European Research Group on Military and Society

Draft Program and abstracts

14th Biennial conference of ERGOMAS
To be held at Hellenic Army Academy
Athens, Greece

26 – 30 June 2017

Program
Program per day

Keynote Address by Joseph Soeters

Long time ERGOMAS member and contributor Joseph Soeters will deliver the keynote address entitled *From Social Sciences' Founding Mothers and Fathers to the Study of Today's Militaries*.
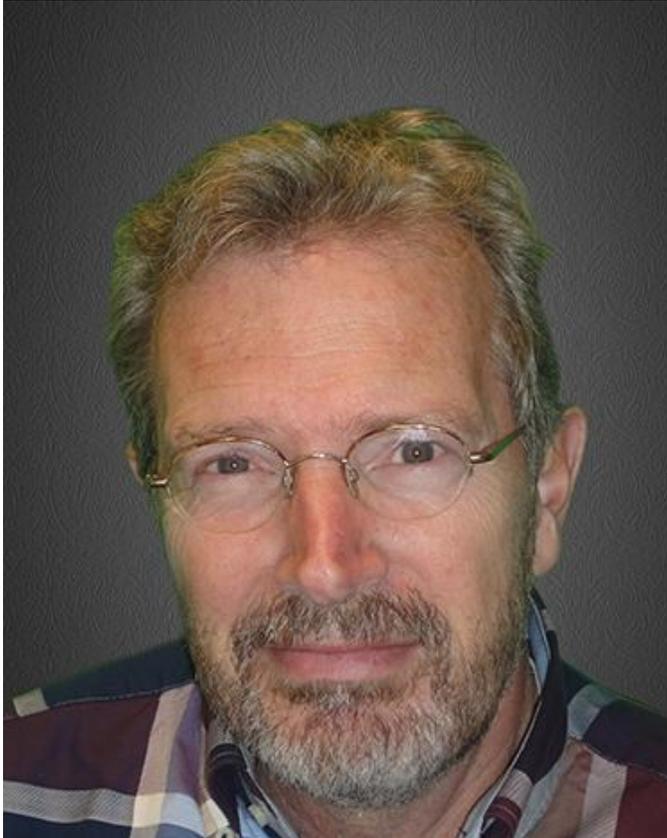
Joseph Soeters holds the chair of management and organization studies on the Faculty of Military Studies at the Netherlands Defense Academy. From 1999 to 2003 he served as the Dean of the Faculty of Military Studies at the academy. In addition, he serves as a part-time professor of organizational sociology at Tilburg University. Joseph Soeters is a long-time serving associate editor of the IUS journal, Armed Forces & Society. He served as the vice-president of the Research Committee on Armed Forces and Conflict Resolution (RC01) within the International Sociological Association and is currently a member of its board. Soeters is known to be an enthusiastic and effective teacher at the undergraduate and graduate levels. He is also a prolific researcher, having written several books and co-edited twelve others, including the Handbook on Research Methods in Military Studies. He has authored or co-authored over 75 articles in international academic journals, and published a large number of international book chapters. His research interests are wide ranging. He is particularly interested in showing how military cultures and operational styles affect military capacities to prevent, contain and resolve large-scale violent conflict. The overarching theme guiding his work is about whether violence solves problems. His approach is realistic and pragmatic, historical and comparative. Joseph Soeters was awarded the Morris Janowitz Career Achievement Award at the last Inter-University Seminar on Armed Forces and Society conference, which is awarded to a limited number of senior scholars whose careers most demonstrate excellence in the study of armed forces and society and important service to the discipline.

Overview Program

		Monday 26 June	Tuesday 27 June	Wednesday 28 June	Thursday 29 June	Friday 30 June
09.00-09.30			08.45 – 09.15: Registration	09.00 – 09.15: Coffee	09.00 – 09.15: Coffee	09.00 – 09.15: Coffee
09.30-10.00			09.30 – 11.45: Plenary Opening - President George Kaffes; Key Note by Joseph Soeters; Founding member Ralf Zoll: *Why ERGOMAS?*; Marina Nuciari - Giuseppe Caforio in memoriam	9.15 – 10.45: Parallel Sessions 3 Morale, Cohesion, & Leadership; Military Profession; Civilian Control of the Armed Forces; Recruitment & Retention; Violence & the Military	9.15 – 10.45: Parallel Sessions 6 Morale, Cohesion, & Leadership; Military Profession; Civilian Control of the Armed Forces; Recruitment & Retention; Critical Military Studies	9.15 – 10.45: Parallel Sessions 9 Military Profession; Public Opinion, Mass Media & the Military; Veterans & Society; Violence & the Military; Military & Police Relations
10.00-11.00				10.45 – 12.55: Free visit by bus to the battle ship Museum AVEROF & back to HAA campus**	10.45 – 11.00: Coffee	10.45 – 11.00: Coffee
11.00-12.30					11.00 – 12.30: Parallel Sessions 7 Morale, Cohesion, & Leadership; Gender & the Military; Warriors in Peacekeeping; Veterans & Society; Military Families	11.00 – 12.30: Parallel Sessions 10 Recruitment & Retention; Critical Military Studies; Military Families; Military Conflict, Management & Peace Economics
12.00-13.00			12.00 – 12. 45: Visit of the HAA		12.30 – 13.00: Break	12.30 – 13.00: Closing Speakers Conclusions
13.00-14.00			13.00 – 14.00: Lunch	13.00 – 14.00: Lunch	13.00 – 14.00: Lunch	13.00 – 14.00: Lunch
14.00-16.00			14.30 – 16.00: Parallel Sessions 1 Morale, Cohesion, & Leadership; Military Profession; Civilian Control of the Armed Forces; Recruitment & Retention; Military Families	14.15 – 15.45: Parallel Sessions 4 Morale, Cohesion, & Leadership; Gender & the Military; Critical Military Studies; Military Families; Military & Police Relations	14.15 – 15.45: Parallel Sessions 8 Military Profession; Civilian Control of the Armed Forces; Public Opinion, Mass Media & the Military; Critical Military Studies; Military Conflict, Management & Peace Economics	End of conference
16.00-16.30			16.00 – 16.15: Coffee	15.45 – 16.00: Coffee		
16.30-18.00			16.15 – 17.45: Parallel Sessions 2 Morale, Cohesion, & Leadership; Gender & the Military; Public Opinion, Mass Media & the Military; Critical Military Studies, Veterans & Society; Military & Society: A Greek Perspective – Special Session	16.15 – 17.45: Parallel Sessions 5 Morale, Cohesion, & Leadership; Military Profession; Civilian Control of the Armed Forces; Recruitment & Retention; Veterans & Society		
18.30-21.00	18.30 – 20.00: **Opening Ceremony at the War Museum***			18.30 – 19.00: Amphitheater«XIROS» **Business Meeting & Awards ceremony** Research Committee on Armed Forces & Conflict Resolution (RC01) Business Meeting	19.00 – 21.00: Farewell Dinner at the Military club of Athens*** (LAED) & closing ceremony official speakers	18.30: Afternoon optional visit of ACROPOLIS at 18.30 in front of the main entrance of Acropolis

*The War Museum is close to EVANGELISMOS metro station (blue line)

**Transportation will be ensured by military buses every morning at 8.40 and in the afternoon from the HAA at 18.00. There will be 2 lines: One bus will pick up from the littoral hotels and the other from ELLINIKO metro station which is the end of the red line. The visit of the battle ship will be ensured by military buses also departing from the HAA campus.

***LAED is situated close to EVANGELISMOS metro station or at a 10min walking distance from Syndagma Square.

Tuesday 27 June

Time	Content
08.45 – 09.15	Registration and Welcome Coffee
09.30 – 11.45	Plenary Opening
12.00 – 12.45	Visit of the HAA
13.00 – 14.00	Lunch

Parallel Sessions 1

14.30 – 16.00

Morale, Cohesion, and Leadership
1. Vassia Karamanoli & Vasiliki Kontodimaki
2. Insoo Kim
3. Sander Dalenberg
4. Colonel Vesa Nissinen

Military Profession
1. Hermann Jung
2. Nathan W. Toronto
3. Morten Braender
4. Joseph Soeters

Civilian Control of the Armed Forces
1. Markus Steinbrecher
2. Nina Leonhard
3. Martin Elbe

Recruitment and Retention
1. Andrea Rinaldo
2. Justin Wright
3. Philipe Manigart, Valerian Lecoq, René Moelker, Tessa Op Den Buys, Frank Brundtland Steder, Johan Österberg, Emma Jonsson, Tibor Szvircsev Tresch & Nancy Otis
4. José M. Arribas, Consuelo Del Val & Beatriz Mañas

Military Families
1. René Moelker, Manon Andres & Nina Rones
2. Sabina Frederic
3. Emma Long
4. Gakis T. Dimitrios

Time	Content
16.00 – 16.15	Coffee Break

Parallel Sessions 2

16.15 – 17.45

Morale, Cohesion, and Leadership
1. Uzi Ben-Shalom & Yizhaq Benbenisty
2. MM Jansen & R Delahaij
3. Antek Kasemaa
4. Alphonse Zozime Tamekamta & Yaoundé I

Gender and the Military
1. Delphine Resteigne
2. Ashu Pasricha
3. Alexandros Theodorakoudis
4. Stefanie von Hlatky

Public Opinion, Mass Media and the Military
1. Marina E. Henke
2. Roni Tiargan-Orr, Meytal Eran Jona & Stephen Levine
3. Shaul Shay
4. Katri Liekkilä

Critical Military Studies
1. Yagil Levy
2. Rachel Woodward, Antonia Dawes, Tim Edmunds, Paul Higate & K. Neil Jenkings
3. Thomas Vladimir Brønd

Veterans & Society
1. Birgitte Refslund Sørensen
2. Jeoffrey van Woensel
3. Andres Siplane & Tiia-Triin Truusa
4. Paulo Granjo

Military & Society: A Greek Perspective – Special Session
1. Andreas Kastanis
2. Vassia Ignatiou Karamanoli

Wednesday 28 June

09.00 – 09.15	Coffee				

Parallel Sessions 3

09.15– 10.45	**Morale, Cohesion, and Leadership** 1. Michael Holenweger	**Military Profession** 1. Johan Österberg & Eva Johansson 2. Helena Carreiras & Fernando Bessa 3. Lindy Heinecken & Neil Kramm 4. Rachel Woodward, Antonia Dawes, Tim Edmunds, Paul Higate & K. Neil Jenkings	**Civilian Control of the Armed Forces** 1. Rosalie Arcala Hall 2. Paul Chambers & Napisa Waitoolkiat 3. Saya Kiba 4. Atsushi Yasutomi	**Recruitment and Retention** 1. Emma Parry, Zoe Morrison, Dilys Robinson & Vince Connelly 2. Joanna Anderson & Irina Goldenberg 3. Vince Connelly 4. Sergio Catignani & Victoria Basham	**Violence and the Military** 1. Peter Tillberg & Lotta Victor Tillberg
10.45 – 12.55	Museum AVEROF – free battleship visit				
13.00 – 14.00	Lunch				

Parallel Sessions 4

14.15 – 15.45	**Morale, Cohesion, and Leadership** 1. Claude Weber 2. Edward Burke 3. Dimitrios Panomitros 4. Ceyda Kuloglu	**Gender and the Military** 1. Eleni Nina-Pazarzi & Vilara Kalliopi 2. Nina Rones 3. Cristina Rodrigues Da Silva 4. Hariklia Tzogani 5. Suvi Kouri	**Critical Military Studies** 1. Nir Gazit & Eyal Ben-Ari 2. Ina Weisner 3. Marwa Maziad	**Military Families** 1. Katri Otonkorpi-Lehtoranta 2. Laura Masson 3. Anitta Hannola 4. Helen Pluut & Manon Andres	**Military and Police Relations** 1. Panagiota Chatzilymperi 2. Ferenc Molnar & Marina Caparini
15.45 – 16.00	Coffee				

Parallel Sessions 5

16.15 – 17.45	**Morale, Cohesion, and Leadership** 1. Erik Hedlund 2. Simeonidou Armediakou 3. Anders McDonald Sookermany, Gunnar Brievik & Trond Svela Sand 4. Zipi Gushpantz	**Military Profession** 1. Sarah Katharina Kayß 2. Tomáš Kučera 3. Dimitrios Smokovitis 4. Olga Nowaczyk 5. Kadir Varoğlu & Ünsal Sığrı	**Civilian Control of the Armed Forces** 1. David Kuehn & Aurel Croissant 2. Rachel Nanning 3. Gerassimos Karabelias 4. Jack J. Porter	**Recruitment and Retention** 1. Igor Petrović, Bert Klandermans & Jacquelien van Stekelenburg 2. Elad Neemani 3. Dimitrios Malesis	**Veterans and Society** 1. Maria José Lobo Antunes 2. Elin Gustavsen 3. Tiia-Triin Truusa 4. Yvon De Reuver 5. Helen Limon
18.30 – 19.00			Amphitheater«XIROS» **Business Meeting & Awards ceremony and** Research Committee on Armed Forces & Conflict Resolution (RC01) Business Meeting		

Thursday 29 June

09.00 – 09.15	Coffee

Parallel Sessions 6

09.15 – 10.45	Morale, Cohesion, and Leadership 1. Michael Ploumis 2. Christos Dinias 3. George Kostis 4. Giannis Stamoulos	Military Profession 1. Ružica Jakešević & Siniša Tatalović 2. Jūratė Novagrockienė 3. Tone Danielsen & Sigmund Valaker 4. Blaise Nkfunkoh Ndamnsah	Civilian Control of the Armed Forces 1. Barbara Jankowski 2. Tarja Wiikinkoski 3. Arita Holmberg & Sofia Nilsson 4. Sébastien Jakubowski	Recruitment and Retention 1. Emma Jonsson, Vera Bjelanovic, Johan Lantz, Rose-Marie Lindgren, Anne Lindqvist & Britta Törner 2. Eva Pavlívoká & Jitka Laštovková 3. Nina Hellum 4. K. Kasearu & Tiia-Triin Truusa 5. K. Talves & Tiia-Triin Truusa	Critical Military Studies 1. Maren Tomforde 2. Marc-Andre Boisvert 3. Dana Grosswirth Kachtan & Erella Grassiani 4. Elin Gustavsen & Torunn Haaland

10.45 – 11.00	Coffee

Parallel Sessions 7

11.00 – 12.30	Morale, Cohesion, and Leadership 1. K. Panagiotopoulou, D. Kaitelidou & H. Brokalaki	Gender and the Military 1. Heli Häyrynen 2. David Smith, Judith E. Rosenstein & Margaret Nikolov 3. Minna Leinonen 4. Irene Kamberidou	Warriors in Peacekeeping 1. Ioannis Ant. Ragies 2. Chiara Ruffa & Sebastiaan Rietjens 3. Lene Ekhaugen 4. Jussi-Pekka Niemalä	Veterans and Society 1. Michelle Jones 2. Rita Phillips, Vincent Connelly & Mark Burgess 3. Jack J. Porter 4. Jacco Duel	Military Families 1. Meytal Eran-Jona & Dotan Aviram 2. René Moelker 3. David Smith & Karin De Angelis

12.30 – 13.00	Break
13.00 – 14.00	Lunch

Parallel Sessions 8

14.15 – 15.45	Military Profession 1. Rosalie Arcala Hal 2. Marina Nuciari 3. Eraldo Olivetta 4. Soili Paananen 5. Ausra Kaminskaite	Civilian Control of the Armed Forces 1. Mirjam Grandia Mantas 2. Rebecca Schiff & Irina Goldenberg 3. Guy I. Siedman 4. Gary Schaub Jr.	Public Opinion, Mass Media and the Military 1. Pauline Collins 2. Adem Ustun Catalbas 3. Eva Moehlecke, Olivia Schneider & Tibor Szvircsev Tresch 4. Eva Moehlecke, Olivia Schneider & Tibor Szvircsev Tresch	Critical Military Studies 1. Steve Carlton-Ford 2. Jennifer E. Givens 3. Gregory Hooks 4. Gregory Hooks, Michael Lengefeld & Chad Smith 5. Ed Kick	Military Conflict, Management and Peace Economics 1. Anna Giannopoulou & George A. Zombanakis 2. Carlos Navajas Zubeldia 3. Steven Ekovich 4. Laurence Catherine Frank

19.00 – 21.00	Farewell Dinner - Held at the Military club of Athens (LAED) Closing ceremony official speakers

09.00 – 09.15	Coffee				

Parallel Sessions 9

| 09.15 – 10.45 | Military Profession
 1. Tamir Libel
 2. Juha Mäkinen
 3. David Last & David Emelifeonwu
 4. Sylvain Paile-Calvo | Public Opinion, Mass Media and the Military
 1. Jarkko Kosonen
 2. Sławomir Nowotny & Michał Weselińsky
 3. Thomas Ferst, Stefano de Rosa & Tibor Szvircsev Tresch
 4. Marjan Malešič | Veterans and Society
 1. Marwa Maziad
 2. Melanie Dirksen
 3. Maja Garb
 4. Tine Molendijk | Violence and the Military
 1. Erwin Bieri
 2. Vassia Ignatiou Karamanoli & Erasmia Bitsika
 3. Konstantinos Grivas
 4. Beatriz Gutiérrez
 5. Michelle Jones | Military and Police Relations
 1. Jan Maciejewski, Piotr Pieńkowski & Małgorzata Stochmal |

10.45 – 11.00	Coffee				

Parallel Sessions 10

| 11.00 – 12.30 | Recruitment and Retention
 1. Johan Österberg, Emma Jonsson & Anna-Karin Berglund
 2. Maja Garb
 3. Saïd Haddad
 4. Vasiliki Kontodimaki | Critical Military Studies
 1. Alexander Edmonds
 2. Guy Paikowsky
 3. Rakefet Zalashik
 4. Roy Gigengack, Alexander Edmonds & Eric Vermetten | Military Families
 1. Kevin Spruce
 2. Sanela Dursun
 3. Ann-Margreth E. Olsson | Military Conflict, Management and Peace Economics
 1. Ina Weisner
 2. Teemu Tallberg
 3. Kyriaki Athanassouli | |

12.30 – 13.00	Closing Speakers Conclusions				
13.00 – 14.00	Lunch				

END OF CONFERENCE

18.30	Optional visit of ACROPOLIS				

Program per day

Monday 26 June

18.30 – 20.00   **Opening Ceremony at the War Museum of the city of Athens**

Tuesday 27 June

08.45 –09.15   **Registration and welcome coffee**

09.30 – 11.45   **Plenary Opening**
Keynote Address by Joseph Soeters: *From Social Sciences' Founding Mothers and Fathers to the Study of Today's Militaries*

12.00 – 12.45   **Visit of the HAA**

13.00 – 14.00   **Lunch**

14.30 – 16.00   **PARALLEL SESSIONS 1**

MORALE, COHESION, AND LEADERSHIP – SESSION 1: Leadership & Education

1. **Self-Efficacy and Military Education: Leadership and Sport-Exercise Performance**
   Vassia KARAMANOLI, Ph.D. (Hellenic Military Academy Department of Military Sciences Faculty of Theoretical Sciences – Psychology; valikako@gmail.com)
   Vasiliki KONTODIMAKI, Ph.D. (Hellenic Military Academy Department of Military Sciences; Faculty of Army Physical & Cultural Education; vaskar3@yahoo.com)

2. **Social Network Building of International Military Academy Cadets in South Korea**
   Insoo KIM, Ph.D. (Associate Professor, Department of Political Science, Korea Military Academy, Seoul, South Korea; kma6453@gmail.com)

3. **Officer, practice what you preach!**
   Sander DALENBERG (Netherlands Defence Academy; daka36ro@kpnmail.nl)

4. **The Societal Effectiveness of Military Leadership Training in Finnish Defense Forces**
   Colonel, PhD Vesa NISSINEN (Finland; Vesa.Nissinen@mil.fi)

MILITARY PROFESSION – SESSION 1: Education & Development

1. **Revisiting Curricula in Military Leadership Education in Considering the Deconflicting Role of Military Task Forces in Protracted Conflicts Worldwide**
   Hermann JUNG PhD Col. Ret (Austria Vienna; gabihe@a1.net)

2. **How Militaries Learn: Human Capital, Wealth, and the Transformation of Military Power**
   Nathan W. TORONTO (United Arab Emirates National Defense College; nathan.toronto.ndc@gmail.com)

3. **New Model Army Conservatism: Post-Materialist Values and Military Branch Affiliation**
   Morten BRÆNDER (Department of Political Science, Aarhus University, Denmark; mortenb@ps.au.dk)

4. **Creativity in the Armed Forces**
   Prof. Joseph SOETERS (Netherlands Defence Academy; JMML.Soeters@mindef.nl)

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 1: The Consequences of the Suspension of Conscription – the Case of Germany
   Organizers: Markus STEINBRECHER, Nina LEONHARD, Martin ELBE
   Bundeswehr Center for Military History and Social Sciences
   Panel Chair: Markus STEINBRECHER (MarkusSteinbrecher@bundeswehr.org)

1. **The Consequences of the Suspension of Conscription on Civil-Military Relations in Germany**
   Markus STEINBRECHER (Bundeswehr Center for Military History and Social Sciences; MarkusSteinbrecher@bundeswehr.org)

2. **German Military Identity after the Suspension of Conscription**
   Nina LEONHARD (Bundeswehr Center for Military History and Social Sciences; NinaLeonhard@bundeswehr.org)

3. **Job Appeal and Career Perspectives: Changes and Continuity after the Process of Bundeswehr New Alignment**
   Martin ELBE (Bundeswehr Center for Military History and Social Sciences; MartinElbe@bundeswehr.org)

RECRUITMENT AND RETENTION – SESSION 1: Minorities in the Armed Forces: Integration and Participation
   Chair: Andrea Rinaldo

1. **Diversity Management in the Swiss Armed Forces**
   Andrea RINALDO (Military Academy at the ETH Zurich, Switzerland, andrea.rinaldo@vtg.admin.ch)

2. **Perspectives of Visible Minority Members on Recruitment and Inclusion in the CAF**
   Justin WRIGHT (Justin.Wright@forces.gc.ca)

3. **Barriers that Prevent Women Joining the Armed Forces: Evidence from 6 Western Countries**
    Philippe MANIGART (Departement of Behavioral Sciences; Royal Military Academy Belgium; Philippe.Manigart@rma.ac.be)
    Valerian LECOQ (Departement of Behavioral Sciences; Royal Military Academy Belgium; valerian.lecoq@rma.ac.be)
    René MOELKER (Netherlands Defence Academy; R.Moelker.01@mindef.nl)
    Tessa OP DEN BUYS (Netherlands Defence Academy; TP.od.Buijs@mindef.nl)
    Frank Brundtland STEDER (Norway; Frank.Steder@ffi.no)
    Johan ÖSTERBERG (johan.osterberg@fhs.se)
    Emma JONSSON (Emma.Jonsson@fhs.se)
    Tibor Szvircsev TRESCH (Military Academy at the ETH Zurich, Switzerland;Tibor.Szvircsev@vtg.admin.ch)
    Nancy OTIS (Director General Military Personnel Research & Analysis; Director Research & Development Canada; Nancy.Otis@forces.gc.ca)

4. **Latin-American Immigrants in the Spanish Armed Forces: Discourses on Nationality and Citizenship**
    José M. ARRIBAS (National University of Distance Education of Spain, Department of Sociology, jarribas@poli.uned.es)
    Consuelo DEL VAL (cval@poli.uned.es)
    Beatriz MAÑAS (bmanas@poli.uned.es)

MILITARY FAMILIES – SESSION 1: Negotiating the Relationships between the Military and the Family

1. **The Politics of Military Families and the Rise of the Negotiation Household. Tensions between State, Work and Families**
    René MOELKER (Netherlands Defence Academy; rene_moelker@yahoo.com)
    Manon ANDRES (Netherlands Defence Academy; MD.Andres@mindef.nl)
    Nina RONES (The Norwegian Defence Research Establishment; nina.rones@ffi.no)

2. **Who Emotionally Contained the Deployed Military? Trends in Military Professional Dependency from their Families, among Argentinean Peacekeepers in Haiti (2004-2015)**
    Sabina FREDERIC (UNQ-CONICET, Argentina; frederic@unq.edu.ar)

3. **The Spirt of Community, the Military Family and the Impact on Formal and Informal Support Mechanisms**
    Emma LONG (e.long@lancaster.ac.uk)

4. **The State of Care in Military Families**
    Gakis T. DIMITRIOS, Captain (PhD candidate Aegean University, Sociology Department; jim.gakis@yahoo.com)

16.00 – 16.15   Coffee break

16.15 – 17.45   PARALLEL SESSIONS 2

MORALE, COHESION, AND LEADERSHIP – SESSION 2: Leadership during Military Operations & Cohesion

1. **Coping Styles and Combat Motivation During Operations – An IDF Case Study**
   Uzi BEN-SHALOM (Ariel University, uzibs@ariel.ac.il)
   Yizhaq BENBENISTY (Haifa University)

2. **The banality of Military Leadership: Case study: Military Leadership in Afghanistan (Working Paper)**
   MM JANSEN (m.jansen@fm.ru.nl)
   R DELAHAIJ

3. **Small Unit Cohesion, It´s Predictors and Aftermaths on the Example of Estonian Defence Forces**
   Antek KASEMAA (Estonian National Defence College & Tallinn University; kasemaa@tlu.ee)

4. **L'Armée Camerounaise, d'Hier à Aujourd'hui: Mutations, Synergies et Défis Sécuritaires (Presentation in English)**
   Alphonse Zozime TAMEKAMTA, PhD (Histoire des relations internationales; Université de Cameroun; tzozime@yahoo.fr
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GENDER AND THE MILITARY – SESSION 1: Integration and Gender Diversity

1. **On Masculine Domination in Military Organizations**
   Delphine RESTEIGNE (Chair of Sociology, Royal Military Academy; delphine.resteigne@rma.ac.be)

2. **Women: A Bridge Builder and Peacemaker**
   Dr. Ashu PASRICHA (Assistant Professor, Faculty of Arts, Department of Gandhian and Peace Studies, Panjab University, Chandigarh, India; ashu.p2@gmail.com)

3. **The Integration of Women in the Greek Army (Problems-Perspectives)**
   Alexandros THEODORAKOUDIS, MA (atheodorakoudis15@gmail.com)

4. **Nurse or Warrior? The role of Gender in the Armed Forces**
   Stefanie VON HLATKY, PhD (Director Centre for International and Defence Policy, Queen's University; svh@queensu.ca)

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 1

1. **Why did France Intervene in Mali? Examining the Role of Intervention Entrepreneurs**
   Marina E. HENKE Ph.D. (Assistant Professor; Northwestern University; Department of Political Science; marina.henke@northwestern.edu)

2. **Civilians under Terror and LIC: Fears during and between Six Military Confrontations, the Role of Demographic Factors in 44 Nationally Representative Samples**
   Roni TIARGAN – ORR (IDF Behavioral Sciences Department; orroni6@gmail.com)
   Meytal Eran JONA (IDF Behavioral Sciences Department; meytalej@gmail.com)
   Stephen LEVINE (University of Haifa)

3. **The Israeli Dilemma -"Everyone's Child " or "Everyone's Soldier"**
   Dr (Col. Res.) Shaul SHAY (sc.shaulshay@gmail.com)

4. **The Health of National – Protecting National Security against the Unknown**
   Katri LIEKKILÄ, M.M.Sc., M.Sc. (Econ.) (National Emergency Supply Agency, Finland; Katri.Liekkila@nesa.fi)

CRITICAL MILITARY STUDIES – SESSION 1: Inaugural Panel
   Organizers: Erella GRASSIANI and Dana Grosswirth KACHTAN

1. **Control of the Military vs. Control of Militarization**
   Yagil LEVY (The Open University of Israel; yagil.levy@gmail.com)

2. **Participatory Research with Military Institutions: Critical Military Studies in Practice**
   Rachel WOODWARD (School of Geography, Politics and Sociology, Newcastle University, UK; rachel.woodward@newcastle.ac.uk)
   Antonia DAWES (School of Sociology, Politics and International Studies, University of Bristol, UK)
   Tim EDMUNDS
   Paul HIGATE
   K. Neil JENKINGS

3. **Danish Soldiers Narrate Civil-Military Interaction: Experience, Critique and 'Identifying Best Practices'**
   Thomas Vladimir BRØND (Assistant Professor, Institute for Languages and Cultures, Royal Danish Defence College; thbr@fak.dk)

VETERANS AND SOCIETY – SESSION 1

1. **Policy Constructions of Danish War Veteran-Images and their Social Life**
   Birgitte Refslund SØRENSEN (Dept. of Anthropology, University of Copenhagen, Denmark; brs@anthro.ku.dk)

2. **Active Fighting: Combat Experiences of Dutch Veterans from the Second World War until Now**

Jeoffrey van WOENSEL MA (Netherlands Veterans Institute; jtwh.v.woensel@veteraneninstituut.nl)

3. **Conflicting Values and Ethics in Veteran Policy**
Andres SIPLANE
Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

4. **Heroes, Traitors or Threats to Neutralize: Two Wars and Many Ways to be a Veteran in Mozambique**
Paulo GRANJO (University of Lisbon, Institute of Social Sciences; paulogranjos@gmail.com)

MILITARY & SOCIETY: A GREEK PERSPECTIVE – SPECIAL SESSION
Chair: George Kaffes

1. **Humanities Teaching at the Hellenic Military Academy from its Foundation to its First Restruction by the Bavarians (1828-1834)**
Andreas KASTANIS (Professor, Hellenic Military Academy; andreas_kastanis@yahoo.gr)

2. **Psychosocial Care and Seeking Mental Help in the Military: Fears & Benefits**
Vassia Ignatiou KARAMANOLI (Lecturer of Psychology, Hellenic Army Academy; vaskar3@yahoo.com)

Wednesday 28 June

09.00 – 9.15   Coffee

09.15 – 10.45   PARALLEL SESSIONS 3

MORALE, COHESION, and LEADERSHIP – SESSION 3: Roundtable with Authors & Book Presentation « Leadership in Extreme Situations »
Chair: Michael Holenweger
Michael Jager (michael.jager@vtg.admin.ch)

MILITARY PROFESSION – SESSION 2: Civilian Values & Identity

1. **Implementing a New Basic Military Training System in Sweden – Findings from the First Year**
Johan ÖSTERBERG (Swedish Defence University; Johan.Osterberg@fhs.se)
Eva JOHANSSON (Swedish Defence University; Eva.Johansson@fhs.se)

2. **Military Cadets and Human Values in a Changing World**
Helena CARREIRAS (ISCTE-University Institute of Lisbon; helena.carreiras@iscte.pt)
Fernando BESSA (Military University Institute; a15277@hotmail.com)

3. **The Effect of Military Socialization on the Habitus and Identity of the Youth**
   Lindy HEINECKEN (Dept of Sociology and Social Anthropology, Stellenbosch University; lindy@sun.ac.za)
   Neil KRAMM

4. **Professionals, Professionalism and the Civil-Military Divide: the Case of UK Armed Forces Reservists.**
   Rachel WOODWARD (School of Geography, Politics and Sociology, Newcastle University, UK; rachel.woodward@newcastle.ac.uk)
   Antonia DAWES (School of Sociology, Politics and International Studies, University of Bristol, UK)
   Tim EDMUNDS (School of Sociology, Politics and International Studies, University of Bristol, UK)
   Paul HIGATE (School of Sociology, Politics and International Studies, University of Bristol, UK)
   K. Neil JENKINGS (School of Geography, Politics and Sociology, Newcastle University, UK)

CIVILIAN CONTROL OF THE ARMED FROCES – SESSION 2: Out of the Mold: Contemporary Trends in Civil-Military Engagements in the Philippines, Thailand and Japan
   Panel Organizer: Rosalie ARCALA HALL (University of the Philippines Visayas, Miagao, Iloilo Philippines; rahall@upv.edu.ph)

1. **The New Normal: Philippine Civil-Military Relations in the Age of Government Convergence to End Insurgency**
   Rosalie ARCALA HALL (University of the Philippines Visayas, Miagao, Iloilo Philippines; rahall@upv.edu.ph)

2. **New Methods of Thai Military Dominance: The Neoliberal Agenda of Authoritarianism since the 2014 Coup**
   Paul CHAMBERS (Institute of Southeast Asian Affairs; Faculty of Law, Chang Man University Chang Mai, Thailand; pwchambers@gmail.com)
   Napisa WAITOOLKIAT (College of ASEAN Community Studies, Naresuan University Phitsanulok, Thailand; napisaw@gmail.com)

3. **Military-NGO Confrontation in preparing Non-Combatant Evacuation Operation after the New Security Legislation of Japan**
   Saya KIBA (Doshisha University, Kyoto, Japan; saya_kiba@yahoo.co.jp)

4. **Changes in Military Culture? – Examining the Japan Self-Defense Forces' Peace Support Operations**
   Atsushi YASUTOMI (Research Institute for Peace and Security, Tokyo, Japan; atsushi.yasutomi@gmail.com)

RECRUITMENT AND RETENTION – SESSION 2: Recruitment and Retention in the Reserve Forces
   Chair: Vince Connelly

1. **Awareness of and Attraction to the UK Reserve Forces**
   Emma PARRY (Cranfield University, UK; emma.parry@cranfield.ac.uk)

Zoe MORRISON (University of Aberdeen, UK; zoemorrison@abdn.ac.uk)
Dilys ROBINSON (Institute of Employment Studies, UK; Dilys.Robinson@employment-studies.co.uk)
Vince CONNELLY (Oxford Brookes University, UK; vconnelly@brookes.ac.uk)

2. **A Comparison of Retention Issues in the Canadian Armed Forces' Reserve and Regular Forces**
   Joanna ANDERSON (Dept of National Defence, Canada; JOANNA.ANDERSON@forces.gc.ca)
   Irina GOLDENBERG (Dept of National Defence Canada; IRINA.GOLDENBERG@forces.gc.ca)

3. **UK Regular Army Perceptions of Army Reservists and their Influence on the Recruitment and Retention of Army Reservists during a Period of Austerity**
   Vince CONNELLY (Oxford Brookes University, UK; vconnelly@brookes.ac.uk)

4. **Contextualising Reserve Duty as Serious Leisure and the Pressures of the Increasing Professionalisation of the British Army Reserves.**
   Sergio CATIGNANI (University of Exeter, UK; s.catignani@exeter.ac.uk)
   Victoria BASHAM (Cardiff University, UK; BashamV@cardiff.ac.uk)

VIOLENCE AND THE MILITARY – SESSION 1

1. **Mission Afghanistan**
   Peter TILLBERG
   Lotta Victor TILLBERG

10.45 – 12.55   Free visit by bus to the battleship Museum AVEROFF

13.00 – 14.00   Lunch

14.15 – 15.45   PARALLEL SESSIONS 4

MORALE, COHESION, AND LEADERSHIP – SESSION 4: Case Studies on Military Leadership
   Chair: Michael Holenweger

1. **Use and Impacts of Military Studies in the French Ministry of Defense**
   Claude WEBER (French Army Academy of Saint-Cyr; claude.weber@st-cyr.terre-net.defense.gouv.fr)

2. **An Army of Tribes: British Army Cohesion, Deviancy and Murder in Northern Ireland, 1971-1972**
   Dr Edward BURKE (Lecturer in Strategic Studies, The University of Portsmouth @ Royal Air Force College CRANWELL; Edward.burke@port.ac.uk; edward.burke101@mod.uk)

3. **Leadership in Thucydides'** *History of the Peloponnesian War*

Dimitrios PANOMITROS (Associate Professor, Hellenic Military Academy, Athens; dpanomitros@hotmail.com)

4. **Where are those Guys Now? The Situation of Military Academy Students in Turkey After 15 July Military Coup Attempt**
Ceyda KULOGLU (Sociology Department, Başkent University, Ankara, Turkey; ceyda.kuloglu@gmail.com)

GENDER AND THE MILITARY – SESSION 2: Women in the Military Forces in Search for Equality

1. **ARTEMIS – EQUAL: The Organization of Support Centers in the Greek Armed Forces**
Eleni NINA – PAZARZI (Professor Emerita of Sociology, University of Piraeu; Vice President of European Sociological Association and ELEGYP; enina04@yahoo.gr; eninapaz@gmail.com
Vilara KALLIOPI (Ph.D Candidate, University of Piraeus; vilkal@hotmail.com)

2. **"The Queen Bees and the Women's Team". A Study of the All-Female Special Reconnaissance Platoon in the Norwegian Armed Forces' Special Command compared with Previous Studies of Women in the Military.**
Nina RONES (Norwegian Defence Research Establishment; Nina.Rones@ffi.no)

3. **"If you were a man, you would be a military": Ethnographies of Gender in the Brazilian Armed Forces.**
Cristina RODRIGUES DA SILVA, PhD (Federal University of São Carlos, Brazil; cristinasilva@ufscar.br)

4. **The Status of Women Pilots in the Hellenic Air Force**
Hariklia TZOGANI (Instructor of Sociology, Hellenic Air Force Academy; ctzogani@yahoo.gr)

5. **Female Officers' Narratives on Career Choice and Finding their Place in the Military Community**
Suvi KOURI, MA (University of Jyväskylä, Military Chaplain in Finnish Defence Forces, Guard Jaeger Regiment, Helsinki; suvi.kouri@gmail.com)

CRITICAL MILITARY STUDIES – SESSION 2

1. **The Ease of Using Military Force? The Israeli Military Occupation and Organized Violence in Low-Intensity Circumstances**
Nir GAZIT (Ruppin Academic Centre; msngazit@ruppin.ac.il; feba@netvision.net.il)
Eyal BEN-ARI (Kinneret College on the Sea of Galilee)

2. **A Sociology of the Drone**
Dr. Ina WIESNER (Bundeswehr Centre of Military History and Social Sciences; inawiesner@bundeswehr.org, ina.wiesner@yahoo.com)

3. **Civil-Military Relations in a Dynamic Regional Order: Cases of Turkey, Egypt and Israel**

Marwa MAZIAD (University of Washington; marwamaziad@hotmail.com)

MILITARY FAMILIES – SESSION 2: The Rivalry between Work and Family Life

1. **Tensions between Institutionalized Vocation and Professionalized Paid Work – what about the Family?**
   Katri OTONKORPI-LEHTORANTA, M.Soc.Sc. (Work Research Centre, University of Tampere, Finland; katri.otonkorpi-lehtoranta@uta.fi)

2. **Work-Family Conflicts, Tensions and Negotiations around the Inclusion of Women Officers in the Brazilian Air Force (FAB)**
   Laura MASSON (Instituto de Altos Estudios Sociales - Universidad Nacional de San Martín; laura.masson.ar@gmail.com)

3. **Relocating Military Families in Finland**
   Anitta HANNOLA (The Finnish Defence Research Agency, Human Performance Division; Anitta.Hannola@mil.fi)

4. **Work-Family Conflict and Organizational Outcomes**
   Helen PLUUT (Leiden University, the Netherlands)
   Manon ANDRES (Netherlands Defense Academy; MD.Andres@mindef.nl)

MILITARY AND POLICE RELATIONS – SESSION 1: Converging Practices and Common Interests
   Dr. Marina CAPARINI (mlcaparini@hotmail.com)
   Dr. David LAST (david.last@rmcc-cmrc.ca)

1. **Military Assistance in Emergency Situations**
   Panagiota CHATZILYMPERI (Postgratuated student in International Relations and Strategic Studies; p.chatzilymperi@gmail.com)

2. **Military and Police Cooperation and Competition in Hungary**
   Ferenc MOLNAR (molnarfj@hotmail.com)
   Presented by Marina CAPARINI (mlcaparini@hotmail.com)

15.45 – 16.00   Coffee break

16.15 – 17.45   PARALLEL SESSIONS 5

MORALE, COHESION AND LEADERSHIP – SESSION 5: Leadership & Learning
   Chair: Michael Holenweger

1. **Team Leaders as a Facilitator for Team Learning in a Military Staff Exercises**
   Erik HEDLUND (Associate Professor Swedish National Defence University; erik.hedlund@fhs.se)

2. **Care for Mental Health in the Greek Armed Forces**
   Simeonidou-ARMENIAKOU (B.Gen (Rt) Medical/Nonrsing; katmichalop@gmail.com)

3. **Learning under Risk in Military and Society: A New Learning Model for New Challenges**
   Anders McDONALD SOOKERMANY (Norwegian Institute for Defence Studies, Norwegian Defence University College; anders.sookermany@gmail.com)
   Gunnar BREIVIK (Norwegian Institute for Defence Studies, Norwegian Defence University College)
   Trond Svela SAND (Independent researcher)

4. **The Kishon Divers Affair: Factors and Processes Shaping the Navy's Organizational Culture and Influencing Ethical Norms and their Implementation.**
   Zipi GUSHPANTZ (zipi@gushpantz.com)

MILITARY PROFESSION – SESSION 3: Organizational Change & Values

1. **The Role of History in the Making of Professional Identities:**
   Occupational Motivations of British and German Army Officer Cadets in Comparison
   Sarah Katharina KAYß (War Studies Department at King's College London; sarah.kayss@kcl.ac.uk)

2. **European Army to Come: Professional Ethic of the Eurosoldier**
   Tomáš KUČERA (Charles University, Prague; tomas.kucera@fsv.cuni.cz)

3. **New Trends in the Greek Military: From Institutional to Occupational Values**
   Dr Dimitrios SMOKOVITIS (General (Rt), ex. Prof. Hellenic Military Academy; Lnicola@otenet.gr)

4. **The Wicked Hero in the Service of the State and Society:**
   Social Boundaries of Work of the Polish Soldiers on Military Missions Abroad
   Dr. Olga NOWACZYK (University of Wroclaw, Institute of Sociology, Poland; olga.nowaczyk@uwr.edu.pl)

5. **Professionalism Journey of the Turkish Military Before and After July 15 Attempted Coup**
   Kadir VAROĞLU, Prof. Dr. (Başkent University, Ankara, Turkey, kvaroglu@baskent.edu.tr)
   Ünsal SIĞRI, Prof. Dr. (Başkent University, Ankara, Turkey, usigri@baskent.edu.tr)

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 3: Civil-Military Relations in New Democracies and Authoritarian/Hybrid Regimes

