



Program and abstracts

15th Biennial Conference of ERGOMAS

**To be held at
Lisbon, Portugal**

17 – 21 June 2019

**Program
Program per day**

Keynote Address: *Truth in Military Studies: Lessons for Producers and Consumers of Research on the Military*

David R. Segal

We are delighted to announce that long-time time ERGOMAS member and contributor David R. Segal will deliver the keynote address entitled *Truth in Military Studies: Lessons for Producers and Consumers of Research on the Military*.



David R. Segal is a world-renowned sociologist, who specializes in civil-military relations, military manpower and personnel, and military organization. He is a distinguished scholar-teacher and professor emeritus of sociology at the University of Maryland. He is the founding director of the Center for Research on Military Organization, and is a former president of the Inter-University Seminar on Armed Forces and Society, as well as a former editor of the journal *Armed Forces & Society*. He has also served as president of the District of Columbia Sociological Society and of the Section on Armed Forces and Conflict Resolution of the International Sociological Association, and chair of the Section on Peace, War, and Social Conflict of the American Sociological Association.

His most notable works include *Recruiting for Uncle Sam, The Postmodern Military* (co-edited with Charles Moskos and John Allen Williams), *Peacekeepers and Their Wives* (coauthored with Mady Wechsler Segal), and the four volume anthology, *Military Sociology* (co-edited with James Burk). He worked with the White House during the Obama administration on military spouse issues, has frequently testified to Congress on diversity in the military and social science contributions to national security, and has been a consultant to several federal agencies. Since retirement, he has served as a Selective Service Board member and as a member of the US Army Educational Advisory Committee. Last year he and Mady Segal were joint recipients of

the University of Chicago Alumni Professional Achievement Award for the impact of their work on American military manpower and personnel policy, the quality of life of soldiers and their families, and the teaching of sociology at military academies.

Program Overview

ERGOMAS 15th Biennial Conference – Lisbon 17-21 June 2019

	Monday 17th	Tuesday 18th	Wednesday 19th	Thursday 20th	Friday 21th
08:30-09:30		<i>Registration & Coffee</i>			
09:30-11:00		Opening Plenary Address by ERGOMAS President Address by Portuguese Secretary of State for Defense Keynote address by David Segal	Parallel Sessions 4 Military and Police Relations - 3 Public Opinion-Mass Media Military - 2 Critical Military Studies - 2 Veterans and the Military - 2 Military Profession - 2 Warriors in Peacekeeping - 2	Plenary Session: Military studies in a post-truth society: visions from around the world	Parallel Sessions 11 Civilian Control of the Armed Forces - 6 Military and Police Relations - 6 Critical Military Studies - 5 Veterans and the Military - 4 Warriors in Peacekeeping - 5 Portuguese Panels - 4
11:00-11:15		<i>Coffee break</i>	<i>Coffee break</i>	<i>Coffee break</i>	<i>Coffee break</i>
11:15-12:45		Parallel Sessions 1 Total Defense Workforce - 1 Civilian Control of the Armed Forces - 1 Recruitment and Retention - 1 Gender and the Military - 1 Veterans and the Military - 1 Military Families - 1	Parallel Sessions 5 Civilian Control of the Armed Forces - 3 Recruitment and Retention - 3 Gender and the Military - 2 Morale-Cohesion-Leadership - 2 Violence in the Military - 2 Portuguese Panels - 2	Parallel Sessions 8 Total Defense Workforce - 4 Civilian Control of the Armed Forces - 5 Military and Police Relations - 5 Public Opinion-Mass Media Military - 4 Morale-Cohesion-Leadership - 3 Warriors in Peacekeeping - 4	Parallel Sessions 12 Military and Police Relations - 7 Public Opinion-Mass Media Military - 6 Gender and the Military - 5 Military Families - 4 Military Profession - 5
12:45-14:30		<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>
12:45 -13:30		Parallel Book Sessions 1	Parallel Book Sessions 2	Parallel Book Sessions 3	Parallel Book Sessions 4

		<p>1 - HRM in the Bundeswehr – theoretical positions and empirical findings</p> <p>2 - The Handbook of the Sociology of the Military</p> <p>3 - Military Cultures in Peace and Stability Operations</p>	<p>1 - The Special Operations Forces (SOF) book session</p> <p>2 - When Soldiers Rebel: Ethnic Armies and Political Instability in Africa</p> <p>3 - The Politics of Military Families: Tensions between State, Work Organizations, and the rise of the Negotiation Household</p>	<p>1 - The Military and Liberal Society and Civil-Military 'Legal' Relations: Where to from Here?</p> <p>2 - Women Soldiers and Citizenship in Israel: Gendered Encounters with the State</p> <p>3 - The Springer Handbook of Military Sciences 1st Edition</p>	<p>1 - Armed Forces, War, and Society: Sociology through the Prism of Military Sociology</p> <p>2 - The October 1973's Unlikely Victory. Inconvenient Truths from the October 1973 Yom Kippur War</p> <p>3 - On Military Memoirs</p>
12:45-14:30		Lunch	Lunch	Lunch	Lunch
14:30-16:00		<p>Parallel Sessions 2</p> <p>Military and Police Relations - 1</p> <p>Public Opinion-Mass Media Military - 1</p> <p>Recruitment and Retention - 2</p> <p>Critical Military Studies - 1</p> <p>Morale-Cohesion-Leadership - 1</p> <p>Violence in the Military - 1</p>	<p>Parallel Sessions 6</p> <p>Total Defense Workforce - 3</p> <p>Military and Police Relations - 4</p> <p>Critical Military Studies - 3</p> <p>Military Profession - 3</p> <p>Warriors in Peacekeeping - 3</p> <p>Military Conflict Management and Peace Economics - 1</p>	<p>Parallel Sessions 9</p> <p>Recruitment and Retention - 5</p> <p>Critical Military Studies - 4</p> <p>Gender and the Military - 4</p> <p>Veterans and the Military - 3</p> <p>Military Families - 3</p> <p>Portuguese Panels - 3</p>	<p>Parallel Sessions 13</p> <p>Total Defense Workforce - 5</p> <p>Civilian Control of the Armed Forces - 7</p> <p>Morale-Cohesion-Leadership - 5</p> <p>Veterans and the Military - 5</p>
16:00-16:15	Registration	Coffee break	Coffee break	Coffee break	Closing Session
16:15-17:45		<p>Parallel Sessions 3</p> <p>Total Defense Workforce - 2</p> <p>Civilian Control of the Armed Forces - 2</p> <p>Military and Police Relations - 2</p> <p>Military Profession - 1</p> <p>Warriors in Peacekeeping - 1</p> <p>Portuguese Panels - 1</p>	<p>Parallel Sessions 7</p> <p>Civilian Control of the Armed Forces - 4</p> <p>Public Opinion-Mass Media Military - 3</p> <p>Recruitment and Retention - 4</p> <p>Gender and the Military - 3</p> <p>Military Families - 2</p>	<p>Parallel Sessions 10</p> <p>Recruitment and Retention - 6</p> <p>Public Opinion-Mass Media Military - 5</p> <p>Morale-Cohesion-Leadership - 4</p> <p>Military Profession - 4</p> <p>Violence in the Military - 3</p> <p>Military Conflict Management and Peace Economics - 2</p>	
18:00-20:00	Opening Reception	Board meeting	Business Meeting & Award		
20:00				Conference dinner	

Program Overview by Day

Monday 17 June

Registration – 16.00 – 18.00

Opening Reception – 18.00 – 20.00

Port wine and finger food

Location: Exhibition Hall – Floor 0, Building II

Tuesday 18 June

09.30 – 11.00 Plenary Opening – Grande Auditório

Keynote address by David R. Segal: *Truth in Military Studies: Lessons for Producers and Consumers of Research on the Military*

11.00 – 11.15 Coffee Break

Parallel Sessions 1

11.15 – 12.45	TOTAL DEFENCE WORKFORCE – Room 1	CIVILIAN CONTROL OF THE MILITARY – Room 2	WORKING GROUP RECRUITMENT AND RETENTION – Room 3	GENDER AND THE MILITARY – Room 4	VETERANS AND SOCIETY – Room 5	MILITARY FAMILIES – Room 5
	<ol style="list-style-type: none"> Jones, Michelle Swed, Ori & Daniel Burland Swed, Ori & Crosbie, Thomas Berndtsson, Joakim 	<ol style="list-style-type: none"> MAKKI, Sami Claerman, Jens & Janssens, Jelle Kuettel, Gerhard Catalbas, Adem Ustun Jakubowski, Sébastien 	<ol style="list-style-type: none"> Ana Teresa Jeremias Jesus, P., Palma, P. & Gomes, A Ferrão, H & Fachada, C. Braga, C. & Fachada, C. 	<ol style="list-style-type: none"> Claude Weber Silva, Cristina Rodrigues da Hart, Linda & Tallberg, Teemu Heli Häyrynen 	<ol style="list-style-type: none"> Phillips, Rita de Reuver, Yvon Andres Siplane, Tiia-Triin Truusa Porter, Jack J 	<ol style="list-style-type: none"> Cesnuiyte, Vida Long, Emma Hannola, Anitta Andres, Manon

12.45 – 14.30 Lunch & Parallel Book Sessions 1

Title: HRM in the Bundeswehr – Theoretical Positions and Empirical Findings

Title: The Handbook of the Sociology of the Military

Title: Military Cultures in Peace and Stability Operations

Parallel Sessions 2

14.30 – 16.00	RECRUITMENT AND RETENTION – Room 1	MILITARY AND POLICE RELATIONS – Room 2	PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 3	CRITICAL MILITARY STUDIES – Room 4	MORALE, COHESION, & LEADERSHIP – Room 5	VIOLENCE IN THE MILITARY – Room ?
	<ol style="list-style-type: none"> Jankowski, Barbara Johan Österberg Kosonen, Jarkko Li-Chiang Yuan 	<ol style="list-style-type: none"> Pauline Collins Hall, Rosalie Arcala Sri Nuryanti Leena Parmar 	<ol style="list-style-type: none"> Salo, Mikael Norri-Sederholm, Teija Pasi Jalkanen Kaarkoski, Miina Häkkinen, Teemu & Hadar, Maya 	<ol style="list-style-type: none"> Dana Katchan Grosswirth and Erella Grassiani Yagil Levy Haaland, Torunn Truusa, Tiia-Triin Itamar Shachar 	<ol style="list-style-type: none"> Scherrer, Yvonne M Elbe, Martin Padan Carmit Simoes, Silva Ausra Kaminskaite 	<ol style="list-style-type: none"> Burke, Edward Pethrus, Carl-Martin. Frisell, Thomas. Reutfors, Johan. Johansson, Kari. Neovius, Kristian. Söderling, Jonas. Bruze, Gustaf. & Neovius, Martin. Natale Eleonore Silva, E. & Fachada, C.

16.00 – 16.15 Coffee Break

Parallel Sessions 3

16.15 – 17.45	TOTAL DEFENCE WORKFORCE – Room 1	CIVILIAN CONTROL OF THE MILITARY – Room 2	MILITARY AND POLICE RELATIONS – Room 3	MILITARY PROFESSION – Room 4	WARRIORS IN PEACEKEEPING – Room 5	PORTUGUESE PANELS – Room 6
	<ol style="list-style-type: none"> Soeters, de Gooijer, van Fenema, Oliveira Liliana Brozic Kelty, Ryan & Lizzol, Steven, Krystelle Jean-Michel and Edward Jones 	<ol style="list-style-type: none"> Kuehn, David, Croissant, Aurel & Tanja Eschenauer Stephen Saideman Kristen Harkness Dirk Kruijt 	<ol style="list-style-type: none"> Chris Madsen James Okolie-Osemene Michelle Jones Hermínio Matos 	<ol style="list-style-type: none"> Paananen, Soili Roelsgaard Obling, A Augé, Axel Pajon, Christophe 	<ol style="list-style-type: none"> Montgomery McFate Dr. Rene Moelker Andres Siplane & Tiia-Triin Truusa Kjetil Enstad Rikke Haugegaard Maren Tomforde 	<ol style="list-style-type: none"> Helena Carreiras Ana Tinoco, Cláudio Reis, António Ideias Cardoso Helena Carreiras, Fernando Bessa, Patrícia Ávila, Luís Malheiro

4. Antti-Tuomas Pulkka,
Jani Vaara, Kai
Pihlainen, Heikki
Kyröläinen

4. Ana Romão, Maria da
Saudade Baltazar, David
Pascoal Rosado, Helga Santa,
Dinis Fonseca

18.00 – 20.00 Board Meeting

Wednesday 19 June

Parallel Sessions 4

09.30–11.00	MILITARY AND POLICE RELATIONS – Room 1	PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 2	CRITICAL MILITARY STUDIES – Room 3	THE MILITARY PROFESSION – Room 4	VETERANS AND SOCIETY – Room 5	WARRIORS IN PEACEKEEPING – Room 6
	<ol style="list-style-type: none"> 1. Tobias Burgers, Scott N. Romaniuk 2. Luís Malheiro, Fernando Bessa, 3. Uzi Ben-Shalom and Nir Gazit 	<ol style="list-style-type: none"> 1. Geraldés, Sofia Martins 2. Jung, Herman 3. Raveh, Saar 4. Scurrrell, Jennifer Victoria; Moehlecke de Baseggio, Eva 5. Moehlecke de Baseggio, Eva, Schneider, Olivia 	<ol style="list-style-type: none"> 1. Carlton-Ford, Steve & Gaver, Jeffrey 2. Forero Angel, Ana María & Frederic, Sabina 3. Zulean, Marian 4. Ben Ishai, Ofra 5. Sookermany, Anders McD 	<ol style="list-style-type: none"> 1. Thomas Crosbie 2. Christian Leuprecht 3. Rialize Ferreira 4. Sigri, Unsal 	<ol style="list-style-type: none"> 1. Antunes, Maria José Lobo 2. Maja Garb 3. Paulo Granjo, Edson Cortez, Vânia Pedro 4. Melanie Dirksen, Martin Elands 	<ol style="list-style-type: none"> 1. Monica Hirst, 2. Nicole Jenne, Pontificia Universidad Católica de Chile 3. Adriana Erthal Abdenur, Igarapé Institute, Rio de Janeiro

11.00– 11.15 Coffee Break

Parallel Sessions 5

11.15 – 12.45	CIVILIAN CONTROL OF THE MILITARY – Room 2	RECRUITMENT AND RETENTION – Room 2	GENDER AND THE MILITARY – Room 2	MORALE, COHESION, & LEADERSHIP – Room 2	VIOLENCE IN THE MILITARY – Room 2	PORTUGUESE PANELS – Room ?
	<ol style="list-style-type: none"> 1. Jack Porter 2. Beirão, André Panno 3. Frieyro de Lara, B. 4. Carlos Navajas Zubeldia 5. Cardoso Reis, Bruno 	<ol style="list-style-type: none"> 1. Dana Grosswirth Kachtan 2. Jonsson & Svensén 3. James Griffith 	<ol style="list-style-type: none"> 1. Pavlikova, Eva, Lastovkova, Jitka, Safrtalova, Eva 2. Camille Boutron 3. Masson, Laura 4. Silins, Stacey; Leblanc, Manon; Wang, Zhigang 5. Rosenstein, Judith; Smith, David; Nikolov, Margaret 	<ol style="list-style-type: none"> 1. Jager, Michael 2. Ekovich, Steven, Bang Tran 3. Zotkeviciute-Baneviciene, Agniete 4. Insoo, Kim 	<ol style="list-style-type: none"> 1. Ben-Shalom, Uzi, Moshe, Rinat, Mash, Rony, & Dvir, Amit 2. Moelker, René 3. Robert Lummack 	<ol style="list-style-type: none"> 1. José Fontes 2. Nuno Caetano Lopes de Barros Poiães, 3. Nuno Alberto Rodrigues Santos Loureiro, Lúcio Agostinho Barreiros dos Santos 4. Paulo Gomes

12.45 – 14.30 Lunch & Parallel Book Sessions 2

Title: The Special Operations Forces (SOF) book session

Title: When Soldiers Rebel: Ethnic Armies and Political Instability in Africa

Title: The Politics of Military Families: Tensions between State, Work Organizations, and the rise of the Negotiation Household

Parallel Sessions 6

14.30 – 16.00	TOTAL DEFENCE WORKFORCE – Room 1	MILITARY AND POLICE RELATIONS – Room 2	CRITICAL MILITARY STUDIES – Room 3	THE MILITARY PROFESSION – Room 4	WARRIORS IN PEACEKEEPING – Room 5	MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – Room 6
	<ol style="list-style-type: none"> 1. Irina Goldenberg 2. Zoe Morrison, Scott Tindal, Sarah Cunningham-Burley, Vince Connelly, Wendy Loretto 3. Vince Connelly, Nicola Fear, Zoe Morrison, Sarah Hennelly, Joanna Smith 4. Scott Tindal, Zoe Morrison, Sarah Cunningham-Burley, 	<ol style="list-style-type: none"> 1. Rasmus Dahlberg, Anja Dalgaard-Nielsen Nina Rones 2. Mariana Sirimarco 3. Zoha Waseem 4. Elizabeth Kirley, Eric Ouellet 	<ol style="list-style-type: none"> 1. Thomas Randrup Pedersen 2. Eva van Roekel 3. Younes Saramifar 4. Humphrey Asamoah Agyekum 	<ol style="list-style-type: none"> 1. Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J. 2. Jurate Novagrockine 3. Ana Teresa Jeremias; Pedro Correia 4. Captain, M. M. Sc. Jussi-Pekka Niemelä 	<ol style="list-style-type: none"> 1. Christoph Harig, Helmut-Schmidt 2. Sabina Frederic 3. Whitney Grespin 4. Chiara Ruffa, Bas Rietjens 	<ol style="list-style-type: none"> 1. Ian Liebenberg 2. Luís Malheiro, Fernando Bessa 3. Cagri Sagiroglu, Ph.D

16.00– 16.15 Coffee Break

Parallel Sessions 7

16.15 – 17.45 CIVILIAN CONTROL OF THE MILITARY – Room 1

1. Ozgur OZkan
2. Sigri, Unsal & Varoglu, Kadir
3. Marwa Maziad
4. Ian Liebenberg

RECRUITMENT AND RETENTION – Room 2

1. Gomes, A. & Dias, J.
2. Barbora Radvilaite
3. Didier Danet
4. Männiste, T; Pedaste, M; Schimansky, R
5. Brænder, Morten; Gøtzsche-Astrup, Oluf; Holstring, Vilhelm

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 3

1. Rothbart, Chariklia
2. Graf, Timo
3. Steinbrecher, Markus
4. Wanner, Meike

GENDER AND THE MILITARY – Room 4

1. Vanderstraeten, Frik & Resteigne, Delphine
2. Pomerantz-Zorin, Limor
3. Pomerantz-Zorin, Limor & Bruker, Guy
4. Kouri, Suvi

MILITARY FAMILIES – Room 5

1. Gary L. Bowen, Todd M. Jensen
2. Carl-Martin, Pethrus
3. Janja Vuga Bernak
4. Ana Teresa Jeremias

18.00 – 20.00 Business Meeting & Award

Thursday 20 June

09.30 – 11.00 Plenary Session, Military studies in a post-truth society: visions from around the world

11.00-11.15 Coffee Break

Parallel Sessions 8

11.15 – 12.45	TOTAL DEFENCE WORKFORCE – Room 1 1. Nir Gazit, Edna, Lomsky-Feder, Eyal Ben-Ari 2. Vince Connelly 3. Laura Masson	CIVILIAN CONTROL OF THE MILITARY – Room 2 1. Ozgur Ozkan 2. Collins, Pauline 3. Afinova, Maya 4. Wiikinkoski, Tarja 5. Sousa, Pedro Ponte	MILITARY AND POLICE RELATIONS – Room 3 1. Saya Kiba 2. Atsushi Yasutomi	PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 4 1. Herrera, Javier. 2. Meijer, Marten. 3. Loi, Stefano 4. Rohr-Garztecki, Marek	MORALE, COHESION, & LEADERSHIP – Room 5 1. Wanner, Meike 2. Ruuskanen, Marko & Paananen, Soili 3. Fonseca, Felix 4. Coulthard, Julie	WARRIORS IN PEACEKEEPING – Room ? 1. Boutron, Camille 2. Jones, Michelle 3. Saïd Haddad 4. Metcalfe & Kelley
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12.45 – 14.30 Lunch & Parallel Book Sessions 5

Title: The Military and Liberal Society and Civil-Military 'Legal' Relations: Where to from Here?

Title: Women Soldiers and Citizenship in Israel: Gendered Encounters with the State

Title: The Springer Handbook of Military Sciences 1st Edition

Parallel Sessions 9

14.30 – 16.00	RECRUITMENT AND RETENTION – Room 1 1. Talves, Kairi; Truusa, Tiia-Triin 2. Paul Bartone, Stephen Bowles 3. Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J. 4. Gillberg, Gunnar, Holmer, Jan, Kadefors, Roland & Östebo, Anders	GENDER AND THE MILITARY – Room 2 1. Eyal Lewin and Uzi Ben Shalom 2. Siplane, Andres 3. Kuemmel, Gerhard 4. David Smith	CRITICAL MILITARY STUDIES – Room 3 1. Susana Durão 2. Ana María Forero Angel 3. Carlos Silva Forné 4. Sabina Frederic	VETERANS AND SOCIETY – Room 4 1. Hannah Taino 2. Brewster, Liz, McWade, Brigit & Clark, Sam 3. Leonhard, Nina 4. Victor Tillberg, Lotta	MILITARY FAMILIES – Room ? 1. Todd M. Jensen 2. Olsson, Ann-Margreth E. 3. Emma Long 4. Cavaleiro, Franco & Gomes	PORTUGUESE PANELS – Room ? 1. Cardoso Reis, Bruno 2. Correia, J 3. Fachada
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16.00 – 16.15 Coffee Break

Parallel Sessions 10

16.15 – 17.45	RECRUITMENT AND RETENTION – Room 1 1. Elyamine Settoul 2. Op den Buijs, van Doorn, Moelker 3. Gerassimos Karabelias and Ioannis Fytas	PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 1 1. Jeswal, Rupali 2. Olayinka Ajala 3. Xavier, Ana Isabel 4. Dias, Guilherme M. & Coelho, Carlos Frederico	THE MILITARY PROFESSION – Room 1 1. Last, David	MORALE, COHESION, & LEADERSHIP – Room 1 1. Nowotny, Slawomir 2. McCone, Dave; De Angelis, Karin & Laney, Matt 3. Kucera, Tomas 4. Askonas, Jon & Denison, Ben	VIOLENCE IN THE MILITARY – Room 1 1. Hasselbladh, H. & Ydén, K. 2. Tillberg, Lotta Victor 3. Bieri Erwin A. 4. Carla Granados Moya
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20.00 Conference Dinner

Friday 21 June

Parallel Sessions 11

09.30 – 11.00	CIVILIAN CONTROL OF THE MILITARY – Room 1 1. Julián González Guyer, Nicole Jenne 2. Christoph Harig 3. Jonathan Caverley, Jesse Dillon Savage, 4. Rosalie Arcala Hall	MILITARY AND POLICE RELATIONS – Room 2 1. Lene Ekhaugen 2. Magnus Håkenstad 3. Martínez, Rafa 4. Ferenc Molnar	VETERANS AND SOCIETY – Room 3 1. Haddow, Christine, Winterton, Mandy and Morrison, Katrina 2. Pauliina Pirskanen 3. Dutra, João	WARRIORS IN PEACEKEEPING – Room 4 1. Manish Sharma 2. Dafinova, Maya 3. Hedlund Erik	PORTUGUESE PANELS – ROOM ? 1. Mairós, J. & Fachada, C. 2. Santos 3. Vasco Monteiro
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11.00 – 11.15 Coffee Break

Parallel Sessions 12

11.15 – 12.45	MILITARY AND POLICE RELATIONS – Room 1 1. Marina Caparini 2. Jan Maciejewski 3. Jukka Mattila, Markus Häyhtiö 4. Last, David	PUBLIC OPINION, MASS MEDIA, AND THE MILITARY – Room 2 1. Hosoda, Takashi 2. Parmar, Leena & Singh, Daljit 3. Pienkowski, Piotr 4. Sinczuch, Marcin	GENDER AND THE MILITARY – Room 3 1. Jarrod Pendlebury 2. Elena Lysak 3. Arita Holmberg, Aida Alvinus 4. Lana Obradovic 5. Sara Bondesson	THE MILITARY PROFESSION – Room 4 1. Krystal Hachey	MILITARY FAMILIES – Room ? 1. Moelker, René 2. Natale, Eleonora 3. Silva, Cristina Rodrigues da 4. Lysak Elena
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12.45 – 14.30 Lunch & Parallel Book Sessions 4

Title: Armed Forces, War, and Society: Sociology through the Prism of Military Sociology

Title: The October 1973's Unlikely Victory. Inconvenient Truths from the October 1973 Yom Kippur War

Title: On Military Memoirs

Parallel Session 13

14.30- 16.00	TOTAL DEFENCE WORKFORCE – Room 1 1. Taavi Laanepere, Kairi Kasearu 2. Donna I. Pickering, Jerzy Jarmasz 3. Lieutenant-Colonel Michael A. Rostek, Lieutenant Commander Stephanie A.H. Belanger	CIVILIAN CONTROL OF THE MILITARY – Room 1 1. Caglar Kurc 2. Malena Britz 3. Luke Middup 4. Marc R. DeVore	MORALE, COHESION, & LEADERSHIP – Room 1 1. Raduha, Nina 2. Mattila, Jukka; Tukainen, Sampo; Kajalo, Sami 3. Palma, Patrícia; Jorge, Ana; Gomes, Ana 4. Ruolanto, Minna	VETERANS AND SOCIETY – Room 1 1. Winterton, Mandy; Haddow, Christine; Morrison, Katrina & Rappoport, Jaqueline 2. Judie Britt 3. Taino-Spick, H. 4. Carriço, C., Lima, M.L., & Moleiro, C.
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16.00 Closing Session

Program per day

Monday 17 June

1600 – 17:45 Registration

18.00 – 20.00 Opening Reception at Exhibition Hall (Floor 0, Building II)

Tuesday 18 June

08.30 – 09.30 Registration and Welcome Coffee

09.30 – 11.00 Plenary Opening – Grande Auditório
Address by the ERGOMAS president, Helena Carreiras
Address by the Portuguese Secretary of State for Defense, Ana Santos Pinto

Keynote Address by David R. Segal from University of Maryland

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 1

TOTAL DEFENCE WORKFORCE – Private Military and Security Companies: Benefits and Concerns - Session 1

- 1. Can PMSCs play a role in COIN Ops?**
Jones, Michelle
Michellejones@outlook.com
- 2. What Data tell us about the Qualifications of Private Military Contractors: Exploited Class or Exclusive Club?**
Swed, Ori & Daniel Burland
ori.swed@ttu.edu
- 3. Cloak of War: Security Privatization as Pressure Avoidance Strategy**
Swed, Ori & Crosbie, Thomas
thcr@fak.dk
- 4. The Market and the Return of Swedish "Total Defence"**
Berndtsson, Joakim
joakim.berndtsson@globalstudies.gu.se

CIVILIAN CONTROL OF THE MILITARY SESSION 1: Civilian Control in Established Democracies

1. French Civil-Military Relations in Transition (2008-2018)

MAKKI, Sami

sami.makki@sciencespo-lille.eu

2. Guarding the vigilant guardian: civilian control over Belgium's domestic deployment of the armed forces

Claerman, Jens & Janssens, Jelle

jensclaerman@icloud.com

3. Civilian Control by Other Means? The German Military in the Movies

Kuettel, Gerhard

gerhardkuettel@bundeswehr.org

4. Theory of Concordance within Theory of Democracy: Possibilities and Projections

Catalbas, Adem Ustun

catalbau@mail.uc.edu

5. The establishing of the universal national service in France: a new citizenship path serving security?

JAKUBOWSKI, Sébastien

sebjakubowski@aol.com

WORKING GROUP RECRUITMENT AND RETENTION SESSION 1: Motivation and Satisfaction

6. Work of Team in Health as Mechanism of Administration of the Satisfaction and Motivation of Civil and Military Personnel

Ana Teresa Jeremias

ft.jeremias@gmail.com

7. The Influence of Satisfaction on Turnover Intentions of Portuguese Air Force Pilots

Jesus, P., Palma, P. & Gomes, A

ana.apg@gmail.com

8. Military career: The perception of contracted personnel serving in the Portuguese Armed Forces

Ferrão, H & Fachada, C.

hugoferrao@gmail.com

9. Motivation and Turnover among the military doctors of the Portuguese Armed Forces

Braga, C. & Fachada, C.

cmgmatos@hotmail.com

GENDER AND THE MILITARY - SESSION 1: Social Origins, Training and Socialization

- 1. French Military women: between institutional voluntarism and persistent resistance »**
claude weber (claude.weber@st-cyr.terre-net.defense.gouv.fr)
- 2. From cadets to officers: a comparative study on gender integration, trajectories and experiences of military women in the Portuguese Army.**
Silva, Cristina Rodrigues da (crisyellow@gmail.com)
- 3. Willing and Able: An ethnographic study of civilian preparedness training for women in Finland**
Hart, Linda & Tallberg, Teemu (linda.hart@alumni.helsinki.fi)
- 4. Narratives of motivation and dependents' support for Women in Military Leadership Training**
heli.hayrynen@univaasa.fi

VETERANS AND SOCIETY - SESSION 1: – Room _____

- 1. Understanding Societally Prevalent Misbeliefs about Veterans from the UK Armed Forces - A Quantitative Approach**
Phillips, Rita (phillips_rita@yahoo.com)
- 2. So... did you kill anybody? - How military veterans in the Netherlands experience and deal with physical and moral stigma**
de Reuver, Yvon. (y.dereuver@veteraneninstituut.nl)
- 3. Conflicting values and ethics in veteran policy**
Andres Siplane, Tiia-Triin Truusa (tiia-triin.truusa@ut.ee)
- 4. Russian Veterans and the Politics of Russian Strategic Culture – National Identity, the Use of Force and Veterans under President Vladimir Putin**
Porter, Jack J. (porterj1@citadel.edu)

WG MILITARY FAMILIES: SESSION 1

- 1. Military Family Doing: Challenges for Family Practices and Demonstration in a Post-Truth Society**
Cesnuiyte, Vida
vida.cesnuiyte@lka.lt
- 2. Army Partners, Deployment and Liminality**

Long, Emma
e.long@lancaster.ac.uk

3. Enabling Relocating Employees to telework, mitigating Work-Family Conflict

Hannola, Anitta
anitta.hannola@mil.fi

4. Managing the boundaries of work and family

Andres, Manon
md.andres@mindef.nl

Parallel Book Sessions 1

1. Title: HRM in the Bundeswehr – theoretical positions and empirical findings

Session Organizer: Martin Elbe
Email: martinelbe@bundeswehr.org

2. Title: The Handbook of the Sociology of the Military

Session Organizer: Marina Nuciari
Email: marina.nuciari@unito.it

The Handbook of the Sociology of the Military, edited by G. Caforio and myself, published in May 2018 by Springer Nature. link: <https://link.springer.com/book/10.1007/978-3-319-71602-2#toc>.

3. Title: Military Cultures in Peace and Stability Operations

Author: Chiara Ruffa (Swedish Defence University and Uppsala University)

EMAIL: chiara.ruffa@pcr.uu.se

Discussants: Eyal Ben Ari (Kinneret College) and Joe Soeters (Netherlands Defence Academy)

14.30 – 16.00 PARALLEL SESSIONS 2

WORKING GROUP RECRUITMENT AND RETENTION SESSION 2: Conscription And Beyond

1. The universal national service (SNU) in France: what is the meaning of this new military obligation?

Jankowski, Barbara
barbara.jankowski@irsem.fr

2. The renewed call for conscription

Johan Österberg
johan.osterberg@fhs.se

3. Citizens as soldiers and agents of national defence

Kosonen, Jarkko
jarkko.kosonen@mil.fi

4. Is Taiwan likely to bring back the conscription?

Li-Chiang Yuan
ylc622@gmail.com

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 1: Securing Borders: Israel's experience and post-truth border security

1. Calling out Defence personnel in civilian matters and the role of truth telling.

Pauline Collins
pauline.collins@usq.edu.au

2. Under Martial Law: Police-Military Relations in the Marawi (Philippines) Conflict Zone

Hall, Rosalie Arcala
rbarcalahall@up.edu.ph

3. Military and Police Relations in Counter Terrorism Activities in Indonesia

Sri Nuryanti, (Researcher, Research Center for Politics, Indonesian Institute of Sciences, LIPI,
yantijkt@yahoo.com

4. Public Perspective of Police and Military (Indian Context)

Leena Parmar,
leenaparmar5@gmail.com

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 1

1. Value and Impact of the Conscript Service

Salo, Mikael
mikael.salo@mil.fi

2. How Do Finns Relate to National Defence? A quantitative survey

Norri-Sederholm, Teija
teija.norri-sederholm@mil.fi

3. Are opinions on the welfare state and views on defending Finland connected? Findings of a Finnish survey

Pasi Jalkanen
pasi.jalkanen@mil.fi

4. How is citizens' willingness to defend Finland debated in politics and media?

Kaarkoski, Miina
miina.u.kaarkoski@jyu.fi

5. The Politics of Defence-related Public Attitudes: the Cases of Finland and Israel, a Comparative Analysis

Häkkinen, Teemu & Hadar, Maya
teemu.hakkinen@jyu.fi

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 1: General Panel

1. Silenced Voices on Military Service: Experiences of Hardship from the Israeli Defense Forces

Dana Katchan Grosswirth and Erella Grassiani
danakc@openu.ac.il e.grassiani@uva.nl

2. Unintended consequences of military policies

Yagil Levy
yagil.levy@gmail.com

3. Experience based learning as memory construction

Haaland, Torunn
tlh@ifs.mil.no

4. Is there a gap or not? Civil-military relations in Estonia.

Truusa, Tiia-Triin
tiia-triin.truusa@ut.ee

5. 'Conscripted Volunteering' and the Emergence of a Military-Industrial-Nonprofit Complex in Israel

Itamar Shachar
i.y.shachar@uva.nl

MORALE, COHESION, & LEADERSHIP - SESSION NO. 1: Leadership in Extremis – Room 1234_PH

1. Re-Examining "In Extremis" Across Various Professional Fields

Scherrer, Yvonne M. (yvonne.scherrer@milak.ethz.ch)

2. Leadership in Extreme Situations and Disaster Sociology – What Truth Do You Need To Take Action?

Elbe, Martin (martinelbe@bundeswehr.org)

3. Sensemaking in Military Combat Settings – the Emergence of an Ordered Combat Environment

Padan Carmit (padan23@gmail.com)

4. **Leadership in Extreme Contexts, Case Study of the Portuguese Mission in Central African Republic**
Simoes, Silva (simoes.amm@ium.pt)
5. **Traits Approach Towards Military Leadership of Army Officers in Extreme Environment**
Ausra Kaminskaite (Jonas Zemaitis Military Academy of Lithuania - destytoja_ak@yahoo.com)

VIOLENCE IN THE MILITARY – SESSION NO. 1

1. **Rotten Apple' or Institutional Failure? The Case of Staff Sergeant Robert Bales**
Burke, Edward
edward.burke@nottingham.ac.uk
2. **Violent Crime among Swedish Military Veterans after Deployment to Afghanistan: A Population-Based Matched Cohort Study**
Pethrus, Carl-Martin. Frisell, Thomas. Reutfors, Johan. Johansson, Kari. Neovius, Kristian. Söderling, Jonas. Bruze, Gustaf. & Neovius, Martin.
carl-martin.pethrus@ki.se
3. **Breaking the siege: a study on comradeship among Argentine military accused of crimes against humanity**
Natale Eleonore (e.natale@keele.ac.uk)
4. **“Third Location Decompression” in the Reintegration of Military Personnel Returning from National Deployed Forces – Costs and Benefits of Implementation in the Portuguese Armed Forces**
Silva, E. & Fachada, C. (elisabetemrsilva@gmail.com)

16.00 – 16.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 3

TOTAL DEFENCE WORKFORCE – Integration of Diverse Workforces - Session 2

1. **Cooperation among adaptive force partners: An Hybrid organizing perspective**
Soeters, de Gooijer, van Fenema, Oliveira
fam.soeters@tele2.nl
2. **Military Studies in a post-truth society: The Slovenian Armed Forces Case Study**

LILIANA BROZIC
lilianabrozic@gmail.com

3. Mental Health Outcomes of Deployed Military and Civilian Personnel

Kelty, Ryan & Lizzol, Steven, Krystelle Jean-Michel and Edward Jones

ryan.kelty@usafa.edu

Krystelle.JeanMichel@usafa.edu

Edward.jones@usafa.edu

4. Implications of physical performance of Finnish conscripts for force integration

Antti-Tuomas Pulkka,

Department of Leadership and Military Pedagogy, National Defence University, Finland
Researcher, PHD

Jani Vaara, Department of Leadership and Military Pedagogy, National Defence University, Finland
Sports Coordinator, MSc

Kai Pihlainen, Training Division (Human Performance Sector), Defence Command, Finland

Professor Heikki Kyröläinen, Faculty of Sport and Health Sciences, University of Jyväskylä, Finland

/ Department of Leadership and Military Pedagogy, National Defence University, Finland

antti-tuomas.pulkka@mil.fi

CIVILIAN CONTROL OF THE MILITARY SESSION 2: Civilian Control in New Democracies and Authoritarian regimes 1: Global and comparative perspectives

1. The “Dictator’s Endgame”: Explaining the military’s behavior in authoritarian regime crises

Kuehn, David, Croissant, Aurel & Tanja Eschenauer

david.kuehn@giga-hamburg.de

2. Congressional Oversight Over the Armed Forces: Considering Non-American Cases

Stephen Saideman

stephen.saideman@carleton.ca

3. ‘Let Us Now Praise Coups’?: Military Coups and the Long-Term Prospects for Democratic Consolidation

Kristen Harkness

kh81@st-andrews.ac.uk

4. Changing Civil – Military Relations in Latin America, 1950s – present

Dirk Kruijt

D.Kruijt@uu.nl

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 2. Domestic Military-Police cooperation and convergence

- 1. Green is the New Black: The Royal Canadian Mounted Police and Militarization of Policing in Canada**
Chris Madsen (Canadian Forces College, madsen@cfc.dnd.ca)
- 2. A study of Military and Police Collaboration for Safer Highways in Southern Nigeria: Crime Control Model Perspective**
James Okolie-Osemene (Department of International Relations, Wellspring University, Benin City, Edo State, Nigeria, donoykea@gmail.com AND okolieosemenej@gmail.com)
- 3. Child Soldier or Child Gang Members? Using Military Experiences to Understand the Challenges faced by National Police Forces**
Michelle Jones, (Veterans and Families Institute, Michellejones@outlook.com)
- 4. Intelligence Services versus Terrorist Organizations: the double face of Janus**
Hermínio Matos (matoshj@gmail.com)

THE MILITARY PROFESSION SESSION 1: Interpretivist approaches

- 1. Creating routines in a multinational crisis management exercise: Materiality as a generative mediator for processing, collecting and sharing multiprofessional knowledge**
Paananen, Soili
soilipaananen@gmail.com
- 2. Reconfiguring professional identity in military elite education**
Roelsgaard Obling, A
aro.ioa@cbs.dk
- 3. The Graduated Officer of the French Army: A marginal military identity**
Augé, Axel
axel.auge@st-cyr.terre-net.defense.gouv.fr
- 4. Feelings and Emotions by French Air Force Cadets : a Military Educational Process**
Pajon, Christophe
christophe.pajon@ecole-air.fr

WARRIORS IN PEACEKEEPING SESSION 1: Cultural competence and the officer profession in the post-truth society

- 1. Teaching Transcultural War at the US Naval War College**
Montgomery McFate, Professor, US Naval War College
Montgomery.McFate@usnwc.edu

2. **Learning cultural skills? A comparative study in serious gaming versus a traditional cultural training programs**
 Dr. Rene Moelker, Netherlands Defense Academy / Dr. Laura Masson, National Defence University (Argentina)
R.Moelker.01@mindef.nl
lauramas29@gmail.com
3. **ASCOPE/PMESII in the classroom—cultural difference and the idea of a framework for understanding**
 Kjetil Enstad, Associate Professor, The Norwegian Defence University College
kenstad@fhs.mil.no
4. **Culture as Operational Enabler – training Danish officers to understand the interaction between cultural dynamics and military operations**
 Rikke Haugegaard, Associate Professor, Royal Danish Defence College
riha@fak.dk
5. **Does Culture matter? German staff officers and their manifold ways of dealing with cultural diversity**
 Maren Tomforde, Senior Lecturer, Staff and Command College of the German Armed Forces
marentomforde@suedsinn.de

PORTUGUESE PANELS SESSION 1: MILITARY STUDIES IN A POST-TRUTH SOCIETY: CHALLENGES AND PERSPECTIVES

Chair: Ana Romão, Maria da Saudade Baltazar, Nuno Poiaras

1. **Broken Ties: a Sociological Analysis of Military Service in Portugal**
 Helena Carreiras, (ISCTE-IUL University Institute of Lisbon; Centre for Research and Studies in Sociology. Lisbon, Portugal - helena.carreiras@iscte-iul.pt)
2. **Youth at the National Defense Day: Characteristics, Perceptions and Interest in the Armed Forces**
 Ana Tinoco, (Defence Resources Directorate. Lisbon, Portugal - ana.tinoco@defesa.pt)
 Cláudio Reis, (Defence Resources Directorate. Lisbon, Portugal- claudio.reis@defesa.pt)
 António Ideias Cardoso, (Defence Resources Directorate. Lisbon, Portugal - antonio.cardoso@defesa.pt)
3. **Sociological portraits of cadets in Portuguese military academies**
 Helena Carreiras, (ISCTE-IUL, University Institute of Lisbon, Centre for Research and Studies in Sociology (CIES-IUL). Lisbon, Portugal - helena.carreiras@iscte-iul.pt)
 Fernando Bessa, (Military University Institute, Centre for Research in Security and Defence (CISD). Lisbon, Portugal - a15277@hotmail.com)
 Patrícia Ávila, (ISCTE-IUL, University Institute of Lisbon, Centre for Research and Studies in Sociology (CIES-IUL). Lisbon, Portugal - patricia.avila@iscte.pt)

Luís Malheiro, (Military University Institute, Centre for Research in Security and Defence (CISD).
Lisbon, Portugal – malheiro.lcr@gnr.pt)

4. Portuguese Army: earlier departure or serving the full time service?

Ana Romão, (Military Academy/Military Academy Research Centre (CINAMIL); Interdisciplinary
Centre of Social Sciences (CICS.NOVA). Lisbon, Portugal – anaromao74@gmail.com)

Maria da Saudade Baltazar, (University of Évora; Interdisciplinary Centre of Social Sciences
(CICS.NOVA); Military Academy Research Centre (CINAMIL). Évora, Portugal-
baltazar@uevora.pt)

David Pascoal Rosado, (Military Academy/Military Academy Research Centre (CINAMIL);
European University. Lisbon, Portugal - david.rosado@academiamilitar.pt)

Helga Santa Comba Lopes, Military Academy/ Military Academy Research Centre (CINAMIL).
Lisbon, Portugal - helga.lopes@academiamilitar.pt)

Dinis Fonseca, (Interdisciplinary Centre of Social Sciences (CICS.NOVA); Military Academy
Research Centre (CINAMIL). Lisbon, Portugal - dmvfonseca@gmail.com)

Wednesday 19 June

09.30 – 11.00 PARALLEL SESSIONS 4

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 3. Domestic Human Rights and Oversight

1. Post-Truth Conflict Tactics and Strategies in the ‘Fifth Domain’ of Warfare

Tobias Burgers (Cyber Civilisation Research Center, KGRI, Keio University,
tobias.burgers@protonmail.ch) and Scott N. Romaniuk, (China Institute, University of Alberta,
scott.n.romaniuk@gmail.com)

2. Migrants: Identities and Borders Management

Luís Malheiro, Fernando Bessa,
(malheiro.lcr@gnr.pt)

3. Israel’s experience and post-truth border security

Uzi Ben-Shalom and Nir Gazit
(uzibs@ariel.ac.il)

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 2

- 1. The dark side of interconnectivity in the post-truth security environment: Is social media a cyber weapon?**
Gerald, Sofia Martins
sofiageraldes11@gmail.com
- 2. Hybrid Wars in a Multi-Polar World vs. The Role of social media to help to come to peace agreements**
Jung, Herman
gabihe@a1.net
- 3. Strategic Communication: A Power Multiplier of National Capabilities in Israel**
Raveh, Saar
mikud.saar@gmail.com
- 4. Evaluation of Social Media Communication of the Swiss Armed Forces (SAF) by Higher Staff Officers**
Surrell, Jennifer Victoria; Moehlecke de Baseggio, Eva
jennifer-victoria.surrell@vtg.admin.ch
- 5. Effects of the Swiss Armed Forces' Social Media Communication on Youth**
Moehlecke de Baseggio, Eva, Schneider, Olivia
eva.moehleckedebaseggio@vtg.admin.ch

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 2: General Panel

- 1. Social Power and Human Rights Violations in Cross-National Perspective**
Carlton-Ford, Steve & Gaver, Jeffrey
carlto1@uc.edu
- 2. Biography and ethnographic perspectives on the military: theoretical and methodological reflections on post conflict Argentinean and Colombian experiences**
Forero Angel, Ana María & Frederic, Sabina
am.forero260@uniandes.edu.co
- 3. Military Science in Post-Truth Society: challenges and clarifications for the system of education, training and research**
Zulean, Marian
mzulean@yahoo.com
- 4. The Perception Warfare Concept as a catalyst for the evolution of a "Post Truth" Era: The Israeli case**
Ben Ishai, Ofra
benishai@post.bgu.ac.il
- 5. Do we have reason to believe in Military Sciences in a Post-Truth Society?**
Sookermany, Anders McD

asookermany@fhs.mil.no

THE MILITARY PROFESSION SESSION 2: Casebased approaches

1. Lessons Learned and Not Learned in Military Operational Thought

[Thomas Crosbie](#)

thcr@fak.dk

2. Comparative Military Professional Education: A proof-of-concept approach to comparing military universities

Christian Leuprecht

christian.leuprecht@rmc.ca

3. Peacemaking and peacekeeping in Africa - asymmetric warfare

Rialize Ferreira

rializeferreira@gmail.com

4. The Impact of Asymmetric Warfare on the Reconfiguration of Military Education: Turkey Case

Sigri, Unsal

usigri@gmail.com

VETERANS AND SOCIETY - SESSION 2: – Room

1. Photography, memory and the online afterlives of the Portuguese colonial wars

Antunes, Maria José Lobo

mjosela@gmail.com

2. Veterans of Wars and Mass Media in Slovenia

Maja Garb

maja.garb@fdv.uni-lj.si

3. «Here in Mozambique, there are Veterans and veterans, dude!...» Different wars, different social and ontological status

Paulo Granjo - Institute of Social Sciences - University of Lisbon (Portugal)

paulogranjos@gmail.com

Edson Cortez – Centre for Public Integrity (Mozambique)

edcottez@gmail.com

Vânia Pedro – Superior Institute of Arts and Culture (Mozambique)

vaniamanuel.pedro@gmail.com

4. Return to Lebanon: A Trip Down Memory Lane

Melanie Dirksen

m.dirksen@veteraneninstituut.nl

Martin Elands
m.elands@veteraneninstituut.nl

WARRIORS IN PEACEKEEPING SESSION 2: Latin American peacekeepers and lessons from MINUSTAH

- 1. The Challenges of Post-MINUSTAH Military Professionalization in Latin America**
Monica Hirst, Universidad Nacional de Quilmes
hirstmoni@gmail.com
- 2. Civilianizing the armed forces? Peacekeeping as a form of neo-combat**
Nicole Jenne, Pontificia Universidad Católica de Chile
njenne@uc.cl
- 3. Global South and Peacekeeping: Brazil's Ambiguous Lessons in Police Deployments**
Adriana Erthal Abdenur, Igarapé Institute, Rio de Janeiro
adriana@igarape.org.br

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 5

CIVILIAN CONTROL OF THE MILITARY SESSION 3: Civilian Control in New Democracies and Authoritarian regimes 2: Europe and Latin America

- 1. Neotraditionalism and Russian Civil-Military Relations: Obstacles to Civilian Control, Modernization, and Efficiency**
Jack Porter
porterj1@citadel.edu
- 2. Back to the future! The resurgence of military leadership in Brazil.**
Beirão, André Panno
beirao.ap@gmail.com
- 3. The military and politics in post-Francoist Spain**
Frieyro de Lara, B.
frieyro@ugr.es
- 4. The Armed Forces and the Society in a Spain in crisis: Cospedal's policy of security and defense (2016-2018)**

Carlos Navajas Zubeldia
carlos.navajas@telefonica.net

5. Can you pronounce pronunciamento? Success or failure of military take-overs and Civil-military relations in Portugal and Brasil (1889-2019)?

