work in a way that it was understandable and the documents, i.e. the source works, were retrievable.⁵

Also, I have always kept in mind to remain humble, because on this subject, only with the utmost humility can one express an original position. I want to write a scientific, yet accessible, analysis of the clerk.

The main objective of this thesis is to present a detailed, analytical account of the legislation on clerks and to propose solutions for the legislature and the judiciary. In addition to the normative method, I intend to use a comparative method. I intend to base my research primarily on Hungarian legislation, but I will also refer in a separate chapter to foreign legal systems, in particular English, French, German and Swedish legislation, the research of which can also serve as a basis for the development of proposals for solutions. In addition to the legal analysis of the legal texts, a statistical method will be used, with appropriate use of statistical data, for the amount of data to be processed in the field of the legal status of clerks.

III. Summary of the research results

On the basis of my research, we can conclude that all four hypotheses are correct, because **my first hypothesis was that the person of the clerk has always**

⁴ Tomcsányi, 2000. 35.o.

⁵ Tomcsányi, 2000. 62-65.o.

been connected with the service of the state in local administrations, with the performance of state administrative tasks.

If we want to go through each era, we can say the following.

As we have seen in my dissertation, the formation and development of the legal status of the municipal clerk in the Hungarian public administration dates back to the 17th-18th centuries, and it was actually regulated in the time of Maria Theresa. At that time three interests appeared in the person of the clerk:

1. in the interest of the municipality,
2. in the interest of the state,
3. the interest of the individual.

The 19th century can be considered a milestone for the office of clerk, as Act XVIII of 1871 brought significant changes in this area. The two-way dependency between the state and the community was maintained, but the clerk, as an official of the municipality, became an executive of the state administration. Thus, in the 19th century, the clerk was still linked to the service of the state in local administrations and to the performance of state administrative tasks. After the entry into force of Act XXII of 1886 on municipalities, the municipal clerk became increasingly involved in the management of municipal affairs.

In the late 19th and early 20th centuries, the social prestige of the clerk profession was outstanding.

Although there were no significant changes between the two world wars, the counties were still headed by the deputy county governor, with the chief clerk and the deputy clerk below him, who performed the duties of draftsman and speaker at the general assemblies, the clerk and the clerk themselves deserved special attention, since it was only in the 1930s that public administration began to be dealt with on an academic level in Hungary.

In the period of the council system (1950-1990), the ec-secretary was the person who performed mainly administrative tasks similar to those of the clerk. The ec-secretary was a professional civil servant, assisting the president of the council. His task was to ensure socialist legality, the effectiveness of official activity and the orderliness of official work. At that time, the term of office of the

ec-secretary lasted until the inaugural meeting of the new council elected after the expiry of the term of office of the council that elected him.

I also showed in my dissertation that the 1990s, when the system changed, local government regulation went back to the administrative tradition. In the pre-council era, i.e. before 1950, the clerk was a civil servant of the state, the head of the municipal administration, and his or her person was therefore connected with the service of the state in local administrative bodies, with the performance of state administrative tasks. It is important that the clerk is the guardian of legality, the embodiment of the professional element as opposed to politics, and that he or she performs the tasks of state administration, since under Section 7(1) of the Act of LXV of 1990 (hereinafter referred to as: Ötv.) he or she is the primary recipient of the state administration powers delegated to local government bodies and officials. In the 1990s, the main problem was that the clerk was a 'man of the municipality' in terms of his legal status and a 'man of the state' in terms of his functions.

We have also seen that today the role of the clerk is characterised by the fact that he is the executor of the administrative provisions and the administrator of the affairs of the municipality.

Since 2011, we can say that 60% of the clerk's tasks are state administrative and 40% municipal. From 2013, the clerk's municipal role has been significantly strengthened by the fact that he can also have municipal powers, and can decide on municipal matters by delegated authority.