1. **Routes to Reform. Civil-Military Relations and Democracy in the Third Wave**
   David KUEHN (Institute of Political Science, Heidelberg University, Germany; david.kuehn@ipw.uni-heidelberg.de)
   Aurel CROISSANT (Institute of Political Science, Heidelberg University, Germany)

2. **Persuading Hearts and Minds: an Analysis of NATO's Use of Persuasion Techniques on the Polish Armed Forces, 1993-2003**
Rachel NANNING (MA Candidate, University College London| Jagiellonian University, Kraków; rachel.nanning.15@ucl.ac.uk)

3. **Civil-Military Relations in Erdogan's Turkey: From Class Authoritarianism to Sultanism?**
Gerassimos KARABELIAS (gkarabelias@yahoo.com)

4. **Civil-Military Relations in Hybrid-Regimes: The Role of Informal Rules and Institutions in the Russian Armed Forces**
Jack J. PORTER (Associate Professor, Department of Political Science, The Citadel, Charleston, SC; Porterj1@citadel.edu)

RECRUITMENT AND RETENTION – SESSION 3: Politics and the Military: Mutual Influence and the Effect on Military Personnel
Chair: Tibor Szvircsev Tresch

1. **Organizational Change and Behaviour of Dutch Military Personnel. A Longitudinal Study**
Igor PETROVIĆ (i.petrovic@vu.nl)
Bert KLANDERMANS
Jacquelien VAN STEKELENBURG

2. **Military Leadership in the Field of Education: IDF Actions to Adjust School Curriculum at Civilian Schools According to Military Needs in the Early 1950s**
Elad NEEMANI (Tel - Aviv Uni; neemanie@gmail.com)

3. **The Greek Army, the irredentist policy and the issue of military service in Greece of the 19th century**
Dimitrios MALESIS (Evelpidon Hellenic Military Academy; dmalesis@protonmail.com)

VETERANS AND SOCIETY – SESSION 2

1. **This we shall Remember: Portuguese Colonial War Veterans' Meetings and the Reconstruction of the Past**
Maria José Lobo ANTUNES (Institute of Social Sciences, University of Lisbon; mjosela@gmail.com)

2. **Beyond the Uniform(ity): Social Construction of Images of Veterans in the Post Truth World**
Elin GUSTAVSEN (PhD candidate, Norwegian Institute for Defence Studies; Gustavsen, Elin; egustavsen@ifs.mil.no)

3. **Beyond the Uniformity: Portraits of (Un)Successful Veterans**
Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

4. **Who do they think you are? Veteran Identification and Public Recognition and Appreciation**
    Yvon DE REUVER MSc (Netherlands Veterans Institute; y.dereuver@veteraneninstituut.nl)

5. **Razzle Dazzle? Identity and Agency in the Creative Responses to Deployment by Women Veteran**
    Dr. Helen LIMON (Newcastle University; helen.limon@newcastle.ac.uk)

18.30 – 19.00   **Business meeting and awards ceremony (Amphitheatre «XIROS»)**
                 Research Committee on Armed Forces and Conflict Resolution (RC01) Business Meeting

Thursday 29 June

09.00 – 09.15   **Coffee**

09.15 – 10.45   **PARALLEL SESSIONS 6**

MORALE, COHESION, AND LEADERSHIP – SESSION 6: Current Trends in Military Leadership in the Hellenic Armed Forces
    Chair: Gerassimos KARABELIAS (Professor, Panteion University of Social and Political Sciences; gkarabelias@yahoo.com)

1. **The Mission Command Philosophy and Practice in the Hellenic Land Forces**
    Colonel Michael PLOUMIS (Land Forces and Col. Taxiarchis Panagis-Air Force)

2. **Leadership and Motivation in the Working Environment of Frigate's of the Hellenic Navy**
    Captain Christos DINIAS

3. **Leadership and the Art of Deterrence**
    Colonel George KOSTIS (Hellenic Land Forces)

4. **The Portrait of a Commanding Officer: From Battlefield Experience of Greek Officers**
    Dr. Giannis STAMOULOS

MILITARY PROFESSION – SESSION 4: New Security Environment

1. **The Strengthening of European Defense Capabilities - New Trends and New Roles of the Armed Forces**
    Ružica JAKEŠEVIĆ (Faculty of Political Science, University of Zagreb; ruzica.jakesevic@fpzg.hr)
    Siniša TATALOVIĆ (Faculty of Political Science, University of Zagreb; sinisa.tatalovic@fpzg.hr)

2. **Reintroduction of Conscription in the Age of Professional (All –Voluntary) Armies: Pros and Cons**
    Jūratė NOVAGROCKIENĖ (Military Academy of Lithuania; Jurate.Novagrockiene@mil.lt)

3. **New Practices and Technologies in Complex Operational Environment**
   Dr Tone DANIELSEN (Norwegian Defence Research Establishment; Tone.Danielsen@ffi.no)
   Sigmund VALAKER (Norwegian Defence Research Establishment; Sigmund.Valaker@ffi.no)

4. **Cultural Awareness Training and Educational Tools for Multinational Military Operations. A Critical Analysis of the Multinational Land Force**
   Blaise NKFUNKOH NDAMNSAH (Department of Defence Studies, University of Ljubljana-Slovenia; ndam_blaise@yahoo.co.uk)

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 4: Civil-Military Relations in Established Democracies: Recruitment Systems and Civil Society

1. **How to Get Rid of False Good Ideas? Civilians and the Military Facing the Temptation of Return to Conscription**
   Barbara JANKOWSKI (Senior Researcher, Institute for Strategic Research – Ecole Militaire, French Ministry of Defense – Paris; barbara.jankowski@defense.gouv.fr; barbarajanko@yahoo.fr)

2. **Expectations of National Defence for the Civil Society**
   Tarja WIIKINKOSKI (Doctoral Student of the Military Sciences, National Defence University; Tarja.wiikinkoski@avi.fi)

3. **Developments in Civil-Military Relations: The Swedish Armed Forces Managing Legitimacy in a Post-Materialist Society**
   Arita HOLMBERG (Department for security, strategy and leadership, Swedish Defence University; arita.holmberg@fhs.se)
   Sofia NILSSON

4. **The Relations between the Military and the Politics during Periods of Political Uncertainty. The French Case.**
   Sébastien JAKUBOWSKI (Associate Professor in sociology of organizations and institutions ESPE Lille Nord de France; SebJakubowski@aol.com)

RECRUITMENT AND RETENTION – SESSION 4: Motivational Factors and Reasons for Attrition
   Chair: Tibor Szvircsev Tresch

1. **Systematic Follow-up of the Psychological Selection to the Swedish Armed Forces**
   Emma JONSSON (Department of Security, Strategy and Leadership, Swedish Defence University, 651 80 Karlstad, Sweden; emma.jonsson@fhs.se)
   Vera BJELANOVIC
   Johan LANTZ
   Rose-Marie LINDGREN
   Anne LINDQVIST
   Britta TÖRNER

2. **Why to Serve in the Army of the Czech Republic**

Eva PAVLÍVOKÁ (Human Resources Expert Services Section General Staff of Armed Forces of the Czech Republic; evajpavlik@gmail.com
Jitka LAŠTOVKOVÁ (lastovko@email.cz)

3. **Conscription as a Source of Recruitment for a Further Career in the Military.**
   Nina HELLUM (Norwegian Defence Research Establishment (FFI); nina.hellum@ffi.no)

4. **How Effective is Compulsory Military Service – the Satisfaction with Conscription during the First Five Months of Service.**
   K. KASEARU
   Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

5. **What if they Forget who I am? Problems and Fears of Estonian Conscripts.**
   K. TALVES (Estonian National Defence College)
   Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

CRITICAL MILITARY STUDIES – SESSION 3

1. **Soldiers are Murderers': Studying the Military in Germany**
   Dr. Maren TOMFORDE (Staff and Command College of the German Armed Forces, Hamburg, Germany; marentomforde@suedsinn.de)

2. **A Lesson of Applied Critical Military Studies: the Military Profession and Violence in Post-Colonial Mali**
   Marc-Andre BOISVERT (University of East Anglia; boisvertma@gmail.com)

3. **Construction of the Self through Space - The Influence of Physical and Cultural Space on Constructing Identity in the Israeli Military**
   Dana Grosswirth KACHTAN (the Open University of Israel; danakc@openu.ac.il)
   Erella GRASSIANI (University of Amsterdam; E.Grassiani@uva.nl)

4. **From Commemoration to Celebration: The Making of the Norwegian Liberation- and Veteran's Day**
   Elin GUSTAVSEN (Norwegian Institute for Defence Studies; egustavsen@ifs.mil.no)
   Torunn HAALAND (Norwegian Institute for Defence Studies; Torunn.Haaland@ifs.mil.no)

10.45 – 11.00   Coffee

11.00 – 12.30   PARALLEL SESSIONS 7

MORALE, COHESION, AND LEADERSHIP – SESSION 7: Current Trends in Military Leadership in the Hellenic Armed Forces: Professional Development in the Armed Forces
   Chair: Michael Holenweger

1. **Greek military doctors' and nurses' motivational orientations to participate in Continuing Professional Development.**
   K. PANAGIOTOPOULOU, PhD (kpanagiotopoulou21@gmail.com)
   D. KAITELIDOU, PhD
   H. BROKALAKI, PhD (National & Kapodistrian University of Athens, Nursing Department, Athens, Greece)

2. **Use and Impacts of Military Studies in the French Ministry of Defense**
   C. WEBER (French Army Academy of Saint-Cyr; claude.weber@st-cyr.terre-net.defense.gouv.fr)

GENDER AND THE MILITARY – SESSION 3: Woman or Soldier: Status and Role in the Military Organisation

1. **The Meaning of Military Leadership Training to Young Women´s Leadership Competency: a Narrative Viewpoint.**
   Heli HÄYRYNEN (University of Jyväskylä, Finland; Continuing Education and Training in the Finnish National Defence University; heli.hayrynen@mil.fi)

2. **Prejudiced Backlash in Subjective Performance Evaluations: Military Women's Lack of Fit in the Military Profession**
   CAPT David G. SMITH, Ph.D. (Associate Professor of Sociology, Department of Leadership, Ethics and Law, United States Naval Academy; dsmith@usna.edu)
   Dr. Judith E. ROSENSTEIN (Associate Professor of Sociology, Department of Leadership, Ethics and Law, United States Naval Academy; rosenste@usna.edu)
   Dr. Margaret NIKOLOV (Assistant Professor of Mathematics, Department of Mathematics, United States Naval Academy)

3. **Intersectionality and Organizational Change in the Finnish Defence Forces**
   Minna LEINONEN (Work Research Centre, University of Tampere, Finland; Minna.Leinonen@uta.fi)

4. **Gender, Volunteerism and Military Hospitals: War Nurses, Educators and Philanthropists of the Nineteenth-Century**
   Irene KAMBERIDOU (Associate Professsor of Sociology, National and Kapodistrian University of Athens, Executive Group of the European Centre for Women and Technology; ikamper@phed.uoa.gr)

WARRIORS IN PEACEKEEPING – SESSION 1

1. **Formulating Public Diplomacy in PKOs**
   Dr. Ioannis Ant. RAGIES (Associate Professor, Hellenic Army Academy; yaray1962@yahoo.gr)

2. **Barefoot Soldiers and Skiing Nations: Incoherence, Coping Strategies and the Making of Meaning in the UN Mission in Mali**
   Dr. Chiara RUFFA (Swedish Defense University/Uppsala University; chiara.ruffa@gmail.com)

Dr. Sebastiaan RIETJENS (Netherlands Defense Academy; basrietjens@gmail.com)

3. **Ground-level Bureaucrats: Implementing the Norwegian Version of a Comprehensive Approach in Military Operations in Afghanistan**
Lene EKHAUGEN (PhD Candidate, Norwegian Institute for Defence Studies/Norwegian University Defence College; lene.ekhaugen@ifs.mil.no)

4. **Challenges of Recruiting Finnish Defence Forces Personnel for Crisis Management Operations**
Captain Jussi-Pekka NIEMALÄ (Doctoral Programme of the Military Sciences, Department of Leadership and Military Pedagogy, Finnish Defence Forces – National Defence University; Niemelä; Jussi-Pekka.Niemela@mil.fi)

VETERANS AND SOCIETY – SESSION 3

1. **Strong Soldier, Fragile Veteran: Socially Constructed Identities and Help-Seeking**
Dr Michelle JONES (Veterans and Families Institute, Anglia Ruskin University, United Kingdom; michelle.jones1@anglia.ac.uk)

2. **Understanding and Explaining UK Society's Perception of Veterans**
Rita PHILLIPS (Oxford Brookes University; 15053275@brookes.ac.uk)
Vincent CONNELLY (Oxford Brookes University)
Mark BURGESS (Oxford Brookes University)

3. **The Restoration of the Soviet Military Veteran – Soviet Veterans of the War in Afghanistan and their Place (and Purpose) under President Vladimir Putin**
Jack J. PORTER (Associate Professor, Department of Political Science, The Citadel, Charleston, SC; Porterj1@citadel.edu)

4. **Mind the Gap! Veterans' Experiences with Transitioning out of the Military and their Relation with Quality of Life**
Dr. Jacco DUEL (Netherlands Veterans Institute; j.duel@veteraneninstituut.nl)

MILITARY FAMILIES – SESSION 3: New Families in the Military
Chair: Meytal Eran-Jona

1. **New Families in the IDF: towards Diversity in Family Policies**
Meytal ERAN – JONA (PhD.   Haifa University and Weizmann Institute of Science; meytalej@gmail.com)
Dotan AVIRAM, Major (Israeli Defense Forces - Behavioral Science Center; dotan.aviram@gmail.com)

2. **The Transgendered Family**
René MOELKER (Netherlands Defense Academy, Netherlands; Rene_moelker@yahoo.com)

3. **Strange Bedfellows or New Family Patterns? Organizational Responses to Same-Sex Couples and Non-Traditional Family Structures.**
   David SMITH (U.S. Naval Academy, USA; dsmith@usna.edu).
   Karin DE ANGELIS (Behavioral Sciences and Leadership Department, United States Air Force Academy, USA)

12.30 – 13.00   Break

13.00 – 14.00   Lunch

14.15 – 15.45   PARALLEL SESSIONS 8

MILITARY PROFESSION – SESSION 5: Leadership in Extreme Situations
   Panel coordinators: Prof. Marina NUCIARI (Turin University, Italy; marina.nuciari@unito.it)
   Dr. Eraldo OLIVETTA, Turin University, Italy; eraldo.olivetta@unito.it)

1. **Engaging Civilians: Operational Experiences of Military Officers in Overseas Non-Combat Missions**
   Rosalie ARCALA HAL (Division of Social Sciences, University of the Philippines Visayas; rahall@upv.edu.ph)

2. **The Flexible Soldier in a Multicultural World: Third Culture in Multinational Military Units**
   Marina NUCIARI (University of Torino, Italy)

3. **An Analysis of Leadership in Extreme Military Context**
   Dr. Eraldo OLIVETTA PhD (Professor of Sociology; University of Torino; eraldo.olivetta@unito.it)

4. **Asymmetricy - a Challenge to Military Education and (Specific) Training?**
   Dr. Soili PAANANEN (Department of Leadership and Military Pedagogy, Finnish National Defence University; soili.paananen@mil.fi)

5. **Tendencies of Asymmetric Warfare Leadership**
   Ausra KAMINSKAITE (General Jonas Zemaitis Military Academy of Lithuania; destytoja_ak@yahoo.com)

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 5: Civil-Military Relations in Established Democracies: Decision-Making and Private Contractors

1. **The Act of Decision-Making between Senior Civil and Military Decision-Makers Revisiting Hermann: Decision Units and Decision Paths**
   Mirjam Grandia MANTAS (The Netherlands; Mirjamgrandia@gmail.com)

2. **Concordance Theory, Defence Personnel Relations, and the Global War on Terror**
   Rebecca SCHIFF (rschiff1@msn.com)

Irina GOLDENBERG (IRINA.GOLDENBERG@forces.gc.ca)

3. **Privatizing the Israeli Defense Forces: Retracing the Public-Private Divide**
    Guy I. SEIDMAN (Interdisciplinary Center, Herzliya; gseidman@idc.ac.il)

4. **Private Military & Security Contractors: Controlling the Corporate Warrior**
    Gary SCHAUB Jr. (Centre for Military Studies, University of Copenhagen; gs@ifs.ku.dk)

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 2

1. **Australian Military - Institutional Abuse. How can it be Addressed?**
    Pauline COLLINS (Associate Professor, University of Southern Queensland; collins@usq.edu.au)

2. **Sons of Gun: Projections on the Future of Civil-Military Relations in Argentina and Turkey**
    Adem Ustun CATALBAS (PhD Candidate; University of Cincinnati; catalbau@mail.uc.edu)

3. **Social Media Use within The Swiss Armed Forces – More Than Just Communication**
    Eva MOEHLECKE (Military Academy at the ETH Zurich (MILAC), Switzerland;
    eva.moehleckedebaseggio@vtg.admin.ch)
    Olivia SCHNEIDER (Military Academy at the ETH Zurich (MILAC), Switzerland)
    Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich (MILAC), Switzerland
    tibor.szvircsev@vtg.admin.ch)

4. **Introduction of the Research Project «Social Media Communications within the Armed Forces»**
    Eva MOEHLECKE (Military Academy at the ETH Zurich (MILAC), Switzerland;
    eva.moehleckedebaseggio@vtg.admin.ch)
    Olivia SCHNEIDER (Military Academy at the ETH Zurich (MILAC), Switzerland)
    Dr. phil. Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich;
    Tibor.Szvircsev@vtg.admin.ch)

CRITICAL MILITARY STUDIES – SESSION 4: Critical Military Perspectives: Examinations of the Impact of the Military on Life Chances
Organizer: Steve CARLTON-FORD, Organizer (University of Cincinnati; carltosl@ucmail.uc.edu)

1. **The Development Effects of Praetorian Militarization**
    Steve CARLTON-FORD (University of Cincinnati; carltosl@ucmail.uc.edu)

2. **Militarization and International Cooperation on Climate Change**
    Jennifer E. GIVENS (Utah State University)

3. **War and Development: Questions, Answers, and Prospects for the 21st Century**
    Gregory HOOKS (McMaster University)

4. **Treadmills and Unsustainable Development During and After the Colombian Civil War: Illegal Commodity Chains, Militarism, and Environmental Degradation in the Andean Region**
   Gregory HOOKS (McMaster University)
   Michael LENGEFELD (Washington State University)
   Chad SMITH (Texas State University)

5. **The Military's Impact on the Broader Society: Geography, the Capitals, Military Dynamics and Societies' Agricultural Production and Distribution to Achieve Food Secure Populations, and Environmental Sound and Economically Secure Nations**
   Ed KICK (North Carolina State University)

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 1

1. **Procurement of Defence Equipment by the Hellenic Armed Forces: Domestic Production versus Imports**
   Anna GIANNOPOULOU (Economics Department, The American College of Greece)
   George A. ZOMBANAKIS (Economics Department, The American College of Greece; gzombanakis@acg.edu)

2. **The Armed Forces and Society in Spain (2015-2016): Caretaker Armed Forces?**
   Prof. Dr. Carlos NAVAJAS ZUBELDIA (Universidad de La Rioja, Spain; carlos.navajas@unirioja.es)

3. **Society and Asymmetric Warfare**
   Steven EKOVICH (The American University of Paris; sekovich@aup.edu).

4. **The New Public-Private Ecosystem of the Defence in France**
   Laurence Catherine FRANK (Air Force Research Center, Air Force of France; laurence.frank@defence.gouv.fr)

19.00 – 21.00   Farewell Dinner at the Military Club of Athens (LAED)
Closing Ceremony Official Speakers

Friday 30 June

09.00 – 09.15   Coffee

09.15 – 10.45   PARALLEL SESSIONS 9

MILITARY PROFESSION – SESSION 6: National Defence Universities (NDUs): Origins, Trends and Implications
Co-organisers: Dr. Tamir LIBEL (Barcelona Institute of International Studies; tlibel@ibei.org)
Dr. Sylvain PAILE-CALVO (University of Liège; spaile@ulg.ac.be)
Chairperson: Dr. Tamir LIBEL

1. **From (Military) College to (Defence) University: A Conceptual Framework**
   Dr. Tamir LIBEL (Barcelona Institute of International Studies; tlibel@ibei.org)

2. **The Finnish National Defence University as a Prime Example of the European NDU?**
   Professor Juha MÄKINEN (Finnish National Defence University; juha.makinen@mil.fi)

3. **Steering Canada's Defence University Complex**
   Professor David LAST (Royal Military College of Canada; last-d@rmc.ca)
   Dr. David EMELIFEONWU (Royal Military College of Canada; David.Emelifeonwu@rmc.ca)

4. **The Belgian Royal Higher Institute for Defence: Academic and/or Scientific Future?**
   Dr. Sylvain PAILE-CALVO (University of Liège; spaile@ulg.ac.be)

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 3

1. **The Importance of the Reciprocity in the Relationship between the Conscripts and the Welfare State in Finland**
   Jarkko KOSONEN (PhD Student in Military Sociology, The National Defence University, Finland; jarkko.kosonen@mil.fi)

2. **The New Concept of Territorial Defence in Poland and the Place of Patriotism and Military Education in the Society**
   Sławomir NOWOTNY (Military Center for Civic Education, Military Office of Social Research, Poland; s.nowotny@ron.mil.pl)
   Michał WESELIŃSKY (m.weselinski@ron.mil.pl)

3. **Does Terrorism have an Impact on Travel Behaviour?**
   ic. phil. Thomas FERST (Military Academy at the ETH Zurich; Thomas.Ferst@vtg.admin.ch)
   M.A. Stefano DE ROSA (Military Academy at the ETH Zurich; Stefano.DeRosa@vtg.admin.ch)
   Dr. phil. Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich; Tibor.Szvircsev@vtg.admin.ch)

4. **Slovenian Public Opinion on Armed Forces (Presentation of Selected Variables)**
   Marjan MALEŠIČ (Professor, University of Ljubljana, marjan.malesic@fdv.uni-lj.si)

VETERANS AND SOCIETY – SESSION 4

1. **Veterans of the Middle East: The Military Politician; The Military Businessman; and the Military National Security Expert; Cases of Turkey, Egypt, and Israel**
   Marwa MAZIAD, MA, PhC (Interdisciplinary Program in Near and Middle East Studies, Comparative Politics and Civil-Military Relations, University of Washington; marwamaziad@hotmail.com)

2. **The Same or Slightly Different: a Descriptive Research about Dutch Female Veterans**
   Melanie DIRKSEN (Netherlands Veterans Institute; m.dirksen@veteraneninstituut.nl)

3. **Slovenian Military Veterans in a Scope of Social Studies**
   Maja GARB (Associate Professor, Faculty of Social Sciences, University of Ljubljana; Maja.Garb@fdv.uni-lj.si)

4. **From PTSD to Moral Injury: Re-contextualizing Deployment-Related Suffering**
   Tine MOLENDIJK (MSc. / PhD-candidate, Radboud University Nijmegen, The Netherlands; tinemolendijk@hotmail.com)

VIOLENCE AND THE MILITARY – SESSION 2

1. **Patterns and Profiles of those Killed in Action during the Dutch East Indies Independence War of 1945-1949**
   Erwin BIERI (Assistant professor Netherlands Defence Academy Breda, Faculty of Military Sciences; ea.bieri@mindef.nl)

2. **Stress and Pain in Time of Crisis. Evaluating Trauma in Hellenic Coast Guard Officers through Management of Criminal Law Offences and Violation of Maritime Borders.**
   Vassia Ignatiou KARAMANOLI (Lecturer, Psychology, Hellenic Military Academy)
   Erasmia BITSIKA (H.C.G Officer, Criminologist, MA Criminology; erbitsika@gmail.com)

3. **The Globalization of the Chinese Revolutionary in Military Affairs**
   Dr. Konstantinos GRIVAS (Associate Professor of Geopolitics at the Hellenic Military Academy; dgalvez@hol.gr)

4. **Counterinsurgency on Urban Terrain: Fighting the Islamic State from Mosul to the Streets of Europe**
   Beatriz GUTIÉRREZ, PhD. (Lecturer at European University of Madrid; beatriz.gutierrez@universidadeuropea.es)

5. **Encountering Children in Theatres of Armed Conflict: A New Challenge?**
   Michelle JONES (Department of International Politics, Aberystwyth University, United Kingdom; Michelleljones@outlook.com)

MILITARY AND POLICE RELATIONS – SESSION 2: Dispositional Groups and the Transformation of Central Eastern Europe Military Security Systems

1. **Panel Description: Functioning of Dispositional Groups in the Context of Transformation of CEE Military Security System**
   Prof. dr hab. Jan MACIEJEWSKI (University of Wroclaw)
   Dr. Piotr PIEŃKOWSKI (University of Wroclaw; piotr.pienkowski@uwr.edu.pl)
   Dr. Małgorzata STOCHMAL (University of Wroclaw)

2. **Transformation of Central Eastern Europe Military Security Systems in the Age of Globalization**

3.   **Dispositional Groups in the National Security Systems**

10.45 – 11.00   Coffee break

11.00 – 12.30   PARALLEL SESSIONS 10

RECRUITMENT AND RETENTION – SESSION 5: Recruitment and Retention Strategies
  Chair: Tibor Szvircsev Tresch

1.   **Officer Recruitment in Sweden – Enhancing the Process**
  Johan ÖSTERBERG (Swedish Defence University; Johan.Osterberg@fhs.se)
  Emma JONSSON (Emma.Jonsson@fhs.se)
  Anna-Karin BERGLUND

2.   **Recruitment and Retention – a Trouble Point of Slovenian Armed Forces in the Last Few Years**
  Maja GARB (University of Ljubljana; Maja.Garb@fdv.uni-lj.si)

3.   **Twenty Years After: Changes and Continuations in the French Recruitment Campaigns (1996-2016)**
  Saïd HADDAD (Ecoles de Saint-Cyr Coëtquidan, France; haddads@club-internet.fr;
  said.haddad@st-cyr.terre-net.defense.gouv.fr)

4.   **The Psychosocial Objective of Military Physical Training. A Contributing Factor to the Retention of Military Personnel.**
  Vasiliki KONTODIMAKI (Evelpidon Hellenic Military Academy, valikako@gmail.com;
  vkontodimaki@sse.gr)

CRITICAL MILITARY STUDIES – SESSION 5: War Syndromes Today
  Panel Organizer: Alexander EDMONDS (University of Edinburgh; alex.edmonds@gmail.com)

1.   **The War Syndrome from Military and Clinical Perspectives in the UK**
  Alexander EDMONDS (University of Edinburgh; alex.edmonds@gmail.com)

2.   **'Trauma Play': A Care Ethic among Israeli Defense Forces Veterans**
  Guy PAIKOWSKY (University of Edinburgh; s1475384@sms.ed.ac.uk)

3.   **Combat PTSD in Israeli Mental Health Care**
  Rakefet ZALASHIK (University of Edinburgh; rakez@hotmail.com)

4.   **Mental Health Care and Resiliency in the Armed Forces; Clinicians' Perspectives and Experiences**
  Roy GIGENGACK (University of Edinburgh)
  Alexander EDMONDS (University of Edinburgh)
  Eric VERMETTEN (University of Leiden)

MILITARY FAMILIES – SESSION 4: Within the Family

1. **Gender and the Military**
   Kevin SPRUCE (PhD Candidate - Edinburgh Napier University; kevin.spruce@napier.ac.uk)

2. **Well-Being of Ill or Injured CAF Members and their Families**
   Sanela DURSUN (Research and Development Canada; Sanela.Dursun@forces.gc.ca)

3. **Extended Families in Dialogical Collaboration in Response with Deployed Family-Members**
   Dr. Ann-Margreth E. OLSSON (Senior Lecturer in Social Work, Kristianstad University, Sweden; ann-margreth.olsson@hkr.se)

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 2

1. **Talkin' bout a Revolution: Dissemination Rhetoric and the (Non-)Adoption of Effects-Based Operations**
   Dr. Ina WIESNER (Bundeswehr Centre of Military History and Social Sciences; inawiesner@bundeswehr.org; ina.wiesner@yahoo.com)

2. **Societal Division of Security Labour: Theorising the Socio-Economic Formations of National Security and Defence**
   Teemu TALLBERG (Professor of Military Sociology, National Defence University, Finland; Teemu.Tallberg@mil.fi)

3. **Economic trends in the defence sector and contemporary challenges to the military profession**
   Dr. Kyriaki ATHANASSOULI (Lecturer of Political Economy, Hellenic Army Academy; k.athanassouli@gmail.com)

12.30 – 13.00   Closing Speakers Conclusions

13.00 – 14.00   Lunch

14.30   END OF CONFERENCE

Abstracts

Monday 26 June

18.30 – 20.00   Opening Ceremony at the War Museum of the city of Athens

Tuesday 27 June

08.45 – 09.15   Registration and coffee

09.30 – 11.45   Plenary Opening
Keynote Address by Joseph Soeters: *From Social Sciences' Founding Mothers and Fathers to the Study of Today's Militaries*

12.00 – 12.45   Visit of the HAA

13.00 – 14.00   Lunch

14.30 – 16.00   PARALLEL SESSIONS 1

> **MORALE, COHESION, AND LEADERSHIP – SESSION 1: Leadership & Education**
>
> 1. **Self-Efficacy and Military Education: Leadership and Sport-Exercise Performance**
>   Vassia KARAMANOLI, Ph.D. (Hellenic Military Academy Department of Military Sciences Faculty of Theoretical Sciences – Psychology; valikako@gmail.com)
>   Vasiliki KONTODIMAKI, Ph.D. (Hellenic Military Academy Department of Military Sciences; Faculty of Army Physical & Cultural Education; vaskar3@yahoo.com)
>
>   The purpose of the present experimental design is to examine how self-efficacy's manipulation can influence one's performance in military environment. According to Bandura's theory of self-efficacy one's success depends on his self-confidence in his skills, on his previous experiences of success and on his commitment to his tasks. The design in question is structured to examine the correlation of cadets' swimming performance and their self-efficacy level. More specifically, this study examines how sport-exercise's achievement is influenced by positive or negative manipulation of self-efficacy. A sample of Hellenic Military Cadets (n=250) will be evaluated in weighted questionnaires on: 1) general self-efficacy, 2) resilience, 3) self-esteem, 4) locus of control, 5) depression, stress and anxiety, 6) swimming / military swimming self-efficacy, 7) leadership self-efficacy. According to the design there will be tree groups: (a) a group with positive manipulation of self-efficacy, (b) a group with negative manipulation of self-efficacy and (c) control group with no manipulation of self-efficacy. The manipulation of self-efficacy is based on oral rewards and criticism which are considered that significantly affect the learner's behavior. All questionnaires will be delivered before and after the experiment in order to compare cadets' performance, behavior and perception of the above variables after positive or negative experience in sports (swimming). From the literature appears a positive correlation

between military leadership and athletic achievement with self-concept and self-efficacy, thus this confirmation is expected. A high correlation of general self-efficacy, self-efficacy in swimming and leadership self-efficacy is expected depending on positive and negative sports experience.

2. **Social Network Building of International Military Academy Cadets in South Korea**

Insoo KIM, Ph.D. (Associate Professor, Department of Political Science, Korea Military Academy, Seoul, South Korea; kma6453@gmail.com)

Professional education in military academies is a significant component of the postsecondary education in which the number of international cadets studying abroad is rapidly increasing. Military cadet exchange program has been active over 10 years in South Korea's Service Academies (a four-year institution for undergraduate study). The goal of this program is provide international cadets from South Korea's allies (Algeria, Bahrain, Japan, Kazakhstan, Mongolia, Peru, Philippines, Thailand, Trukmenistan, Turkey and Vietnam) with not only advanced military expertise but also opportunities to build informal social networks through which information and resources can be exchanged between future partners for security cooperation. Supporting international cadets in various ways, South Korea's Service Academies have rarely paid attention to their social network building. By exploring 215 cadets who belong to the egocentric network of 43 international cadets, this study attempts to provide an answer to two questions. First, whom do international cadets include in their social network? Second, which network ties do international cadets rely on for emotional and instrumental support? Findings from multiple-regression model indicate that network density was the most decisive independent variable to explain exchange of emotional and instrumental support, controlling for the effect of network ties.

3. **Officer, practice what you preach!**

Sander DALENBERG (Netherlands Defence Academy; daka36ro@kpnmail.nl)

Despite various changes in society and military education, the purpose and program of military socialisation activities has hardly changed. This study therefore examines the effects of the cadet corps introduction period (CCIP) before and after interventions. The main goal and primary aim for this research is to establish a CCIP that is effective in achieving the goals consistent with officer attitude and behaviour development. Repeated measures ANOVA of two groups before and after an old and a new CCIP showed that the CCIP has limited effects on the development of for instance cohesion and hardiness. As method of intervention the Socratic approach proved to be an excellent way to discuss problems and enable improvements, resulting in a more genuine and professional CCIP. Senior cadets became to see the importance of example behaviour. Furthermore this research proves that socialization effects are very closely connected to the behaviour of the people in charge. In particular, when swift socialization periods are executed in an institutionalized way with formal guidance by senior members of the organization and a fixed programme, new members of the organization will mainly learn how to behave by looking at their guiding seniors. Congruence between how those senior members behave, and what they say to new organizational members about how they should behave, fosters acceptance and adherence to organizational mores. Although new recruits expect military life to be harsh, they also expect good examples and fairness.

4. **The Societal Effectiveness of Military Leadership Training in Finnish Defense Forces**

Colonel, PhD Vesa NISSINEN (Finland; Vesa.Nissinen@mil.fi)

Finland, unlike most of the European countries, still has the general conscription system as the backbone of the comprehensive national defense. According to the longitudinal surveys, the critical mass of Finnish population continuously supports this solution In the 1980's, over 90% of the Finnish men were able to go through to the basic military training. In 1994, the conscription, and also the professional military career, was opened for the voluntary women as well. Today, 77% of the male population and, on average, 500 voluntary women pass their conscription service, summing up the number of 22000 trained persons every year. Out of this number, approximately 5500 young men and women are trained to be combat leaders in squad or platoon level for all services and branches of the Finnish Defense Forces (FDF). There has been a long debate in Finland about the relevance and effectiveness of the military leadership education concerning the needs of the Finnish society and business life. The societal cohort study (2002) reveals, that inevitably most of the persons, who receive leadership training while conscripts, end up to be leaders in their later civilian career as well. One of the major questions has been, is this so due to the well-functioning selection process, or is it also the leadership training itself that makes the difference? If the leadership training is important, how does the learning transfer to the later civilian leadership challenges? These questions need to be addressed. *The hypothesis is that it is possible to create a military leadership training program that is very useful also for the civilian life needs.* It was decided already in the mid 1990's inside the FDF, that the military leadership training has to be renewed. The leadership education of the military cadets in the National Defense University (NDU) was used as a kind of pilot curriculum in 1995 – 1997 for the overall educational change in the FDF. The theoretical framework and the main developmental tools of the individual leaders have been introduced in a doctoral dissertation for the University of Helsinki in 2001. In fact, the framework could be called as *"constructive theory of leadership".* The core phenomena of this theory are the basic mechanisms of human interaction and learning. Learning should be seen here as a broad concept, comparable to the overall personal growth. The two scientific pillars of this approach are transformational leadership and transformative learning. On these pillars we can now see the Deep Leadership Model (DLM) and the respective educational philosophy with its practical and multiple training solutions. Today, the young conscript military leaders serve almost one year in the FDF. They are being coached through systematic feedback, personal self-analysis, teamwork, leader portfolios and periodical developmental plans. For an individual leader, the DLM leadership profile based on the full range feedback (360 degrees) is a very personal and delicate piece of information. The cornerstones of the DLM – respect, trust, motivation and learning – reflect also the core values of this educational system. In 2015, a wide survey about the connection in between military and civilian leadership was executed for Finnish reserve officers. The results were published in the main media in Finland. According to this study (with approximately 4000 respondents), over 90% of the Finnish reserve officers experience, that their military leadership training has been very useful also for the civilian leadership challenges.

MILITARY PROFESSION – SESSION 1: Education & Development

1. **Revisiting Curricula in Military Leadership Education in Considering the Deconflicting Role of Military Task Forces in Protracted Conflicts Worldwide**
Hermann JUNG PhD Col. Ret (Austria Vienna; gabihe@a1.net)

Since Colemanoffered a theory on conflict resolution, stabilizing conflicts and nation building

procedures in international contexts, there is though a lack of understanding the fluid developments in these scenarios. But researchers found out that the reach of all these historical grounded theories don't have the capacity to explain all the phenomena of International relations. Complexification of International Relations can wake us up out of the "…..deep Newtonian slumber of the mainstream of explaining the development of International relations (IR)". Emilian Kavalski in his Book "At the edge of chaos" maintains, quote "Only after we are clear about the shape of our dream we will have a chance of attaining it: not merely a "science", but a powerful, parsimonious, and perhaps even elegant science of international politics" quote end. So the "Art of Acting Politically" seems to attain a new shape even in the context of Civil Military Relations. Military leaders, strategists and policy makers in this context of **deconflicting protracted conflicts** have to be more competent in „Waging peace" than in „making war". Accepting Complexity in International Relations, means to educate leaders of all levels beeing able to react actively to constant change, turbulences, and surprise „at the edge of chaos" (Kavalski). Military leaders moreover have at the same time to lead their taskforces with utmost souvereignity in an environment of constant ambiguity and uncertainty. So decision procedures under complexity call for a higher level of reflexivity without being to much time consuming while contingent events bring about new opportunities for developing „new skills" under time pressure for fullfilling the missions.

2. **How Militaries Learn: Human Capital, Wealth, and the Transformation of Military Power**
Nathan W. TORONTO (United Arab Emirates National Defense College; nathan.toronto.ndc@gmail.com)

Security in the twenty-first century will rely on building the capacity of non-Western military forces rather than on developing the existing capabilities of Western forces. Given this, it is essential to understand how militaries adopt the system of thinking that contributes to success on the battlefield. This modern system of military thinking is characterized by stable civil-military relations, a culture of reflection, and a capacity for critical analysis. Typically, military forces develop and reinforce these characteristics through military education, the principal venue for military officers to learn their role in national security systems.
But the current environment increasingly challenges states' national security, with pressures as varied as terrorism, civil unrest, human trafficking, and arms smuggling. History suggests that states that have fully adopted the modern system of military thinking are better equipped to deal with these new realities. Many states have tried to adopt the modern system of military thinking in the past, so this research project examines the conditions under which they have been successful. Based on a large-n analysis of over 100 countries from 1816 to 2011, this study proposes adoption theory to explain when and how states have adopted the modern system of military thinking. It then briefly examines three cases of military reform and adoption in non-Western countries: Turkey, Egypt, and the UAE. This analysis suggests that the development of human capital and a system of innovation within the larger society are crucial for adopting the modern system of military thinking. Given this, military officers and policy practitioners working to develop the capacity of non-Western military forces should provide incentives for foreign forces to cultivate and draw from the pool of human capital in their countries.

3. **New Model Army Conservatism: Post-Materialist Values and Military Branch Affiliation**
Morten BRÆNDER (Department of Political Science, Aarhus University, Denmark; mortenb@ps.au.dk)

In Denmark, the Parliamentary Defence Settlement of November 2012 stated that officer education should be reformed. As part of the reform, 50 per cent of the new cadets should have a civilian BA-degree. This constituted a fundamental challenge for the military academies, since these new officers-to-be would not have been socialised into the military. In this study, the first cohort of these new model cadets from all three academies are examined, showing that in spite of their non-military background, cadet values nevertheless reveal branch-specific differences. This is particularly clear in regard to army cadets. The Army has always been a conservative institution. But using Inglehart's 1977-distinction, data reveal that they are only conservative in a 'post-materialist' sense. (Meaning that they are authoritarian, not libertarian). In a classical, 'materialist' sense, however, they should be classified as liberal (meaning that they are positive towards welfare redistribution). In other words, the values sustained by the new military professionals – values that from a Huntingtonian point of views should serve as an example for others – are also best described as a new model of conservatism.

4. **Creativity in the Armed Forces**
   Prof. Joseph SOETERS (Netherlands Defence Academy; JMML.Soeters@mindef.nl)

   In this paper I explore the ways, in which the concept of creativity emerges in military history and military studies in general. Next to scanning creativity in the armed forces, attention will paid to innovation as a concept to review organizational and operational changes and adaptations in the military. This will be compared with phenomena that have been explored in organizational sociology, in particular coercive, mimetic, normative and experiential isomorphism. Finally, a distinction will be made between so-called functional and substantive creativity, claiming that the military are better in the former than in the latter. The plea will be that the armed forces would need to work harder on issues that pertain to substantive creativity. The paper will be conceptual and historical but will also be based on current operational examples.

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 1: The Consequences of the Suspension of Conscription – the Case of Germany
   Organizers: Markus STEINBRECHER, Nina LEONHARD, Martin ELBE
   Bundeswehr Center for Military History and Social Sciences
   Panel Chair: Markus STEINBRECHER (MarkusSteinbrecher@bundeswehr.org)

   Germany suspended conscription in a rather hasty and unplanned way in 2011. The turnover to an all-volunteer force was rather complicated, caused many problems and still provides a large number of challenges for the Bundeswehr. The panel will mainly focus on the following aspects: 1) Recruitment: It is necessary to motivate about 60,000 members (about 10 percent) of each German age cohort to apply for a job in the Armed Forces to keep the current number of troops (178,000). And with technological development it is necessary to recruit or train highly skilled specialists in, e.g., information technology, electronics, and engineering. 2) Motivation and retention: With low unemployment in Germany and good chances in the civil job market for former soldiers it is inevitable to improve work conditions and to provide additional incentives in order to keep military and civilian personnel in the Armed Forces. 3) Civil-military relations: The suspension of conscription means that fewer people are in touch or have personal experience with the Armed Forces: This might have consequences for attitudes towards the Bundeswehr that could eventually end up in a widening of the civil-military gap. The panel will look at these challenges from several perspectives and will comprise theoretical and empirical

contributions, analyses based on surveys among soldiers and ordinary citizens as well as longitudinal and cross-sectional approaches. In doing so it will describe, analyze, and interpret the development and changes of the Bundeswehr since 2011.