Cardoso Reis, Bruno
bcscr@iscte-iul.pt

WORKING GROUP RECRUITMENT AND RETENTION SESSION 3: CONSCRIPTION VERSUS ALL-VOLUNTEER FORCES

1. In between the state and the self

Dana Grosswirth Kachtan (danakc@openu.ac.il)

2. Sweden – from conscription to an all-volunteer force and back

Jonsson & Svensén (emma.jonsson@fhs.se)

3. The U.S. Military All-volunteer Force: A Case of Serendipity

James Griffith (jhgriffith@comcast.net)

GENDER AND THE MILITARY - SESSION 2: Normative Framework and Attitudes towards Women in the Military

1. What is the truth about female soldiers in the post-socialist country

Pavlikova, Eva; Lastovkova, Jitka; Safrtalova, Eva (lastovko@email.cz)

2. Should « Gender » Be a Multiplier of Operational Efficiency? Difficulties and Reluctances of Women's Deployment in the French Military

Camille Boutron (camille.boutron@irsem.fr)

3. Mechanisms of resistance and expulsion of military women in the Argentine Armed Forces

Masson, Laura (laura.masson.ar@gmail.com)

4. Examining harmful and inappropriate sexual behaviour (HISB) within military occupational training schools in the Canadian Armed Forces (CAF)

Silins, Stacey; Leblanc, Manon; Wang, Zhigang
stacey.silins@forces.gc.ca

5. Military Leaders are White Men...Or are They? Race and Gender Intersectionality for Peer Leadership Evaluations

Rosenstein, Judith; Smith, David; Nikolov, Margaret
david.g.smith.phd@gmail.com

MORALE, COHESION, & LEADERSHIP - SESSION NO. 2 – Leadership and Culture – Room

1. Intercultural Leadership in the Swiss Armed Forces

Jager, Michael (michael.jager@vtg.admin.ch)

2. Vo Nguyen Giap: Leadership and the Evolution of Vietnamese Strategic Culture

Bang Tran (bang.tran@polytechnique.org)

Ekovich, Steven (sekovich@aup.edu)

3. Modern Practice of Military Cultural Awareness: Lithuania among the Great Powers

Zotkeviciute-Baneviciene, Agniete (agniete.zotkeviciute@gmail.com)

4. Cultural Disparity between Professional Officers and Conscripts in the South Korean Army

Insoo, Kim (kma6453@gmail.com)

VIOLENCE IN THE MILITARY – SESSION 2

1. Micro-Sociology and New Wars - Visual analysis of terror attacks during the “Intifada of the Individuals”

Ben-Shalom, Uzi, Moshe, Rinat, Mash, Rony, & Dvir, Amit

uzibs@ariel.ac.il

2. The Future War: glocalization wars, governance by seduction and the post truth society

Moelker, René

Rene_moelker@yahoo.com

3. Understanding Tactical Level Agency in the Donbass Conflict

Robert Lummack (rlumm104@uottawa.ca)

PORTUGUESE PANELS SESSION 2: POLICE-MILITARY RELATIONS AND ORGANIZATIONAL ADJUSTMENTS IN PORTUGAL

Chair: Ana Romão, Maria da Saudade Baltazar, Nuno Poiães

1. National Security and the articulation between the Armed Forces and the Police

José Fontes, (Military Academy/ Military Academy Research Centre (CINAMIL). Lisbon, Portugal

jose.fontes.pt@gmail.com)

2. **The Role of Military Leadership in the Configuration Socio-Professional of Portuguese Police Administrative Elites**
Nuno Caetano Lopes de Barros Poiars, (Instituto Superior de Ciências Sociais e Segurança Interna/ICPOL. Lisbon, Portugal - nunopoiars@hotmail.com)

3. **Management of training effectiveness in the armed forces: contributions to a post-truth model**
Nuno Alberto Rodrigues Santos Loureiro, (Military University Institute (IUM), Military University Institute Research and Development Centre (CIDIUM); NOVA University of Lisbon. Lisbon, Portugal - nuno.a.loureiro@gmail.com)
Lúcio Agostinho Barreiros dos Santos, (Military University Institute (IUM), Military University Institute Research and Development Centre (CIDIUM); COMEGI Researcher – Lusíada University of Lisbon. Lisbon, Portugal - labs0892@gmail.com)

4. **The citizens importance on defense policies and on armed forces performance: The military overview**
Paulo Gomes, (Military Academy/ Military Academy Research Centre (CINAMIL). Lisbon, Portugal - gomes.pja@mail.exercito.pt)

Parallel Book Sessions 2

1. **Title: The Special Operations Forces (SOF) book session**
Organizer: Dr. Tone Danielsen, The Norwegian Defence Research Establishment (FFI)
Email: Tone.Danielsen@ffi.no
Introducer: Anthony King/ Tone Danielsen introduce the panel and provide some social scientific perspectives on SOF research.

2. **Title: When Soldiers Rebel: Ethnic Armies and Political Instability in Africa**
Author: Kristen A. Harkness
Email: kh81@st-andrews.ac.uk
Panel Format: 15-20 minute presentation by the author followed by 15-20 minutes of discussant remarks and then Q&A with the audience.
Discussants: David Kuehn (GIGA)

3. **Title: The Politics of Military Families: Tensions between State, Work Organizations, and the rise of the Negotiation Household**
Author: Rene Moelker, Manon Andres, and Nina Ronés
Email: rene_moelker@yahoo.com
Edited volume, published in 2019
Moelker, Andres, and Ronés (Eds)

14.30 – 16.00 PARALLEL SESSIONS 6

TOTAL DEFENCE WORKFORCE - -Part time Reserve Forces in the 21st Century. Balancing family, work and military service. -Session 3

1. Retention in the Primary Reserve Force: The Influence of Civilian Employment and Family Considerations

Irina Goldenberg, National Defence Canada (Irina.Goldenberg@forces.gc.ca).

2. Negotiating civilian and military lives: Finding time for reserve service.

Zoe Morrison, University of Greenwich, UK (Z.J.Morrison@greenwich.ac.uk)

Scott Tindal, University of Edinburgh, UK (scott.tindal@ed.ac.uk)

Sarah Cunningham-Burley, University of Edinburgh, UK (SCBURLEY@staffmail.ed.ac.uk)

Vince Connelly, Oxford Brookes University, UK (vconnelly@brookes.ac.uk)

Wendy Loretto, University of Edinburgh, UK (wendy.loretto@ed.ac.uk)

3. Reservist families and their understanding of military welfare support as a (non) military family

Vince Connelly, Oxford Brookes University, UK (vconnelly@brookes.ac.uk)

Nicola Fear, King's College London, UK (nicola.t.fear@kcl.ac.uk)

Zoe Morrison, Aberdeen University, UK (Z.J.Morrison@greenwich.ac.uk)

Sarah Hennelly, Oxford Brookes University, UK (shennelly@brookes.ac.uk)

Joanna Smith, Oxford Brookes University, UK (joanna.smith@brookes.ac.uk)

4. Negotiating civilian and military lives: families, relationships and reserve service.

Scott Tindal, University of Edinburgh, UK (scott.tindal@ed.ac.uk)

Zoe Morrison, University of Greenwich, UK (Z.J.Morrison@greenwich.ac.uk)

Sarah Cunningham-Burley, University of Edinburgh, UK (SCBURLEY@staffmail.ed.ac.uk)

Vince Connelly, Oxford Brookes University, UK (vconnelly@brookes.ac.uk)

Wendy Loretto, University of Edinburgh, UK (wendy.loretto@ed.ac.uk)

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 4: Domestic military and police reforms and organizational change

1. Militarization and constabularization: Relations between armed forces and police

Rasmus Dahlberg (Royal Danish Defence College, rada@fak.dk) and Anja Dalgaard-Nielsen (Royal Danish Defence College, andn@fak.dk)

2. Police training and reforms: assumptions, senses and political configurations. A case study in the police schools of Policía de la Provincia de Buenos Aires, Argentina

Mariana Sirimarco, maikenas@yahoo.com.ar

3. Cops versus Soldiers: The legitimacy of Karachi's dual policing mechanism

Zoha Waseem, (School of Oriental and African Studies, zoha.waseem@kcl.ac.uk)

4. How Can Police And Military Best Collaborate Within The Emergency Response Context?

Elizabeth Kirley (Deakin University & Osgoode Hall Law School, York University, elizabethkirley@gmail.com), and Eric Ouellet (Canadian Forces College and Royal Military College of Canada, ouellet@cfc.dnd.ca)

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 3: (In) Action And Military Subjectivity In Post-Truth Times: A Regional Perspective

- 1. The truth is in there: The militarization of the self among Danish ISAF troops**
Thomas Randrup Pedersen
Institute for the Study of Military History, Culture and War/ Royal Danish Defence College
thpe@fak.dk
- 2. Inaction as only alternative. Contemporary Argentinian peacekeepers in search of respect**
Eva van Roekel
VU Amsterdam
eva.van.roekel@vu.nl
- 3. Shooting at nothing and awaiting martyrdom: boredom, transgression and expression of violence among Shia paramilitary forces fighting in Iraq and Syria**
Younes Saramifar
VU Amsterdam
y.saramifar@vu.nl
- 4. The hidden cost of peacekeeping: Ghanaian “peace soldiers” and mental health in the post-deployment phase**
Humphrey Asamoah Agyekum
Unaffiliated
h.asamoah@mail.com

THE MILITARY PROFESSION SESSION 3: Variance-based approaches

- 1. Psychosocial risk factors in the army**
cpae.gef@mail.exercito.pt
Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J.
- 2. Roles of Officer Corp and NCO's in training of conscripts: case of Lithuania.**
Jurate Novagroockine
jurate.novagroockiene@mil.lt
- 3. EQUITY IN HEALTH IN PORTUGUESE ARMY: DISTRIBUTION OF MUSCULOSKELETAL INJURIES IN THE MILITARY TRAINING**
Ana Teresa Jeremias; Pedro Correia
ft.jeremias@gmail.com

4. Gathering field experience or steering clear of the real work? - The Finnish officers' motivation for military crisis management operations

Captain, M. M. Sc. Jussi-Pekka Niemelä

jussi-pekka.niemela@mil.fi

WARRIORS IN PEACEKEEPING SESSION 3: Combat experience in peacekeeping

1. Re-importing the 'robust turn'. Consequences of UN peacekeeping for armed forces deployed in internal public security missions

Christoph Harig, Helmut-Schmidt-Universität/University of the Federal Armed Forces Hamburg
christoph.harig@hsu-hh.de

2. From Peacekeeping in Haiti to drug trafficking 'combat' on the Argentine border. The 'absence of State' in the construction of analogous operational environments.

Sabina Frederic, National University of Quilmes-National Council of Scientific and Technic Research, Argentina
frederic@unq.edu.ar

3. Transitioning from Blue Helmets to Blue Flags: The Role of AMISOM Troop Behavior

in Undermining FGS Legitimacy and SNA Credibility

Whitney Grespin, King's College London
whitney.grespin@kcl.ac.uk

4. Barefoot soldiers and skiing nations? Coping strategies in the UN mission in Mali

Chiara Ruffa, Uppsala University (presenter)

Bas Rietjens, Netherlands Defence Academy
chiara.ruffa@pcr.uu.se

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 1

1. Finding your way in global conditions cloudy if not warped: South Africa's Defence Diplomacy
Ian Liebenberg (jankalahari@gmail.com)

South Africa's defence posture in Africa radically changed between 1950 and 2018. From a

MIGRANTS: IDENTITIES AND BORDERS MANAGEMENT

Luís Malheiro (malheiro86@hotmail.com)

Military University Institute, Centre for Research in Security and Defence (CISD), Lisboa, Portugal
Fernando Bessa

Military University Institute, Centre for Research in Security and Defence (CISD), Lisboa, Portugal

2. Creating an artificial 'pattern recognition' tool for a securization within a framework of urbanization?

Cagri Sagiroglu, Ph.D. (cagrisagiroglu@hotmail.com)

11.00 – 11.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 7

CIVILIAN CONTROL OF THE MILITARY SESSION 4: Civilian Control in New Democracies and Authoritarian regimes 3: MENA and Africa

- 1. Erdogan's Post-July Coup Military Restructuring and Its Implications for Turkish Civil-Military Relations**
Ozgur OZkan
oozkan@uw.edu
- 2. Civil Military Relations in Turkey before and after the July 15 Failed Coup Attempt**
Sigri, Unsal & Varoglu, Kadir
usigri@gmail.com
- 3. Militaries: In and Out of Politics and Economies A Dynamic Regional Order Approach to Civil-Military Relations Comparative Cases of Turkey, Egypt, and Israel**
Marwa Maziad
marwa@u.washington.edu
- 4. Bending the truth and the tentacles of Corruption: Arms Acquisition, Corruption and Secret Deals under apartheid and after apartheid**
Ian Liebenberg
jankalahari@gmail.com

WORKING GROUP RECRUITMENT AND RETENTION SESSION 4: RECRUITMENT AND SELECTION

- 1. Improving the Selection of Military Pilot Candidates Using Latent Trajectories: An Application of Latent Growth Mixture Modeling**
Gomes, A. & Dias, J. (apgomes@academiafa.edu.pt)
- 2. Conscription in Lithuania: motivational changes**
Barbora Radvilaite
barbora.radvilaite@gmail.com
- 3. Will hackers become generals?**

Didier Danet (didier.danet@st-cyr.terre-net.defense.gouv.fr)

4. Measuring Military Tactical Decision Making Skills to Support Training and Enhance Personnel Selection

Männiste, T; Pedaste, M; Schimansky, R (tonis.manniste@mil.ee)

5. Screened to lead: How Future Military Officers differ from their Civilian Counterparts

Brænder, Morten; Gøtzsche-Astrup, Oluf; Holstring, Vilhelm (mortenb@ps.au.dk)

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 3

1. Society in Transition. Perspectives and Consequences for Civil-military Relations and the Armed Forces in the Future

Rothbart, Chariklia

charikliarothbart@bundeswehr.org

2. Unity in the Face of Threat: How Russia's Use of Military Force in International Relations Affects German Public Support for a Common European Army

Graf, Timo

timograf@bundeswehr.org

3. Cold War Revisited? Germany and the renaissance of alliance defense

Steinbrecher, Markus

MarkusSteinbrecher@bundeswehr.org

4. The discrepancy in the standing of the Bundeswehr based on personal attitudes and the perception of the climate of opinion. Empirical analyses on the topic

Wanner, Meike

MeikeWanner@Bundeswehr.org

GENDER AND THE MILITARY – SESSION 3: Gender roles, military culture and technology

1. Human – Machine Interaction. A gender(ed) issue?

Vanderstraeten, Frik & Resteigne, Delphine

delphine.resteigne@mil.be

2. Military Service as 'Gendered Capital' in Civilian Life

Pomerantz-Zorin, Limor

limorpom@outlook.co.il

3. Dynamics of Culture and Gender in the Israeli Military

Pomerantz-Zorin, Limor & Bruker, Guy

limorpom@outlook.co.il

4. New Work, New Soldier? Finnish Defence Forces Officers' Conceptions on the Ideal Soldier

Kouri, Suvi

suvi.kouri@gmail.com

WG MILITARY FAMILIES: SESSION 2

1. Developing and Testing the Empirical Foundation for Secondary Prevention of Family Maltreatment in the United States Air Force

Gary L. Bowen, PhD ACSW, Dean and Kenan Distinguished Professor, School of Social Work, University of North Carolina at Chapel Hill and Todd M. Jensen, PhD MSW, Research Associate/Research Assistant Professor, School of Social Work, University of North Carolina at Chapel Hill

jensen@unc.edu

2. Marriage and divorce after military deployment to Afghanistan: A matched cohort study from Sweden

carl-martin.pethrus@ki.se

3. The risk/protective factors for the health outcomes in military families

Janja Vuga Beržnak

janja.vuga@fdv.uni-lj.si

4. Equity in Health in Portuguese Army: Distribution of Musculoskeletal Injuries in the Military Training

Ana Teresa Jeremias; Pedro Correia

ft.jeremias@gmail.com

Thursday 20 June

09.30 – 11.00 Plenary Session 'Military studies in a post-truth society: visions from around the world'

Location: **Grande Auditório**

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 8

TOTAL DEFENCE WORKFORCE - Reservists as Transmigrants (Part I) - Session 4

- 1. Military Reserves as “Transmigrants” Ten Years Later: Between Transmigration and Military Compacts**
Nir Gazit, Edna
Lomsky-Feder
Eyal Ben-Ari
- 2. Understanding and explaining the tensions between full time Regulars and part time Reserves within the British Army. “Transmigrants are not welcome here?”**
Vince Connelly
- 3. Motivations of the reservists to join the Argentine Armed Forces**
Laura Masson
National University of San Martín - National Defense University
laura.masson.ar@gmail.com - lmasson@unsam.edu.ar

CIVILIAN CONTROL OF THE MILITARY SESSION 5: Contentious Issues in Contemporary Civil-military Relations

(Chair: David Kuehn)

- 1. How Socio-Cultural Change in the Turkish Military has redefined its Relations with Politics and Society in the 2000s**
Ozgur Ozkan
oozkan@uw.edu
- 2. The Truth be known: Defence Force Discipline Appeals Tribunal Analysis.**
Collins, Pauline
pauline.collins@usq.edu.au
- 3. Causes of Coherence and Confusion: Swedish and German Whole-of-Government Approaches in Afghanistan.**
afinova, Maya
mdafinova@gmail.com
- 4. Expectations and Perceptions of Military and Civilian Personnel of each others’ Roles and Abilities in supporting Finnish Defence**
Wiikinkoski, Tarja
tarja.wiikinkoski@avi.fi
- 5. Studying globalization and foreign policy: the (western) political-military global cluster as the main element? A critical assessment**

Sousa, Pedro Ponte
pedrosousa_pps@hotmail.com

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 5: Community Policing

- 1. How should donors treat non-state armed groups in Community Policing in Southeast Asia?**
Saya Kiba (Komatsu University, Faculty of International Communication,
saya_kiba@yahoo.co.jp)
- 2. Re-examining the theories of Community Policing – Incorporating non-state armed groups?**
Atsushi Yasutomi (Miyazaki International College, Faculty of International Liberal Arts,
atsushi.yasutomi@gmail.com)

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 4

- 1. War, Fake news and Post-truth politics**
Herrera, Javier.
Jav1800@hotmail.com
- 2. Perspectives on NATO policy on information operations in a Post-Truth Era**
Meijer, Marten
dr.marten.meijer@gmail.com
- 3. Post-truth and the creation of military threats: the Russian case**
Loi, Stefano
stefano_loi@iscte-iul.pt
- 4. Imaginary Armed forces in Post-truth Society**
Rohr-Garztecki, Marek
marek.garztecki@gmail.com

MORALE, COHESION, & LEADERSHIP - SESSION NO. 3: Leadership training and education – Rm

- 1. Leadership development and civic education in the German armed forces. Empirical analyses on the topic**
[Wanner, Meike \(MeikeWanner@Bundeswehr.org\)](mailto:Wanner,Meike@Bundeswehr.org)
- 2. Emotions and learning in a typical learning environment in Finnish Defense Forces**
Ruuskanen, Marko & Paananen, Soili (marko.ruuskanen@mil.fi, Soili.Paananen@mil.fi)

3. Institutional Leadership in the Canadian Armed Forces - A Perspective of Senior Leaders

Fonseca, Felix (felix.fonseca@forces.gc.ca)

4. Identifying Factors that Influence the Career Trajectory of Senior Military Leaders in the Canadian Armed Forces

Coulthard, Julie (Julie.Coulthard@forces.gc.ca)

WARRIORS IN PEACEKEEPING SESSION 4: Soldiers in the field: Multidimensional challenges

1. Are the Peacekeepers Sex Machines? The Problematic Discourse on Struggle Against Sexual Violence in Peace Operations

Boutron, Camille
camille.boutron@irsem.fr

2. Professional Soldiers vs. Child Soldiers: Moral Dilemmas and Implications on the Battlefield

Jones, Michelle
Michellejones@outlook.com

3. France's Digital Soldiers: A new professional group?

Saïd Haddad
said.haddad@st-cyr.terre-net.defense.gouv.fr

4. Kurdish Women's Leadership on and off the Battlefield

Metcalfe & Kelley
christopher.kelley@usafa.edu

Parallel Book Sessions 3

1. Book Titles: The Military and Liberal Society and Civil-Military 'Legal' Relations: Where to from Here?

Authors: Pauline Collins; Tomáš Kučera

Email: Pauline.Collins@usq.edu.au; tomas.kucera@fsv.cuni.cz

Tomáš Kučera's The Military and Liberal Society

Pauline Collins' Civil-Military 'Legal' Relations: Where to from Here?

2. Title: Women Soldiers and Citizenship in Israel: Gendered Encounters with the State

Authors: Edna Lomsky-Feder & Orna Sasson-levy

Email: mshednal@mscc.huji.ac.il ; o.sassonlevy@gmail.com

(Routledge, 2018)

Speakers:

Helena Carreiras, University Institute of Lisbon, Portugal

Dana Grosswirth Kachtan, The Open University, Israel

Edna Lomsky-Feder and Orna Sasson-Levy (Authors)

3. Title: The Springer Handbook of Military Sciences 1st Edition

Authors: Anders McD Sookermany

Email: asookermany@ifs.mil.no

The Panel Format

The Editor-in-Chief will organize the session on the Handbook of Military Sciences as an introduction to the projects aim, scope and content. It is my intention to bring with me the Section Editors (SE) with an affiliation to ERGOMAS (as of today four out of 10 confirmed SE's are members of ERGOMAS).

14.30 – 16.00 PARALLEL SESSIONS 9

WORKING GROUP RECRUITMENT AND RETENTION SESSION 5: RECRUITMENT

- 1. Positive attitude, fast adaptation, calmness...? Traits and skills for successful completion of service among Estonian conscripts**
Talves, Kairi; Truusa, Tiia-Triin (kairi.talves@mil.ee)
- 2. Recruiting for Uncle Sam: Hardiness and Performance in U.S. Army Recruiters**
Paul Bartone, Stephen Bowles (bartonep@gmail.com)
- 3. Employer Branding: the Army mirrored on it's candidates**
Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J.
(cpae.gef@mail.exercito.pt)
- 4. Coherent Career Planning - an attempt to create a sustainable human resource management strategy within the Swedish Armed Forces**
Gillberg, Gunnar, Holmer, Jan, Kadefors, Roland & Östebo, Anders (gunnar.gillberg@socav.gu.se)

GENDER AND THE MILITARY - SESSION 4: Women's participation, career and experiences in service

- 1. Women in Combat: Actual Performance in Military Operations**
Eyal Lewin and Uzi Ben Shalom
lewin1212@gmail.com
- 2. Coping of Female Conscripts. A Content Analysis**
Siplane, Andres
andres.siplane@kmin.ee

- 3. Glass Ceilings in the Military? How Male and Female Officers View their Career in the Bundeswehr**
Kuemmel, Gerhard
gerhardkuemmel@bundeswehr.org
- 4. Women's Participation in the Jordanian Military and Police: An Exploration of Perceptions and Aspirations**
david.g.smith.phd@gmail.com

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 4: Contemporary Armed Forces In Latin America: Transformations, Changes And Agendas

- 1. Title: Disputes Over Sovereignty in Brazil: Between the Public and Private Uses of Force**
Susana Durão
UNICAMP, Institute of Philosophy and Human Sciences (IFCH), Brazil
ssbdurao@gmail.com
- 2. The Dialogues of Peace in Colombia as triggers of emotional narratives among the military**
Ana María Forero Angel - Departamento de Antropología, Universidad de Los Andes, Colombia
am.forero260@uniandes.edu.co
- 3. Torture in Mexico during the process of public security militarization (2006-2016)**
Carlos Silva Forné. Instituto de Investigaciones Jurídicas. Universidad Nacional Autónoma de México. carlos_silvaforne@yahoo.com.mx
- 4. Militarization and sovereignty. Drug trafficking and international terrorism as threats in the Army and the Gendarmerie shift in Contemporary Argentina**
Sabina Frederic (Universidad Nacional de Quilmes- National Research Council of Technic and Scientific Research, Argentina)

VETERANS AND SOCIETY - SESSION 3: – Room

- 1. The ANZAC narrative: helping or hindering our contemporary Australian veterans?**
hannah.taino@cdu.edu.au
- 2. Older Adult Veterans and Loneliness: Fictive Kinship And Isolation**
Brewster, Liz, McWade, Brigit & Clark, Sam (e.brewster@lancaster.ac.uk)
- 3. The “veteran” as product and producer of social memories: Sociological considerations based on the German case**
Leonhard, Nina (NinaLeonhard@bundeswehr.org)
- 4. The Skillful Swedish Veteran – a Competent Resource in Society**

Victor Tillberg, Lotta (lottavictortillberg@me.com)

“In my daily life, I have ended up as chairman in all the associations I’ve been involved with. They can see that you’re solution-driven, get things done and are communicative, I guess.”

WG MILITARY FAMILIES: SESSION 3

- 1. The Personal and Family Strengths Inventory: A Tool to Inform Service Planning Among Active-Duty Members At Risk of Perpetrating Family Maltreatment**
jensen@unc.edu
- 2. Different stories lived and told in different perspectives of primary family members. From within in a military deployment cycle including periods of leave at home.**
Olsson, Ann-Margreth E.
ann-margreth.olsson@hkr.se
- 3. Army Partners: The perspectives and experiences of accessing formal support**
Emma Long
e.long@lancaster.ac.uk
- 4. The Portuguese Navy, work and family: effects of work-family conflict in the performance of boarded military**
Cavaleiro, Franco & Gomes
sandra.patricia.campanico@marinha.pt

PORTUGUESE PANELS SESSION 3: Armed Forces

- 1. Wellington does security capacity building? The British rebuilding of the Portuguese army for the Peninsular war, short term success, medium term problems**
Cardoso Reis, Bruno
bcscr@iscte-iul.pt
- 2. Portugal, Southern Africa and Cold War (1960-1975). A post-truth perspective**
Correia, J.
correia.jmp@ium.com
- 3. The military pilot: Dispositional signature, characteristic adaptations and life story/narrative**
Fachada
fachada.cpa@ium.pt

11.00 – 11.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 10

WORKING GROUP RECRUITMENT AND RETENTION SESSION 6: MINORITIES IN THE ARMED FORCES

- 1. What diversity in the French military? State of play and new challenges**
Elyamine Settoul (elyamine.settoul@sciencespo.fr)
- 2. The attractiveness of the Dutch armed forces among young women**
Op den Buijs, van Doorn, Moelker (tp.od.buijs@mindef.nl)
- 3. The challenge of inclusion/assimilation and the role of the military institution: Comparative analysis of the cases of Denmark, Sweden and Greece in the post-Cold War era.**
Gerassimos Karabelias and Ioannis Fytas (gkarabelias@panteion.gr)

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 5

- 1. Unconventional Warfare**
Jeswal, Rupali
dr.jeswal@gmail.com
- 2. Counter-terrorism operations in Nigeria: Challenges to fighting Boko Haram in a post-truth environment**
Olayinka Ajala
olayinka.ajala@york.ac.uk
- 3. What role for small states in the agenda setting of security and defence? The case study of Portugal and the mission in the Central African Republic**
Xavier, Ana Isabel
Ana.Isabel.Xavier@iscte-iul.pt
- 4. Media, Public Opinion and the positive image of the Armed Forces in the Federal Intervention in Rio de Janeiro**
Dias, Guilherme M. & Coelho, Carlos Frederico
diasgm@ppgcm.eceme.eb.mil.br

THE MILITARY PROFESSION SESSION 4:

1. Handbook of Military Sciences: Section on the Military Profession

Last, David

last-d@rmc.ca

MORALE, COHESION, & LEADERSHIP - SESSION NO. 4: Ethical leadership – Room _____

1. Why eighty percent of the territorial defense volunteers attend the Sunday Holly Mess? – The role of religion in contemporary armed forces in Poland

Nowotny, Slawomir (s.nowotny@iskk.pl)

2. Leader courage in ethically challenging scenarios

McCone, Dave; De Angelis, Karin & Laney, Matt (david.mccone@usafa.edu)

3. Development of Ethical Leadership in the Military: The Case of Czech Armed Forces

Kucera, Tomas (tomas.kucera@fsv.cuni.cz)

4. The Structural Sources of Military Optimism

Askonas, Jon & Denison, Ben (askonas@cua.edu)

VIOLENCE IN THE MILITARY – SESSION 3

1. Military logics of action

Hasselbladh, H. & Ydén, K. (hans.hasselbladh@gmail.com)

2. To Combat or Not? An Investigation of Military Competence-in-Use and Violence: Findings from Swedish International Operations

lottavictortillberg@me.com

3. One-Eyed Man is King: “Sons of the Country” Reversing the Chain of Command in Counter-Insurgency Operations.

Bieri Erwin A. (eabieri@hotmail.com)

4. Entre la “base” y la comunidad: La militarización del paisaje rural y la cotidianidad durante la «guerra contraterrorista» en el Perú

c.granados@pucp.edu.pe

Friday 21 June

09.30 – 11.00 PARALLEL SESSIONS 11

CIVILIAN CONTROL OF THE MILITARY SESSION 6: Military Operations other than War and their Effects on Civilian Control and Democratic Governance

(Chairs: Christoph Harig, Nicole Jenne)

- 1. Controlling blue berets: the consequences of political neglect in the case of Uruguay's participation in peacekeeping**
Julián González Guyer, Universidad de la Republica, Uruguay
Nicole Jenne (presenter), Pontificia Universidad Católica de Chile
njenne@uc.cl
- 2. The vicious circle. Civilian control and the promotion of internal public security missions of Brazil's military**
Christoph Harig, Helmut-Schmidt-Universität/University of the Federal Armed Forces Hamburg
christoph.harig@hsu-hh.de
- 3. Peacekeeper contributions and regime stability**
Jonathan Caverley, United States Naval War College, jon.caverley@usnwc.edu
Jesse Dillon Savage, Trinity College Dublin, dillonsj@tcd.ie
- 4. War, by no other means? Local civil-military engagements in the Philippine Bangsamoro Area**
Rosalie Arcala Hall, University of the Philippines Visayas
rbarcalahall@up.edu.ph

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 6: Coordination, Cooperation and Convergence

- 1. National-level coordination for complex operations: Symbolic politics or coordination failure?**
Lene Ekhaugen (Norwegian Centre for Civil Military Relations, lene.ekhaugen@ifs.mil.no)
- 2. The littoral divide: A paradox of Norwegian police-military cooperation**
Magnus Håkenstad (Norwegian Armed Forces, Centre for Civil Military Relations, mhakenstad@ifs.mil.no)
- 3. Military against threats in internal security in Latin America**
Martínez, Rafa (University of Barcelona, Group of Research and Analysis on Public Policy, CIDOB rafa.martinez@ub.edu)
Political Science and Public Administration
Director of GRAPA (Group of Research and Analysis on Public Administration)
Associate Researcher of CIDOB, Barcelona

4. **Military and police cooperation and competition in Hungary**
Ferenc Molnar (molnarfj@hotmail.com)

VETERANS AND SOCIETY - SESSION 4: – Room

1. **Identity, Transitions and Support: Processes of Desistance Among Ex-Military Personnel in Custody**
Haddow, Christine, Winterton, Mandy and Morrison, Katrina (C.Haddow@napier.ac.uk)
2. **Solution Focused Mediation Towards Posttraumatic Growth**
Pauliina Pirskanen (pauliina.pirskanen@gmail.com)
3. **(De) Militarizing the Soldier: Theoretical Perspectives**
Dutra, João (joaovpdutra@gmail.com)

WARRIORS IN PEACEKEEPING SESSION 5: Theoretical insights into peace operations and officer education

1. **Gandhi's Approach to Peacekeeping and Resolution of Conflicts Through Non-co-operation**
Manish Sharma
manish@pu.ac.in
2. **Causes of Coherence and Confusion: Swedish and German Whole-of-Government Approaches in Afghanistan.**
Dafinova, Maya
mdafinova@gmail.com
3. **A Generic Pedagogic Model for Academically Based Professional Officer Education**
Hedlund Erik
erik.hedlund@fhs.se

PORTUGUESE PANELS SESSION 4 :Armed Forces

1. **Health Care Quality in the Portuguese Armed Forces Hospital**
Mairos, J. & Fachada, C.
joaomairos@sapo.pt
2. **Portuguese Armed Forces: operating in the cognitive domain**
santos.rjrp@ium.pt

- 3. Quality Analysis on the Masters in Military Aeronautics for Military Pilots**
Vasco Monteiro
vpmonteiro@academiafa.edu.pt

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 12

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 7: Military, paramilitary, and police in international operations

- 1. Police-military relations in UN peace operations**
Marina Caparini, (Stockholm International Peace Research Institute, marina.caparini@sipri.org)
- 2. Sociology of dispositional groups in national security issues forecasting**
Jan Maciejewski (Institute of Sociology, University of Wrocław, jan.maciejewski@uwr.edu.pl)
- 3. Distance creation under financial smokescreen**
Jukka Mattila, Markus Häyhtiö (National Defence University, Department of Economics, markus.hayhtio@kolumbus.fi) 5
- 4. Neoliberal Globalization Demands Police and Military Understanding of Political Economy**
Last, David
last-d@rmc.ca

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 6

- 1. Challenges to Pacifistic antimilitarist identity in Japan**
Hosoda, Takashi
hosoda@fsv.cuni.cz
- 2. Co-existence of military and media in India**
Parmar, Leena & Singh, Daljit
leenaparmar5@gmail.com
- 3. From public opinion to agency: Polish perception of national security in the European context**
Pienkowski, Piotr
piotr.pienkowski@uwr.edu.pl
- 4. Polish Youth on Military and Military Service**
Sinczuch, Marcin

m.sinczuch@uw.edu.pl

GENDER AND THE MILITARY – SESSION 5: Resistance to gender equality in the military organization

- 1. “Don’t be such a girl”: A tale of two Australian officer training institutions**
Jarrod Pendlebury, University of Sydney,
jpen1596@uni.sydney.edu.au
- 2. “Gender blindness or Gender awareness: Two strategies for achieving equality facing the Resistance of the Military Organization”**
Elena Lysak, School for Advanced Studies in the Social
Sciencesevessy82@gmail.com
- 3. Organizational and individual resistance towards #Metoo in the Swedish Armed Forces**
Arita Holmberg, Swedish Defence University
Aida Alvinius, Swedish Defence University
aida.alvinius@fhs.se
arita.holmberg@fhs.se
- 4. Demographics, Gender and National Security Policymaking in South Korea**
Lana Obradovic, University of Nebraska Omaha,
Lobradovic@unomaha.edu
- 5. Transformational Leadership toward Gender Equality: Gender-based differences in resistance towards gender advisors**
Sara Bondesson, Department of Security, Strategy and Leadership, Swedish Defence University
sara.bondesson@fhs.se

THE MILITARY PROFESSION SESSION 5:

- 1. Rethinking Military Professionalism - Canadian, American, British and Swedish perspectives**
Krystal Hachey
Krystal.hachey@forces.gc.ca

WG MILITARY FAMILIES: SESSION 4

- 1. Beyond the Greedy Family**
Moelker, René
Rene_moelker@yahoo.com

2. **Aspiring cadets and wives-to-be: genesis of the military family in the 1970s Argentine Army**
Natale, Eleonora
e.natale@keele.ac.uk
3. **Brazilian Military wives in a frontier city: family and volunteering in the Amazon.**
Silva, Cristina Rodrigues da
crisyellow@gmail.com
4. **Military Wives: Between Collaborative Life and Women's Hierarchy**
Lysak Elena
evessy82@gmail.com

Parallel Book Sessions 4

1. **Title: Armed Forces, War, and Society: Sociology through the Prism of Military Sociology**
Authors: Wilbur J. Scott, Karin Modesto De Angelis, and David R. Segal
Email: Wilbur.Scott@usafa.edu
Presentation format: Wilbur Scott and Karin Modesto De Angelis will both be in attendance to present an overview and summary of the book. All those at the session will be offered, free of charge, e-copies of selected chapters.
2. **Title: The October 1973's Unlikely Victory. Inconvenient Truths from the October 1973 Yom Kippur War**
Authors: Sriduth & Effi Meltzer
Email: evi48@zahav.net.il
[Hebrew] (Editor: Michael Bronstein). Sriduth & Effi Meltzer Pub., 2017. 589 pp + indexes. 120 NIS (about US\$33)
Moderator: Eviathar H. Ben-Zedeff, The Institute for Counter-Terrorism in The Interdisciplinary Center in Herzliya, Israel & Herzliya, Israel and coordinator of The Alfredo Workshops for the study of wars, Israel
Speakers: Eyal Lewin, The Ariel University, Israel
Amir Bar-Or, The Sapir College, Israel
3. **Title: On Military Memoirs**
Authors: Lt-col dr. L.H.E. (Esmeralda) Kleinreesink
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14.30 – 16.00 PARALLEL SESSIONS 13

TOTAL DEFENCE WORKFORCE - Reservists as Transmigrants (Part II) - Session 5

1. Cohesion As A Predictor For The Military Preparedness Of Reserve Soldiers

Taavi Laanepere ,University of Tartu, Estonian National Defence College
Kairi Kasearu, University of Tartu
laanepere@yahoo.com

2. A Conceptual Model of Reserve - Regular Force Integration Effectiveness

Donna I. Pickering, PhD, Defence Research and Development Canada
Operational Health and Performance Section
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Jerzy Jarmasz, PhD
Defence Research and Development Canada – Toronto Research Centre
Human Effectiveness Section
(E-mail: Jerzy.Jarmasz@drdc-rddc.gc.ca)

3. Enhancing Integration: Reserve Innovation and Commitment in Operationalizing Defence Policy

Lieutenant-Colonel Michael A. Rostek, CD, PhD, APF
Lieutenant Commander Stephanie A.H. Belanger, CD, MBA, PhD

CIVILIAN CONTROL OF THE MILITARY SESSION 7: Collaborating to Innovate: Civil-Military Relations and Military Innovation During the Long Peace

1. Why Turkish Armed Forces Fail to Innovate.

Dr. Caglar Kurc (Bilkent University)
caglarkurc@gmail.com

2. Swedish Total Defence During the Long Peace

Dr. Malena Britz (Swedish Defence University)
Malena.Britz@fhs.se

3. A Tribune for Officers: Military Commanders' Use of Fiction to Critique Government

Dr. Luke Middup (University of St. Andrews)
lfm6@st-andrews.ac.uk

4. Planning to Escalate to Deescalate: Military Alliances and Innovation during France's Cold War

Marc R. DeVore (University of St. Andrews)
mrd7@st-andrews.ac.uk

MORALE, COHESION, & LEADERSHIP - SESSION NO. 5: Leadership tools and skills – Room

1. Strategic communications as a leadership tool

Raduha, Nina (ninca.sem@gmail.com)

2. **Differences in perceptions of military ranks between Finnish reserve officers and reserve NCO's**
Mattila, Jukka; Tukainen, Sampo; Kajalo, Sami (jukka.mattila@aalto.fi)
3. **Leadership and Self-Efficacy in military and civilian context: a comparative study of skills development on an outdoor training exercise.**
Palma, Patrícia; Jorge, Ana; Gomes, Ana (pfpcoelho@gmail.com)
4. **WHAT HAPPENED? GT and comprehensive crisis management**
Ruolanto, Minna (minna.ruolanto@gmail.com)

VETERANS AND SOCIETY - SESSION 5: – Room

1. **Methodological conflicts in the (co)production of knowledge about UK veterans' incarcerated for sexual offences.**
Winterton, Mandy; Haddow, Christine; Morrison, Katrina & Rappoport, Jaqueline
(m.winterton@napier.ac.uk)
2. **The Indefinite Interaction: War Veterans Writing as Resistance to Governing Narratives**
judie.britt@gmail.com
3. **The emerging Australian contemporary veteran narrative in a post-truth world: the problematic v solutions focused pathway post-discharge.**
Taino-Spick, H. (hannah.taino@cdu.edu.au)
4. **Needs of ex-combatants and their families: Perception of technicians and associative leaders**
Carriço, C., Lima, M.L., & Moleiro, C. (caeco@iscte-iul.pt)

Abstracts

Monday 17 June

1600 – 17:45 Registration

18.00 – 20.00 Opening Ceremony at TBD

Tuesday 18 June

08.30 – 09.30 Registration and Welcome Coffee

09.30 – 11.00 Plenary Opening – Location: Grande Auditório

Address by the ERGOMAS president, Helena Carreiras

Address by the Portuguese Secretary of State for Defense, Ana Santos Pinto

Keynote Address by David R. Segal from University of Maryland

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 1

TOTAL DEFENCE WORKFORCE – Private Military and Security Companies: Benefits and Concerns - Session 1

1. Can PMSCs play a role in COIN Ops?

Jones, Michelle

Michellejones@outlook.com

The emergence of Private Military Security Companies has altered the way in which security has been perceived and delivered. States opting to partake in long-term military operations have contracted Private Military Security Companies in order to provide a troop surge and enhance their presence in the region. However, devolving security to a non-state entity has sparked concern, and options regarding methods of regulation and accountability have plagued the academic and policy world. With states now opting to conduct military operations with a lighter footprint, the option to out-source certain tasks and services has provided great relief to states and granted certain strategic advantages. The benefits include the hiring of personnel when needed, contracting specialists in order to carry out certain tasks and using these companies as force multipliers to complete reconstruction and development projects. However, the utilisation of these companies can also provide serious strategic implications for states. When conducting counter-insurgency operations, the ability to successfully win over the local population via a dedicated hearts and minds campaign is a vital aspect of the operation. This paper will examine whether Private Military Security Companies could provide substantial strategic benefits to counter-insurgent forces or whether the presence of PMSCs are likely to cause a hindrance to state forces.