So, if we examine my first hypothesis, that is, that the person of the clerk has always been connected with the service of the state in local administrations, with the performance of state administrative tasks. Then we can conclude that after 2013, this role of the clerk has diminished, because the clerk has integrated part of his state administration tasks into the district office system, thus expressing what the state wanted. The state wanted full concentration of state administration. The districts were created to exercise the general power of first-tier state administration. The legislator's aim was thus to separate, in organisational terms, the exercise of local government functions from

the exercise of state administration functions. The legal status of clerks changed fundamentally with the creation of the district offices, as their role of general public administration was shared with the district office, following the transfer of a number of their powers to it. This means that the position of the local government has been strengthened, in addition to the reduced powers of the state administration. Thus, under our current legislation, the clerk is one of the first-tier local government bodies with general powers, which means that my first hypothesis is still valid: **the clerk has always been associated with the service of the state and the performance of administrative tasks in local government.** However, the clerk's role in the administration of the State has been reduced after 2013, as this status (general first instance local administration) has been shared between the clerk and the district office.

My second hypothesis is also correct, since the period from 1990 to 2000 can be called the second boom period, because the clerk has a dual status and a significant part of the state administration is performed by the clerk.-During this period, the clerk's tasks and powers remained the same. The clerk is the addressee of almost all first-level administrative powers. The period from 1990 to 2000 was a period of building and consolidating the new local government system. This is when the mayor's offices and the district municipalities were created.

The Local Government Act of 1990 regulated the legal status, duties and powers of the clerk, also building on the historical traditions of Hungarian public administration. On the one hand, the legislator reverted to the old designation and title, and on the other hand, it also brought back the basic rules on duties and powers of the period before the first Council Act. In other words, as the head of the office of the body of representatives, the clerk is responsible for the preparation and implementation of local government decisions and is the recipient of powers in the public administration. In the Hungarian system of public administration, the clerk is a local, first-tier state administration body with general powers. The 1990 Local Government Act sought to establish and formalise the clerk's independence from the political authorities by providing that the clerk was selected by the body of representatives from among the candidates

by means of a competitive procedure and that his appointment was for an indefinite period. After the 1990 law, the requirements for the clerk were: impartiality, neutrality and high professional qualifications.

The aim was to have clerks exercise a kind of state supervision over the activities of municipalities, since they are responsible for ensuring the legality of all municipal activities, and they do so internally and preventively. It can be seen that the fundamental problem with the status of clerks is that they are 'people of the municipality' in terms of their status and 'people of the state' in terms of their functions. This dichotomy makes it problematic for the clerk to perform his duties in a balanced way, since the municipality expects the clerk not to be a stickler for the law, while at the same time the 'guardian of the law' is expected to find the legal solution that best suits the interests of the municipality.

My third hypothesis is also correct, because over the **last decade a specific dual power has emerged in the management of the Office**. The mayor is as much involved in the management of the office as the clerk. But the responsibility is not dual, it remains with the clerk. As we have seen in my dissertation, the organisation responsible for the implementation and management of Hungarian local government is under dual leadership, with the mayor representing the local and lay element on the one hand and the clerk representing professionalism and stability on the other. The model of local government with a dualistic administrative organisation includes those states where local government law establishes an administrative-executive organisation with legally separate functions and powers, independent of the strategic decision-making body, but where the powers of management of this organisation are shared between several persons or bodies. In contrast, it is the monocratic system that tends to characterise local government regulation in Hungary in 2011, as we have seen in my thesis. At international level, we know of dualistic systems based on the duality of the mayor and the board committees (Benelux, Spain, Portugal, Greece), and of systems based on the duality of the mayor as political leader and the administrative professional (2000 British model of local government). The latter model of dualistic administrative organisation also includes the model of

the Ötv., where the dual leadership of the administrative organisation is typically divided between a professionalist administrator, i.e. the clerk, and a political leader, i.e. the mayor. According to the Ötv., the dual model is determined by the special status of the clerk.

The Hungarian system of local government that emerged in 1990 created a dual system with strong, direct management powers by the body, by institutionalising the role of the local political mayor and the administrative professional clerk, in view of the previous regulatory conditions and historical traditions.

As we have seen in my dissertation, in the management of a municipal office, a special dual power is created between the mayor and the clerk. The clerk is as much involved in the management of the office as the mayor. However, the responsibility is not dual, but remains with the clerk. The mayor's management and the clerk's management activities are mixed up and merge. In the municipal decision-making process, the clerk's options are almost "limitless." A few paragraphs ago I spoke about the importance of the mayor being part of the preparatory process. I would now like to put this in a slightly different perspective. The preparation of the decisions of the body - as I have written - is carried out by the office of the clerk. On the one hand, this is a huge responsibility, but it is also a considerable opportunity to influence municipal decisions.