1. **The Consequences of the Suspension of Conscription on Civil-Military Relations in Germany**
Markus STEINBRECHER (Bundeswehr Center for Military History and Social Sciences; MarkusSteinbrecher@bundeswehr.org)

The suspension of conscription in Germany in 2011 means that fewer people are in touch or have personal experience with the Armed Forces. To mention just a few examples: 1) Much less people serve or know somebody who serves. 2) Less soldiers commute on public transportation during the weekend which decreases the overall public visibility of the Armed Forces. 3) Many facilities of the Bundeswehr have been closed or scaled down resulting in a total withdrawal from many regions. Accordingly, for many ordinary citizens the Armed Forces have totally disappeared from their everyday life. As a consequence, media and public relation campaigns have become much more important for individual opinion formation on the Bundeswehr. This shift might have consequences for attitudes towards and perceptions of the Armed Forces. The lack of personal contact might first result in less favorable perceptions and could eventually end up in a widening of the civil-military gap. The paper will analyze the effects of the introduction of an all-volunteer force on citizen attitudes towards the Bundeswehr. It will combine population survey data with macro-level data (e.g., the number of troops deployed in the region around the residence of a survey respondent) and meso-level data (e.g., the media content and tenor on the Armed Forces). Bringing different data sources together will result in a comprehensive and innovative answer to the question whether the abolition of conscription has an impact on civil-military relations in Germany or not.

2. **German Military Identity after the Suspension of Conscription**
Nina LEONHARD (Bundeswehr Center for Military History and Social Sciences; NinaLeonhard@bundeswehr.org)

How the Armed Forces recruit their personnel does not only affect the social and cultural composition of the military. It also has an impact on military identity and, thus, the way the military organization and its members perceive, interpret and legitimate the mission they are assigned to. In Germany, the idea(l) of conscription has not only been closely linked for a long time to the process of democratizing and "civilianizing" the military which, above all, the concept of *Innere Führung* (Leadership Development and Civic Education), representing the normative ideal of the Bundeswehr, stands for. It also refers to the military as an institution of and for national defence. Nowadays, however, German soldiers are mostly deployed in international military missions abroad with no immediate effect on Germany's national defence. Drawing on official documents as well as on texts and statements circulating within the Armed Forces concerning the future of *Innere Führung* this paper will analyze and discuss these changes with respect to the military representations of self and other(s).

3. **Job Appeal and Career Perspectives: Changes and Continuity after the Process of Bundeswehr New Alignment**
Martin ELBE (Bundeswehr Center for Military History and Social Sciences; MartinElbe@bundeswehr.org)

The motivation to join the Armed Forces and to seek a permanent career as a soldier (or to leave the military after the term of service) is of great importance for the Bundeswehr. This statement has been true in the 1950s, the 1970s and nowadays. However, the challenges show some similarities, but the reasons were quite different. With the set up of the Bundeswehr in the 1950s the new military organization was confronted with moral questions and resistance in the society after experiences from World War II. In contrast, in the 1970s individualization and the new liberalization led to a shortage of applicants. In both cases changes in society were the reason for recruitment problems the Bundeswehr saw itself confronted with. The current situation is different, because organizational change tightens staff problems. The recruitment pool of conscription is not available anymore, the job has become more dangerous and the economic situation in Germany is rather comfortable – this increases the tension for the Armed Forces. Therefore new programs to foster job appeal and family-friendliness of the workplace were introduced and a new interest in career-development inside the military and in the transition between civil-military and military-civil careers is to be seen. This paper will unfold the field and discuss research results.

RECRUITMENT AND RETENTION – SESSION 1: Minorities in the Armed Forces: Integration and Participation
Chaired by Andrea Rinaldo

1. **Diversity Management in the Swiss Armed Forces**
Andrea RINALDO (Military Academy at the ETH Zurich, Switzerland, andrea.rinaldo@vtg.admin.ch)

With the beginning of 2009, the Swiss Armed Forces introduced measures for diversity management that are based on a command of the army chief from 2008. Implementing this management strategy can be considered as a response of the Swiss Armed Forces to the more and more diverse society as well as increasingly complex and specific missions of the armed forces. In this process, diversity management as a HR-policy has an economic and a democratic component. This means that diversity management is not only based on a business imperative, but also on a moral one. On one side, a diverse workforce is expected to bring organizational advantages, on the other hand, an effective diversity management should reflect the social diversity of society, especially an organization like the Swiss Armed Forces. Furthermore, widening the pool of human resources and knowledge should contribute to job satisfaction and to more stability in work teams. However, various studies have shown that many diversity support programs do not conform social realty and that the chosen organizational measures are often inadequate and not expedient. By interviewing experts within the defence department, it the concept of diversity management in the Swiss Armed Forces is examined and experienced by diversity representatives, leaders and members of the armed forces. The study focuses on the strategies and organizational goals regarding the promotion of diversity. It is also examined which goal the introduced measures pursue and whether these measures will achieve the anticipated effect in the opinion of the experts. The aim is to learn more about diversity management within the Swiss Armed Forces and its implementation. Another question which should be answered by means of the expert interviews relates to the consequences of diversity management for future leaders and their duties and responsibilities in this regard.

2. **Perspectives of Visible Minority Members on Recruitment and Inclusion in the CAF**
Justin WRIGHT (Justin.Wright@forces.gc.ca)

In support of ongoing Diversity and Inclusion efforts in the Canadian Armed Forces (CAF), a qualitative research project was conducted to obtain the insights of visible minority members on their experiences serving in and acting as representatives of the CAF. Data was collected through focus groups conducted with serving CAF visible minority members across Canada. This presentation discusses findings on visible minority members' experiences and their views on the challenges they face while serving in the CAF, their role and influence in their respective communities, and their suggestions and advice on CAF recruitment strategies to increase the presence of visible minorities in the CAF. Most focus group participants reported that their experience in the CAF has been overall positive, while some reported having experienced cultural misunderstanding or potential racial discrimination. Differences were noted between different ethnic/cultural communities; between immigrant and non-immigrant communities; and between the experiences of visible minority men and women, illustrating the need to better consider differences between minority groups in the development and implementation of both targeted recruitment and organizational diversity strategies.

3. **Barriers that Prevent Women Joining the Armed Forces: Evidence from 6 Western Countries**
Philippe MANIGART (Departement of Behavioral Sciences; Royal Military Academy Belgium; Philippe.Manigart@rma.ac.be)
Valerian LECOQ (Departement of Behavioral Sciences; Royal Military Academy Belgium; valerian.lecoq@rma.ac.be)
René MOELKER (Netherlands Defence Academy; R.Moelker.01@mindef.nl)
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Emma JONSSON (Emma.Jonsson@fhs.se)
Tibor Szvircsev TRESCH (Military Academy at the ETH Zurich, Switzerland;Tibor.Szvircsev@vtg.admin.ch)
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With the demographic change taking place all over European societies, the number of young people entering the labor market is declining. As a result, the armed forces of Westernpost-industrial societies are facing severe recruitment problems and find themselves in ever more direct competition with the private sector to attract the best candidates. To offset the shrinking base of recruitment, they have to become more attractive to potential recruits and to increase the number of candidates in previously under-represented segments, particularly women. The paper presents selected results from an online survey carried out between Spring 2015 and December 2016 in 6 countries (Belgium, Canada, The Netherlands, Norway, Sweden, and Switzerland) among samples of young people. Following previous papers which dealt with the attractiveness of a military career among young people in general, and women and ethnic-cultural minorities in particular, this paper analyzes various factors that, presently, **deter** a lot of young women to consider joining the armed forces. The multinational survey on which the analyses are based is part of a collaborative research project conducted within the framework of the European Defense Agency on the impact of demographic change on the recruitment and retention of personnel in European armed forces.

4. **Latin-American Immigrants in the Spanish Armed Forces: Discourses on Nationality and Citizenship**

José M. ARRIBAS (National University of Distance Education of Spain, Department of Sociology, jarribas@poli.uned.es)
Consuelo DEL VAL (cval@poli.uned.es)
Beatriz MAÑAS (bmanas@poli.uned.es)

This paper aims to study the transformation of an immigrant group into a "national" one. Although we are aware that the analysis of this process requires the study of both public policies, directed at immigrants, and the strategies of immigrants, our work will focus on the latter by now. We'll analyze, therefore, the discourse on nationality and citizenship in the Latin American group, as well as its possibilities and facilities of adaptation to a new culture and a new country. The initial idea of this work comes from Roger Waldinger (2007). The empirical material comes from a qualitative research carried out with the support of the General Gutierrez Mellado University Institute through discussion groups, whom the signifier "Spain" was proposed as a topic for debate. The aim was to produce a discourse on their status as an immigrant and on the meaning of nationality. The fact that the immigrants were rolled up in the Spanish Armed Forces contributed to give a greater relief to the phenomenon, because they are people who participate in peace missions and armed conflicts, in which they risk their own lives to defend the interests of a nation that initially is not theirs. The axial question of our investigation is: when an in what way the immigrants begin to consider themselves Spaniards? The relevance of studying the Latin American collective is also remarkable if we consider that, at the beginning of the 21st century, Spain has become the primary destination of Latin American migrants, having become an alternative to the United States.

MILITARY FAMILIES – SESSION 1: Negotiating the Relationships between the Military and the Family

1. **The Politics of Military Families and the Rise of the Negotiation Household. Tensions between State, Work and Families**

   René MOELKER (Netherlands Defence Academy; rene_moelker@yahoo.com)
   Manon ANDRES (Netherlands Defence Academy; MD.Andres@mindef.nl)
   Nina RONES (The Norwegian Defence Research Establishment; nina.rones@ffi.no)

   An interesting feat of modern families regards the shift from a command household to a negotiation household (De Swaan, 1982: 81-115). Conflict by definition implies negotiation: 'Balancing out the power between man and woman and parents and child requires verbal skills, far-sightedness, aptitude for reflection and tolerance, and the acceptance of limits despite all openness and freedom of choice. (Bois-Reymond, 1999 :82). The advent of the negotiation household in the military applies to all levels of family life. At the societal level the civilization theory explains why so many intermediate institutions, like church, unions or voluntary associations, have lost importance and leave families directly exposed to the 'care of the state' causing a special kind of dependency and governmental responsibility. The governmental responsibility is translated to the organizational level and is most significant different from the profit sector since the armed forces are a state run organization. So the work - family conflict is not merely a conflict between families and a work organization, but it concerns a responsibility that lies directly at the doorstep of the Ministry of Defence. Regarding private family life sociologist like Brinkgreve (xxxx) have noticed that childhood patterns have prolonged over the

course of changes in family life. The negotiation household as always relates to the triangle 'father', 'mother', 'child', but childhood nowadays is of longer duration, children leave home at a later age, and 'children', depending on their resources, are often equal political agents in the family diplomatic system. Even when they are small. Coercion is hardly an accepted praxis and/or discourse in family life. Deployments, exercises and military work obligations challenge the family diplomatic system in a different way from patriarch times when 'fathers will was law'.

2. Who Emotionally Contained the Deployed Military? Trends in Military Professional Dependency from their Families, among Argentinean Peacekeepers in Haiti (2004-2015)
Sabina FREDERIC (UNQ-CONICET, Argentina; frederic@unq.edu.ar)

The traditional dependency of military profession from family was challenged both by changes in family life and by the redefinition of the Argentine Armed Forces, in contemporary Argentina. As a result the military asked institutional recognition of divorce or concubinage, that was considered by traditional military rules "an irregular family situation" that stand in the way of promotion and thus hinders the career. Also, an increasing number of officers and noncommissioned officers' requested to be transferred from their current military destiny to another one that allowed living together with their family members. Nevertheless, our research about the place of family during an Argentinean peacekeeping deployment to Haiti (MINUSTAH) conveys that such challenges do not tend to dissolute the above mentioned dependency. Conversely, the analysis of fifty ethnographic interviews made in 2014 and 2015 with male ex peacekeepers, psychologists and instructors in charge of pre and post deployment training, shows other tendencies. Under the unquestionable idea that "the performance of the military who deploys does not depend just in himself but in his family", the CAECOPAZ (Argentinean Center for Joint Training to Peace Operations) developed a specific program. Its goal is to emotionally support the family members of the deployed, and was endorsed by the United Nations International Training Standards. In this chapter, we compare convergences and divergences between that institutional resource, and the way ex peacekeepers managed their families before, during and after deployment to Haiti.

3. The Spirt of Community, the Military Family and the Impact on Formal and Informal Support Mechanisms
Emma LONG (e.long@lancaster.ac.uk)

There is evidence that the 'spirit of community' within the British Military Community is in decline. Servicemen are more likely to regard their profession as a job, rather than a vocation and a way of life. Likewise, military partners are becoming less involved with creating / maintaining networks of support for each other, their serviceman and the military as a whole. This paper will explore the possible causes of this and will reflect on how the decline in community spirit will affect the current welfare offering available to Army families. The primary reason for the decline in community spirt is that families are less likely to regard the functioning of the military as part of their responsibility and they are no longer satisfied with the implicit expectation that they should put the soldiers' career and welfare above their own. I argue that this change in attitude has been perpetuated by women's move into the public sphere and their increased likelihood to have a career. This gradual turn away from the military community, towards a greater focus and involvement with the civilian community has led some families to choose to live away from camp, in order to protect the partner's career. This paper will reflect on how access to resources such as the HIVE and Unit Welfare Officer is impacted by living away

from the base. It will also consider how informal networks of support amongst Army partners are impacted when living outside of Service Families Accommodation. Ultimately it will show how military family welfare may need to adapt in order to address the possible welfare concerns of the modern family.

4. **The State of Care in Military Families**
   Gakis T. DIMITRIOS, Captain (PhD candidate Aegean University, Sociology Department; jim.gakis@yahoo.com)

   This paper has as its primary objective the presentation of state care to the families of the military, based on literature review and survey research carried out regarding this institution that is under way in the army and their families. Initially, the study includes a brief history of the military institution in Greece, the physiognomy of the army today and described his mission to highlight and understand the real and immediate need for state care. The role of the study on the state care of military families and to review relevant research both in Greece and in other countries around the world. Comparisons are made with the care of the USA for military personnel and their families to present the policy that could be applied in Greece in this area. Reviewing the investigations related to the need for public concern in Greece, studying the parameters of family equilibrium and lists references for estimating the state care. Finally they discuss findings will lead to the harmonization of the family and the military profession. Highlighted problems afflicting the military, as frequent transfers, the large number of services, the housing for those serving away from their place of origin, living in several camps due to the age of the plant, the joint service personnel, etc. and finally the emphasis is the fact that the Armed Forces are one of the most dynamic components of Greek society and the Greek economy. This paper will help promote the Military Sociology, a relatively new branch of applied sociology in Greece. It also analyzes the special interaction that exists between the care of military families and the army morale, Finally, stage emphasizes the urgent need for further analysis and future research are given enough stimulation to explore new data.

16.00 – 16.15   Coffee break

16.15 – 17.45   PARALLEL SESSIONS 2

MORALE, COHESION, AND LEADERSHIP – SESSION 2: Leadership during Military Operations & Cohesion

1. **Coping Styles and Combat Motivation During Operations – An IDF Case Study**
   Uzi BEN-SHALOM (Ariel University, uzibs@ariel.ac.il)
   Yizhaq BENBENISTY (Haifa University)

   The characteristic challenges of combat lead military personnel to develop adaptive coping styles which are different from coping styles used in routine life. This contention is explored using data collected from IDF conscript and reserve soldiers during intense military operations. The results of this study support this claim, in particular concerning faith. Coping styles were also correlated with combat motivations and measures of positive and negative emotions. It seems that a well-adapted soldier may use unique coping styles which, although perhaps not understood by outsiders, can contribute to his capacity to carry out his undertakings. A better

understanding of such a state of mind should prove valuable for military leaders and religious experts, especially in the current "post-heroic era."

2. **The banality of Military Leadership: Case study: Military Leadership in Afghanistan (Working Paper)**
MM JANSEN (m.jansen@fm.ru.nl)
R DELAHAIJ

Through qualitative analysis the article aims to understand the discrepancy between what is expected from junior military leaders in official documentation and what their rank-and-file believe good military leadership should entail. After considering the practical and conceptual implications, it is argued that this discrepancy, is a result of the institutional development of junior military leaders. On the one hand junior leaders are trained at the military academy, by their peers and superiors, to perform well in terms of military leadership, as prescribed by the book. On the other hand they need the acceptance of a platoon that is not interested in these leadership ideals, but convey they need a leader who chooses their side- no matter what. In extreme situations the tension between these two seemingly contradicting demands, can lead to unfavourable situations to all parties, as is shown in this case study. A shift to paradoxical leadership for junior leaders might help to solve these tensions. In an effort to construct a framework for understanding military leadership, this study examines military leadership from a followers perspective.

3. **Small Unit Cohesion, It´s Predictors and Aftermaths on the Example of Estonian Defence Forces**
Antek KASEMAA (Estonian National Defence College & Tallinn University; kasemaa@tlu.ee)

The aim of this study is to analyse conscription service in Estonian Defence Forces (EDF). The sample consisted of different ranks within EDF from privates to captains, altogether 1990 (N=1990), organised into groups (sections and platoons). The questionnaire administrated, included individual and collective level constructs such as squad and platoon cohesion, military morale, trust, individual and collective efficacy, leadership, etc. Three different sets of questionnaires were used, one for private conscripts, second for NCOs and third for platoon leaders. The data was collected three times during the conscription cycle of 2013-2014, which allows analysing how constructs included to the study have developed during the service, moreover how these developments are related to the perceived individual and collective performance and other performance indicators. The focus of current the study is small unit cohesion (Siebold, 2007), which is described in the military as a process of social integration among the members of the primary group, with its leaders, and with the larger secondary groups of which they are a part of (Salo, 2011). Based on the standard model of subunit cohesion (Siebold, 2007), the instrument with three dimensions was used to measure peer, leader, and organisational bonding. Individual and collective level indicators as predecessors for the cohesion were analysed and also the question how the cohesion would be related to the performance indicators were answered. Moreover, the cohesion was measured two times during the conscription cycle, which allows the closer look on the development of construct over the time. Descriptive and exploratory data analysis was used together with the structural equation modelling. Limitations and further research proposals are addressed in the discussion section.

4. **L'Armée Camerounaise, d'Hier à Aujourd'hui: Mutations, Synergies et Défis Sécuritaires (Presentation in English)**
Alphonse Zozime TAMEKAMTA, PhD (Histoire des relations internationales; Université de Yaoundé I (Cameroun); tzozime@yahoo.fr)

La praxéologie sécuritaire et la pensée stratégique du Cameroun, éléments privilégiés de la formulation de son essence, sont au cœur de la fabrique du dispositif de protection nationale tel que défini par le décret du 11 novembre 1959 créant l'armée camerounaise et la loi n° 67/LF/9 du 12 juin 1967 sur l'organisation générale de la défense. Sorti non indemne de la colonisation, les échauffourées liées au format de l'indépendance ont accru la fracture entre colonie et post-colonie. La ghettoïsation sécuritaire, liée à la pacification de l'intérieur du pays, -notamment les régions du Moungo, de la Sanaga Maritime, du Nyong Ekelle etc.-, est à l'origine de la désécurisation des métropoles au profit des zones rurales et frontalières. Passée la phase du *State building* ou de la construction stable de l'État du Cameroun, l'après guerre froide s'est accompagné d'une croissance des menaces sécuritaires classiques (brigandage, trafics divers etc.) et récentes (coupeurs de route, piraterie maritime, Boko Haram) et d'une transnationalité de la criminalité (réfugiés centrafricains, braconnage, groupes armés centrafricains et tchadiens etc.). La multitude des menaces sécuritaires a exigé un *Containtment* sécuritaire grâce auquel le Cameroun s'est pourvu une image et un pragmatisme, inspirés des 21 décrets présidentiels de juillet 2011 portant reforme des forces de défense et de sécurité. L'entrée (récente) en scène de l'armée tchadienne et américaine en faveur de la lutte contre Boko Haram au Septentrion camerounais dénote d'une inflexion tendancielle de la politique nationale de sécurité. Aussi, traduit-elle le début de la redéfinition des priorités sécuritaires nationales et de formation, pour la première fois, des synergies opérationnelles (Cameroun-Tchad et Cameroun-USA) au Cameroun. L'expression au présent de cette conférence internationale nous autorise de réfléchir sur l'élaboration doctrinale de la sécurité au Cameroun en montrant comment, au cœur d'une Afrique centrale agitée, le Cameroun pense sa sécurité et déploie son dispositif de protection. Alors, quelles sont les composantes des forces de défense et de sécurité ? Quelle doctrine et quelles priorités défensives pour le pays ? Quelle importance accordée aux exercices conjoints et aux OPEX/OMP ? Quels dispositifs et synergies à l'ère du terrorisme triomphant ?

GENDER AND THE MILITARY – SESSION 1: Integration and Gender Diversity

1. **On Masculine Domination in Military Organizations**
Delphine RESTEIGNE (Chair of Sociology, Royal Military Academy; delphine.resteigne@rma.ac.be)

Based on Bourdieu's reflections with regard to male domination in current Western societies, the purpose of this paper is to explore how gender discrimination remains persistent in current military organizations. Referring to a variety of quantitative survey data compiled at the Belgian Defense, this article aims to show that, although changes have been observed at the legal and organizational level, indicators of this male domination remain present in the mental structures of military personnel, both among men and women. Further changes in that regard could be encouraged during the socialization process and by several other initiatives, but foremostly by embracing all kinds of diversity.

2. **Women: A Bridge Builder and Peacemaker**
Dr. Ashu PASRICHA (Assistant Professor, Faculty of Arts, Department of Gandhian and Peace

Studies, Panjab University, Chandigarh, India; ashu.p2@gmail.com)

Women like men play a variety of roles during conflict, from peacemakers and political advocates to victims and perpetrators. Nonetheless, on average, women experience conflict differently from men. Men form the majority of combatants and are more likely to be killed in combat. Women are less likely to take up arms, but die in higher numbers from war's indirect effects—the breakdown in social order, human rights abuses, the spread of infectious diseases, and economic devastation. They play very significant role in three types of situations – as 'source, message and receiver'. Very simple question comes to my mind: Is there any sense in fighting or even creating tensions, for what reason, when our own people are starving, lacking food, clothing, education, and are unemployed. Budgets are being spent on expanding weaponary while our men, women and children are in dire straits, living on footpaths and scrounging for food. Why fight when all our energy and effort can be used to positively impact the lives of the people who were responsible for? Why not start dialogue with our counterparts, to find viable methods of combating terror, increasing the literacy rate, eliminating female infanticide, fighting against domestic violence, eradicating poverty, reducing unemployment, and standing united in our efforts to combat insurgencies. Beyond their roles as intermediaries, women are adept at building coalitions in their push for peace. They frequently mobilize diverse groups in society, working across ethnic, religious, political, and cultural divides cracked open by conflict. In addition to this horizontal bridge- building, women also bridge the vertical divide between elites and the grassroots, which may in turn increase the chances that peace will last by promoting buy-in and generating legitimacy. Women could play a stellar role in becoming bridge builders through generating greater awareness and correct images, as people realize the benefit of a shared and common destiny.

3. **The Integration of Women in the Greek Army (Problems-Perspectives)**
Alexandros THEODORAKOUDIS, MA (atheodorakoudis15@gmail.com)

The enlistment of women in the Greek Military was introduced in 1977 and with the presidential decree 636/1978 the conditions of service of Greek Military women were determined. In the 1990 the introduction of women in the military academies will take place, initially in non-combat specialties and later in 2002 in battle specialties without any quota compared to their male peers. This was considered a significant evolution in a broader context which related directly with the issue of women equality. But it was with the law 2936/2001, which introduced the institution of professional NCO (ΕΠΟΠ) and the women joining the Greek military increased substantially. The roles of women in the Greek military is a function of interaction between the cultural forces (values, rules, beliefs, attitudes and stereotypes) and other factors, like the technological change, the demographic shortages, the occupational structures and the labor slots. The achievement of gender equality in the Greek military calls for adoption of those strategies which will respond in the particularities of the military job environment with respect to the gender mainstreaming strategy. The main challenge for the Greek military is to ensure a balance between those requirements stemming from the upgrade of effectiveness and cohesion of various services and structures as well those relating to the value of gender equality which represents the cornerstone value in the 21th century. This paper discusses the gender integration and the problems and perspectives of the Greek women military conducted among the personnel of Greek army units in a particular geographical district of Greece in the context of a survey based on both interview and questionnaire methods for the purpose of a master degree in sociology science of the Aegean University.

4. **Nurse or Warrior? The role of Gender in the Armed Forces**
Stefanie VON HLATKY, PhD (Director Centre for International and Defence Policy, Queen's University; svh@queensu.ca)

This paper addresses the controversies and recent developments related to gender in the armed forces. Militaries around the world are undergoing profound transformations, challenged by changes such as the repeal of Don't Ask Don't Tell in the United States or Norway's universal military service. In today's democracies, the fighting force is diversifying. I argue that the military's organizational culture is conforming to civilian expectations of gender equality because outside actors, primarily courts, governments and international organizations, did not expect armed forces to change from within. For example, benchmarking through multinational bodies such as NATO and the United Nations have encouraged greater oversight and review of their member states' militaries when it comes to integrating women and members of the LGBTQ community. As the debate evolves on why and how gender is relevant throughout the military lifecycle, more evidence-based research is needed to understand assumptions and practices within the profession of arms. This paper tests long-held beliefs about physical strength, military effectiveness, and gender relations in the armed forces by sifting through evidence across fields and drawing comparisons between the civilian and military worlds.
TAGS: Gender; Women; Armed Forces; United States; Norway; Canada; NATO; United Nations; Combat

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 1

1. **Why did France Intervene in Mali? Examining the Role of Intervention Entrepreneurs**
Marina E. HENKE Ph.D. (Assistant Professor; Northwestern University; Department of Political Science; marina.henke@northwestern.edu)

Military interventions are without a doubt the most forceful and most costly foreign policy tool extant. But how do they actually come about? The bulk of the existing literature on military interventions points to the head of state and his/her closest advisers to explain intervention decisions. This article argues instead that *Intervention Entrepreneurs* play a pivotal role in the political decision-making process of military interventions. Intervention entrepreneurs are individuals or groups that promote the launch of a specific military intervention because they anticipate to benefit disproportionately from the intervention decision and/or aftermath. To further their intervention proposal, these entrepreneurs employ very similar techniques which include: (A) the creation of a narrative for intervention; (B) the act of spreading and "selling" such narrative to the media, think tanks and other thought leaders; (C) the act of establishing *faits accomplis*—actions that can create a slippery slope toward intervention such as leaking information or (if possible) pre-deploying troops or other personnel to the intervention theater and (D) lobbying the head of state to support the intervention proposal. This article uses the French intervention in Mali (2013) to introduce the concept of intervention entrepreneurs and illustrate the strategies and power these actors exert.

2. **Civilians under Terror and LIC: Fears during and between Six Military Confrontations, the Role of Demographic Factors in 44 Nationally Representative Samples**
Roni TIARGAN – ORR (IDF Behavioral Sciences Department; orroni6@gmail.com)
Meytal Eran JONA (IDF Behavioral Sciences Department; meytalej@gmail.com)

Stephen LEVINE (University of Haifa)

The questions of vulnerability and resiliency of individuals and communities in the face of Low intensity conflicts (LICs) are increasingly relevant. We suggest a longitudinal study that addresses the issue of fear within the Israeli-Jewish population during thirteen years (2001-2013), before during and after six limited military conflicts. The study examines fear emotions in the Israeli context during periods of LICs and compares it with fears during periods of relative quiet. The primary goal was to explore to what extent do military conflicts and terror attacks effects the public fears, and how the prevalence of fears vary in relation to various socio-demographics factors. **Method:** We studied fears from the future and fears of physical harm in 44 nationally representative surveys conducted from 2001 to 2013 (N=22,510) during and between six military conflicts (N=9,829 interviews were conducted during conflicts and N=12,681 interviews were conducted in periods of relative quiet). Analysis consisted of descriptive statistics, logistic regression models and logistic regression models stratified by periods: during routine time and during military confrontations. **Key findings:** Contrary to the literature, we found **lower levels of fear at times of terror and Lics, compare to more peaceful times**. Based on logistic regression modelling, the fearful group was associated with being **female** (OR= 1.81) and **low SES background** (OR=1.73). **Ultra-orthodox** respondents showed significantly less fear (OR= .52). Compression between logistic regression models explaining fears during periods of routine and military confrontations shows that **the most prominent changes related to SES**, especially weakest SES Group (OR= 3.3 during military confrontations). Therefore, the research findings support Hobfoll COR theory, whereas people with low resources are more likely to suffer from all fears measures.

3. **The Israeli Dilemma -"Everyone's Child " or "Everyone's Soldier"**
   Dr (Col. Res.) Shaul SHAY (sc.shaulshay@gmail.com)

   A day ahead of the verdict in the highly charged trial of an IDF soldier accused of manslaughter for killing a wounded Palestinian terrorist, IDF Chief of Staff ,Gadi Eisenkot, said that *"An 18-year-old man serving in the army is not 'everyone's child. He is a fighter, a soldier, who must dedicate his life to carry out the tasks we give him. We cannot be confused about this."* Far-right supporters and some politicians have accused the defense establishment of abandoning one of its own and claimed that it is true that he is not everyone's child, but he is "everyone's soldier." The confusion in the discourse of Israeli society reflecting the contrast between neoliberal worldview and a mobilized society. The liberal civilian view of the world sees the individual and his or her freedom as the basis of social existence, making compulsory military service a burden, like paying taxes. The burden is justified by the cost-benefit formula and all along the way, the individual interest remains at the core. By contrast, in a mobilized society, as Israel's Jewish community used to be, the leading interest is the national one. According to this point of view, the needs of the collective not only take precedence over individual interests but give meaning and content to individual lives. In this scenario, compulsory military service is not simply required by law. It is first and foremost the privilege and opportunity to take part in a national responsibility. The IDF Chief-of-Staff's words are an opportunity to examine the current discourse and relations between the military and the different sectors of society.

4. **The Health of National – Protecting National Security against the Unknown**

Katri LIEKKILÄ, M.M.Sc., M.Sc. (Econ.) (National Emergency Supply Agency, Finland; Katri.Liekkila@nesa.fi)

Nation states are traditionally perceived as firm as fortresses that provide security, protect the citizens and remain intact, no matter how fierce or furious the attack. What challenges these fortresses is the rise of uncertainty as part of everyday life of all societies. Due to the high connectivity and being woven together nation states face dispersion of insecurities and internal weaknesses as well. Due to this the metaphor of the fortress must be re-evaluated. What if instead of a fortress under attack, nation states were more like the human body? In contrary to a fortress, human bodies grow and evolve through life as well as they are able to change physical residence. Both the human body and its environment are at constant transformation and there are no pause- buttons. The centric question seems to be what determines the best prerequisites for the human body to endure life as well as possible, tackle the harms that come its way, learn and age gracefully? The human body metaphor acknowledges the rise of the resilience subject into security studies. The concept of resilience has become so popular that it is gaining foothold also in national white papers and security strategies. One may even wonder if instead of talking about national security, we will be talking about national resilience in a few years. Despite its popularity the concept itself seems to still lack clear meaning and content. Consequently, this paper studies notions such as national security, uncertainty, risk and resilience and their relation to nation states and their ability to provide security. It explores the possibilities nation states have to keep the national security at its best.

CRITICAL MILITARY STUDIES – SESSION 1: Inaugural Panel
Organizers: Erella GRASSIANI and Dana Grosswirth KACHTAN

This panel aims to include critical theoretical frameworks that have been included in several social science disciplines, but that have still not made their way to military studies. In line with critical theory in general the panel wants to focus on new ways of examining what military studies are and how to approach the military as an object of study. We ask authors not to take 'the military' as a given and/or to start our analysis from within its ranks or its assigned missions and tasks. Rather we encourage participants to commence the analysis from the 'outside' and critically examine what it is that the military does? How it does what it does? And what are the social, political and ethical implications of its workings and operations? While focusing on the military, the panel also invites works that emphasize the blurry boundaries between the military and security establishments and include these inter-connections in their critical analysis. Other subjects to be considered are for example socio-military relations and issues of agency of individuals within the military system.

1. **Control of the Military vs. Control of Militarization**
Yagil LEVY (The Open University of Israel; yagil.levy@gmail.com)

This paper aimed at illuminating the essence of critical military studies. To this end, a revised conceptualization of civilian control is offered that distinguishes between two modes of civilian control over military affairs: control of the military and control of militarization. Control of the military, the main focus of students of civilian control, concerns itself primarily with the military organization, particularly the operational aspects of the military's performance (doctrine, deployment, resources, etc.) and their expected political implications. In contrast, the control of militarization deals with controlling the mechanisms that legitimize the use of force, first and

foremost military force. It draws on political discourse, seeking to guarantee that the use of force follows a thorough, open and deliberative process of decision-making in which the citizenry plays an active and autonomous role in addressing the legitimacy to use force. This distinction will help us to distinguish between the main-stream, traditional study of civil-military relations and critical study of which, by drawing on theories of Jurgen Habermas, Steven Lukes, Robert Cox and others.

2. **Participatory Research with Military Institutions: Critical Military Studies in Practice**

Rachel WOODWARD (School of Geography, Politics and Sociology, Newcastle University, UK; rachel.woodward@newcastle.ac.uk)
Antonia DAWES (School of Sociology, Politics and International Studies, University of Bristol, UK)
Tim EDMUNDS
Paul HIGATE
K. Neil JENKINGS

This paper takes forward ideas currently under discussion within the broad critical military studies movement, concerning military research and the questions and broader critiques provoked by the process of collaborative research with military institutions. The issue of research engagement has developed as a focus for inquiry within military research, prompted not only by general interest within the military research community about methodologies and military specificity (see for example Carreiras et al., 2015; Soeters et al, 2013; Williams et al., 2016), but also by more particular concerns around the politics of engaged research practice (see, for example, Baker et al., 2016; Bulmer and Jackson, 2016; Rech et al., 2015). In this paper, we draw on the experience of a research project on Reservist personnel, which was funded by the UK's Economic and Social Research Council, a major social research funder, with contributions from the British Army and the UK Ministry of Defence. We situate this project within three different research contexts. The first is the wider UK research funding and research evaluation context, which builds into research the idea of accountability to stakeholders and a wider public and explicitly demands that researchers consider the wider public impacts of their research for beneficiaries beyond academic research users. We consider how the impact agenda as applied to military research raises questions both about the possibilities and obligations (or otherwise) for researchers to have impact. The second is the disciplinary and wider social scientific academic context in which the research sits, where critiques and debates about militarisation and university research raise complex political questions about research which engages directly with military partners. The third is the institutional and organisational contexts of both military and higher educational institutions and their modes of operational praxis, which provide organisational cultures and dynamics which may be both insightful challenging to both.

3. **Danish Soldiers Narrate Civil-Military Interaction: Experience, Critique and 'Identifying Best Practices'**

Thomas Vladimir BRØND (Assistant Professor, Institute for Languages and Cultures, Royal Danish Defence College; thbr@fak.dk)

In the aftermath of military engagements in Iraq and Afghanistan, Western militaries have been grabbling not only with these – for many – 'failed missions', but also with how to deal with a contemporary moment of hybrid wars and 'chronic crisis' (Vigh 2008). While numerous political commissions have issued reports evaluating these military engagements (e.g. the Chilcot Report

in Britain), Western militaries have also evaluated their own performances – sometimes cast in vocabularies of public administration as 'best practices', 'lessons learned', etc. The question arises, however, what characterizes a 'best practice', who defines it and how? Against the backdrop of management reports and the critique of political commissions, this paper hones in on the lived experience of Danish soldiers engaged in CIMIC (Civil-Military Cooperation) on the tactical and higher tactical levels in these past missions. Based on ongoing ethnographic fieldwork and extensive interviews as part of a larger research initiative 'Perception and Legitimacy in Civil-Military Interaction', the paper excavates and discusses two selected cases on the basis of soldiers' own experience and memory of what constitutes successful or failed practices. If we move beyond the constraints of both self-appraisal- and denial in official discourse and move to the level of ordinary experience of soldiers, is critique then possible? And how might we qualify that critique following the cues of recent anthropological and critical theory? By triangulating with other sources (field reports, media sources and others), the paper demonstrates how the discussion of these cases serves theoretically as a window into the tensions of critique in the military as part of a world where critique has – in the words of Bruno Latour (2004) – 'run out of steam'.

VETERANS AND SOCIETY – SESSION 1

1. **Policy Constructions of Danish War Veteran-Images and their Social Life**
   Birgitte Refslund SØRENSEN (Dept. of Anthropology, University of Copenhagen, Denmark; brs@anthro.ku.dk)

   Almost twenty years after Danish troops returned from their mission to a war-torn Balkan region, the government developed and adopted the nation's first veteran policy in 2010. With it came an official definition of the war veteran, which not only demarcated veterans from other soldiers, but also suggested important distinctions between (the value of) military and civilian citizens. While only minute revisions have been made to the official definition since then, the images of veterans are constantly calibrated in policy and social contexts. In this paper I examine the forces behind these adjustments, and in particular I want to scrutinize the evidence behind contrasting images, in which settings they enjoy legitimacy, and their relevance. Two pertinent questions, I hope to address at the end, are to what extent these public images, or the veteran as social category, capture and resonate with the lived experiences of veterans, and what the political, social and personal implications of potential discrepancies might be?

2. **Active Fighting: Combat Experiences of Dutch Veterans from the Second World War until Now**
   Jeoffrey van WOENSEL MA (Netherlands Veterans Institute; jtwh.v.woensel@veteraneninstituut.nl)

   The definition of combat experience is not fixed. The definition 'active fighting in a war' comes pretty close. Today, however, this is a too narrow definition because soldiers do have experiences with active fighting during operations other than wars (peace-enforcing or peacekeeping missions). How can these differences be explained? Is there a difference between combat experience gained in a war or a peacekeeping mission, between conscripts and regulars, between good or less well prepared and trained soldiers, between different wars and missions and the appreciation for that in society? How do soldiers look back on the combat experience they have gained? The differences between combat experience in several wars and missions will be examined through analyzing interviews with Dutch veterans. The Interview Collection

Netherlands Veterans of the Netherlands Veterans Institute forms the main source of data. This paper shows work in progress in answering these questions. The first results will be presented here.

3. **Conflicting Values and Ethics in Veteran Policy**
   Andres SIPLANE
   Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

   Estonian veteran policy, providing universal benefits and services for military service members who have been involved in international military operations, might endanger the independence and self-determination of veterans, as it might contribute to becoming "entitled" welfare recipients and increase the risk of stigmatization and learned helplessness of veterans. Social workers in their client-work have to follow principles of subsidiarity and preserve client autonomy, which is complicated, because of universal entitlement rules established by the state. Such a situation potentially entails moral conflicts and ethical dilemmas and put the efficiency of the veteran policy under strain. The presentation provides critical insights into these moral and ethical issues and critically assesses the roles of the stakeholders (state and military authorities, social workers, and veterans) of the veteran policy of Estonia.

4. **Heroes, Traitors or Threats to Neutralize: Two Wars and Many Ways to be a Veteran in Mozambique**
   Paulo GRANJO (University of Lisbon, Institute of Social Sciences; paulogranjos@gmail.com)

   In Mozambique, there are living veterans from two different wars, the independence one (1964/1974) and the civil war (1976/1992), with very different images and status. The guerrilla fighters from the liberation party (FRELIMO) claim to be "heroes" and "liberators", and this is generally accepted in society. They hold the political power since 1975, both formal and informally, their Association of Ancient Fighters has unique authority inside the party and the state, most of them became very rich and some even claim publically that they have the right to become it, due to their historical role and sacrifices during their youth. And this jeopardizes their glorious image. On the other hand, most of the Mozambican soldiers drafted in colonial Portuguese army were classified as "traitors" and locked in "reeducation camps" for several years. Some, however, managed instead to be co-opted by the independent state apparatus, due to their skills or family connections. Through all the socio-economical spectrum, the meaning of their "veteran" status is still very ambiguous. Such kind of dichotomy didn't happen in the case of civil war veterans, although the insurgent RENAMO party tried to present their guerrilla troops as "democracy fighters". Terrible war stories make southern urbanites see them mostly as "barbarians", but both them and the previous government soldiers were equally seen, by the population, as threatening people who need to be "clean" in order to become "people like the others". So, in Mozambique, a "veteran" can be very different things, depending on the image of the war and of the side where they fought, on their ability and political conditions to construct history and self-images, but also on the acceptability of such images by the population.

MILITARY AND SOCIETY: A GREEK PERSPECTIVE – SPECIAL SESSION
   Chair: George Kaffes

1. **Humanities Teaching at the Hellenic Military Academy from its Foundation to its First Restruction by the Bavarians (1828-1834)**
   Andreas KASTANIS (Professor, Hellenic Military Academy; andreas_kastanis@yahoo.gr)

   This paper discusses the initial conceptualization of the notion of 'Humanities' at the Hellenic Military Academy. Focusing primarily on the early 19th century, it analyzes the impact of the French language on the Academy's curriculum, and argues that the excessive emphasis given to the above language and culture was seen as a necessary step for the intellectual development of prospective military officers – a step that would familiarise a greater number of the Greek youth with the ideals and principles of the French Revolution. At the same time, the paper traces the implicit tensions created by a curriculum modeled upon the French École Politechnique and the changing mission of the military officer, who would serve as a mediator between the State and the still largely uneducated majority of ordinary citizens. Exploring the trajectory of Greek language teaching within the Hellenic Military Academy, the paper shows how the French language eventually lost its overwhelming dominance, giving way to a more realistic curriculum which included subjects such as Ancient and Modern Greek, History, Mathematics and Design. Ultimately, the increasing importance of the Greek language and the gradual marginalization of French should be seen as an attempt to modernise the academic curriculum, protect the institution from accusations of elitism, and retrace the connections with the Greek society, its needs and values.