2. What Data tell us about the Qualifications of Private Military Contractors: Exploited Class or Exclusive Club?

Swed, Ori & Daniel Burland

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Privatization of war created a new profession: the private military contractor. This new development revolutionized security policies across the globe, while reviving old patterns of inequality. Widespread military privatization fosters two types of employment. The first is

exploitative: low-status individuals are hired in large numbers to perform menial labor. The second focuses on hiring experts who are able to organize and carry out combat operations that the employer could not accomplish without them. Scholarly discussion of the military contractor workforce does not offer a clear picture of these work relations, but instead tends to describe an exploitative industry, a characterization that overlooks the industry's highly compensated sector of experts. We contribute to the discussion by using an original dataset to examine the qualifications of American and British contractors who died in Iraq. Based on our analysis of this available data, we assert that Western employees, particularly those directly engaged in combat, constitute an exclusive, high-status club of experts, as opposed to laborers recruited from the developing world, who continue to make up an exploited, low-status class of workers in the private military industry.

3. Cloak of War: Security Privatization as Pressure Avoidance Strategy

Swed, Ori & Crosbie, Thomas

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Over the past few decades, there has been a remarkable shift in how states manage security, with many opting to outsource and privatize capacities long viewed as fundamental requirements. This new approach to statehood, where contractors replace uniformed personnel and public oversight all but disappears, has proven quite resilient. All indicators point toward more and more security functions in more and more states drifting from public to private control. Notably, we are already living in an era where wars – some wars, at least – are fought mostly by private contractors. Why are states privatizing their critical security functions? To date, three broad answers have been advanced in the literature: neoliberalism, task specialization and administrative miscalculation. We introduce a fourth explanation: pressure avoidance. To adjudicate between these answers, we compare three prominent cases where states preferred private contractors over their own security forces: the U.S. wars in Afghanistan and Iraq, the Israeli checkpoint security in the West Bank, and Russian intervention in Syria. Ultimately, we borrow the sociological concept of cultural lag to explain why pressure avoidance is a more compelling explanation than the others. We identify outsourcing as a strategy whose advantages stem from the confusion they introduce to regulatory and oversight regimes, a virtual “cloak of war” that offers many advantages to policymakers.

4. The Market and the Return of Swedish "Total Defence"

Berndtsson, Joakim

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In recent years, Swedish security policies and practices have undergone substantial changes. The military defence has seen a “territorial (re-)turn”, conscription has been partially reinstated and Total Defence planning has been resumed, involving all sectors of Swedish society. In this context, a number of structures for civilian-military cooperation are being put in place, and plans made for joint exercises between military and civilian defence forces. Significantly, the Total Defence concept also includes substantial cooperation between public agencies and private sector actors. The involvement of commercial actors in the Total Defence organisation is certainly not new, but it raises important questions about the transforming role and influence of market actors, particularly in the globalised era. The aim of this paper is to contribute to our understanding of

how commercial actors, particularly from the defence and security industries, are seen as partners in the Total Defence organisation. The paper will analyse how private sector expertise and legitimacy are perceived and described by political and military elites, but also how commercial actors articulate their interest in, and contribution to, Swedish Total Defence. Data consists mainly of official documents and industry publications, but also includes elite interviews with political, military and industry representatives.

CIVILIAN CONTROL OF THE MILITARY SESSION 1: Civilian Control in Established Democracies

Chair: David Kuehn

1. French Civil-Military Relations in Transition (2008-2018)

MAKKI, Sami

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This paper proposal intends to analyze the evolution of civil-military relations (CMR) in France during the last decade (2008-2018).

Through policy and strategic documents, as well as political discourses within French institutions (MinDef, PM/SGDSN, Presidency), we will take stock of Government Initiatives and resulting policy transformations following the publication of the French White Paper on defence and national security (2013) and the recent Strategic Review (2017).

Terrorist attacks in 2015 and 2016 challenged French institutions, decision-makers and the French Society as a whole. The intervention in Mali (January 2013) and the implementation of Operation Sentinelle (January 2015) are two dimensions of the French War on Terror.

In this context, new public policies profoundly transformed the nature of CMR in France and the equilibrium of relations between Top officers and Political Authorities. In the meantime, in January 2017, the French Defence Minister Le Drian launched a series of initiatives to reinforce CMR in France. More recently, Le Drian, now Minister for Foreign Affairs, created an interagency management framework to fight Post-Truth Society challenges in which the military is directly involved.

Interviews with active and former military officers underlined the difficulty to implement change at the interagency level.

2. Guarding the vigilant guardian: civilian control over Belgium's domestic deployment of the armed forces

Claerman, Jens & Janssens, Jelle

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This article looks at how civilian control is exercised -by way of institutional control mechanisms- over the Belgian armed forces engaged in Operation Vigilant Guardian, the mission meant to protect the country from the kind of terrorist attacks that plagued Europe in 2014 and 2015. As stated by BRUNEAU and MATEI in their article "Towards a new conceptualization of

democratization and civil-military relations”, this begins with a clear legal basis. By combing through statutes relevant to domestic military deployment, policy documents and discussions in the parliamentary Defense committee it becomes clear that the statement by the Minister of Defense, assuring that the legal basis would certainly be in order, must be taken with a grain of salt. The legal basis is instilled with a certain degree of ambiguity that has led other commentators to conclude that the deployment -in its current form- is not in accordance with the law. From the study of this legal basis an image arises of the institutions and the role they play in the civilian control over the armed forces. It can be concluded that the executive takes center stage in this regard and that the legislature and judiciary play only marginal roles of control.

3. Civilian Control by Other Means? The German Military in the Movies

Kuemmel, Gerhard

gerhardkuemmel@bundeswehr.org

The paper covers the period since the end of the Second World War up to the present time and looks at the various ways in which the military is presented in German cinema and TV movies. The military in this case is both the Wehrmacht and the Bundeswehr, i.e. the paper does not include the East German military. The analysis is based on a grounded theory inspired content analysis of the German film productions since the late 1940s and comes up with categorization of these films. The various types of movies are taken as an indication of the ways in which German society views the military and as another facet of civilian control of the military.

4. Theory of Concordance within Theory of Democracy: Possibilities and Projections

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Rebecca Schiff's 'Concordance Theory' offers an insightful analysis over civil-military relations in modern politics. The concordance theory approaches to the public opinion as a component of the political game in a country. According to Rebecca Schiff, citizenry is an active agent in a society and contributes to the balance between civil-military relations. Concordance theory is barely related to democratic establishment, and stays shy in theory of democracy. This article intends to search the possibility of the usage of concordance theory for and within theory of democracy; at least in those countries which have tradition of military interventions. If citizenry is an active agent, then it can contribute to the institutionalization and continuation of democratic processes as well. As Rebecca Schiff calls for scholars to contribute to the 'Theory of Concordance' in her article in 1997, this article intends to contribute to the literature of 'theorizing concordance'. This theoretical investigation suggests that the concordance between civilian politics, military elites, and the citizenry, as Schiff proposed, also effects the quality of democratic establishment especially in those countries where military interventions have been an integral part of the course of the history. For the sake of democratic and human rights development, the citizenry needs to have channels to express itself freely.

5. The establishing of the universal national service in France: a new citizenship path serving security?

JAKUBOWSKI, Sébastien

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Since the professionalization of the French armies, the national service is, in France, “suspended”. During the election campaign of 2017, the question of the restoration of the national service has been the object of engaging political debates. The elected president of the republic, Emmanuel Macron, has chosen, according to his program, to launch an experimental universal national service (SNU in French) from the beginning of 2019, whose vocation is to gradually generalize to all the girls and boys from the same age class.

Institutionally, a secretary of State in charge of this subject has been appointed. He belongs to the Ministry of National Education and not that of the armies.

This communication proposes to deal with the main principles of this SNU and to analyze it through two angles. The first: How could this SNU allow to promote a sense of belonging to the Nation stronger and a commitment to the service to the national community? The second: How this SNU will modify the link between Education and Defense? France, like other countries marked by terrorist attacks on his soil, wonders about the construction of a citizenship path in relation to security.

WORKING GROUP RECRUITMENT AND RETENTION SESSION 1: Motivation and Satisfaction

Chair: Johan Österberg

1. Work of Team in Health as Mechanism of Administration of the Satisfaction and Motivation of Civil and Military Personnel

Ana Teresa Jeremias
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Military health organizations are striving to motivate, satisfy and retain military and civilian personnel. For this purpose, teamwork is recommended. However, it is questioned what effect the teamwork approaches will have on worker’s satisfaction and motivation. In order to answer this question, between July 2017 and September 2018, a systematic review of the literature was carried out, which included 18 periodicals from five scientific databases. Although many studies are not clear about the teamwork approach used, most revealed that collaboration has met the highest frequency of satisfied workers. It also showed a positive and significantly strong association between collaboration and satisfaction as well as between collaboration and motivation. Although more limited, the results of the studies also suggest a significant positive association between labor impairment and worker motivation. It is generally concluded that knowledge about teamwork approaches, and effects on employee satisfaction and motivation is still weak. Future studies should be performed for consistency of results as well as analyze cause-effect between variables, and consider the reconciliation of approaches, for example from collaboration with commitment.

2. The Influence of Satisfaction on Turnover Intentions of Portuguese Air Force Pilots

Jesus, P., Palma, P. & Gomes, A
ana.apg@gmail.com

The purpose of this research was to study the relationship between Satisfaction and Turnover Intention their turnover intention, were determined simultaneously. A sample of 113 individuals was collected for this study, which corresponds to about 56.8% of the existing population of military pilots in the PoAF. It was concluded that the best predictors of Turnover Intention of PoAF are, ranked from most to least important, the global satisfaction level, the level of work-related self-realization and the satisfaction with the quality of support given by their military leaders. It was also determined that a difference in Satisfaction and Turnover Intention does in fact exist between all the various missions performed by the pilots, meaning that individuals who are most satisfied with their jobs are, in decreasing order, fighter pilots, instructor pilots, pilots yet to be assigned to an aircraft, cargo and maritime surveillance and, lastly, Search and Rescue pilots. The pilots with the highest Turnover Intentions are the ones who are most dissatisfied.

Also, strong correlations were found between Satisfaction and Turnover Intentions in the sampled population.

3. Military career: The perception of contracted personnel serving in the Portuguese Armed Forces

Ferrão, H & Fachada, C.

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Nowadays, we are seeing a big decrease in the number of candidates for the Portuguese Armed Forces. This study aims to understand the perception of contracted personnel regarding the military careers in the Portuguese armed forces. To this end, we have used a questionnaire, which is an adaptation of one published by the ONRH (2017) and the DGRDN (2017). The questionnaire is based on 13 dimensions (possible catalysts of the Military Career Attractiveness) and it was presented to 1348 military personnel of the three Categories of the three Branches of the Armed Forces. The results lead us to conclude that, in average, a military career is perceived as something positive and attractive, which, nevertheless, can be improved, being this mentioned most relevant for the Army male enlisted personnel. This is also expressed in the dimensions Recognition and Reward, Change and Innovation, and Quality.

4. Motivation and Turnover among the military doctors of the Portuguese Armed Forces

Braga, C. & Fachada, C.

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The number of fiscal constraint restraint policies has increased over the last decades, both national and supranational. This has clear repercussions for the defence sector, especially for the management of the Armed Forces, and, consequently for Military Health. The preservation of human resources should be a key concern of any organization, if not the most important one. In the current context, and in the case of highly specialised personnel, this concern becomes even more relevant. This study analyses turnover among military doctors in the career staff of the Portuguese Armed Forces, using a sample of 110 career officers from the three branches, all of whom are on active duty and have ranks from Second Lieutenant/Lieutenant to Commander/Lieutenant Colonel. The results revealed an increase in turnover over the last quadrennial (2014-2017), and a significantly strong and negative correlation between turnover intentions and work structure motivation. Furthermore, the (psychological) commitment that binds military doctors to the Armed Forces is mainly affective, one of identification with the

institution. Therefore, several concrete and objective measures are proposed to retain these high-value assets in the military.

GENDER AND THE MILITARY - SESSION 1: Social Origins, Training and Socialization

Chair: Aida Alvinus

1. French Military women: between institutional voluntarism and persistent resistance »

claude weber (claude.weber@st-cyr.terre-net.defense.gouv.fr)

Recent and current events (see for example French Newspaper Libération – 13 April 2018) have highlighted reprehensible behaviors towards young women in one of the five French military preparatory school, which are principal « fish-tank » for Saint-Cyr cadets'. If the armies are not the only ones to know such drifts, the paper will focus and questioning possible structural reasons - or not - for such things. In fact, reactions and comments generated by these cases within the army indicate not only that the military components have not been fully successful in eradicating such attitudes in general within units, but also that those facts seems not always take seriously take into account. Regarding a certain number of findings related to the daily lives of military women in France (stereotypes, eviction, ceilings and glass walls and difficulties to have the same carriers that mens, etc.), the presentation will try to explain these realities, to highlight the stakes institutions are faced to and to point out some desirable orientations to enforce the existing law on sexism since 2015.

2. From cadets to officers: a comparative study on gender integration, trajectories and experiences of military women in the Portuguese Army.

Silva, Cristina Rodrigues da (crisyellow@gmail.com)

The paper proposes to understand the gender dimension inside the Military Academy in Portugal. The topics to be covered are the following: an analysis since women entry 26-years-ago in the institution (adjustments, challenges and experiences); the integration of the daily life of male and female cadets; the professional expectations and conciliation with the family dimension; the issue of differences and similarities of male and female leadership, and how the operational component is viewed in the context of military missions. It is intended to raise a socio-anthropological characterization of the gender integration process in Portugal, focusing on the interviews conducted with military personnel about women participation, in order to analyze and contrast the different experiences of the male and female militaries in two contexts: the first mixed classes in the Military Academy and the current cadets classes in the institution. In this way, it aims to explore to what extent the development of the integration process diluted (or not) the initial difficulties or resistances of entry of women into the Portuguese Army - a tension and ambivalence always present when facing their dual status of women and military.

3. Willing and Able: An ethnographic study of civilian preparedness training for women in Finland

Hart, Linda & Tallberg, Teemu (linda.hart@alumni.helsinki.fi)

This study describes and analyses civilian preparedness training for women offered by non-governmental organisations in Finland. Empirical data consists of participant observation during weekend courses, ethnographic fieldnotes and semi-structured interviews with course participants and course leaders. The courses observed cover a wide range of topics and practical skills related to personal security, disruptions to everyday life, disasters and crisis situations. The courses offer a form of participation in defence-oriented activities for (civilian) women in a society characterised by male conscription, voluntary armed service for (young) women since the 1990s and high rates of political support and willingness to participate in national defence among the population. The analysis dwells on two interconnected levels: what participants do and learn in the training offered in order to fulfil an ideal of a “capable citizen”, and how this relates to their own perceptions of citizenship, national defence and participation in security labour as a gendered field of social life. This study investigates an area of civil society in Finland that has been studied relatively little in its present context: non-governmental organizations linked to security labour and how they are linked to and supported by the Finnish Defence Forces.

4. Narratives of motivation and dependents’ support for Women in Military Leadership Training
heli.hayrynen@univaasa.fi

This article analyses the narratives of women conscripts to see how they perceive their motivation and dependents’ support in relation to their military training. An aim is to focus on different forms of motivation and dependents’ support and explore how those can evolve in the course of the women’s leadership training. I’m also interested in what kinds of gender relations women produce when narrating their experiences of military leadership training.

Military leadership development can be a trigger for an individual’s career and may also help women to break the glass ceiling in work life after military service. Leadership development can work against gender discrimination in leadership career by giving the woman the credentials of a competent professional. Previous studies show that gender roles in military organizations are highly segregated. By making the female point of view visible and acknowledging the views women bring with them, new resources and possibilities for military organization can be created that has the potential to produce added value to and equal career opportunities in the organizations. The studies also bring forth that women in the military meet same difficulties as women in other contexts to integrate work and family.

The research material of this study comprises interviews (N=45) with 15 women who had been selected to undergo military leadership training. In contrast to many previous studies, the results here suggest that motivation and dependents’ support is not a fixed or uncomplicated phenomenon but is constructed as various and flexible by women: negotiated, enriching and declining. The narrative analysis, in which I detected three different story-lines - happily ever after, comedy and romance - shows that the most positive narratives in terms of the military leadership career success were those in which motivation and dependents’ support was constructed as negotiated, and dependents were willing to be flexible and adaptable in their gender relations with the women. More attention to a women integrating within armed forces is needed.

Keywords: military leadership; leadership development; doing gender; Finland, narratives

Chair: Giel Algra

1. Understanding Societally Prevalent Misbeliefs about Veterans from the UK Armed Forces - A Quantitative Approach

Phillips, Rita (phillips_rita@yahoo.com)

Previous research outlined that British public perceptions of veterans can be erroneous. For example, surveys indicated British public to believe that veterans are more likely to suffer from ill-health, homelessness and unemployment – all factually incorrect beliefs.

To investigate why erroneous beliefs about veterans may be pertinent in British society this study adopted methodological procedures commonly used in research on the structure of societal representations. An open-ended word-association task was conducted with 234 UK participants (mean age 24) via an online survey. Participants were asked to provide three initial responses to discharged Service Personnel stimuli terms ('Veteran', 'Ex-Service Personnel', 'British Army Iraq Veteran', 'British Army Afghanistan Veteran') and to active Service Personnel stimuli terms ('Recruit', 'Soldier'). The responses were evaluated on a 5-point Likert scale in accordance to perceived prototypicality.

The total of 4212 responses produced by participants were grouped into 14 thematic clusters using Hierarchical Evocation Modelling examining frequency and prototypicality scores. The results indicated 'Victimization' ('suffering from' associations) to be a defining core-cluster in the perception of all discharged Service Personnel stimuli terms, however, not for active Service Personnel stimuli terms. In contrast, 'Heroism' was a defining core-cluster for all stimuli terms. Regression Models indicated that sociodemographic characteristics (i.e. age, social distance, national pride) accounted for little variance in cluster evocation and valency scorings. A Principal Component Analysis indicated 'Victimization' to be related to de-individualized, war-related associations and 'Heroism' to be related to personality-trait related associations. These patterns were uniform across all stimuli terms.

In conclusion, though discharged and active Service Personnel may be understood in highly uniform relationship with war-exposure. Therefore, to decrease veterans' societal stigma, it may be useful to promote campaigns that focus on the individual characteristics and personalities of veterans.

2. So... did you kill anybody? - How military veterans in the Netherlands experience and deal with physical and moral stigma

de Reuver, Yvon. (y.dereuver@veteraneninstituut.nl)

This paper argues why being a Dutch servicemen can be viewed as a 'dirty job' according to the definition of Ashforth & Kreiner (1999; 2014) and how this physical and moral stigma lasts after veterans have left the military (2013). It does so by analysing qualitative data from semi-structured interviews with 45 veterans, who participated in UN-missions in Lebanon and Bosnia and/or in ISAF in Afghanistan. The question whether they have killed anybody is reported by these veterans as the number one question they get asked about by civilians. This question, I argue, is a symptom of stigma: it shows what Ashforth & Kreiner call 'voyeuristic scrutiny' towards a dirty

job. The paper shows how the veterans are using discourses of heroism, self-sacrifice, and provision of a critical service to justify the work they did. The veterans also construct defensive tactics like condemning the condemners, distancing themselves from (local) society, and social intergroup comparisons to combat the taint they experience. The paper then explains how the stigmas and the chosen defence mechanisms lead to a strong group culture and identification.

3. Conflicting values and ethics in veteran policy

Andres Siplane, Tiia-Triin Truusa (tiia-triin.truusa@ut.ee)

The policies in the majority of Western countries and NATO allies are 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, psychologists and other professionals 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 chapter provides critical insights into these moral and ethical issues and critically assesses the roles of the stakeholders (state and military authorities, social workers, public opinion and veterans) designing the approach to veterans.

4. Russian Veterans and the Politics of Russian Strategic Culture – National Identity, the Use of Force and Veterans under President Vladimir Putin

Porter, Jack J. (porterj1@citadel.edu)

Russian veterans of the Soviet-Afghan War have become integral to both the construction and maintenance of contemporary Russian strategic culture. Their participation in this process is the product of numerous domestic political, cultural and institutional efforts. First, civil-society groups have actively engaged in the promotion of a variety of practical policies and more honorific recognition of their rights and service, thus veterans have become a more visible and vocal component of the political process. Second, President Putin has mobilized veterans and their symbols in the promotion of Russian strategic culture.

First, the paper will analyze the evolution of political, economic, and cultural status of veterans in post-Soviet Russia (1991-present). Second, it will investigate the iterative dynamics of the relationship between veterans and the politics of strategic development. These dynamics are the product of mutually constructed and contested images and arguments regarding veterans, the use of force and the broader Russian society and political system. Finally, the analysis will focus on contemporary Russian politics in which 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. Veterans now play a critical role in regime legitimation and notions of nationalism and national identity – all essential aspects of Russian strategic culture.

1. **Military Family Doing: Challenges for Family Practices and Demonstration in a Post-Truth Society**

Cesnuiyte, Vida

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The research idea inspired by the theoretical approaches of doing family, family practices and family demonstration. Morgan (1996; 2011) states, family practices create family. Lack of its cause emotional distance within familial ties. For the solid and stable relationships, family practices like daily routines, feasts and other are necessary (Smart, 2007). Additionally, family members expected to demonstrate to each other and society that they are family (Dermott & Seymour, 2011). So, which family practices are doing military family? How members of military family demonstrate to each other and society familial relationships? How family is doing when most of time they must to spend in military service, often – in a distance from family? Finally, which challenges experience military family when doing family in post-truth society? The empirical research based on qualitative interviews carries out in 2017 in Lithuania. The research results reveal, it is complicated to plan in advance routine activities, weekends, summer vacations or other family practices with members who are in military service. For most of them military service is above the family practices. On the other side, survey participants state that they find ways to demonstrate attention to family members via gifts, small trips together, etc.

2. **Army Partners, Deployment and Liminality**

Long, Emma

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A presentation of key findings of a PhD study exploring army partner's perspectives and lived experiences of navigating the reintegration process after the return of their serving partner post combat-related deployment. By moving beyond considering deployment as a linear process, this research shows that for army partners, experiencing liminality is regular - identities, roles and practices rarely become stabilised as disruption imposes constant change. This presentation will show how army partners manage the constant (and in some cases frequent) deployments/absences of their serving partner, altering the family dynamic. Their role, status and understanding of their self-changes to adjust, adapt and manage the disruption caused by military demands.

The research involved in-depth semi-structured interviews with 27 army partners (all were female and married to a currently-serving member of the British Army) and 23 members of the formal support services working with army families. Over 50 hours of audio-recorded data was coded and analysed thematically.

3. **Enabling Relocating Employees to telework, mitigating Work-Family Conflict**

Hannola, Anitta

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Introduction

In the Finnish Defence Forces (FDF) relocations are due to an officer's career, but are applicable to personnel. In this study a relocating employee (referred as relocatee) can be described as a person who lives separated from his/her family because of his/her work in another (distant) location. The relocatees suffer mostly from time-based work-family conflict due to this separation, yet also from strain-based. The role pressure incompatibilities mean that time devoted to one role as well as the strain produced in one role makes it difficult to fulfil requirements of another role (Greenhaus & Beutell 1985). In a similar vein, national studies showed Finnish men suffering from time-based conflict (Ojanen 2017). The FDF has enabled its personnel to telework for the past two years.

Method(s)

An electronic survey was carried out in autumn 2017 and the questionnaire consisted of 46 variables covering areas like work-family conflict and family relations, exhaustion and job satisfaction. Among the 3000 FDF respondents, altogether 427 relocating employees were detected. The quantitative material was analysed statistically comparing relocatees' responses with those of non-relocatees by using relevant analyses. The sum variables were exhaustion (6 items) and job satisfaction (3 items). The independent variables covered subjects as teleworking and opinions thereof, hindrances for teleworking and descriptions about family status.

The survey included also open-ended question "Which job-related elements are threatening the work-family relationship". The text material was analysed by using abductive content analysis, producing 14 exclusive categories. The main categories were commuting, living separated, work intensification and job rotation. Following the content analysis the categories were quantified and analysed in relation to background and other variables.

Research

The relocatees were typically senior, high-rank officers having family with children. Although they were concentrated in certain army commanding units, they were relocated in every part of Finland. It should be noted that only half of the relocatees were enabled to telework. Most of the hindrances were because of their demanding, high-rank positions or due to the operational working tasks. The relocatees used only about one day a week for teleworking, but this served a buffering role, allowing more time with the family. The relocatees reported that the main benefits from teleworking were mitigating work-family conflict and one's work-related exhaustion. These were mediated by lessened obligations to commute and travel.

Discussion

It was shown that teleworking has a prominent role in mitigating work-family conflict among the FDF personnel, especially among the relocatees. Also work exhaustion was relieved via lessened needs to commute or travel. As teleworking is quite new benefit, the same questionnaire should be repeated in order to discover even more positive consequences.

4. Managing the boundaries of work and family

Andres, Manon

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"Once it was simple: men worked and most women stayed at home to raise the children." The new reality is more complex. Social, demographical, and technological developments have

contributed to changes in both the family and work domains and bring new challenges and pressures in the work-family interface. The boundaries of work and family become more symbolic; for instance, through technological developments, such as smartphones and constant email and internet connection, people become available (for work and/or family) anytime, anywhere. Boundary theory suggests that individuals manage the boundaries of work and family life through processes of segmenting and/or integrating the domains. The aim of this contribution is to discuss this issue, illustrated by empirical research from Dutch deployed military personnel and non-deployed partners.

Parallel Book Sessions 1

1. Title: HRM in the Bundeswehr – theoretical positions and empirical findings

Session Organizer: Martin Elbe

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In spring 2019 two books on HRM in the German Armed Forces (Bundeswehr) will be published by the Bundeswehr Center for Military History and Social Sciences (ZMSBw) in Potsdam. In the last few years several empirical studies have been conducted on retention (e. g. the attractiveness of the Bundeswehr as an employer) and careers of soldiers (e. g. former officers in civil jobs). As these studies highlight certain perspectives of the military HRM, the empirical findings were to be focused on from a theoretical point of view as well. The two books presented show the interdependency of theoretical subsumption and empirical findings. The first book, *Personal management in der Bundeswehr. Grundlagen, Strategien, Kompetenzen*, by Martin Elbe and Gregor Richter (Elbe and Richter, 2019), gives an overview on HRM in the Bundeswehr in three sections (HRM strategy, socialization and retention, learning culture and competencies). The Bundeswehr HRM strategy is presented (Frank Reiland) and contrasted with an international comparison of military HRM strategies (Franz Kernic). Organizational socialization is presented as a theoretical frame for analyzing military careers (Martin Elbe) and it is discussed whether privates are a special group for the HRM (Gregor Richter). Sonja Sackmann discusses the impact of cultural complexity on HRM in the military and Fritz Böhle demonstrates how dealing with uncertainty via improvisation helps in hot phases of the military organization. Finally the development of competences for officers under conditions of uncertainty is discussed (Rafaela Kraus).

The second book, *Duale Karriere als Institution. Perspektiven ziviler Karrieren ehemaliger Offiziere* by Martin (Elbe 2019), construes officers' careers as institutionalized dual careers, with a theoretical background on the institutionalization of biographies and the tradition of studies on former officers' careers over the last 30 years. The former officers' perspective (n=1028) is contrasted with the view of HR Managers in private companies (n=1051). An additional analysis of the data shows, that it is the signals former officers give when applying for their first job after their military service and not the human capital they have accumulated. Contributors: Martin Elbe, Janine Freudenberg, Alexandra Gloger, Franziska Koch, Max Kowalewski, Philipp Krampe and Holger Morick.

Both books are in German – the session will be in English.

2. Title: The Handbook of the Sociology of the Military

Session Organizer: Marina Nuciari

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The Handbook of the Sociology of the Military, edited by G. Caforio and myself, published in May 2018 by Springer Nature. link: <https://link.springer.com/book/10.1007/978-3-319-71602-2#toc>.

3. Title: Military Cultures in Peace and Stability Operations

Author: Chiara Ruffa (Swedish Defence University and Uppsala University)

EMAIL: chiara.ruffa@pcr.uu.se

Discussants: Eyal Ben Ari (Kinneret College) and Joe Soeters (Netherlands Defence Academy)

In *Military Cultures in Peace and Stability Operations*, Chiara Ruffa challenges the widely held assumption that military contingents, regardless of their origins, implement mandates in a similar manner. She argues instead that military culture—the set of attitudes, values, and beliefs instilled into an army and transmitted across generations of those in uniform — influences how soldiers behave at the tactical level. When soldiers are abroad, they are usually deployed as units, and when a military unit deploys, its military culture goes with it. By investigating where military culture comes from, Ruffa demonstrates why military units conduct themselves the way they do. Between 2007 and 2014, Ruffa was embedded in French and Italian units deployed under comparable circumstances in two different kinds of peace and stability operations: the United Nations Interim Force in Lebanon and the NATO mission in Afghanistan. Based on hundreds of interviews, she finds that while French units prioritized patrolling and the display of high levels of protection and force—such as body armor and weaponry—Italian units placed greater emphasis on delivering humanitarian aid. She concludes that civil-military relations and societal beliefs about the use of force in the units' home country have an impact on the military culture overseas, soldiers' perceptions and behavior, and, ultimately, consequences for their ability to keep the peace.

14.30 – 16.00 PARALLEL SESSIONS 2

WORKING GROUP RECRUITMENT AND RETENTION SESSION 2: Conscription And Beyond

1. The universal national service (SNU) in France: what is the meaning of this new military obligation?

Jankowski, Barbara

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In France, the shift towards an all-volunteers army has been decided in 1996 and fully implemented in 2001. Twenty years after this major decision, the newly elected President

Emmanuel Macron has decided to come back to a mandatory military service concerning all the French youth. Unlike some European countries, French armies do not face recruitment problems. The wish to restore a form of military service is not either motivated by the emphasis on the protection of the national territory since the 2015 attacks. The concern at the heart of this policy change is clearly social. It is to overcome the lack of social integration especially within the youth. It is planned that a first experiment will be put in place in June 2019. The officers are not favorable to a mission that would capture a part of their human and financial resources. The Ergomas conference in Lisbon will be held while the first wave of a few hundred or even thousands of young people (male and female) will experience this new national service. Given the reluctance on all sides (among young people, the military, a part of the political class), many doubts appear about the viability of the project. My presentation will take stock of this public policy decision since it was put on the agenda two years ago.

2. The renewed call for conscription

Johan Österberg
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On 1 July 2010, conscription was put to rest in Sweden, in favor of an all-voluntary force, in so doing leaving a 100-year tradition. There were several reasons for this transformation of the Swedish Armed Forces (SAF) most important was the new security situation in Europe after the Cold War, which led the SAF focusing more on participation in multinational missions abroad. The end of the Cold War entailed a huge downsizing of the SAF, where the huge conscript-based defence with national focus was not considered cost-effective. However, the system with voluntariness failed in providing the SAF with sufficient numbers of soldiers with the right qualities, and not one single year with an AVF, the required numbers of soldiers or officers were met. Furthermore, the new security situation in the Nordic Region and the reintroduced direction for the SAF with territorial defence, the Swedish parliament decided to re-instate conscription in 2018, this time gender-neutral, after just eight years with an AVF.

3. Citizens as soldiers and agents of national defence

Kosonen, Jarkko
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Finland's defence is based on general conscription of men and voluntary-based conscript service for women. Because of this, there is a specific interface in the relation between citizens and Defence forces in Finland. General conscription enjoys widespread support. In recent years, an average of 70–75 percent of each male age group has conducted their mandatory conscript service of around 6-12 months and 6 percent have conducted civilian service in Finland. Lately there has been debate, and political support, to introduce a gender-neutral, mandatory national service system to supplement the conscript service.

The aim of my PhD study is to analyse the Finnish conscripts' commitment to national defence. The study used a mixed method approach by combining both quantitative and qualitative methods and data analysis. The data consisted of digital survey for Finnish conscripts (N = 271) and interviews of 38 civil service men and 33 men resigned from the reserve.

Conscripts negotiate between dual identities as a civilian citizen and citizen soldier. Conscripts and citizens feel that conscription and national defence obligation is just to accomplish mandatory conscript service and it produces gender-based experiences. The dissertation is expected to be published in the beginning of 2019. The results can be utilized in the debate on the change in citizenship as well as in the development of conscription system and conscript service.

4. Is Taiwan likely to bring back the conscription?

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Since 2009, Taiwan's Armed Forces have been endeavouring to phase out the conscription with an All-Volunteer Force (AVF). So far, the AVF has gained political support from former and current regimes. Nevertheless, in a country which military is not highly respected in the society, Taiwan's armed forces has faced problems in meeting recruitment targets. Therefore, government announced in 2015 that the AVF plan to be postponed, as implementing AVF within the timeframe was demographically and technically unfeasible. Having seen some western countries especially Sweden to reinstate the conscription, some have suggested Taiwan to follow suit in order to demonstrate Taiwan's determination to defend itself. However, politically it is a dilemma for the president to reinstate conscription as she gains strong support from young voters. From the perspective of US, Taiwan's strongest ally, the 2018 DoD report on China's military power has drawn into question on Taiwan's AVF plan by arguing that, the need to maintain a sizable, war-ready armed forces is of paramount importance if Taiwan were to defend and win time for mediation by the West if hostilities were to break out. Taiwan is now facing the dilemma and will inevitably choose between reinstating the unpopular conscription or going ahead with the AVF. This paper will examine the likelihood for Taiwan to reinstate conscription through both surveys and interviews.

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 1: Securing Borders: Israel's experience and post-truth border security

1. Calling out Defence personnel in civilian matters and the role of truth telling.

Pauline Collins
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Australia as a historical penal colony meant troops could be used to quell riots. Eureka Stockade is one early example of this, and the 1891 Queensland shearers strike is another. The latter was the last occasion when the military openly assisted in subduing civilian workers. Prior to the 2000 Olympic Games, both major parties supported the passing of Part IIIAAA of the Defence Act 1903 (Cth). Instead of a sunset clause after the Games, the Minister of Defence was given power to appoint a review panel within 3 years. This legislation persists, while the powers, rather than being reduced, have been extended. Many citizens remain ignorant of the powers and further changes that enable greater military involvement in domestic affairs. This militarisation of the civilian domain has gone under the radar and is supported by a media focus on fear of terrorism and being

overwhelmed by refugees. The role of social media in distorting the truth and dividing communities provides a lethal mix when combined with the potential for troops to be used domestically. This paper addresses the legislation in the current political and social climate concluding that there is a formidable threat to the ideal of democracy.

2. Under Martial Law: Police-Military Relations in the Marawi (Philippines) Conflict Zone

Hall, Rosalie Arcala

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Police-military relations in the Bangsamoro conflict area is fraught with tension given the handicaps of the indigenous police force and co-located national army units. Serious gaps in coordinative mechanisms have previously led to deadly outcomes such as the 2015 Mamasapano incident. The 2017 Marawi siege and Martial Law declaration has put military-police relations on a new footing. The paper describes the organization and deployment of the local and non-local police units for humanitarian response, security management, combat, and investigation during and after the 2017 Marawi City siege. The paper maps the various platforms and mechanisms used by various police units, military, humanitarian service providers, home defense volunteer groups, and village civilian officials. The paper probes how vertical or horizontally-organised coordinative platforms mechanisms generate effectiveness and human rights accountability. The paper seeks to contribute to the understanding of the local security sector governance. The nature and functionality of civilian-led platforms in directing police and military actions are also explored to surface gains and gaps in civilian control. Data was generated from interviews with local police officers, military and local government officials from March-September 2018, in line with a project funded by Toyota Foundation.

3. Military and Police Relations in Counter Terrorism Activities in Indonesia

Sri Nuryanti, Researcher, Research Center for Politics, Indonesian Institute of Sciences, LIPI,

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Military and Police relations in Indonesia in Counter terrorism activities are in a big question especially in the decision making process of the law of anti terrorism. There are some contested arguments on who will be the leading sector for any activities relating to counter terrorism in Indonesia. There are two opposite arguments where the police believe that they are the right institution to become the leading sector in counter terrorism activities due to their duty as the security keeper of the society. While on the other hand, military is believed that with their armed advancement and strategy, they believed that they are the proper institutions to become the leading sector. This contesting arguments lead to the unending negotiation between the two institutions: military and police. It resulted at a not firm relations especially when there is terrorism happening in the country. Up to nowadays, there are questions on the difference approaches in overcoming the terrorism whether they will use criminal justice system approach that upholding human rights principles, war system approach that depend on military strategy and armed equipment capacity or combination of the measure ability approach of the two institutions. This paper is aimed at discussing the above matter academically.

4. Public Perspective of Police and Military (Indian Context)

Leena Parmar,
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In a liberal democracy the police are governed by civil law and the enforcement component of the justice system. Military is authorized by the Department of Defense; they swear an oath to defend the constitution from enemies, foreign and domestic. The role of Military in a country is to protect the country from foreign invasion, protection of national borders and emergencies. Police is primarily used to maintain law and order, internal conflicts. In India, the public perception of police and military is very interesting and highly controversial. It is interesting to note that the public perspective changes with the social strata. The research reveals the public perspective of police as highly corrupt, unjust and ineffective. The military on the other hand is perceived as honest, secular and dignified. The methodology of this paper is based on content analysis and 60 interviews of diverse sections of the society; upper, middle, and the lower class – since there exists a difference in societal attitude towards military and police. This paper is going to discuss the issues raised while shedding light on the controversial and conflicting public perception of military and police in India.

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 2

1. Value and Impact of the Conscript Service

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Conscription is an integral part of the Finnish society. Citizens have either their own experience from the military service or through their close friends or relatives who have served in the military. The core value of the conscript service is to build deterrence and defence in a relatively larger country with a small population. As a consequence of the system, there are some outcomes at the individual, organizational and national levels that influence public opinion of the system. Based on this paper, the conscript service improves national will to defend the nation, integrates people with different backgrounds to the society, increases national cohesion, creates and maintains resilience, improves physical health, and supports leadership and social skills of conscripts. Besides positive outcomes, this paper identifies some challenges that are caused by conscription such as a possible delay on a start of studies at the university or a break at work, challenges in personal relationships with a spouse or friends as well as possible personal problems in an adjustment to a regulated military life. Overall, the benefits of the system outnumber the disadvantages, and therefore public opinion strongly supports conscript service in Finland.

2. How Do Finns Relate to National Defence? A quantitative survey

Norri-Sederholm, Teija
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A strong will to defend Finland among the Finnish public is seen as one of the cornerstones of Finland's defence capability. Personal willingness to defend the nation has been studied for decades and the rates have been very high and relatively stable. Finland has general conscription for men and voluntary military service for women. This forms a specific relationship between

Finns and the Finnish Defence Forces. However, recently the international security environment has become more complex and unpredictable and debate in the media possibly modifies citizens' conceptions of their willingness to defend the country. Therefore, a deeper understanding of the phenomenon is needed. Previously, the will to defend Finland has been measured with three questions. This can be seen as unidimensional. A more comprehensive view on the phenomenon can be achieved by using a novel model of citizen's relation to defence. This model involves four aspects of a person's relation to national defence: attitude, confidence, agency, and expertise. Our purpose is to study these aspects and find a deeper understanding of how Finns relate to national defence. The target group comprises the entire population of Finland between the ages of 15 and 79. The sample (N=1500) is collected with a representative survey and analysed with quantitative methods.

3. Are opinions on the welfare state and views on defending Finland connected? Findings of a Finnish survey

Pasi Jalkanen

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Finland has had a high level of public support for defending Finland by military means if needed for the past 30 years. This public support among citizens and among politicians is seen as vital for maintaining general conscription for men, which is the basis of national defence in Finland. It is also seen as an integral of the resilience of Finnish society in the scenario of a large-scale crisis. Historically Finland is included among Nordic welfare states, which are built on universalism in social policy and equal opportunities among citizens from different socioeconomic backgrounds. In this study, it is asked whether disrupting the structures of this welfare model could be endangering public support for defending the country and its government when principles of universalism and equality are receiving less emphasis in Finnish social policy. This study surveys the attitudes and views of the Finnish public regarding the Finnish welfare model, individual views on defending Finland by military means and analyses possible connections between these two dimensions

4. How is citizens' willingness to defend Finland debated in politics and media?

Kaarkoski, Miina

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In Finland, the question of citizens' willingness to defend the nation has constituted an elementary part of defence policy debates. A survey has been frequently carried out to measure the level of citizens' willingness to defend Finland by military means. A survey released in 2018 revealed that public support for defending Finland by military means was lower than during the past 30 years. At the same time, citizens' concerns about a number of issues such as climate change, cyber attacks and political development in Russia were at a higher level than earlier. This notion raised concern about the question of citizens' readiness to participate in national defence. There have been speculations in politics and media on why citizens' willingness to participate in national defence appears to be declining despite increasing uncertainties in the security environment. This paper studies how citizens' willingness to defend Finland has been debated in politics and media in recent years when non-conventional threats such as climate change, cyber attacks and the refugee situation have been considered as security issues. By analysing parliamentary debates,

newspaper articles and blog postings, this paper asks what kind of changes have taken place in debates concerning citizens' willingness to defend Finland.

5. The Politics of Defence-related Public Attitudes: the Cases of Finland and Israel, a Comparative Analysis

Häkkinen, Teemu & Hadar, Maya
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Public support is an essential ingredient when matters of national defense are concerned. This is especially true in countries that utilize the citizen-soldier model in order to establish a nexus between the people and national defence. Whilst contemporary literature concerning defence-related public support tends to focus on current attitudes of particular social groups (e.g. army personnel), the way governments shape defense-related public opinion and motivate the public to support national defence are in need of further investigation. In our paper, we aim to explore both historical and contemporary contexts related to government-led efforts to maintain particular public attitudes towards national defence in two rather different countries. Despite evident discrepancies between Finland and Israel, stemming from different geographical challenges, past armed conflicts and perceptions of existential threats, our analysis reveals numerous similarities that illustrate the profound social prominence of the public's will to defend the country. Upon an analysis of sources related to governmental policies in each country, we attempt to shed light on the ways in which politics interacts with defense-related public attitudes, using a comparative examination. The study provides relevant insights concerning the general role of political language used to involve the public in national defence.

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 1

1. War, Fake news and Post-truth politics

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The concept "war" has been expanding its meaning to designate experiences far removed from what it really represents: war on drugs, war against terrorism, against hunger, against inequality, but also hybrid wars, new wars, cyber wars... In short, it seems that any violence, conflict or initiative is called or seen as some form of war. This situation creates a series of approaches and stories that try to induce a bellicism mentality in the debate, with what it entails: we not only talk about the growing of civil liberties restrictions, and a more intrusive security systems; we also refer to an installed logic, to unbalanced social dynamics that demand a seamless cohesion, a unified command and impoverishment of the debate annulling discordant voices. In this paper we will present how this reformulation of war concepts has become a highly effective post-truth form to politically lead citizens to a series of conclusions and a series of logics that in large part go against their own interests. In turn, an over-stimulation effect is occurring that leads to irresponsibility when it comes to focusing on real or possible war problems.

2. Perspectives on NATO policy on information operations in a Post-Truth Era

Meijer, Marten

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From analyses of armed conflicts and wars it is concluded that the truth is the first victim on the battlefield. Even before an armed conflict or wars breaks out, the concept of truth is heavily contested between belligerent parties. Also Non-Governmental Organizations like Air Wars or the Syrian Observatory of Human Rights appear to have certain interests, although they pretend to present an independent third party perspective. This paper shows by examining several cases of armed conflict and war that information is influence and that information operations are cheap compared to kinetic actions in an armed conflict or war. It is concluded that information operations multiply kinetic effects. Therefore it is recommended to increase consistency in information and influence operations, to align content of messages to a core message and to translate message into many languages and media and deliver these messages also by indigenous voices and faces.

3. Post-truth and the creation of military threats: the Russian case

Loi, Stefano

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The post-truth framework is shaping a social understanding of reality that can deeply change the perception of the strength of a country's military: this is no more only the armed force of a state, but is the general perception of it by social and political actors. As consequence, an armed force can be considered a threat by a state, or by the public opinion of that state, even if it is not from a more thorough military point of view. The case of Russia is exemplary on this respect. Focusing the analysis on the Vostok-2018 Russian military exercise as described in the online news sources in Western Europe, it will be showed how Russia is considered a military threat, at least within the online information framework and narration. However, in the analysis of the Russian Army proposed by NATO, PONARS network or Carnegie Endowment among the others, Russian military strength is considered at least debatable. The post-truth framework in this situation is thus crucial in order to 'create' a Russian military threat: even if Russian foreign policy can be considered at least assertive, its military power is not consistent with the common narration in the media.