The decisions that are taken depend primarily on the quality of the preparation and the degree of elaboration. A good mayoral idea can be thwarted by a flimsy submission, but a less good idea can also be pushed through the body with a well-developed, well-constructed submission. The dominant role of the clerk in the development of local standards and in municipal legislation should also be mentioned here. This is an area where the mayor can rely almost exclusively on the clerk. It is clear from the above that the cooperation or lack of cooperation between the two key players in local administration, the mayor and the clerk, has a fundamental impact on the performance of local government beyond the work of the office.

If we want to continue with my third hypothesis, we can conclude that the fourth one is related to it, namely that **the new law on local government has spectacularly strengthened the position of mayors, while weakening the role of clerks.** Generally speaking, the mayor is the first person in the municipality, and therefore also the first person in the municipality.

A central element of the Mötv. is the strengthening of the position of the mayor within the municipality. From the point of view of administrative organisation, the most important is the strengthening of the mayor within the enforcement system. Although Article 67a of the Mötv. states that the mayor shall direct the mayor's office in accordance with the decisions of the body of representatives and in accordance with his own powers, Article 67f already signals the change by stating that the mayor shall exercise the rights of employer over the clerk.

As we have seen in my dissertation, the mayor is not only a member and president of the body of representatives, but also one of the organs of the body of representatives. On this basis, we can say that the mayor is a one-person body of the municipality, who also represents the main body of the municipality, the body of elected representatives.

The clerk is appointed by the mayor, which also means that according to the Mötv. the mayor exercises the authority of the employer over the clerk. When the mayor appoints the clerk, the clerk becomes the head of an organ of the body of the Council of Representatives, i.e. the mayor's office.

As we have seen, the status and work of the mayor and the clerk are linked in several ways, primarily by their roles in local government administration.

In terms of powers, there has been a very important change in the delegation of powers. Unlike in the past, the clerk has been given a role in municipal matters by delegation.⁶ In effect, the clerk has been incorporated into the municipal bodies.

The decisions arising from the exercise of the powers of an employer play an important role in the relationship between the mayor and the clerk. We have

⁶ Mötv. Section 81 Subsection (3) Point j)

seen that the clerk is subject to the powers of the body of representatives and the mayor to other powers of employment. Other employer powers include all employer powers, except for the following: appointment, dismissal, appointment of a manager, revocation of a manager's appointment, determination of a conflict of interest, initiation of disciplinary proceedings, imposition of disciplinary sanctions. The same powers are exercised by the clerk in respect of civil servants of the Mayor's Office. However, in certain cases, the clerk's powers as an employer may be exercised only with the consent of the mayor. Such powers include appointment, dismissal, removal from office, revocation of appointment and remuneration. In the event that the clerk wishes to fix a personal salary for a civil servant in the mayor's office, the mayor's approval is also required.

I must emphasise that the post-change of regime legislation provided greater opportunities for the enforcement of professional aspects than the current MötV. The status of a clerk who is elected by the body of representatives for an indefinite term is much stronger than that of a clerk appointed by the mayor.

In conclusion, my fourth hypothesis is also correct, as **the new law on local government has spectacularly strengthened the position of mayors, while weakening the role of clerks.**

If I want to answer **my first research question**, I can state that the organisational rules of the Ötv. and the rules on the delegation of authority also ensure that the clerk may not be instructed by the mayor in respect of decisions taken by the mayor in the exercise of delegated administrative powers. Unfortunately, not all mayors abide by this and in many cases try to intervene despite the fact that they have no competence in the matter in question. This is reinforced by the aforementioned image of the public, which, by measuring the effectiveness of the mayor's office, confuses the powers of the state administration with those of the municipality. In their minds, these two powers are not separated, even though they are legally rigid in terms of the administrative powers of the clerk. The average person cannot be expected to understand this, since there is apparently no difference. According to the Ötv., the clerk is present

at board and committee meetings and has the right to deliberate at them. Otherwise, pursuant to Article 36 (2) a) of the Ötv., the clerk is responsible for the performance of tasks related to the operation of the municipality. On the basis of these provisions, the clerk also participates in a decision-preparatory role in the administration of municipal powers. However, the clerk is not in fact able to carry out the administration of public affairs in isolation and free from the influence of the body of representatives and the mayor, because the mayor and the body of representatives exercise considerable influence over the clerk's activities through the exercise of employer's rights.