2. **Psychosocial Care and Seeking Mental Help in the Military: Fears & Benefits**
   Vassia Ignatiou KARAMANOLI (Lecturer of Psychology, Hellenic Army Academy; vaskar3@yahoo.com)

   Psychosocial care is one of the main domains of interest in order to cultivate high resilience among military personnel. Avoid seeking mental help, even if several psychological problems have occurred, is common place among military personnel. Personal and interpersonal factors are associated with the perception of stigma concerning seeking mental help. Research on potential barriers regarding the search for psychological help can provide useful conclusions for military services. The aim of this study is to investigate attitudes towards psychosocial care and the way that the status of permanence or tenure influences this attitude toward psychosocial care in Greek Military. The focus is on the perception of public stigma concerning seeking mental help in the military environment. The research design permits as to construct and examine the appropriateness and the fidelity of Military Public Stigma Scale's items (MPSS) and how they are influenced or not by one's perception of self-efficacy and self-esteem. Statistical results provide evidence for the statistical significance of the items, the variables and the factors of the scale and for the correlations with the perception of self-efficacy and self-esteem. Implications for further research are made.

Wednesday 28 June

09.00 – 9.15   **Coffee**

09.15 – 10.45   **PARALLEL SESSIONS 3**

MORALE, COHESION, AND LEADERSHIP – SESSION 3: **Roundtable with Authors & Book Presentation « Leadership in Extreme Situations »**
  Chair: Michael Holenweger
  Michael Jager (michael.jager@vtg.admin.ch)

To date, many studies have been published that deal with the topic of leadership in crisis situations, but only few works exist in the field of leadership in extreme situations. Since a distinction between crisis and extreme contexts, however, is crucial, further research in this area is needed. An understanding of the nature of leadership in an extreme setting can provide further insights for military and civil leaders in a regular context within their profession. Furthermore, the growing number of leadership scholars around the world who work and do research on this subject shows the importance and global recognition of this topic.
Armed forces personnel are frequently exposed to intense combat and potential mitigating effects which can affect the military performance in terms of cohesion, morale and leadership. Issues such as why people act as they do in stressful and extreme situations or what constitutes the nexus between leadership/followership, organizations, and culture should addressed in this roundtable. It should cover general observations about leadership in extreme situations and specific case studies while also providing "lessons learned" approaches to be used for teaching military leadership in classes.
The aim of the roundtable is to address key issues of leadership, morale and cohesion and to conduct cross-national studies of social and organizational aspects of leadership in a military context.

MILITARY PROFESSION – SESSION 2: **Civilian Values & Identity**

1. **Implementing a New Basic Military Training System in Sweden – Findings from the First Year**
   Johan ÖSTERBERG (Swedish Defence University; Johan.Osterberg@fhs.se)
   Eva JOHANSSON (Swedish Defence University; Eva.Johansson@fhs.se)

A new concept for the basic military training in Sweden was implemented in 2016. The reasons for this was that the Swedish armed forces had problems in recruiting sufficient amount of soldiers and officers. In 2016, the SAF struggled to recruit 2.300 individuals, and the requirement was 4.000. In 2021, the amount of soldiers recruited/year aims at being 8.000. The SAF have had a long period of downsizing, and depending on events in the Scandinavian region and the increased threat of terror, the SAF now needs to increase their organization. The military basic training aims at providing basic military skills and knowledge of the Swedish armed forces and its purpose. Furthermore, the military basic training provide the specific military skills and knowledge needed to be able to: get a placement in a position in the total defense, to be employed continuously or periodically duty squad leader, soldier or sailor, get approved to education that could lead to employment as a professional or a reserve, or sign a contract to the Home Guard. The new basic military training implies that the former 3 month basic training, plus 3 month probationary employment, was replaced by a 9 or 11 month long training before getting an employment within the SAF.
A project was launched in order to evaluate the effects of the new system, and officers were the target group for the evaluation. Interviews with officers were conducted at the beginning and in the middle of the military education training, which lasts 9 or 11 months. Results show that there were fears about not being able to provide the recruits with requested equipment, and the lack of officers at the home unit was a source for misgivings. Interviews midway through the

training showed that in general, the officer corps were satisfied with the way they have trained the recruits, but there was also big dropouts, up to 50 % in some units.

2. **Military Cadets and Human Values in a Changing World**
Helena CARREIRAS (ISCTE-University Institute of Lisbon; helena.carreiras@iscte.pt)
Fernando BESSA (Military University Institute; a15277@hotmail.com)

This paper addresses the issue of human values' orientations of Portuguese military cadets, comparing them with different groups of the civilian population. The analysis draws on Schwartz's human values typology, which has been tested in successive rounds of the European Social Survey (ESS), and also on empirical data collected through a survey of the total universe of cadets in the three Portuguese military academies. The main aim is to explore the existence of convergence and divergence patterns in value priorities of cadets when compared to other societal groups. The data were collected in 2016 through an extensive survey on cadets' professional and organizational attitudes, in the framework of a project that brings together military and civilian researchers from different institutions.

3. **The Effect of Military Socialization on the Habitus and Identity of the Youth**
Lindy HEINECKEN (Dept of Sociology and Social Anthropology, Stellenbosch University; lindy@sun.ac.za)
Neil KRAMM

This study examines the effect that military socialization has on the youth who have served in the military between two and five years in South Africa under the Military Skills Development Programme (MSDS). The results show that the experience of serving in the military creates a military habitus which in reproduced in their civilian life. This affects their ability to reintegrate back into civilian society. Many report that they have become more authoritarian, aggressive and masculine, and experience a loss of support structures, leading to feelings of anxiety, depression and alienation. Furthermore, their military habitus and dependency on the command structure in their work effects how and where they obtain employment. These findings raise concern in terms of the effect that militarization has on the youth, their ability to reintegrate back into society and find gainful employment. Our argument is that militaries are quick to turn citizens into soldiers, but do little to re-adapt soldiers to becoming citizens. In a country like South Africa which uses the military as a tool for social upliftment, this needs further research in terms of what military skills are benefiting the individual, and society.

4. **Professionals, Professionalism and the Civil-Military Divide: the Case of UK Armed Forces Reservists.**
Rachel WOODWARD (School of Geography, Politics and Sociology, Newcastle University, UK; rachel.woodward@newcastle.ac.uk)
Antonia DAWES (School of Sociology, Politics and International Studies, University of Bristol, UK)
Tim EDMUNDS (School of Sociology, Politics and International Studies, University of Bristol, UK)
Paul HIGATE (School of Sociology, Politics and International Studies, University of Bristol, UK)
K. Neil JENKINGS (School of Geography, Politics and Sociology, Newcastle University, UK)

This paper is concerned with workplace cultures, workplace-derived understandings of professionalism as an employment-based practice, and the negotiations of these in the working lives of UK armed forces reservists. It takes as its starting point the existence of a long-standing

and lively debate about the nature of civil-military relations, and about the most appropriate conceptual approach to understanding that relationship. It argues that theorising civil-military relations in socio-cultural terms is beneficial in that it promotes a conceptualisation that is less concerned with gaps, spheres of influence and the boundaries and intersections between them, and more concerned with civil-military relationships as constituted through active conscious practice and experience. We argue that a focus on lived experience and practice can offer both conceptual insights and a more nuanced narrative about such relations than more structural accounts. The paper draws on research on the hybrid identities of UK reservists to explore these issues. The vast majority of UK reservists are employed in the civilian labour market, and manage their Reserves participation around their obligations in the civilian workplace. They are therefore uniquely placed to observe organisational cultures, working practices and occupational and institutional norms and modes of being as employees. Our research on reservists' negotiations around their civilian and military workplaces revealed an informed critique of armed forces working practices and of ideas of professionalism on the basis of civilian workplace experience. This critique in turn suggests both conceptual insights into existing approaches towards civil-military relations, and practice-based insights which may inform the understanding of military institutions.

CIVILIAN CONTROL OF THE ARMED FROCES – SESSION 2: **Out of the Mold: Contemporary Trends in Civil-Military Engagements in the Philippines, Thailand and Japan**
Panel Organizer: Rosalie ARCALA HALL (University of the Philippines Visayas, Miagao, Iloilo Philippines; rahall@upv.edu.ph)

The panel describes new directions in civil-military relations in the Philippines, Thailand and Japan. While differing widely in their current political set-up, the three country cases illustrate how policy shifts that seek to change the military's role in society, and correspondingly the exercise of control by civilian agents generate nuances in civil-military relations. In democratic Philippines, the military's continued engagement in internal security operations, and the government's adoption of convergent approach to address the insurgency problem are providing the military more influence in budgetary matters. Under the administration of Prime Minister Shinzo Abe, more reinterpretations on the overseas role and remit of Japan's Self Defense Forces are producing tensions with the NGO community and within the institution's culture. The Thai junta is pursuing neoliberal economic policies with the objective of shoring up domestic support for the regime, even as it carves out new and more lucrative financial opportunities for the military as an institution.

1. **The New Normal: Philippine Civil-Military Relations in the Age of Government Convergence to End Insurgency**
Rosalie ARCALA HALL (University of the Philippines Visayas, Miagao, Iloilo Philippines; rahall@upv.edu.ph)

Following the democratic transition in 1986, the Philippine government has made great inroads in restoring civilian control over the armed forces. In financial terms, these efforts included: standardization of budget and procurement rules between civilian and military agencies; institutionalizing legislative oversight on military's access to public resources, including annual government appropriation and earnings from trust and other assets; and imposing controls over foreign receipts. Under Presidents Gloria Arroyo (2001-2010) and Benigno Aquino III (2010-2016), templates of government "convergence" were set up anchoring efforts by the military

(construction and civil-military operations) with those of other civilian agencies delivering parallel services in conflict areas. These templates opened up new windows for the military to tap other public resources aside from its own budget, but imposing limits on civilian oversight capacities in the frontline.

The proposed paper describes the trajectory of Philippine civil-military engagements in the formal arena of public fund allocation and in informal settings (shadow economies, unauthorized businesses, and corrupt activities) after 1986. The paper makes several arguments: (1) continued deployment for internal security missions accords the military more access to resources legal and illicit; (2) the insufficient bureaucratic capacity of civilian authorities means they are unable to contest spending for development in the conflict areas whether carried out directly by the military or contracted by other civilian agencies; and (3) military influence in budgetary and related matters remain pronounced because of civilian authorities' dependence on the former to deliver government services in conflict areas.

2. **New Methods of Thai Military Dominance: The Neoliberal Agenda of Authoritarianism since the 2014 Coup**

Paul CHAMBERS (Institute of Southeast Asian Affairs; Faculty of Law, Chang Man University Chang Mai, Thailand; pwchambers@gmail.com)
Napisa WAITOOLKIAT (College of ASEAN Community Studies, Naresuan University Phitsanulok, Thailand; napisaw@gmail.com)

Since the 2014 coup and downward spiral of Thailand's economy, the country's military junta has embarked on a new set of strategies designed to shore up the economy and thus its credibility. The junta has sought to improve the country's finances (and bolster wavering support from major business supporters) with a neoliberal economic program prioritizing mega-projects, Special Economic Zones and greater extraction of natural resources. The mega-projects seek to lure more foreign investment to Thailand. The SEZs policy concentrates on promoting neoliberal economic development along the border. The extraction of resources (e.g. the case of Loei province) has involved junta support for entrepreneurs' eviction of local people in order to facilitate mining and other commercial pursuits. Why has the junta supported these particular policies? What will be the initiatives' likely positive and negative results? Who do these policies actually benefit? This paper answers these questions. It argues that the junta, by implementing these initiatives, seeks to 1) stabilize the economy to improve its popular standing; 2) enhance the interests of big businesses supporting the junta (which indirectly benefits the junta itself), and 3) open the door to more military involvement in the economy (including more sinecures on state corporate boards).

3. **Military-NGO Confrontation in preparing Non-Combatant Evacuation Operation after the New Security Legislation of Japan**

Saya KIBA (Doshisha University, Kyoto, Japan; saya_kiba@yahoo.co.jp)

This paper will argue that a set of eleven security-related laws that were enacted by the Japanese Parliament in 2015 raises a new character of confrontation between Japan's Self Defense Forces and Japan-based humanitarian NGOs. The laws cover not only the issue of collective self-defense. It includes enabling the Self-Defense Forces (SDF) to engage more effectively in non-combatant evacuation operations (NEO) of Japanese nationals overseas in case of conflicts or natural disasters. It also allows Japanese forces to protect civilians or troops of other countries participating in peacekeeping duties, and it relaxes rules on use of weapons

during peacekeeping operations. When government tried to persuade the public and opposition parties of the bills' necessity, the ruling party emphasized the necessity of protection of Japanese nationals abroad - such as hostage rescue, protection of Japan's NGO workers in conflict area. The paper argues that a majority of the Japanese NGO remains opposed the standard government explanation as the SDF is currently not configured, prepared and equipped to carry out transportation, use of facilities, medical support, and other related activities for evacuation operations. Using a case of Japan's participation to United Nations Mission in the Republic of South Sudan (UNMISS), the paper explains the tensions between the NGOs and SDF arising from this policy shift.

4. **Changes in Military Culture? – Examining the Japan Self-Defense Forces' Peace Support Operations**
   Atsushi YASUTOMI (Research Institute for Peace and Security, Tokyo, Japan; atsushi.yasutomi@gmail.com)

   Much of the existing literature on postmodern military culture has focused on impacts on the militaries of the post-Cold War Western democracies in which new non-combat functions are added to their conventional defence and combat capabilities. The literature on cohesion (e.g. Nuciari 1990) emphasises MOOTW's vague mission principles weaken combat motivation, thus degrading military effectiveness. The anti-modernist aspect of postmodernism (e.g. Boëne 2003) explains that today's erosion of sovereignty has weakened the military's dedication solely to defence of national interest, thereby confusing civilian control in multinational activities, and weakening public approval for traditional defence tasks. The Japan Self-Defense Forces (JSDF)'s postmodern activities of humanitarian and peace support operations abroad have been one of the principal functions that are highly approved among the Japanese society. However, Japan's recent legal reforms have added counter-insurgency combat capabilities to its conventional engineering functions in its peace support missions abroad. Would such new functions cause drastic changes in the JSDF's military culture? What changes are expected in military culture when conventional combat functions are further added on top of the postmodern peace support activities that are well approved in its parent society? The author argues that the existing literature does not clearly predict changes in military culture under such a condition and thus needs reexamination.

RECRUITMENT AND RETENTION – SESSION 2: **Recruitment and Retention in the Reserve Forces**
Chaired by Vince Connelly

1. **Awareness of and Attraction to the UK Reserve Forces**
   Emma PARRY (Cranfield University, UK; emma.parry@cranfield.ac.uk)
   Zoe MORRISON (University of Aberdeen, UK; zoemorrison@abdn.ac.uk)
   Dilys ROBINSON (Institute of Employment Studies, UK; Dilys.Robinson@employment-studies.co.uk)
   Vince CONNELLY (Oxford Brookes University, UK; vconnelly@brookes.ac.uk)

   This study examined the awareness and attraction of Volunteer Reservists in the UK Armed Forces. The primary data consisted of a survey of 2,347 individuals from the general public who were eligible to be considered as potential recruits, and a set of detailed interviews with recruiters of Reservists, Reservists in training and trained Reservists. The results showed that a minority of the general public sample had high awareness of the Reserve Forces particularly in

relation to the offer provided to Reservists. This is lower in particular groups such as women. Initial awareness is most commonly developed from word of mouth or media advertising. Those with some interest then obtain further information from websites, recruiters and via recruiting events. Awareness of the Reserve Forces was also found not to be consistent across demographic groups including some significant differences between demographic groups in awareness of individual Services and roles available. The factors attracting people to Reserve Service in both the survey and the interviews can be divided into those related to personal development; pro-military attitudes, society benefit, career development and variety. The barriers to people joining the Reserve Forces were related to the availability of time; concerns about personal life and family; concerns about careers and a perception that Service would not suit them. It is recommended that a cohesive and coherent recruitment marketing strategy should be developed that is stratified across national, regional and local activities and aimed at the eligible population with targeted campaigns.

2. **A Comparison of Retention Issues in the Canadian Armed Forces' Reserve and Regular Forces**
Joanna ANDERSON (Dept of National Defence, Canada; JOANNA.ANDERSON@forces.gc.ca)
Irina GOLDENBERG (Dept of National Defence Canada; IRINA.GOLDENBERG@forces.gc.ca)

The Canadian Armed Forces (CAF) Reserve Force comprises several subcomponents with different roles and responsibilities. The largest is the Primary Reserve (P Res), whose purpose is to supplement the Regular Force (Reg F) in operations at home and abroad. As such, there is similarity in the roles of Reg F and P Res members. Nonetheless, there are important unique aspects to membership in a primarily part-time force that result in significantly different experiences and may therefore present different retention-related challenges. Thus, in this presentation, we compare data from recent P Res and Reg F Canadian Armed Forces Retention Surveys to examine similarities and differences between these two populations from a retention perspective. Limitations and potential implications of the findings for the CAF will be discussed.

3. **UK Regular Army Perceptions of Army Reservists and their Influence on the Recruitment and Retention of Army Reservists during a Period of Austerity**
Vince CONNELLY (Oxford Brookes University, UK; vconnelly@brookes.ac.uk)

The British Army 2020 plan envisages greater integration of Reservists with Regular forces. Previous research has shown that relationships between British part time Army Reservists and their Regular Army full time colleagues are subject to change (Dandeker et al, 2010; Connelly, 2013). King (2015) argues that the British Army are moving towards adopting a more elite full-time professional workplace culture. Workplace culture research emphasises the risk of a marginalised status for part-time labour in this scenario (Lawrence & Corwin, 2003). Recently Regular Army personnel were significantly reduced as part of an austerity programme while Army Reserves were publically boosted. Data collected over this period shows that the Regular Army perceptions of the Army Reserve worsened year on year during this programme. These worsening perceptions are discussed in terms of the public debate held and the prevailing beliefs about Reservists in the Armed Forces and wider society

Implications for Reservist recruitment and retention, the recruitment of ex-Regulars into the Reserves and the pressure on particular Reservists to judge other Reservists commitment to Reserve service negatively will be discussed. How negative perceptions of part time labour may impact on the future attempts to improve Regular Army retention through introducing more flexible working practices will also be raised.

How the British Army has handled recent change aligns with other research indicating how powerful workplace cultures react in austere times and how public narratives can reinforce internal organisational perceptions.

4. **Contextualising Reserve Duty as Serious Leisure and the Pressures of the Increasing Professionalisation of the British Army Reserves.**
Sergio CATIGNANI (University of Exeter, UK; s.catignani@exeter.ac.uk)
Victoria BASHAM (Cardiff University, UK; BashamV@cardiff.ac.uk)

The reforms of the British Army's Reserves, which are being carried out as a result of the Army 2020 and Future Reserves 2020 transformation programmes, aim to develop 30,000 trained reservists and up to 7,000 Reservists in training by 1 April 2019.The Army 2020/FR2020 reforms are in essence based on the "whole Army" concept, which aims to push the Army towards the greater integration of the Army's Regulars and Reserves components.

Whilst the Army has in principle conceived the process of integration as a two-way process in which organisational, but also importantly, cultural barriers will be reduced, in practice, the Reserves have had to gradually step up to the ever-increasingly "greedy" requirements of the Army in terms of time commitment and task expectations. This has been mainly driven by the capability gaps, which the Army has experienced as a result of the 2010 Strategic Defence and Security Review budget and personnel cuts and which the Reserves have had to in part plug.

Such commitment expectations, we argue, could negatively affect in the long-term reservist retention rates, given the fact that whilst reservists can only serve during their very limited "spare time" and pursue reserve service as a form of "serious leisure", the Regular component's conceptions of professionalism are associated with notions of total commitment, which in fact go against the very part-time nature of Reserve service.

This article will examine the challenges that reservists and Reserve units have encountered so far under the Army 2020/FR2020 transformation programmes and the dilemmas that reservists have experienced as a result of the expectations mismatch stated above.

VIOLENCE AND THE MILITARY – SESSION 1

1. **Mission Afghanistan**
Peter TILLBERG
Lotta Victor TILLBERG

Panel Description: The idea behind Mission Afghanistan is to present a multitude of concrete examples that we all can learn from. The soldiers we meat in this book have ended up in various places and situations and have had encounters with different values and different kinds of knowledge. By getting involved in many contexts they have seen their concepts getting shaped in interaction with others. Through these cases we have an opportunity to develop our understanding and imagination of how it can be to work in a crisis and conflict affected environment. There is an indeterminacy and solutions of a problem often emerges from the circumstances rather than from a set of rules or principles. The information available is often insufficient and the people one is dependent of do not necessarily share one's perception of reality. Planning has to be made gradually and decisions and actions revaluated constantly. A vital conclusion is that the military profession needs a deeper understanding for how *complex* situations differ from *complicated*, and from simple on one hand and chaotic on the other. To master the complex is a skill of a completely different kind than of just performing acts of

warfare for the purpose of defeating an enemy. Military skill indeed requires knowledge in and on the use of violence, but also an ability to get out of a spiral of violence and start negotiations or even cooperation. The soldiers tell that it sometimes might be necessary to use violence to prevent a course of events from escalating into chaos, but violence is never the final solution or ultimate goal of a mission. Actually, it is all about with all means available leave a destructive state and promote more constructive solutions. The ability to handle complex situations require personal training but also an organizational ability to utilize experiences. The capacity to organize this effectively is crucial, almost characteristic, for a modern military professionalism.

10.45 – 12.55   Free visit by bus to the battleship Museum AVEROF

13.00 – 14.00   Lunch

14.15 – 15.45   PARALLEL SESSIONS 4

MORALE, COHESION, AND LEADERSHIP – SESSION 4: **Case Studies on Military Leadership**
Chair: Michael Holenweger

1. **Use and Impacts of Military Studies in the French Ministry of Defense**
   Claude WEBER (French Army Academy of Saint-Cyr; claude.weber@st-cyr.terre-net.defense.gouv.fr)

   The aim of this presentation is to explore the current and future use of military sociological studies in the French Ministry of Defense, and particularly the French Army.
   The sociology researcher's place, role, function, and the related potential benefits for the military and the Defense community at-large will be explored. Without specific scrutiny and due to the difficulties associated with their evaluation and/or measurement, these benefits may not be as easily perceived as consequential or meaningful by military and Defense decision-makers. Using several examples, this presentation will offer some likely explanations for past challenges; some relate to the nature of the issue or topic, while others appear related to the quality and visibility of the study itself, as well as the researchers' profiles and affiliations. As part of this presentation, several promising strategies will be proposed that have the potential to greatly improve a researcher's likelihood to make his/her work and expertise not only visible but recognized as relevant and beneficial to the Defense community. The place, participation, and contribution of sociologists in debates within the Defense community will be also discussed.

2. **An Army of Tribes: British Army Cohesion, Deviancy and Murder in Northern Ireland, 1971-1972**
   Dr Edward BURKE (Lecturer in Strategic Studies, The University of Portsmouth @ Royal Air Force College CRANWELL; Edward.burke@port.ac.uk; edward.burke101@mod.uk)

   1971-1972 was a time of considerable strain for the British Army in Northern Ireland (134 soldiers would be killed by the Irish Republican Army in 1972 alone, more than in any year in Afghanistan or Iraq). The relatively stagnant nature of the conflict - with units taking casualties in the same small 'patch' of territory without opportunities for the types of 'positive actions' seen in the previous colonial operations - led to some deviancy on the part of small infantry units who sought informal, unsanctioned ways of taking revenge upon the local population. Taking three battalions as case studies (from the prestigious Scots Guards and Argyll and

Sutherland Highlanders regiments), drawing upon extensive interviews with former soldiers, primary archival sources including unpublished diaries, this paper closely examines soldiers' behaviour at the small infantry-unit level (battalion downwards), including the leadership, cohesion, orientation and motivation that sustained, restrained and occasionally obstructed soldiers in Northern Ireland during the most violent years of the conflict (1971-1972). It contends that there are aspects of scholarly literature, including from sociology, anthropology, criminology, and psychology, that throw new light on our understanding of the British Army in Northern Ireland during the early period of its Operation Banner campaign (1969-2007). The paper also offers insights into soldiers' experiences of combat, as well as analysing instances of abuse and criminal behaviour among soldiers. It offers new information on significant events, such as the 'Pitchfork murders', the 1972 killings of Michael Naan and Andrew Murray by soldiers from the Argyll and Sutherland Highlanders and the death of Edmund Woolsey in an explosion in South Armagh.

The central argument of this paper is that British Army small infantry units enjoyed considerable autonomy during the early years of Operation Banner and could behave in a vengeful, highly aggressive or benign and conciliatory way as their local commanders saw fit. The strain of civil-military relations at a senior level was replicated operationally – as soldiers came to resent the limitations of waging war in the UK. The unwillingness of the Army's senior leadership to thoroughly investigate and punish serious transgressions of standard operating procedures in Northern Ireland created uncertainty among soldiers over expected behaviour and desired outcomes. Mid-ranking officers and NCOs often played important roles in restraining soldiers in Northern Ireland. The degree of violence used in Northern was much less that that seen in the colonial wars fought since the end of The Second World War. But overly aggressive groups of soldiers could also be mistaken for high-functioning units – with negative consequences for the Army's overall strategy in Northern Ireland.

3. **Leadership in Thucydides'** *History of the Peloponnesian War*
   Dimitrios PANOMITROS (Associate Professor, Hellenic Military Academy, Athens; dpanomitros@hotmail.com)

   Individuals, and especially leading individuals, play, of course, a prominent role in Thucydides' history and, therefore, a substantial amount of relevant research has been done until today. Nevertheless, leadership in Thucydides is *not fully clarified* in *all aspects, since the focus remains mainly on history, politics and international relations (Thucydidean realism).* Thus, there is a requirement for research to be carried out in the fields of ancient political sociology and historical sociology. In the present paper I review recent research and examine three aspects of leadership in Thucydides: a) the virtues of the leader; b) the role of the leader in the context of the city state, especially of Athens and Sparta and, given the historian's Athenocentric approach; c) the two types of Athenian leaders, concerning the exercising of Athenian hegemony: i) the Realpolitik leader and ii) the power politics (or the Machtpolitik) leader. Thus, textual evidence shows that Thucydides provides documented sociological analysis on leadership, which can help leaders (and in general decision-makers), from antiquity on, to better understand the political and social dynamics of decision-making at war and the socially corrosive forces crises inevitably produce; therefore, relevant Thucydidean analysis proves to be a real benchmark/point of reference for modern leadership, too.

4. **Where are those Guys Now? The Situation of Military Academy Students in Turkey After 15 July Military Coup Attempt**

Ceyda KULOGLU (Sociology Department, Başkent University, Ankara, Turkey; ceyda.kuloglu@gmail.com)

On 15 July 2016, a military coup was attempted in Turkey against the state institutions, government and the President of the Republic, Recep Tayyip Erdoğan. It was carried out by a group within the Turkish Armed Forces, who was named themselves as the *Peace at Home Council*. The government made a statement that the group is linked to the Gülen Movement, which is considered as a terrorist organization, constructed under Fethullah Gülen, a Turkish cleric lives in the USA. During the coup attempt, over 300 people were killed and more than 2100 were injured. After the military coup attempt, with the delegated legislation in 31 July, under the state of emergency, all the military academies in Turkey were closed and the cadets were discharged. Military academies have a long history for Turkish Republic. In 1835, Mekteb-i Harbiye, the war school was opened in İstanbul with the command of one of the Ottoman Sultans. There were three military academies in Turkey; Turkish Military Academy (TMA), Naval Military Academy (NMA) and Air Force Academy (AFA). The aim of this study is to examine the situation of the military academy cadets after they were discharged and start their civilian lives without their will. Especially the cadets that were educated in the TMA, which is located in Ankara and where I gave lessons for two years, will be taken into consideration through in-depth interviews.

GENDER AND THE MILITARY – SESSION 2: **Women in the Military Forces in Search for Equality**

1. **ARTEMIS – EQUAL: The Organization of Support Centers in the Greek Armed Forces**
   Eleni NINA – PAZARZI (Professor Emerita of Sociology, University of Piraeu; Vice President of European Sociological Association and ELEGYP; enina04@yahoo.gr ; eninapaz@gmail.com
   Vilara KALLIOPI (Ph.D Candidate, University of Piraeus; vilkal@hotmail.com)

   This paper presents Action 6 of "Artemis – Equal: Equality in the Armed Forces" European project. We will describe the functioning of the Network of six Support Centers for gender equality in Greece, on a pilot basis. Specifically, we will analyze the main characteristics and aim as well as the specific goals, the actions which took place during the whole period of the functioning, the problems that were dealt with as well at the way that these problems were resolved, for the success of the Action 6. Ending up the presentation we will present the results of a research survey, concerning the problems that were recorded by the personnel of Support Centers as well as by enlisted women themselves. Finally, a critical review of the Action will be presented and some proposals for the future will be made.

2. **"The Queen Bees and the Women's Team". A Study of the All-Female Special Reconnaissance Platoon in the Norwegian Armed Forces' Special Command compared with Previous Studies of Women in the Military.**
   Nina RONES (Norwegian Defence Research Establishment; Nina.Rones@ffi.no)

   The Norwegian Armed Forces' Special Command (FSK) regular basic training program in the Parachute Ranger Platoon has been open to women since 1985, but no women have ever managed to be selected to the training program. This is mainly due to a long-lasting physically demanding admission test competition, designed primarily to select a small group of the physically fittest men. However, adding female soldiers was an essential operational need. Therefore, in 2014, FSK established an all-female Special Reconnaissance (SR) Platoon as a

three-year test project, allowing women to compete on their own terms for admission to a dedicated program for women only. Some have considered it a success in terms of attracting the best women, while others consider it a new form of gender segregation and affirmative action for women. Thus, this paper discusses the different actors' perception of equality, equivalency and fairness in the military. The experience from FSKs gender-segregated selection and training program is compared with a previous ethnographic study of gender-mixed selection and training program in the Norwegian Army (Rones, 2015). The FSK material is collected through 28 days of participant observation and 64 qualitative interviews with FSK leaders, special operation instructors, platoon commanders, the female SR operators themselves, and their male peers in the regular FSK training program (i.e. the Parachute Ranger platoon). It will be argued that the Army's dominating view of fairness is *equal treatment*. As a result, gender is perceived secondary, and the women are expected to become one of the guys and assimilate to the masculine norms. This seems to attract women who prefer to be the only woman in a male-dominated environment. These women often develop the "queen bee syndrome", a behavior where they distance themselves from other women, talk negatively about them, and oppose recruitment of more women in the military. In that way, these women are sending the signal "I am different from ordinary women, who are less suited for the military; I fit in better with the guys". In FSK, however, the dominating view of fairness seems to be *equivalency*. The FSK conducts special operations where gender matters – e. g. body search and interrogation in gender-segregated countries, as well as special reconnaissance in inhabited areas. Thus, women are needed in service *because they are women*. Consequently, the women are not expected to become one of the guys or to assimilate to the masculine norms. As a result of this approach, the FSK has succeeded in attracting highly fit women who would otherwise not have joined the military. The women in FSK SR Platoon were not interested in joining a male-dominated environment, but they were interested in the military and wanted to join when they got the opportunity to do it together with other women and be part of a women's team. Accordingly, these women have a far more positive attitude towards other women in the military than has been found among the Army's "queen bees".

3. **"If you were a man, you would be a military": Ethnographies of Gender in the Brazilian Armed Forces.**
Cristina RODRIGUES DA SILVA, PhD (Federal University of São Carlos, Brazil; cristinasilva@ufscar.br)

The paper presents an anthropological analysis on the constructions of masculinity and femininity produced in the military profession in Brazil. After more than thirty years of the admission of women as military personnel in Brazil, military institutions continue to present a series of limitations and reluctances on the full exercise of women as combatants. In 2012, the Brazilian President approved a law for increase the numbers of women in the ranks of the Armed Forces (Law 12.705), and this caused a political pressure for opening vacancies for women in military academies. But the number of vacancies open is restricted and the Army will be the last to acceded this law. In this context, the gender issue in the Brazilian military environment appears as a problematic discussion, especially within an organization that has always been characterized as an exclusive territory of men, and that falls on the classic model of "association of women with peace and femininity, and association of men with masculinity and war". The composition of the Brazilian military family also follows this same pattern, with a high number of civilian wives who accompany their military husbands through Brazilian territory, living in military villages and following a traditional lifestyle in this way. And even when there is

the reversal of this model or new family formations in the military environment (with both of the couple being military, or couples with just a military wife), tensions arise, but also adaptations of the standard structure arise. Within this "traditional" scenery of Brazilian military environment, how are women placed in militarism? Do everyday practices correspond to the traditional model? With ethnographic data and studies on Brazilian military academies and institutes we analyze the everyday aspects of military women and the impact of gender in the institution; the game of otherness that women experience in the military ("being a woman" and / or "being a man"); the generate changes in everyday relationships of the barracks; and the new family arrangements that arise in this scenario.

4. **The Status of Women Pilots in the Hellenic Air Force**
Hariklia TZOGANI (Instructor of Sociology, Hellenic Air Force Academy; ctzogani@yahoo.gr)

Within the spirit of the 1990s "gender mainstreaming", in all areas and levels, there was a political request to the Hellenic Air Force to increase the number of women pilots. As a result, the first women pilots graduated from the Hellenic Air Force Academy (HAFA) in 2006 and since then a small number of female cadets enter the Academy every year. This paper attempts to investigate what happens to these women after their graduation, by addressing a number of crucial questions: How easy is it for women to follow a profession still considered typically "male"? How feasible is it for a highly gendered social construction, such as the military inside a "gendered" society to overcome gender stereotypes? Are women pilots treated equally to their male colleagues? Which are the roles given to them in this particular military environment? Are women in the Hellenic Air Force affected by the current fiscal crisis in Greece more than their male counterparts? This paper uses data based on a HAFA thesis (which I supervised), on official statistics drawn from the Hellenic Air Force, and on personal interviews. In the new defensive environment consisting of asymmetric threats Greece has to face new challenges added to already existing military problems. Due to the grave economic crisis, there is a pressing additional need to maintain the balance between the demands and the capacities of Greece. The need to maintain its defence capacities at a high level is not an option, but a real demand, mainly due to the country's geostrategic position. Thus, to investigate the status of women pilots could provide useful insight on how to achieve more efficient operation of the Hellenic Air Force so as to increase its functionality and power.

5. **Female Officers' Narratives on Career Choice and Finding their Place in the Military Community**
Suvi KOURI, MA (University of Jyväskylä, Military Chaplain in Finnish Defence Forces, Guard Jaeger Regiment, Helsinki; suvi.kouri@gmail.com)

In my master's thesis I have studied three questions: 1) what has made female officers choose a career in the military, 2) how they have found their place in the masculine working community and 3) how they have found a balance between their own femininity and the traditional masculinity of a soldier. Choosing a career as an officer in the Finnish Defence Forces is still unusual for women. Serving voluntarily as a conscript has been possible for women since 1995. Still only 2 % of the officers are women. I have interviewed female officers working in the Finnish Defence Forces. As an analysis method I have used theory conducted content analysis. Previous research can be found abroad but only very little research has been made on women in the Finnish military and particularly on female officers. For the informants the choice to become a soldier was a natural one and has a lot to do with the values of their childhood family. All of the

informants have experienced some kind of opposition in the military community because of their sex. A female soldier has to prove herself to be a good soldier and to earn her place in the military community. The informants have felt the need to fade out their feminine features to be able to work as a soldier and to be considered a professional.

CRITICAL MILITARY STUDIES – SESSION 2

1. **The Ease of Using Military Force? The Israeli Military Occupation and Organized Violence in Low-Intensity Circumstances**
   Nir GAZIT (Ruppin Academic Centre; msngazit@ruppin.ac.il; feba@netvision.net.il)
   Eyal BEN-ARI (Kinneret College on the Sea of Galilee)

   We set out a micro-sociological approach to violent military confrontations in military occupations marked by non-combat situations. The militaries of the industrial democracies have been, and are, involved in a whole array of potentially violent encounters such as crowd control or managing checkpoints. And while the vast majority of interactions in such situations are peaceful, the questions remain: when and how does violence appear? The relevant social sciences explaining violent military behavior, however, has long focused exclusively on combat. At the same time, three broad approaches have analyzed violent military behavior is non-combat situations: the first looks at personality traits like a tendency to assertiveness or aggressiveness; the second analyzes the repertoire of violent behaviors at the disposal of soldiers; and the third investigates the macro settings shaping the patterns and intensity of military violence. The problem with all of these approaches is that violence is hard: apart from a very small number of individuals, human beings have an inbuilt aversion (reinforced by strong social sanctions) to using violence against others. Yet in the context of military occupations such as the Israeli one in the Palestinian territories, violence by soldiers appears to be relatively easy. Utilizing the insights of Randall Collins we develop a micro-sociology of violent military behavior in non-combat situations: the conditions, triggering actors and emotional dynamics leading to actual violent practices. While violent behavior on the part of troops emerges out of interactions within emotional fields marked by tension and fear, and boredom and erosion, various triggering mechanisms make violence "easy". We use three examples to show the value of our approach: blustering and bullying, street-gang warfare and the institutionalization of the violent few

2. **A Sociology of the Drone**
   Dr. Ina WIESNER (Bundeswehr Centre of Military History and Social Sciences; inawiesner@bundeswehr.org, ina.wiesner@yahoo.com)

   The current academic and public discourses on combat drones base their arguments primarily on technical, strategic, legal and ethical aspects of the weapon systems and their use. Throughout these discussions, sociologists have largely remained silent on the subject. Yet a sociological analysis of combat drones could shed light on the social factors influencing the development and the use of drones (e.g., post-heroic tendencies within Western societies). Moreover, such an analysis could reveal what impact the existence of drones in a country's weapon arsenal, and their use in military operations, might have on individuals, on military organizations, and on societies. Drawing on perspectives from the sociology of technology, this paper provides a structured and comprehensive discussion of the sociological aspects of combat drones. It reviews evidence from psychological research, organizational studies and political

sciences. It also highlights the current gaps in empirical research. Finally, this paper uses the historical example of research on nuclear weapons to demonstrate the viability of sociological perspectives on weapon systems in general and on combat drones in particular. Considering combat drones from a sociological perspective does not only seem necessary in light of the current practice of targeted killings but also because drones appear as an intermediate step towards autonomous offensive combat systems that have the potential to change the nature of war in the future. Initiating and structuring a sociological discourse on drones might thus broaden military sociology by developing urgently needed approaches and perspectives on military technological systems.

3. **Civil-Military Relations in a Dynamic Regional Order: Cases of Turkey, Egypt and Israel**
   Marwa MAZIAD (University of Washington; marwamaziad@hotmail.com)

   This paper compares and contrasts civil-military relations in Turkey, Egypt, and Israel with a focus on military interventions in politics along three dimensions: a) actual governing; b) economic activities and c) national security policy-setting. Through a detailed comparative examination of four factors, namely historical legacies; constitutional-legal foundations; threat perceptions; and the character of some political actors, it is concluded that beyond these important, albeit static, structural reasons often cited in the literature there is also a fifth factor regarding a Dynamic Regional Order that affects domestic civil-military relations in the three cases. This Dynamic Regional Order makes each case react to and interact with other countries in the neighborhood in a succession of pushes and pulls that bear their effect on the nature and scope of military interventions or withdrawals, domestically. The argument is that the oscillation in civil-military relations takes place because of the notion of "impossible alternatives" between a) Secular Militaristic Statism and b) Authoritarian Religio-Nationalism. This Regional Order renders the cases constantly oscillating along a continuum of a) extreme intervention in the form of direct military rule —to total withdrawal of the military as a ruling class; b) specific military economic penetration at certain critical junctures in the name of the welfare state—to more pervasive capitalistic enterprises as a market player among many other civilians, in conjunction or competition with global multinationals; and c) total military monopoly over national security policy-setting—to replacement by civilian national security advisors and/or the rise of a pervasive [civilian] authoritarian police state, and not a military one. The conclusion offers an understanding of a Dynamic Regional Order governing civil-military relations in the Middle East as a whole. The aim is to contribute to the literature by offering a new critical reading of civil-military relations as it focuses on the region as a whole dynamic system and not a static one, where no case is totally separated in its very oscillations within, from what happens in the neighboring countries. This is a mid-level theorization that stands between general International Relations theories and idiosyncratic and isolated case studies. Methods include fieldwork interviews, primary documents in the form of laws and newspaper news coverage of civil-military affairs of the three cases.

MILITARY FAMILIES – SESSION 2: **The Rivalry between Work and Family Life**

1. **Tensions between Institutionalized Vocation and Professionalized Paid Work – what about the Family?**
   Katri OTONKORPI-LEHTORANTA, M.Soc.Sc. (Work Research Centre, University of Tampere, Finland; katri.otonkorpi-lehtoranta@uta.fi)

Recent reforms in the Finnish Defence Forces (FDF) have made combining work and private life increasingly topical question in the organization in the 21st century. My research explores organizational practices and processes affecting the possibilities of soldiers, especially commissioned officers, in various positions to arrange their work and family relationships. I am also interested in how these practices and processes and gender shape each other. In this paper I examine (1) what are the main features of the mental space of work and family in the FDF and (2) how gender is intertwined with these features. I apply Tor Hernes' (2004) ideas of space and typologies of physical, social and mental dimensions of that space with Patricia Yancey Martin's (2001) notions of mobilizing masculinities. I focus on the mental dimension of organizational space. The paper draws from group interviews of twelve sessions (including 2–4 interviewees each) conducted in two distinct units of the FDF. These units exemplify different kinds of military work. The findings suggest that assumptions and ideas of the mental space of work and family in the organization are gendered. The main features of the mental space of work and family are the tension between an institutionalized vocation and a professionalized paid work and an adaptable family that reproduces a soldier's ability to function at work. A soldier's career is seen as the primary career in the family and the family's task is to support it.