4. Imaginary Armed forces in Post-truth Society

Rohr-Garztecki, Marek

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The Polish Armed Forces, since the dissolution of the Warsaw Pact of which they were a part, have undergone both radical reforms and incremental modifications. These changes have arisen from the domestic political situation as well as from the need to adapt to standards and requirements of NATO, which Poland joined in 1999. The splintering of the Solidarity bloc that ruled Poland for most of its post-communist period became, with time, reflected in all of country's main media outlets that became ferociously partisan, leaving no space for unbiased information. Heavy politicization of the way the Polish Armed Force are depicted makes it virtually impossible to form an objective view of their condition. This continues to pose significant challenges for civilian oversight of the military.

The paper is based on data collected by the author as a part of a longitudinal study tracing the challenges that joining NATO created for the Polish Armed Forces. It consists of primary sources including newspaper and magazine articles, results of the opinion polls as well as original face-to-face interviews with key informants such as generals, ministers and parliamentarians.

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 1: General Panel

1. Silenced Voices on Military Service: Experiences of Hardship from the Israeli Defense Forces

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The common discourse concerning conscript military service in Israel tends to focus on the added value of military service, mainly of the multiple ways in which the military contributes the maturity of an individual, to the ability to cope with complex situations and life itself, how it play a role empowerment of the self and in the construction of a strong and stable identity. Even if a person describes his or her military service as difficult, this hardship would result in 'something good' within this discourse. The aim of this paper is to challenge this perpetuated discourse and to examine alternative, ignored voices that tell us how military service can impact a person's life. These voices, we will show, undermine the common perception of military service and its benefit for the self. We argue for the existence of a silenced discourse that enables us to consider experience of difficulty, lack of connection, and even a feeling of psychological damage resulting from one's military service. This (self) silencing happens in a national context in which criticizing the military and or military service is still difficult. Based on interviews with people who finished their compulsory military service in the Israeli Defense Force (IDF) alongside an analysis of social networks, such as Facebook, which constitute a platform for sharing experiences that are not easily accepted in society, we wish to offer a more complex view of the diverse and contradicting influences that military service can have on the self.

2. Unintended consequences of military policies

Yagil Levy
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As sociologist Robert Merton taught us, deliberate acts, involving motives and a choice between alternatives, that intended to cause a social or a political change, may actually create unanticipated and often undesirable outcomes. This line of thought may challenge the assumption informing policy-making about the routine implementation of linear relationship, representing a straight arrow between actors' goals and the achieved outcomes. Therefore, thinking of unintended consequences is one way that critical sociologists can contribute to policy discourse, in general, and about policies pertaining to civil-military relations, in particular. This paper presents a few mechanisms producing unintended consequences, among them: new coalitions altering policies; the policy outcome creates new expectations that may undermine the original goals; the "piling on" effect causing the policy's failure to meet its original objectives; the intervention of forces external to the policy process; latent failures, which are problem solutions that alter rewards and costs for action and can thereby generate new behaviors; and latent functions that may undermine the original goals.

3. Experience based learning as memory construction

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War commemoration plays an important role in the construction of national identities and the legitimacy of political regimes. This article examines how so-called lessons learned from recent wars, identified in government-appointed assessments committees, lesson learned reports in the military, and lectures at war academies, shapes national memories of recent wars. The seemingly instrumental purpose of these processes, that is to extract lessons for future enhancement of military performance, should be critically examined. It will be argued that lesson learned processes have other purposes as well, such as the confirmation of national self-images of for instance warrior or peacebuilding nations. Academic personnel, inside and outside military education institutions, play an important role in these processes and their contributions will be singled out for particular scrutiny.

4. Is there a gap or not? Civil-military relations in Estonia.

Truusa, Tiia-Triin

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Estonia has adopted a comprehensive national defence approach that demands the whole of government and the whole of society approach to matters of national security (Jermalavicius, et al 2014). In most of northern Europe the comprehensive defence approach has developed from the concept of total defence, where the military was seen as the only institution that produces security and the role of the civilian sector was to support the military. Comprehensive approach paradigm, however, includes civil institutions in the production of national security, seeing them as an integral part of national defence. From this perspective it is prudent to take a fresh look at the civil- military gap in Estonia. Rahbeck-Clemmesen et al (2012) point out that researchers often fail to specify what they are concentrating on when considering the civil-military gap, whether it is the cultural, demographic, institutional or political gap that is of interest to them. In my presentation I will be concentrating mostly on the cultural civil-military gap in Estonia, more specifically the relationship between the military and the societal values and culture (Cohen; 2004), revealing tensions between the military and civilian spheres. This is an attempt at synthesizing the results of four published papers concentrating on the issues of Estonian veterans, conscripts and partners of military service members.

5. 'Conscripted Volunteering' and the Emergence of a Military-Industrial-Nonprofit Complex in Israel

Itamar Shachar

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'Volunteering' has been emerging in the last decades as an object of intensified political interest and promotion, assembled through a myriad of alignments, composed of state institutions and international bodies, corporations and third sector actors, operating across local, nationwide and transnational scales. Militaries are increasingly looking for ways to be part of this globalizing

and increasingly popular trend. This paper focuses on a phenomenon that I term 'conscripted volunteering', in which soldiers are engaged in activities framed as 'doing good' beyond their regular military duties, ranging from facilitating activities for children to delivering food to the needy. Based on ethnographic exploration of such activities in Israel, I explore how 'conscripted volunteering' comes into being through the work of assembling corporate, public, nonprofit and military actors. This work includes incidental and intended interpersonal interactions, brokerage and mediation, convergence of various forms of capital, and aligning various institutional interests and needs. While some assemblages gradually dissolve, others are successfully maintained and new ones emerge. I observe the overall proliferation of such assemblages in Israel as an emerging 'military-industrial-nonprofit complex'. This term could potentially be used also for understanding various types of military-humanitarian interventions military-civic cooperation.

MORALE, COHESION, & LEADERSHIP - SESSION NO. 1: Leadership in Extremis – Room 1234_PH

Chair: Michael Holenweger

1. Re-Examining "In Extremis" Across Various Professional Fields

Scherrer, Yvonne M. (yvonne.scherrer@milak.ethz.ch)

In the academic debate on 'leadership in extremis' of the last decades, a framework approach proposed by Hannah and colleagues (2009, 2010, 2012) gained momentum and became formative for numerous subsequent studies. While its usefulness and practical applicability are beyond any doubt, this article takes the liberty to re-assess the very foundational component, i.e. the idea of 'extreme'.

To do so, it examines what factors render a situation extreme for whom and for what specific reasons. Importantly, the project goes beyond examining the usually identified professional realms such as the military sector as well as blue light and high reliability organizations to include professional settings that are not necessarily spontaneously associated with extreme contexts – such as e.g. disaster relief, refugee aid or activities in the human rights sector. Broadening the spectrum aims to incorporate as diverse perspectives as possible into the understanding of 'extreme' to do justice to the complex and multifarious topic – be it as basis for designing subsequent studies or educational modules.

Methodically, the insights are gained from participatory observations in group discussions/workshops and from interviews with individuals whose daily working routines are shaped by extreme situations and/or the endeavor to prevent or limit the occurrence and impact of such events.

2. Leadership in Extreme Situations and Disaster Sociology – What Truth Do You Need To Take Action?

Elbe, Martin (martinelbe@bundeswehr.org)

In his 1956 definition of extreme situations, Anthony Wallace refers to tensions as psychological conditions, that interrupt every day procedures. Since than psychological aspects are part of the definition of extreme situations (eg. Hannah et al. 2009; Hohenweger et al. 2017). To deal with extreme situations people in modern society usually have to collaborate with other people and organizations, which brings us to the point that it is not only the individual cognition that defines an extreme situation but the collective sensemaking (Weik 1995), that enables us to manage the unexpected (Weik & Sutcliffe 2007). Even more so when extreme situations affect larger parts of a society – here disaster sociology becomes significant, and again: it is a process of collective construction of truth that occurs, when extreme situations cannot be dealt with because of elites and the masses are unable to come to a common construction of reality (this is what is called class formation by Clausen & Dombrowsky 1983). This paper deals with the aspects of uncertainty leadership (Elbe 2015) that have to be cultivated to prevent (military) organizations from class formation and dysfunctional parallelism of elite and mass truth.

3. Sensemaking in Military Combat Settings – the Emergence of an Ordered Combat Environment

Padan Carmit (padan23@gmail.com)

The current research deals with 'crisis events' in infantry units in the Israeli military. The purpose of the research is to examine and typify the way sensemaking processes, as introduced by Karl Weick (2005) and which are usually examined in 'civilian' contexts, are manifested in combat settings. The research is based on interviews conducted with military leaders who participated and managed these operational events. It analyzes symbolic means, such as images, metaphors, language, in order to examine sensemaking processes as they are enacted by commanders. In doing so the research allows for the study of commander's leadership role in these processes as sensemaking is a key leadership capability and a core leadership tool. The research findings indicate that the process of sensemaking, created through cycles of interpretation and action, is as an emerging process. This emergence enables commanders to turn the complexity and blurriness of combat into a situation that can be comprehended explicitly in words and that serves as a springboard for further action. Hence, in the final analysis, sensemaking processes enables commanders to create a more ordered combat environment

4. Leadership in Extreme Contexts, Case Study of the Portuguese Mission in Central African Republic

Simoes, Silva (simoes.amm@ium.pt)

During the last twenty years, Portuguese Armed Forces have been participating in several military operations outside Portugal. These operations are characterised by a crescendo of the use of force, in environments more and more uncertain and in which the opponents, mainly non-state actors, are mixed with the populations.

A hostile environment, with incomplete information, life-threatening situations and requiring rapid and correct assessments, is the catalyst for leadership in extreme situations.

Since January 2017, the Portuguese Army participates in the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) as a Quick Reaction Force (QRF). The troops in this particular mission have been subjected to extreme situations, engaging the enemy several times in combat.

Based on the theoretical model "The framework for examining leadership in extreme contexts" developed by Sean T. Hannah (2009) the object of the present investigation is to analyse the Portuguese participation in MINUSCA, in order to understand the association between the military leadership and the operational environment in the Central African Republic.

5. Traits Approach Towards Military Leadership of Army Officers in Extreme Environment

Ausra Kaminskaite (Jonas Zemaitis Military Academy of Lithuania - destytoja_ak@yahoo.com)

Application of unconventional, hybrid or mixed warfare methods makes contemporary army operational environment extreme. Presumably, it requires leaders that corresponds the uniqueness of combat. Among others, the contemporary traits theory of leadership suggest general leader's traits or competences to be important. Based on the several studies of Denhardt & Denhardt, Aristigueta (2013), Van Wart (2005) also (2007), Northouse (2001), Yukl (1998), Zeleznic (1997) etc. there were elaborated the several lists of traits of contemporary leader's. The research question focuses on identification of traits or expert competencies list of army military officers and non-commissioned officers, what required the extreme combat situations, which often corresponds the environment of asymmetric warfare. In other words, according to specific extreme situation, what specific expertise is required? Conference paper based on the qualitative data analyses gathered from interviews with Lithuania military leaders who has field experience serving in extreme situations, mostly in Afghanistan. Respondents are officers as well as non-commissioned officers, the leaders or commanders at battalion, company, and platoon also patrol level. The definition of extreme army operational environment is developed out of works of Hanna (2009; 2010; 2012), Caforio (2013), Soeter, Fenema, Beeres (2010) Wagemaker (2009). According to opinion of experienced professional officers, results suggests the list of significant and most required traits/competencies of leader by the certain extreme situation. In addition, results claim to assess the leader's competence training programs. Keywords: traits approach to leadership, extreme army operational environment, list of general and professional traits/competencies.

VIOLENCE IN THE MILITARY – SESSION NO. 1

1. Rotten Apple' or Institutional Failure? The Case of Staff Sergeant Robert Bales

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Former US Army Staff Sergeant Robert Bales is currently serving a life sentence without parole after he pleaded guilty to murdering 16 civilians in Panjwai district, Kandahar Province during the early hours of March 11 2012. This paper examines the circumstances and events that led to the killings including issues of command, the pattern of relations between Village Stability Platform Belambai (where Bales was based) and local civilians, interaction between Bales and US Army

Special Forces and the influence of Bales's previous combat and operational experiences upon his behaviour. It concludes that the co-location of regular soldiers with Special Forces, particularly if the latter tolerates rule breaking, can lead to disorientation (including undesirable attempts at emulation) on the part of regular soldiers.

Dr Edward Burke is an Assistant Professor in International Relations and Director of the Centre for the study of Conflict, Security and Terrorism at the University of Nottingham

2. Violent Crime among Swedish Military Veterans after Deployment to Afghanistan: A Population-Based Matched Cohort Study

Pethrus, Carl-Martin. Frisell, Thomas. Reutfors, Johan. Johansson, Kari. Neovius, Kristian. Söderling, Jonas. Bruze, Gustaf. & Neovius, Martin.
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Objective: To investigate the incidence of violent crime conviction among Swedish military veterans after deployment to Afghanistan versus non-deployed comparators.

Design: Cohort study of military veterans identified through personnel registers regarding deployment to Afghanistan between 2002 and 2013 (n=5894). To each military veteran up to 5 non-deployed comparators identified via the Military Service Conscription Register were matched by age, sex, conscription year (age-sex-matched comparators; n=29,410), cognitive ability, psychological assessment, self-reported mental health, BMI, antidepressants/anxiolytics prescriptions, and self-harm (fully matched comparators; n=28,295). Further adjustment was made for substance abuse, and previous health care contacts listing psychiatric diagnoses.

Main Outcome: First conviction of a violent crime retrieved from the Swedish National Council for Crime Prevention Register until December 31, 2013.

Results: During 21,898 person-years of follow-up (median=3.6 years) there were 26 events among deployed military veterans compared to 98 in non-deployed fully matched comparators (12 vs 9 per 10,000 person-years, adjusted hazard ratio [aHR] 1.36;95%CI 0.88-2.10). Among non-deployed age-sex-matched comparators there were 170 violent crime convictions (16 per 10,000 person-years; aHR 0.85;95%CI 0.56-1.29).

Conclusion: The violent crime conviction rate after returning from military deployment to Afghanistan was not different compared to non-deployed comparators in individuals without history of violent crime convictions.

3. Breaking the siege: a study on comradeship among Argentine military accused of crimes against humanity

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Exploring the subjectivity of military actors in Argentina raises important ethical and methodological issues, due to their involvement in the crimes of the last dictatorship (1976-1983). This paper presents the results of an ethnographic study on former officers of the Army who were young subalterns during the regime, and are now being accused of crimes against humanity. Speaking from the prison where they are serving their time, the military remember and rethink their participation in the ideological and armed confrontation of the 1970s which led to the establishment of State terrorism. This ethnography contributes to new understandings of the relationship among subordinates and superiors within the Army, providing tools to explore aspects of military life such as vocation and training, comradeship and discipline, commitment and defeat. Besides, the paper explores the position of military actors within current democratic Argentina, and the relationship with an institution that does not always comply with the expectations of its members. The paper then contributes to the historical knowledge of the political violence of the 1970s, revealing new shades of the Argentine military's identity in relation to that controversial age and its aftermath.

4. "Third Location Decompression" in the Reintegration of Military Personnel Returning from National Deployed Forces – Costs and Benefits of Implementation in the Portuguese Armed Forces

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The theatres of operations where today's armed forces (A AFF) operate involve a new paradigm of conflict and high levels of unpredictability and danger. This has motivated a change in attitude, especially towards the use of force. The psychological impact for service members has increased as a result of that change, and several authors agree that the need for psychological support increases proportionally to the risk associated with a mission. Thus, this study will examine the decompression programme known as "Third Location Decompression" and identify ways to implement it in the Portuguese A AFF. The study will assess the costs and benefits of the programme and determine if it facilitates the reintegration of service members returning from deployment. To that end, this case study research used inductive reasoning and a quantitative research strategy with qualitative aspects. The results showed that the need for psychological support increases in proportion to the risk associated with a mission, and that the cost benefit ratio favours the implementation of a decompression programme in the Portuguese A AFF, in light of the new operational requirements of the missions to which Portuguese military personnel have been deployed.

11.00 – 11.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 3

TOTAL DEFENCE WORKFORCE – Integration of Diverse Workforces - Session 2

1. Cooperation among adaptive force partners: An Hybrid organizing perspective

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Armed Forces are required to be adaptive to permanently changing circumstances, tasks and assignments. No longer is 'fighting a war' the only raison d'être for the military. The military also needs to provide security in times of terrorist threats, to maintain peace in conflict ridden areas, to provide rescue in largescale man-made or natural disasters, to show force as a means of deterrence or to neutralize cyber-attacks originated anywhere in the planet. The constant need to adapt has led to "adaptation force" initiatives.

For this reason, the military increasingly needs to contain a varied set of skills and capabilities inside the organization or in close cooperation with partners. An emerging feature has been therefore the range of organizational characteristics that must emerge to enable an adaptive force. The military is confronted with multiple organizational identities (e.g., combat soldiers versus peacekeepers), multiple organizational forms (e.g., strict hierarchies versus ad-hoc), and multiple societal rationales (e.g., not-for-profit versus profit logics).

The theoretical proposals, based on hybrid organizing, to come to terms with these multiple organizational characteristics are threefold: integration, differentiation and combination.

The challenges of hybrid organizing are multifold: lack of legitimacy and difficulty in acquiring resources on the external side, competing guides to action, and internal conflicts coupled with mission drift on the internal side.

However, the opportunities of hybrid organizing are multifold too: cross-legitimation benefits, broader resource base on the external side, and innovation and creativity on the internal side (Batillana, Besharov and Mitzinneck, 2017).

This chapter/presentation focuses on the Netherlands' military, which is an organization striving to become an adaptive force through inter-organizational collaboration with other organizations. The chapter illustrates the aforementioned notion of hybrid organizing, making use of examples from the Netherlands' military cooperating with civil hospitals, ICT-companies and reservists as a special component of the workforce not belonging to the core of the organization itself.

2. Military Studies in a post-truth society: The Slovenian Armed Forces Case Study

LILIANA BROZIC
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Slovenian Armed Forces are quite young forces. They were established in 1991 after the tensions between politics and nations of former Yugoslavia. Slovenia was the first republic that decided to leave the common state and went through 10 days' war to become independent. Many successful years followed but since the financial crises at the end of first decade in 21st century everything changed.

Society does not support the armed forces as before. Many political parties prefer to support other social transfers more than the security sector. All agree that the security of a nation is important but priorities are elsewhere.

Security circumstances are globally changing. Slovenian society perception on security threat is low, yet the security experts are worried about the security in the future. Slovenian Armed Forces suffered a big loss of investments in different areas in past eight years. There is a big problem on recruitment and retention field. After the European Migrant Crisis in 2015 there is a huge question left that still has no answer. What and how to assure border security with small police and armed forces?

Right now the new Strategy on national security and White book on defence is about to be written. What is the right answer? Total defence?

3. Mental Health Outcomes of Deployed Military and Civilian Personnel

Kelty, Ryan & Lizzol, Steven, Krystelle Jean-Michel and Edward Jones

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Social science literature has established a strong connection between workplace stress and negative mental health outcomes. In recent decades military members have increasingly been the focus of studies to determine the effects of war-time stressors on their mental health. In this study we extend this area of inquiry to examine both civilian and military personnel deployed to Iraq during active hostilities in 2008. We apply the social-psychological stress process model to examine whether and to what extent social support moderates the relationship between stress and both internalizing (depression and anxiety) and externalizing (anger) negative mental health outcomes. Results indicate that among service members stress and social support each had significant main effects predicting each mental health outcome. In addition, among soldiers social support moderates the relationship between stress and all three mental health outcomes. Among civilians, neither stress nor social support were found to have significant main effects on mental health outcomes. For civilians stress also failed to moderate any of these relationships. Implications are discussed for pre-deployment training and resources available to personnel during deployment.

4. Implications of physical performance of Finnish conscripts for force integration

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The Finnish Defence Forces is based on compulsory military service, and thus the physical fitness, of adult population reflects on the performance of Finnish military reservists. Recent studies show that physical fitness among Finnish conscripts has been decreasing from 1975 to 2015.

This study looks (based on a questionnaire) at the relationships between physical training profiles and motives/obstacles for training, perceived vitality, confidence, smoking and alcohol consumption in a sample of 296 male conscripts (aged 19 to 23).

Based on times per week and duration of endurance and strength training, we identified four distinct profiles: high endurance training (8%), high strength training (10%), mediocre on both (40%), and low on both (42%).

The low activity group was maladaptive in terms of perceived vitality and confidence as well as smoking and alcohol consumption. Also, the low activity group again reported less adaptive pattern of motives and perceived obstacles than the other groups.

It seems that Finnish conscripts include substantial inactive group. This imbalance potentially affects the comprehensive performance profile of a given intergrated force, even if the members of the cadre and other specialists display sufficient physical fitness. These findings are discussed regarding physical fitness programme in the Finnish Defence Forces.

CIVILIAN CONTROL OF THE MILITARY SESSION 2: Civilian Control in New Democracies and Authoritarian regimes 1: Global and comparative perspectives

Chair: David Kuehn

1. The “Dictator’s Endgame”: Explaining the military’s behavior in authoritarian regime crises

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Military reactions to mass protests in dictatorships vary considerably. The variance of military reactions to such “dictators’ endgames” has recently attracted increased scholarly attention; its determinants and underlying causal mechanisms, however, are still barely understood. This article addresses this lacuna by introducing a rational choice theoretical model that focuses on the decision-making dynamics during authoritarian regime crises. According to our argument, the military decides on whether to repress the protests or defect from the regime – either by siding with the opposition or by staging a coup against the sitting dictator – based on the respective benefits it can expect from the (uncertain) post-endgame situation. We test the model’s predictions through an empirical analysis of an original dataset that includes all 40 dictator’s endgames in the period between 1946 and 2014.

2. Congressional Oversight Over the Armed Forces: Considering Non-American Cases

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Nearly all of the work on legislative oversight over armed forces is focused on the American case. The US case is distinct for a variety of reasons, so this paper considers a few other Presidential systems to assess the conventional wisdoms about legislative oversight especially in such systems. Specifically, the focus here is on Brazil, Chile and South Korea. By considering these cases, we learn what is common to Presidential systems and what is specific about the United States.

3. 'Let Us Now Praise Coups?': Military Coups and the Long-Term Prospects for Democratic Consolidation

Kristen Harkness

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Are military coups good for democracy? Authoritarian regimes often use brutal violence to sustain their rule and leave few paths open for peaceful, democratic change. In these circumstances, many have argued that the military is the only actor left with the power to affect political transformation. Military coups thus offer a beacon of hope in the darkest of times with the potential to overthrow highly repressive and entrenched dictatorships. Indeed, scholars have found that coups can trigger democratization, leading to elections and increases in political and social rights. These studies, however, focus almost exclusively on short-term impacts, analyzing changes in polity and freedom house scores in the first few years after military intervention. We still have little inkling of whether these initial steps toward liberalization lead to democratic consolidation and the enshrinement of liberal rights. By analyzing the long-term effects of coups on democracy, this paper demonstrates that we should be skeptical of the democracy-promoting potential of coups: while militaries may indeed initiate democratization after seizing power, the regimes they establish are far more prone to instability and authoritarian backsliding than to democratic consolidation.

4. Changing Civil – Military Relations in Latin America, 1950s – present

Dirk Kruijt

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After the Independence Wars, the Latin American military have traditionally displayed a triple role: external defence, internal counterinsurgency, and political involvement. Between the 1950s and the mid-1990s, by lack of real wars, political involvement coincided with military dictatorships which waged war against significant segments of their national population.

After this period, the era of political soldiers seemed concluded. Currently, with the multiple new tasks provided by elected governments, the military are providers of internal security; act as a parallel police force; are in charge of internal warfare against 'terrorists' or 'organised crime'; intervene as 'pacifier' in slum wars; and are the ultimate resort against gang lords in the drugs corridors. Even the language of these 'civilian missions' is embedded in soldiers' semantic: the war against crime, the war against terrorists, and the war against drugs.

What about the possibility of re-assuming the traditionally assumed triple functions of defence against external enemies, counterinsurgency against internal enemies, and involvements in national politics in the near future?

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 2. Domestic Military-Police cooperation and convergence

1. Green is the New Black: The Royal Canadian Mounted Police and Militarization of Policing in Canada

Chris Madsen (Canadian Forces College, madsen@cfc.dnd.ca)

The Royal Canadian Mounted Police (RCMP) is Canada's federal police force, with additional responsibilities for contract policing at provincial and municipal levels in certain parts of the country. Its roots came from a paramilitary colonial tradition of taming a wild frontier and developments in modern policing in the criminal, national security, and public order spheres. Although having a distinct institutional culture, the RCMP has been accused of being too military-like and only recently adopted collective representation and bargaining for its members subsequent to a legal court decision. This view of the RCMP is informed by debates about the militarization of policing in North America, particularly south of the border in the United States and Mexico. This paper puts into perspective an increasing focus on intelligence gathering and surveillance, border integrity and counter drug operations, transfers and purchase of military-grade equipment, and proliferation of tactical units and emergency response teams within Canada's preeminent police force. As the movies say, the Mounties always get their man.

2. A study of Military and Police Collaboration for Safer Highways in Southern Nigeria: Crime Control Model Perspective

James Okolie-Osemene (Department of International Relations, Wellspring University, Benin City, Edo State, Nigeria, donoykea@gmail.com AND okolieosemenej@gmail.com)

The Nigerian state has witnessed series of conflicts and crimes that threaten human security since 1999. Most of these threats are caused by deviants, outlaws and bandits most of whom are youths within their early twenties or late forties. The incremental wave of crimes along highways in Southern Nigeria motivated the establishment of joint security collaboration in form of military-police cooperation aimed at subjecting criminals in a worsted situation and to prevent threats to peaceful highways. Some of the crimes are armed robbery, kidnapping and hostage taking, and militancy. With case study research design, key informant interviews, observations and secondary sources, this qualitative paper examines the crime control model perspective of military and police collaboration for safer highways in Southern Nigeria. It responds to these questions: how did the dynamics of human security threats necessitated security collaboration for crime containment? how does military-police collaboration reduce highway crime? what are the operational and tactical challenges in the security collaboration? Findings show that their strategic positioning with patrol vehicles, battle ready arms, drums and sand bags at checkpoints facilitates their stop and search operations and makes it easier for them to identify possible threats to the peace along highways. One of the challenges of this crime control model is the "negative peace" associated with the joint security operations involving police and military forces who are usually brought closer by training, and the complementary roles of both state institutions. The collaboration affects peace and security because criminals only remain silent for some time and later identify areas with low footprints of security forces for easy operation. This paper argues that the challenges notwithstanding, initiatives by military and police aimed at enhancing human and national security will be beneficial to road users with appreciable impact on peacefulness in the country. This makes it necessary for security chiefs to prioritise their oversight roles for improved accountability of officers in joint security operations. Keywords: Crime control, Military, Police, Safer highways, Security collaboration.

3. Child Soldier or Child Gang Members? Using Military Experiences to Understand the Challenges faced by National Police Forces

Michelle Jones, (Veterans and Families Institute, Michellejones@outlook.com)

Within the UK, gangs operating in large cities are employing children to carry out tasks in order to avoid suspicion and detection from national police forces. Some of the tactics used are similar to the tactics and methods used by Non-state armed groups when employing child soldiers. This paper identifies the similarities in how children are employed and used in urban cities and conflict zones, and acknowledges how national police forces can use the lessons learnt from military personnel encountering children in conflict zones to eradicate the use of children in urban gangs.

4. Intelligence Services versus Terrorist Organizations: the double face of Janus

Hermínio Matos (matoshj@gmail.com)

Terrorist groups tend to adopt an organizational model, and a command and control structure, which will enable them to ensure both, its continuity and integrity and the simultaneous achievement of its objectives and operational effectiveness. Usually replicating the model of military organization - a pyramidal structure, strongly hierarchical, with differentiated access levels and chain of command and control, terrorist organizations appear to adopt now new organizational models whose structures and dynamics, horizontally decentralized, not only in the chain of command and control, but also on modus operandi and decision-making process autonomy. Currently, some terrorist organizations present terrorist learning process based, wide, in the dynamic, doctrine and modus operandi of the intelligence services. An analogy between its modus operandi can be glimpsed, not only in the scope of the signaling, selection, recruitment and training process of its members, as well as in different techniques of operation, as in the case of intelligence collecting, recruitment and handling of agents, denial and deception, counter-surveillance and counterintelligence or even in infiltrating/penetrating targets.

THE MILITARY PROFESSION SESSION 1: Interpretivist approaches

1. Creating routines in a multinational crisis management exercise: Materiality as a generative mediator for processing, collecting and sharing multiprofessional knowledge

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This paper examines the way in which artefacts influence the performance of routines. The study's theoretical underpinnings are linked to the dynamics of routine and especially to its professional and material elements. The findings are based on ethnographic research that was carried out during an international crisis management exercise. The generative significance of the material used in the performance of a routine is illustrated through three field episodes. The first describes the sociomaterial creation aspect of a routine and how it entails collating fragmented professional knowledge for the purpose of sharing it. The second episode illustrates how the material is maintained through social relationships and how incomplete knowledge of the material is acquired through the network of professional expertise. The third episode shows that when the material is not shared among experts it causes discontinuities within the routine and does not connect the knowledge of the different professions. The article contributes to the theoretical

discussion by demonstrating, firstly, the significance of the material used in routines in terms of professional knowledge creation and sharing and, secondly, how it is connected to leading and organizing activities to facilitate joint sensemaking.

2. Reconfiguring professional identity in military elite education

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I examine how a military elite education aimed at educating professional officers for higher command and general staff work by limiting on-site education hours brought with it some unintended effects. Through participant observation occurring between November 2016 and June 2017, in-depth interviews (n=23), group discussions (n=2) and participants' blogs, I explore how the officers' experience and make sense of going through different stages in their professional career over time, and I examine the meanings particular socialization processes and events hold for the officers. The accounts of participants reveal how the officers' struggle with stepping from one phase into another, and how the transition is far from straightforward and neat. Instead, it involves a series of events in which previous experiences become labeled as 'amateurish' and 'inferior', while the elite education's ways of 'seeing, feeling and acting' become labeled as 'professional', 'superior' and 'standard'. This has consequences for some of the participants who express fear of not belonging to the elite, for other participants who indicate lack of commitment to the professional occupation identity of a higher commander, and the participants struggle in general with linking the past with their new identity.

3. The Graduated Officer of the French Army: A marginal military identity

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Ten years ago, France has settled deep reforms of its public's policies and modernization of the finance laws. For the Armed Forces, it was a way to come back forward soldier's basic goal: training and learning for war, surrounding missions been performed by contractors. At the same time, challenges appear for the military administration: rethink officer's career, increase the academics level in military academy and reinforce the professional identity. However, a small group of officers identifies as "extra small in the Army", getting doctorate appears as a professional group in the marge. My proposal analyzes the professional socialization models based of academic diploma. It shows that the academic title shapes antagonistic professional identities. The different socializations bring out professional groups with differentiated military identities. Doctorate, as high academic diploma, takes away for struggle against martial spirit and military values. So the graduated officers are seen as a social group outside of the system of the military values. Who are the officers seen as an outsider of the group by Paris's War College graduated? Who are those officers getting diploma in public college? How do you understand the signification of the practice for this small group of officers? What are their individual strategies to insert in professional field dominated by War College graduated?

4. Feelings and Emotions by French Air Force Cadets : a Military Educational Process

Pajon, Christophe

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Emotions and feelings are essentially a matter of military psychology. Anxiety, stress, post-traumatic disease and combats appear as the keywords of this topic. However, the management of emotions, the expression of feelings, their modalities are a social product. Social norms, behavioral standards are embodied by individuals. They evolve according to the times, the religion, the social environment, or the profession. It seems unlikely that their new military and officer status will not influence cadets and their way of expressing feelings.

This paper proposes to present the first results of an ongoing study from several perspectives. It will first of all be necessary to define the links between emotions and the representation of the military profession (taking into consideration, for example, the question of masculinity). Then, it will be possible to characterize how Air Force cadets adopt a military habitus and hexis in the management of their feelings and emotions.

WARRIORS IN PEACEKEEPING SESSION 1: Cultural competence and the officer profession in the post-truth society

1. Teaching Transcultural War at the US Naval War College

Montgomery McFate, Professor, US Naval War College

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The US military finds anthropology of interest when it must fight land wars against adversaries from a different culture, in close proximity to a civilian population and where failure appears imminent. Although there was a narrow aperture of official focus on anthropology during the wars in Iraq and Afghanistan, anthropology is now mostly irrelevant to the armed services. In off-cycles, anthropology reverts back to the special operations community and as a subject in professional military education. Anthropology's survival as an academic subject depends on effective teaching. When teaching military personnel with professional experience in transcultural war, the anthropology of war cannot be taught as Anthro 101 with readings from classic ethnographies, or as a field research method, or as arcane theoretical debates. Rather, anthropology of war (in my experience) should use concrete, contemporary and compelling examples to encourage military students to adopt a 'ground up' perspective; de-naturalize taken-for-granted cultural norms; and think subjectively.

2. Learning cultural skills? A comparative study in serious gaming versus a traditional cultural training programs

Dr. Rene Moelker, Netherlands Defense Academy / Dr. Laura Masson, National Defence University (Argentina)

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This chapter compares two experiences of training in cultural competencies, one through serious games and the other through face-to-face training. In 2016 the project 'Cultura' ran at the Netherlands Defense Academy comprising the development and testing of a serious game for

educational purposes. By use of five scripts (two of which were gender related) virtual soldiers were confronted with cultural critical situations. Military cadets could choose different behavioral responses. After running the application repeatedly during a 10-day training program, the effect on their competencies was measured by FORCIT, a scale that measured flexibility, openness, etc. Culture training by serious gaming does indeed enhance awareness, but it does not automatically enhance competences nor effect behavior. These results are compared with experiences of classroom training in gender talks for military personnel in Argentina who prepare for deployment in Peacekeeping Missions and training of officers who follow a year-long gender course. The drawbacks of traditional training are remarkably similar to those of serious gaming.

3. ASCOPE/PMESII in the classroom—cultural difference and the idea of a framework for understanding

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Operational planning relies on structured processes, such as the MDMP, and large parts of officer training consists in practicing the planning processes in map, tabletop or field exercises. The ASCOPE/PMESII framework is designed to structure information about civilian matters, and the author's experience from the Norwegian Military Academy is that tacticians intuitively want to transfer the pedagogical model used for the MDMP when training budding officers to understand the human terrain. This article questions, first, the realist assumption of the ASCOPE/PMESII, and second, explores what pedagogical lessons can be drawn from this critique. I will argue, that the ASCOPE/PMESII framework carries a cultural bias that will cast culture-specific information clearly within a Western horizon of understanding. With reference to central theories from sociology, anthropology and philosophical hermeneutics I will show that using the framework in officer training will involve a risk of reifying cultural assumptions and subsequently obscuring mission-critical cultural differences when officers deploy in international operations. Understanding is inevitably cultural, and thus developing cross-cultural or intercultural competence in a culturally homogenous setting is particularly challenging. Developing cultural competence must question precisely the idea of a structured framework for understanding.

4. Culture as Operational Enabler – training Danish officers to understand the interaction between cultural dynamics and military operations

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In recent years, Danish officers have been involved in military capacity building, primarily in Iraq and Afghanistan. Since 2013, Denmark has contributed to the UN mission MINUSMA in Mali. Deployments in different coalitions, where officers work with training, mentoring and peacekeeping illustrate the need for understanding how cultural dynamics affect military operations, and vice versa. Recent research conducted at the Royal Danish Defence College recommends that future cultural training of officers should include a focus on 'cultural interoperability' - the cultural dynamics within our own military forces and our interaction with the armed forces of partner nations.

In 2016, we started thinking about the way we should refine our education in culture for military operations at the college. We were seeking to expand the focus of the concept of culture from

'local' culture to include a focus on the cultural dynamics within our own military forces. We wanted to point to the role of coalition forces and their interaction with the armed forces of partner nations when conducting multinational operations (cf. Christensen & Haugegaard 2017). Our research has found the concept 'interoperability' very relevant. Building on NATO's definition of interoperability as technical aspects of co-operation (NATO 2006), we thought that cultural interoperability can refer to 'the will, ability and potential of the various actors in the area of operations to work together to achieve a common goal' (Christensen & Haugegaard 2017: 7). Thus, cultural interoperability focus on understanding 'the motivations, interests, perceptions and intentions that can have a positive as well as a negative impact on mission accomplishment' (ibid.).

In this paper, experiences from the elective module 'Culture as Operational Enabler' in the 'Master in Military Studies' programme will be discussed: How did the officers welcome the concepts and research taught by military anthropologists? How did the students evaluate their learning progress in course evaluations (RDDC 2018)? By studying the Danish experiences, the paper centers on exploring the challenges in teaching academic theory and research methods in a military environment.

5. Does Culture matter? German staff officers and their manifold ways of dealing with cultural diversity

Maren Tomforde, Senior Lecturer, Staff and Command College of the German Armed Forces
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This paper discusses research findings on intercultural competencies of German soldiers in theatre. It will also show varying degrees of openness towards lectures on cultural topics among the German officer corps. In addition, didactic models aimed at enhancing cultural competence and knowledge on cultural diversity existing at the College are explained and critically reviewed. Reasons behind a high cultural awareness of German officers in theatre will be explained as well as the averseness to deal with topics such as intercultural competency and diversity management in the classroom. As a sociocultural anthropologist, I have been conducting four years of research (2003-2007) on intercultural competencies of German service-members in missions abroad (the Balkans, Afghanistan) and have been lecturing (general) staff officers on cultural diversity at the Staff and Command College in Hamburg, Germany since 2007 until today.

PORTUGUESE PANELS SESSION 1: MILITARY STUDIES IN A POST-TRUTH SOCIETY: CHALLENGES AND PERSPECTIVES

Chair: Ana Romão, Maria da Saudade Baltazar, Nuno Poiars

1. Broken Ties: a Sociological Analysis of Military Service in Portugal

Helena Carreiras, (ISCTE-IUL University Institute of Lisbon; Centre for Research and Studies in Sociology. Lisbon, Portugal - helena.carreiras@iscte-iul.pt)

This presentation focuses on the role of military service in the framing of civil-military relations in Portugal. After reviewing structural changes concerning military service regime and features, it focuses on representation and identity, inquiring into social and soldiers' perceptions and

attitudes. Drawing on data from different sociological surveys conducted during the past decade, it suggests that a ‘perfect storm’ of both material and symbolic conditions is forming that affects the link between society and the armed forces, decreasing its legitimacy and pressing towards greater distance between citizens and defense actors and institutions. Finally, some policy options are discussed regarding possible remedies for rebuilding those broken ties.

2. Youth at the National Defense Day: Characteristics, Perceptions and Interest in the Armed Forces

Ana Tinoco, (Defence Resources Directorate. Lisbon, Portugal - ana.tinoco@defesa.pt)

Cláudio Reis, (Defence Resources Directorate. Lisbon, Portugal- claudio.reis@defesa.pt)

António Ideias Cardoso, (Defence Resources Directorate. Lisbon, Portugal - antonio.cardoso@defesa.pt)

The professionalization of the military service created the need for the Armed Forces (AF) to attract and recruit volunteers, competing with the civilian market to obtain human resources. This new model of military service has brought numerous challenges, requiring a constant strive to reach out to young people. In this sense, the National Defence Day (NDD) is an institutional initiative that aims at raising the youth’s awareness about national defence and at disseminating the role of the AF. Information is systematically collected from participants in the NDD, aiming at describing them and knowing their perceptions about the AF and their interest in serving in the military. The latest studies highlight the increasing level of education of Portuguese youth, a globally positive opinion about the AF and a relevant percentage of young people interested in joining. Despite the AF are facing increased recruitment challenges, data collected from the latest decade emphasize the potential to attract young people to the military profession. This evidence shows that the youth are not, a priori, against serving in the military, suggesting that further studies should focus on understanding the gap between this potential of attraction and its conversion on actual candidates.

3. Sociological portraits of cadets in Portuguese military academies

Helena Carreiras, (ISCTE-IUL, University Institute of Lisbon, Centre for Research and Studies in Sociology (CIES-IUL). Lisbon, Portugal - helena.carreiras@iscte-iul.pt)

Fernando Bessa, (Military University Institute, Centre for Research in Security and Defence (CISD). Lisbon, Portugal - a15277@hotmail.com)

Patrícia Ávila, (ISCTE-IUL, University Institute of Lisbon, Centre for Research and Studies in Sociology (CIES-IUL). Lisbon, Portugal - patricia.avila@iscte.pt)

Luís Malheiro, (Military University Institute, Centre for Research in Security and Defence (CISD). Lisbon, Portugal – malheiro.lcr@gnr.pt)

This presentation focuses on the analysis of results from the project “Cadets in Portuguese Military Academies: social characteristics, institutional representations and professional orientations” developed at the Military University Institute (Lisbon, Portugal). The project is based on a partnership between this Institute, the Guarda Nacional Republicana (National Gendarmerie) and the Centre for Studies and Research in Sociology of ISCTE-University Institute of Lisbon, and aims at a sociological study of the cadets presently enrolled in all three Military Academies (Army, Navy and Air Force).

On the basis of available data from a survey of 820 individuals (94,8% of the universe), we develop a sociological portrait of the cadets, focusing on gender; geographical origin; family connection to Armed Forces and Police Forces; social origin; motivation to follow a military career; professional orientations and perception about women in the Armed Forces.

It addresses the issues of institutional and professional orientations and the understanding of the officer's role in a context of significant challenges to the military/police profession and the role of the Armed Forces and police in Portugal.

Aligned with the conference theme "military studies in a post-truth society: challenges and perspectives" we expect to produce knowledge and tools to understand ongoing changes regarding the role of the Armed Forces and Security Forces in Portugal.

4. Portuguese Army: earlier departure or serving the full time service?

Ana Romão, (Military Academy/Military Academy Research Centre (CINAMIL); Interdisciplinary Centre of Social Sciences (CICS.NOVA). Lisbon, Portugal – anaromao74@gmail.com)

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The specificity of the military profession allows a withdrawal of active life in time to start a second career, a possibility however subject to individual, organizational and external constraints. Leaving the uniform implies changes and reconfigurations of different meanings in the life course of the military. It can open doors to transfer knowledge and expertise to civilian live or accomplishment other significant personnel projects. The transition process may present difficulties in the (re)socialization to civilian life and in (re)adaptation of family relationships. The new situation may represent changes in status and prestige and even cause disruptions in every day live pointing to feelings of loss and nostalgia.

The purpose of this communication is to highlight the dilemmas faced by professionals of the Portuguese Army (officers and sergeants) when confronted with the decision to leave the active service, either by going to the reserve or by reaching retirement age. In the first instance, for descriptive purposes, we will use data referring to a universe of 4872 military personnel; secondly to understand the dilemmas, the trajectories and the satisfaction whit the new situations, qualitative data from depth interviews will be used.

Wednesday 19 June

09.30 – 11.00 PARALLEL SESSIONS 4

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 3. Domestic Human Rights and Oversight

Chair: Uzi Ben Shalom

1. Post-Truth Conflict Tactics and Strategies in the ‘Fifth Domain’ of Warfare

Tobias Burgers (Cyber Civilisation Research Center, KGRI, Keio University, tobias.burgers@protonmail.ch) and Scott N. Romaniuk, (China Institute, University of Alberta, scott.n.romaniuk@gmail.com)

Conflict in cyberspace – widely regarded as the “fifth domain” of warfare – is by no means a neat or clean affair with the web rendering “warfare even more chaotic, messy, and deadly” (Rid, 2007). Identities in the context of conflict and war in the cyber realm are usually unknown or uncertain, and clarity at best remains far from obvious. The architecture of the cyberspace – the Internet – is such that actors are able to hide or spoof their identities with relative ease. The famed Clausewitzian fog of war is akin to a near constant cloud in cyberspace as visibility becomes relatively limited or is often times entirely non-existent. These attributes make the cyber realm an ideal space for states and non-state actors (NSAs) of all stripes, though particularly actors willing to assume an offensive posture, that may seek to employ the cyberspace’s attributes and conditions to their advantage and possibly at the peril of a much larger and conventionally powerful adversary. Compared to weapon systems within the conventional realm, access to cyber weapons is significantly greater and more economic. As such, conflict in cyberspace has the potential to become the dominant conflict domain of the future. In this paper we explore this new mode of conflict in the cyber realm, illustrating that conflict in cyberspace merits treatment as a form of post-truth conflict. We first argue that cyberspace can be seen as a natural space in which post-truth tactics and strategies can arise and thrive. Subsequently, we formulate a framing of possible consequences of such post-truth conflict in cyberspace if it were to further assume form, focusing on the relationship between the cyber and physical realm. We proffer an account of how such post-truth tactics in cyberspace could negatively impact existing geopolitical tensions and how it contributes to an escalation beyond the cyber realm. We seek to do so through the employment and re-interpretation of Herman Kahn’s (1965, 2017) famed 44-step escalation ladder given the explanatory resources situated among its rungs. Our hypothesis is that conflict in cyberspace would increase tensions at the initial rungs and therefore risk further escalation along Kahn’s ladder.