If I would like to answer the **second research question**, I can say that in my dissertation I presented how the legal status of the mayor and the clerk has changed from the change of regime to the present day, especially with regard to the management of the office, and there has been no change in this, strictly adhering to the legal text, since the mayor's office is managed by the mayor and the clerk, as before. The right to manage the mayor's office mainly relates to the powers of the municipality, and therefore primarily involves the definition of the municipal tasks of the office, taking into account the proposals of the clerk. The mayor performs his municipal and administrative functions and powers through the mayor's office. The office which assists in the performance of these tasks shall be headed by the clerk. This managerial power means that the clerk determines the specific instructions and tasks of the civil servants and other employees of the office and exercises the right of employer over them.

However, the new regulation, according to the Möt., which the mayor appoints the clerk, also means that the clerk is no longer a man of the state or the municipality, but of the mayor. This is the most significant change. If we put it very crudely, before the new legislation came into force, the clerk was expected to be loyal to the powers that be; now, as Zoltán Kéki said, he is expected to be a lackey? The situation may arise that if the mayor changes from one election cycle to the next, the clerk will also change. It would be important for the clerk to serve a community rather than a person, and to be accountable not to a person but to a

community, or at least to the body of representatives, as in the post-change of regime regime.

In my view, the post-change of regime provisions of the Ötv. on the Introduction of the Constitution also provided greater opportunity for the enforcement of professional aspects. The status of a clerk who is elected for an indefinite term by the body of representatives is much stronger than that of a clerk appointed by the mayor. I can tell you that sometimes, as mayor, I felt that I was too strong, since it was only possible to dismiss them by mutual agreement in exceptional cases, in the event of serious disciplinary offences or significant financial risks. Reading the sources of my thesis, however, confirmed that the current regulation in the Mötv. is by no means a happy one.

I see a need to make the person of the clerk less dependent. In my view, it is not desirable to make him completely independent of local government in terms of employment law, but it would be sensible to return his rights as an employer to the body of representatives, and to make his appointment or dismissal subject to the right of consent of the head of the government office. This form of regulation would not resolve the dichotomy, but it would strengthen professional independence. The fact that a significant part of the clerk 's duties are of a municipal nature and specifically linked to local matters also justifies the transfer of the right of employment to the body of representatives. The clerk performs his daily tasks under the direction of the mayor in accordance with the decisions of the body of representatives. As such, the clerk is subordinate to the decisions of the body of representatives as the executor of the decisions of the municipality, irrespective of the fact that he acts independently in his capacity as a public administrator. It seems natural that the selection should be made locally. The agreement of the government office would provide an opportunity to take a professional approach, because it has a public administration function and powers in addition to those described above, but to a lesser extent. Another argument in favour of a government veto is that the clerk will continue to exercise the supervision of legality, which, in my view, is a specifically public function. The local will can only be enforced within certain limits.

And linked to this idea, I think it would also be sensible to change the qualifications of the clerk. Given that the representative bodies have a local legislative and law enforcement role, and that both the mayor and the office are law enforcement officers, it is essential that the clerk, as the guardian of the rule of law, should have a degree in law and economics. A knowledge of public administration or public administration is also necessary to perform his duties to a high standard, but in my view a law degree is indispensable. Obviously, these can be realistic expectations if the clerk career model really exists and if he and the civil service apparatus are seen as the backbone of the administration, providing stability and continuity.

Considering that there is no educational requirement to hold the office of mayor, it would be appropriate to require elected mayors to pass an administrative examination. The mayors' academy organised by TÖOSZ was a very good initiative.

To sum up, a somewhat independent clerk, strengthened in his status, strange as it may sound, but a strong clerk can be of greater use to a mayor who always has the interests of the municipality at heart, with well-founded, socially supported plans and the determination to implement them.