2. **Work-Family Conflicts, Tensions and Negotiations around the Inclusion of Women Officers in the Brazilian Air Force (FAB)**
   Laura MASSON (Instituto de Altos Estudios Sociales - Universidad Nacional de San Martín; laura.masson.ar@gmail.com)

   In this chapter the tensions produced since the inclusion of women into the officers' corps of the Brazilian Air Force (FAB) are analysed. The focus is on narratives of FAB officials to identify the tensions, resistances, and feelings of "inevitability" (submission), conflicts and negotiations around this new professional configuration that includes women as co-workers. This change not only affects gender identities and relationships within the institution, but also challenges the economy of emotions in the family in regards to the relationships with female spouses (mostly) and male spouses. Work-family conflict occurs not only through the demand for time and attention (Segal, 1991), but also through a possible "threat" to marriage relations in the workplace. The work is based on in-depth interviews conducted with male officers and female officers of the FAB who were students at the compulsory course to promote to the rank of Captain that was dictated at the University of the Air Force (UNIFA).

3. **Relocating Military Families in Finland**
   Anitta HANNOLA (The Finnish Defence Research Agency, Human Performance Division; Anitta.Hannola@mil.fi)

   In the Finnish Defence Forces domestic relocations are quite common among the male officers due to the demands of their military career. In several cases the officer's spouse and children don't relocate with the father. In this study the working realities in the Finnish military were investigated in the frame of greedy institutions and work-family conflict. The task was to find out whether the construct of greedy institutions such as military work and military family still exist in the beginning of 2000, and especially in Finland. On the other hand it was investigated what are the challenges the Finnish military personnel are facing concerning their private life and family and whether these challenges create role or other conflicts between work and family. The studied material consisted of two separate working climate questionnaires, examined both quantitatively and qualitatively. The relocated officers and other employees and

their opinions about various working climate dimensions were described based on quantitative analysis. The theory-oriented qualitative analysis concentrated on the depictions of the two greedy institutions (military and family) and work-family conflict. The Finnish Defence Forces' greediness towards its employees was discovered to be especially summarized in the domestic rotation and relocations. Also the hectic and even more tightened working schedules were considered as military-origin greediness. The greediness of one's family was seldom described negatively, quite contrary. The informants wanted to commit to and to invest in their families, they wished for more time and energy for their loved ones. Occasionally the positive greediness of family was more powerful than the military greediness and the officers resigned. In this case study it was shown that the original construct of military and family greediness had to be reconsidered in the Finnish circumstances

4. **Work-Family Conflict and Organizational Outcomes**
   Helen PLUUT (Leiden University, the Netherlands)
   Manon ANDRES (Netherlands Defense Academy; MD.Andres@mindef.nl)

   This work investigates the relationship between work and family and how it influences the attitudes of military families toward the navy as employer. The study was conducted in the Netherlands. The authors collected survey data from navy personnel and their partners during deployment. We used path analysis to test a model that predicts intentions to reenlist. Results indicate that personnel is more likely to reenlist with the navy when they are satisfied with the navy, they identify with the navy, and their partner holds a positive opinion about them being employed with the navy. These attitudes were influenced by employee well-being, which in turn was predicted by variables related to the work-family interface. Navy personnel that receives work-family specific support from the team during deployment has more positive experiences related to work and family. Thus, this study shows that problems with combining work and family negatively affect the well-being of navy personnel. Support from team members can help to reduce such problems. If not, lower well-being may translate into negative attitudes toward the navy as an employer, ultimately lowering intentions to reenlist.

MILITARY AND POLICE RELATIONS – SESSION 1: **Converging Practices and Common Interests**
   Dr. Marina CAPARINI (mlcaparini@hotmail.com)
   Dr. David LAST (david.last@rmcc-cmrc.ca)

   Dr. Marina Caparini and Dr. David Last, working group coordinators, will facilitate a round table discussion entitled "Police and Military: Converging practices and common interests?" This roundtable discussion is intended to stimulate interest in the working group and identify a community of interest. Possible topics for discussion include, but are not limited to:

   - Lessons of stabilization come home: border security in the age of mass migration
   - Police and military responses to "weaponized" refugees,
   - The spectrum of military-police operations in domestic and international stabilization: what we can learn from each other

1. **Military Assistance in Emergency Situations**
   Panagiota CHATZILYMPERI (Postgratuated student in International Relations and Strategic Studies; p.chatzilymperi@gmail.com)

If we study history, we will understand that the army was a key element of human society. The historical and social evolution changed the role of the army in the domestic affairs and the international environment. The Armed Forces, apart from their operational mission, demonstrate their social character almost daily, verifying the sense of Greek people that they do not constitute a restricted and delimited sector, but rather an integral part of the broader society. The Armed Forces, employing their personnel and resources, without impact on their operational work, demonstrate a significant action in several sectors of the country's social life, with the purpose of further strengthening the grid of relationships among the society and the Armed Forces. The actions of social contribution of the Armed Forces in the social - financial and cultural development of the Modern Greek society are being incorporated into the cooperanting with Civil Protection forces in terms of personnel, equipment and means in emergency planning for relief in natural disasters of the affected population.

Thus, it is necessary to have appropriate plans for critical situations, beforehand, and harmonious relations between political leadership and military leadership. When the situation tends to be derailed, then the political leadership calls on the military. However, the relations between political leadership and the military are significant for whether the crisis will be overcome painlessly, or would be fatal for the function of the state and its future. For this, it is important the contribution of military sociology. Military sociology is the science with investigates the military and its relationship with society. Military sociology studies the role of military within society, how the army responds to modern challenges, the soldiers as individuals, and the image that society has for the military. It offers appropriate theoretical tools and can help the creation of programs that will help the cooperation of civil and military institutions. Our intention is to examine, using the appropriate theoritical tools of sociology, the following questions: How the Military as an institution respond to the domestic emergencies, how should cooperate with the Police Forces and what are the challenges for the individual soldiers? Is still among the priorities of military leadership of the HMoND during current economic crisis to the maintenance of a high level of readiness and the continuous updating of the Armed Forces personnel on Civil-Military Cooperation (CIMIC) and Civil Emergency Planning (CEP). Is the contribution of the Armed Forces to the Modern Greek Society recognised by the Greek people? What is the image for that Greek society within military institution?

2. **Military and Police Cooperation and Competition in Hungary**
   Ferenc MOLNAR (molnarfj@hotmail.com)
   Presented by Marina CAPARINI (mlcaparini@hotmail.com)

In the last two years military-police coordination and cooperation rapidly improved due to the high number of refugees and mass migration on the southern borders, as well as the risk of terrorist attacks in Hungary. Military was definitely distanced from police roles in Hungary due to its "regime defence" role during the communist past. Nevertheless, the question of MoI forces (eg.: police, disaster management) and military cooperation was time to time on the table. Recent challenges required more boots on the ground for policing, which resulted in more intensive coordination and cooperation between the military and police. At the same time, competition between the organisations also raised primarily due to budgetary reason and recruitment. The later one seems to be a quite severe issue influenced by the current status of the labour market. The paper aims to describe and analyse the evolving organisational cooperation and the unavoidable competition between military and police.

15.45 – 16.00   Coffee break

16.15 – 17.45   PARALLEL SESSIONS 5

MORALE, COHESION AND LEADERSHIP – SESSION 5: **Leadership & Learning**
Chair: Michael Holenweger

1. **Team Leaders as a Facilitator for Team Learning in a Military Staff Exercises**
   Erik HEDLUND (Associate Professor Swedish National Defence University; erik.hedlund@fhs.se)

   Team work is a common way to organize work in many organizations because it has good
   potential to be an effective way of increasing performance as well as promoting learning among
   the team members. In a military context most tasks are carried out in teams, from the small
   squad on the ground to the many sections in big international and multicultural staffs. At
   military schools a lot of effort is put into teaching officers proper methods for staff work. In
   Sweden the Swedish Armed Forces and the Swedish Defence University organize an annual
   international Combined Joint Staff Exercise which aims to train officers from many different
   countries to carry out effective staff work based on NATO staff methods and procedures. The
   aim of this field experiment during the exercise was to see if section commanders could increase
   their teams' learning by interventions in the team learning process, when some section
   commanders were given some instruction, and others given no instruction, about how to
   conduct pre-briefings and post-actions reviews. Data was collected by questionnaire, interviews
   and participating observations.

2. **Care for Mental Health in the Greek Armed Forces**
   Simeonidou-ARMENIAKOU (B.Gen (Rt) Medical/Nonrsing; katmichalop@gmail.com)

   Mental Health is socially, culturally and scientifically considered a very important condition.
   Whole societies have to continually face health problems that threaten their wellbeing and
   smooth functioning upon which their very existence depends. Problems of Mental Health are
   connected with individuals, social institutions and whole societies, existing and functioning
   permanently or periodically within various turbulent environments that may threaten their very
   functioning and existence. The Armed Forces of a nation constitute a basically important social
   institution for the very existence, smooth functioning and future of this nation. The condition of
   Mental Health of individual members, groups, and global existence of a given society must be
   considered seriously and treated very carefully.
   In this paper, Mental Health is considered a human and social condition and a prerequisite for
   the very existence of a given society, i.e. the Greek society. The Armed Forces of Greek society
   had an important and crucial role in the long history of the nation. They contributed to the
   construction and smooth functioning of Greek society during its long history - a well recognized
   and appreciated role in the very existence and development of Greek culture. Mental Health in
   the Geek Armed Forces has taken several forms during the long and often acute historical crises
   when facing strong and cruel situations in periods of war threating the very existence of the
   nation or when national crises required special and extended periods of military service of
   different ranks and specializations. Greek national history has much to say on this subject, re.
   the relation to and the devotion expressed and personal sacrifices of the Greek military persons
   (men and women) during the long national history of Greece. Speaking about Greek Armed

Forces personnel, it should be recognized that they must be armored with high mental resistance, sturdiness, easiness of adjustment, meeting the expectations of Greek society. Greek society has always honored those serving the nation, contributing to the solution of occurring problems re.the existence, honor and smooth functioning of the nation. Recent studies based on statistical information report that almost half of Greek military staff are occasionally treated or exempted from service for health problems related to psychological and mental health conditions, a percentage that tends to increase in recent years (statistics reported by Souretis & Platakos). Our analysis concentrates on the importance of Health Care in the Armed Forces and the efficient care of mental and psychological problems of military personnel.

3. **Learning under Risk in Military and Society: A New Learning Model for New Challenges**
   Anders McDONALD SOOKERMANY (Norwegian Institute for Defence Studies, Norwegian Defence University College; anders.sookermany@gmail.com)
   Gunnar BREIVIK (Norwegian Institute for Defence Studies, Norwegian Defence University College)
   Trond Svela SAND (Independent researcher)

If there's anything history has shown, from a global perspective, it is that societal and political changes have a profound impact on the defense and security environment instigating momentous adjustments to how defense and security agencies, like the military, are both prepared and carry out their day-to-day operations. Likewise, the last couple of decades have shown that societal and political changes with deep impact to the defense and security sector come in an increasingly faster pace and, thus, seem to be relatively short lived. More so, the implication of societal and political change on the defense and security environment is hard to predict as both the resent Brexit and the US presidential election are vivid examples of – what are and will be the impact, and what are the defense and security agencies to prepare for or to adjust to and how are they to do it. Accordingly, a pivotal concept in concert to change, as in preparation and adjustment to new challenges, is learning. Societal and political change that depict a new way of doing implies that agents of the old outmoded policy need to adjust their modus operandi, hence they need to change, implying they need to learn how to operate within the new policy so as to develop the ability to meet the new challenges and, thus, achieve the new goals. Still, how is learning to be conducted, let alone understood in a learning model, if we do not know what to learn, as if the future outcome of societal and political change is unpredictable in the present?
Preparing for the unknown, unforeseen or unpredictable is by definition a risky venture, for how are we to know that what we are investing our effort in will pay off in the unpredictable future. Thus, an investigation into risk as a dimension in connection to learning seems to be a relevant and interesting pathway towards the theme of the ERGOMAS 2017: Military and Society: New Models New Challenges. Accordingly, this paper will focus on how we can conceptualize an understanding of *Learning* as a phenomenon in relation to risk as an expression of the known-unknown dichotomy, so as to develop a working tool for those who study the likes of learning when dealing with military change. Hopefully, increased knowledge in this field will enlighten those responsible for adjusting military policy to new challenges as consequence of new societal and political order.
Accordingly, the presentation will utilize a pedagogical-philosophical approach to how we can conceptualize learning in a means-end perspective. For, when we talk of learning we essentially talk of one of two different aspects of learning. Either we talk of the process of learning something, or we talk of learning as an outcome of something. More so, basically, when we deal

with the process of learning we talk of learning as some kind of developmental procedure or activity like for instance facilitated programs and activities (education, training, practice, etc.), applied methods (inductive, deductive, abductive, etc.), participation (socialization, adaptation, etc.) and so on. Whilst, dealing with learning as an outcome we view learning as some kind of result, effect or consequence like for instance acquiring of new knowledge, change in behavior, social interaction and so on. If we then add that both aspects of means and ends could be understood as being either known or unknown to those involved in the learning process we end up with a concept of learning that could be divided into four quadrants each displaying some distinct features. It is these four quadrants that will form a new learning model for new challenges and, thus, work as an epistemological base for a discussion of learning under risk in military and society.

4. **The Kishon Divers Affair: Factors and Processes Shaping the Navy's Organizational Culture and Influencing Ethical Norms and their Implementation.**
Zipi GUSHPANTZ (zipi@gushpantz.com)

At the beginning of the 2000s it became known that more than one hundred naval Special Forces that had trained in the Kishon River had contracted cancer and that 27 of them had already died of the disease).An independent external investigation by a special investigative commission, headed by retired Chief Justice of the Supreme Court, Meir Shamgar, revealed that over the course of many years training exercises by the naval Special Forces were routinely carried out in a place known to be heavily polluted, without any prior assessment as to the suitability of the training area.

Since the 1960s, the Kishon has been used as a disposal site for the industrial waste of dozens of heavy industries in the Haifa Bay area, as well sewage treatment runoff of the various municipalities in proximity to the river. Yet the stench of the place, the profoundly turbid water reported by the divers, the layers of oil covering the surface, the nature of the sludge present when diving – all failed to trigger any alarms among their commanders. Shockingly, this situation had already been reported in the 1950s by governmental and scientific authorities. From the beginning of the 1970s it had already been proven that heavy industrial pollution prevented any life from existing in the Kishon waters. At the same time, evidence was accumulating at the chemical laboratory of the Navy to indicate that poisonous materials were causing damage to the ships anchored in the Kishon. Yet not one commanding or professional officer managed to put two and two together and consider the harm that might be caused to the soldiers who were training in a place so severely polluted as to be apparent for all to see.

Navy medical officers who accompanied these training exercises over the years began dealing with the possible dangers of this situation only towards the end of the 1980s. Until then, the quality of the water was not a subject that anyone felt compelled to deal with, and the head of the Medical Corps considered the sludge to be "an integral part of the medium in which the divers would have to carry out their duties ". It was found that even after medical authorities began warning about the possible health dangers of contact with the Kishon water that no one in the senior command took decisive action to cease the training exercises there. Training exercises and routine operations in the Kishon area continued until the end of the1990s.

 The Commission laid the blame for these failures on commanding ranks of the Navy and all the generations of professional entities of the Medical Corps who, in the framework of their responsibilities, either knew or should have known about the diving in the Kishon. The opinion of the Commission that these bodies functioned for decades without any coherent systematic planning, without checking the data and without bothering to learn the reality of the situation.

This highly significant phenomenon occurred in an organization guided by an ethical code that attributes tremendous importance top reserving human life and stresses the obligations of officers to manage intelligent and safe training exercises. As such, it provoked the fundamental question which this research attempts to answer: Was the incongruous attitude towards the risk to life in training exercises an unintended consequence of the very structure of the activity (the organizational complexity and unique situational constraints), or did it reflects a conscious tilt on the part of senior officers towards an operational ethos as well as the difficulty of the organization to enforce and instill its ethical norms.

The method of operations that lasted for decades made it possible not to focus on personal characteristics and specific motivations of one individual officer or another, as is the case in most researches having to do with ethical decision making. It enables to limit our analysis to various aspects of the organizational context.

The investigation of the affair by an external commission that functioned similarly to other governmental investigative bodies, created a unique opportunity: to use the extensive and intensive descriptions in the protocols as raw material for a qualitative case study research. In order to identify and map the many varied factors and processes that influenced the organization culture of the Navy, it required 'moving', from a research standpoint, between the formal level of the organization – the structural characteristics and the managerial frameworks, and the informal level – values, norms and mindsets that molded the organizational climate and culture.

The findings reveal environmental and organizational mechanisms that provided legitimacy to exceed procedures and policies and allow the enrooting of exceptional modes of operation for decades. They question the assumption that ethical decision- making is affected mainly by the traits and mindsets of individual. They show that the values and beliefs of senior peer group mold a unique sub culture and climate that undermine the ethical ethos even in a highly bureaucratic organization such as the military.

Through the finings it is possible to formulate a comprehensive and integrative explanation for the question of how un professional behavior become normative ones. In this manner, it contributed to the field of 'applied ethics' comforting the difficulty of identifying preconditions and early sighs of this impeding phenomenon.

MILITARY PROFESSION – SESSION 3: **Organizational Change & Values**

1. **The Role of History in the Making of Professional Identities:**
   Occupational Motivations of British and German Army Officer Cadets in Comparison
   Sarah Katharina KAYß (War Studies Department at King's College London; sarah.kayss@kcl.ac.uk)

   The aim of this thesis is to determine if there is a connection between British and German officer cadets' perceptions of their respective country's history and their motivation to enlist for the professional, all-volunteer forces in Britain and Germany. The research question is approached through a comparative analysis of data gained from quantitative surveys and qualitative interviews conducted at the Royal Military Academy Sandhurst and the Offizierschule des Heeres (the German Army Officer School) in Dresden.
   The research presented in this thesis suggests that motivational factors for enlistment involve a mixture of occupational, institutional and individual goals that are heavily influenced by the cadets' professional identities and their subjective perceptions about the officer profession. The results of this thesis add to the idea of *pragmatic professionalism* by detecting *history-oriented*

reasons as a new incentive for enlistment in the area of recruitment research. The hypothesis investigated was that history plays a central part in some cadets' occupational decision and should therefore become an element of analysis in future recruitment research.
Different perceptions of history can give insight not only into the British and German cadets' thinking, but also into their professional identity and arguably also their future actions. As such, the data analysis in this thesis reveals what place history has in the British and German cadets' understanding of the past, present and future. By detecting the relevance of motivational factors which are history-oriented, this study develops an understanding of the officer cadets' self-perceptions and professional identities. Additionally, it gives insight into their values, beliefs and wider cultural appreciation of the past as much as an understanding of the current impact of the past in the present.

2. **European Army to Come: Professional Ethic of the Eurosoldier**
   Tomáš KUČERA (Charles University, Prague; tomas.kucera@fsv.cuni.cz)

   A 'European army', proposed Juncker at the beginning of his presidency of the European Commission, 'would help us to better coordinate our foreign and defense policies, and to collectively take on Europe's responsibilities in the world' (DW 2015). BREXIT transformed this largely irrelevant idea into a serious discussion on deeper military integration. This paper is to examine the potential of military integration on legitimacy of soldierly profession. It is generally accepted that soldiering, because of the 'unlimited liability' of soldiers, is not a job like any other. Its uniqueness has traditionally been legitimised through its connection to the nation-state. Professional military ethic regards loyalty to the state and patriotism as an important motivation to one's service. Military integration may ultimately break up the legitimating connection between the soldier and the state. This paper thus examines two different outcomes for the professional military ethic. First, the ethic remains to be based on loyalty, yet the loyalty would aim at EU institutions and thus the European army would contribute to the federalisation of EU. Second, legitimacy and motivation to soldiering would rest on the mission/cause of a particular deployment, rather than loyalty and obedience.

3. **New Trends in the Greek Military: From Institutional to Occupational Values**
   Dr Dimitrios SMOKOVITIS (General (Rt), ex. Prof. Hellenic Military Academy; Lnicola@otenet.gr)

   The purpose of this paper is twofold: First, it is to examine the Greek Military in terms of the models provided by social science studies of the Military in other societies – in particular Charles Moskos' model of *institutional-occupational values.* Second, it is to consider the existing situation in Greece, as described in the *Hellenic Ministry of Defense White Paper 2014*, *January 2015*, and the proposed policy for Defense and Armed Forces of Greece, *January 2015* issued by the *Program Committee of SYRIZA*, the new Left Greek political party which leads at present the country. The new Greek Government's Military Policy is threefold: It is committed to (a) democratizing the Armed Forces, (b) increasing military effectiveness of the Armed Forces, and (c) enhancing organizational effectiveness through improving conditions of members.   It is considered that the findings of recent social science studies of the Military in various modern societies should be considered and applied to the Hellenic Armed Forces as well.
   These findings suggest some *specific research questions for studies in the Greek Military* about:
   - *The model for democratic and social control of Hellenic Armed Forces.*
   - *Professional Training and Democratic Indoctrination of Officers and NCOs in the future.*
   - *Policy and Evaluation Process of Human Resources.*

- *Welfare of Military Personnel.*
- *Strengthening the social role of Hellenic Armed Forces (ED).*

The Military Effectiveness goal is located in the military organization and the specific grievance structures of the Greek Military. Upon due consideration of the foregoing, a new Force Structure for the Armed Forces was adopted.

4. **The Wicked Hero in the Service of the State and Society:**
   Social Boundaries of Work of the Polish Soldiers on Military Missions Abroad
   Dr. Olga NOWACZYK (University of Wroclaw, Institute of Sociology, Poland; olga.nowaczyk@uwr.edu.pl)

There has been discussion about whether the military service should be seen as more of a work rather than an institution. Although the military service still retains institutional principles it is becoming oriented to the principles of business and economics and can be fairly categorized as a work. This can be explored in relating to other professions in the grouping of power and compensation. In recent years, as a result of economic, institutional, social and cultural changing the soldiers work was redefined. The context of the soldiers work is also important, particular those soldiers serving on military missions abroad. From the beginning of the XXI century, we can observe the intense (compatible with the neoliberal markets policy) development of the private military corporations which contribute to privatizing the soldiers work. Thereby, a soldier trained by the state to defend its borders and society, becomes a contractor at a private military corporations, whose interests are often conflicted with the interests of the state and society. In the case of Polish soldiers, this prompted me to ask themselves the following questions: 1) what are the social boundaries of work of the polish soldiers serving on military missions abroad? 2) which contexts determine their work? 3) who or which groups deem these social boundaries of this specific work? The described issues are part of the research which I carry out as part of my habilitation thesis. Its subject matter is related to, among others, the experiences of biographical Polish soldiers serving in the military missions in Iraq and Afghanistan.

5. **Professionalism Journey of the Turkish Military Before and After July 15 Attempted Coup**
   Kadir VAROĞLU, Prof. Dr. (Başkent University, Ankara, Turkey, kvaroglu@baskent.edu.tr)
   Ünsal SIĞRI, Prof. Dr. (Başkent University, Ankara, Turkey, usigri@baskent.edu.tr)

The Turkish Military as the second-largest armed forces in NATO maintaining its Cold War force for some time faces a tough mission of reducing its size while increasing its effectiveness and transitioning from a citizen army to a professional one in recent years. Turkish military is aware that the path to a professional army requires reducing the number of conscripts, hence their drive for a "contractual soldiers" system. The military has started to recruit professionals in limited numbers for years and has been trying to inform the public about the benefits of contractual soldiering, but so far with the hard working conditions in military mainly because of huge counter-terrorism efforts of military and also the damaged institutional reputation after July 15 attempted military coup, there has not been enough interest as expected.

Turkish military has always been a popular institution and an attractive career option for many young Turkish citizen, is today having problems filling its vacant posts, probably for the first time

in its history. The military is now trying to find personnel in a competitive marketplace and has to emulate the techniques used by private sector firms. Counter-terrorism activities of Turkish military made working environment tough for years. Another reason young people are staying away despite a good salary is the hard living conditions of the Turkish military, like obligation for contractual soldiers to remain at the garrisons 24/7 like the conscripts. The very sad and bad situation with the attempted coup after July 15 made it even harder to repair bad reputation of the military and surely, the institution has to recognize that thousands of young people no longer wait in line to join the army and the military needs and must modify its organizational culture preserving its own core values.

The implications of July 15-attempted coup are much bigger than just Turkish domestic politics. Faced with a number of terrorist threats and challenges to secure its borders and managing the security of over millions of refugees, the Turkish military's engagements have changed from local to global conflicts in the recent years. As a member of NATO and other international bodies, it is critical that the Turkish military will continue to fulfill its international engagements while implementing democratic norms at home while restructuring itself with crucial and immediate reforms focusing not only the tangible factors but also dealing seriously with intangibles like "organizational culture". The military now knows what is needed, but the question they keep asking is "how"?

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 3: **Civil-Military Relations in New Democracies and Authoritarian/Hybrid Regimes**

1. **Routes to Reform. Civil-Military Relations and Democracy in the Third Wave**
   David KUEHN (Institute of Political Science, Heidelberg University, Germany;
   david.kuehn@ipw.uni-heidelberg.de)
   Aurel CROISSANT (Institute of Political Science, Heidelberg University, Germany)

Institutionalizing civilian control of the military is a particularly relevant and pressing problem for newly democratized nations, which are often confronted with 'historical legacies' of military autonomy and political influence stemming back to the military's role of a pillar of the previous authoritarian regime. In this paper, we attempt to answer the question why some third wave democracies succeeded in establishing firm and lasting civilian control over their militaries while others failed or achieved only limited success?

We theorize that the institutionalization of civilian control in new democracies depends on the political elites' ability to contain the military's political power through 'control strategies' that make the military comply with their political decisions and reduce the armed forces' 'disposition and opportunity' to resist the establishment of the new institutions. We test this theory through a fuzzy set Qualitative Comparative Analysis of an original dataset of civil-military relations in 66 countries that have made the transition to democracy since 1974. fsQCA is the ideal tool to test our argument as our theory suggests that there is no single necessary or sufficient condition for the success or failure of the institutionalization of civilian control in new democracies, but that civilians' ability to employ efficacious control strategies is ruled by complex multi-causal and equifinal combinations of factors.

2. **Persuading Hearts and Minds: an Analysis of NATO's Use of Persuasion Techniques on the Polish Armed Forces, 1993-2003**

Rachel NANNING (MA Candidate, University College London| Jagiellonian University, Kraków; rachel.nanning.15@ucl.ac.uk)

The military environment is an intensely social one. For effectiveness, military alliances must enforce a single institutional framework which socializes specific values and norms to all members. As NATO expanded during the 1990s, it relied on three distinct mechanisms of institutional socialization to assimilate new members: strategic calculation, role-playing and normative suasion. Of these, normative suasion (the use of a 'better argument' by agents to influence the target) has been traditionally considered the most effective mechanism in institutional socialization, albeit the most difficult to use in military environments. This study will examine the use of normative suasion by NATO on the Polish Armed Forces from 1993-2003, drawing heavily from the socialization theories of J. Checkel and F. Schimmelfennig. Through a specific set of scopes and conditions - not all of which Poland initially met - this paper hopes to measure the effectiveness of normative suasion in establishing Checkel's Type II internalization of norms. This will be measured through the Polish Armed Forces willingness to accept civilian control of the military and protection of soldier's individual rights. This study will also consider whether the Polish Armed Forces were more influenced to adopt NATO values and norms through internal self-persuasion (or cognitive dissidence) rather than external suasion, as some current research suggests. By using a single-country temporal comparative analysis as well as process tracing, the author hopes to contribute to the body of scholarship on how armed forces from different political-social backgrounds learn to cooperate and work within the same institutional framework.

3. **Civil-Military Relations in Erdogan's Turkey: From Class Authoritarianism to Sultanism?**

Gerassimos KARABELIAS (gkarabelias@yahoo.com)

As we all know, the military institution has played a unique-dominant role in the evolution of Turkey's political life since the beginning of the twentieth century. The rise of Recep Tayyip Erdogan to power, after the November 2002 elections, and his ability to monopolize it for 15 consecutive years, were an indication that a change would occur in the country's civil-military relations. The failure of the July 15, 2016 coup attempt, revealed the ability of President Erdogan to create alliances with the military institution and weaken it as well as its strong willingness to move Turkey to Sultanic Republic with him in the role of a Constitutional Sultan. Using a multi-factorial approach, the proposed paper will bring into the surface the movement of Turkey from military-class dominance to Constitutional Sultanism"

4. **Civil-Military Relations in Hybrid-Regimes: The Role of Informal Rules and Institutions in the Russian Armed Forces**

Jack J. PORTER (Associate Professor, Department of Political Science, The Citadel, Charleston, SC; Porterj1@citadel.edu)

Since the collapse the Soviet Union and end of the Cold War, there has been considerable policy-related and academic interest in the development and consolidation of democratic civil-military relations in formerly authoritarian communist states. During the 1990's, the focus of these efforts was understandably Eastern Europe and the republics of former Soviet Union. The topic of civil-military relations was often secondary to larger concerns related to the broader

political and economic transition away from communism towards liberal democratic and free market economic systems. Nonetheless, scholars and experts from governments and non-governmental organizations made concerted efforts to not only analyze the development of democratic civil-military institutions in these new democracies but also assist them with the redesign of their defense establishment and armed forces. While some of these states made successful transitions and even joined western institutions like NATO and the EU, others have experienced a much more turbulent and problematic transition. Some, like Russia, have not only actively resisted the development of liberal institutions but actually reversed course and moved back towards more authoritarian forms of governance.

With this in mind, the focus of this paper will be the "evolution" of civil-military relations in Russia under President Vladimir Putin. In particular, the analysis will highlight the significance of informal rules and practices (*Sistema*) in the Russian armed forces and related defense ministries. Despite a relatively well-developed set of formal institutions and numerous efforts at defense reform since the collapse of the Soviet Union, Russian civil-military relations continue to be profoundly influence by informal practices that not only frustrate attempts at innovation but also impede civilian oversight and control, efficient use of resources, and ultimately combat effectiveness. The resilience of these informal practices has not only continued throughout Putin's tenure but in many respects dovetailed similar dynamics in the economic and legal sectors. More specifically, any effort to understand chronic patterns of corruption, inefficient utilization of scarce resources, and unsuccessful reform measures necessitate a full appreciation of the role and persistence of informal rules and face-to-face connections in Russian civil-military relations.

RECRUITMENT AND RETENTION – SESSION 3: **Politics and the Military: Mutual Influence and the Effect on Military Personnel**
Chair: Tibor Szvircsev Tresch

1. **Organizational Change and Behaviour of Dutch Military Personnel. A Longitudinal Study**
   Igor PETROVIĆ (i.petrovic@vu.nl)
   Bert KLANDERMANS
   Jacquelien VAN STEKELENBURG

   This study presents the results of the longitudinal online survey conducted among Dutch military personnel in 2013, 2014 and 2015. In this period, a range of events shook the position of the Dutch Armed forces and those active within them. Importantly, major downsizing measures were applied as a part of Dutch government's austerity agenda. As a result, almost everyone working within the Dutch Armed forces experienced a lengthy process of reorganization while thousands left the forces altogether. However, not long after the reorganization, the crises in the Middle East and Ukraine brought first signs of major changes in the broader security environment. These developments made further budgetary cuts unlikely as Dutch policy makers admitted the need for more instead of less investments in the military. In this study, we investigate how Dutch military personnel perceived and responded to these developments. We focus on four sorts of response strategies applied by personnel: voice (collective protest), exit (leaving the organization), silence (deliberately deciding not to protest) and neglect (engaging in anti-organizational behaviour). Our data enables us to understand how a range of personal characteristics and changes in perception of job insecurity and labour market position influenced the behaviour of personnel. In addition, we also investigate how perceptions of characteristics typical for the unique organizational environment of the military – unit cohesion,

loyalty to the organization, discipline, existence of informal repercussions and formal limitations to protest – influence the behaviour observed among personnel.

2. **Military Leadership in the Field of Education: IDF Actions to Adjust School Curriculum at Civilian Schools According to Military Needs in the Early 1950s**
Elad NEEMANI (Tel - Aviv Uni; neemanie@gmail.com)

My presentation will discuss IDF attempts to strengthen its influence on the civilian education system in the 1950s. I argue that these attempts were part of a larger effort of the IDF to deal with the severe manpower shortage suffered in the years following the Independence War. Responding to this crisis, the IDF sought methods to improve the quality of all army recruits, and before long the military leadership has realized the solution to the crisis should not be sought after only within the military, but rather can be found.In light of this recognition, the IDF initiated an extensive program in order to review and adjust existing curriculum at primary schools, post-primary and higher education institutions, according to military defined needs and purposes. In my presentation I will focus on the IDF proposal for a new primary school curriculum and its efforts to implant it within the civil education system. As a result of these efforts, a contentious relationship developed between the army and Ministry of Education. Despite the determination of the IDF and its extensive efforts, the Ministry of Education did not see the attempts to control and supervise the primary schools curriculum as a positive development. In response to the IDF action and efforts, the Ministry of Education reacted in a form of opposition and lack of cooperation.By analyzing the discourse that evolved through these interactions between the army and the Ministry of Education; it becomes possible to better understanding civil – military relations during the first years of the state of Israel.

3. **The Greek Army, the irredentist policy and the issue of military service in Greece of the 19th century**
Dimitrios MALESIS (Evelpidon Hellenic Military Academy; dmalesis@protonmail.com)

The subject concerns the operation of the Greek army, especially regarding military service which the young had been invited to offer. This issue was critical, as from 1844 the Greek leadership had formally stated its foreign policy, which was summarized in the term *Megali Idea* (Big Idea), which meant the intention of the enlargement of the borders of the Greek state against the Ottoman Empire. The irredentist policy greatly influenced the economic, social and political life of Greece during the 19th century and was the main cause of the continuous crisis, not only in the country but also in the Balkans in general. However, the Greek army had to face two major problems: a lack of modern weaponry and the small number of its men.
Military service is linked to economic and political life, since most young people were farmers and were asked to leave for a while in order to work and serve in the army. The issue is also linked to politics, since through customer-type relationships the candidate deputies were trying to secure votes. The system of conscription in the military service did not work objectively and created a sense of social injustice as well as local rebellions.
This study is based on Archive material, on in the discussions of the Greek parliament and the newspapers of the time.

VETERANS AND SOCIETY – SESSION 2

1. **This we shall Remember: Portuguese Colonial War Veterans' Meetings and the Reconstruction of the Past**

Maria José Lobo ANTUNES (Institute of Social Sciences, University of Lisbon; mjosela@gmail.com)

Between 1961 and 1974, Portugal fought colonial wars in Angola, Mozambique and Guinea-Bissau. Nearly one million men were drafted to military service overseas. The Carnation Revolution brought an end to both the authoritarian regime and the empire. The lack of an official politics of memory of the Portuguese empire did not prevent the emergence of several and perhaps contrasting discourses on the war and colonial past: war and its veterans are still a territory of contested meaning. Based on an ethnography of war memory that was conducted with the veterans of an artillery company that served in Angola in the early 1970s (CART3313), this paper examines the interplay between personal and public narratives of the war. Focusing on the company's annual meetings, we will discuss the manifold process through which veterans create a common narrative of their pasts. Personal memories are shared and negotiated; a veteran's published novels are read aloud; a line is drawn between what can be remembered and what should be silenced. In sharp contrast with public commemoration, veterans' annual meetings provide an intimate commemorative space that emphasizes the solar aspects of war experience and builds on the private meaning of veterans' experience.

2. **Beyond the Uniform(ity): Social Construction of Images of Veterans in the Post Truth World**

Elin GUSTAVSEN (PhD candidate, Norwegian Institute for Defence Studies; Gustavsen, Elin; egustavsen@ifs.mil.no)

This paper examines the image of contemporary veterans in Norway and how it is negotiated in the junction between an emerging professional identity among soldiers in the armed forces, increased attention on veteran issues in Norwegian society and dominant cultural constructs of what a veteran is. To examine the dynamics at play, the research draws upon qualitative interviews conducted with a sample of veterans who have served in the Afghanistan operation. The paper pays particular attention to differences between official veteran definitions and personal perceptions among the veterans interviewed, and how shifting cultural images continues to have a strong influence on their personal sense of being, or not being, a veteran. This paper examines the image of contemporary veterans in Norway and how it is negotiated in the junction between an emerging professional identity among soldiers in the armed forces, increased attention on veteran issues in Norwegian society and dominant cultural constructs of what a veteran is. To examine the dynamics at play, the research draws upon qualitative interviews conducted with a sample of veterans who have served in the Afghanistan operation. The paper pays particular attention to differences between official veteran definitions and personal perceptions among the veterans interviewed, and how shifting cultural images continues to have a strong influence on their personal sense of being, or not being, a veteran.

3. **Beyond the Uniformity: Portraits of (Un)Successful Veterans**

Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

The word "veteran" has a strong classificatory connotation in society. As a result, veterans as a group tend to be perceived uniformly as a homogenous group, sharing a common biography, problems, future perspectives, and other aspects of their life. However, our recent study, based on the 2016 Estonian Veteran survey (N=1036), shows that veterans differ greatly by their

background, experience and attitudes. We shall aim to ascertain different groups of veterans by their subjective well-being and perceived success or failure in society. We hope that deconstructing the uniform public perception of veterans will give significant input for re-conceptualizing further steps in development of veterans policy in Estonia.

4. **Who do they think you are? Veteran Identification and Public Recognition and Appreciation**
Yvon DE REUVER MSc (Netherlands Veterans Institute; y.dereuver@veteraneninstituut.nl)

While the definition of a military veteran is formally defined by Dutch law, the way veterans themselves identify with being a veteran knows a high variety. Some may express their veteran identity by being present in uniform at every veteran happening, while others may stay far away from this kind of events. What are the similarities and differences in the way veterans identify with being a veteran? What role do views in society on veterans, as perceived by the veterans themselves, play in this identification process? This paper shows work in progress in answering these questions. It is a qualitative study and concerns Dutch veterans from three different missions, namely UN-missions in Lebanon and Former Yugoslavia and the NATO-mission ISAF in Afghanistan.

5. **Razzle Dazzle? Identity and Agency in the Creative Responses to Deployment by Women Veteran**
Dr. Helen LIMON (Newcastle University; helen.limon@newcastle.ac.uk)

The title of this paper comes from the use of 'dazzle' camouflage by the UK and US Navy during WW1 and, to a lesser extent, WW2. Unlike other forms of camouflage, the intention of dazzle painting is not to conceal but to make it more difficult to estimate a target's range, speed, and heading. Painting a ship in bright colours makes it more visible but the fractured design, and use of counter-shading, in Dazzle design makes it more difficult to hit. Dazzle camouflage, 'Razzle Dazzle', is used in this paper as a metaphor to highlight a creative response to the unease which some women veterans feel about the ways in which they are required to tell, retell, (re)affirm and so 'fix' their stories, to access support. They also have some concern about the ways in which these stories are presented to create the politically and culturally acceptable face of the woman veteran and so influence government policy.
As the public has become more aware of the role women in the military play in front-line deployment, so the women veteran has come into view as a new client group for veteran support agencies in the UK and elsewhere. This both poses challenges and offers opportunities for the third sector to gather, brand, and control the 'veteran stories' of women. An increasingly market led approach that is a feature of social care in the UK, may leave little room for the veterans themselves to control or build in room for change in their own understanding of their post-deployment identities. This paper brings together a number of women veterans who are exploring their experience of deployment and post-deployment through a range of arts and creative practices. In this way, we suggest, that these women veterans may retain more control of the way their stories are told and not told, presented, and understood by using the dazzle camouflage of their art.

18.30 – 19.00   Business meeting and awards ceremony (Amphitheatre «XIROS»)
Research Committee on Armed Forces and Conflict Resolution (RC01) Business Meeting

Thursday 29 June

09.00 – 09.15   Coffee

09.15 – 10.45   PARALLEL SESSIONS 6

MORALE, COHESION, AND LEADERSHIP – SESSION 6: **Current Trends in Military Leadership in the Hellenic Armed Forces**
  Chair: Gerassimos KARABELIAS (Professor, Panteion University of Social and Political Sciences; gkarabelias@yahoo.com)

1. **The Mission Command Philosophy and Practice in the Hellenic Land Forces**
  Colonel Michael PLOUMIS (Land Forces and Col. Taxiarchis Panagis-Air Force)

  The *Mission Command Philosophy* (MCP) has been introduced and pursued by the Hellenic Land Forces since the eighties. However, a number of monitored drawbacks and cultural bottlenecks have impeded its continuous development and sustainability. Performed research reveals that sustainable mission command enhances leadership and improves an army's overall performance. The MCP is also relevant to other emerging leadership theories that scholars and practitioners have shown increasing attention such as *empowering leadership*. For an Army to succeed in its mission, mutual trust between commanding officers and subordinates must be built and further fostered. The MCP is a command concept that of command that fosters trust, and increases possibilities to win. The proposed paper discusses the implications of sustainable mission command principles in the HLF.

2. **Leadership and Motivation in the Working Environment of Frigate's of the Hellenic Navy**
  Captain Christos DINIAS

  The warship class frigate is mostly the ship among the Greek Navy warships which participates in international missions, operating often over and above the Greek territorial waters. This paper investigates the major factors that influence the working environment of a frigate, from a socio-cultural and conceptual perspective, and most important the impact of leadership and motivation factors in order to accomplish its mission with success.

3. **Leadership and the Art of Deterrence**
  Colonel George KOSTIS (Hellenic Land Forces)

  Radical change is one of the characteristics of the post-modern time. Even though leadership in such times is at the heart of discussions within and beyond relevant communities, it seems that there is a lack of great leaders. On the other hand it is clear that leading in every phase, like during the training in peace, the prevention – management of crisis, the restoration of order and in any kind of operations into the battlespace, is a priority issue that concerns all military organizations. The effort to identify the most suitable military leader leads us to one specific concept that a leader is using every day in his life, regardless of his position in the chain of command. This concept is deterrence. It seems that the adaptation of this idea, in every tactical or strategic situation, is the necessary step in order for someone to succeed in the military profession as a leader. In sight of noble qualities such as multifactorial knowledge, selfless

commitment, vision, emotional intelligence, determination, cognitive ambidexterity and many others that impart to the idea of leadership, it seems that we miss perhaps less fancy but quite powerful tools that a leader may need, such as the «art of deterrence.