2. Migrants: Identities and Borders Management

Luís Malheiro, Fernando Bessa,
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Considering the tension created by thousands of migrants who have elected Europe with the aim to find a better place to live and work, which is connected or has been connected with several terrorist attacks and the perpetration of terror acts in several European cities, we were very curious to understanding the diversity of discourses that have been built around this human massive migration. Additionally, we thought that it was very important to deconstruct biased speeches and misperceptions of this reality. So, with the present paper, we aim to answer the following question: what are the main characteristics of the migrants who have entered in Europe? Consequently, we were interested in recognizing which are the principal European borders management actors, as an important asset to better understand what kind of actions have been taken and what kind of actions could be taken to answer humanly and positively to the present massive waves of people from different countries, namely from Africa, to Europe, allowing authorities to provide accurate legislation, as well as to increase the interdisciplinary analysis and dialogue as it will be impossible to find a local and individual answer for a global problem. Finally, it is our intention to finish the investigation producing knowledge and innovative tools that can help to better understand this migration flow, especially those that are affecting border management and control. Key-words: Africa, Europe, borders, migrants, families and perceptions.

3. Israel's experience and post-truth border security

Uzi Ben-Shalom and Nir Gazit

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Reporting on a workshop for a special issue of *Res Militaris*, the editors reflect on a new IDF strategy that suggests a reframing of border security and its implementation. They consider the changing IDF role, blurring of military, humanitarian and police action along the Israeli border with Egypt, mixed gender battalions intended as border specialists, and field work to explore gender integration. In the fluid situation on the Syrian border, Israeli hospitals caring for Syrian wounded further blur the roles of medical, police, and military personnel. The war below ground and low-tech responses to Israel's technological superiority create problems for Israel's "Post Heroic" condition. Mostly female soldiers with optical technology create new ethical and moral dilemmas on the borders. Contributions by: Amr Yossef, Nir Gazit, Uzi Ben-Shalom, Levin, Engel, Limor Samimian-Darash, Hedva Eyal, Eran Ortal, and Chava Brownfield-Stein,

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 2: General Panel

1. Social Power and Human Rights Violations in Cross-National Perspective

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State political power now comes in two basic idealized forms—democracies with low despotic power and high infrastructural power, and single-party states generally with high despotic power and (at least by historical comparison) high infrastructural power (Mann 2008). These idealized types of state power exist in conjunction with ideological power, military power, and economic power. Aspects of each of these types of power have been proposed as predictors of human rights violations. This paper sets these predictors in a consistent theoretical framework,

while eliminating measurement confounds identified in previous research, to examine their impact on human rights violations.

Data for the project are drawn from the University of Gothenburg's Quality of Government Institute's time series data set, which combines numerous measures from recognized sources. The data cover most of the world's countries. Availability of militarization data restrict analyses to the years from 1990 to 2010, but still allow pooled time series analysis. Political Power (e.g., military governance) and Military Power (e.g., military participation rate) each adversely affect empowerment rights, even after controlling for several potentially confounding factors. The adverse effect of military power on physical integrity rights remains significant when controlling for potentially confounding factors.

2. Biography and ethnographic perspectives on the military: theoretical and methodological reflections on post conflict Argentinean and Colombian experiences

Forero Angel, Ana María & Frederic, Sabina

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The paper will analyze the relationship between post-conflict contexts, biographies and perspectives of ethnographic research in military research in Colombia and Argentina. We ask, In what way biographies associated with families of revolutionary militancy origin influenced the orientation of analytical perspectives on actors considered enemies? How did the anthropological discipline reset the biographical map in the post-conflict context? What is the contribution of these perspectives to the understanding of the military question in countries with scarce socio-anthropological empirical studies on the Armed Forces?

Through the first question, we will show in what way rising in families of 'militants of the left' configured a particular interest in military alterity. The second question will dwell on how that interest was shaped by the conjunction between the ethnographic perspective, fieldwork experience and the post-conflict scenario in each country. The third will allow us to account for the contribution of anthropological perspectives to the understanding of the socio-cultural traits that distinguish the military from those who are not, and their relationship with those features, which subsume them in national, regional and transnational universes.

3. Military Science in Post-Truth Society: challenges and clarifications for the system of education, training and research

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After the end of the Cold War the social science came up with different grand societal challenges (post-modernism, globalization or post-truth) that challenged the way we educate, train or do research the Military. The old paradigms of Samuel P Huntington and Morris Janowitz left behind a theory of divergence civil-military relations, and the theory of their convergence. The Janowitz view that military will be convergent with society, following the social and political trends in society-at-large was proved not to be accurate enough. The postmodern military theory based on the observation that the military are loosening of the ties with the nation-state and changed the structure to a smaller volunteer force had is moment of truth but still doesn't

explain the actual challenges in the Trump era. However, we meet under the label of Military Science old wine in new bottles. There are many paradigms in cohabitation under such label of Military Science (military sociology, security studies, strategic studies, geopolitics). This study will try to find out where does the study of the military stand in relation to post-truth challenges and how can the existing knowledge, methods and techniques be used to examine the ever changing relationship between the military and society?

4. The Perception Warfare Concept as a catalyst for the evolvement of a "Post Truth" Era: The Israeli case

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In the IDF, a profound change has occurred with regard to military decision and success since the latter decades of the 20th century. Decisive kinetic success became conditioned on achieving a perception victory, and on the ability of the military to design and manage civil perception in terms of justifying war and its purposes. Israeli researchers have attributed this change to post-modern and market influences, and even to American influence on Israeli military thought.

However, the present research indicates that the primary purpose of the change was attaining legitimacy for the IDF in the 2000s. The deep political and social conflicts that have been tearing Israeli society have created contradicting pressures related to attaining military legitimacy. These pressures made the IDF adopt a doctrine that transferred the effort for decision and victory to the perception arena. In this process, a new narrative was established around the military confrontation, its justification and its purposes. The new narrative enabled the IDF to evade the contradicting perceptions within the Israeli society and offer opposing answers to the rival sides.

By creating a logic of "complementary contrast", the Perception Warfare Concept advanced a new alliance between the supporters of neo-capitalism and of neo-religious nationalism, and served as a catalyst to the emergence of a "post truth" era in Israeli politics. To support the research claims, critical discourse analysis (CDA) was conducted on articles related to the perception warfare that have appeared in the IDF doctrine journals between 1990s and 2018.

5. Do we have reason to believe in Military Sciences in a Post-Truth Society?

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The overall theme of the ERGOMAS 2019 is Military Studies in a Post-Truth Society: Challenges and Perspectives. With this the organizers challenge us as an academic community to reflect on our own practice of conducting military studies in relation to how our work is epistemologically grounded in a sound scientific process. In essence, the theme of ERGOMAS 2019 invites us to critically investigate the conceptualization and practice of military sciences as the foundation for studying the ever-changing relationship between the military and society.

In this presentation I will look for the philosophical roots of military sciences in an attempt to flesh out what we could coin the Philosophy of Military Sciences. As such, I will explore how Military Sciences as an interdisciplinary approach is rooted in a broad understanding of science

covering nature sciences, social sciences or life sciences as well as the humanities. More so, I will examine how the field of military sciences, as any other field of science, is built and studied on the bases of some foundational philosophical conceptualizations. Four such concepts are the concepts of ontology, epistemology, methodology and teleology.

In sum, this presentation will highlight some epistemological features for military sciences to be resilient towards the influence of a 'post-truth' environment.

THE MILITARY PROFESSION SESSION 2: Casebased approaches

1. Lessons Learned and Not Learned in Military Operational Thought

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Since Sept. 11, 2001, military leaders have had the opportunity to reflect on the successes and failures of a number of both conventional and unconventional operations. Throughout this period, there have also been dramatic transformations in the technologies underpinning armed conflict as well as the global and domestic politics surrounding the operations. What lessons did military leaders extract from these natural experiments in warfighting? More specifically, what lessons were learned (and integrated into doctrine) with respect to mission formations through the peacetime, wartime and technological innovations of the past 17 years? This paper adopts a sociological perspective on military innovation and organization to make sense of how operational doctrines and concepts get tested in conflicts and reimagined through subsequent concept formation and doctrine writing. The argument contrasts mission formation in Iraq and Afghanistan at the beginning of those conflicts with their later evolution during the counterinsurgency phase. It then contrasts these developments with the new concepts which aim at countering regional powers, including the Third Offset concept and Multidomain Battle concept

2. Comparative Military Professional Education: A proof-of-concept approach to comparing military universities

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The incremental cost of producing a graduate from a military university can be justified as a value proposition. Military universities offer a unique formative development of young citizens as future soldiers under the mentorship of seasoned officers, staff and faculty who understand the profession of arms. The education and training provided by military universities enables the governments to respond to three areas of concern: the growing complexity of military service, the growing requirement for General and Flag Officers (GO/FO) to represent Canada in allied countries and international military organizations, and the retention of servicewomen and men in times of population aging and tightening labour markets. In Canada, recent reports by the Office of the Auditor-General (OAG) of 2016 and 2017, as well as recent media reports, have highlighted these concerns, but also raised probing questions about the effectiveness and efficiency of professional education by a specialized military university. This paper presents an initial attempt at a quantitative and qualitative framework to initiate the first-ever systematic comparison of

military undergraduate and graduate education. The paper applies this approach to the Royal Military College of Canada and the Helmut-Schmidt University of the German Bundeswehr with the intention of expanding this proof of concept to other military universities.

3. Peacemaking and peacekeeping in Africa - asymmetric warfare

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PEACEMAKING AND PEACEKEEPING IN AFRICA – asymmetric warfare

Prof Rialize Ferreira, Sociology, UNISA, Pretoria. South Africa.

ABSTRACT

Peace-making, peacekeeping and long peace-building efforts in Africa are difficult processes, as renewed intrastate, asymmetric conflict flares up consistently after peace accords have been signed and again are dishonoured by governments, non-state actors and rebel groups respectively. This situation highlights the fragility of peace agreements, since the integration of diverse groups having liberal values and personal beliefs is challenging, while dimensions of a “post-truth” society should be understood to contribute to the development of peace-making. In South Sudan (SS) the failure of communities and monitoring bodies to address flaws in the agreement has contributed to a failed state. After 18 years of persistent conflict in the Democratic Republic of Congo (DRC), producing 2.5 million internally displaced persons, it is evident that consistent peace-making is necessary. Military functions transformed radically from being warriors to humanitarian peacekeepers, depending on UN and African Union (AU) mandates. The framework for peace and non-compliance thereof, the difference between UN and AU mandates, peace operations in the DRC and SS, the success of peacekeeping relating to the establishment of the African Standby Force (ASF) and South Africa’s role in peacekeeping in Africa are investigated.

4. The Impact of Asymmetric Warfare on the Reconfiguration of Military Education: Turkey Case

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The aim of this paper is to clarify wide influences of asymmetric warfare on the professional, organizational and the educational aspects within military. After 9/11 Attacks and experiences in Iraq and Afghanistan conflict, “asymmetric warfare” becomes very fashionable. The current attention is focused on how to train prospective military personnel for this kind of warfare in a situation where knowledge processing requirements both from the individual and organization as an institution are dramatically changing under the circumstances of asymmetric warfare. Turkish Armed Forces has participated in many unconventional/asymmetric conflicts during Ottoman and Republican eras. These experiences clearly show that, classical officer training system may lead to provide necessary knowledge to command units under this type of warfare. This study is first to emphasize definitional and historical background with evaluation of Turkish experiences. Then, examples of strategic, structural and behavioral applications for short and long-term will be developed. Lastly, effective ways of dealing with asymmetric threats within the scope of military education will be listed as proposal

Chair: Gielt Algra

1. Photography, memory and the online afterlives of the Portuguese colonial wars

Antunes, Maria José Lobo (mjosela@gmail.com)

Between 1961 and 1974, Portugal drafted nearly one million men to fight in Angola, Guinea-Bissau and Mozambique. The authoritarian regime enforced a strict ideological control of information and visual representation. Four decades after the Carnation revolution and decolonization, the Portuguese colonial past is the focus of widespread attention and debate. This paper examines the interplay between photography and memory in online veteran's communities. Drawing from ethnographic observation in facebook groups dedicated to the Portuguese colonial wars, it will be argued that social media provides an unprecedented opportunity for engaging with a disputed past. Wide-ranging and inclusive, social media gathers all those who are interested in a common historical time: veterans and their children, settlers and their families. The contemporary evocation of people's past will be articulated with issues of morality, war, and colonialism. We will discuss the way stories and photographs are shared, how information on people and events is exchanged, and how war's reverberation is prospectively organised towards the future.

2. Veterans of Wars and Mass Media in Slovenia

Maja Garb (maja.garb@fdv.uni-lj.si)

Despite the veteran population(s) in Slovenia is significant (veterans from the World War II and Independence War in 1991), its/their situation and issues are not frequent objects of media reports or news. The veteran organizations are active, however their activities and problems stay primarily in the narrow environments of members and some interested experts, concerned ministries and part of the politics. The glance on internet news about veterans' issues in Slovenia shows us only few hits (12 relevant hits in search in December 2018 for a national level). Among them there are information about veterans' benefits and news about various topical issues, such as distribution of the finances to the veteran's organizations, quarrels among organizations, dilemmas about the independence war. Some of the "news" are just personal commentaries (on open pages of media). In addition, on the pages of local media and communalities we could find some information about the activities of local organizational committees of veteran's organizations. The presence and presentations of issues of war veterans in Slovenia in national media will be further analysed.

3. «Here in Mozambique, there are Veterans and veterans, dude!...» Different wars, different social and ontological status

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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. Their leaders hold the political power since 1975, and their Association of Ancient Fighters has unique authority inside the party and the state. After the economic liberalization following the civil war, most of them became very rich and some even claim publicly that they have the right to become so, due to their historical role and sacrifices during their youth - which jeopardizes their glorious image.

Other liberation veterans, without leading ranks, were ordered after independence to settle new villages around the capital, in order to become a politic-military reserve and to spread the national unity principles. They lived and live “like everybody else” but, during civil war, their villages became shelters to the surrounding populations due to their ability to defend them from attacks, which they indeed did several times. Although “normal people” in their daily life, they thus got the image of “double heroes” amongst their neighbours.

On the other hand, most Mozambican soldiers drafted in colonial Portuguese army were classified as “traitors” and locked in “re-education camps”, after independence. Some, however, managed instead to be co-opted by the new 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 ritually “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.

4. Return to Lebanon: A Trip Down Memory Lane

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In this presentation, I will present the experiences of 27 Dutch veterans who returned to Lebanon through an organized group trip in 2018. They were deployed to Lebanon in an UN peace keeping mission 35 to 40 years ago. The veterans were interviewed by phone shortly before departure and four months after their trip to Lebanon. Our intention was to figure out why people wanted to go back, what they were expecting of this trip, how they prepared themselves, and afterwards, what this trip meant for them.

Every participant went on this trip with his own expectations and recollections, and everyone experienced the journey in his own way. It seems that veterans who went back with the idea to give meaning to their past experiences or wanted to process the things they experienced, did succeed in this. The trip gave them some sort of closure. This is an interesting finding and food for thought.

WARRIORS IN PEACEKEEPING SESSION 2: Latin American peacekeepers and lessons from MINUSTAH

1. The Challenges of Post-MINUSTAH Military Professionalization in Latin America

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This paper intends to address recent developments of Latin American military linked to the experience shared by regional troops at MINUSTAH (2004-2017). It parts from the assumption that the concept of armed humanitarianism can be quite appropriate to evaluate learned lessons from the experience in Haiti. This concept applies to the assorted relief actions undertaken by the military in contexts of severe distress for local population. Regional military responsibilities at MINUSTAH turned enormously useful to improve and expand capabilities employed in humanitarian crisis. They also contributed for experimentation in the fight against organized crime and gangs. In fact, preparedness for militarized actions in public security and armed humanitarianism have intertwined at MINUSTAH. Humanitarian assistance has become a major topic in regional intra-military exchanges and cooperative initiatives. Besides, armed humanitarianism has amplified the spectrum of civil-military relations by broadening interaction with domestic population and social organizations in different parts of Latin America and the Caribbean. However, armed humanitarian and militarization of public security policies in the region have introduced new controversies since they may have dubious consequences for human rights protection and the strengthening of democratic institutions.

2. Civilianizing the armed forces? Peacekeeping as a form of neo-combat

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Peacekeeping belongs to the set of so-called military operations other than war (MOOTWs), which are widely believed to introduce a civilian element into military culture. The 'civilianizing' character of peacekeeping is ascribed to the nature of the tasks associated with contemporary peacekeeping operations, and the requirement that the armed forces work alongside civilian actors. However, empirical tests of whether peacekeeping actually yields civilianizing effects are few and inconclusive in their results. Based on fresh empirical data from the case of Chile, I argue that participation in peacekeeping has failed to lead to fundamental changes in the military's role perception vis-à-vis civilian actors, despite some practical learning experiences at the individual level. The Chilean armed forces have a fairly high level of professionalization and are typical for most militaries in the global south in that contemporary generations both lack the experience of

war and are highly unlikely to face one. Nevertheless, I show how peacekeeping has been assimilated into existing frames of war fighting, where civilian actors necessarily play a secondary role. For Chile's armed forces, peacekeeping is a form of neo-combat and as such, peacekeeping has failed to lead to fundamental changes in the military's role perception vis-à-vis civilian actors.

3. Global South and Peacekeeping: Brazil's Ambiguous Lessons in Police Deployments

Adriana Erthal Abdenur, Igarapé Institute, Rio de Janeiro
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The scholarship on the military role of the global south in UN peacekeeping has expanded considerably, but the deployment of police to such missions remains understudied. This article draws on interviews with current and former Brazilian police officers serving in missions and/or the UN Department of Peacekeeping Operations (DPKO), as well as representatives of police institutions in Brazil, to ask: To what extent have Brazilian institutions been influenced through these experiences? I find that, compared to Brazil's military participation, police deployment in UN missions runs into greater institutional and legal barriers, both pre- and post-deployment, and mostly associated with the Brazilian law enforcement institutions themselves. As a result, lessons learned (both positive and negative) are rarely disseminated in any systematic fashion once police officers return to Brazil, and the country's voice in normative debates about the role of police in peacekeeping remains weak. The article explains why some police institutions in the Global South may not identify themselves as contributors to UN peacekeeping even when such a door is open and even when those countries have been noteworthy TCCs, and suggests that in some instances they may in fact promote a negative understanding of such engagements.

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 5

CIVILIAN CONTROL OF THE MILITARY SESSION 3: Civilian Control in New Democracies and Authoritarian regimes 2: Europe and Latin America

Chair: David Kuehn

1. Neotraditionalism and Russian Civil-Military Relations: Obstacles to Civilian Control, Modernization, and Efficiency

Jack Porter
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Since the end of the Cold War, there has been considerable interest in the development of democratic civil-military relations in formerly communist states. The assumption was that these states would adopt "modern" (legal-rational) civil-military institutions. Further, scholars and experts 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 relatively successful transitions, others have experienced a much more problematic transition, Russia in particular. Utilizing an essentially Weberian framework, this paper focuses on the “evolution” of civil-military relations in Russia under President Putin. The analysis will highlight the significance of informal rules and practices (Sistema) in the Russian armed forces and defense ministries. Despite a relatively well-developed set of formal institutions and efforts at defense reform since 1991, Russian civil-military relations continue to be profoundly influenced by informal practices (traditions, networks, face-to-face, etc.) that frustrate attempts at innovation and impede civilian control, efficient use of resources, and combat effectiveness. 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 “neotraditionalism” in Russian civil-military relations.

2. Back to the future! The resurgence of military leadership in Brazil.

Beirão, André Panno

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The Brazilian civil-military relationship is systemic in relation to power disputes. Since the proclamation of the Republic (1889), the alternation of national government between civilians and military is recurrent. In the majority of the cases in which the military ascent took place it was due to ruptures, that implied in reform in the effective power structure. The most recent period of military rule occurred in this typical scenario (1964-1982), and since then, civilian control of military structures has seemed to consolidate. The institutional reform itself of this power relationship has been modified. At first, it begun with the Federal Constitution (1988), later, with the creation of the Ministry of Defense (1997), under civilian leadership. The present work purpose is to present how this relationship has been changed in the recent period. Military (or retired ones) have raised new positions of power, as the Ministry of Defense itself or even the the Presidency of the Republic, in this case, legitimized by the popular and democratic will of the vote. Thus, it intends to present changing perspective, in which power is intrinsically linked to the expertise for the exercise of the function (independently of the professional choice - civil or military) and strong popular appeal to values more rooted in culture military. In view of comparison with other democracies, it is possible to conclude that the Brazilian democratic institutional maturity has presented a new civil-military relationship.

3. The military and politics in post-Francoist Spain

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This study begins with a review of the process of integration of the Spanish Armed Forces into the democratic life of the nation, dating from the death of Franco. It was a long military transition, with many difficulties and tensions given the militant nature of the Franco regime. Today, forty years later, the ideological distance between Spanish civilian society and an important part of the high command of the Spanish Armed Forces is evident once again, especially concerning two current crucial issues reflected in the political life of the Nation: the rise of independence in Catalonia and the imminent exhumation of the remains of Franco.

In our view, this situation has originated for two main reasons. On the one hand, the way in which the democratic transition was carried out from within the military regime, granting preferential treatment to an organization that was supposed to resist the dismantling of the Francoist system. And, on the other hand, the way in which the different democratic governments have since then handled the collective memory (Memoria Histórica) of the most traumatic recent past of Spanish society, which is that of the civil war and the military dictatorship that resulted from it.

4. The Armed Forces and the Society in a Spain in crisis: Cospedal's policy of security and defense (2016-2018)

Carlos Navajas Zubeldia

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In this paper we will analyze the security and defense policy developed by the new and inexperienced Minister of Defense, María Dolores de Cospedal, between 2016 and 2018, that is, in the last two years of the seven-year period of the government of the conservative leader Mariano Rajoy. One of the topics we will study is the relationship between Spain and the rest of the NATO members, which, like the European Union, was (and has been) seriously affected by the election of the president of the United States, Donald Trump, in the elections of 2016. He questioned the Allied defense and, in addition, ostensibly demanded of the rest of allies (in particular, Germany, but also Spain) a minimum of 2% of GDP in military inversions.

As we have just pointed out, Trump's election also had a more than remarkable impact on the European Union, which, as a result, began to take firmer steps towards a true Europe of defense. Precisely, one of the elements that a priori draws attention in Cospedal's policy of security and defense was its clear Europeanism, perfectly compatible with the Spanish-centric nationalism characteristic of the time when Rajoy was in the government.

Another of the key issues of the security and defense policy throughout the story of the Spanish democracy is the obscurantist military spending. Associated with this, another aspect of required analysis will be the stock and industrial policy, also strongly interlinked, so much so that one can perfectly speak of a military-industrial mini-complex in Spain, with an added element of politics and even of trade unions. From the perspective of a post-militarist theory, it is clear that the rearmament policies are framed within the "culture of armament".

During the two years Cospedal was in charge, there were still incidents that could be framed within the aforementioned post-militarism or even a neo-praetorianism originated by General Mena and his pre-coup in January 2006. However, we will also find episodes that undoubtedly have more to do with the preservation of an anachronistic and unconstitutional military-Catholicism within the Armed Forces than with anything else.

However, the great event at the end of Rajoy's seven-year government of Rajoy was undoubtedly the so-called Catalan independence referendum on October 1, 2017 and the events that took place before and afterwards, which are part of the process (in Catalan, "procés") of Catalan independence. Contrary to what could have been predicted, neo-praetorianism was practically absent during the weeks (and even months) before and after October 1. More than an intervention of the military in politics, what happened was, let us be ironic, an intervention of politicians in the militia. Finally, from the perspective of national security, one of the most striking aspects of the "process" was Russia's intense intervention in it.

5. Can you pronounce pronunciamento? Success or failure of military take-overs and Civil-military relations in Portugal and Brasil (1889-2019)?

Cardoso Reis, Bruno

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Finer made the point that what is amazing is not how often the military takes-over power, but how rarely it does, given how powerful it is in organization and capabilities. The turbulent past century in Portugal and Brazil have led to many appeals to and many attempts of military take-over. I will argue that the now rarely used concept of pronunciamento is needed in dealing with military take-overs alongside the more familiar coup, so as to clarify the conditions of success of the latter. We will compare a few key episodes in Portuguese and Brazilian history military take-overs: the Republican coups of 1889 (Brazil) and 1910 (Portugal); 1926 (Portugal) and 1930 (Brazil); the failed ones of 1961 (in Portugal and Brazil) and the successful ones of 1964 (Brazil) and 1974 (Portugal). I will argue that these cases provide vital insight into the wider debate about civil-military relations in the two countries and more widely (including how military actually is a military take-over), and the conditions of success or failure of a military take-over of power. I will point to some implications to current civil military relations in both countries and other relevant items for future research of military take-overs.

WORKING GROUP RECRUITMENT AND RETENTION SESSION 3: CONSCRIPTION VERSUS ALL-VOLUNTEER FORCES

1. In between the state and the self

Dana Grosswirth Kachtan (danakc@openu.ac.il)

What is the meaning soldiers attribute to their military service? Not withdrawing the importance of the differences between conscription and all volunteer service, changes in the link between soldiering and citizenship had a major impact on the relationship between soldiers and the state. Sociological research tend to engage this question from a macro perspective mainly examining the reward system and the changes in the military distribution of labor. To this line of research this paper wish to add the soldiers' perspective, I argue that the republican discourse that was challenged in the last decades did not dissolve but rather changed and become intertwined with individualistic discourse.

Based on interviews with men from upper-middle class who served in the IDF (Israel defense forces) I will show that the combat soldier role is still a point of reference regarding the meaning of the service regardless of the role served in the military. Furthermore, I will show that serving in the military remains an important commitment not only a duty. As a result, integrated perception of an external-republican and internal-individualistic meaning is created, representing rewards made by the soldiers thus enable them to position themselves within the republican exchange.

2. Sweden – from conscription to an all-volunteer force and back

Jonsson & Svensén (emma.jonsson@fhs.se)

In January 2018, Sweden re-established conscription after eight years with voluntary recruitment. The reintroduced conscription is gender neutral and works as a supplement to the volunteer recruitment in order to guarantee the personnel supply to the Swedish Armed Forces.

We have studied the recruitment and selection to the Swedish Armed Forces since the introduction of the all-volunteer force in 2011. The study includes the demographic set-up and the qualities of the applicants for basic military training, as well as comparisons between conscription and an all-volunteer recruitment. Discussions how the gender neutral conscription effect the recruitment base for basic military training, and if the conscripts differ from the volunteer applicants are addressed.

3. The U.S. Military All-volunteer Force: A Case of Serendipity

James Griffith (jmgriffith@comcast.net)

Current U.S. military challenges can be traced to the Vietnam War and domestic unrest caused by inequities in the draft during the Vietnam War and the subsequent change from a conscripted force to an all-volunteer force. Three themes comprise the presentation. First, the historical context of how the U.S. changed from a conscripted to volunteer force (est. 1973) is described. Part of this change included the Total Force concept (est.1980), which included a plan to include the reserve component in any future large-scale mobilizations. The all-volunteer force (AVF) brought immediate challenges, such as having adequate numbers of volunteer, social representativeness, and protocol for re-introducing the draft. There, too, were other unanticipated consequences, such as unpreparedness of the force -- evident from the First Gulf War in addition to the individual fitness of military personnel, which some have seen as related to the recent rise in combat stress reactions and suicide. Third, efforts of the U.S. military to address some of these challenges are described, such as initiating efforts to improve individual and collective readiness, "legislating" individual-level readiness through mandatory indicators, and finally, developing a program of soldier resilience.

GENDER AND THE MILITARY - SESSION 2: Normative Framework and Attitudes towards Women in the Military

1. What is the truth about female soldiers in the post-socialist country

Pavlikova, Eva, Lastovkova, Jitka, Safrtalova, Eva (lastovko@email.cz)

The official documents, the laws and the internal regulations guarantee absolute gender equality in the Czech AF environment in the recruitment, working conditions and also during all career stages.

However, the real situation is also illustrated by statistical data on the number of women and their share in different hierarchical levels, the real chances of representation, and, last but not least, the opinions of the military public on the service of female soldiers and their position within the army.

In the contribution we introduce the attitudes of military personnel to female soldiers in comparison with the trends from representative researches, but also the partial survey in the combat unit from 2018. The context of statistical data on women in the Czech AF, the results of questionnaire research and the overall situation of the Czech Republic in terms of gender equality shows how far equality “de facto” and “de iure” is.

2. Should « Gender » Be a Multiplier of Operational Efficiency? Difficulties and Reluctances of Women’s Deployment in the French Military

Camille Boutron (camille.boutron@irsem.fr)

The purpose of this intervention is to reflect on the paradoxes that characterize the French Ministry of Defense’s politics when it comes to sending women military to field operations. Although the French military is one of the most feminized in the world, France faces great difficulties in meeting the requirement of the United Nations to enhance women’s participation in peace operations. Indeed, if the French Ministry of Defense shows some interests on implementing the Women, Peace, and Security agenda through its participation to the French National Action Plan, it still shows some reluctance when it comes to sending women in the field. In this presentation, I will try to identify the arguments advanced by the institution to justify the lack of women in peace operations. I will show that they are based on two distinct narrative patterns. The first one is cultural and illustrates a lack of understanding of what “gender” means. The second concerns the lack of human and material resources allocated to form and deploy women in times of budget restructuration. There is a consensus that “Gender” should exclusively be an operational efficiency multiplier and not one more limit to the traditional military function.

3. Mechanisms of resistance and expulsion of military women in the Argentine Armed Forces

Masson, Laura (laura.masson.ar@gmail.com)

The objective of this paper is to analyze the resistance to permanence of women entering the Argentine Armed Forces and the different ways in which masculinity, as a model of identity reference, tends to reproduce domination through mechanisms of "evaporation", "invisibility" and "resistance" (Moser, 2005). On the other hand, I will use the concept of "bureaucratic harassment" (Bonnes, 2017) to account for the harassment, intimidation and control of women through bureaucratic channels. The results presented here are part of the progress of the ongoing project "Evaluation of Gender Defence Policies: Progress, Obstacles and Challenges (2007-2017)". The methodological strategies used have been: in-depth interviews with officers (men and women) from different hierarchies; interviews with members of the Gender Offices and the Family Violence Offices of the Armed Forces.

The results obtained so far show that there are different types of resistance and that they are not shared by all members of the institution. Some come from ideological positions external to the institution, but which the institution tolerates. Others are part of an institutionalized gender ideology that finds a way, through bureaucratic harassment and invisibilization mechanisms, to discourage the implementation of gender policies aimed at achieving equality.

4. Examining harmful and inappropriate sexual behaviour (HISB) within military occupational training schools in the Canadian Armed Forces (CAF)

Silins, Stacey; Leblanc, Manon; Wang, Zhigang

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The Canadian Armed Forces (CAF) has been conducting research to better understand and reduce the risk of harmful and inappropriate sexual behaviour (HISB) within the military. Recent findings suggest that particular environments, including training environments, are linked to a higher reported incidence of HISB: specifically, one quarter of victims targeted by inappropriate sexualized behaviour reported experiencing at least one such occurrence during their military occupational training. Given these findings, the CAF administered follow-up surveys to investigate more precisely the frequency of HISB within training schools, along with victim and bystander responses to incidents of HISB, and overall knowledge and attitudes about related programs, policies, and directives. To date, analyses from two representative study samples have been completed: those in occupational training with Military Personnel Command (MPC; N= 409), and the Royal Canadian Air Force (RCAF; N=486). This presentation will outline results from both studies with regards to the frequency of reported sexual violence and inappropriate sexualized behaviour within these schools, as well as barriers to reporting sexual misconduct, and knowledge and attitudes regarding the CAF leadership's response to these incidents. Findings will be situated within the greater CAF-wide response to HISB, and implications for future mitigating strategies will be discussed.

5. Military Leaders are White Men...Or are They? Race and Gender Intersectionality for Peer Leadership Evaluations

Rosenstein, Judith; Smith, David; Nikolov, Margaret

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Members of devalued groups are often penalized in professional performance evaluations for not looking like the prototypical leader (i.e., a White man). Intersectionality researchers have demonstrated that experiences differ by group membership and thus it is insufficient to consider statuses independently. Intersectionality research for multiple lower status characteristics includes approaches such as the additive hypothesis, unique intersectional outcomes, and the invisibility/hypervisibility hypothesis. Much of the past research has considered a cumulative disadvantage to having multiple lower status characteristics, with more recent analyses examining the possibility of unique intersectional outcomes. We examine how leadership is evaluated for different intersections of race (White, Black, Asian American, Hispanic) and gender (men, women) using peer performance evaluations of Midshipmen at the U.S. Naval Academy. This data set is unique in that evaluators must choose from a predefined list of 89 descriptive and proscriptive leadership attributes. Results show that White men are evaluated as prototypical leaders. Previous research shows that women are often penalized and evaluated less positively than men; our study shows that while White women's evaluations are less positive than White men's, they are neither consistent with nor representative of women of color. Moreover, we find little support for intersectional invisibility as both Black women and Black men appear hypervisible in this context. Implications of these results are discussed with consideration for professional organizations striving to maintain a diverse workforce, retain highly qualified employees and develop inclusive practices in talent management initiatives.

Chair: Michael Holenweger

1. Intercultural Leadership in the Swiss Armed Forces

Jager, Michael (michael.jager@vtg.admin.ch)

This project aims at the potential of intercultural competence in the upcoming cohorts of the Swiss Armed Forces to improve intercultural leadership for the military profession. Since the Swiss Armed Forces are based on a mandatory militia system, they reflect the demography of Swiss society more than a professional army would. In regard to upcoming demographic trends, it is important for modern armed forces to be prepared for an increased heterogeneous cultural background of their soldiers. The Swiss Armed Forces play an active role in foreign peacekeeping missions, where intercultural competences are crucial for successful leadership in multinational teams and negotiating with locals of different ethnic origin. Due to the tradition of political and military neutrality of Switzerland and its republican government, members of Swiss Armed Forces have great potential to negotiate and mediate between or with people of different ethnic backgrounds. To keep the Swiss Armed Forces attractive as an employer, it is important to strengthen the Swiss foreign missions. This is a perfect opportunity to increase individual intercultural awareness in a foreign setting and to get a different perspective on upcoming tasks.

2. Vo Nguyen Giap: Leadership and the Evolution of Vietnamese Strategic Culture

Ekovich, Steven (sekovich@aup.edu)

Bang Tran (bang.tran@polytechnique.org)

General Vo Nguyen Giap led the Vietnamese military to victories over three major powers: Japan, France and the United States. He skillfully blended the strategic ideas of Vietnamese military leaders in their ancient struggles against China and the Mongols, as well the theories of Clausewitz, Napoleon, Mao Tse Tung, T.E. Lawrence and others, including Americans. Very importantly, he also drew lessons from every battle he won or lost. His synthesis of military, political and cultural dimensions (strategic culture) made him one of the greatest military leaders of the twentieth century. It remains an open question if his type of leadership and strategic thinking remain relevant in today's regional and global context.

3. Modern Practice of Military Cultural Awareness: Lithuania among the Great Powers

Zotkeviciute-Baneviciene, Agniete (agniete.zotkeviciute@gmail.com)

Though the significance of cultural and religious knowledge during international operations is ever more strongly acknowledged, however, the absence of the standardization of cultural awareness of military personnel at NATO level leaves the area of cultural awareness teaching of military personnel participating in international operations the responsibility of national states. This, in turn, exercises influence on countries working in a joint coalition while interpreting, in a different way, the military personnel's cultural awareness and need for it during international operations.

The paper surveys the diversity of cultural awareness terms and concepts in both academic and military contexts. At the same time, making use of the model of cultural awareness competences formulated by Allison Abbe, the author analyses the manifestation of cultural awareness in the military doctrines and other documents regulating the activity of the armed forces and military service of major NATO states and Lithuania. Lithuania and three major NATO states – the United States, the United Kingdom, and Canada – which have institutionalized cultural awareness training of military personnel, have been chosen as the object of the analysis. In this comparative context, the analysis of the Lithuanian case becomes a critical one: it enables one to compare and assess the contribution of a national state to the cultural development of military personnel in the context of major NATO states.

4. Cultural Disparity between Professional Officers and Conscripts in the South Korean Army

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Korean society seems to be captivated by the ghost of military culture that has been used as an all-purpose sword that can explain various social ills of Korean society. It is often said that South Korea's conscription system had spread military mores to almost every parts of Korean society, making all Korean citizens a puppet of this distorted military culture. What is surprising here is that there has been little academic research about what South Korea's military culture is. In South Korea, the military culture has rarely been defined by a set of beliefs, values, norms, and symbols that South Korean soldiers share, but it is imagined or constructed on the basis of the actual social behavior that individuals experienced in military barracks. This study analyzes survey results from 30,000 South Korean soldiers to show how military culture of professional military officers and conscripts is different.

VIOLENCE IN THE MILITARY – SESSION 2

1. Micro-Sociology and New Wars - Visual analysis of terror attacks during the “Intifada of the Individuals”

Ben-Shalom, Uzi, Moshe, Rinat, Mash, Rony, & Dvir, Amit
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This study explores the “Black-Box” of face-to-face violence during terror attacks. It is based upon visual analysis of a representative sample of terror attacks which occurred in Israel during 2015-2016, a period which is labeled “The Intifada of Individuals”. We offer a new method for this purpose by using available materials that military sociologists can retrieve and employ when they use the “Macro” level framework in their study of “Micro” level actions. The abundance of audiovisual devices allows a new perspective of belligerent friction typical of “New-Wars”. Our methodology includes a combination of video and audio materials from open sources. Our analysis untangles the complexities of belligerency by minimizing the overall occurrences to the actions of the antagonist, the disrupter and the crowd. We discuss our understandings for policy making concerning armament of civilians and overcoming the manipulation of terror attacks by media, government and terrorists.

2. The Future War: glocalization wars, governance by seduction and the post truth society

Moelker, René

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In a world where risks have become intermittent, where governance is based on seduction and no longer can claim legitimacy by coercing the populace, where the local reacts to the global and where production is based upon post industrial platform technology it seems that violence is declining and that people are safer. However, in a post truth society determined by fake news the governance by seduction may also lead entire populations into new forms of violence: glocalization wars. Wars that are at the same time global as they are local. Retreat on local security communities, or selective security communities will albeit be impossible, thus increasing the risk of glocalization wars. Parallel societies may thrive and the number of economically deprived groups will rise.

3. Understanding Tactical Level Agency in the Donbass Conflict

Robert Lummack (rlumm104@uottawa.ca)

The information space of the post-truth era has meant that there is much greater potential for confusion from new forms of information manipulation within a context of rapid visibility of tactical level events. Within war, military personnel as individuals are responsible to make decisions navigating this space. These tactical level decisions may carry unknown consequences as Krulak's strategic corporal concept demonstrate. This paper explores how this has manifested at the tactical level within the Donbass conflict, specifically, how Ukrainian military members navigate the complexities of the information space on the ground. It will review recent International Relations literature on the agency of actors within conflict from a theoretical perspective. Secondly, it will examine multidisciplinary literature specific to the conflict in the Donbass in order to highlight trends in how tactical agentic influence affect the conflict. It argues that the significance of tactical level agency should not be assumed and that seemingly insignificant decisions may continue to have global and strategic effects. The strategic importance aside, the war in Donbass is an extremely important case study at this juncture given debates as to the nature of how warfare is manifesting.

PORTUGUESE PANELS SESSION 2: POLICE-MILITARY RELATIONS AND ORGANIZATIONAL ADJUSTMENTS IN PORTUGAL

Chair: Ana Romão, Maria da Saudade Baltazar, Nuno Poiares

1. National Security and the articulation between the Armed Forces and the Police

José Fontes, (Military Academy/ Military Academy Research Centre (CINAMIL). Lisbon, Portugal
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Security is the theme for the 21st century. The concepts of "national border" and "threat" are changing. New approaches to the issue of National Defense and Homeland Security require a rethinking of how to articulate the Armed Forces and Police. The Portuguese system of forces - as it happens in other countries - consecrates Armed Forces, Civil Police Forces and, still, a

Gendarmerie Police. The country's security and crime reduction indices requires a deep debate about the creation of a single national police or to maintain the multidimensional system (with the coexistence of Military and Civil Polices) and the role of Armed Forces intervention in the national territory. The definition of a common strategy is increasingly urgent for a correct articulation between the Armed Forces and the Police and to define - for the first time in Portugal - The Portuguese National Security Strategy.

2. The Role of Military Leadership in the Configuration Socio-Professional of Portuguese Police Administrative Elites

Nuno Caetano Lopes de Barros Poiars, (Instituto Superior de Ciências Sociais e Segurança Interna/ICPOL. Lisbon, Portugal - nunopoiars@hotmail.com)

The history of the Portuguese police is accompanied by a history of military leadership, as Army Officers have left an indelible mark with an impact on the organizational culture, materialized in the practices and rituals of the professionals who exercise the mandate in the Police Public Security (PSP), (b) in a crisis of identity (c) and in the socio-professional configuration of its administrative elite. In this area, it is important to highlight the creation in 1984 and the direction of the Police Higher College, the designation and curriculum of the training course for Police Officers, the organic law of 1999 that reinforced the civil matrix; and the rituals, distinctions, categories, symbology, careers, continences, honors and graduations. The aim of this communication is to understand the relationship between the military and police universes, in particular the PSP, a security force with a civil matrix based on principles inherited from military culture. To fulfill this objective, we intend, based on a documental, bibliographical and legal analysis, to answer the following question: what was the contribution of the military leadership to the consolidation of police administrative elites?

3. Management of training effectiveness in the armed forces: contributions to a post-truth model

Nuno Alberto Rodrigues Santos Loureiro, (Military University Institute (IUM), Military University Institute Research and Development Centre (CIDIUM); NOVA University of Lisbon. Lisbon, Portugal - nuno.a.loureiro@gmail.com)

Lúcio Agostinho Barreiros dos Santos, (Military University Institute (IUM), Military University Institute Research and Development Centre (CIDIUM); COMEGI Researcher – Lusíada University of Lisbon. Lisbon, Portugal - labs0892@gmail.com)

In post-truth era, facing all vectors of change, caused by disruptions of a volatile, uncertain, complex and ambiguous world, it seems imperative that people and organizations develop continuous adaptation processes, based on agility, adaptability, versatility, collaborative work, commitment, resilience, and tenacity. As the Military Institution is not immune to these transformational processes, this article aims to contribute to the construction of a theoretical training management model for the Portuguese Armed Forces, from the effectiveness and efficiency perspective, reviewing structuring concepts, carrying out a documentary analysis and a critical reflection on the

efficiency and effectiveness of the current training model. This study allow us to conclude that, measuring the trainee reactions and learning, the inherent risk of factors affecting transfer of training to the workplace and the impact of the training in the services, delivering the results in terms of return on expectations and investment, is the most appropriate approach to assessing the effectiveness and efficiency of training in the military context. Managing training effectiveness requires maintaining a constant balance between the response required (by organizational context and concrete situations) and the actual response (based on mobilization and value of skills acquired in training), moderated by actual return on expectations and investment.

4. The citizens importance on defense policies and on armed forces performance: The military overview

Paulo Gomes, (Military Academy/ Military Academy Research Centre (CINAMIL). Lisbon, Portugal - gomes.pja@mail.exercito.pt)

Taking into account the current challenges of the states, ranging from the current budgetary constraints, rapid technological change, the need for survival, as well as improving public performance, new theoretical movements have emerged within a "new" public administration. Serving citizens as consumers or customers (New Public Management - NPM), a high Public Performance Management (Public Value Management - PVM) and enhance the citizens role in society (New Public Service - NPS), should be an integral part of the public policies.

Nowadays, the role of citizens is important for the current goal of the new public administration. In addition, more and more, public organizations are confronted to have a higher quality public service, optimizing their performance.

The Portuguese Armed Forces, due to its ability to influence the environment, both external and internal, must also have high performance, through an adequate inputs, outputs, activities and outcomes management. But, is also important to see how the citizens may improve the performance. This article analyzes the opinion of the militaries, in terms of descriptive statistics, about the citizens participation on defense policies and armed forces performance.

Parallel Book Sessions 2

1. Title: The Special Operations Forces (SOF) book session

Organizer: Dr. Tone Danielsen, The Norwegian Defence Research Establishment (FFI)

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Over the past two decades special operations forces have been marked by immense growth around the world. Yet, there are still relatively few social scientific studies of these forces. In 2018 two new books about SOF were published and will be presented in this book session.