To the third part of my second research question, we can answer the question of how the reorganisation of the state administration has affected the functions and powers of the clerk and, through this, possibly his legal status, that the clerk has a dual legal status in the Hungarian system. To use the words of István Balázs, he is in a schizophrenic state, and his role is diminishing these days. The latter is closely linked to the reform of the organisation and administration of the state. As we have seen in my thesis, in addition to the powers defined in local government matters, the clerk also exercises delegated powers of public administration. Pursuant to Section 7(1) of the Act, the clerk is the primary addressee of the administrative powers delegated to local government bodies and officials. In Hungary, within the administrative organisation system, there is a clear distinction between the head of the delegated public administration and the head of the local government. This dichotomy is also reflected in the legislation,

since the Ötv. and Act CXL of 2004 on the General Rules of Administrative and Public Authority Procedure and Services (hereinafter: Ket) did not allow the clerk to be the recipient of delegated powers in local government authority matters.

IV. The author's related publications

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2. Lengyelne Bús Zita: The leaders of local organisations in the state administration during the council system period (1950-1990), Publicationes Universitatis Miskolcensis, Sectio Juridica et Politica c. folyóirat 2021/1. szám 36-54. o.
3. Lengyelne Bús Zita: The change of notaries' legal status since the change of the regime until now, XXI. PEME-PhD (Online) Konferencia Elektronikus Könyv 2021. 94 -105. o.
4. Lengyelne Bús Zita: The clerk profession between the two world wars, In: [Molnár Dániel](#) (Szerk.), [Molnár Dóra](#) (Szerk.) [XXIV. Tavasz Szél Konferencia 2021 Tanulmánykötet II.](#) Budapest, Magyarország: Doktoranduszok Országos Szövetsége (DOSZ) (2021)
5. Lengyelne Bús Zita: [A két világháború közötti időszak jegyzősége](#) In: Molnár, Dániel; Molnár, Dóra (szerk.) [XXIV. Tavasz Szél Konferencia 2021: Absztrakt kötet](#) Budapest, Magyarország : Doktoranduszok Országos Szövetsége (DOSZ) (2021) 119. o.
6. Lengyelne Bús Zita: [A közigazgatási reform 2010-től napjainkig](#) In: Molnár, Dániel; Molnár, Dóra (szerk.) [XXIV. Tavasz Szél Konferencia 2021: Absztrakt kötet](#) Budapest, Magyarország: Doktoranduszok Országos Szövetsége (DOSZ) (2021) 385. o.
7. Lengyelne Bús Zita: The reform of public administration from 2010 until our days, [Molnár Dániel](#) (Szerk.), [Molnár Dóra](#) (Szerk.) [XXIV. Tavasz Szél Konferencia 2021 Tanulmánykötet II.](#) Budapest, Magyarország: Doktoranduszok Országos Szövetsége (DOSZ) (2021)

8. Lengyelne Bús Zita: [Az önkormányzati finanszírozási rendszer átalakulása a rendszerváltástól napjainkig](#) In: Jámborné, Róth Erika (szerk.) [Doktoranduszok fóruma](#) Miskolc, Magyarország: Miskolci Egyetem, Állam- és Jogtudományi Kar (2020) 42-47. o.
9. Lengyelne Bús Zita: [DEZVOLTAREA ADMINISTRATIEI PUBLICE COMUNALE ŞI URBANE LA ÎNCEPUTUL SECOLULUI AL XXI-LEA](#) In: Jámborné Róth Erika (szerk.): [Doktoranduszok fóruma : Miskolc, 2019.](#) Miskolc-Egyetemváros, Magyarország (2019) 55-59. o.
10. Lengyelne Bús Zita: [ADMINISTRAȚIA PUBLICĂ ÎN TIMPUL PRIMULUI RĂZBOI MONDIAL](#) In: Jámborné Róth Erika (szerk.): [Doktoranduszok fóruma : Miskolc, 2019.](#) Miskolc-Egyetemváros, Magyarország (2019) 51-54. o.
11. Lengyelne Bús Zita: [A JEGYZŐ JOGÁLLÁSA A HATÁLYOS MAGYAR JOGBAN](#) In: Bihari, Erika; Molnár, Dániel; Szikszai-Németh, Ketrin (szerk.) [Tavaszi Szél 2019 Konferencia = Spring Wind 2019: Konferenciakötet I.](#) Budapest, Magyarország : Doktoranduszok Országos Szövetsége (DOSZ) (2020) 264-270. o.
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13. Lengyelne Bús Zita: A helyi önkormányzatok alapjogi helyzete, a jegyző feladat-és hatásköre, XVI. Debreceni Doktorandusz Konferencia utókiadványa (Profectus in Litteris XI.)
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