4. **The Portrait of a Commanding Officer: From Battlefield Experience of Greek Officers**
Dr. Giannis STAMOULOS

The author of this paper believes that only those who have fought in the battlefield have experience and knowledge about the major issue of war. In this philosophical light, the author uses testimonies by officers of the Greek army who participated in historic WWII battles, as well as battles of the Greek Civil War (1946-49) and the Korean War. He analyses their experiences so as to study the personality, conduct and action of a commanding officer in the battlefield; he attempts to highlight the virtues necessary at war and the attitude officers are to maintain so as to secure cohesion and effectiveness among their men.

MILITARY PROFESSION – SESSION 4: **New Security Environment**

1. **The Strengthening of European Defense Capabilities - New Trends and New Roles of the Armed Forces**
Ružica JAKEŠEVIĆ (Faculty of Political Science, University of Zagreb; ruzica.jakesevic@fpzg.hr)
Siniša TATALOVIĆ (Faculty of Political Science, University of Zagreb; sinisa.tatalovic@fpzg.hr)

Intensive changes in the international community have a growing impact on the global as well as regional security. This is especially true of European security that, so far, has depended on coordinated action between NATO and the European Union. Growing challenges regarding the response to specific security challenges, such as irregular migration, terrorism, growth of extremism and organized transnational crime, have shaken up the trust in the existing model of European security. The dominant focus of NATO on out-of-area operations, as well as political changes in the US, are further affecting this trust. Therefore, the initiative aimed at strengthening European defense capabilities and incentives for the creation of the European army sound reasonable. Hence, this paper will analyze trends related to new roles of the armed forces in the EU Member States and the factors that affect them. The authors will try to answer the following research question: Can strengthening European defense capabilities and the new role of the armed forces be complementary to NATO, and is it possible to reconcile different interests of EU countries regarding this issue, especially between bigger and smaller Member States? In other words, is it possible to achieve complementarity between NATO and strengthening European defense capabilities, provided that the United States maintain their traditional attitude towards to European security?
The previous discussion on this topic indicates different political (and expert) attitudes in different EU Member States. So the hypothesis in this paper is the following: EU member states have different attitudes towards the idea of strengthening of European defence forces, and bigger countries are more prone to support this process. Special emphasis in the analysis will be put on policies of small European states regarding the strengthening of the European defense, and the assessment of how this process would affect their defence and national security. The strengthening of European defense capabilities will particularly be analyzed from the perspective of the Republic of Croatia, as the youngest EU Member State.

2. **Reintroduction of Conscription in the Age of Professional (All –Voluntary) Armies:**

Pros and Cons
Jūratė NOVAGROCKIENĖ (Military Academy of Lithuania; Jurate.Novagrockiene@mil.lt)

The paper investigates the main trends of changing perception toward compulsory service after Russian-Ukrainian conflict in 2014 and terrorist attacks in Brussels and Paris on both decision makers' and public level.
Firstly, it explores origins of different attitudes of countries with different geopolitical strategic environment, and proves that emphasis on different threats is shaped regionally, and perception of the main threat resulted in changes in defence policies. Despite that all EU state members recognize threats of ISIS terrorism and expansion of Russian aggression as well as its militarization, France, Germany and others considers more antiterrorist policies, and inspire discussions on introduction of conscription of public security. However, Northern countries like Sweden, Latvia and Lithuania consider reintroduction of compulsory military service. For them Russian threat is the major security challenge.
Secondly, a presentation deals with issue of restoration of conscription as a source for small countries to increase size of the Armed Forces (reserve, particularly) as well as military capacities.
Thirdly, it raises a question about impact of restoration of conscription on development or/and decline officer profession. Research is based on two conflicting hypothesis:
1.   Restoration of conscription improves knowledge and skills of the military officer.
2.   Restoration of conscription narrows education and skills of the military officer

3. **New Practices and Technologies in Complex Operational Environment**
Dr Tone DANIELSEN (Norwegian Defence Research Establishment; Tone.Danielsen@ffi.no)
Sigmund VALAKER (Norwegian Defence Research Establishment; Sigmund.Valaker@ffi.no)

Targeting is the core of all military operations. Strategies, aims, and doctrines are top-down, while the innovation of technology, adaptation of practices, and development of tactics, standard operational procedures and operational concepts are mainly bottom-up driven. This paper presents a case study of such processes, based on fieldworks. The Norwegian special operations forces (SOF) have been deployed to several international missions. They identified a need to developed new technology for better, faster, and more secure sharing of information. It took only half a year from SOF started to develop the Forward Air Control and Navigation (FACNAV) prototype, until it was used in international military operations. It was even developed at low budgets. Several factors emerged as important: At the individual level some fiery souls lead the process. They were *super users* with long and broad experience, and they were part of the process from its beginning. SOF made a development team which had cross functional, complementary competences. The team provided speed and direction, were flexible, innovative and eclectic – meaning they used existing technologies in new ways and developed new technology when needed. It was close cooperation between users and producers. At the organizational level, leaders saw the need for this new technology and were willing to take risks, trusted and supported them, and left them to work i Soetersn peace. The team used their *SOFish* skillset and mindset to explore, bending rules, and adapting to the challenges the mission posed. This enabled them to take initiative, to innovate new tools, and later even write new concepts for the execution phase in the targeting process.

4. **Cultural Awareness Training and Educational Tools for Multinational Military Operations.**
A Critical Analysis of the Multinational Land Force

Blaise NKFUNKOH NDAMNSAH (Department of Defence Studies, University of Ljubljana-Slovenia; ndam_blaise@yahoo.co.uk)

The Italian-Slovenian-Hungarian Battle Group has its roots in the Trilateral Brigade created in the second half of the 90s. This was an Italian initiative taken by the government of former Prime Minister Prodi, within the context of other political accords, to further cooperation between Rome, Ljubljana and Budapest. The unit was eventually deployed for peace-keeping operations in the Balkans and Afghanistan. The Battle Groups – originally thirteen and now up to nineteen – were established in 2005 in the wake of the European Security Strategy, and are now part of the European Common Security and Defence Policy (CSDP).2 These were first discussed at an informal meeting of the European Defence Ministers in 2004.3 They became, in theory, fully operational by 2007, although the more recent creations are still being formed, and few have been actually deployed in combat operations. Of the nineteen, three are made up of single nation contingents (French, Italian and Spanish). The remaining thirteen are multinational contingents, in a few cases of even four nations. Before continuing with the current debate, a quick historical note: Italian troops (from the region known as "Venezia Giulia") Hungarians and Slovenians have ALREADY fought together during the First World War in the context of the Hapsburg Austrian and Hungarian armies. The organisational pattern at that time – and before condemning the multinational character of the Hapsburg armies, let us remember that they successfully withstood four years of harsh war, before collapsing in October of 1918 – was for all officers to be fluent in German language, plus the local language of the "national" unit they commanded. In this fashion, communication across the empire and its military forces was guaranteed. Slovenian soldiers then served for decades within the Yugoslav military, with what was called Serbo-Croatian being the language of the officers. This Yugoslav army also included ethnic Italians and Hungarians from minority inhabited areas. While the Hungarians during the Cold War were integrated into the Warsaw Pact alliances, with all officers required to attend the military academy in Moscow, and therefore fluent in Russian language. So the linguistic problem has existed in the area for quite some time and is not new. Based upon Geert Hofsteder's definition of culture as programming of the mind and his related theories of national and organisational cultures, the research proposal seeks to apply this analysis to field practises of peacekeeping operations. Hofsteder identified six dimensions in his distinction of national and organisational cultures: masculinity vs. femininity, power distance, uncertainty avoidance, individualism and collectivism, long vs. short term orientation... With regard to organisational culture, we should state that military culture is a distinct, specific subset as a particular institution. Today, Cultural Awareness is an English-language concept. English has become the lingua franca of all western – and not only – militaries. This is due to the military and economic predominance of the United States, as well as the continuing prestige of the British Commonwealth, but especially to the fact that the new weapons systems are typically commanded by English language computer applications. And yet, computer applications have nothing to do with Cultural Awareness. The Italian-Hungarian-Slovenian Battle Group includes troops from three countries who speak languages from Latin, Slavic and Magyar (sometimes called Ugro-Finnic) linguistic families. To this must be added historical differences in national culture, with political, religious, social and economic variations rooted in the past. And then, there is the question of the headquarters of this Battle Group as well as those of others. The commands of the multinational battle groups are nevertheless are located in just one country/language/culture. The battle group in question is headquartered with the Julia Alpine Brigade in Udine, Italy. Clearly, Hungarian and Slovenian soldiers must either learn Italian, or hope the Italians speak enough English.

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 4: **Civil-Military Relations in Established Democracies: Recruitment Systems and Civil Society**

1. **How to Get Rid of False Good Ideas? Civilians and the Military Facing the Temptation of Return to Conscription**
Barbara JANKOWSKI (Senior Researcher, Institute for Strategic Research – Ecole Militaire, French Ministry of Defense – Paris; barbara.jankowski@defense.gouv.fr; barbarajanko@yahoo.fr)

The French armies have been professionalized since 1996, 20 years ago. Since then, they have undergone profound changes to adapt to external missions while undergoing huge budget constraints and deflation by tens of thousands of personnel. The terrorist attacks in 2015 and 2016 (they actually started before) have brutally forced the government to put priority on the protection of the population. 10,000 soldiers are involved in the *Sentinelle* operation. At the same time, French society is experiencing a crisis of integration processes: the school no longer assumes its role with children and students who struggle, disadvantaged neighborhoods have become outlaw zones, young people with no qualifications and no jobs have no prospects for the future. So, many politicians from all sides of the political spectrum began to think about a return to compulsory military service as a solution to those problems of integration. For many reasons that the paper will develop, such an option is unthinkable from the military point of view. The pre-election period that has started is interesting to observe. What (are) will be the arguments of the politicians in favor of the restoration of military service and how the military will voice their concern. Beyond the public speeches, interviews with military officials will allow us to analyze how the latter intend to resist this chimera. Finally, we will try to answer this question: why is such an unfeasible proposal regularly emerging in the public debate?

2. **Expectations of National Defence for the Civil Society**
Tarja WIIKINKOSKI (Doctoral Student of the Military Sciences, National Defence University; Tarja.wiikinkoski@avi.fi)

This paper concerns cooperation between military and civil sector and especially expectations of the armed forces for the rest of the society. Finland as any other modern society has a complex critical infrastructure and welfare of the society is largely dependent on long subcontracting chains. In addition, the security landscape is changing. One of the most essential developments, that demand new way of thinking, is the change of the nature of warfare. Updating regimes is necessary for achieving successful and reliable cooperation between the defence sector and the civil sector in unexpected situations. Finnish national emergency supply and preparedness for exceptional situations is mainly based on agreements, well established personal network of key-persons and regular preparedness exercising. The purpose of this study is to find out different types of meanings which are used in this context of preparedness. This study is practice based and practice lead, carried out with ethnographic methods. The joint ethnographic field and common context was preparedness for exceptional situations. A wide range of participants from different organizations are contributing to this study including military officers, civil authorities, business sector, municipalities and individual citizens. In Finland it is easy to make commitments between military and civil society stakeholders due to democratic system and widely accepted comprehensive security concept. Civilian control of military has historically been strong. However, the focus of this research is on the opposite views that have occurred in regional preparedness exercises.

3. **Developments in Civil-Military Relations: The Swedish Armed Forces Managing Legitimacy in a Post-Materialist Society**

Arita HOLMBERG (Department for security, strategy and leadership, Swedish Defence University; arita.holmberg@fhs.se)
Sofia NILSSON

The role of the military institution is developing in a complex process. Although the forces that affect institutions are many, legitimacy is essential. This paper asks how the military institution manages legitimacy demands, with a focus on Sweden during a 15 year period. The analysis help us understand how the supposedly stable relationship between the government, the people and the military, taken more or less for granted in Western democracies, is increasingly challenged. Three areas are of importance: the ability of the institution to adapt to norms regarding public administration (including norms regarding effectiveness and values); managing diminished power over capabilities and understanding how to be socially attractive. Based on the analysis, we suggest to direct future research regarding civil-military relations towards the quality of the relationship between politicians, society and the military institution. Legitimacy may determine this relationship in a new, more informal way than previous literature have recognized.

4. **The Relations between the Military and the Politics during Periods of Political Uncertainty. The French Case.**

Sébastien JAKUBOWSKI (Associate Professor in sociology of organizations and institutions ESPE Lille Nord de France; SebJakubowski@aol.com)

In this paper, I propose to analyse the logics of recomposition of the relations between the military institution and the politics. My hypothesis is that professional armies cannot be dominated yet by legitimate governments. The military and above all the General officers are representative of a more autonomous institution. In France, for example, the commander in chief of the armies speaks publicly to explain how much the armies need means to achieve their assignments. A professional public institution, like the armies, can use the political uncertainties (due to presidential elections for example) to emphasize their professional interests. Civilian and military officers can quarrel about the legitimacy to represent in public debates the interests of the institution. A process of professionalization product an institution that becomes « like the others ». Indeed, this is a new challenge for democratic States to accord a new professional place to the armies in the society and in public sector. The evolution of law that accords in France the rights to the military to create professional association (since 2015) is very important to understand these progressive logics of recomposition of the civilian control of the armies. Now, the military can organize themselves in interests groups in the authorities of consultation.

We propose to analyse this transformation process in France during specific periods: the three cohabitations. These periods would have been important periods of transformation of the institution due to the main political uncertainties. However, it does not give more power to the military. So, we will compare these three periods with the last period in France (2008-2016) during which the two Presidents – Nicolas Sarkozy and François Hollande – were strong presidents. They have made decision in organizational structure of the armies to, for the first one, control directly the military (by putting aside the Ministry of defense) and to, for the second, give again power to the Ministry of defense. We conclude tentatively that when the political power is low, the military can express more their interests and their wishes.

Furthermore, the multiplication of books on war and strategy, written or not by military, after operations in others countries contribute to speak about the institution even if the public opinion express about the armies a « positive indifference » due to the professional trust according to the military. Therefore, the professional military can now counterbalance the civilian and political control.

RECRUITMENT AND RETENTION – SESSION 4: **Motivational Factors and Reasons for Attrition**
Chair: Tibor Szvircsev Tresch

1. **Systematic Follow-up of the Psychological Selection to the Swedish Armed Forces**
Emma JONSSON (Department of Security, Strategy and Leadership, Swedish Defence University, 651 80 Karlstad, Sweden; emma.jonsson@fhs.se)
Vera BJELANOVIC
Johan LANTZ
Rose-Marie LINDGREN
Anne LINDQVIST
Britta TÖRNER

The transition from a conscript-based force to an all-volunteer force in Sweden 2010 implied changes for selection and training as well as for the procedure for attrition from the basic military training. Today a recruit can leave basic military training within 24 hours and without further explanations. As a consequence, the changed procedure when a recruit leaves training has caused a lack of information of reasons for attrition and lack of feedback to the Swedish Defence Recruitment Agency who is responsible for the assessments and selection of recruits. The first step to re-establish a systematic follow-up of the psychological selection and to validate the selection procedure has started. The aim of this project is to gain knowledge of reasons for attrition from basic military training in order to predict attrition and to predict successful recruitment (defined as signing a contract with the Swedish Armed Forces). Results from 2015 (478 questionnaires and 36 interviews) indicate that it is not only the selection that contributes to successful recruitment, but also the training period and the leadership of the officers. Further, the results have facilitated the development of questionnaires, interview guides, instructions and methods for future studies. The project is a collaboration between the Swedish Armed Forces including the Internal Occupational Health Care Center and Human Resources, the Swedish Defence Recruitment Agency and the Swedish Defence University.

2. **Why to Serve in the Army of the Czech Republic**
Eva PAVLÍVOKÁ (Human Resources Expert Services Section General Staff of Armed Forces of the Czech Republic; evajpavlik@gmail.com
Jitka LAŠTOVKOVÁ (lastovko@email.cz)

The Army of the Czech Republic launched a unique research project focused on the motivation to serve in the armed forces, professional values and related topics in December 2016. The aim of this paper is to present the methodology of the study and its ambitions for the future. The project is designed as a longitudinal panel survey, whose first phase is carried out in the course of basic training, during the first systematic contact of recruits with the army. Data collection in a subsequent phase is planned in about two-year term military career. The first phase is planned as a total population study of selected courses in 2017 and 2018. We expect data from 2500 respondents. Research design not only allows for the comparison of shifting opinions and

attitudes in the ongoing survey but also the comparison with the research results from the 90s (realized even in term of the conscript military). The paper will also present trial results of the very first phase of the research.

3. **Conscription as a Source of Recruitment for a Further Career in the Military.**
Nina HELLUM (Norwegian Defence Research Establishment (FFI); nina.hellum@ffi.no)

In Norway, the pool of conscript soldiers is a good source of recruitment for further service. However, keeping the best personnel in the military system for a long term career seems to be more challenging. In this study we will focus on two of the options the conscript soldiers have, to enlist, or to apply for the officer's candidate school. In both cases, the end rates are high. Our assumption is that the long term career prospects are not satisfactory for the enlisted, consequently they quit early. With regard to the students in the officer's candidate schools, many go through the coveted education to be more attractive to civilian employers; they are not really pursuing a long term military career. What can we do to recruit and also retain the best suited personnel? How do we define what "the best soldier" is in this context? In trying to answering these questions, we are starting a study based on both qualitative and quantitative methods. Analysing in-depth interviews and fieldwork material together with statistics and surveys will hopefully give us new insight on the complexity of these issues. Statistics and surveys provide us with knowledge of the big masses, while the empirical material offers explanatory models of important mechanisms.

4. **How Effective is Compulsory Military Service – the Satisfaction with Conscription during the First Five Months of Service.**
K. KASEARU
Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

New global security risks have presented militaries with new challenges and the need to find more adaptable solutions. Some European countries have yet again opened the debate on compulsory military service. However, Estonia is one of the countries, where conscription has been seen as the only option and main pillar for national security. Every year approximately 3000 conscripts start their 8 or 11 months long military service. Although, public opinion supports conscription, it is not very popular among the target group – young men between the ages of 18-27. Moreover, the drop-out rate is relatively high, 20% in year 2015, mostly by a medical exemption. In our study, we focus on how conscripts adopt to military life during their service, what are the protective/positive factors (positive attitude in the beginning of service, perceived support, good relations with other conscripts) and risk/negative factors (e.g minority background, high involvement in civilian life) influencing their satisfaction with different aspects of service (training, relations with other conscripts, living conditions etc). The data are taken from the longitudinal survey from 2016 (Estonian Defence Forces Human Resources Research Project). The survey was carried out among Estonian conscripts (N= 2677, response rate in the first wave 90%). The survey is planned to have three data gathering points: in the beginning of service, on the fifth month and at the end of service. In our study we will use the data from the first two waves. The results highlight that positive attitudes towards conscription in the beginning of the service have significant influence on satisfaction with different aspects of conscription also five months later, suggesting the importance of positive attitudes and mental readiness for successful completion of conscription duties.
Key words: conscription, satisfaction with service, longitudinal approach

5. **What if they Forget who I am? Problems and Fears of Estonian Conscripts.**
   K. TALVES (Estonian National Defence College)
   Tiia-Triin TRUUSA (University of Tartu; tiia-triin.truusa@ut.ee)

   Estonia, since its independence, has gone through multiple economic and societal reforms that include drastic changes in almost all spheres of society. The rapidly changing security and defense environment of recent years has challenged the structures of military organizations as well. Interestingly, regardless of all these changes Estonia has retained conscription, with high support from the public.

   In this study we focus on conscripts in Estonia – men and women between the ages of 18-28 who perform compulsory military service during 8-months or 11-months period. We explore how different aspects of changes, interruptions and intersections of personal and societal influences are reflected in their attitudes and perceptions about military service. In 2016, Estonian Defence Forces started the Human Resources Research Project to provide sufficient knowledge and regular monitoring regarding human resources in the national defense sector. We use data from the first phase of the project – the conscript survey. We analyze data from two groups who participated in this survey: conscripts who started military service in July 2016 and in October 2016. Our aim is to analyze the fears and problems that conscripts report in connection with military service in the first month and changes that occur over the course of the service period. We use answers to open-ended questions as qualitative data to grasp the full range of thoughts about problems and fears that are most important for conscripts. The first results show that although the public strongly supports conscription then conscripts themselves view that period in their life more as an interruption in their normal life rather than a part of their life-course, with strong emphasis on the aspect of losing one's place in society and missing out on social connections. The implications of this include high drop-out rates and avoidance.

CRITICAL MILITARY STUDIES – SESSION 3

1. **Soldiers are Murderers': Studying the Military in Germany**
   Dr. Maren TOMFORDE (Staff and Command College of the German Armed Forces, Hamburg, Germany; marentomforde@suedsinn.de)

   „Da gab es vier Jahre lang ganze Quadratmeilen Landes, auf denen war der Mord obligatorisch, während er eine halbe Stunde davon entfernt ebenso streng verboten war. Sagte ich: Mord? Natürlich Mord. Soldaten sind Mörder."
   (Translated: For four years, there were whole square miles of land where murder was obligatory, while it was strictly forbidden half an hour away. Did I say: murder? Of course murder. Soldiers are murderers.)
   From: "Der bewachte Kriegsschauplatz", published 1931 by Kurt Tucholsky under the pseudonym Ignaz Wrobel
   German journalist, satirist and lyricist Kurt Tucholsky (1890-1935) wrote these sentences in his fight for democracy and human rights and against German militarism and the looming catastrophe connected to Adolf Hitler's strive for a "Third Reich". The now famous sentence "soldiers are murderers" has been analyzed in many different ways in the past decades, e.g. from a linguistic as well as juridical perspective. Next to discussing whether or not using statements such as the Tucholsky sentence present a punishable crime, the rightness of the sentence has also been object of many debates. In other words, the sentence has remained

highly controversial until today. Analyzing the German Bundeswehr after the end of ISAF, the first mission with kinetic action for German troops since the end of WWII, a debate about the righteousness of the use of force is unavoidable. How do German servicemembers interpret the fact that some of them have killed "the enemy" as well as civilians in Afghanistan and how do they cope with the emotional challenges connected to killing another person? How does German society react to and reintegrate "veterans" with combat experience and what conclusions are drawn by society, the military and politicians alike when looking future missions? The paper discusses insights from 14 years of anthropological research on the German Armed Forces in regard to the Bundeswehr's contribution to out-of-area missions and the diverging civil-military relations ranging from excluding veterans as "traumatized freaks", to ignoring the troops' singular experiences during missions mandated by German parliament, to denouncing soldiers for having killed during a mission.

2. **A Lesson of Applied Critical Military Studies: the Military Profession and Violence in Post-Colonial Mali**
Marc-Andre BOISVERT (University of East Anglia; boisvertma@gmail.com)

In 2012, Mali faced its biggest challenge since its independence while a Tuareg rebellion became the Trojan horse for losing control two-thirds of the national territory to several jihadist groups. Meanwhile, the Malian army fomented a coup that destroyed the remnants of the chain of command within the army. While a herd of security sector reform specialists flocked to Mali to offer support meanwhile basic military tasks were outsourced to the international community, it appears that the incapacity to understand basic mechanisms within the Malian military has delayed efforts to offer appropriate answers. In this paper, I intend to present some of the challenges that I faced during research on the Malian military in regards to existing theoretical frameworks within military science in regards to post-colonial armies. Beyond simply criticizing international or local actors, this paper aims at studying what military studies, mostly military sociology, can learn from post-colonial studies, notably international development studies, in way to offer better solutions. The paper will focus on the military profession and how it is organized in Mali.

3. **Construction of the Self through Space - The Influence of Physical and Cultural Space on Constructing Identity in the Israeli Military**
Dana Grosswirth KACHTAN (the Open University of Israel; danakc@openu.ac.il)
Erella GRASSIANI (University of Amsterdam; E.Grassiani@uva.nl)

Studies have long been shown the importance of context in social process. One manifestation of context is the *spaces* in which social processes take part. Interest in organizational spaces has long been the focus of many researchers trying to gain a wider perspective on the construction of identities within organizations (Taylor, Hansen, Zealand 2005, Taylor, Spicer 2007, Wasserman, Frenkel 2011). Spaces influence the way the way individuals act, react, think, decide and construct their identity (Lefebvre 1991). Spaces thus becomes a mechanism through which gendered, ethnic and other identities are demarcated and perpetuated. More specifically, studies have shown the ways in which military spaces influence the behavior and decision-making of soldiers. Based on two case studies examining the influence of military spaces, we wish to examine the way spaces influence the construction of the soldiers' identities. The first case study focuses on soldiers serving at checkpoints, examining the way the physical space of the checkpoint influence the soldiers' moral perceptions and actions. The second case study

focuses on soldiers serving in two infantry brigades, examining the way the ethno-cultural space influences the construction of the soldiers' identities. Although soldiers spent limited time in those spaces, we argue that these spaces influence soldiers' self-categorization on different levels. We will argue that the spaces in which soldiers operate are not neutral and only designed for performing their role, rather the spaces takes an active part in determining the way individuals will act and make sense of their own identity within different contexts.

4. **From Commemoration to Celebration: The Making of the Norwegian Liberation- and Veteran's Day**
Elin GUSTAVSEN (Norwegian Institute for Defence Studies; egustavsen@ifs.mil.no)
Torunn HAALAND (Norwegian Institute for Defence Studies; Torunn.Haaland@ifs.mil.no)

In this paper we examine the transformation of the commemoration of World War II – known as Liberation Day – into a celebration of Veterans Day in Norway. The shift took place in the late 1990s/early 2000s and reflect a transformed relationship between the armed forces and society in the Norwegian context. Whereas World War II was a shared experience of occupation which affected every citizen, Norway's participation in recent wars in Afghanistan, the Middle East and the Balkans, is confined to a small segment of the population. In the paper we examine how the transformation came about, and the content of the new ceremonies instigated on Veterans Day. We then proceed to identify the underlying values that are expressed in the choice of venue, actors involved, and the political message expressed in speeches at the new celebration. Building on Natalia Danilova's comparison of war commemoration in UK and Russia (2015), we discuss to what extent the transformation can be characterized as a militarization of war commemoration in Norway.

10.45 – 11.00   Coffee

11.00 – 12.30   PARALLEL SESSIONS 7

MORALE, COHESION, AND LEADERSHIP – SESSION 7: **Current Trends in Military Leadership in the Hellenic Armed Forces: Professional Development in the Armed Forces**
Chair: Michael Holenweger

1. **Greek military doctors' and nurses' motivational orientations to participate in Continuing Professional Development.**
K. PANAGIOTOPOULOU, PhD (kpanagiotopoulou21@gmail.com)
D. KAITELIDOU, PhD
H. BROKALAKI, PhD (National & Kapodistrian University of Athens, Nursing Department, Athens, Greece)

Purpose: The main purpose of the study was to investigate the participation and the motivational reasons which influence Greek military doctors and nurses to participate in CPE programs. Further, to explore the effects of personal and professional characteristics on the aforementioned issues.
Methods: The study entailed a descriptive, comparative, correlational design. The sample size consisted of 971 health professionals (n=971), 531 military doctors and 440 military nurses, of a total population of 2025, (rr 47,2%). A self completed questionnaire was used for the data

collection (Mar 2010-Sep 2010). The questionnaire included the revised Participation Reasons Scale (PRS). Following the factor analysis, emerged 4 PRS factors with Cronbach $\alpha=0.92$ and $\alpha=0.93$ for doctors and nurses as well. Statistical analysis was performed with SPSS version 17.0 using descriptive and inferential statistics. The level of significance was set at $p=0.05$

Results: The vast majority of doctors and nurses were informed for the scientific developments, demonstrating Interest in on-line CPE. Doctors referred that spent almost 5 days more than nurses in CPE activities the previous year, and showed their biggest interest in participating in conferences. Moreover, important percentages of participants believed that participation in CPE should be mandatory. In relation to motivational orientations, the factor of improvement of professional competence and patient service received the highest recognition amongst doctors and nurses. More CPE days, in the previous year, reported the doctors and nurses who were older ($p<0.001$ and $p=0=0.001$, respectively), more experienced ($p<0.001$ and $p=0.011$, respectively), with a master's degree ($p<0.001$ and $p=0.002$, respectively) and IT skills ($p=0.001$ and $p=0.003$, respectively).

Conclusions: Military doctors and nurses demonstrated a positive attitude towards CPE. More of them had high percentages of participation in CPE activities. However, doctors had greater participation than nurses. The participants' majority preferred compulsory CPE. Their most important reason to participate was their need for professional development and improvement for the benefit of patient care and the least important their personal benefit. The study's findings could facilitate the CPE providers to realise the factors that influence doctors' and nurses' participation in CPE, in order to update their policies for the benefit of the health professionals, the service, the patients and the society as a whole.

GENDER AND THE MILITARY – SESSION 3: **Woman or Soldier: Status and Role in the Military Organisation**

1. **The Meaning of Military Leadership Training to Young Women´s Leadership Competency: a Narrative Viewpoint.**
   Heli HÄYRYNEN (University of Jyväskylä, Finland; Continuing Education and Training in the Finnish National Defence University; heli.hayrynen@mil.fi)

   This study examines women in military leadership training in Finnish military service. The aim of this qualitative empirical study is to explore the meaning of military leadership training to young women from a leadership competency point of view. The study reply to the following research question: How do the women describe the meaning of voluntary military leadership training to their leadership competency? This study understands military leadership training as a process which primary aim is to develop participants' leadership and training competency, which is needed to successfully perform military leadership tasks. The study follows a social constructionist (Berger & Lucmann, 1966) approach and adopts narrative methodology (Polkinghorne, 1995) investigating the topic. The data was collected from one military class by interviewing three times all women from two platoons, who had been selected to undergo leadership training. The data consists of biographical narrative interviews (N=45). This study furthers understanding of leadership training by voicing the young female point of view in military context. Empirically this study produced new information of the effects of the military leadership training to their leadership competencies. My results show that sensemaking of military leadership training is a multidimensional phenomenon. Additionally, the findings point

out that change in leadership competency during the military leadership training is a process where women construct the developmental change they experienced as part of their whole early career context.

2. **Prejudiced Backlash in Subjective Performance Evaluations: Military Women's Lack of Fit in the Military Profession**

CAPT David G. SMITH, Ph.D. (Associate Professor of Sociology, Department of Leadership, Ethics and Law, United States Naval Academy; dsmith@usna.edu)
Dr. Judith E. ROSENSTEIN (Associate Professor of Sociology, Department of Leadership, Ethics and Law, United States Naval Academy; rosenste@usna.edu)
Dr. Margaret NIKOLOV (Assistant Professor of Mathematics, Department of Mathematics, United States Naval Academy)

As women's recruitment and participation in traditionally male occupations increases, research suggests organizations face the added challenge of retaining talented women beyond entry-level jobs (McKinsey 2016). Junior women entering the workforce encounter gender stereotypes and bias that reinforce the status quo gender hierarchy that may impede advancement to higher levels of leadership. Specifically, bias in performance evaluations providing negative feedback (backlash) to women based on stereotypes may hinder their career aspirations and retention, and limit their ability to promote. Expectation states theory posits that socially significant characteristics (e.g., gender) form status hierarchies based on general competence that influence performance expectations. Moreover, the theory helps explain how women (low ascribed status) often lack perceived legitimacy in leadership positions that have high achieved status, and particularly within traditionally male occupations that also have high achieved status. As a result, women may be less likely than men to be perceived as effective leaders and members of the occupation. We examine peer evaluations from U.S. Naval Academy students. Each semester students rank their peers and select three attributes from a predefined list of 89 attributes to explain the reason for that ranking. This ranking (and associated descriptions) affects students' overall class rankings, which are used to allocate leadership positions and eventually assign post-graduation jobs. Results show that men are more likely to ever receive prescriptive masculine attributes and a greater variety compared to women, and less likely to receive proscriptive (feminine) attributes. Women are more likely to ever receive proscriptive attributes and a greater variety of them related to the masculine-typed field of the military. These findings suggest backlash against women in masculine roles of leadership in a masculine military organization is based on being penalized for status incongruity. Implications for retention, talent management and military diversity are discussed.

3. **Intersectionality and Organizational Change in the Finnish Defence Forces**

Minna LEINONEN (Work Research Centre, University of Tampere, Finland; Minna.Leinonen@uta.fi)

The Finnish Defence Forces is an organization comprised of diverse personnel. Despite military training being open to women since 1995, most of the women employees are civilians. As an acknowledgement to this, I consider the FDF not only as a security organization but as a unique work organization that is a focus of political interests and has to adjust to them. Recent years have meant significant structural changes in the organization: downsizing and shutting down units and decreasing especially the amount of civilian personnel. Our earlier research has shown that despite sharing the same organizational context, the organization is not the same for

everybody. Intersections of gender, age and position produce inequalities and affect the concerns of changes that the personnel experience. (Otonkorpi-Lehtoranta, Leinonen, Nikkanen & Heiskanen 2015) I am interested in how the recent changes have affected the concerns of the personnel and whether the perceptions of gender (in)equality are connected to the change processes. My main data consist of a personnel survey (2015–2016) that touches upon issues of work climate and leadership, work an family, development needs, gender equality, discrimination etc. These data can be compared to a similar earlier survey conducted in 2011 just before the structural changes. Have the divisions been merely strengthened or are there any signs of positive development regarding equality?

4. **Gender, Volunteerism and Military Hospitals: War Nurses, Educators and Philanthropists of the Nineteenth-Century**
   Irene KAMBERIDOU (Associate Professsor of Sociology, National and Kapodistrian University of Athens, Executive Group of the European Centre for Women and Technology; ikamper@phed.uoa.gr)

   Thousands of European and American women provided their services, lobbied, raised funds, food supplies and clothing to support the Greek Revolution. Along with the relief activities of the 1820's and 1830's, the great interest in Greece produced a strong desire to send teachers and missionaries to *Greece in Bondage*. Women's 19th century accounts examine the position of the subjugated Greeks in the Aegean Islands and Asia Minor. European and American women—educators and philanthropists—worked for the advancement of female education. They even established schools for the preservation of Hellenic cultural heritage. This paper focuses on the first-hand accounts of 19th century European aristocratic and middle-class women volunteers, and specifically their social contribution during the Crimean War (1853-1856), when the English and French colonial experience encouraged female volunteerism. It spotlights the social service provided by English, French and German nurses and philanthropists—as agents of social change—who cared for the soldiers in the hospitals of Constantinople and its environs, concluding with their invaluable recommendations. The female accounts describe the British military and naval hospitals, hospital huts, nurses duties and difficulties confronted (1,500 patients per 3 volunteers); the Women's Hospital; the French hospitals; the French military system; the Sisters of Mercy; the Sisters of Charity; the women who followed their husbands to war, including the destitute wives and babies of the English soldiers. Astonishing are the accounts concerning the degrading social status of the English soldier's wife as opposed to the respect and protection enjoyed by the French soldier's wife.

WARRIORS IN PEACEKEEPING – SESSION 1

1. **Formulating Public Diplomacy in PKOs**
   Dr. Ioannis Ant. RAGIES (Associate Professor, Hellenic Army Academy; yaray1962@yahoo.gr)

   This paper will attempt to explain the formulation of a *public diplomacy and strategic communication policy/PDSCP*, arguing, specifically, that ''*cultural awareness*'' should not be considered as a ''*strategic tool*'' in the transmission –implementation of an ''*effective communication*'' in a peacekeeping environment. Rather, it is to be argued that soldiers find themselves performing in a '*cultural gap*', as intercultural competencies –*crucial prerequisite for participation*- are not actually possessed, nor ideally implemented in the field, while UN/SC Mandate rarely incorporates this vital '*cultural factor*'. This vacuum: a) creates difficulties in the

implementation of a public diplomacy and strategic communication Plan b) will not facilitate to ''*convince*'' foreign populations c) will not offer any guarantee for sustainable stability and d) will not, eventually, succeed in ''*its overall political- strategic goal*''. In communication terms, sound understanding of local cultures is of critical importance in both, tactical–operational level, during PSOs, conducted abroad, as well as strategic–political level, in the homeland. The paper will approach both levels, identifying ''*the essential level of intercultural competence*'' for '*peacekeepers*', employed in future PSOs, as ''*a strategic tool*'' of PDSCP between providers and receivers of '*peace*'', as well as a tool for ''*political justification*'' for all those Nations contributing troops in UN Peace Missions worldwide.

2. Barefoot Soldiers and Skiing Nations: Incoherence, Coping Strategies and the Making of Meaning in the UN Mission in Mali
Dr. Chiara RUFFA (Swedish Defense University/Uppsala University; chiara.ruffa@gmail.com)
Dr. Sebastiaan RIETJENS (Netherlands Defense Academy; basrietjens@gmail.com)

Pursuing coherence is a core objective in most military interventions and the lack thereof is often mentioned when criticizing them. As a response to the crisis of standard boots-on-the-ground interventions, Western troops have recently deployed small and highly specialised forces for intelligence gathering purposes within the broader frame of standard UN operations. To further the debate on military interventions, this paper studies coherence implementation and its effects within the ongoing UN mission in Mali, MINUSMA. Specifically, we focus at MINUSMA's intelligence capacity that has an unprecedented scale in UN history. We draw upon a large empirical dataset containing 120 semi-structured interviews, observations on the ground and participation in pre-deployment exercises as well as evaluation sessions. Following De Coning and Friis, we distinguish among four levels of coherence: intra-agency (i.e. coherence within an individual organization), inter-agency (coherence between different organizations), whole-of-government (coherence between different government agencies of a country) and internal-external (coherence between the host nation and international actors). The analysis reveals a striking level of incoherence at each of the levels. For instance, at the intra-agency level (i.e. within MINUSMA's main intelligence unit) we find that the western troop contributing countries, most prominently Sweden and The Netherlands, had very different capabilities and mindsets resulting in different approaches. At the inter-agency level, there was large incoherence between the intelligence capabilities that European countries brought in and the main contributing nations on the ground, which were mostly African contingents. Combining the innovative high-tech Western capabilities with the African capabilities, that had the cultural familiarity and mastered many of the locally spoken languages, turned out to be challenging due to incoherent procedures, systems, levels of experience as well as reporting mechanisms.
Our empirical analysis allows to inductively tracing the consequences of incoherence by studying what we call 'the copying strategies' put in place by members involved in the operation. We distinguish between two kinds of coping strategies. First, we focus on 'stove-piping', which entailed a strengthened narrow focus and which derived from organizational (different command and control structures), political (rivalry) as well as technical (technical systems) issues. Second, we focus on meaning-making, understood as the daily practice of making sense of such incoherence. With our paper, we hope to advance ongoing existing debates on the conduct of military interventions, by connecting the debate on coherence with existing scholarship on copying strategies in military sociology.

3. **Ground-level Bureaucrats: Implementing the Norwegian Version of a Comprehensive Approach in Military Operations in Afghanistan**

Lene EKHAUGEN (PhD Candidate, Norwegian Institute for Defence Studies/Norwegian University Defence College; lene.ekhaugen@ifs.mil.no)

Norway attempted to coordinate its policies and efforts in Afghanistan and developed its own version of the comprehensive approach. The distinguishing feature was its emphasis on separate, parallel civilian and military efforts. But how were those policies implemented by military and civilian personnel on the ground in the Norwegian-led Provincial Reconstruction Team in Maimane, Afghanistan? Departing from Michael Lipsky's notion of street-level bureaucracy, this paper combines a bottom-up approach with perspectives from organizational theory in order to understand policy implementation in the PRT. Based on extensive primary sources including interviews, end-of-tour reports and archival data, this paper recounts civil-military coordination in the planning, implementation and reporting phases of selected military operations conducted by the Norwegian-led PRT. Tentative findings suggest that the ground-level separation of civil and military efforts were even stricter than the Norwegian policy dictated – at least during the later phases of military operations. But, there were also evidence of pragmatism and coordination. Overall, this paper adds new insights to interagency coordination in operations and to the small body of research on military operations as policy implementation.

4. **Challenges of Recruiting Finnish Defence Forces Personnel for Crisis Management Operations**

Captain Jussi-Pekka NIEMALÄ (Doctoral Programme of the Military Sciences, Department of Leadership and Military Pedagogy, Finnish Defence Forces – National Defence University; Niemelä; Jussi-Pekka.Niemela@mil.fi)

The aim of the study is to find out who are participating crisis management operations in the Finnish Defence Forces (FDF) and do they have something in common with each other regarding their background and motivation for instance. The FDF has participated in more than 40 different operations under command of UN, NATO and EU during 60 years. The troops are led by commissioned officers and NCO's (one third) and two third of the personnel are reservists. The challenge is that Finnish law obliges the FDF to participate in crisis management operations but at the same time, within the FDF, the participation of particular individual is voluntary. All officers and NCO's are recruited without increasing the total strength of the FDF personnel. The main research question is *'Why some personnel of the FDF do not apply for crisis management missions and what factors would strengthen their motivation?'* According to statistics, the participation for crisis management operations seems to be polarized. The participation rates of the Army Brigades range from 1 % to 19 % of the total strength of deployed regular personnel. According to a previous study (Niemelä 2016), there seems to be at least two different organization subcultures that mediate the participation: the 'crisis-management-orientation' and the 'homeland-orientation'. The motivation of the applicant to recruit can be affected, for instance, by personal health, family and career situation, timing of deployment, and cultural reasons. The practical outcome of this research is to create a survey tool for the FDF to conduct systematic research and detect changes in personnel motivation towards crisis management.

VETERANS AND SOCIETY – SESSION 3

1. **Strong Soldier, Fragile Veteran: Socially Constructed Identities and Help-Seeking**

Dr Michelle JONES (Veterans and Families Institute, Anglia Ruskin University, United Kingdom; michelle.jones1@anglia.ac.uk)

Stigma has often been attributed as a barrier for military personnel seeking help for issues concerning their mental health and welfare. The socially constructed hero or 'protector' identity associated with those serving within the Armed Forces makes it difficult for this social group to admit weakness and to seek help when needed. This presentation seeks to examine the identity of the veteran, examining their strong affiliations with a military identity post-service and how such socially constructed identities can be a barrier to help-seeking. Using data collected from a study examining veterans in the British Criminal Justice System, this paper will discuss the role of identity, stigma, and self-stigma in relation to veterans seeking help. Through interviews with this participant group it became evident that many veterans only sought help when at their lowest ebb due to issues associated with their own perceptions of identity and self-stigma, this places further pressure on the individual, their support networks, and professional services in providing the relevant care needed.