Introducer: Anthony King/ Tone Danielsen introduce the panel and provide some social scientific perspectives on SOF research.

The anthology *Special Operations Forces in the 21st Century – Perspectives from the Social Sciences* (edited by Jessica Turnley, Kobi Michael, and Eyal Ben-Ari) provides a series of studies and analyses of SOF around the globe. Analyzing SOF at the micro, mezzo, and macro levels it provides broad and diverse insights, and deals with new issues raised by the use of such forces. This book fills a gap in the literature by providing thorough, empirically based discussions and analyses on what makes SOF 'special'.

Commentator: Eitan Shamir.

Making Warriors in a Global Era – An Ethnographic Study of the Norwegian Naval Special Operations Commando (by Tone Danielsen), is based on a long fieldwork with unprecedented access and a decade of studies of Norwegian SOF. It provides novel ethnography, analyses, and discussions, and contributes with a grounded understanding of a small state's special operation's everyday life and culture.

Commentator: Eyal Ben-Ari.

After the presentations time for questions and discussions will be provided.

2. Title: When Soldiers Rebel: Ethnic Armies and Political Instability in Africa

Author: Kristen A. Harkness

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Panel Format: 15-20 minute presentation by the author followed by 15-20 minutes of discussant remarks and then Q&A with the audience.

Discussants: David Kuehn (GIGA)

Book Description: *When Soldiers Rebel: Ethnic Armies and Political Instability in Africa* (Cambridge UP, published September 2018). Military coups are a constant threat in Africa and many former military leaders are now in control of 'civilian states', yet the military remains understudied, especially over the last decade. Drawing on extensive archival research, cross-national data, and four indepth comparative case studies, *When Soldiers Rebel* examines the causes of military coups in post-independence Africa and looks at the relationship between ethnic armies and political instability in the region. Kristen A. Harkness argues that the processes of creating and dismantling ethnically exclusionary state institutions engenders organized and violent political resistance. Focusing on rebellions to protect rather than change the status quo, Harkness sheds light on a mechanism of ethnic violence that helps us understand both the motivations and timing of rebellion, and the rarity of group rebellion in the face of persistent political and economic inequalities along ethnic lines.

3. Title: The Politics of Military Families: Tensions between State, Work Organizations, and the rise of the Negotiation Household

Author: Rene Moelker, Manon Andres, and Nina Rones

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Edited volume, published in 2019

Moelker, Andres, and Rones (Eds)

The focus of this book is on the tensions between military and family life in modern times. Theoretically the point of departure lies in a triadic approach to reality. The interplay (tensions) between various stakeholders is the main object in the endeavor of understanding changes in modern military families. In this book, we discussed triads at societal, organization, and family level. At societal level, state, the armed forces, and the home front are bounded together by tensions that make one big balancing act. At the organization level, the stakeholders are the soldier, the work organization, and the military family. At the family level, the military parent, the parent, and the child are the rivaling (or collaborating) parties. Politics and agency (who gets what, when and how) lend the triads their dynamic potential for change. The levels are interconnected; the interconnectedness is revealed by comparative analyses of military families worldwide.

14.30 – 16.00 PARALLEL SESSIONS 6

TOTAL DEFENCE WORKFORCE - -Part time Reserve Forces in the 21st Century. Balancing family, work and military service. -Session 3

Chair: Vince Connelly

1. Retention in the Primary Reserve Force: The Influence of Civilian Employment and Family Considerations

Irina Goldenberg, National Defence Canada (Irina.Goldenberg@forces.gc.ca).

The Primary Reserve (P Res) is a primarily part-time component of the Canadian Armed Forces (CAF), which supplements the full-time Regular Force. Unlike the Regular Force, however, many P Res members have civilian employment and are in the unique position of balancing a trio of responsibilities: family life, civilian work obligations, and military service.

This presentation examines the challenges that CAF reservists face, in particular with respect to these multiple roles and demands. Characteristics distinguishing reservists with and without families are considered, including their relative likelihood of holding civilian employment. The unique challenges faced by members with families are then examined in greater depth: The mutual impact of civilian work and family obligations on members' reserve service is explored in detail, including its relation to decisions to stay in or to leave the CAF. These analyses highlight the importance of the family in members' lives, which suggests that the amount of family support available through the CAF may play an important role.

2. Negotiating civilian and military lives: Finding time for reserve service.

Zoe Morrison, University of Greenwich, UK (Z.J.Morrison@greenwich.ac.uk)

Scott Tindal, University of Edinburgh, UK (scott.tindal@ed.ac.uk)

Sarah Cunningham-Burley, University of Edinburgh, UK (SCBURLEY@staffmail.ed.ac.uk)

Vince Connelly, Oxford Brookes University, UK (vconnelly@brookes.ac.uk)

Wendy Loretto, University of Edinburgh, UK (wendy.loretto@ed.ac.uk)

The United Kingdom's Future Reserves (2020) programme engenders a new professional ethos and purpose for part time Reservists and demands much from the Reservists' 'spare time'. However, the need to sustain contemporaneous civilian employment, and the changing nature of family life, also place demands on Reservists' time.

Drawing on findings from a mixed methods study with Reservists and their family members, we conduct a narrative analysis of qualitative interviews that are supported by a quantitative survey analysis. We examine the strategies that Reservists, their family members, and their civilian employers collectively use to carve out the time required for Reservist service.

Our findings suggest that many Reservists, to varying degrees, conduct negotiations and trade-offs between their various life domains (i.e. family, civilian work, and military service). The various strategies used can have differing consequences: some trivial, others profound. Yet Reservists are generally able to create a temporal equilibrium which can be maintained. However, this can be disrupted with the introduction of a new element and generally require Reservists to restore a new equilibrium. We consider the implications of these temporal strategies, equilibriums and its disruptions, and discuss its implications for individual resilience, family cohesion, sustainable employment, and military capability.

3. Reservist families and their understanding of military welfare support as a (non) military family

Vince Connelly, Oxford Brookes University, UK (vconnelly@brookes.ac.uk)

Nicola Fear, King's College London, UK (nicola.t.fear@kcl.ac.uk)

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Joanna Smith, Oxford Brookes University, UK (joanna.smith@brookes.ac.uk)

The UK Armed Forces are undergoing changes that require Reservist personnel to be more integrated with the regular force. Reservist family members may not identify as members of the military community and may be less likely than family members of regular personnel to seek help for a service related issue if required. Reservist personnel often do not reside near any military base, so separation is both physical and psychological. Therefore, when the Reservist is deployed, families may have little knowledge of the welfare support available to them. How Reservist families negotiate and access support is currently unknown.

This project surveyed 140 family members of Reservists alongside data from 33 semi-structured interviews investigating their awareness of, and access to, welfare support and provision. The views of family members were compared with those within the welfare chain of command and with the service charities.

Results indicate converging themes around the lack of communication and subsequent low awareness by family members and service providers. The key role of the Reservist as a barrier or facilitator of information was highlighted. These results have implications for the Reserve and Regular Forces, policy makers and service providers. Support mechanisms appropriate for Reservists and their families are highlighted.

4. Negotiating civilian and military lives: families, relationships and reserve service.

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The United Kingdom's (UK) Armed Forces are currently undergoing organisational change driven by the 'Whole Force' concept which seeks to create a more agile and flexible resourcing model within the British armed forces. Reservists are a key component of the new military structure, constituting 25% of the entire service by 2020, and represented across all levels of all three service branches. The features of agility and flexibility within the military organisation are mirrored in how individual Reservists negotiate their military service in the context of their civilian lives. This paper will examine Reservists' practices in negotiating the various, sometimes competing, demands of military and civilian life. The analysis draws on qualitative interviews with Reservist (n=35) and their partners (n=8), and an online survey of Reservists (n=361) which interrogates the practices and routines which delineate Reservists' civilian and military lives, and its wider generalisability. This analysis is situated within a theoretical framework of 'boundaries' within contemporary family and working practices (McKie and Cunningham-Burley, 2005). This framework is used to describe the social boundaries between Reserve service, family life, and civilian employment, how those boundaries are negotiated, and their consequences for the institutions of the family, civilian work, and the military.

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 4: Domestic military and police reforms and organizational change

1. Militarization and constabularization: Relations between armed forces and police

Rasmus Dahlberg (Royal Danish Defence College, rada@fak.dk) and Anja Dalgaard-Nielsen (Royal Danish Defence College, andn@fak.dk)

The aim of this paper is to present our thoughts for a chapter on relations between armed forces and police currently under development for the Handbook of Military Science, ed. Anders Sookermy. We intend to provide a brief historical overview of the period 1500-2000 covering developments in key concepts such as constabulary vs. military tasks, gendarmerie, legislation issues, cultural traditions and public perceptions of the relations between armed forces and police forces in the US, UK, France, Norway and Denmark. Then we introduce the concept of "Sectoral convergence" by discussing the developments towards militarization of police forces and constabularization of military forces in Denmark and Norway since approx. 2000. We discuss the (ontological) nature of the threats and challenges and arguments for closer collaboration – objective/factual (according to most writers) or construed (according to critical scholars). We also ask whether convergence and collaboration is good, bad, or normal or an aberration when seen from a military institutional and organizational perspective (Huntington vs. Janowitz). Finally, we discuss the practical, organizational and legal implications of sectoral convergence as well as the military perspective vs. the civil rights/civilian perspective.

2. Police training and reforms: assumptions, senses and political configurations. A case study in the police schools of Policía de la Provincia de Buenos Aires, Argentina

Mariana Sirimarco, maikenas@yahoo.com.ar

Police training has always been a privileged issue in the reform processes experienced by Argentinean police institutions. Police schools are in fact the first thing to be pointed at every time police practice is suspected of being violent or illegal. How is it that police training has become a field so available for transformation and retouching? How has it become a perfect synonym with police reforms?

This paper intends not to void this relation, but to inquire it. That is to say, to reflect on the arguments and assumptions that makes easy for social actors in the field -public servants, politicians, experts, journalists and even academics- to turn police training in the ever invited guest of police reforms.

3. Cops versus Soldiers: The legitimacy of Karachi's dual policing mechanism

Zoha Waseem, (School of Oriental and African Studies, zoha.waseem@kcl.ac.uk)

Little has been researched on the institutions responsible for providing security and maintaining law and order in Pakistan's most violent metropolis, Karachi. This paper looks at two such institutions, the civilian police and the paramilitary, arguing that the co-existence of Karachi Police and Sindh Rangers has created a mechanism of dual policing that, due to a complicated working relationship between the two institutions, undermines the legitimacy of both. It will be examined here how both institutions operate under de jure legitimacy as well as de facto legitimacy. Processes of securitisation and the tolerance for de facto legitimacy of both the police and paramilitary have encouraged the militarisation of policing in Karachi. Relying on fieldwork conducted between 2015 and 2017, when a security operation coined the 'Karachi Operation' was at its peak, this paper attempts to dissect the visible and reported practices and discourses of Karachi Police and Sindh Rangers to assess how legitimacy is negotiated by both institutions, independently as well as in relation to one another, as they collaborate and compete for relevance, resources, and the right to the city. By considering the analysis presented here, it is further suggested that in urban areas such as Karachi, attempts at acquiring de facto legitimacy by institutions with overlapping mandates and operations can create prolonged periods of insecurity and uncertainty, in spite of the gains made by military and police institutions during security operations.

4. How Can Police And Military Best Collaborate Within The Emergency Response Context?

Elizabeth Kirley (Deakin University & Osgoode Hall Law School, York University, elizabethkirley@gmail.com), and Eric Ouellet (Canadian Forces College and Royal Military College of Canada, ouellet@cfc.dnd.ca)

In 2008, the authors commenced an empirical study of collaboration experiences and potential between two Canadian institutions, police and military, from the police perspective and within the emergency response context. The study focused on verbal and behavioural indicators of attitudes towards past collaborative experiences that might encourage or impede those in the future. Calling on the institutional analysis model of American sociologist W. Richard Scott, the authors identified regulative, normative and cognitive-cultural similarities and differences between the two institutions that revealed how they shape their rules and prescriptions and how certain structural undercurrents affect the rationality of their decision making in times of change. The results, submitted to Canada's Department of National Defence, reinforced the perceptions

of Scott that institutional change is a response to three types of pressure on organizations: functional, social, and political. A decade after this fieldwork was commissioned, new critical challenges to the legitimacy of police and military institutions have emerged. The paper proceeds in three parts: first, it presents the original Canadian study objectives and methods as well as then-existing pressures for more collaboration between the military and police within the emergency response context. Second, it analyzes study results within the analytical framework of Scott's theory of organizational change, taking note of interviewees' expressions of emotions, beliefs, and ambitions. Finally, it considers how two larger societal triggers of such changes identified in the earlier study might be affected by the collaboration potential, namely the accelerating pace of innovation in information and communications technology and the intensification of security and safety demands post 9/11.

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 3: (In) Action And Military Subjectivity In Post-Truth Times: A Regional Perspective

1. The truth is in there: The militarization of the self among Danish ISAF troops

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In Denmark, 'our troops' are heroic altruists at heart. In Afghanistan, 'our troops' are patriots fighting for the sake of the Danes, or even humanitarians fighting for the sake of the Afghans. At least this is true if we are to believe the dominant, political truth on Denmark's war in Afghanistan (2002-2014). Perhaps tellingly for a 'post-truth' world, Danish military recruitment videos tend to speak truth to power when they come close to drawing a truthful portrait of the realities on the ground among Danish ISAF troops. The military is, as I argue in this paper, perceived to be where the action is and where the action is possibilities arise for trying one's strength on the world and pursuing one's continued struggle to become who you are: a better version of yourself – a militarized self. Based on ethnographic fieldwork with some of the very last Danish combat troops deployed to Helmand, this paper challenges not merely political window-dressing, but also – and more fundamentally – categorical distinctions between one's civilian and military lives, including sport and war, simulation and the real thing, boredom and pleasure as well as boy- and manhood.

2. Inaction as only alternative. Contemporary Argentinian peacekeepers in search of respect

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This paper deals with contemporary Argentinian soldiers that join the United Nations Peacekeeping Force in Cyprus (UNFICYP) as only mode of action after years of instruction. Recent ethnography in Argentina and Cyprus shows that desires for combat barely manifest in conversations with the young soldiers. With hardly any other option than becoming a 'beachkeeper, they emphasize the value of humanitarian assistance, travel and cultural

exchange to become a competent soldier. This focus on inaction not only dominates their lifeworlds, it also shapes the institutional culture of the Argentinian military for more than three decades.

Despite growing transnational violence in Latin America, since 1988 the Argentinian military has no jurisdiction over internal security. Once a distinguished institution, the Argentinian military lost its prestige and authority in light of the state repression (1976-1982) and the Malvinas-Falkland defeat (1982). Subsequent annulment of conscription (1994) and increasing neoliberal budget cuts have further diminished military status and manpower. By tracing this recent history, I will argue that the uncomfortable memories of internal conflict and far-reaching financial penalties have dismantled ideals of thrill. This dismantling process modifies the very meaning and practice of military (in)action, ultimately affecting military subjectivity and its relationship with combat.

3. Shooting at nothing and awaiting martyrdom: boredom, transgression and expression of violence among Shia paramilitary forces fighting in Iraq and Syria

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What and where is the truth of violence in battlefields? When is the moment that violence and transgression begin in combat zones? Does violence occur only during active combat and battlefields? How anthropology can account for latent expressions of violence in pre-, post- and in-between deployment phases? I propose to trace various expressions of violence during the phases that combatants are not actively engaged in the battlefield to show formation of violence. Therefore, I demonstrate how boredom and inaction are the platforms of transgressions that produce first violence inwardly among militants confined to baroques and then it is continued outwardly toward enemy combatants. By way of ethnography, I have followed Iranian, Afghan, Iraqi and Iranian combatants who fought against ISIS in Iraq and Syria. These Shia militants either volunteered for deployment or they were recruited from radical armed movements across the Middle East. I will explain how certain kind of violence and their militant subjectivities are crafted in-between and during deployments while they await battlefield and eventually martyrdom. I stress how violence within the baroques and garrisons are continued when they confront the enemy combatants. Therefore, I challenge the prefix post-truth by addressing how truth of military actions are produced in inactions.

4. The hidden cost of peacekeeping: Ghanaian “peace soldiers” and mental health in the post-deployment phase

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Ghana is a top-20 troop contributing nation to United Nations peacekeeping missions. The weight of peacekeeping on the scale of activities in the Ghanaian military barracks have resulted in peacekeeping becoming an identity marker and an important element of soldiering in the Ghana Armed Forces. Ghanaian soldiers consider themselves ‘soldiers of peace.’ In the peacekeeping arena, Ghanaian soldiers are generally portrayed as heroic; men and women who

rally to assist those in dire straits. Nationally, Ghanaian soldiers are revered as ‘ambassadors of peace.’ However, peacekeeping missions have hidden cost for the participants, such as mental health challenges, in an environment with poor health care infrastructure. Whereas we are aware of the psychological cost of combat engagement of soldiers (Grieger et al., 2006), less is known about the psychological consequences of peacekeeping on military personnel. Recent studies equates the psychological burden of peacekeeping on soldiers to that associated with combat missions (Barnes et al., 2016). However, in the Ghanaian barracks these issues are not openly discussed. The paper asks: what is concealed by the image of the Ghana Armed Forces as ‘peacekeeping army’ and how do soldiers’ reconcile potentially competing (self-) perceptions in the post-deployment phase?

THE MILITARY PROFESSION SESSION 3: Variance-based approaches

1. Psychosocial risk factors in the army

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Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J.

According to the World Health Organization (2018), work-related stress affects the individual well-being and the organization effectiveness. The work related psychosocial risks are identified as one of the greatest contemporary threats to health in safety workers where military profession is included. The military personnel may be subject to specific stress inducing factors, which may jeopardize their readiness. To prevent the mental, physical and organizational consequences of stress related to work conditions, the Portuguese army implemented a Psychosocial Risk Prevention Program (PRPP).

The PRPP aims to monitor and promote the well-being of military professionals, providing relevant information for decision makers, training for on site intervention and supporting the implementation of differentiated strategies. The psychosocial risks at work are assessed every year, using the Copenhagen Psychosocial Questionnaire II adapted for the Portuguese army. This study pretends to share the application of the army PRPP and preliminary assessment results.

2. Roles of Officer Corp and NCO's in training of conscripts: case of Lithuania.

Jurate Novagrockiene

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Restoration of compulsory service in Lithuania following Russian aggression in Ukraine made impact on increasing leadership, professional skills and capacities of professional officers and NCO's. A difference between the first wave (till 2008) of conscripts and the second one (since 2015) discovered a new approach for their recruitment, training and education. Due better education, higher incomes of drafters, their expectations to meet challenges, and military probations on the one hand, and increased requirements from uncertain environment, on the other, resulted in changes of basic military training as well as roles of their trainers. Since conscription was restored in few months Lithuanian NCO'S and officers find themselves unprepared to train the first call of 3000 drafters. However, readiness and experience to train conscripts increased very soon. A presentation discovers changing nature of officers and NCO's practice working with conscripts based on Surveys of 2015-2016 and 2018.

3. EQUITY IN HEALTH IN PORTUGUESE ARMY: DISTRIBUTION OF MUSCULOSKELETAL INJURIES IN THE MILITARY TRAINING

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Equity in health, a fundamental principle of public services, should be promoted in a military context. As a contribution, we determined the prevalence of musculoskeletal injuries (LME) in Portuguese army soldiers and inequalities in their distribution. Between 2015 and 2016, a convenience sample was evaluated of 629 sergeants and contract officers, permanent staff (weapons) and military physical education instructors in training at the School of Arms. A prevalence of LME of 35% (95% CI, $p = 0.000$) was found, which, despite being lower than that of other armies, was a cause of high absenteeism during the instruction period (4365 days). It was also verified, with 95% confidence and error probability less than 0.05, differences in the distribution of the probability of occurrence of cases of LME. This was higher in 2016 (44.4%), male students (37.2%), permanent (74.85%), sergeant (41.6%), infantry (88.16%) and military physical education (80.95%). In view of the observed inequalities, it is considered that equality between students was not guaranteed. However, most LMEs occurred mainly due to an overuse mechanism (25.8%), so that inequalities are potentially solvable with a multidisciplinary approach.

4. Gathering field experience or steering clear of the real work? - The Finnish officers' motivation for military crisis management operations

Captain, M. M. Sc. Jussi-Pekka Niemelä

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The focus of this research is the Finnish Defence Forces (FDF) Army officers' motivation for military crisis management operations (CMO) and for international tasks. The participation in the CMO is voluntary for regular personnel. The participation in military assistance operation is new task of the FDF since 2017 and the participation in is not voluntary for regular personnel anymore.

The main interest of study is what factors affect the army officers' decision making in whether to participate in the crisis management operation or not. This article focuses on the theoretical gap in the motivation of the regular personnel for serving abroad instead of homeland. After theoretical construing of the phenomena this article focuses on understanding and describing the challenges in the FDF.

This study combines 1) the international theoretical literature on career motivation and military profession in the crisis management context, 2) the statistics of the participation rates of Finnish Officers 2008–2017 and 3) the data collected in 2015 by interviewing nine Veterans who served in UNIFIL III.

The results of this study shed more light on the motivation to participate in the CMO's. However, they still yield for more thorough understanding of the phenomena.

1. Re-importing the 'robust turn'. Consequences of UN peacekeeping for armed forces deployed in internal public security missions

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The 'robust turn' and the rise of 'stabilisation' operations have changed the nature of UN Peacekeeping. Most blue helmets nowadays come from the Global South and are frequently being deployed in situations where there is no peace to keep. Still, most research on the tactical level of UN peacekeeping is mostly concerned with combat-experienced soldiers from developed countries who, firstly, have difficulties in adapting to comparatively low levels of coercion in peacekeeping and, secondly, usually do not perform public security functions in their own countries. Due to the reality of contemporary UN peacekeeping and its implications for troop contributing countries from the Global South, this paper addresses the opposite problem: troops that have to deal with high levels of coercion in peace enforcement missions and are furthermore regularly engaged in internal operations. What are the consequences of the 'robust turn' for troop contributors? Using questionnaire-based surveys, interviews and focus groups with troops from Brazil and tentative evidence from India and Bangladesh, it argues that UN 'stabilisation' missions may increase the military's propensity to use force in internal missions.

2. From Peacekeeping in Haiti to drug trafficking 'combat' on the Argentine border. The 'absence of State' in the construction of analogous operational environments.

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How was Haiti's experience reconverted by former Argentine peacekeepers to define the Operation Integración Norte on Argentine's border with Bolivia, Brazil and Paraguay? How did these military identify the cause of the expansion of drug traffickers in "the absence of a State", matching the operational environment of northern Argentina and Gonaïves? Starting in 2018 under the command of ex-peacekeepers of MINUSTAH, that Operation was proposed as a means to 'combat' drug trafficking, incarnating a "state presence" through operational training and multiple community aid tasks. Our research, based on ethnographic interviews with the Army officers that command the aforementioned Operation, continues the one where we demonstrated how former peacekeeper's narratives intertwined their effectiveness in Haiti with a democratizing domestic scenario against the use of force. Thus, in the light of this new Operation we will debate Arturo Sotomayor's perspective on the limited democratizing power of peace missions and the contribution of Chiara Ruffa about the national impact on the construction of peacekeeping operational environment. Our main conclusion would be that the application of the "lessons learned" from global security policies was subject to a sharp military work adjust the national operational environments in which it was applied.

3. Transitioning from Blue Helmets to Blue Flags: The Role of AMISOM Troop Behavior in Undermining FGS Legitimacy and SNA Credibility

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The African Union Mission in Somalia (AMISOM) is an active, regional peacekeeping mission in territories ostensibly governed by the Federal Government of Somalia (FGS) and Federal Member States (FMS). It is the Union's longest running, largest, most costly, and most deadly operation, with only 6 of 54 member states stepping up as troop contributing countries. While the Mission has achieved some success in degrading al-Shabab and expanding humanitarian access, ongoing criticism of troop behavior by the Somali citizenry not only undermines AMISOM's reputation and efficacy – it also weakens the viability of the aspirational transition of security responsibilities to the FGS police and security forces, most notably the Somali National Army (SNA). Drawing from field work in Somalia, this paper will consolidate reports of abuses made and inappropriate liberties taken by AMISOM troops and examine how these actions have undermined the credibility and legitimacy of FGS/FMS security forces – a cost that cannot be borne – and will conclude with a discussion of Mission and FGS/FMS responses and recommendations to prevent further reputational damage.

4. Barefoot soldiers and skiing nations? Coping strategies in the UN mission in Mali

Chiara Ruffa, Uppsala University (presenter)
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Among the policy world and the IR literature, it is often assumed that military personnel will simply and automatically execute orders. Yet, both in operations abroad and domestically military personnel at the individual level has wider margins of maneuver and degree of autonomy than it is usually expected. This paper challenges the assumption that military personnel will automatically and precisely execute orders by showing what happens when soldiers are confronted to high levels of uncertainty and stress and how they react to it. In this paper, we explore the consequences of being in a peacekeeping mission for individual soldiers on the ground. We focus in particular on African and European soldiers deployed in a peacekeeping operation, the UN mission in Mali, which posed high uncertainty for soldiers deployed because African soldiers took many more risks than their European counterparts and the command structure was unclear. Drawing upon a large empirical dataset, we find that when exposed to high levels of uncertainty, military personnel put in place three sets of meaning-making mechanisms of great relevance for peacekeeping effectiveness.

MILITARY CONFLICT MANAGEMENT AND PEACE ECONOMICS – SESSION 1

1. Finding your way in global conditions cloudy if not warped: South Africa's Defence Diplomacy

Ian Liebenberg (jankalahari@gmail.com)

South Africa's defence posture in Africa radically changed between 1950 and 2018. From a garrison-minded state mired in diplomatic isolation, the country, following its negotiated transition to democracy, 'returned to Africa'. As South Africa's relations on the continent evolve, so does the country's use of various instruments of foreign policy. This chapter considers

primarily the military instrument in foreign policy and in particular the country's policy and practice of defence diplomacy. Shaped in part by the presidential styles of Nelson Mandela, Thabo Mbeki, and Jacob Zuma the interplay between foreign policy and defence has required South Africa to ensure it is not perceived as a hegemon by its neighbours in Africa, but as a declared partner – albeit often as a predominant power. Even so, expectations continue that South Africa should extend its role in the African Union (AU) and through the African Peace and Security Architecture (APSA) it helped establish. As the chapter notes, significant gains have been made in advancing South African interests through defence diplomacy, but real limitations exist and these should be considered rationally before unrealistic demands or inflated expectations are uncritically accepted

2. MIGRANTS: IDENTITIES AND BORDERS MANAGEMENT

Luís Malheiro (malheiro86@hotmail.com)

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Fernando Bessa

Military University Institute, Centre for Research in Security and Defence (CISD), Lisboa, Portugal

Considering the tension created by thousands of migrants who have elected Europe with the aim to find a better place to live and work, which is connected or has been connected with several terrorist attacks and the perpetration of terror acts in several European cities, we were very curious to understanding the diversity of discourses that have been built around this human massive migration.

Additionally, we thought that it was very important to deconstruct biased speeches and misperceptions of this reality. So, with the present paper, we aim to answer the following question: what are the main characteristics of the migrants who have entered in Europe?

Consequently, we were interested in recognizing which are the principal European borders management actors, as an important asset to better understand what kind of actions have been taken and what kind of actions could be taken to answer humanly and positively to the present massive waves of people from different countries, namely from Africa, to Europe, allowing authorities to provide accurate legislation, as well as to increase the interdisciplinary analysis and dialogue as it will be impossible to find a local and individual answer for a global problem. Finally, it is our intention to finish the investigation producing knowledge and innovative tools that can help to better understand this migration flow, especially those that are affecting border management and control.

3. Creating an artificial `pattern recognition` tool for a securization within a framework of urbanization?

Cagri Sagiroglu, Ph.D.

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Concerns over regional security are not limited to local conditions. Many factors contribute to achieving security and democratization dilemma, in fact with a technological globalization a trilemma. Starting from the historical perspective and the milestones with the current circumstances and risks, the study proposes a new type of `partnership matching decision support system` that gives stakeholders to better opportunities.

In this study, we will analyze by utilizing data mining support models together with self-organizing maps that, under the Copenhagen School approach to “securitization”, if the development model as in Singapore, London, San-Diego-Tijuana, Saigon and/or Addis Ababa regions, can be a possible solution also in any other region. Additionally, the possibilities will validate and visualize with the ARCGIS geospatial based software including various data based attributes.

Because our analyzing, forecasting and observation of the process will be solved out with mathematical methods, it can be adaptable to new regions and in this perspective, although it is possible to face with remarkable differences, the states and specialized regions can share many more on characteristics, economic procedures, social developments and environmentally ultra and infrastructure in years. From the other side, thanks to mathematical based infra-structure the results can be measured and reconfigured easily.

11.00 – 11.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 7

CIVILIAN CONTROL OF THE MILITARY SESSION 4: Civilian Control in New Democracies and Authoritarian regimes 3: MENA and Africa

(Chair: David Kuehn)

1. Erdogan's Post-July Coup Military Restructuring and Its Implications for Turkish Civil-Military Relations

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Can Erdogan’s post-July coup military restructuring putsch-proof the Turkish military? For many Erdogan’s military reforms cast substantial doubt on his intentions. For many in Turkey, Erdogan is cultivating a military which will solely serve as a power base for and guardian of his new regime. Erdogan’s reforms have sought to obliterate the structures, men, and symbols of the old military order, resetting its memory, and building a new army from almost scratch. Yet, the two-year record of Erdogan's drastic reforms has exposed not only the limits of his influence but also the weak and contradictory promises of his ambitious reform agenda. There are unbridgeable gulfs among what Erdogan claims to envision for the Turkish military, what he does on the ground, and what he can achieve. This paper discusses Erdogan's recent military restructuring and whether it can create a democratic civil-military relations as he is suggest and a professionally competitive army. I suggest that due to their revanchist and partisan attitude, Erdogan have sacrificed the chance to revive an institution which has long been torn among a dogmatic ideological deadlock, self-destructive interventionism, and professional ineffectiveness much less ending Turkish officers' habit of putschism.

2. Civil Military Relations in Turkey before and after the July 15 Failed Coup Attempt

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After 9/11 the armed forces are important actors in many countries and involving in many different roles in addition to security as Turkish military have experienced. This paradigm shift on the rising role of armed forces had an important role in designing “civil-military relations” (CMR). The military Turkey had been the most powerful institution in the country for years. In addition to global impacts, Turkey has been experiencing a paradigm shift in its CMR in recent years and especially after July 15 attempted military coup. Turkey has experienced, for the first time in the Republic’s history, a coup attempt by a religious community, known as the Fetullahist Terrorist Organization (FETÖ), who secretly flourished in the cadres of the Turkish Armed Forces (TAF). From Huntington’s objective control to Janowitz’ subjective control of the military, Turkey’s revolutionary civilianization process has implemented reforms one after the other at a breakneck pace in recent months. The paradigm shift has gained speed toward “complete civilianization”, but the relationship between civilization and democratization of the military has not been balanced yet. Turkey has overarching dilemma in the post-July 15 setting regarding CMR, whether to monopolize or democratize CMR for more effective civilian control. That is, on the one hand, the monopolization of CMR, implying transfer of power from the military elites to the elected executive Presidency enables strict civilian control of the military by the elected civilian president; on the other hand, democratization of CMR enables diffusion of power among the elected president, elected government, and parliamentary and civil society actors such as academia, think tanks, and media so as to create a more effective oversight and monitoring system over the military. The damage from this failed coup will continue to put pressure on all Turkish institutions, including the military as well in the near future.

3. Militaries: In and Out of Politics and Economies A Dynamic Regional Order Approach to Civil-Military Relations Comparative Cases of Turkey, Egypt, and Israel

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There are many ways for a military to intervene in politics, but one of the much-debated means is playing a role in a country’s economy. In the Middle East, Turkey, Egypt, and Israel have exhibited degrees of economic civilianization followed by (re) militarization. The three cases, however, have comparative inception stories of military economic roles and contrasting configurations of how these military economic activities manifested over time. There are three aspects of their militaries’ involvement in the economic realm: a) high military budget relative to the civilian state budget and the country’s GDP b) military defense industries or the militarization of various sectors, such as high-tech, through an advanced military-industrial-complex, and c) self-sufficiency income-generating civilian-products enterprises, holdings, or swathes of land controlled by the armed forces. Why did these three seemingly different cases-- in terms of their histories, political structures, and societies-- converge on a strong military economic role in their respective countries?

I argue that these three cases’ military economic roles are co-constituted from within a Dynamic Regional Order, for the purpose of keeping on par with one another as the three strongest

militaries in the Middle East (Turkey is rated 1st, Egypt 2nd, and Israel 3rd) as well as among the strongest sixteen militaries worldwide (Turkey is rated 10th, Egypt 12th, and Israel 16th). The dynamic regional order approach to understanding economic civil-military relations allows two key observations: a) the cases actually impacted each other's economic civil-military relations trajectories by virtue of being rival adjacent neighbors, in a high threat perception environment that pushed for an arms race in their earlier years as new states and b) the cases have consequently been imitating/emulating one another from a pool of "best practices," in the realm of military economic roles— still in order to maintain their equivalent military strength. A novel approach in this paper is to examine the three cases of Turkish, Egyptian, and Israeli militaries, alike, vis-à-vis one another, from within the regional order of the Middle East. I argue that none of these countries' military economic role can be understood in vacuum or as isolated case.

4. Bending the truth and the tentacles of Corruption: Arms Acquisition, Corruption and Secret Deals under apartheid and after apartheid

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Good governance of state finances are of importance to ensure that money is properly spent by the responsible agents or departments of the government in power. Governance of such funds demand accountability, transparency and upholding a system that allows for ethical norms in terms of state spending and eventual review by the Legislative of such expenditure. This paper investigates the case of government spending in terms of defence expenditure in South Africa from 1974 to 1990. Arms acquisition and procurement under the apartheid authoritarian government were marked by corrupt practices and the evolution of the so-called "deep state" (the deep state can also be understood as an "under-cover-state" or to a "state-within-and-outside-a-state"). Corruption was pervasive during the militarisation of the minority regime and its authoritarian structures due to lack of oversight mechanisms. This paper explores corruption under apartheid in terms of defence acquisition and procurement especially related to the Special Defence Account (SDA) created in the 1970s. Activities beyond shady deals such as assassination of state opponents are also discussed. The paper also reflects on lessons learnt and whether such widespread irregularities can be prevented elsewhere.

WORKING GROUP RECRUITMENT AND RETENTION SESSION 4: RECRUITMENT AND SELECTION

1. Improving the Selection of Military Pilot Candidates Using Latent Trajectories: An Application of Latent Growth Mixture Modeling

Gomes, A. & Dias, J. (apgomes@academiafa.edu.pt)

Latent growth mixture modeling is a statistical approach that models longitudinal data, grouping individuals who share similar longitudinal data patterns into latent classes. We evaluated the application of this method in a sample of ab initio military pilot applicants (N = 297), using longitudinal data collected from a military flight-screening program (where the applicants flew seven required flights), resulting in a final pass-fail outcome. Results showed the existence of a two-class solution (Cluster 1 presented an initially higher performance and contained 75% of the

Pass candidates) and the psychomotor coordination and general adaptability showed a significant effect.

132. Recruitment and Retention

2. Conscription in Lithuania: motivational changes

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During the past four years as Lithuania has reintroduced the permanent compulsory primary military service, the primary voluntarism has diminished. If in the first call in 2015 there were 70% of volunteers so in the call of 2018 it decreased till 55%. There are also changes in the motivational positioning: the patriotic motive to learn to defend family and state while facing the threat has diminished. More rational – to perform the duty as soon as possible – and more postmodern – to experience challenges in the service – became more important than before.

There are also different groups of young men having different clusters of motives while coming to conscription: those determined to become professional soldiers, young men seeking adventures and sports, those interested in guns and those continuing family traditions. These groups are carrying different perceptions of the army as an institution as well. There is also a correlation between age, civil position, ethnicity and satisfaction with personal life and ones will to defend a homeland and to serve in the military. These motivational changes mark the challenges that Lithuanian armed forces must be prepared to manage. Presentation is based on a longitudinal study in Lithuanian armed forces in 2016 and 2018.

3. Will hackers become generals?

Didier Danet (didier.danet@st-cyr.terre-net.defense.gouv.fr)

Due to the dramatic rise of cyber defense, new profiles are attracted into the military. These cyber-warriors are imbued with professional culture (« Hackers' culture ») which differs in many ways from the traditional values of the military. They do not ask for permission. They are solving problems in innovative ways, not by following existing procedures... Wrapping it up shortly: they do not play by the rules.

This peculiarity of hackers' culture could seem to be a problem for the military institution: « Hackers' culture » is consubstantial with the efficiency of the cyber-warriors but it may seem quite remote from the traditional values of the military professional culture. Does this mean that cyber-warriors should be considered as a temporary resource that is not supposed to adhere to military culture and will not be selected for commanding positions?

On the contrary, we consider that the population of cyber-fighters is a reservoir of "hidden talents", ie individuals with potential leadership abilities, but who remain unknown because they do not fit with the traditional criteria of the military culture. The aim of the communication is to identify the biases in the selection processes within the military and to suggest new approaches in order to identify and promote "hidden leaders' talents" in the population of cyber warriors.

4. Measuring Military Tactical Decision Making Skills to Support Training and Enhance Personnel Selection

Männiste, T; Pedaste, M; Schimansky, R (tonis.manniste@mil.ee)

Good decision making (DM) skills are crucial for every military commander when leading troops in battle situations. Situational Judgement Tests (SJT) have been used in assessing different aspects of military knowledge and performance. However, they have not been used for measuring DM in tactical level battle leading context.

This study focused on developing SJT for measuring military decision making skills. The test was developed based on light infantry platoon level tactical scenarios, where test item options were evaluated by experts. Later, the test was validated empirically by collecting data from 80 conscripts and 134 cadets of the Estonian Defence Forces (EDF). IRT analysis was then conducted to adapt the scoring key to empirical findings and to further improve the quality of the tests. SJT-s proved to be well suited for measuring DM skills of small unit military commanders and they differentiate very well between respondents with different levels of military background, experience and education. In conclusion, we found that the SJT-s can be used for assessing decision making skills of small unit military commanders. In addition, findings suggest that SJTs can be used for enhancing conscripts training and in making decisions regarding personnel selection.

5. Screened to lead: How Future Military Officers differ from their Civilian Counterparts

Brænder, Morten; Gøtzsche-Astrup, Oluf; Holstring, Vilhelm (mortenb@ps.au.dk)

One of the most used psychological screening tools are personality inventories, and among these the “Big Five Model” is probably the most popular. All big five measures aim at tapping the respondents’ Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness.

The explanatory strength of the big five model has been demonstrated in numerous studies, in regard both to behaviour and to leadership competences. Accordingly, it is no surprise that the model has been widely used recruiting future military leaders.

We know, however, little about the differences between the personality of military personnel and their civilian counterparts. This paper starts closing this gap by conducting a comparative analysis of Danish Cadets and a representative sample of the population. Using a short form measure of the five personality factors, we thus show that future officers differ significantly from others on all five measures, but most strongly concerning “extraversion” and “neuroticism”. Cadets report to be more outgoing and sociable, and more emotionally stable than their civilian counterparts.

Offhand, this confirms our picture of the military as attracting “born leaders”. It may also signify a selection bias in recruitment: To maintain the standards of the profession, you chose the few who look like you.

1. Society in Transition. Perspectives and Consequences for Civil-military Relations and the Armed Forces in the Future

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Security is one of the essential basic human needs. Thus, security and the protection of citizens are crucial values of society and a key task of the Armed Forces in Germany. In that context, the project presented at the conference attempts to take a closer look at possible future developments regarding polarization and radicalization amongst the German population and its implications for future civil-military relations and the Armed Forces as key provider of security. The project intends to determine whether the current tendency of fragmentation of society is likely to continue in the future, resulting in the establishment of radical and populist groups or parties in the long term (trend analysis), and furthermore, to identify crucial causes for this trend (key factors). Based on that, possible future developments regarding the polarization and radicalization of social groups will be elaborated. Finally, consequences for future society (e.g. social cohesion and the stability of democracy) and potential effects on civil-military relations, the acceptance of the Armed Forces as a security producer and the Armed Forces as part of society (e.g. recruitment, self-image and leadership culture, motivation, etc.) in the future will be discussed.

2. Unity in the Face of Threat: How Russia's Use of Military Force in International Relations Affects German Public Support for a Common European Army

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The grand vision of a common European army has received considerable attention in recent years. Some of the most influential European Union representatives as well as European heads of state and defence ministers have publicly endorsed this vision, partly because Russia's extensive use of military force in international relations in combination with its blatant disregard for international law is perceived as a serious challenge to European security, which calls for a more efficient and effective organisation of the armed forces in the European Union. This study addresses the question whether the perceived threat from Russia's military activities is also influencing public support for a common European army. The case of Germany is examined with multivariate analyses of representative survey data from 2015, 2016 and 2017. The findings suggest that perceiving Russia's use of military force in international relations as a threat to Germany's security has a significant positive effect on support for a common European army, even when the effects of additional explanatory variables such as strategic postures, support for Germany's NATO membership, and the attitude towards the German armed forces are controlled for. Implications for the empirical analysis of public opinion on European defence cooperation are discussed.

3. Cold War Revisited? Germany and the renaissance of alliance defense

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Since 2014 mutual defense efforts have once again become an important task for all NATO member states. Germany is the lead nation of the NATO Battle Group in Lithuania which is part of NATO Enhanced Forward Presence in Central and Eastern Europe. The German Air Force is also protecting its allies by regular participation in NATO Air Policing over the Baltics. While Germans have been skeptical of troop deployments out of area, e.g., in Mali or Afghanistan after the end of the Cold War, a stronger emphasis on NATO and joint defense tasks should match Germany's strategic and military culture better. However, it is an open question how German public opinion will react and has reacted to the increasing importance of defense tasks in the NATO framework. Hence, the paper looks at attitudes of Germans towards different aspects of collective defense within NATO and their explanation. The analyses show high levels of support for NATO in general and its principles, but skepticism towards specific measures (e.g., more NATO deployments) which might raise doubts about Germany's reliability among its Central and Eastern European allies. These attitudes are mainly driven by multilateral orientations and perceptions of Russia.

4. The discrepancy in the standing of the Bundeswehr based on personal attitudes and the perception of the climate of opinion. Empirical analyses on the topic

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The lecture addresses the discrepancy between attitudes asked about personally in demoscopic interviews and aggregated into an "opinion pattern" and public opinion, the perceived climate of opinion regarding a topic. The data of the long-term public survey of the Bundeswehr Center of Military History and Social Sciences (ZMSBw) have indicated for many years that the majority of people in Germany have a positive attitude towards their armed forces, the Bundeswehr. At the same time, the perception of the climate of opinion regarding the Bundeswehr in sections of the population is that society as a whole has a rather critical attitude towards it. Developed for this paper, the media-centered research approach to the phenomenon, which was theoretically derived as a form of pluralist ignorance, focusses not only on the influence of a double climate of opinion, but also on the effect of media-specific phenomena (the hostile media phenomenon and third person perception) in order to account for the discrepancy between personal attitudes and the perception of the climate of opinion regarding the standing of the Bundeswehr.

GENDER AND THE MILITARY – SESSION 3: Gender roles, military culture and technology

1. Human – Machine Interaction. A gender(ed) issue?

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The purpose of this research is to look at gender diversity in general and in particular at the gender dimensions in the relationship between technology and its users. After analyzing how the Belgian Defence deals with gender diversity at the macro-level, we will look at how social constructions are put into place to confirm the existing gender structures or, in some cases, how new forms of gender interactions are created. Based on ethnographic data collected among members of a helicopter unit, we will analyse how technology acts as a channel that is used by men and women to define their place in the social military structures. In that regard this study will also allow us to

understand how public and hidden discourse in the military can be analyzed through status and ideological domination. Based on our observations, the answer to the question of whether man-machine interaction is a gender(ed) issue cannot be answered clearly. In our case study, the high level of professionalism and task cohesion was a positive factor for encouraging confidence and creating positive interpersonal ties between the various crew members. Nevertheless, in this masculine professional environment, female pilots were still considered as the "Ultimate Other."

2. Military Service as 'Gendered Capital' in Civilian Life

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This paper deals with the meanings of military service in technological roles in civilian life. The study is based on the view of the military as a field in which individuals and groups accumulate resources that can be converted into the civilian sphere. This image of the military service is deeply rooted in the media and academic discourse in Israel, especially with regard to the IDF's technological units. These units are perceived as providing considerable economic and employment advantages to those who join them, due to their high relevance to the thriving high-tech industry.