2. **Understanding and Explaining UK Society's Perception of Veterans**
Rita PHILLIPS (Oxford Brookes University; 15053275@brookes.ac.uk)
Vincent CONNELLY (Oxford Brookes University)
Mark BURGESS (Oxford Brookes University)

This project examines UK perceptions of Iraq or Afghanistan British Army veterans which are often contradictory in nature. For example, they are perceived to be heroic, skilled and valued, but also as more likely to be a physically or mentally impaired victim. Reasons for these contrary beliefs have not been investigated in any depth before. Study 1: A literature search was conducted to review the UK-population's perceptions of veterans by analysing UK-surveys and polls, retrieved from IPSOS Mori, ComRes and NatCen. Findings were compared to the picture of veterans found in UK and international media retrieved from JSTOR, Google Scholar and Google-News. Results : To some extent the media and the UK-population have a similar, negative understanding of the veteran as a socially excluded, 'mad, bad and sad' victim. However, veterans are also perceived in a very positive way, i.e. being highly skilled, heroic and making a valuable contribution towards society.
Study 2: Biographic-narrative interviews with 16 UK participants who vary in social contact with veterans are currently being conducted to understand their perceptions in depth. These are currently being analysed by Interpretative-Phenomenological-Analysis. Initial analysis suggests that veteran significance for personal identity helps determine acceptance or rejection of perpetuated stereotypes. The results will help clarify the latent drivers of public thinking regarding veterans and since the recent conflicts were politically contentious veterans may also be represented as victims of government policy. We will describe how Social Representation Theory may explain the development of veterans representations and the hero/victim dichotomy.

3. **The Restoration of the Soviet Military Veteran – Soviet Veterans of the War in Afghanistan and their Place (and Purpose) under President Vladimir Putin**
Jack J. PORTER (Associate Professor, Department of Political Science, The Citadel, Charleston, SC; Porterj1@citadel.edu)

On February 14, 2014 (one day before the official 25th anniversary of the Soviet troop withdrawal from Afghanistan) Russian Defense Minister Sergei Shoigu awarded anniversary medals to participants of the Soviet-Afghan War (1979-1989). Much like their counterparts in the US from the Vietnam War, Russian veterans have had to wait decades for their proper acknowledgement and appreciation in Russia. Their newly exulted status is the product of numerous domestic political, cultural and institutional efforts. Perhaps most well-know, numerous civil-society groups within first the Soviet Union and subsequently Russia, have organized and actively engaged in the promotion of a variety of practical policies and more honorific recognition of the rights and service of the estimated 200,000-plus veterans of the decade long war in Afghanistan. (Estimates are that 620,000+ total Soviet troops were deployed during the war). The obstacles were/are formidable involving both resource scarcity and perhaps more significant political indifference and collective amnesia. Simply put, very few in Russia wanted to revisit this painful and final chapter in Soviet history. Recently, this aversion has be replaced by a rediscovered appreciation of and, at least for President Putin, purpose for the Russian veterans of the traumatic war in Afghanistan. With this in mind, the objective of this paper is three-fold. First, the paper with analyze the chronological evolution of political, economic, and cultural status of Russian veterans of the Afghan war in post-Soviet Russia. Second, the paper will investigate the iterative dynamics of the relationship between veterans, Russian society and the political system. In essence, the status or place of veterans is the product of mutually constructed and contested images and arguments between veterans and their advocates on the one hand and the broader Russian society and political system on the other. Finally, the crux of the analysis will focus on contemporary Russian politics in which President Putin is consciously promoting a nostalgia for the Soviet era combined with a an image of Russia intricately connected to notions of heroism, masculinity, and military greatness/prowess. In Putin's Russia, veterans may still be struggling in material terms but they have once again been called to duty and have a new purpose and service to the state.

4. **Mind the Gap! Veterans' Experiences with Transitioning out of the Military and their Relation with Quality of Life**
Dr. Jacco DUEL (Netherlands Veterans Institute; j.duel@veteraneninstituut.nl)

International research shows that veterans may experience difficulties when transitioning out of the military. In the Netherlands, the transition experiences of veterans and the relation between those experiences and the quality of life of veterans have received scant if any attention. To fill this void, two studies were conducted. The first study (A), was aimed at finding out in how far veterans had experienced difficulties with transitioning out of the military. This study was conducted in 2015. The second study (B), was aimed at the relation between transition experiences and the quality of life of veterans. This study was conducted in 2016. In general, study A found that one out of three veterans had experienced a difficult transition out of the military and one out of six veterans did not feel settled in civilian society at the time of the study. Study B found that several adverse transition experiences, such as not feeling settled, having deployment related problems, and feelings of regret for having left the military, are negatively related to veterans' quality of life. On the other hand, identifying with being a veteran and positive feelings of previous deployments (i.e., thinking positively about the deployment and experiencing positive effects of it) are positively related to veterans' quality of life. The paper will present the results of both studies in detail and will discuss the theoretical and practical relevance of their findings.

MILITARY FAMILIES – SESSION 3: **New Families in the Military**
Chair: Meytal Eran-Jona

1. **New Families in the IDF: towards Diversity in Family Policies**

Meytal ERAN – JONA (PhD.   Haifa University and Weizmann Institute of
Science; meytalej@gmail.com)
Dotan AVIRAM, Major (Israeli Defense Forces - Behavioral Science
Center; dotan.aviram@gmail.com)

As the forms of families and parenthood are constantly under change, armed forces, like other organizations, need to update their attitudes as well as their policies regarding "new" forms of families and parenthood. This paper is based on a recent study which was conducted among "New" forms of families of personnel in the IDF (Israeli Defense Forces). The research focuses on three forms of "new families": same sex couples, single mothers and divorced parents that have no spouse. Our aim was to explore the challenges those servicemen and women face, at the interface with the IDF as a "greedy" and demanding institution. We assumed that this interface may introduce new challenges both for the servicemen and women and the organization.
We interviewed 23 servicemen and women, as well as 4 policy makers in the IDF Human Resources Division, and the Chief of Staff advisor for Gender Issues. The interviews were based on an open ended questionnaire and the data was analyzed using qualitative methodologies. The research findings were both surprising and challenging. We found that along the last two years, the IDF policy makers, put a lot of efforts in updating the family and parenthood policies in order to meet the needs of "new" families. But a gap remains between the HR "new" policies and the organizational "old" culture. Though the organizational policies are more diverse and sensitive today to different family needs, single parenthood is still perceived as a disadvantage, and a barrier for promotion to higher ranks or major roles within the unwritten organizational culture. For single parents the road to promotion is considerably more challenging due to a culture that glorifies long working hours as a condition for organizational capital and organizational rewards. Moreover, although the HR policy treats equally servicemen and women from diverse genders and family arrangements, including same sex couples, the organizational culture is still conservative and people are prejudiced against LGTB servicemen and women. Though different sexual orientations are accepted in a positive way in the back-office units, it is perceived as a barrier for serving in combat units. The research team suggest changes both in HR policies as well as organizational culture in order to truly embrace diversity regarding sexual orientation, family and parenthood forms.

2. **The Transgendered Family**

René MOELKER (Netherlands Defense Academy, Netherlands; Rene_moelker@yahoo.com)

New families within the Armed Forces are a challenge to gender approaches in theory and in praxis. The most challenging development regards transgender colleagues in the Armed Forces, because they meet barriers of biological, psychological, relational and organizational character. The physical transformation is a large step that implies many psychological changes and a long recovery and readjustment time. Relations will also change, and even when one stays in the same relationship it would imply a shift from a heterosexual relationship to a same sex relationship (or vice versa). Some transgenders are singles, some are in a relationship. At work the relations change tremendously. First of all because traditional "sick leave" regulations do not fit the situation, but also because a safe and secure work environment is required. The

military superior has to be supportive for the work integration to be successful, and the social support from colleagues is a necessity but is not always provided.

3. **Strange Bedfellows or New Family Patterns? Organizational Responses to Same-Sex Couples and Non-Traditional Family Structures.**
David SMITH (U.S. Naval Academy, USA; dsmith@usna.edu).
Karin DE ANGELIS (Behavioral Sciences and Leadership Department, United States Air Force Academy, USA)

During the last few decades families have experienced major shifts, especially in demographic trends and cultural norms, in the United States and internationally. This shift is most prominent in the changing definition of who constitutes a family. Diverse family structures continue to challenge, both numerically and culturally, the once-dominant separate spheres model of a "traditional," married heterosexual couple. In this paper, we examine how these socio-cultural changes have important implications for how the military intersects with families. Indeed, family formation trends affect support resources, career paths and servicemembers' and their caregivers' outcomes. Tracing historical events, changes and policies, we highlight policy areas to address the well-being and varied experiences of diverse non-traditional families, such as same-sex, single parent, dual earner, dual military and transgender families. A review of socio-cultural arguments and structural barriers provides a foundation for understanding how prejudice, discrimination, and social structural challenges may continue to exist in today's military. Finally, we examine diverse non-traditional families' experiences and how they may differ from their "traditional," married heterosexual peers.

12.30 – 13.00   Break

13.00 – 14.00   Lunch

14.15 – 15.45   PARALLEL SESSIONS 8

MILITARY PROFESSION – SESSION 5: **Leadership in Extreme Situations**
Panel coordinators: Prof. Marina NUCIARI (Turin University, Italy; marina.nuciari@unito.it)
Dr. Eraldo OLIVETTA, Turin University, Italy; eraldo.olivetta@unito.it)

Asymmetric warfare operations require soldiers, but especially officers, with command responsibilities, to make deep changes of mentality, professional attitude and also of tactics with respect to the traditional preparation for conventional war operations. In the framework of profound change of the international military context and of commanders' professionalism, how is the leadership changing?
The purpose of the panel is to discuss the result of the research "Officer and commander in asymmetric warfare operations".

1. **Engaging Civilians: Operational Experiences of Military Officers in Overseas Non-Combat Missions**
Rosalie ARCALA HAL (Division of Social Sciences, University of the Philippines Visayas; rahall@upv.edu.ph)

I will look at operational experiences in non-combat operations in terms of how leadership is exercised within the unit for such mission types; the extent of adherence and/or coherence to established rules on how to conduct these types of operations.

2. **The Flexible Soldier in a Multicultural World: Third Culture in Multinational Military Units**
   Marina NUCIARI (University of Torino, Italy)

   Intercultural experiences are part of multinational military operations since early Nineties, when PSOs or CROs became routine instead of exceptions for various military organisations. Research data on military personnel's attitudes toward cultural diversity and intercultural encounters ability show that some "third culture" creation process (in the sense given to it by Fred Casmir, 1999 and by Carley Dodd, 1998) is at work, which permits to improve cooperation and negotiation activities with many different social actors on theatre. The case of Italian Armed Forces is somewhat exemplar of such a revolution in military roles and behaviors, because of their developing of a peculiar ability in cultural diversity acknowledgement and consideration in their performance. Officers' preparation in sociology and cultural anthropology is provided in first level formal education, and negotiation and intercultural awareness are taught in subsequent learning. This chapter aims at presenting experiences of intercultural encounters and third culture creation processes by means of in-depth interviews of officers of various countries and in different ranks about their activities in PSOs, exploring paths of trustful environment creation in different crisis and cultural diversities contexts. The main goal is to understand reasons of success and failure of trustful cooperation, in order to ascertain what qualities and abilities must be improved in officers' education and training to give rise to a culturally flexible soldier.

3. **An Analysis of Leadership in Extreme Military Context**
   Dr. Eraldo OLIVETTA PhD (Professor of Sociology; University of Torino; eraldo.olivetta@unito.it)

   The idea behind this work is that the model of military leadership today is tending to change, just as is happening in the civilian world.
   Analyzing the experience of 8 countries Military, such as Bulgaria, Cameroun, Denmark, Finland, Italy, Lithuania, Spain and Philippines, this paper tries to reflect on a new leadership style which comes from the commanders' experience in a asymmetric war context.
   The research allowed us to verify the initial hypothesis: the model described by the interviewees is becoming more and more similar to Goleman's transformational leadership. In certain cases (problem with the soldier's family, death of a man, etc.), good commanders should be able to recognize the problem right from the early signals, they should talk to their men showing that they know how to listen to and understand them, in order to then be able to intervene by engaging in actions that can help them.
   Furthermore, in the operative theaters where our soldiers are employed, there is a pluralities of actors: soldiers belonging to the forces of other countries as part of international contingents; the Military and the local police forces; the civil and religious authorities and the local populations; NGOs; mass - media etc. For this reason, a good commander has to be able to manage with different cultures, in order to achieve the necessary operative effectiveness.
   From the experience of commander and officers in the extreme situations which characterize the asymmetric warfare in possible to understand how leadership style is changing.

4. **Asymmetricy - a Challenge to Military Education and (Specific) Training?**

Dr. Soili PAANANEN (Department of Leadership and Military Pedagogy, Finnish National Defence University; soili.paananen@mil.fi)

The question of how to prepare and train commanders to meet the challenges of the complexity of their work environment is crucial for their survival along with the success of the mission in crisis management context. But how do we prepare and train them to face novel challenges as well as rapidly changing work environment requirements on which we do not necessarily know beforehand; how do we prepare them to manage situation-specific cases and working and negotiating with local people in uncertain conditions; how do we manage to update and expand their skills, knowledge- and culture-based competences as well as to adopt new practices in continuously changing environments and unforeseen challenges? In short, how do we help them to cope with the new challenges and demands they are confronted with and how do we manage to develop their professional expertise so that it is more than adequate for their work environment?

Officers are professional experts on leadership and military area. Although countries differ in their ways of organising military education, officers are prepared for their professionalism through formal and informal learning and training as well as learning-on-the-job. To meet and transcend the challenges in crisis management environments requires interaction and different forms of cooperation between (pre)training and work environment. Theoretically this reflects how the education system promotes commanders to become adaptive or even proactive experts for their own contextualised settings.

This will be illustrated using 7 countries – Bulgaria, Cameroon, Denmark, Finland, Italy, Lithuania, Spain – as case studies. Semi-structured interviews were conducted for commanders with concrete experiences of leadership in crisis management environments. The paper analyses the perceptions and understandings of their experiences of their military education and (specific) training for these missions. In particular, the paper examines how the crisis management settings and all the needed know-how, exercises, and practices are interconnected and how these connections help commanders to become adaptive experts.

5. Tendencies of Asymmetric Warfare Leadership
Ausra KAMINSKAITE (General Jonas Zemaitis Military Academy of Lithuania; destytoja_ak@yahoo.com)

Military strategists and politicians when discuss the new way of warfare in the 21st century usually emphasize that the war as we knew it before is no longer an option. Asymmetric conflicts are about the "strong" and "weak" actors and their roles, "smart" technologies including ultra-smart weapons, virtual war, real time direct news-casts from the operation field, preventive or defence diplomacy, etc. Meanwhile asymmetric warfare from the social science point of view focus on human recourses. We presume that changing environment of military actions requires new or so called other professional skills of military personnel. The role of military leader, officer or commander is undertaking changes as well. Differences could be find at distinct level of military commanders concerning the requirements, training, skills, level of expertise, etc. in order to apply unconventional measures and to take unconventional decisions. Issues of asymmetric warfare leadership have not been discussed wide among military sociologists.

Based on the personal experience of commanders and officers during asymmetric warfare this conference paper presents tendencies and leadership style as well as adjustment of the 21st century unconventional combat operations leader. Applying contemporary approaches toward

leadership paper examines what traits, skills, strategies or patterns of behavior maters when define and train the asymmetric combat leader. Data was gather during cross national research where 8 countries took part, such as Bulgaria, Cameroun, Denmark, Finland, Italy, Lithuania, Span, Philippines of ERGOMAS working group "Military profession".

CIVILIAN CONTROL OF THE ARMED FORCES – SESSION 5: **Civil-Military Relations in Established Democracies: Decision-Making and Private Contractors**

1. **The Act of Decision-Making between Senior Civil and Military Decision-Makers Revisiting Hermann: Decision Units and Decision Paths**
   Mirjam Grandia MANTAS (The Netherlands; Mirjamgrandia@gmail.com)

   The paper "The Act of Decision- Making between Senior Civil and Military Decision-Makers" argues, in order to better understand and predict the decision paths of senior civil and military decision-makers it would be helpful to operationalise this group as a decision unit. The conceptualisation of a 'decision unit' as put forward in the work of Margaret Hermann, allows a focus on how a group of actors acquire agency. It moves beyond the dominant understanding of unitary rational actors and linear decision-making models and allows for a more comprehensive and dynamic understanding of decision-making and decision-makers.

2. **Concordance Theory, Defence Personnel Relations, and the Global War on Terror**
   Rebecca SCHIFF (rschiff1@msn.com)
   Irina GOLDENBERG (IRINA.GOLDENBERG@forces.gc.ca)

   The proposed work is an outcome of a NATO Research Task Group (RTG) project focusing on civilian and military personnel work culture and relations in defense organizations. This paper examines the concept of civilian control over the military since in many defense organization areas civilians are managed by military supervisors and in other areas civilians are responsible for military personnel. A topline overview of demographic and attitudinal findings related to military-civilian personnel integration in defence organizations are presented. Stemming from this, the overlapping professional boundaries result in a unique understanding of the civil-military relations gap in defense organizations are discussed, along with the need to improve organizational and professional efficiencies in this regard. The paper also examines how co-mingling civil-military relations boundaries in defense organizations may improve future NATO efforts. The separation and co-mingling of boundaries would serve to strengthen NATO as it develops a wide spectrum of peacekeeping and state-building strategies. The work therefore offers both a theoretical (concordance theory) and policy perspective on a topic that affects NATO's professional development and potential futures missions in a the context of global terrorism. The paper will also offer additional insights in light of more recent U.S. foreign policy perspectives.

3. **Privatizing the Israeli Defense Forces: Retracing the Public-Private Divide**
   Guy I. SEIDMAN (Interdisciplinary Center, Herzliya; gseidman@idc.ac.il)

   Much of Western public discourse involves implementation of the public-private distinction: deciding the functions to be carried out (or at least overseen) by government and those to be left to private individuals and firms. PMSCs have progressively undertaken tasks that were previously carried out by the military and other official functionaries. The Israeli Defense Forces

(IDF) seemed immune to changes to its models of recruiting, funding, and functional operation. Matters have changed. The paradigmatic idiom of the public-private divide has shifted, neoliberal ideas about the provision of goods and services have gained currency, and privatization of military and security functions has been discussed. While IDF core military functions have not been privatized, it is increasingly relying on private-sector firms to provide it with goods and services. But its personnel have engaged the private sector, utilizing their skills and expertise—but not as one might fear.

4. **Private Military & Security Contractors: Controlling the Corporate Warrior**
   Gary SCHAUB Jr. (Centre for Military Studies, University of Copenhagen; gs@ifs.ku.dk)

The state has long faced a principal-agent dilemma with regard to how to control violence within its borders. The mechanisms that states have developed over centuries to provide the public goods of internal security and external defense to its citizens are consonant with the principal-agent theory of organizations that is moderately well-represented in theories of civil-military relations and analyses of private military and security companies. This chapter introduces the ties between those literatures by thematically discussing (1) the relations between principals and agents in general, the dilemmas raised, and the typical solutions considered; (2) the expression of these relations between the state and its military (i.e., civil-military relations), including the monopoly of state institutions on the legitimate use of force within its borders and an oligopoly among states in the international system; and (3) principal-agent relations, problems, & solutions when this national monopoly and international oligopoly is diluted/broken by allowing private actors to be armed agents of the state in an international marketplace. Since the American-led invasion of Iraq in 2003, states, international organizations, and professional associations have made significant progress in creating formal regulations to control PMSCs. Evidence also points to the emergence of informal controls, including common values, norms, and a nascent professional identity. This progress, however, has not been uniform. I discuss several potential avenues for regulating these private actors in-depth: international laws and conventions; industry standards enforced by client oversight, evaluation, and satisfaction as mediated by the market as well as by industry trade associations; state-level legislation, regulation, and oversight mechanisms; and at the level of the individual contractor through the inculcation of a professional identity.

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 2

1. **Australian Military - Institutional Abuse. How can it be Addressed?**
   Pauline COLLINS (Associate Professor, University of Southern Queensland; collins@usq.edu.au)

Australia has experienced continual reviews and inquiries into the treatment of women in the defence force, soldier suicides, and allegations of various abuses, including sexual offences. The recent Defence Abuse Response Taskforce Final Report (DART) spanning seven decades and considering all possible types of abuse including of individuals, groups, underage, adult, women, and men within the three arms of defence, presented a culture that had failed to learn from past mistakes. Risk factors identified included the operation of Chain of Command, discouragement of reporting, lack of consequences and an environment fuelled by drug and alcohol consumption. The Royal Commission into Institutional Responses to Child Sexual Abuse has also heard submissions on the Australian Defence Force. Australian military personnel report their poor treatment through dishonourable discharge resulting in their re-victimisation,

career loss and poor reintegration or appropriate counselling and support. The story is one of a military culture unable to address the problem and risking a lack of public respect. This paper will provide an overview of the findings of the DART Taskforce along with other related review recommendations. It will conclude with observations on a way forward suggesting a new model to address this growing challenge for the military in a society that increasingly demands observance of individual human rights.

2. **Sons of Gun: Projections on the Future of Civil-Military Relations in Argentina and Turkey**
Adem Ustun CATALBAS (PhD Candidate; University of Cincinnati; catalbau@mail.uc.edu)

In social sciences, there has always been a scholarly attention on civil-military relations in terms of democratic values. Several theoretical approaches try to understand/figure out the best civil-military establishment in a democracy. Concordance theory suggests that citizenry is an indispensable part of civil-military relations in a given society because military may legitimize its actions in the political arena based on the public perception. Inspired by Zeki Sarigil's article titled *Public Opinion and Attitude toward the Military and Democratic Consolidation in Turkey*, in this study, with the lens of concordance theory, I shall investigate position of militaries in Argentina and Turkey in public perception by using Germany as a base for comparison. The main purpose of this study is to figure out that who supports military, and what can be the reason to do so. Argentina and Turkey have been through similar experiences in their histories but in this study I will focus on the differences. There is no intention in this study to confirm, or refute, civil-military relations theories.

3. **Social Media Use within The Swiss Armed Forces – More Than Just Communication**
Eva MOEHLECKE (Military Academy at the ETH Zurich (MILAC), Switzerland; eva.moehleckedebaseggio@vtg.admin.ch)
Olivia SCHNEIDER (Military Academy at the ETH Zurich (MILAC), Switzerland)
Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich (MILAC), Switzerland tibor.szvircsev@vtg.admin.ch)

In the last two decades, developments such as globalization and technological innovation have changed the ways in which communication takes place. Social media platforms have revolutionized former communication behavior. In military organizations, aspects of secrecy and confidentiality can be of utmost importance. Social media pose challenges of keeping information secret, but at the same time hold the opportunity of presenting military organizations as to a certain degree open, transparent and most important democratic and legitimate institutions, particularly by giving citizens ways to interact, participate and collaborate with the armed forces. These ways of interacting with the military correspond with the governmental communication model called New Public Service, a deliberative model addressing citizens as active, democratically participating beings.
In order to research effects of such a deliberative model and its influence on the Swiss Armed Forces' reputation and legitimacy, the Military Academy at the ETH Zurich performs a three-years research project on official social media communication within the armed forces. The paper starts by outlining the full scope of the project, then the role social media can have in settings such as the armed forces is discussed. As a first empirical foundation, data of the representative survey "Security 2017" on faith in different types of media, on general information behavior of the Swiss and on perception of the current communication of the

armed forces is aggregated with data of a survey carried out in 2016 with Swiss MoD staff on how they would like the Swiss Armed Forces' communication to take place.

4. **Introduction of the Research Project «Social Media Communications within the Armed Forces»**
   Eva MOEHLECKE (Military Academy at the ETH Zurich (MILAC), Switzerland; eva.moehleckedebaseggio@vtg.admin.ch)
   Olivia Schneider (Military Academy at the ETH Zurich (MILAC), Switzerland)
   Dr. phil. Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich; Tibor.Szvircsev@vtg.admin.ch)

   Armed forces are confronted with modern communication technologies and channels such as social media. Although social media represent values which often are opposed to traditional military ones, they are today's youth main communication means and therefore may serve as a bridge to close the information gap between armed forces and youth. Furthermore, social media can be seen as communication platforms favoring a democratic, deliberative way of participation for citizens. The project aims to analyze the impact of social media use within armed forces by looking at the general information behavior of a national population, the influence of social media communication on armed forces' reputation and legitimacy within a national population, on whether such communication improves youth' identification with the armed forces and therefore their willingness to join, and on its influence on recruitment of military cadre personnel.

CRITICAL MILITARY STUDIES – SESSION 4: **Critical Military Perspectives: Examinations of the Impact of the Military on Life Chances**
   Organizer: Steve CARLTON-FORD, Organizer (University of Cincinnati; carltosl@ucmail.uc.edu)

   Critical military studies should examine the impact of the military on the structure of life chances of civilians. The papers in this session address the overall impact of war on development both historically and since WWII (Hooks), as well as the pathways that link militarization to civilian mortality (Carlton-Ford), climate change (Givens), environmental degradation (Hooks et al.), and food and economic security more generally (Kick).

1. **The Development Effects of Praetorian Militarization**
   Steve CARLTON-FORD (University of Cincinnati; carltosl@ucmail.uc.edu)

   What are the likely effects of praetorian militarization (indicated by high levels of spending per soldier relative to GDP per capita) on development in countries across the globe? During the decades when colonies were emerging as newly independent nations some theorists thought that the military might be the only institution strong enough to foster national development (e.g., Johnson 1962). By the late 1960s and mid-1970s, however, theorists and researchers warned that praetorian militaries (those exerting strong indirect influence or direct control of their government) had become endemic and would not serve as engines of national development (see Andreski 1968; Moskos 1976; Permutter 1977).
   Recent research and theory point to a resurgence of praetorian militaries. In many countries in the Middle East, Asia, Africa, and Latin America militaries exert significant control over the functioning of their governments (Alagappa 2001; Conteh-Morgan 2000; Henry and Springborg 2010; Martin 2003; Millett and Gold-Biss 1996). Much research has focused on coups and other

measures of the political organization, but ignored the wider implications of praetorian militarization.

Research shows that, even after controlling for potentially confounding influences, specific patterns of conflict and militarization, particularly praetorian militarization, adversely affect child mortality rates cross-nationally (Carlton-Ford 2010 and 2011). Using data from the Gothenberg University Quality of Governance Institute, this paper will examine the impact of praetorian militarization on key development measures (such as access to improved sanitation, access to improved water, men's education and women's education) using pooled time series analyses (e.g., fixed effects and population averaged models). Data is available every five years from 1990 through 2010 for between 92 and 129 countries each year, totaling 582 country years. The paper will conclude with suggestions for policies promoted by NGOs.

2. Militarization and International Cooperation on Climate Change
Jennifer E. GIVENS (Utah State University)

Previous cross-national research identifies the impacts of different aspects of the military on environmental outcomes, including carbon dioxide emissions and environmental treaty ratification. Studies find that nations' militaries and levels and types of militarization within national contexts are relevant to international cooperation on climate change and sustainability outcomes. The Paris Agreement is the most recent international agreement aiming to address climate change. This treaty allowed nations to commit to intended nationally determined contributions (INDCs) rather than commit to top down emissions limits; 163 nations submitted such INDCs. To date of the 197 parties to the conference 110 countries have ratified the Paris Agreement and the agreement went into force on November 4, 2016. This study examines the relationship between various forms of militarization and ratification of the Paris Agreement. I employ various theoretical perspectives including treadmill of production and treadmill of destruction to explore the following questions: how do varying levels and types of economic development and militarization impact both treaty ratification and environmental outcomes in the form of CO_2 emissions? I use OLS regression and quantitative panel analysis methods to look at both variation between countries and change over time within countries.

3. War and Development: Questions, Answers, and Prospects for the 21st Century
Gregory HOOKS (McMaster University)

This essay asks and answers four questions. In this essay, development is defined in terms of human capabilities (as defined by Amartya Sen); it must be inclusive and respond to on human capabilities. Did war contribute to development in Europe over the past five centuries? This essay answers "no". European warmaking contributed to economic growth but not development. The developmental policies pursued by European states after WWII were not "caused" by militarism; they only became possible after militarism receded.

Did preparation for war motivate and guide the rapid economic growth of "developmental states" (Japan, Taiwan and South Korea)? With the state playing an important role, these once poor and marginalized nations experienced rapid economic growth. However, only in the wake of democratic transitions and displacement of military leaders – did they pursue a developmental agenda. Is violence on the decline? It is clear, that we are living in less violent times than our predecessors. While violence and war has declined in affluent nations, the same cannot be said of developing nations. Perversely the places and peoples who could benefit the most from reduced violence are more likely to be exposed to it. Unfortunately, the answer is

"no". Is war development in reverse? Not only does war impede development, but the nations ravaged by civil war are at heightened risk of another round of fighting. States and peoples most in need of development are often mired in a conflict trap. Thus, this essay answers "yes" to this pessimistic question.

4. **Treadmills and Unsustainable Development During and After the Colombian Civil War: Illegal Commodity Chains, Militarism, and Environmental Degradation in the Andean Region**
Gregory HOOKS (McMaster University)
Michael LENGEFELD (Washington State University)
Chad SMITH (Texas State University)

This paper makes both a theoretical and a substantive contribution. On the theoretical front, we critically review and revise the treadmill of production and the treadmill of destruction. By treating treadmills as mechanism, we explain when and where treadmills emerge, how they inflict harm on the environment and when and where they intersect. We apply this approach to study illicit production of cocaine (and more recently gold) in the Andean region. Cocaine is at the same time an enormously profitable (if illegal) commodity embedded in a global commodity chain and the means of financing criminal organizations, paramilitary forces and guerilla armies operating in the region. The commodification of cocaine set in motion treadmill of production dynamics; the intimate ties to civil wars, criminal violence and militarized suppression efforts sustains a pernicious treadmill of destruction. Case studies highlight the absence and presence of these treadmills. Due to policies put in place by the Morales administration, Bolivia (2006-14) enjoyed a measure of insulation from these treadmills. In the Amazonian borderlands of Peru, cocaine is not fully commodified, but violence is widespread in the production and processing of cocaine (treadmill of production absent, but treadmill of destruction present). Both treadmills operate in Colombia. Cocaine is produced as a commodity to feed a global marker; the profits flowing from cocaine support an array of armed forces. Treadmill dynamics fuel a frenzied competition for profits and military capability: deforestation is widespread, waterways are contaminated and environmental degradation is systemic. Even if peace is secured in the region, the immediate future is troubling. With treadmills firmly entrenched, environmental degradation is continuing and spreading geographically even as hostilities wane. We close with a call for research into episodes in which treadmills have been disrupted and reversed spreading geographically even as hostilities wane.

5. **The Military's Impact on the Broader Society: Geography, the Capitals, Military Dynamics and Societies' Agricultural Production and Distribution to Achieve Food Secure Populations, and Environmental Sound and Economically Secure Nations**
Ed KICK (North Carolina State University)

Prior studies commonly have examined militarization effects on key foci such as economic development using multiple regression to examine causal influences. We approach militarization in significantly different ways which, first, examine multiple precursors to contemporary military forms. Then we treat the impacts of these precursors and militarization on a wide range of national capitals, including the political and economic, human, social, and infrastructural outcomes. The military and its outcomes then are treated as impacting critical food production and distribution processes. These processes in their turn influence the food (in)security of nations. Food security is but one of a range of national sustainability processes that also include environmental impact and economic advance. Could single direction paths optimize the

sustainability of broader society? We address this question in a series of interconnected hypotheses, which are tested by way of alternative structural equation models. Structural equation modeling permits the use of heretofore unmeasured variables, addresses issues of multicollinearity and heteroscedasticity, and permits calculation of decomposed effects of truncated portions of the overall model. Regrettably, paths to sustainability under current world- system conditions do not result in optimal solutions across desirable outcomes related to the environment and economy. Outcomes must be prioritized in a different manner than are commonly conceived, or the world system must be reconfigured in its structure and processes.

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 1

1. **Procurement of Defence Equipment by the Hellenic Armed Forces: Domestic Production versus Imports**
   Anna GIANNOPOULOU (Economics Department, The American College of Greece)
   George A. ZOMBANAKIS (Economics Department, The American College of Greece; gzombanakis@acg.edu)

   The paper aims at exploring the possibilities that spending on defence equipment may contribute to the economic growth of Greece during a period in which a series of austerity measures have been imposed following the on-going economic crisis. The conclusion drawn is that as long as expenditure on defence equipment to its overwhelming percentage reflects import payments it can, by no means contribute to the growth of the Greek economy. This is a finding pointing the way to implementing import-substituting policies on the issue of defence procurement, to the best possible extent, aiming at both restricting import payments and contributing to reviving the economic activity in the framework of the present adverse economic and geopolitical environment.

2. **The Armed Forces and Society in Spain (2015-2016): Caretaker Armed Forces?**
   Prof. Dr. Carlos NAVAJAS ZUBELDIA (Universidad de La Rioja, Spain; carlos.navajas@unirioja.es)

   For the first time in its recent history living in democracy (since 1975) Spain has been under a caretaker government for slightly over ten months (from December 2015 until October 2016). Therefore, as noted in the subtitle to this article, we could wonder, have the military forces been in a caretaker role too? To try to answer this question we will focus on the main areas of the security and defense policy developed during the 2011-2015 term, which have their continuity during this strange and brief term [see Carlos Navajas Zubeldia, "¿Avances? La política de seguridad y defensa de Rajoy (2011-2015) [Advances? Rajoy's security and defense policy]", *Revista de Estudios en Seguridad Internacional*, Vol. 2, No. 2 (2016), pp. 101-129]. Thus, we will analyze, among other matters, the international missions of the Spanish Armed Forces, relations with allies, material policy, relations with civil society, personnel policy, etc., all within the framework of the new model of Spanish Armed Forces established in the document *El proceso de transformación de las Fuerzas Armadas* [The process of transformation of the Armed Forces] of January 2014. In the epilogue of the paper we will also study the first measures of the new defense minister, the conservative Maria Dolores de Cospedal, who in November 2016 replaced the also conservative Pedro Morenés, who until then held this department since 2011. From a methodological point of view, I would like to stress that I am a specialist in Contemporary History. As a consequence of this, I will use this methodology, but in the context of the field of the Armed Forces and Society.

3. Society and Asymmetric Warfare

Steven EKOVICH (The American University of Paris; sekovich@aup.edu).

The current character of asymmetric warfare may be usefully viewed from the *longue durée*, concept developed by the French historian Fernand Braudel. In the first instance the *durée* would start with the founding of the Anglo-American liberal moment in the late 17th century, the *renversement libéral* as proposed by French philosopher Marcel Gauchet. He finds that at this pivot point in history there occurred a fundamental shift in the nature of the state and the political. From a *hétéronomie sociale*, where social and political values supported by religion and the sacred were absolute and eternal, to a system of *autonomie* when societies began to undertake a *sortie de la religion* and build politics on the bases of history, law and democratic policy – a disenchantment of the world. The liberal moment also gave us international humanitarian law, into which the schema of friend/enemy has been poured, straining its confines. But the longest Braudelian *durée*, geographic time, must not be overlooked. The hegemonies of the Anglophone maritime political and military cultures of the past three centuries, theorized by Halford Mackinder and Nicholas Spykman, based on a consideration of territory and location, have also shaped the reactions to asymmetries of power. This is manifested today by American dominance of the seas, the skies, space, cyberspace – and commerce. Cyberspace in particular is not only a military terrain, but more broadly has introduced new media cultures which are essential to the relations of society and asymmetric conflict.

4. The New Public-Private Ecosystem of the Defence in France

Laurence Catherine FRANK (Air Force Research Center, Air Force of France; laurence.frank@defence.gouv.fr)

An increasing number of private products and services specially tailored and designed for the defence sector are broadening the "defence business" catalogue. Industrial research and development project foster a wide array of products and services including new radars, drones, airplanes, connected combat clothing, softwares and encrypting tools or the training of private armed forces, pilots and logisticians. The provision of specialized services and trained manpower is also growing and diversifying, leading to unavoidable overlaps with the government's core competencies and duties. The 'public private' business borders seem to fade and new organizational forms arose from this increasing closeness and interdependencies.
Public-private interactions have led to new types of economic and strategic arrangements suggesting that new forms of business ecosystems are blooming. Moore (1993) defined *business ecosystem* as "*An economic community supported by a foundation of interacting organizations and individuals—the organisms of the business world. The economic community produces goods and services of value to customers, who are themselves members of the ecosystem. The member organisms also include suppliers, lead producers, competitors, and other stakeholders. Over time, they coevolve their capabilities and roles, and tend to align themselves with the directions set by one or more central companies. Those companies holding leadership roles may change over time, but the function of ecosystem leader is valued by the community because it enables members to move toward shared visions to align their investments, and to find mutually supportive roles*".
We believe that the Defence Business Ecosystem (DBE) deserves to be studied for many reasons: 1. Its singularity, essentially because the ordering customer is 'the market', 2.

Innovation is frequently driven and bound by subsides, 3. Technological progress conditions governmental military strategies and operational tactics for the future.

The objective of this paper is twofold:

1. Provide an updated portrait of the defence business in France with a holistic mapping of its actors;
2. Describe the functioning of the French 'defence business ecosystem' and discuss the type and the reciprocal nature of the relations private stakeholders entertain with the government.

We think that conceptualizing a structural model of the DBE will enrich the knowledge of business ecosystems' morphologies. In addition, having a reference model will allow to study and compare the evolution of both the defence industrial sector and defence policies based upon industrial outputs.

19.00 – 21.00   Farewell Dinner at the Military Club of Athens (LAED)
Closing Ceremony Official Speakers

Friday 30 June

09.00 – 09.15   Coffee

09.15 – 10.45   PARALLEL SESSIONS 9

MILITARY PROFESSION – SESSION 6: **National Defence Universities (NDUs): Origins, Trends and Implications**
Co-organisers: Dr. Tamir LIBEL (Barcelona Institute of International Studies; tlibel@ibei.org)
Dr. Sylvain PAILE-CALVO (University of Liège; spaile@ulg.ac.be)
Chairperson: Dr. Tamir LIBEL

The main role of professional military education (PME) institutions is to equip officers with expert knowledge, ethics, values and the sense of unity unique to the profession. At times of turmoil, they often serve as 'agents of change' leading the adaptation of the profession-of-arms to new political, social, economic and strategic realities. The current restructuring of Western military colleges into defence universities is an example of such an adaptive process. Across Europe colleges that were formerly characterized by a military-focused curriculum, faculty and students are transformed into research universities that are integrated into the public higher education system, thus supervised jointly by civilian and military authorities. These Universities employ faculty with academic and military backgrounds, educating students in uniform as well as civilians in security-related matters.

The panel builds on a recently published comparative study of the emergence and characteristics of National Defence Universities (NDUs) in Europe (Libel, 2016). It aims to extend the knowledge concerning the origins, trends and implications of transforming military colleges into national defence universities in Europe and beyond. Using Libel's (2016) study as shared theoretical framework for exploring this institutional change, the panel brings together experts to explore individual European cases. The first presentation of the panel therefore introduces the theoretical framework. The following papers present empirical studies of military education institutions' transformations into NDUs. The panel concludes with a discussion of the advantages and limitations of the common theoretical framework, the conceptual and policy-

related lessons from the empirical case studies and the implications of the studied reforms on the nature of the European military profession and civil-military relations.

1. **From (Military) College to (Defence) University: A Conceptual Framework**
   Dr. Tamir LIBEL (Barcelona Institute of International Studies; tlibel@ibei.org)

   Modern armed forces developed a three-tier officer education system: the first tier is military academies, the second tier consists of command and staff colleges including follow-on advanced warfighting institutions and the third tier refers to the senior-level defence colleges. In the aftermath of the Cold War, European armed forces began to reform this system by transforming their traditional military colleges into national defence universities.
   The paper introduces a conceptual framework (Libel, 2016) for analysing this process of transformation. It assumes that the changes in European military education in the twenty-first century have occurred along three dimensions: the adoption of rigorous academic standards; the development of continuing military educational activities; and the vast expansion of international collaboration (Barrett, 2009). Along these dimensions, parameters of change can be defined and examined following a revised version of Winton's (2005) framework for analysing change in military educational institutions. The following parameters are analysed: aim; governance; selection and composition of faculty; selection and composition of student body; curriculum and infrastructure. These dimensions constitute a spectrum of military education with ideal types of traditional military college and national defence university at its ends. This operationalisation is applied in the empirical papers of this panel to measure institutional change in higher military education of selected countries.

2. **The Finnish National Defence University as a Prime Example of the European NDU?**
   Professor Juha MÄKINEN (Finnish National Defence University; juha.makinen@mil.fi)

   In this paper the process of transforming a Finnish "traditional military college" towards a European National Defence University will be reflected on (Mäkinen 2006; 2015). For the purposes of the ERGOMAS 2017 the elaborated analysis has been done using the framework of Libel (2016) but constructively criticizing it. Especially some of the conclusions made in the Libel's comparative analysis deserve, not least in the case of the Finnish National Defence University (FNDU), reconsiderations.
   The present paper shares with the Libel (2016) some of the basic assumptions such as that the national defense university concept (NDU) of military education is considered as the EU member states' armed forces' response to the pressures of a changing security paradigm. In my opinion the very fundamental question for the European Armed/Defence Forces is how the nation (i.e. Finland), and in this case the Finnish Defence Forces (FDF), are balancing the needs for conducting warfare, joining to the multinational crisis management operations and securing the vital interests (e.g. the national and societal security) of Finland (i.e. the nation in question) (see Mäkinen 2011)? And how the needs and the interests are balanced in the NDU (i.e. FNDU) and with what kinds of educational consequences?