In this paper, I will present preliminary findings from a qualitative study that challenges this widespread image of technological units, through a gender perspective, which seeks to undermine the universal character of the concept of conversion and points to the role of gender in the conversion of military capital to civilian capital. My presentation will focus on the main narratives that emerge from in-depth interviews with women who served in the Israeli military in technological roles. Their narratives, which indicate a variety of 'conversion patterns', will be discussed in light of the intersectionality approach and the feminist critique of Bourdieu's conceptualizations of 'field', 'habitus' and 'capital'.

3. Dynamics of Culture and Gender in the Israeli Military

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The weakening of most state institutions in Israel left the IDF as a single public institution with a consensual status. Due to its unique status, many social groups struggle for their status within the military as a way to establish their civil status. In recent years, it seems that the main social tension in the IDF revolves around two axes: gender and religion. The media deals with this tension in terms of conflict between religious men and women, while the military is portrayed as trying to find a compromise that will reconcile the rival sides.

In our view, based on ongoing research on issues of diversity management in the IDF, its current policy in this context tends to comply with the demands of the religious sector in a manner that challenges values of gender equality. Our analysis seeks to explain why the IDF has adopted in recent years a policy that legitimizes gender segregation and sometimes even exclusion of women. Based on an analysis of the Israeli public debate on this issue, we argue that IDF's policy stems not only from considerations of manpower, but also from a conceptual climate that sanctifies 'culture', while marginalizing the principle of gender equality.

4. New Work, New Soldier? Finnish Defence Forces Officers' Conceptions on the Ideal Soldier

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The ideal soldier is traditionally considered physically capable, strong, rational, in control and determined – all of which are perceived as masculine features. The changes in the society concerning gender order and gender roles, masculinities and femininities, affect also the military. The post-traditional society and changing working life challenge the traditionally masculine military profession along with its ideals and norms. This research studies Finnish Defense Forces (FDF) officers' conceptions on the ideal soldier in respect of the concepts of new work and cultural feminization.

The study is based on 108 FDF officers' writings on the theme "The Ideal Soldier" and 12 thematic interviews on the same topic. The informants have 10–15 years of work experience and the age range is 30–40 years. Eight of the writings were written by women and four of the interviewees were women.

According to the preliminary analysis, two somewhat contradictory discursive frames coexist: 1) the traditional ideal includes the above mentioned masculine valuations, while 2) the new ideal contains attributes such as care, emotional intelligence and social interaction skills, which are culturally attached to women and femininity. The cultural feminization in the military context may enable women to get closer to the ideal soldier.

WG MILITARY FAMILIES: SESSION 2

1. Developing and Testing the Empirical Foundation for Secondary Prevention of Family Maltreatment in the United States Air Force

Gary L. Bowen, PhD ACSW, Dean and Kenan Distinguished Professor, School of Social Work, University of North Carolina at Chapel Hill and Todd M. Jensen, PhD MSW, Research Associate/Research Assistant Professor, School of Social Work, University of North Carolina at Chapel Hill

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The United States Air Force (USAF) Family Advocacy Program (FAP) leaders have recently sought to optimize their approach to the secondary prevention of family maltreatment among active-duty members. The implicit FAP logic model proposed two primary targets for prevention activities: (a) family protective factors in the form of safe, stable and nurturing family processes, and (b) ecosystem supports from installation/unit leaders as a component of the formal community and fellow service members and families as a component of the informal community. This presentation overviews our efforts to corroborate and revise the logic model via the conduct of a systematic literature review and the analysis of a large, representative dataset. Results from the systematic review supported components in the implicit logic, but also suggested two core additions: indicators of individual fitness (e.g., physical and psychological health) and contextual risks or assets (e.g., community safety). Structural equation modeling was used to empirically

validate the revised logic model among a sample of 30,541 active-duty USAF members from the 2011 Air Force Community Assessment Survey. Results supported the revised logic model, which points to key variables across several socio-ecological levels that should be targeted by FAP activities to help prevent family maltreatment.

2. Marriage and divorce after military deployment to Afghanistan: A matched cohort study from Sweden

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Aim: To investigate the probability of marriage and divorce among Swedish military veterans deployed to Afghanistan relative to non-deployed matched comparators.

Design: Cohort study of military veterans identified through personnel registers regarding deployment to Afghanistan between 2002 and 2013 (n=5965; married 4896, 82%; unmarried, 18%). To each military veteran up to 5 non-deployed comparators identified via the Military Service Conscription Register were matched by age, sex, psychological assessment, cognitive ability, psychiatric history and social characteristics

Main outcome: Marriage or divorce after deployment to Afghanistan retrieved from Statistics Sweden until December 31, 2014.

Results: During a median follow-up of 4.1 years after deployment of married individuals, 124 divorces were observed among deployed military veterans and 399 in the matched non-deployed comparator cohort (277 vs. 178 per 10,000 person-years; adjusted hazard ratio 1.61, 95%CI 1.31-1.97). During a median follow-up of 4.7 years after deployment in the unmarried cohort, 827 new marriages were observed among deployed military veterans and 4363 in the matched non-deployed comparators cohort (399 vs. 444 per 10,000 person-years; adjusted hazard ratio 0.89, 95%CI 0.83-0.96).

Conclusion: Military veterans were more likely to divorce and less likely to marry after deployment compared with matched non-deployed comparators.

3. The risk/protective factors for the health outcomes in military families

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The military as an institution, as well as service members and their families, present a fairly large part of the society; consequently, their well-being and their health outcomes are manifested on various social levels. The military puts certain demands on service members and those affect the whole family and often lead to various dysfunctions. Based on the literature review can identify following negative military family health outcomes: alcohol or drug abuse, parental depression & PTSD, intimate partner violence, relationship dissatisfaction, poor child-parent relationships, poor child' well-being. The previous research findings reveal certain risk factors that influences the aforementioned health outcomes. Some of the risk factors are deployments – length and risk, commuting or frequent moves, gender, family structure, extended family and social support, military leaders, cohesion etc. Based on the current literature we have developed a model of major military family health outcomes and risk/protective factors, based on the Bronfenbrenner's social-ecological model. Our aim is to measure what risk or protective factors may arise from different eco-social levels and what is their impact on military family health outcome.

Furthermore, we measure whether risk/protective factors are military specific, by including the civilian sample.

This paper will present the methodological approach and preliminary results of our survey.

4. Equity in Health in Portuguese Army: Distribution of Musculoskeletal Injuries in the Military Training

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Equity in health, a fundamental principle of public services, should be promoted in a military context. As a contribution, we determined the prevalence of musculoskeletal injuries (LME) in Portuguese army soldiers and inequalities in their distribution. Between 2015 and 2016, a convenience sample was evaluated of 629 sergeants and contract officers, permanent staff (weapons) and military physical education instructors in training at the School of Arms. A prevalence of LME of 35% (95% CI, $p = 0.000$) was found, which, despite being lower than that of other armies, was a cause of high absenteeism during the instruction period (4365 days). It was also verified, with 95% confidence and error probability less than 0.05, differences in the distribution of the probability of occurrence of cases of LME. This was higher in 2016 (44.4%), male students (37.2%), permanent (74.85%), sergeant (41.6%), infantry (88.16%) and military physical education (80.95%). In view of the observed inequalities, it is considered that equality between students was not guaranteed. However, most LMEs occurred mainly due to an overuse mechanism (25.8%), so that inequalities are potentially solvable with a multidisciplinary approach.

Thursday 20 June

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 8

TOTAL DEFENCE WORKFORCE - Reservists as Transmigrants (Part I) - Session 4

1. Military Reserves as “Transmigrants” Ten Years Later: Between Transmigration and Military Compacts

Nir Gazit, Edna

Lomsky-Feder

Eyal Ben-Ari

About a decade ago, we published a paper titled “Reserves Soldiers as Transmigrants: Moving between the Civilian and Military Worlds” to suggest an analytical metaphor to examine the special characteristics of reserve service and reserve forces (Lomksy-Feder et al. 2008; Ben-Ari and Lomsky-Feder 2011). At that time relatively little had been written about the social scientific study of reserves. Since then, while there has been no outburst of studies, the situation has changed somewhat (although the majority of scholarly work continues to be about regulars and to an extent conscripts). These new publications – and wider recognition of the importance of reserve forces – offer a welcome opportunity to revisit our contentions and to develop them further.

Accordingly, in this article, we advance the notion of transmigration by linking it to the explicit and implicit “contracts” or agreements struck between the military and individuals and groups within and outside of it. We argue that the metaphor of transmigrants emphasizing the dual positioning and movement of reservists between the military and civilian worlds still holds but needs to be further developed in ways that bring out the multiple negotiations and transformations that characterize individual and groups of reservists over time. In a related vein, while much research on reserve duty and the reserves has had a very strong emphasis on dealing with personnel according to the changing needs of armed forces (Chun 2005; Keene 2015; Lording 2013, Simon 2011), we show that this “management” or HR model, emphasizing formal incentives offered to reservists, is not just an administrative matter. Rather, we understand “negotiating” with reservists (and related synonyms like bargaining, parlaying, or consulting) as managing identity, citizenship, commitment, and the meaning attached to military service. We thus contend that this kind of reading makes much of the scholarship on motivation, support, deployment, or public expectations much clearer and comprehended in a dynamic manner.

2. Understanding and explaining the tensions between full time Regulars and part time Reserves within the British Army. “Transmigrants are not welcome here?”

Vince Connelly

The British Army has gone through a recent period of reform where the strength of the full time Regular Army has reduced and the strength of the part time Army Reserve has grown. There has been a long history of tensions between the Regular element and the Reserves in the British Army. This paper argues and draws upon evidence demonstrating that these tensions can be understood and explained by reference to the concentration of a “professional” practitioner soldier identity that has developed from within the full time Regular force. Widely held beliefs by the full time force related to their understanding of how work time and work based commitment are conceptualised reflect poorly, by default, on those who serve part time. Part time personnel, in many ways, threaten the identity of the full time professional practitioner soldier, are often construed negatively as a consequence and organisational power asserted to ensure they are marginalised when required. In contrast, part time personnel waiver between adapting the Regular force concepts of time and commitment or highlighting their own part time identity defined by their own understanding of time and commitment. This contrast mirrors that found in many industries where full time and part time professionals work but is intensified by evolving ideas about the army profession

3. Motivations of the reservists to join the Argentine Armed Forces

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The objective of this paper is to analyze the motivation and expectations of the reservists to join the reserve of the Argentine Armed Forces, considering the particularities of the role of the Armed Forces in the political history of the country. Do Argentine reservists have a critical view of what is happening in the army and outside it, based on their privileged position of seeing things from the inside and the outside? Do they generate links between the civil and the military? What kind of linkage do they promote between the Armed Forces and society, and how does this "double vision" work in this case? On the other hand, since Argentine reservists have limited possibilities to join the permanent corps and their main functions are associated with the activities of "Civil and Territorial Affairs", what are the motivations to be part of the active reserve? What are the material and symbolic rewards that the reservist expects for his service? Methodological aspects: the work is based on the analysis of statistical data, analysis of data from a short survey conducted at the time of application and informal interviews.

CIVILIAN CONTROL OF THE MILITARY SESSION 5: Contentious Issues in Contemporary Civil-military Relations

(Chair: David Kuehn)

1. How Socio-Cultural Change in the Turkish Military has redefined its Relations with Politics and Society in the 2000s

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The Turkish military's failed coup on July 15, 2016 has been widely seen either as a return to older habits in Turkey or a marker of the decisive end of the military's political dominance. However, the 2016 coup not only followed two decades of unprecedented demilitarization of Turkish politics, but was also highly unusual in coming from below and being the first failed coup since 1963. What explains this breakdown in the long-term demilitarization of Turkish politics, and why did the coup take the particular form that it did? While most accounts remain fixated by discussion of the coup's ultimate political agency, this research contends that events of July 15 cannot be understood without reference to deep-rooted institutional and social-cultural shifts within the Turkish military itself since 1997. Drawing on ethnography, interviews with active-duty and retired officers, and archival work in Turkey my research examines the impact of organizational, cultural, and structural changes in the Turkish military on the military's interventionist behavior. These intra-institutional shifts not only undermined the traditional hierarchy and formal power structures of the military but also undermined the long-standing supremacy of soldiers in politics and society. However, military leaders' resistance to make necessary organizational adaptations and civilian actors' abusive approach led to a putsch and a deep social and political crisis in Turkey.

2. The Truth be known: Defence Force Discipline Appeals Tribunal Analysis.

Collins, Pauline

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The Defence Force Discipline Appeals Tribunal (DFDAT) is an administrative body, not a court, established under the Defence Force Discipline Appeals Act 1955 (Cth). The Tribunal hears and determines appeals from courts martial and Defence Force magistrate hearings in respect of service offences by Australian Defence Force personnel under the Defence Force Discipline Act 1982 (Cth). The Tribunal provides the highest-level 'appeal' review in these matters. The Full Court of the Federal Court of Australia can be accessed for appeals and reference on questions of law. An appeal from the Federal Court's decision to the High Court can only occur where the High Court grants special leave. Both types of appeal occur infrequently. Otherwise, the Tribunal's determination is final. Little legal academic interest in this specialised area provides minimal scrutiny of the decisions of the body, including decisions in which the Tribunal interprets the High Court's case law. This paper provides an overview of the type of matters heard in the last two years, the tribunals reasoning and the issues highlighted for military justice. It reveals patterns that present challenges for justice and soldiers' rights.

3. Causes of Coherence and Confusion: Swedish and German Whole-of-Government Approaches in Afghanistan.

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Civilian-lead, whole-of-government (WOG) approaches have become the official blueprint of multinational peace operations. Despite a growing number of studies, comparative theory testing to unpack the drivers and limits of civil-military coherence remains limited. Taking ISAF as an example, this article tests coalition politics models, bureaucratic resistance and strategic culture to shed light on why Swedish and German WOG models varied.

The paper develops a comprehensive measuring tool for WOG, encompassing a spectrum of civil-military dynamics in country capitals and in the mission area. It then uses process-tracing to conduct a structured focused comparison of Swedish and German WOG practices in Afghanistan, between 2001 and 2014. The results are based on 47 semi-structured interviews with Swedish and German soldiers and civilians.

The findings are consistent with coalition politics explanations. Domestic political structures, and the kinds of decisionmaking processes these generated, were the main drivers of WOG variation. In the German and Swedish coalition governments, the extensive collective bargaining ultimately watered down WOG ambitions. More importantly, it enabled civilian ministries to impose strict caveats on civil-military interactions. The article argues for taming down overarching policy calls for yet more coherence, because coalition governments may have limited options for implementing advanced WOG approaches.

4. Expectations and Perceptions of Military and Civilian Personnel of each others' Roles and Abilities in supporting Finnish Defence

Wiikinkoski, Tarja

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Post-Truth time in contemporary preparedness and warfare may affect the relationships between military and civil officers by questioning the mutual confidence. What kind of views do military

and civilian personnel have of mutual cooperation, and how do they differ from each other? The aim of this study was to find out and clarify those critical expectations, point of views and meanings which help or restrict to achieve significant common understanding and efficient cooperation between military and civil sector.

This study is empirical, descriptive, based to practices and its general context is preparedness for exceptional situations. Data was collected by interviews (N = 11) and analyzed by combination of text analysis and discourse analysis. As the focus of this study is on the Defence Forces, most of the interviewed were military personnel, whose work involved working with social stakeholders. The results of this study form an essential part of a broader research that produces more general understanding and a conceptual model of mutual conceptions. The results may further be used to develop effective collaboration between these actors.

5. Studying globalization and foreign policy: the (western) political-military global cluster as the main element? A critical assessment

Sousa, Pedro Ponte

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Globalization is one of the most important social phenomena in the contemporary world, shaping all dimensions of societal life. However, both among globalization theory as well as foreign policy (FP) studies (and FPA, in particular), the impact of globalization on the state, the effects of political globalization and the transformations it brings to FP have been understood as (not so relevant) contextual elements, described in a generic way or even completely excluded from those research fields and interests. Nevertheless, the particular characteristics in which FP activities are developed render essential, rather than ignoring the state and its external action, to strengthen its study seeking to assess the scope, nature and impact of globalization on its international activity.

A critical issue in this regard has to do with the origins, history and the best way to capture these phenomena in a scientific study. Firstly, among those supporting both a transformationalist view of globalization as well as a mutually constitutive approach of FP and globalization, a central claim of such a worldview is that international politics carries a dialectical effect of contributing simultaneously to globalization and fragmentation. The Cold War is the main research focus of such scholars, considered both the source of contemporary globalization and as led, advanced, or pushed by specific political-military forces leading to a political, military, economic, and legal institutional framework, constituting a transatlantic (or western) global cluster – with a (volunteer) political force on the external sphere, makes that the issue of military force and the borders of violence to become central in the contemporary globalization process, to such scholars. This would be a critical moment in highlighting how international politics and globalization are interconnected, and also the shift from internationalization to globalization. Secondly, it is crucial to interrelate such thesis on globalization with the five identified specific understandings and approaches to study globalization: namely, as ‘hardwired’ (to the history of human beings); as a long-term cyclical process (subject to expansions, contractions, and even disappear); focusing on different times or waves of globalization (sequential and with different causes, actors and formats); focusing on specific events (either of remote or recent history); or that more recent (from the second half of the 20th century) and relatively generic changes shape contemporary globalization. This paper aims to assess the impacts of both these theses and approaches to any

specific study on globalization and FP, focusing particularly on the transatlantic (or western) global cluster as a key driver in facilitating contemporary globalization. We are particularly interested in the characteristics and implications of this global cluster, the prerogatives it carries for the study, as well as the limitations and possible solutions to the challenges that studying the interaction between FP and globalization poses.

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 5: Community Policing

1. How should donors treat non-state armed groups in Community Policing in Southeast Asia?

Saya Kiba (Komatsu University, Faculty of International Communication, saya_kiba@yahoo.co.jp)

This paper starts with a question, “How should international donors treat non-state armed groups in Community Policing in Southeast Asia?” In the literature of Community Policing (CP), non-state armed groups (NSAGs) have been treated as spoilers and thus isolated from various CP programs sponsored by Western donors. Pointing out, however, that NSAGs often play important roles in solving problems that are related to local security inside their community, the authors emphasize that NSAGs’ presence and their roles cannot be simply neglected in CP programs. By examining the existing studies related to the engagement of NSAGs, the author suggests that they be also incorporated – under the suggested four conditions – in CP programs sponsored by international donors in Southeast Asia. The author indicates that a CP activities sponsored by some international donors and their partners in Mindanao, the Philippines, are exemplary cases and some useful lessons need to be drawn from it for future CP programs tailored to specific local circumstances in the region.

2. Re-examining the theories of Community Policing – Incorporating non-state armed groups?

Atsushi Yasutomi (Miyazaki International College, Faculty of International Liberal Arts, atsushi.yasutomi@gmail.com)

Community Policing (CP) has been developed in the West and remains a useful instrument for peacebuilding processes in post-conflict states. In the literature of peacebuilding, non-state armed groups (NSAGs) – ex-military members, informal armed groups, local gangs, and vigilantes – are usually treated as spoilers and infiltrators due to their very nature of managing violence. While it cannot be denied that such illegal nature continues to shape larger threats to the local population, it is also true, however, that they often play significant roles in establishing the local order and maintaining the community safety with cooperation with the local population in some areas in Southeast Asia. This challenges the conventional understanding of CP which limits itself to cooperation between the local population with the legitimate, democratising police forces. Literature needs to be examined in wider extents of social science theories as to what is meant to incorporate perpetrators and illegitimate social groups in the building of local community safety. For this purpose, the existing literature on police-military cooperation and of the roles of NSAGs in peacebuilding will be examined. Cases from the Philippines and other regions will be examined by the subsequent presenters to test the theoretical arguments.

1. The dark side of interconnectivity in the post-truth security environment: Is social media a cyber weapon?

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In 2016 the Oxford English dictionary declared 'post-truth' the word of the year, and in 2018 Dictionary.com declared 'misinformation' the word of the year. 'Misinformation' refers to false or incorrect information that is spread intentionally or unintentionally with several purposes and it can affect different dimensions of our lives. Misinformation, disinformation and propaganda are not new. However, technological progress, namely the rise of social networks, enabled state and non-state actors to, through a low-cost and almost immediate way, manipulate societies' minds in an easier way, with the purpose to cause disruptive behaviour in real life. Besides the efforts to analyse how cyberspace affects contemporary conflict, especially hard cyber attacks, the debate about how new information and communication technologies in general, and social media networks in particular, are affecting the way that conflicts are fought is still understudied. Therefore, this research intends to: on one hand, question the impact of social media in the present-day post-truth security environment, by analysing if it can be considered a cyber weapon; and, on the other hand, map in which way security studies have been trying to understand and explain the impact of these trends on international security.

2. Hybrid Wars in a Multi-Polar World vs. The Role of social media to help to come to peace agreements

Jung, Herman

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Moving forward, no one power will be able to lead the complicated and challenging international system that has emerged from the crises of the post-Cold war era. One could only wish that world powers show the ever more needed responsibility, maturity and capacity to meet the challenges of the 21st century with less conflict and more cooperation.-Wishful thinking? But reality shows that instead non state International stakeholders take advantage of the waning hegemony of the so called superpowers USA, China, EU, India etc. More broadly, Hybrid Warfare share methods with 'influence operations' by aiming to Misinform world opinion or become a powerful 'force multiplier' (like Jihadists and Daesh in the Middle East). These methods have a long history of successful employment. As Sun Tzu once said: "[t]o subdue the enemy without fighting is the supreme excellence". Kinetic and non-kinetic means of influence serve both those with hidden agendas and those with legitimated accountabilities through mandates to stabilize regional tensions. Due to recent and dramatic changes in media, technology, and culture, the population plays an even more vital role in twenty-first century unconventional conflict. It is an era of round-the-clock news coverage, where the population, aided by developed networks, and social media, can track its government and military with startling frequency. People are more connected, but they can also be more mercurial. Even more concerning, the population is susceptible to misinformation. In the never-ending search for TV ratings, primetime networks push "breaking stories" without properly validating their accuracy, featuring "expert" analysts on screen whose remarks can be swayed by emotion or impulse that are passed on to viewers at home... These

factors pose a particular challenge for the military and political leadership engaging in unconventional warfare and likewise to take advantage of the social media and be present on the information market.

3. Strategic Communication: A Power Multiplier of National Capabilities in Israel

Raveh, Saar

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"I don't know what the hell this [strategic communication] is that Marshall is always talking about, but I want some of it"-Attributed to Admiral Ernest King during World War II.

This study indicates that at present, Israel needs to employ innovative thinking for developing new concepts and action methods in this field, aiming to gain an effective impact ability in a global world overloaded with information, access to information, and an ever increasing range of various types of means of communication. In the study I intend to review one of the rapidly evolving fields of our times, strategic communications. This development is linked to the increasing power of various media types to affect the evolution of political disputes. The study demonstrates the large influence of the knowledge, created by the Social Science Department in the I.D.F. took place, and led to create theoretical and practical knowledge which lay down the conditions to establish a new division. The division (Strategic Influence Center) took part in the last military operation. Some of those idea's will be demonstrated in this study. This study suggests a number of thinking methodologies and action modes for utilizing this field, in order to contend more effectively with the management of disputes between entities. In the first section, I explore the need to use information and communication at the strategic level, ways to employ it to influence chosen target audiences, and ways to enhance the ability of a state/military to contend in this field. In the second section, I suggest a process and technique to implement these ideas.

4. Evaluation of Social Media Communication of the Swiss Armed Forces (SAF) by Higher Staff Officers

Surrell, Jennifer Victoria; Moehlecke de Baseggio, Eva

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Social media have increasingly become central within armed forces' communication strategies. However, an open, deliberative, and transparent exchange on platforms such as Instagram or Facebook generally conflicts with the closed, secretive, and hierarchical structure of military forces. Still, especially with reference to the challenges of a post-truth society, new forms of communication have to be addressed to meet the societal expectations concerning transparency, reputation, and legitimacy.

Younger generation officers and higher staff officers tend to differ regarding their perception of communicational opportunities. The Military Academy at the ETH Zurich hence examines the attitudes, needs, and viewpoints of officers as well as higher staff officers of the SAF in relation to communication and social media communication. Based on 34 conducted qualitative interviews, the focus specifically lies on the allocation of associated values to analyse potential capabilities and obstacles within the Swiss armed forces' communication strategy.

5. Effects of the Swiss Armed Forces' Social Media Communication on Youth

Moehlecke de Baseggio, Eva, Schneider, Olivia
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There is a growing tendency of not wanting to join the military, which, amongst other reasons, is led back to a lack of information about the armed forces and its career opportunities. One of the consequences can be a declining reputation and legitimacy of the armed forces, especially important in its recruitment pool youth. Social media platforms are the main communication channels of today's youth. In order to reach youth early in their teenage years, armed forces need to be on social media platforms. The Military Academy at the ETH Zurich hence researches effects of such communication on the Swiss Armed Forces' reputation and legitimacy. By conducting a quantitative panel study amongst the recruits, it examines whether a higher visibility of the SAF by being on social media platforms results in changes of its reputation and legitimacy amongst the Swiss youth and whether there are effects on youth's motivation for and identification with the SAF.

MORALE, COHESION, & LEADERSHIP - SESSION NO. 3: Leadership training and education – Rm

Chair: Michael Holenweger

1. Leadership development and civic education in the German armed forces. Empirical analyses on the topic

[Wanner, Meike \(MeikeWanner@Bundeswehr.org\)](mailto:MeikeWanner@Bundeswehr.org)

The lecture addresses a special feature of the German armed forces, referred to as leadership development and civic education or Innere Führung. Generally speaking, Innere Führung can be described as the organisational culture, the self-image of the Bundeswehr. It is the guideline on how to lead people and the guiding principle to deal with and treat them properly. The starting point for deliberation was the issue of the rearmament of the armed forces in a democratic post-war Germany. The self-image provided by leadership development and civic education was intended to create a clear distinction from the Reichswehr in the Weimar Republic and from the Wehrmacht of the Third Reich. In the future, soldiers were to be guided by their conscience, to act on their own responsibility and out of conviction, and no soldier was to be bound by order and obedience, if this meant violation of human dignity or human rights. An empirical analyses of the Bundeswehr Center of Military History and Social Sciences (ZMSBw) provides – for the first time – information whether this guideline is known and accepted among soldiers and their immediate superiors and questions if it is really implemented in daily routines within the German armed forces.

2. Emotions and learning in a typical learning environment in Finnish Defense Forces

Ruuskanen, Marko & Paananen, Soili (marko.ruuskanen@mil.fi, Soili.Paananen@mil.fi)

Emotions and learning – together or separately? The main purpose of this article is to sort out what kind of meanings the emotions have in learning. The article especially shows what kind of

emotions persons experience in a typical learning environment in Finnish Defense Forces. Article also demonstrates what the meanings of emotions in learning situation are and what things affect to those emotions. The narrative passive role-playing method, which can also be called the method of empathy-based stories is used as a research method. In this method the informant is asked to write a short story according to the researcher's instructions. The results indicate that emotions are part of successful learning processes. The more we can impress our emotions the more we learn. They also indicate that the most important factors that are connected to a positive learning are the instructors' or teachers' own performance, team spirit and atmosphere.

3. Institutional Leadership in the Canadian Armed Forces - A Perspective of Senior Leaders

Fonseca, Felix (felix.fonseca@forces.gc.ca)

Leadership is an essential factor for the military, where its purpose and nature are primarily linked with establishing and maintaining organizational values, and optimizing individual and organizational effectiveness. Leading at the institutional level is complex, as it is socio-politically driven, and inherently related to human competencies. Institutional leadership includes vision meaning and core values, and commitment to the promotion and protection of institutional values and the society as a whole. There is little evidence-based research that examines institutional leadership within a Canadian military context. Therefore, a project was initiated to obtain a better understanding of the institutional leadership style of Canadian Armed Forces (CAF) senior leaders, specifically when working within whole-of-government contexts. Using qualitative interviews with civilian senior executives on their experiences working with CAF senior leaders, this presentation will provide a brief overview of the challenges and strengths related to CAF senior leaders' institutional leadership. Recommendations on how this research may be used to support the development of more effective military institutional leadership are discussed.

4. Identifying Factors that Influence the Career Trajectory of Senior Military Leaders in the Canadian Armed Forces

Coulthard, Julie (Julie.Coulthard@forces.gc.ca)

In order to examine the key factors that may shape and influence the career trajectory for senior leaders in the Canadian Armed Forces (CAF), and identify what aspects may contribute to the development of successful military leaders, a qualitative study was conducted based on semi-structured, in-person interviews with senior-level military officers. These interviews were recorded and transcribed, and thematic analysis of the data was conducted using a qualitative software program. Some key factors were identified that may operate as barriers or limitations to the ability to achieve rank success, including: delayed second official language (SOL) proficiency; geographic/mobility restrictions or reduced ability to take on opportunities; and a career ceiling (e.g., occupational background). It was further acknowledged that there are additional underlying factors that can also play a significant part in determining capability to achieve senior rank levels, including the ability and commitment to self-select in, work-family balance and/or conflict, and time-in-rank considerations. The potential role that a military college background may have on increasing the likelihood of career success was also examined, with some notable benefits observed. Implications of the study results and future leadership challenges for the institution will be also be discussed.

WARRIORS IN PEACEKEEPING SESSION 4: Soldiers in the field: Multidimensional challenges

1. Are the Peacekeepers Sex Machines? The Problematic Discourse on Struggle Against Sexual Violence in Peace Operations

Boutron, Camille

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Sexual violence has been raised as a significant issue for peace and security in post-conflict settings and addressed as one of the pillars of the United Nations Women, Peace, and Security agenda. Still, sexual violence perpetrated by peacekeepers on peace operations continues to operate despite being unanimously condemned by the whole international community. One solution advanced by the United Nations has been to increase the number of women deployed in peace operations as peacekeepers and police units. They would not only serve as examples for local women but also generate more confidence with local populations. Above all, they would restrain the sexual violence perpetrated by peacekeepers. In this intervention, I will discuss these assumptions showing how they may appear as problematic. Indeed, they seem to rely on the fact that sexual violence may be inevitable, if not a natural, matter, which only could be restrained by the presence of women. I will argue that these assumptions rely on a post-colonial western perspective of peacekeeping that participates of the depoliticization of peacekeeping, and a negation of men as women's individual peacekeepers' agency. Seeing peacekeepers as "sex machines" jeopardizes the analysis of sexual violence as international politics in international security.

2. Professional Soldiers vs. Child Soldiers: Moral Dilemmas and Implications on the Battlefield

Jones, Michelle

Michellejones@outlook.com

This paper will examine how the presence of child soldiers in theatres of armed conflict can cause moral dilemmas for the professional military personnel who encounter them. The paper will use lived experiences from soldiers serving in recent peace-keeping and counter-insurgency operations to explain how child soldiers can be encountered by military personnel, and how these encounters can have implications on the soldier's well-being and conduct in military operations. The moral dilemma occurs when a professional soldier encounters a child who has the potential to cause lethal force yet cultural norms and expectations suggest that the child is innocent and in need of protection.

3. France's Digital Soldiers: A new professional group?

Saïd Haddad

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The aim of this on-going research is to describe and discuss the rise of a new professional military identity i.e. the digital soldiers or cyber soldiers. In the light of the construction of French cyber defence as a national priority, cyber specialists in uniform are needed. On January 2017 1st, the

French Cyber Command unit has been launched and will employ 3,200 personnel belonging to all the armed forces and 4,400 from the reserve forces. Based on a survey in progress, this paper aims to turn the perception that digital or cyber soldiers have of their own trajectories and their cyber skills: How their identity as military and cyber specialist is articulated and constructed. This paper will deal also with the conflictual rise of this new (cyber) professional group.

4. **Kurdish Women's Leadership on and off the Battlefield**

Metcalfe & Kelley
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This research examines Kurdish women leaders and their guerrilla movement using an original data set of in-country interviews conducted in Kurdistan in March of 2017. The theory developed builds on Social Role Theory to investigate the leadership processes of Kurdish women. We examine the impact of the Kurdish Women's Freedom Movement and their efforts to restructure gender norms in Kurdish society away from the patriarchal power norms that have dominated the culture for a century. We find that Kurdish women have been fighting for decades on the battlefield and working in their communities to secure freedom and human rights for their people. Their work centers on combating the causes and impact of gender violence and war. Our data indicates efforts are increasingly effective in restoring a more egalitarian Mesopotamian culture by transforming a communities' consciousness around women and ideals of what freedom means. This includes the strategic use of historical knowledge to support the value of social processes that increase women's legitimacy as community leaders and the role of women's leadership in creating and maintaining a freer and more egalitarian society. This creates a collaboration of insights that includes women's perspectives and results in greater freedom for all Kurds.

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Parallel Book Sessions 3

1. **Title: The Military and Liberal Society and Civil-Military 'Legal' Relations: Where to from Here?**

Authors: Pauline Collins; Tomáš Kučera

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The relationship between liberal society and the military requires the military operate under the civilian control and to act when called upon to defend the society as a principle of civil-military relations (CMR). Apart from the most visible role of the executive and the legislature in this process, the third arm of a democratic system – the judiciary plays a crucial role. The CMR literature appears to have neglected this role.

This book session presents two publications that look at the relationship between liberal societies and the military and the role of the judiciary in it.

Tomáš Kučera's The Military and Liberal Society describes the extent and ways liberal ideology determines the military policies of Western European. The book addresses a wide variety of

issues affected by liberal ideology, including conscription, conscientious objection, military mission, military ethics and the professional identity of soldiers. It empirically draws on the cases of the German Bundeswehr (1950s onwards), the Swedish Armed Forces (transformation after the end of the Cold War), and the British Armed Forces (from the beginning of the twentieth century onwards). The book identifies, among other things, the role of supreme, constitutional, or administrative courts as crucial in promoting the liberal societal norms within the military domain.

Pauline Collins' Civil-Military 'Legal' Relations: Where to from Here? investigates the highest civilian court's approach in the United Kingdom, United States and Australia to military discipline and the consequences that has for CMR. The author concludes that the courts have a significant role to play in the development of CMR theory, in particular the potential to encourage or discourage militarisation of the civilian domain. It author argues a paradigm shift acknowledging the fundamental role of all three organs of government in liberal democracies, for control of a states' power is essential for genuine civilian oversight.

2. Title: Women Soldiers and Citizenship in Israel: Gendered Encounters with the State

Authors: Edna Lomsky-Feder & Orna Sasson-levy

Email: [msедnal@mscc.huji.ac.il](mailto:mседnal@mscc.huji.ac.il) ; o.sassonlevy@gmail.com

(Routledge, 2018)

Women's military service in Israel is a compelling case to explore the meaning of gendered citizenship. The book argues that women's mandatory military service, at a formative time, during an active violent conflict, becomes an initiation process into citizenship. Based on over 120 interviews and testimonies with Israeli young women from varied social backgrounds, the book asks: How young women soldiers manage their expectations vis-à-vis the hyper masculine military institution? How do women experience their gendered citizenship as daily embodied and emotional practices in different military roles? How do women soldiers understand and cope with daily sexual harassment? And finally, how do women cope with gendered silencing mechanisms of the violence of war and occupation, and what can women soldiers know about this violence when they choose to break the silence? Reading the interviews and testimonies in light of these questions, the book offers a new conceptualization of citizenship as gendered encounters with the state. These encounters, the book argues, can be analyzed through three interrelated concepts: Multi-level contracts; Contrasting gendered experiences; Dis/acknowledging military's violence. Applying these three thought provoking concepts, the book depicts the intricate, non-deterministic relations between citizenship, military service and multiple gendered experiences.

Speakers:

Helena Carreiras, University Institute of Lisbon, Portugal

Dana Grosswirth Kachtan, The Open University, Israel

Edna Lomsky-Feder and Orna Sasson-Levy (Authors)

3. Title: The Springer Handbook of Military Sciences 1st Edition

Authors: Anders McD Sookermany

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Institute for Military Leadership, Norwegian Defence University College, Oslo
The Handbook of Military Sciences aim at providing a major reference work to the many issues dealt with in the field of Military Sciences. Academically, the handbook is grounded in an interdisciplinary approach to the Military as a phenomenon. Hence, it draws on a wide range of academic work within a broad understanding of science covering nature sciences, social sciences or life sciences as well as the humanities.

The first edition will be completed by the end of 2020, containing 1.000 pages divided into 12 sections of 4-8 chapters each. Still, as it will be published electronically each chapter will be published successively as the Editor accepts them. More so, all contributions will be made freely available for anyone in accordance with Open Access (OA) publishing. The latter is made possible due to the financial support from the Norwegian Defence University College.

Thematically the handbook is divided into 12 sections covering the following issues: the philosophy of military sciences, strategy and the military, military design, military operations, military history, military and society, military aspects of defense and security policy, military profession, military behavioral sciences, military leadership, military management, economics and logistics, and military technology.

Audience vice, the handbook is meant to serve a broad range of people in various capacities; it be academics studying the military and the broader defense and security sector, students at military and civilian schools preparing for service in the military, the government or other occupations with linkage to the military, professionals in the armed forces, decision makers in government, contractors who work alongside the military, NGOs whose work is influenced by military operations, journalists who write on matters concerning the sphere of the military or others with a particular interest towards the military as a phenomenon, organization or system of various kinds.

The Panel Format

The Editor-in-Chief will organize the session on the Handbook of Military Sciences as an introduction to the projects aim, scope and content. It is my intention to bring with me the Section Editors (SE) with an affiliation to ERGOMAS (as of today four out of 10 confirmed SE's are members of ERGOMAS).

14.30 – 16.00 PARALLEL SESSIONS 9

WORKING GROUP RECRUITMENT AND RETENTION SESSION 5: RECRUITMENT

1. Positive attitude, fast adaptation, calmness...? Traits and skills for successful completion of service among Estonian conscripts

Talves, Kairi; Truusa, Tiia-Triin (kairi.talves@mil.ee)

In Estonia, conscription is compulsory for all male citizens and is controversial since society in general strongly supports the idea of conscription, but young men find it increasingly difficult to incorporate military service into their lives. However, in order to complete their service period successfully conscripts need to adapt to the requirements that the military poses on them. Some traits and skills make this adaptation faster and less straining. In this presentation, we will analyze the data of the conscripts' survey completed in 2018-2019, in collaboration of University of Tartu and Estonian Defence Forces. We analyze the answers to the question: "What are your personal strengths and skills that you think will help you to successfully complete your conscription service?" Based on the results of previous studies (Kasearu and Uulimaa-Margus 2018, Karton, Kasearu and Truusa 2018) we have divided conscripts in our sample into four groups. These groups consist of what we have called the "law-abiders" – wait to be drafted (called-up) and would not do conscript service if it were optional; 53% (61% July 2018); the "optimizers" – come by personal application, but would not do conscript service if it were optional; 19,6% (18% July 2018); "passive" – wait to be drafted (called-up), but would do conscript service if it were optional; 10% (8% July 2018) and "active" – come by personal application and would do conscript service if it were optional; 17,4% (13% July 2018). Taking into account these four groups, we analyze the differences between groups with regard towards what the conscripts see as their personal strengths that will help them complete their conscript service successfully and how these characteristics are influencing the satisfaction with the service. In addition, we will look what kind of characteristics influence the attitudes towards conscription service in general, but as well the dynamics of the attitudes during the conscription service, based on the answers given in the beginning and at the end of the conscription service.

2. Recruiting for Uncle Sam: Hardiness and Performance in U.S. Army Recruiters

Paul Bartone, Stephen Bowles (bartonep@gmail.com)

The United States and many European countries rely on volunteers to staff their military forces. In all-volunteer armies, military personnel who serve as recruiters play a critical role in sustaining the necessary numbers. Recruiters experience many job-related stressors including having to meet monthly production quotas, time pressures, long work hours, extended periods away from family, isolation, and negative reactions from some citizens. Recruiters can experience burnout and lowered well-being, job satisfaction and performance. This study examines psychological hardiness as a potential resilience factors in a large sample of military recruiters.

A stratified random sample of N=817 recruiters was drawn from U.S. Army recruiting bases across the United States. Respondents completed measures of hardiness, coping and well-being. Performance ratings were provided by supervisors. Multiple regression analyses tested for effects of hardiness and problem focused coping on well-being and performance.

Regression results showed hardiness and problem focused coping are significant stress resistance resources for military recruiters. Hardiness predicts performance, and also interacts with coping to predict well-being. Policy efforts to reduce burnout and improve well-being and performance in stressful occupations such as military recruiting could benefit by focusing on training to increase hardiness attitudes and active coping skills.

3. Employer Branding: the Army mirrored on it's candidates

Silva, M., Eusébio, R., Moura, A., Reis, C., Guimarães, C., Andrade, M. & Azinhaes, J.
(cpae.gef@mail.exercito.pt)

The “Employer Branding: the Army mirrored on it’s candidates”, is a three year project, which main concern is to develop a tool to provide decision support elements within the scope of recruitment measures of “Praças” for the Portuguese Army.

In 2016, only 53% of the vacancies opened in the category of “Praças” were completed, leaving 1888 vacant positions (DARH, 2017). Currently, the number of vacancy’s for Praça category is higher than demand for it, which may jeopardize the regular functioning of the Portuguese Army. Despite the high rate of national unemployment among youths (PORDATA, 2017), it is still difficult to recruit and retain military staff in the Army. During the first stage of this Project, a selection of sociodemographic, organizational and employer brand variables were assess using an online survey. Through this survey, is being collected a representative sample of the incorporated candidate population.

The results obtained, provide information related to recruits profile and expectations during the process of organizational socialization. This project intends to facilitate the analysis of the current situation, propose recruitment strategies and allow decision-making based on empirical data.

4. Coherent Career Planning - an attempt to create a sustainable human resource management strategy within the Swedish Armed Forces

Gillberg, Gunnar, Holmer, Jan, Kadefors, Roland & Östebo, Anders (gunnar.gillberg@socav.gu.se)

“Coherent Career Planning” (CCP) is an effort made by the Swedish Armed Forces to create better conditions for recruitment and retention. The present study is a research-based evaluation of the introduction of CCP. The overall goal of the evaluation is to provide the Armed Forces with an analysis regarding the future design of tools for internal career development and strategic competence management, by analysing the internal and external mechanisms affecting the strategic career choices of the soldiers. The project will run 1 December 2016 - 30 November 2020.

The starting point for the analysis are interviews with soldiers, officers, and HR-managers. A total of 42 people has been interviewed in 2017. A cohort was created in 2018, which means that 20 soldiers will be followed for 3 years. Simultaneously, a number of first line officers will be interviewed.

The preliminary results, based on the 2017 interviews, show that the attempt to implement a coherent career planning assumes that the first-line officers are engaged. However, a number of conflicting objectives have occurred when officers at the operative level become responsible for both the day-to-day operations and at the same time the career development.

GENDER AND THE MILITARY - SESSION 4: Women’s participation, career and experiences in service

1. Women in Combat: Actual Performance in Military Operations

Eyal Lewin and Uzi Ben Shalom

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Much has been written on the topic of women's integration in military forces. However, little has been inquired about women's performance in practice. Current studies fail to answer to what extent female soldiers perform effectively their combat duties.

Our paper is part of an ongoing research of the IDF case study, where we investigate how women in combat units fulfill the tasks that they are expected to exercise. We focus on the way that female soldiers perform in action, the results of their activity, and the measure of difference between their achievements and those of their male peers. Taking a comparative perspective, we also explore the performance of female soldiers within the different forms of women's integration in the army – mixed gender units, all-female units, and all-male units where just a woman or two serve.

Relying on testimonies that stem from over 100 interviews, Results show that women's activity in military operations has a multifaceted effect on both male and female soldiers: (1) synergy of forces; (2) moderating violence; (3) reliability and accuracy. Some of our conclusions have a practical dimension, allowing military and police personnel designers from all over the world to benefit from the analyses of the Israeli experience.

2. Coping of Female Conscripts. A Content Analysis

Siplane, Andres

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In recent years, regulatory and practical steps have been taken to increase the number of women in Estonian Defence Forces. This development has obviously brought about a discussion on whether women are capable of performing the difficult duties equally with men. The presentation discusses the ways of observing how the female conscripts manage in the service and what are the overall reasons why many Western countries have set the goal of achieving a higher proportion of servicewomen. The empirical part of the presentation analyses the positions of active servicemen and -women of Estonian Defence Forces regarding how female conscripts have managed to perform their functions and their reflections in connection to that. The content analysis conducted shows that a great majority of active personnel considered male and female conscripts equally capable. In most cases, the situation is not explained with physical abilities, but other gender differences are seen, or it is stressed that gender does not determine how conscripts manage in the service.

3. Glass Ceilings in the Military? How Male and Female Officers View their Career in the Bundeswehr

Kuemmel, Gerhard

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This paper explores the issue of glass ceilings with an eye on officer promotion in the case of the German Armed Forces. Female officers are underrepresented in the Bundeswehr in comparison to

their male comrade officers. The usual assumption is that female officers face a systematic organizational threshold that is difficult for them to overcome. The paper discusses this issue on the grounds of qualitative interviews with both female and male officers. In both groups, there are officers which have been promoted to the status of professional (= worklife long) soldier and others which have not received such promotion.