3. **Steering Canada's Defence University Complex**
   Professor David LAST (Royal Military College of Canada; last-d@rmc.ca)
   Dr. David EMELIFEONWU (Royal Military College of Canada; David.Emelifeonwu@rmc.ca)

Using Libel's (2016) conceptual framework, we explore post-commissioning education in Canada 2000-2015. Canada's defence university complex originated in 1958 with degrees granted at the Royal Military College of Canada, followed shortly after by graduate degree programs for serving officers and defence civilians. The Canadian Forces College moved from traditional staff college towards more academic programs in the 1990s. The Canadian Defence Academy (CDA) was established in 2000 with a mandate to manage educational and training programs, and has evolved to fulfil more traditional headquarters functions and fewer specialized academic responsibilities. The balance of military and academic cultures in the defence university complex is affected by governance structures and specific directions, and is reflected in the graduate-level research papers produced by military and civilian students at RMCC and CFC. The addition of CDA helped internationalize the military-academic culture through reference curricula within NATO and international seminars beyond it, but these have not been entrenched in the organizational culture of CDA. Key factors in the military-academic balance of RMCC, CFC, and CDA are internal personnel changes and external pressures. Finally, we reflect on the utility of Maton's (2013) legitimation code theory as a tool to understand the ways in which defence universities legitimate different kinds of knowledge for the pursuit of security, and link this to Libel's conceptual framework.

4. The Belgian Royal Higher Institute for Defence: Academic and/or Scientific Future?
Dr. Sylvain PAILE-CALVO (University of Liège; spaile@ulg.ac.be)

Professional military education (PME) systems in the European area are currently evolving and become closer to the systems set up for the civilian professions. At the basic level of the PME, i.e. the initial education and training of the military officers, this trend led most of the institutes joining the European Higher Education Area and complying with the same principles and structures that drive the civilian universities, notably. At the advanced level of the officers' learning path, i.e. in the course of their career, such trend can also be observed. Institutes responsible for training military elites at strategic level growingly adopt the same features and codes as the civilian higher education. However, this transformation is slower. The Belgian case testifies both this trend and the breaks that the process meets at the continental level.
The Royal Higher Institute for Defence (RHID) educates and trains the Belgian senior officers to their duties and the environment of their positions at strategic level. Unlike the Royal Military Academy, which educates and trains the officers prior to their commissioning and first posting, it is not a higher education institute recognised as such in the Belgian system. However, some of its characteristics and current projects of transformation echo a process of "universitisation". This paper proposes to investigate these through the theoretical framework selected for orienting the panel: the aim of the RHID, its governance, the composition of its faculty, the composition of its student body, the curriculum it proposes and its infrastructure.

PUBLIC OPINION, MASS MEDIA AND THE MILITARY – SESSION 3

1. **The Importance of the Reciprocity in the Relationship between the Conscripts and the Welfare State in Finland**
Jarkko KOSONEN (PhD Student in Military Sociology, The National Defence University, Finland; jarkko.kosonen@mil.fi)

Finland's defence is based on a general conscription and compulsory military service for men. The current defence system enjoys widespread support in Finland. Citizens´ willingness to

defend Finland has been high during the past decades measured by surveys. Most of Finns (71 %) share an opinion that Finns should defend themselves by military means even in the face of an unpredictable outcome. Finland has been seen as a Nordic welfare state. Democracy, gender equality as well as social and health services have had high standard in Finland. Legitimacy of national defence system has not been disputed by politicians or citizens. Citizens trust on the state and the values to be worth defending. Public opinion and attitudes toward defence have been questioned and reported only by a single survey by (ABDI) every year. There is a gap on qualitative research of the meanings and attitudes of national defence and defence will. Changes in the security environment have raised the debate to national defence and security. The ongoing study is looking at the reciprocal relationship between the conscripts and state.
- What are the perceptions of the reciprocal relation of citizenship and civic duties between conscripts and the society?
- How is the conscripts' commitment to defence socially constructed?
- What do people consider worth defending in Finland today and in the near future?
The interviews of the conscripts will be carried out during February and March 2017. The contribution of this paper is to produce qualitative understanding of the relationship of conscripts in the welfare state and its defence.

2. The New Concept of Territorial Defence in Poland and the Place of Patriotism and Military Education in the Society

Sławomir NOWOTNY (Military Center for Civic Education, Military Office of Social Research, Poland; s.nowotny@ron.mil.pl)
Michał WESELIŃSKY (m.weselinski@ron.mil.pl)

The paper introduces the new concept of territorial defence in Poland as part time, all-volunteer branch of the armed forces called the Territorial Defence Force, aimed primarily at countering hybrid warfare and operating autonomously in home areas with personnel drawn from the local population. In addition, government officials points out, the new territorial defence should help to restore the proper place of patriotism and military education in the society. This is the occasion for detailed analysis of researches conducted among adult Poles in the period of 1989-2016, concerning historical consciousness, patriotism, army and defence. The stress was laid on sources of historical knowledge, attitudes towards history of Poland and formation of such attitudes, with relation to attitudes towards army and military service.

3. Does Terrorism has an Impact on Travel Behaviour?

ic. phil. Thomas FERST (Military Academy at the ETH Zurich; Thomas.Ferst@vtg.admin.ch)
M.A. Stefano DE ROSA (Military Academy at the ETH Zurich; Stefano.DeRosa@vtg.admin.ch)
Dr. phil. Tibor SZVIRCSEV TRESCH (Military Academy at the ETH Zurich; Tibor.Szvircsev@vtg.admin.ch)

Based on a representative survey, the annual publication «security survey» shows the trends in the Swiss voting population's opinion making towards foreign-, security- and defence policy. Next to the standard questions the study «Sicherheit 2017» focuses on the travel behaviour of the Swiss electorate. The authors assume that terrorist attacks have an influence on the travel behaviour. Within this paper we discuss the results of our questions on travel behaviour and compare it with the travel behaviour based on official statistics. Furthermore we ex-amine the correlation between travel behaviour, evaluation of Switzerland`s near future, evaluation of the global political situation, general sense of security, subjective sense of security in public areas

and fear of crime. Based on the model of vulnerability we evaluate the differences between sex, age, level of education, income and political orientation.

4. **Slovenian Public Opinion on Armed Forces (Presentation of Selected Variables)**
Marjan MALEŠIČ (Professor, University of Ljubljana, marjan.malesic@fdv.uni-lj.si)

Public opinion of the military has been an important research topic of the Defence Research Centre (DRC) and the Public Opinion Research Centre at the Faculty of Social Sciences of the University of Ljubljana since early eighties of the previous century until today. The analysis of the data is based upon public opinion surveys conducted by, mainly during the period from 1990 to 2016. The sample of surveys taken into account in the analysis consists of approximately 1100 respondents, adult residents of Slovenia. The key conceptual fields in the surveys are: security threats; the national security system; international security structures; security culture and the military profession. However, we limit our analysis to the perception of threats, public support to defence spending, individual tasks of the armed forces, especially international operations and missions, and to the public trust in the military. The data of the poll conducted in 2015/16 reveal that the public is more concerned about the armed conflicts in the world, that the opposition to the increase of defence spending is not as strong as it used to be, that the assistance to the citizens in the event of disasters is still perceived as the main task of the armed forces, that the support to Slovenia's participation in international operations and missions has grown significantly, and that the trust of the public in the Slovenian armed forces is in a positive trend and remains relatively high.

VETERANS AND SOCIETY – SESSION 4

1. **Veterans of the Middle East: The Military Politician; The Military Businessman; and the Military National Security Expert; Cases of Turkey, Egypt, and Israel**
Marwa MAZIAD, MA, PhC (Interdisciplinary Program in Near and Middle East Studies, Comparative Politics and Civil-Military Relations, University of Washington; marwamaziad@hotmail.com)

Veterans in the Middle East, have a complicated image. In Egypt, the last full-fledged war was a surprise attack on 6th of October 1973, known as Yom Kippur war of 1973. The initial decisive battle victory for Egypt put enough pressure on Israel, in this "limited war" and paved the way to the subsequent Peace Treaty and the return of the whole of Sinai, once occupied in 1967. When former President Anwar Sadat declared, "This is the last war of all wars," this ushered the Egyptian army's transformation from exclusive war missions preparedness, to peace, modernizing and developmental missions, within Egypt. By 1979 and with the creation of what became known as the National Service Projects Organization (NSPO), the Egyptian Armed Forces (EAF) started an ever-expanding economic role— albeit from within the very recommendations at the time of the "modernization theory" literature. This paper, locates the very paradox of the contemporary neoliberal economic enterprises of the Egyptian army—which has attracted much attention since the 2011 uprising— in the longer historical trajectory of war and peace economies; developmental and modernization literature; and recommendations for what was deemed sound civil-military relations back in the mid-seventies. The paper tells the inception story of delegating peace missions to the army. This is part of a larger research project that compares Egypt, Turkey and Israel's similarities in their respective militaries' economic activities. Where Turkey's military officers, following a military coup in 1960, started a private pension

fund (OYAK), which became a major market player and one of the largest conglomerates in Turkey; Israel's veteran military officers parachuted on political posts and dominated both the security and high-tech sectors. How does the "Veteran" of these countries compare (and contrast) then? And why? Methods for this comparative politics research design include examination of primary documents, laws, media coverage of veterans' affairs, as well as anthropological ethnographic fieldwork interviewing in the three countries.

2. **The Same or Slightly Different: a Descriptive Research about Dutch Female Veterans**
   Melanie DIRKSEN (Netherlands Veterans Institute; m.dirksen@veteraneninstituut.nl)

   International research shows that there are differences in the way female veterans cope with their deployment , as well as in their care needs afterwards, in comparison to their male counterparts. In the Dutch armed Forces little is known about female veterans and how well the Dutch care system is equipped to help these women when needed. . To fill this lack of information, the Netherlands Veterans Institute sent out a survey in 2015 to both male and female veterans. The first quantitative results showed no significant differences between men and women in the way they look back on their deployment, health problems they experienced or their use of care. However, when analyzing the answers to the open questions in the survey, differences between male and female veterans were found in line with the international literature on this theme. Therefore, it was decided to elaborate this research with focus groups. Female veterans were asked to discuss their experiences during their deployment, how they have experienced transitioning out of the military, whether they have experienced any health problems and if so, whether they have received appropriate care. It lead to some interesting results which will be presented in this paper.

3. **Slovenian Military Veterans in a Scope of Social Studies**
   Maja GARB (Associate Professor, Faculty of Social Sciences, University of Ljubljana; Maja.Garb@fdv.uni-lj.si)

   There are several veteran associations in Slovenia. The Slovenian Ministry of Defence has distributed the financial support for military veterans among nine associations in 2015 and 2016. The veterans originate from Second World War and Slovenian War for Independence. They are organized in several associations. There are also some associations that take care of traditions and values of other important events in Slovenian history. These associations and their members are more or less present in Slovenian society, however they are publicly exposed only on special occasions (such as anniversaries of historical events). There is a cooperation between various military veteran associations in Slovenia and our academic institution, such as participation in conferences, professional practice for the students etc. There have also been done several studies of veterans' role in Slovenia: Garb (2002) researched the issue of demobilization and reintegration of Slovenian veterans of different origins, Rogač (2007) analysed social position of veterans in Slovenian society in general, Baštevc (2007) wrote about activities of veterans in schools, and Malnarič (2016) about health provisions for military veterans. There are also some other publications (Guštin 2014, Prebilič and Juvan 2014) that reveal the social position and role of military veterans in Slovenian society. In general, a thesis is offered that Slovenian military veterans are under political and social pressures and differentiations and in constant search for the role in the present society.

4. **From PTSD to Moral Injury: Re-contextualizing Deployment-Related Suffering**

Tine MOLENDIJK (MSc. / PhD-candidate, Radboud University Nijmegen, The Netherlands; tinemolendijk@hotmail.com)

In this paper I reflect on what it means to interpret deployment-related suffering through the well-known concept of PTSD as well as through the lesser-known concept of moral injury. I will do so by discussing the story of a Dutchbat III veteran. While 'PTSD' means that deployment-related suffering is a medical illness of the individual soldier, the discussed story of a Dutchbat III veteran indicates that veterans themselves may go beyond such a medical and individual-focused understanding of their suffering. They may also understand their problems as partially caused and shaped by political actions and public perceptions. At the same time, most institutionalized interventions are strictly based on the concept of PTSD. As a result, most interventions are directed at the individual soldier, not at political and societal practices. An alternative way to understand deployment-related suffering is through the nascent notion of moral injury, which approaches military suffering less as a disease and more as a damaged moral compass. In doing so, the notion opens up the possibility to take into account moral, political and societal elements of military suffering, yet only as long as 'moral injury' does not become another psychiatric classification of an intra-individual illness.

VIOLENCE AND THE MILITARY – SESSION 2

1. **Patterns and Profiles of those Killed in Action during the Dutch East Indies Independence War of 1945-1949**
   Erwin BIERI (Assistant professor Netherlands Defence Academy Breda, Faculty of Military Sciences; ea.bieri@mindef.nl)

   During the Dutch East Indies Independence War (1945-1949), Netherlands East Indies Forces (KNIL) took the highest toll of deceased servicemen among regular Army and Marine Corps units. Several variables in this study, such as service branch, age, religion, marital status, rank, hometown, years of service, previous military experience, cause of death, civilian education, civilian profession, in-country time, and court-martial statistics, were analyzed to provide a pattern and profile of the deceased service members. In general, the study shows that a serviceman, who is between 19-25 years of age, unmarried, with a Roman Catholic background, member of the KNIL with the rank of Private, with basic education (Elementary school), with a civilian background as labourer, with less than four years of military service, and less than one year In-country Time, is the serviceman with the largest potential of getting killed in the East Indies.

2. **Stress and Pain in Time of Crisis. Evaluating Trauma in Hellenic Coast Guard Officers through Management of Criminal Law Offences and Violation of Maritime Borders.**
   Vassia Ignatiou KARAMANOLI (Lecturer, Psychology, Hellenic Military Academy)
   Erasmia BITSIKA (H.C.G Officer, Criminologist, MA Criminology; erbitsika@gmail.com)

   The aim of this research paper is to investigate Hellenic Coast Guard Officers' traumatic experiences of work conditions, mainly caused by criminal incidents management and violation of maritime borders, during Greek economic crisis and humanitarian crisis in Aegean Sea. The research is carried out in semistructured interviews and questionnaires directed to men and women HCG Officers in port authorities of Lesvos island during the winter of 2017. Empathy and duty are perhaps the strongest variables which seem to influence HGG Officers' behavior,

thought and emotion. It is argued that officers' dual and contradictory role of arresting and saving people causes increased internal conflicts and stress. Quantitative and qualitative data are expected to show high correlation of stress, trauma and empathy variables and low correlation with economic crisis. Finally, the authors underline the need to support the welfare and morale of HCG Officers and the need for further research surveys on Hellenic Coast Guard personnel.

3. **The Globalization of the Chinese Revolutionary in Military Affairs**
Dr. Konstantinos GRIVAS (Associate Professor of Geopolitics at the Hellenic Military Academy; dgalvez@hol.gr)

The proposed presentation is to be founded on the study of changes threatened to be brought upon international power balance by the radical reinforcement of China's military capabilities. The depth and extent of this endeavour is such that one might even describe it as a Chinese Revolution in Military Affairs (RMA). This evolution creates a new global defense and security environment which should be examined analytically. Apart from weapon systems and warfare methodologies which have already been thoroughly described in the international defence journals, we shall also examine global geopolitical and social changes stemming from these evolutions. Furthermore, we will examine the extent to which systems, technologies, concepts and war-fighting methodologies developed (or potentially to be developed in the years to come) by China, may also apply to other parts of the world. Reference shall be made to systems that have been of interest to the international defence community, in particular Anti Ship Ballistic Missiles (ASBMs), such as the DF-21D. The presentation will examine within an integrated and synthetic framework the interactions and synergies that might arise as a result of the development of systems, technologies, concepts and methodologies in various parts of the world, within a 'the world is flat' rationale. Based on this logic, it is only a matter of time before local developments acquire a globalised dimension. So, there will be an attempt for developments in technology and the art of war in China or in Iran, to be made to appear as though they can be combined with capabilities developed in the West and how they might be combined with the geopolitical and social particularities of countries like China or Iran.

4. **Counterinsurgency on Urban Terrain: Fighting the Islamic State from Mosul to the Streets of Europe**
Beatriz GUTIÉRREZ, PhD. (Lecturer at European University of Madrid; beatriz.gutierrez@universidadeuropea.es)

In a world where threats and vulnerabilities are in constant motion and evolution, the line separating security and defense is increasingly blurred. The emergence of new actors as the self-called Islamic State have proven the reality of a double-headed threat, divided between a classical insurgent scenario and a territorial extension in the diffuse form of a terrorist network of cells and individuals operating in the heart of Europe. This paper pretends to analyze how a counterinsurgent approach is also dually developed in the Syrian-Iraqi front, by the deployed military forces of States as France, while at the same time takes place in the cities of Europe, integrating in this counterinsurgent effort both security and defense architectures in – frequently- the specific environment of the cities. Consequently, as a second goal, this paper will show the specifics of the counterinsurgency in urban terrain from the streets to largely supportive social backgrounds as Aleppo, Raqqa or Mosul, to the secrecy provided by the

European mega-cities, where different layers of security, from the army to police forces and, increasingly private actors, integrate in a not always unified front of response.

5. **Encountering Children in Theatres of Armed Conflict: A New Challenge?**
Michelle JONES (Department of International Politics, Aberystwyth University, United Kingdom; Michelleljones@outlook.com)

With contemporary conflicts being fought amongst and alongside civilian populations, the likelihood of professional soldiers encountering children during military operations has increased. Legal frameworks concerning the topic of children in armed conflict are born from sociological understandings surrounding the Western concept of childhood based on the idea that children are innocent and in need of protection. Within theatres of armed conflict children can be encountered by military forces in two distinct ways; either as innocent bystanders or as security threats. However, a moral dilemma can occur when a child, who is armed and capable of a lethal attack, is encountered by an adult soldier, whose values resonate with the Western concept of childhood. This leads to the adult soldier needing to make a difficult decision: to shoot and harm a child or to hesitate and risk harming themselves and others around them. This situation can have consequences for both the military operation and the psychological well-being of the professional soldier. The purpose of this paper is to analyse the role of children in contemporary theatres of armed conflict. By drawing upon interviews with former and serving members of the British Army, this paper will highlight the various ways professional military personnel could encounter children in modern conflict zones. The paper will discuss the different roles children can play in conflict zones and the new challenges they present to professional military personnel. Finally, this paper will discuss how the presence of children in theatres of armed conflict can effect military operations, and the attitudes and practices of military personnel who may operate in the same operational landscape.

MILITARY AND POLICE RELATIONS – SESSION 2: **Dispositional Groups and the Transformation of Central Eastern Europe Military Security Systems**

1. **Panel Description: Functioning of Dispositional Groups in the Context of Transformation of CEE Military Security System**
Prof. dr hab. Jan MACIEJEWSKI (University of Wroclaw)
Dr. Piotr PIEŃKOWSKI (University of Wroclaw; piotr.pienkowski@uwr.edu.pl)
Dr. Małgorzata STOCHMAL (University of Wroclaw)

In the proposed panel, our intention is to analyze, from sociological perspective, the functioning of dispositional groups in the context of transformation of CEE military security system. The crucial part of the analysis will be dispositional groups of the military security system, as mentioned before. Among potential research questions, one can sociologically analyze transformation of the function and status of these groups in the process of transformation of the security system, strategies of adaptation to changing security environment, new combat tasks as a challenge for soldiers' dispositionalism, recruitment and selection to military special forces, civil-military cooperation, relations with media, especially brand creation in public opinion.
We also plan to focus on research on dispositional groups of paramilitary and civilian system, in terms of their interconnection with military security system. As for groups in paramilitary security system, an example can be Police adaptation to military counterterrorism, Internal

Security Agencies and their activity in the field of counteracting internal military threats or cooperation between Fire Service and other units for fire protection. Among civilian dispositional groups, reflection about life saving after being exposed to military threat will be interesting. Analyses on voluntary dispositional groups, especially on those which are taking the military functions, also fit in our theme.

In proposed panel, we focus on the transformation of Central Eastern Europe military security systems, but also researchers from other regions (especially form Western Europe) can send their proposals. First, it's interesting to analyze interoperability, international cooperation between military dispositional groups within NATO and other formations in the field of security. Second, it will be interesting to use comparative analysis to describe international experiences, about various challenges for the military security, and, by extension, different evolution of activity of several types of dispositional groups.

2. Transformation of Central Eastern Europe Military Security Systems in the Age of Globalization

Security systems of contemporary national states are in perpetual process of transformation. It's being fostered by external and internal factors. As for external, one should point at these which are connected with reshaping the international order, as a result of activity of mega- and macro-level actors. As for internal, specialized activity of dispositional groups plays crucial role, under the control of the state structures and civil society. It should be highlighted, that the transformation of national security systems affects all of its subsystems (military, paramilitary, civilian), but today the military security should be considered as especially important. It can be even said, that we're experiencing the renaissance of military issues and the return to traditional model of describing military security. From CEE perspective, external causes are: military activity of Russian Federation in Ukraine, constant Middle East crisis (which resulted in refugee crisis and terror threat), European Union disintegration (recent symptom - Brexit), potential withdrawal of United States from current role in shaping global order (permanent isolation or just Pacific pivot). When pointing on internal factors, for instance in Poland, one should notice that in public opinion, feeling that Polish national security is in danger is dominating (since the Ukrainian crisis - even sovereignty is perceived as endangered); this resulted in transformation of Poland's armed forces (negotiation of new armament contracts, establishing Territorial Defence Force).

3. Dispositional Groups in the National Security Systems

Sociology of dispositional group is a theoretical approach, in which we are presenting functioning of institutional subjects engaged in establishing protection and defense in national public security system. This approach developed in time and has became a subject of research for many academic and military centers. It defines *dispositionalism for public security* as a fundamental structural quality of formations established in security system. This form of commitment bases on the mechanism of dispositional activity in emergency mode. Achieved conception of dispositional groups' typology and its scientific systemization is based on prof. Jan Maciejewski's previous researches and long-standing academic activity. We distinguish military, paramilitary, civilian, and voluntary dispositional groups.

We begin the typology of analyzed dispositional groups with military dispositional groups, institutionally emerging in military social system, which goal is (in a broad sense) to defend state sovereignty. Another factor that determines classifying these groups to military system is preparation of its members (in this case soldiers) to be ready to sacrifice their lives or health in

duty. A soldier, deciding to serve in this dispositional group, must be aware, that he can die in case of armed struggle. This awareness accompanies soldiers since the beginning of the service till its end. Military dispositional groups are armed units, fully uniformed, with historically determined personnel strategy, having armed status given by the state, under the rigor of single-person commandment. As it was stressed before, armed forces are specific dispositional group in national military security system, presenting dispositionalism in a broad meaning; they perform their functions coherently. Also, in this structure minor units are functioning as well, having their special duties and dispositionalism in the narrow sense. These are groups such as military intelligence and counterintelligence services, Military Police (Gendarmerie), special forces (brigades and platoons) dedicated to particular combat tasks. Another dispositional group in the military system are national border guards, that can be military organized and can have military origin. Distinguished attribute of dispositional groups in military system is performing several tasks that involves securing external and internal sovereignty of the state.

10.45 – 11.00 Coffee break

11.00 – 12.30 PARALLEL SESSIONS 10

RECRUITMENT AND RETENTION – SESSION 5: **Recruitment and Retention Strategies**
Chaired by Tibor Szvircsev Tresch

1. **Officer Recruitment in Sweden – Enhancing the Process**
   Johan ÖSTERBERG (Swedish Defence University; Johan.Osterberg@fhs.se)
   Emma JONSSON (Emma.Jonsson@fhs.se)
   Anna-Karin BERGLUND

   In the recruitment process for the three-year officer program (OP), it is a big dropout in the period from application to the start of the program. Because of this is, the OP has not been fully manned since 2008. To supply the Swedish Armed Forces with a sufficient number of officers are a priority and henceforth the SAF have a need for increasing the numbers of officers. Furthermore, a large number of retirements within the officer corps have also reduced the numbers of officers. In order to increase recruiting efficiency and increase the proportion of individuals who complete the entire recruitment process to OP, a project was launched at the Swedish Defence University designed to evaluate the recruitment into, and dropouts from the OP. Results carried out under the project shows that the earlier people jump out of the recruitment process, the older and more academically educated, they tend to be. Further, the results show that personal contact from officers and cadets already in the system has a positive relation on people's willingness to complete the recruitment process. The project implemented a different recruitment strategy in 2016, the outcome showed that the percentage of applicants who started the program was higher than before, and the dropout rate was lower than ever.

2. **Recruitment and Retention – a Trouble Point of Slovenian Armed Forces in the Last Few Years**
   Maja GARB (University of Ljubljana; Maja.Garb@fdv.uni-lj.si)

   What to do, when there is several years long imbalance between entering and leaving the military in a favour of the latter? The Slovenian Ministry of Defence has recently realised that there are approximately 100 leavings more than entries of the military personnel per year. Especially the recruitment and retention of privates are problematic. Despite the plan that the

Slovenian Army should include 7,600 regulars, the number of military personnel in December 2016 went bellow 7,000. Additionally, the number of military reservists that should, according to plans, be 1,500, is only around 870. Would the massive recruitment campaign improve the personnel situation in the Slovenian Army? Higher military budget? Changes in system of wages? New legislative? Better military leadership? Better political leadership? Better social climate in the military? Different economic situation in the country and on the European labour market? Etc. How do the other countries face these kind of challenges in the present economic and security situation?

3. **Twenty Years After: Changes and Continuations in the French Recruitment Campaigns (1996-2016)**
   Saïd HADDAD (Ecoles de Saint-Cyr Coëtquidan, France; haddads@club-internet.fr; said.haddad@st-cyr.terre-net.defense.gouv.fr)

On 1996, February 22nd the French President decided to suspend the military service and the ending of the conscription marked France's move to a purely professional armed forces.
The all-volunteer French armed forces have been in existence now for more than 20 years and their success hinges on their ability to meet their recruiting requirements. To do this, a recruitment communication policy is aimed to promote the French armed forces as an employer of choice. As the full professionalization of the military is achieved in France, the armed forces face two main –and connected- challenges. The first one is to maintain a wide recruitment pool as the armed forces need human resources. The second one is to maintain the link between the nation and the military. Facing this double challenge, the French Armed Forces try to manage these questions. In the light of the new political and geopolitical environment France is facing (e.g. the "war on terror") and based on the analysis of the nine recruitment campaigns (videos and posters) and interviews, this paper will discuss the changes and the continuations of the recruitment campaigns' communication and how the armed forces (and especially the army) face these challenges.

4. **The Psychosocial Objective of Military Physical Training. A Contributing Factor to the Retention of Military Personnel.**
   Vasiliki KONTODIMAKI (Evelpidon Hellenic Military Academy, valikako@gmail.com; vkontodimaki@sse.gr)

All army units attend Military Physical Training Programs (M.P.T.P.) so that they are physically and mentally prepared for combat. Considering that both M.P.T.P. and psychosocial military personnel's adaptation contribute to their readiness and retention, one of the M.P.T.Programs' goals is to promote the psychosocial development for the military personnel. This work aims to study how adequately the psychosocial objective is met in M.P.T.P. of the Hellenic Army units. The questionnaire of Kontodimaki, et al. (2012) (a collaboration between the Hellenic Military Academy and Sports Management University focusing on the M.P.T.Programs' organization and objectives) was employed after official approval in a study sample including 2864 randomly selected Greek military active duty personnel. The variables: (1) personnel's socialization, (2) psychological relief and (3) cultivation of athletic education, reflecting the psychosocial objectives of M.P.T.P., were analyzed for (a) how much they contributed, (b) how frequently they were used, and (c) whether they were sufficient to meet the psychosocial goal of M.P.T.P. The results of this study showed that the M.P.T.P. in the Hellenic Army units significantly contribute to the development of the military personnel's socialization and their psychological

relief, satisfying its objective. However, encouragement for more participation in M.P.T.P. is necessary. Factors that discourage participation in the M.P.T.P. are: a low level of education in athletic knowledge and how it benefits mentally and socially, large daily workloads that attribute to stress, and fear of possible injuries thus preventing the experience of the benefits of these programs.

CRITICAL MILITARY STUDIES – SESSION 5: **War Syndromes Today**
Panel Organizer: Alexander EDMONDS (University of Edinburgh; alex.edmonds@gmail.com)

Historians have shown that medical understandings of war syndromes have evolved in line with changes in healthcare, military institutions, and conditions of war. This panel draws on anthropological research with health care providers and combat veterans to examine some of the forms that war syndromes are taking today in different western nations. Over the past three decades post-traumatic stress disorder (PTSD) has become the most widely recognized description of a war-related psychological disorder. However, other disorders (such as depression and substance abuse), as well as other symptoms and life problems that do not meet clinical thresholds of illness, can also be associated with military service. This panel analyzes how clinicians and combat veterans *identify* mental illness as well as *recognize* legitimate suffering attributable to war. Among the issues to be considered are: how diagnoses are made and when they are accepted or rejected by patients; how care is given in war zones; when illness is considered attributable to military service; and how healthcare and military institutions together manage risk. The panel seeks to shed light on the consequences of soldierly and clinical reasoning about the effects of combat on mental health. For example, is PTSD seen as an honourable badge of combat, a sign of weakness, grounds for financial compensation, a "medicalizing" description that prevents the return to duty, or something else again? Understanding the varying meanings of war syndromes is important because they can affect treatment possibilities, veterans' reintegration, and wider relationships between military and society.

1. **The War Syndrome from Military and Clinical Perspectives in the UK**
   Alexander EDMONDS (University of Edinburgh; alex.edmonds@gmail.com)

   When British soldiers leave military service responsibility for their mental health care moves from military to civilian institutions, generally the public health care system (NHS) or charities. While these various health care organizations often use the same evidence-based interventions and care guidelines, they nonetheless have differences in their institutional cultures. Veterans may also come to view their symptoms, life problems, and care possibilities differently after military service. This paper analyses similarities and differences in military and civilian mental health care and how veterans negotiate different health care environments as they reenter civilian life. Drawing on qualitative research conducted in the UK with veterans and with mental health clinicians, it discusses how these actors view mental illness stigma, barriers to care, and the consequences of diagnosis. It argues that the institutional settings in which mental health care is practiced shape the barriers to care and other challenges facing veterans as they make the transition from military to civilian life.

2. **'Trauma Play': A Care Ethic among Israeli Defense Forces Veterans**
   Guy PAIKOWSKY (University of Edinburgh; s1475384@sms.ed.ac.uk)

The phenomenon of trauma-reenactment has been long-discussed as central to the experience of post-traumatic stress disorder (PTSD). While intrusive memories are a central part of PTSD pathology, mental-health professionals consider some clinically controlled forms of reenactment as essential for healing. This paper analyses a very different "healthy reenactment" in a non-clinical context based on fieldwork and interviews with a group of Israeli Defense Forces (IDF) veterans with PTSD called "No Man Left Behind". The group engages in playful and dramaturgical reenactment through practices such as camping trips to the Gaza envelope ("deployment to a conflict zone"), the use of military ranks and hierarchy within the group, and "emergency deployments" to help veterans in need. Using concepts from the anthropology of play, these practices will be examined as a collective "game of reenactment" with coherent and culturally-anchored rules, roles, limits, spaces, and values. By introducing the term "trauma-play" I will consider this playful reenactment as a way for players to productively engage with traumatic experiences. Trauma-play allows players to create new double-meanings for traumatic stimuli, to assume new, non-traumatised identities, and to reframe suffering as a unique moral sensibility, thereby supplying players with resources for healing from symptoms and life problems they attribute to military service.

3. **Combat PTSD in Israeli Mental Health Care**
    Rakefet ZALASHIK (University of Edinburgh; rakez@hotmail.com)

    My paper focuses on the clinical and social discourse on combat trauma and war syndromes among Israeli psychiatrists, psychologists and social workers who assess and treat soldiers and veterans for PTSD attributed to military service. Combat-related mental health problems among soldiers and veterans were not always acknowledged and treated by the IDF (Israeli Defense Force) and the Ministry of Defense. Until the 1980s Israeli soldiers who suffered from combat trauma were often ignored and had difficulty accessing treatment. The reasons for this neglect of psychiatric casualties have to do with scientific and clinical practice at the time, but also the Israeli Sabra myth and masculinity ethos that left no space for such manifestations - considered to be weaknesses. Drawing on interviews with various Israeli professionals within the army and with civilians who are treating soldiers and veterans suffering from combat PTSD or other mental health problems, I will analyze how diagnoses are currently made and how therapies are chosen, administered and monitored. I will also discuss how the assessment and management of patient risk have changed in comparison to previous periods.

4. **Mental Health Care and Resiliency in the Armed Forces; Clinicians' Perspectives and Experiences**
    Roy GIGENGACK (University of Edinburgh)
    Alexander EDMONDS (University of Edinburgh)
    Eric VERMETTEN (University of Leiden)

    This paper will present our research on the experiences and perspectives of military health care providers (MHCPs). We will include a wide range of health care providers in the military (first responders, GPs, nurses, surgeons) who have been on mission with the International Security Assistance Force to Afghanistan (ISAF), as well as mental health care providers who provide post-theatre care. The paper will examine some of the challenges of providing in-theatre military health care. We discuss the strategies MHCPs use to manage the stress and mental health problems of their patients, as well as their own stress and wellbeing in the midst of uncertainties, limited resources, and traumatic losses. We expect that the challenges the MHCPs

faced during the ISAF mission are shaped by its hybrid character as a peace-enforcing mission with a goal of winning the hearts and minds of the population. Whereas we have sizeable knowledge about the mental health and wellbeing of combat veterans, little research addresses the mental health of MHCPs. This is surprising, given how important health professionals are for contemporary military operations. MHCPs played a crucial role in the peace-enforcing task of ISAF by attending to the inevitable battlefield casualties. MHCPs were also key to the military mission by providing humanitarian care to the local population. Also, MHCPs are quite costly; with an eye on future military missions, considerable resources are invested in them once they return home. The question of how MHCPs retain their mental health and resiliency is therefore relevant to other national militaries.

MILITARY FAMILIES – SESSION 4: **Within the Family**

1. **Gender and the Military**
   Kevin SPRUCE (PhD Candidate - Edinburgh Napier University; kevin.spruce@napier.ac.uk)

   Increasing military marriage trends and decreasing divorce tends are contrary to those in society, suggesting a stability in military relationships. This paper investigates the day to day experiences of military spouse/partner's, methodology being a feminist social constructivist case study using semi-structured interviews and thematic analysis.   The project investigates the stability and order and the social change experienced within military marriages, to gain insight into the impact this has on the changing social identities and gender roles, of military spouse/partners. The military institution is viewed as a well-structured institution, however Eubanks (2013) calls it '…capricious…' and Segal (1986) states, due its extensive, at times unreasonable, demands on the family unit, a '…greedy institution…'. Ward (1990) suggests the military's ideas reference families has developed from a consequentialist perspective, and further suggests that a deontological approach would benefit spouse/partners. The emergent themes of resilience, social identity and gender role confusion, along with compliance, conformity and loyalty would seem to be reactive in nature. The importance of researching this cohort is that they are the cornerstones of support (Tanelien et al, 2013) of the military family, and that their experiences may lead to the militarisation of their thinking and behaviour patterns, through personal sacrifices to support service members (Eubanks, 2013). This research investigates the nature of the experiences of military spouse/partners, to gain a deeper insight into the processes of social change and development within military marriages; leading to a better understanding of the individual's social patterns with, and within, the military society.

2. **Well-Being of Ill or Injured CAF Members and their Families**
   Sanela DURSUN (Research and Development Canada; Sanela.Dursun@forces.gc.ca)

   The transition from military to civilian life can be challenging, particularly for military personnel experiencing illness or injury. In recent years, a growing number of studies have explored the difficulties encountered by members as they transition to civilian life. However, recent work has emphasized the need to broaden the scope of this work to military families. In an effort to identify factors associated with smoother transition to civilian life and identify possible risk factors, the Department of National Defence (DND) embarked on the Transition and Well-Being program of research to improve understanding of the experience of military families preparing for or undergoing transition from military to civilian life. The program of research will also focus

on particular groups of CAF members, such as ill or injured members and their spouses to identify unique challenges faced by these military families. Phase 1 consisted of the administration of paper surveys to approximately 600 ill or injured CAF members and their spouses. Results of thematic analyses of open-ended questions highlighted the wide range of physical and mental health problems experienced by participants, and pointed to spouses as a primary source of support for dealing with challenges arising from these health problems. Both ill/injured members and their spouses reported experiencing strain in their relationship because of the challenges faced in relation to the illness or injury. Implications for design of the next Phase of this research program, which will include in-depth interviews with military families and service members with operational stress injuries are discussed.

3. **Extended Families in Dialogical Collaboration in Response with Deployed Family-Members**
   Dr. Ann-Margreth E. OLSSON (Senior Lecturer in Social Work, Kristianstad University, Sweden; ann-margreth.olsson@hkr.se)

   In this action research study participants of extended families became invited to participate in individual interviews and network meetings with their family members. The participants narrated and explored their experiences of having a deployed family member and/or being a deployed family member. Focus was on how family members collaborate and manage house and family, supporting the soldier in his/her commission and vice versa. In focus was also need of support from the outside of the family system and if so what, how and what else they had asked for. The research project is directed, by means of a dialogical participation action research method, towards the discovery of the appropriate tools that can serve military individuals, their families and network, and act as a buffer in the challenges they face. It may also guide professionals in social services, education and health care and voluntaries in networks in the quest to reduce distress experienced and promote individual and family resilience. The study includes 186 interviews with all together 128 participants. The researcher has also participated in several meetings and gatherings organised by the Swedish Armed Forces (SAF). The participants in the study are children, spouses, siblings, parents, grandparents and other concerned relatives as well as soldiers and veterans. Depending on perspective or position hold in the extended family, results imply differences in lived experiences and responses. For example the result show different views on family gatherings organised by SAF most of all appreciated by the parents of the soldiers.

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 2

1. **Talkin' bout a Revolution: Dissemination Rhetoric and the (Non-)Adoption of Effects-Based Operations**
   Dr. Ina WIESNER (Bundeswehr Centre of Military History and Social Sciences; inawiesner@bundeswehr.org; ina.wiesner@yahoo.com)

   A noteworthy body of literature exists on the adoption of innovations by military organisations. Adoption, however, is only one aspect of the diffusion of new ideas and technologies in the military. Prior to the adoption of an innovation, disseminators actively spread information and meaning about the innovation with the intention of influencing potential adopters in their decision. This paper sets out to catalogue narration strategies used in the discourse about Effects-Based Operations (EBO). EBO originated in the U.S. Air Force during the Gulf War (1991) and matured into a leading operating concept during the U.S. military transformation (2001-

2006). Officially defined as "a set of actions planned, executed, and assessed with a systems perspective that considers the effects needed to achieve policy aims", EBO was presented and perceived as a revolutionary departure from a traditional attrition-based way of war. Yet, the success of EBO was short-lived. In 2008, the concept was publicly discarded. Drawing on insights from the literature on innovation diffusion, and consumer research, and using results from a discourse analysis of the EBO debate in the U.S. military journal Joint Forces Quarterly, this paper develops a framework for classifying dissemination rhetoric. It distinguishes between innovation framing and innovation rhetoric. Whereas the former is concerned with the creation of propositional statements about EBO the latter relates to the manner in which these statements are expressed. Despite the frequent appearance of innovation framing and rhetoric in professional military discourses about new concepts and technologies, and despite a recent linguistic turn in the broader field of security studies, 'language' and 'discourse' as research perspectives have not yet been utilized by military innovation scholars. Considering innovation rhetoric might enable us to better understand why certain military concepts get adopted while others fail. Findings of the EBO case study might thus inform further comparative research on the innovation dissemination practices within and between military organisations.

2. **Societal Division of Security Labour: Theorising the Socio-Economic Formations of National Security and Defence**
   Teemu TALLBERG (Professor of Military Sociology, National Defence University, Finland; Teemu.Tallberg@mil.fi)

   Strategizing and organisation for the security of the Finnish society is based on the concept of comprehensive security. How is the work within this concept socially organised? This paper looks into and theorises the underlying structural logics and motivational frameworks involved in how actors from different sectors of the society participate in security efforts. "New sociology of work" (Pettinger et al. 2005) has opened up the concept of work and expanded its meaning outside paid work for an employer. Theorising by Miriam Glucksmann (1995; 2005; 2009) and others on the socio-economic formations of labour give a basis that can be developed for analysing the societal division of security labour.
   Within the field of security and national defence, technical/administrative *division of tasks* (i.e. the traditional understanding of division of labour) in national, sectoral and organizational levels interacts with different forms and logics of *social organisation* (state, market, not-for-profit, community, formal-informal etc.) and different *motivational dimensions* of defence labour (institutional/occupational, obligation/voluntarism). The Finnish defence field offers several interfaces of these dimensions for empirical scrutinizing, such as the developments in terms of public-private partnerships of the Defence Forces, the ongoing discussions on general conscription and security-related civic duties, as well as the jurisdictional negotiations between security professions. Studying national security as socio-economic formations enables embedding the analysis in the social action and the experiences of actors within the security and defence sector.

3. **Economic trends in the defence sector and contemporary challenges to the military profession**
   Dr. Kyriaki ATHANASSOULI (Lecturer of Political Economy, **Hellenic Army Academy; k.athanassouli@gmail.com**)

   A globalized economy in constant evolution brings new changes in the Art of War and new challenges to the military profession. Contemporary forms of war make necessary additional

measures and targeted investment in both defense budget and human capital which constitutes two main strategic resources to improve military capabilities. For this purpose, it is suggested in the first instance to examine the recent economic trends and developments in the defence sector. The analysis focusses on the defence expenditures and on the human resources. Following are presented the issues and problems created by the current transformations in the kind of war. Without altering the fundamental nature of war, these trends have also impact on the military profession by creating new needs for knowledge and skills. The capability of a military force to successfully accomplish a variety of operations against an eventual country's enemy is strengthened by a range of targeted measures and strategies to ensure Peace. Furthermore, in this context and for tackling the evolving threats and challenges, the State and military leadership are playing a key role in order to improve military effectiveness and contribute to an effective management of economic and human resources in the defence sector.

12.30 – 13.00   Closing Speakers Conclusions

13.00 – 14.00   Lunch

14.30   END OF CONFERENCE