4. Women's Participation in the Jordanian Military and Police: An Exploration of Perceptions and Aspirations

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Cross-national research contends that women's military participation has been associated with military function and organization, social structure, culture, and political factors. This exploratory study of Jordanian women suggests that these factors and their subcategories simultaneously help and hinder them. Using Mady Segal's updated model for women's participation in the military, we explore how the meaning of Jordanian military women's experiences compare in a cross-national theoretical framework. We review Segal's updated model variables and compare it to interview data based on a grounded theory approach. Using semi-structured interviews with a nonrandom sample of women who served in the Jordanian military or police, we place their experiences in a cross-national context and provide exploratory qualitative analysis of how these women navigated social and cultural norms. Our results showed that participants perceived their positive experiences and ability to achieve aspirations as enablers to their success, which they considered unlikely in the civilian workforce.

WORKING GROUP: CRITICAL MILITARY STUDIES SESSION 4: Contemporary Armed Forces In Latin America: Transformations, Changes And Agendas

Chair: Sabina Frederic (UNQ-CONICET, Argentina) sabinafrederic2011@gmail.com and Celso Castro (CPDOC-FGV, Brazil) Celso.Castro@fgv.br

1. Title: Disputes Over Sovereignty in Brazil: Between the Public and Private Uses of Force

Susana Durão

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From a multi-situational analysis and explaining different scales of events in Brazil, I intend to demonstrate how disputes over sovereignty between the military and police forces, and groups that work in the public and private security arena operate. I intend to show how a productive confusion favors military groups and individuals in the map of political and economic negotiations in São Paulo. In recent years the private security industry has gained an impressive expression at the world of business of the state. Nevertheless, the military and police forces never ceased to mark their presence in this field, seeking not to obtain a legitimate monopoly of force but instead disputing for sovereignty in cities crossed by fear of violent crime. The exercise of security activities, official and unofficial, legal and illegal, formal and clandestine occurs both through political and social resources of police and military as by the rule of law. Thus, those forces, particularly the military police, conquer the right to work in any area of security and

surveillance, and are allowed to earn their extra financial gains. That inhibits the external regulation of the forces' extra work, thus reconfiguring sovereign orders between regional state and federal agencies.

2. The Dialogues of Peace in Colombia as triggers of emotional narratives among the military

Ana María Forero Angel (Departamento de Antropología, Universidad de Los Andes, Colombia (am.forero260@uniandes.edu.co)

This conference will focus on the recurrences involved in the unquestionable who are part of the Strategic Command of Transitions of the Colombian National Army (Comando Estratégico de las Transacciones del Ejército Nacional de Colombia) driven by the Peace Treaty held in Habana, Cuba. This Command was created mainly for the consolidation of their historical memory. Theoretically, I am going to stand from narrative analysis (Hyvärinen 2013, Jimeno 2016, Visacovski 2016, Fisher y Janz 2008, among others) and the study of emotions (Catherine Lutz 1986, Barbalet 2008, Frevert 2016 y Rosenwein 2002). The presentation is going to have four parts in which I am going to make evident how an emotional force in the narratives is present and helps as a background for the negotiation process held with the FACR guerrilla. These are i. ingratitude, ungratefulness and distrust: emotions in the process of giving sense to the civil society and the governments; ii. Historic Memory: the scarce scientism in representation; iii. Habana Agreements and Peace: they are not two sides of the same coin and iv. The Army of the post-agreement.

3. Torture in Mexico during the process of public security militarization (2006-2016)

Carlos Silva Forné. Instituto de Investigaciones Jurídicas. Universidad Nacional Autónoma de México. carlos_silvaforne@yahoo.com.mx

Sergio Padilla Oñate. El Colegio de México, A.C. spadilla@colmex.mx

In Mexico, beginning in 2006, the government initiated the so-called "war against drug trafficking." One of its main measures was the increase in the participation of the Army and the Navy in operations against criminal groups dedicated to drug trafficking and other forms of organized crime. Under this new scenario, we are interested in analysing the impact of these interventions on the practice of torture. It is expected that the participation of the armed forces under a logic of "war" will increase the cases of torture in comparison with the police forces. Using the National Survey of 2016 incarcerated population, we analysed the likelihood that a prisoner was tortured or not during the arrest and before its presentation in court, according to the police or the military institution that makes the arrest. As control variables, the sociodemographic characteristics of the detainees were considered, as well as the situational variables related to the type of crime and resistance during detention. Using the logistic regression technique, the results suggest a higher likelihood of torture if the arrests were made by members of the armed forces compared to different types of police.

4. Militarization and sovereignty. Drug trafficking and international terrorism as threats in the Army and the Gendarmerie shift in Contemporary Argentina

Sabina Frederic (Universidad Nacional de Quilmes- National Research Council of Technic and Scientific Research, Argentina)

During the 21st century, there was a shift on the territorial deployment of the military forces in Argentina, which involved the Gendarmerie and the Army. In this way a long process of democratization with demilitarization, became to be reverse towards a sovereignty restoration. In a first stage, to balance Army weakness the gendarmerie went from 17,000 to 37,000 troops so to enlarge the land border control with policing on urban centers. In a second stage, the Army restarted operations of public security in the northern border supporting the Gendarmerie deployment. However, this remilitarization has not meant an effective use of force but an increase in the threat of using it. Thus, it highlights a way of regulating social relations through the ostensive use of military personnel. Even the militarization of internal security was deeply criticized by human rights organizations, political leaders from the left and many social sciences researchers, popular sectors feels protected by the presence of people in combat uniform. Our research aims to account on how the legitimacy of militarization is the back side of decades of decreasing State protection that degrades education, health and social security services, and a way of rebuilding an outwear national sovereignty.

VETERANS AND SOCIETY - SESSION 3: – Room

Chair: Gielt Algra

1. The ANZAC narrative: helping or hindering our contemporary Australian veterans?

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The Australian Imperial Force and the New Zealand Expeditionary Force was formed under the banner of the Australian and New Zealand Army Corps (ANZAC) during the First World War. In an age of empire, this singular campaign, through defeat and huge losses, bore an Australian national identity and entrenched an enduring Australian legacy. 100 years later, from the end of the First World War, Australia continues to commemorate this battle, every 25th April, nationwide, with public support not dwindling, but increasing. The battles from Gallipoli, and its legacies – such as courage and mateship, are taught to the youngest and newest of Australian's, and continued by generations before them. Australia's own Australian Defence Force carries this narrative as traditional bearers and custodians of ANZAC. Yet upon closer inspection, how much of this narrative rings true for Australia's current and contemporary veterans? My current research, through qualitative one on one interviewing, is showing an emerging and growing disconnect between the Australian ANZAC identity, and the Australian contemporary veteran. Motivated by 'post-truth' discourses, I, as researcher, and as a contemporary veteran, have begun to question: is the enduring narrative of ANZAC helping or hindering the emerging post-truth discourse of Australia's modern-day veterans?

2. Older Adult Veterans and Loneliness: Fictive Kinship And Isolation

Brewster, Liz, McWade, Brigit & Clark, Sam (e.brewster@lancaster.ac.uk)

There is evidence that as veterans age, they experience declining levels of well-being. In particular the effects of loneliness, including the impacts on cognitive and physiological functioning, have been widely reported. This paper reports findings from a qualitative study working with older adult UK veterans (born before 1 January 1950) which investigated how

stories of military service were told, what telling these stories did for veterans and how these stories were used. By considering military narratives told by veterans, we identify how these stories could mitigate against loneliness, but could also help to exacerbate it and isolate veterans from civilians.

We used a semi-structured life-world interviewing approach to interview fifty veterans; analysis was conducted using a data-driven constant comparison approach. This paper highlights how loneliness and isolation affected older adult veterans and how they drew on fictive kinship in response. Using narratives of military experience to connect, both in the telling of a story and by having an audience for the story, was vital to overcoming loneliness. Veterans were able to access each other as a resource for listening and sharing. However, it was also exclusionary: civilians could not understand, and so could not be used as a resource.

3. The “veteran” as product and producer of social memories: Sociological considerations based on the German case

Leonhard, Nina (NinaLeonhard@bundeswehr.org)

In November 2018, the German defence minister issued a definition stating who is to be officially considered a “veteran” in the Federal Republic of Germany as of now. The minister thus took up and ended a debate which was first opened in 2012 by her predecessor in reaction to the establishment of several associations by former Bundeswehr soldiers having served in Afghanistan and pressuring for special recognition of their service by calling themselves “veterans”, a term which before was used only with reference to combatants of World War I and II.

In this paper, I propose to take up the German case in order to analyse the “veteran” as a semantic form and social figure around which past experiences are organised and transformed into expectations concerning civil-military relations in the present and the future. By distinguishing between six dimensions, different forms and mechanisms of social memory constituting the “veteran” are discussed in order to explain (at least in part) the (potentially) conflicting social position of (former) soldiers in Germany and other Western European countries.

4. The Skillful Swedish Veteran – a Competent Resource in Society

Victor Tillberg, Lotta (lottavictortillberg@me.com)

“In my daily life, I have ended up as chairman in all the associations I’ve been involved with. They can see that you’re solution-driven, get things done and are communicative, I guess.”

The ambition of the Swedish Armed Forces is that a veteran should be perceived as someone with “a proven high physical and mental capability” and someone “well trained in leading and co-operating with others”. How is this ambition perceived in reality? The aim of the project “Veterans in Swedish Society – Proud, Respected, Valuable” is to provide a broader knowledge-base focusing on the veterans as a competent resource within the civil society and working-life. By means of qualitative methods, the research project explores questions like: What experiences do the veterans themselves have switching from military service to civilian working life? In what way has their knowledge and experiences as veterans been requested on the job market? Have they felt respected because of being a veteran? Preliminary results show that veterans are perceived as

professional by civilian employers, being task-oriented and having the “right attitude”. But the veterans are also struggling to face ignorance and misconceptions about what their former military experience means.

WG MILITARY FAMILIES: SESSION 3

1. The Personal and Family Strengths Inventory: A Tool to Inform Service Planning Among Active-Duty Members At Risk of Perpetrating Family Maltreatment

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The United States Air Force (USAF) Family Advocacy Program (FAP) leaders have recently sought to optimize their approach to the secondary prevention of family maltreatment among active-duty members and their families. Results from a systematic literature review and statistical analyses led to the formulation of a logic model outlining key malleable variables that should be targeted by prevention activities--key variables include (a) unit leader support; (b) informal support; (c) safe, stable, and nurturing family processes; (d) individual fitness; and (e) personal resilience. Each of these interrelated variables is associated with the likelihood that an active-duty member will perpetrate maltreatment against a partner or a child. This presentation outlines our process of developing and implementing an assessment tool--the Personal and Family Strengths Inventory (PFSI)--that is designed to measure each variable in the logic model among active-duty members. The tool is digitally administered and creates a profile of risks and strengths in real-time that can catalyze conversations about service planning between active-duty members, their families, and the practitioners who work with them. The PFSI can also be used as a holistic evaluation tool to assess progress and change over time across key variables associated with family-maltreatment risk.

2. Different stories lived and told in different perspectives of primary family members. From within in a military deployment cycle including periods of leave at home.

Olsson, Ann-Margreth E.

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Deployed family members meet different responses from within their families in context of deployments. In a dialogical participatory action research study involving Swedish soldiers and their families, 110 adults and 25 children narrated about their experiences of being or living with a deployed family member. In use of systemic and narrative ideas in combination with Appreciative Inquiry, the study focused on how soldiers and their families manage socially and relationally before, during and after deployments. Areas in focus were emerging interplay and communication; support needed, developed and used; solutions; recommendations to other families and different family members. Dialogical interviews were conducted with the whole participating family and/or some of the family members. Twenty-nine of the families (n=59) were followed before, during and after deployment. Twelve families were also interviewed later on – three years after the last interview closely after the deployment. With ethical considerations, the interviews were recorded, transcribed verbatim and thematic analyzed by the researcher. Result of the study: Narratives in different perspectives (soldier, veteran, home-staying partner, child, parent, sibling and others) lived and told, exposing different responses to and understanding of

the phases of the on-going deployment cycle including for Swedish soldiers two periods of leave at home.

3. Army Partners: The perspectives and experiences of accessing formal support

Emma Long

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Key findings of a PhD study exploring army partner's perspectives and lived experiences of accessing formal support around the deployment cycle. Formal support is defined as support offered by the military and includes services made available via Unit Welfare Officers, members of the Army Welfare Service, and 'civilian' charities such as Relate.

The research involved in-depth semi-structured interviews with 27 army partners (all were female and married to a currently-serving member of the British Army) and 23 members of the formal support services working with army families. Over 50 hours of audio-recorded data was coded and analysed thematically.

Army partners identified numerous limitations to accessing formal support, offering a list of barriers. Barriers include issues of access and stigma associated with help-seeking, as is often identified by literature relating to servicemember's experiences and non-military research. This presentation reviews barriers relating to identities, perceived quality of the support avenues available, and issues relating to access. The viewpoints of both army partners and members of the formal support services are reflected in conclusions drawn. Specifically, these conclusions are considered within the context of 'military culture', 'military spaces' and policy.

4. The Portuguese Navy, work and family: effects of work-family conflict in the performance of boarded military

Cavaleiro, Franco & Gomes

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This study tested the moderation effect that a family-supportive work environment (FSWE) had on the relation between work-family conflict (WFC) and individual performance in the Portuguese Navy. Data were collected through the application of a questionnaire to 252 military on board. Results indicated that a positive relation existed between the WFC and individual performance, being so that more WFC related to improved performance. The results didn't back up the hypothesis that FSWE had a positive moderating impact on the relationship between WFC and individual performance. Given this, the results are discussed considering the theory on WFC and possible implications for future research and practice are presented for the Portuguese Navy.

PORTUGUESE PANELS SESSION 3: Armed Forces

Chair: Ana Romão

1. Wellington does security capacity building? The British rebuilding of the Portuguese army for the Peninsular war, short term success, medium term problems

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In 1808 a popular uprising opened the door to a British military intervention in the Iberian Peninsula. Traditionally short of manpower the British, led by the future Duke of Wellington, decided to build up the Portuguese army disbanded by Napoleon. With a virtual blank check from the exiled Portuguese monarch, the British military had de facto full political control and a lot of collaboration from what was left of the Portuguese state. A central figure, as the new chief of the Portuguese army, was the controversial British general Beresford. The results were impressive from the point of view of reconstituting fighting units and using them in tandem with British ones in support of the Iberian insurgency and against the occupying French in the victorious campaigns from 1811-1814. But the result was growing contestation by the Portuguese of the continuing role of British officers in the military and, even more, in politics. I will argue that this historical case study points to some enduring challenges in security capacity building from cultural barriers and prejudices, to the trade-off between short term military efficacy and more elusive and more often negative longer-term political impacts.

2. Portugal, Southern Africa and Cold War (1960-1975). A post-truth perspective

Correia, J.

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This article uses a post-truth perspective to analyse the Portuguese resistance to decolonization in Southern Africa between 1960 and 1975, as well as its impact on regional dynamics and the Cold War. We argue that what is now understood as a contemporary wave of truth devaluation, also emphasized as post-truth, in the period under review was reflected itself as "lie" as an available instrument to state and non-state actors, in pursuit of their objectives and interests. Thus, in its process of resistance to decolonization reflected into a dialectic of wills, Portugal not only promoted an attraction of the great powers to the African region, as also strengthen what Arendt called the insurmountable incompatibility between truth and politics. Lie was a "commonplace" in the relationships and interactions of the various state, regional, and global actors that shaped the security architecture of Southern Africa. Besides to associate the Portuguese decolonization with the Cold War, this research bring important evidence on the study of IR from the study of war, by using a post truth perspective. With this purpose, we will be based on documents from: primary source archives, edited primary sources, printed sources and bibliographic sources.

3. The military pilot: Dispositional signature, characteristic adaptations and life story/narrative

Fachada

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This study aims to understand the distinctive performance of the Portuguese Air Force (PrtAF) officers (military pilots). Using McAdams and Pals (2006) integrative model, based on McAdams (1993, 1996, 2001) life story, it evaluates the adequacy of goal orientation (GO) (e.g., Vandewalle,

1997), self-leadership (SL) (e.g., Houghton, 2000) and organizational commitment (OC) (e.g., Allen & Meyer, 1990) to the context of the PrtAF. The results showed that learning GO, mediated by SL, predicted academic performance (n=144 PrAF Academy students) and OC (affective and normative of the n=230 PrtAF respondents=144students+86pilots). Results from a quasi-longitudinal study (five cohorts in a developmental logic), showed that emotional bond and desire to stay in the organization of the military pilots were positively associated with age/military seniority and negatively associated with dissatisfaction (due to decrease in rewarding work experiences/ challenging missions/ professional opportunities - enhancing the sense of fulfillment and confirming the initial expectations). Based on data collected from guided autobiography interviews to military pilots of three generations, several similarities in the psychological schemas of these military were identified (namely, flying, leadership and command, moral values/principles and code of conduct, family context, joining the PrtAF, and the death of fellow military pilots in flight).

11.00 – 11.15 Coffee Break

16.15 – 17.45 PARALLEL SESSIONS 10

WORKING GROUP RECRUITMENT AND RETENTION SESSION 6: MINORITIES IN THE ARMED FORCES

1. What diversity in the French military? State of play and new challenges

Elyamine Settoul (elyamine.settoul@sciencespo.fr)

The end of conscription announced in 1996 by the President of the Republic gave way to an entirely professionalized army implying the consideration of new sociopolitical and functional imperatives. In response to these issues, the armies have launched recruitment strategies intended to capture new population segments in order to widen the pool (feminisation, immigrant populations). Our presentation aims at giving an overview of all the issues related to the integration of ethnic minorities faced by the French military. This refers in particular to their integration within the institution but also the question of the discriminations, islamophobia and radicalization (jihadist or extreme-right).

2. The attractiveness of the Dutch armed forces among young women

Op den Buijs, van Doorn, Moelker (tp.od.buijs@mindef.nl)

The demographic changes taking place in Western postindustrial societies are slowly but steadily forcing the Dutch Armed Forces towards a more multicultural workforce. It is expected that the armed forces will face serious recruitment problems in the future. One possible solution will be to open more broadly the door to new segments of the population, such as women and ethnic cultural minorities (ECMs). For the moment, this solution is quite modest, and even after taking

into account the measures and changes in recruiting policies of the Dutch armed forces, the percentage of women remains low. In 2018 women represent 9% of the Dutch military personnel. The aim of this paper is to give insight in whether women are interested in and attracted to a career in the military. With this insight, we try to explain why women are still underrepresented in the Dutch military.

An online questionnaire, designed in 2015 within the framework of the IDCRR, was distributed to Dutch men and women between March 2015 and April 2016 at job fairs and career events. This sample consisted of 148 women. In our paper we focus on the data of these young women. We will present the results of this study at the ERGOMAS conference 2019.

3. The challenge of inclusion/assimilation and the role of the military institution: Comparative analysis of the cases of Denmark, Sweden and Greece in the post-Cold War era.

Gerassimos Karabelias and Ioannis Fytas (gkarabelias@panteion.gr)

Although western states used, in times of war, minorities and refugee groups in order to strengthen their military presence in the battleground, they were rarely concerned with the presence of the latter as they had to have at least similar nationalistic identity in order to enter their ranks. In certain cases, the military institution was regarded as an important mechanism capable of assisting the immigrants' integration/assimilation into the host society. In recent years, as the right of both immigrants and minorities to retain their ethnic and religious identities while living in a western state was strengthened, the division of western societies between religious demarcations has raised many doubts on the military as an integrationist institution. Modern Greece from an immigrant exporting country before entering the EU became an immigrant imported country after its entrance. By comparing Greece's use of the military institution as a mechanism for the immigrants' integration into the host society with those of Sweden and Denmark, the authors believe that more than useful conclusions can be extracted not only for the countries themselves but for the EU as well.

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 5

1. Unconventional Warfare

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Asymmetrical imminent crisis involve dynamic human dimensions and traditional concept of operations are increasingly failing in our post truth world. Positional advantage in unconventional maneuver warfare is greatly dependent on public opinion & mass media, which is double-edged, meaning it can take its own form in direct contrast with the ways of the State, Government & military response. Every thought, action and learning has an emotional base and perception, which constructs reality; stories matter, facts are not important and take a back seat. Instead of intelligent communities using critical thinking, world is witnessing a complex contagion of fear-based societies. Adversaries are hybrid forces, superior tactical playbook is not a requirement to succeed but effective operational rhythm is what adversaries rely on using influence operations

first before boots on the ground through mass media molding public discourse & opinion, therefore to combat the unconventional adversaries militaries must be cognizant of various inception points of the crisis in shaping their operations. With case examples this paper will present the mindset, tactics, techniques & procedures of state and non-state actors using public opinion & mass media and its effect on national & transnational security.

2. Counter-terrorism operations in Nigeria: Challenges to fighting Boko Haram in a post-truth environment

Olayinka Ajala

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The era of military rule in Nigeria was marked by large scale human rights abuse of civilians. Despite returning to democracy in 1999 after 16 years of military rule, the relationship between the military and civilians has remained tense. As the memory of the abuse began to fade following successful democratic transitions, issues relating to militancy in the Niger Delta region, Boko Haram in the North-East region and insurgencies in several other parts of the country resulted in new engagements for the military. The increase in military engagements around the country coupled with reports of massive human rights abuse and extra-judicial killings re-ignited the almost fading negative perception of the military held by the public. Furthermore, the damning report by amnesty international in 2017 about the military gave further impetus to the negative perception of the military further making cooperation with civilians and intelligence gathering an arduous task. While the Nigerian military denies aspects of the report and stated that they have carried out necessary reforms, the perception of the military in the public eye remains negative. This paper explores the challenges faced by the Nigerian military in combating Boko Haram despite repeated claims that the military has cleansed its acts.

3. What role for small states in the agenda setting of security and defence? The case study of Portugal and the mission in the Central African Republic

Xavier, Ana Isabel

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The academic literature is traditionally reluctant in converging for a common definition on small states, although most of approaches distinguishes quantitative and qualitative criteria. Smallness can indeed be perceived in the construction of state identities for action in foreign policy, mainstreaming national concerns (based in threats or national assets) into a European agenda setting. In addition, smallness must be seen in interaction with other endogenous and exogenous factors and variables besides size or population, such as the influence of the state in the structure of international system or the geographical position. Based in that assumption, it is interesting to explore how a “small state” like Portugal (10,32 million people, a total area of 92,212 km² and \$32,576 GDP per capita) has been putting in its security and defence agenda its national forces as a valuable asset all over the world. The most recent case is due to the Central African Republic, where Portugal is engaged with more than 200 militaries, both in MINUSCA (United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic) and in EUTM (European Union Training mission), and with two major office commands (General Herminio Maia leading EUTM and General Serronha as second chief in command of MINUSCA). This clearly illustrates how a small state with no historical boundaries to the country has been engaging in international peace and security as a major pillar of its external relations. The question that we

will also explore in this presentation is not only how it can be framed and explained, but also how it is perceived by the public opinion and civil society.

4. Media, Public Opinion and the positive image of the Armed Forces in the Federal Intervention in Rio de Janeiro

Dias, Guilherme M. & Coelho, Carlos Frederico
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In the last decades, the Brazilian Armed Forces began to act in questions related to the confrontation of organized crime, undertaking operations within the national territory. In the last year, with the escalation of violence and crime in Rio de Janeiro, the Brazilian president determined that, exceptionally, an army general would take control of the structures of public security and begin a process of recovery. Despite the public's expectation that there would be massive mobilization of troops to risk areas, the military option was to prioritize a managerial reform of the police forces, which led to an initial wave of questions. This article aims to analyze the strategic communication actions established by the armed forces in order to consolidate the image of success of the intervention in the public security of Rio de Janeiro after the initial questions of the media and public opinion.

THE MILITARY PROFESSION SESSION 4:

1. Handbook of Military Sciences: Section on the Military Profession

Last, David
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The editors will introduce a major reference work in progress for Springer: The Handbook of Military Sciences. One section of the Handbook addresses the Military Profession. Participants in a roundtable will be invited to discuss the proposed content of chapters on: The Military Profession—what is it; Military Organization; Military Personnel; Military Training, Education and Socialization; Military Organizational Learning; and Military Ethos and Jurisdiction. We hope to have authors committed to each chapter before the conference, but there will be opportunities for additional contributions. This Handbook will be published online first, open source, made fully accessible by funding from the Norwegian Defence University College. A thousand-page paper edition is anticipated by 2021.

MORALE, COHESION, & LEADERSHIP - SESSION NO. 4: Ethical leadership – Room _____

Chair: Michael Holenweger

1. Why eighty percent of the territorial defense volunteers attend the Sunday Holly Mess? – The role of religion in contemporary armed forces in Poland

Nowotny, Slawomir (s.nowotny@iskk.pl)

Religion in Poland being one of the pillars of patriotism as well in history and nowadays is an important component of society and culture. Military traditions are another fundament for Polish identity, and these two streams have a long history of interlacing. Since a decade the country's army undergoes significant rebuilding and modernization within NATO structure as a shield for national state in the restless neighborhood and a time of uncertainty. It is a vital issue – both politically and sociologically – if this modernization diminishes the traditional role of patriotic attitudes based on the religious believes or rather adopt them to develop a modern type of morale. The new Territorial Defense Forces provide a particular opportunity to study these processes. They are all-voluntary and open for a wide range of people. What are their motivations to enroll and what could be effective drivers for the corps' morale? Some evidences of religious practices of new "territorials" (significantly above population average) suggest that religion is one of the most essential factors. The presentation will discuss these questions on the basis of results of a study being the first module of a compound research project.

2. Leader courage in ethically challenging scenarios

McCone, Dave; De Angelis, Karin & Laney, Matt (david.mccone@usafa.edu)

Developing cadets into courageous leaders requires them to recognize moral issues in everyday situations, and to feel compelled to act and know what to do in those situations. This study used both qualitative interviews and a subsequent quantitative survey to elicit cadet perspectives on hypothetical peer and leader negative behaviors that ranged from mild (eg. telling sexist jokes) to more severe (eg., touching someone in a sexual manner). Most cadets recognize both types of behaviors as inappropriate, but female cadets responded more unfavorably to both. Cadets would not always intervene, especially in the less-severe situation, and cite the potential to tarnish the Academy's public image, or potentially ruin someone's career as reasons for their hesitation. Further analyses will evaluate other variables thought to influence cadets' views on these negative behaviors. Results will be discussed in light of the need to improve individual service member courage to intervene in any such instance in order to improve the overall climate of respect at the service academies.

3. Development of Ethical Leadership in the Military: The Case of Czech Armed Forces

Kucera, Tomas (tomas.kucera@fsv.cuni.cz)

Ethical behaviour of leaders has been recognised as a crucial factor in shaping organisation's ethical climate and stimulating the ethical behaviour of subordinates (Neubert, Carlson, Kacmar, Robert, & Chonko, 2009; Schminke, Ambrose, & Neubraun, 2005). Ethical leadership become even more central to the military, whose members may be tasked to use lethal violence. Moreover, military leaders are ethically situated in a particularly challenging position. It is the essence of moral leadership to intermediate between superior authorities and subordinate operatives. Military leadership thus entail a burden of several contradictory responsibilities – for fulfilling the task, wellbeing of the subordinates, and appropriate conduct of the operatives – that may often be beyond the direct control of the leader. The proposed paper looks at the development of ethical leadership in the Czech Armed Forces. Through a content analysis of educational materials, rules and training guidelines the paper traces the changes in institutional

approaches to ethical leadership. This case study analysis is part of the NATO STO research project RTG 304: Factors Affecting Ethical Leadership.

4. The Structural Sources of Military Optimism

Askonas, Jon & Denison, Ben (askonas@cua.edu)

Why do military organizations present optimistic assessments of a military occupation's outcome when in retrospect it is clear there was not evidence to support those assumptions? And why do military organizations persist in optimistic assessments well after available evidence suggests a starker picture? In this paper, we present an innovative theory of military optimism that illustrates why optimism in military assessments occurs both prior to the initiation of hostilities when uncertainty over future outcomes is present and also after the initial stage of combat occurs and the military organization has much stronger information about the battlefield environment and the likelihood of success. Using cases from the American military experience in Vietnam, Iraq, and Afghanistan, we identify an organizational mechanism driving optimism. We argue militaries only develop organizational capacity for making sound postwar assessments after the initial conflict has begun, and initial assessment capacity overemphasizes familiar military dimensions of the conflict. Over time, as the military organization builds a robust assessments apparatus, senior military leaders have access to high-quality intelligence but face strong political incentives to make optimistic assessments, generating strategic optimism but private realism. This paper contributes to the literature on decision-making bias in military leadership and foreign policy processes.

VIOLENCE IN THE MILITARY – SESSION 3

1. Military logics of action

Hasselbladh, H. & Ydén, K. (hans.hasselbladh@gmail.com)

All military organizational units contain a dialectic between a) a capacity for violence and b) a need for effective cooperation and exchange relations. Boëne see them as two logics of collective action: the Logic of External Conflict and the Logic of Internal Cooperation. A related contribution is Thomas' notion of two subsystems in military organizations – Hot Organization and Cold Organization. Hot organization is operational, directed towards violence and underpinned by holistic, qualitative and absolute modes of thinking and acting. Cold organization is attuned to managing functional exchange relationships and underpinned by instrumental, quantitative and calculating modes of thinking and acting. The present paper intend to combine Boëne's two logics of action with Soeter's two dimensions. We will use the model to analyze research published in the leading journals in war studies. As will be shown, studies related to Cold organization dominate, covering areas such as recruitment, training and administration. Further, a good deal of extant research in war studies journals is hard to distinguish from studies of working life at large. They gloss over military organization, hot or cold, and delve into issues concerning groups of employees (notably officers) and their values, motivation, background, well-being etc.

2. To Combat or Not? An Investigation of Military Competence-in-Use and Violence: Findings from Swedish International Operations

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The search for military professionalism could today be viewed as a moving target. What is right in one situation might be wrong in another and every new situation requires a new kind of flexibility from the soldiers and commanders.

The aim of this study is to examine competence-in-use in military international operations. The paper investigates 32 critical incidents from Swedish soldiers and commanders between 2010–2014.

Two theoretical tools have been used in the analysis - Critical Incident Technique (Flanagan 1954), and a model for understanding Occupational Competence focusing on competence-in-use i.e. the interaction between the individual and the task (Ellström 1997).

The preliminary analysis identifies four overall dimensions of military competence-in-use related to both combat or non-combat situations. Specifically, these are: reaction in combat, making sense of the situation, adjusted world view, and reflections on “My Mission”. Of particular interest is “making sense of the situation” as this dimension is related to decisions on whether “to combat or not”.

The paper contributes to the current debate on post-modern warfare by highlighting how soldiers and commanders diagnose unstructured problem areas and how they adapt and cooperate to fit the current situation. Cooperation takes place internally within the group, but also externally; sometimes with unpredictable and unreliable partners.

3. One-Eyed Man is King: “Sons of the Country” Reversing the Chain of Command in Counter-Insurgency Operations.

Bieri Erwin A. (eabieri@hotmail.com)

The Netherlands East-Indies Decolonization War of 1945-1949, with a vast contribution of the Netherlands Marine Corps Brigade (MARBRIG), was one of the last insurgency operations of the Netherlands forces in the East-Indies. At the Marine Corps Brigade Headquarters in Surabaya, decisions were made to recruit local young men from Surabaya, who voluntarily wanted to operate at the outposts of marine units, and who were familiar with the area of operations and its local languages and cultural habits. The main task of these ‘Employés Speciale Diensten’ (ESDs) was to serve as embedded interpreters and patrol members in platoon size operations. During the operations they also worked as individual interrogators for detained insurgents. Due to the confidential atmosphere of its existence, and lack of local cultural knowledge, these ESDs operatives became the most valuable assets of military operations and sometimes dictating the courses of action in the operational planning process. The chain of command was highly influenced by these locally recruited –and militarized- young men. Although ESD contribution during the war has been of utmost importance and although ESD members were praised for their commitment and dedication, at the end of the war the Netherlands policymakers had forgotten about them, which led to resurgence of their problematic position in society.

4. **Entre la “base” y la comunidad: La militarización del paisaje rural y la cotidianidad durante la «guerra contraterrorista» en el Perú**
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A 15 años de la entrega del Informe de la Comisión de la Verdad y Reconciliación, la historia militar de la guerra interna que desangró al Perú entre 1980 y 2000 apenas parece develarse. La producción académica sobre el periodo demuestra el vacío en este campo de estudio. Frente a ello, el presente artículo propone no sólo la necesidad de reconstruir la cotidianidad de esta guerra en perspectiva histórica – militar sino también desde la antropológica. Deseamos determinar cuáles fueron las relaciones socio-culturales que se establecieron entre militares y poblaciones rurales andinas o amazónicas a lo largo del conflicto.

A la luz de testimonios de excombatientes, factores como los lingüísticos y de alteridad entraron en juego en el campo de batalla, la representación del “enemigo” fue adquiriendo por ejemplo, características propias en periodos y escenarios concretos. Los vestigios de las “bases militares contraterroristas” instaladas en las zonas de guerra dan cuenta de la estrategia que desplegó el Estado para derrotar a sus “enemigos” Sendero Luminoso y Movimiento Revolucionario Túpac Amaru: militarizar y “gobernar” el territorio nacional a través de su Ejército nombrando Jefes Políticos y Militares en casi todos los departamentos del país.

Problematizar las relaciones “civiles-militares” en este proceso resulta imprescindible para comprender la violencia letal que costó la vida de más de 69 mil peruanos, cuyos efectos aún no logran desmantelarse; los lenguajes de la guerra y la militarización perviven hoy en el paisaje, cultura y subjetividades políticas.

20:00 Conference Dinner at ‘Cantina Velha’, University of Lisbon (Address: Av. Prof. Gama Pinto, 1649-028 Lisboa) with DG Jorge Vieira

Friday 21 June

09.30 – 11.00 PARALLEL SESSIONS 11

CIVILIAN CONTROL OF THE MILITARY SESSION 6: Military Operations other than War and their Effects on Civilian Control and Democratic Governance

(Chairs: Christoph Harig, Nicole Jenne)

1. Controlling blue berets: the consequences of political neglect in the case of Uruguay’s participation in peacekeeping

Julián González Guyer, Universidad de la Republica, Uruguay

Nicole Jenne (presenter), Pontificia Universidad Católica de Chile

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Civilian control over the armed forces is key to democratic rule. Yet, there is still no agreement over what democratic control over the military specifically entails and hence, how it is to be achieved. One instrument that has widely been seen as conducive to submit the armed forces to democratic rule is the participation in international peacekeeping. Thus, in order to consolidate democracy after the military dictatorships of the 1960s and 1970s, many Latin American governments began supporting the armed forces' participation in peacekeeping operations. This article contributes to a number of recent studies that question the peacekeeping-democratization thesis. We examine the case of Uruguay, a fully democratic state that has contributed more personnel to UN peacekeeping than any other Latin American country and has consistently ranked amongst the world's top contributors as a per capita measure. We ask how civil-military relations have played out in Uruguay's peacekeeping policy and how participation in peacekeeping operations influenced civilian control over the armed forces. Specifically, we focus on three aspects of civil-military relations relevant to democratic control: civilian oversight, civilian penetration and armed forces – society relations.

2. **The vicious circle. Civilian control and the promotion of internal public security missions of Brazil's military**

Christoph Harig, Helmut-Schmidt-Universität/University of the Federal Armed Forces Hamburg
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Establishing civilian control of armed forces is widely seen as prerequisite for establishing and consolidating democracy in countries formerly governed by military regimes. Yet a narrow focus on civilian control is not sufficient for assessing civil-military relations. Bruneau et al. (2005; 2008) have therefore developed a framework of measuring democratic consolidation based on the three criteria of civilian control, military effectiveness and military efficiency. When applied to the case of Brazil, significant signs of progress since re-democratisation in 1985 can be identified (Bruneau and Tollefson, 2014). However, this increase in civilian supremacy has led to an ever-growing role of the military in public security missions. In line with Levy's (2017) argument that strong civilian control might lead to a growing use of military force, this paper identifies a vicious circle, in which 1) there has been a civilian-led growing trivialisation of military 'guaranteeing law and order' operations, 2) the military's supposed effectiveness in fighting violent crime in UN peacekeeping is used to legitimise these operations and 3) the efficiency of the military in delivering state services creates further public demand for a growing internal role. In sum, this has increased the military's bargaining power and threatens to undermine democratic consolidation.

3. **Peacekeeper contributions and regime stability**

Jonathan Caverley, United States Naval War College, jon.caverley@usnwc.edu
Jesse Dillon Savage, Trinity College Dublin, dillonsj@tcd.ie

What are the effects of peacekeeping contributions on regime and government stability in the contributing state? While most research has focused on the effects of peacekeeping on host countries, an increasing amount of research is now exploring how contributing troops to peacekeeping missions affects the politics of the troop contributing country (TCC). In this paper, we argue that contributing to peacekeeping missions allows governments to extract rents or

unearned income and that this should have implications for regime and government stability. Research on rents and unearned income has shown that income from sources such as aid, remittances, or natural resources can increase stability of both governments and regimes in autocratic systems, as well as reducing popular unrest. This is because the extra resources can be used to increase the level of patronage. Using cross national data on peacekeeping contributions, we test the argument that rents from peacekeeping can operate through similar mechanisms, increasing the prospect for regime survival and government stability.

- 4. War, by no other means? Local civil-military engagements in the Philippine Bangsamoro Area**
Rosalie Arcala Hall, University of the Philippines Visayas
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The Philippine government historically relied on the armed forces to address multiple threats from communists, Islamic separatists and terrorists. Since the 1950s, the army-dominated Philippine military has seen prolonged local deployments to conflict areas. The centrality of the armed forces' constabulary function is mapped onto the Philippine government's weak attempts at asserting authority in these contested zones. Following gains from the peace process between the government and Islamic separatists, Local Monitoring Teams and local Peace and Order Councils have emerged allowing civilian and military interface. New army imperatives promoting civilian engagement in all mission areas also resulted in platforms for engagements between local governments, civil society actors co-located military units. The paper examines how the local platforms and mechanisms during the 2017 Marawi crisis generate accountability. Using interviews from April-September 2018 of military commanders, local government officials and representatives of civil society organisations involved in the combat and humanitarian response, the paper maps the dynamics of their engagements, the influence of informal culture of conflict management by clans and traditional leaders, and control over other non-state coercive actors. The paper identifies gains and gaps in localizing civilian control, with implications to other security forces deployed internally.

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 6: Coordination, cooperation and convergence

- 1. National-level coordination for complex operations: Symbolic politics or coordination failure?**
Lene Ekhaugen (Norwegian Centre for Civil Military Relations, lene.ekhaugen@ifs.mil.no)

Research argue that whole-of-government coordination have produced meagre results. This article – based on unique primary sources drawn from in-depth interviews and archival data on a coordination body for Norway's Afghanistan engagement – argues that these views reflect an understanding of coordination that is both too narrow and too ambitious. A realistic aim for coordination in complex operations may not go beyond information sharing. Furthermore, this study shows that national-level coordination efforts may be primarily symbolic. This is significant because it indicates that limited coordination was not necessarily a failure, and that calls for enhanced coordination in complex operations may be unrealistic.

2. The littoral divide: A paradox of Norwegian police-military cooperation

Magnus Håkenstad (Norwegian Armed Forces, Centre for Civil Military Relations, mhakenstad@ifs.mil.no)

In Norway, sea or land makes a big difference when it comes to military-police cooperation. At sea, a highly pragmatic attitude reigns, with the Norwegian Coast Guard as a prime example: On a day-to-day basis, it performs police tasks under the jurisdiction of the Ministry of Justice. But it is manned, equipped and organised by the Navy, funded by the Ministry of Defence, sails in grey-hulled ships and has reserve wartime functions. Essentially, the Norwegian Coast Guard is a maritime gendarmerie. On land, the situation is reversed. 'Gendarmerie' is a dirty word in most Norwegian ears. Throughout Norwegian history, any military assistance to the police has been regarded as extremely problematic, and the Constitution demands a strict separation of military and law enforcement organizations and activities. This separation has softened in recent decades, but the use of military forces in internal security matters remains highly controversial and strictly regulated. This paper aims to analyse how these fundamentally different approaches can co-exist within the same legal and political frameworks, as well as its implications for the future relationship between the Norwegian police and the armed forces.

3. Military against threats in internal security in Latin America

Martínez, Rafa (University of Barcelona, Group of Research and Analysis on Public Policy, CIDOB rafa.martinez@ub.edu)

Political Science and Public Administration

Director of GRAPA (Group of Research and Analysis on Public Administration)

Associate Researcher of CIDOB, Barcelona

Latin America is one of the regions with the lowest risk of confrontation between States; but, at the same time, it is one of the regions with the highest rate of violence and crime. Policies, for the most part, far from the solution, are part of the problem (ineptitude, corruption, complicity, etc.) and society does not trust them. On the other hand, the military got a greater confidence of their parent society, although they are numerically oversized, poorly budgeted and without missions to do. In this scenario, many governments have seen in the military a magnificent resource to combat threats to internal security. Faced with this pragmatic argument is the legal impossibility and inadequacy. This work means in this phenomenon, from 2005 to 2016, in 8 cases (Argentina, Brazil, Colombia, Chile, Ecuador, El Salvador, Guatemala, Mexico and Uruguay) that is related to Southern Cone, Andean Zone and Central America and that shows the two realities: the favorable one to the military intervention in the internal security and the unfavorable one. Looking for arguments in favor and against this intervention, in order to determine the variables of each typology, I will analyze in every case: Legislation, White Papers of Defense, Strategic Security Plans, Web pages of the ministries of Defense and the Atlas of Defense from 2005 to 2016 of RESDAL

4. Military and police cooperation and competition in Hungary

Ferenc Molnar (molnarfi@hotmail.com)

Military-police coordination and cooperation rapidly improved in Hungary since 2015. It is because police forces faced challenges which required more boots on the ground, different technical equipments and more intelligence than Ministry of Interior had. The government required rapid and effective coordination between forces which was supported by legislation, governmental regulations and financial resources as well. It had certain effects in the fields of security and defence, such as boosted a more comprehensive approach to those, adjusted structures, working mechanisms, and culture. Nevertheless, the permanent challenge to recruit and retain personnel in military and police resulted in an organizational competition. Taking into account the changing security environment and the consequent decisions (e.g.: force development), questions could be raised about the effects of human resource scarcity on police-military cooperation.

VETERANS AND SOCIETY - SESSION 4: – Room

Chair: Gielt Algra

1. Identity, Transitions and Support: Processes of Desistance Among Ex-Military Personnel in Custody

Haddow, Christine, Winterton, Mandy and Morrison, Katrina (C.Haddow@napier.ac.uk)

The persistent over-representation of ex-military personnel in custodial settings is a cause for concern. Figures between 8-13% (Ashcroft, 2014; Scottish Prison Service, 2016) relative to 4% in the community have been estimated in the UK, although as veterans may not self-identify in prison this is a likely underestimate. Extant studies of veterans in prison are primarily quantitative, revealing exposure to violence/trauma (before and in-service), problematic transitions from military life, alcohol misuse, mental health issues, and military identities as factors in veteran incarceration (Howard League, 2011; Murray, 2013; Wainwright et al, 2016). Qualitative accounts of veterans' pathways into and out of offending and contextual understandings of their lived transitional experiences remain largely absent from academic literature and policy. This paper will draw on a biographical study of ex-military personnel in custody in Scotland. Their narratives will be examined through the lens of 'desistance', which conceptualises the cessation of offending as a journey of identity change and highlights the role of wider social structures and bonds to family and community in this process. The transitions between military, community and custody, and the distinct networks of 'assets' available to veterans throughout their life course will be presented.

2. Solution Focused Mediation Towards Posttraumatic Growth

Pauliina Pirskanen (pauliina.pirskanen@gmail.com)

This research investigates the use of solution focused mediation in two case studies of veterans with post-traumatic stress disorder (PTSD). Classically, mediation is understood as a dynamic process where a third party facilitates agreement between two or more conflicting parties. This study focused on whether solution focused mediation techniques can be used to create effective psychological tools for veterans to cope with and control PTSD symptoms. The use of the psychological tools was hypothesized to create means for post-traumatic growth (PTG); positive

change that occurs as a result of struggling with highly challenging life circumstances. Solution focused mediation, provided tailored psychological tools, techniques, and practical solutions to both subjects according to their individual needs. As a result, both cases displayed increased ability to cope with their symptoms. Beneficial effects included: positive change in subjective experience of PTSD symptoms, lower frequency of panic attacks, increased sociability and noticeable improvement in daily life. The results indicate that mediation can successfully facilitate Post-Traumatic Growth when used as a complimentary technique in PTSD treatment.

3. (De) Militarizing the Soldier: Theoretical Perspectives

Dutra, João (joaovpdutra@gmail.com)

This paper aims to contribute to the field of military studies on mapping and presenting different theoretical perspectives to the objective and subjective processes underlying the societal, political and individual efforts to make soldiers. As well, a recent interest on the opposite path (the unmake of them) increases as constitute an actual challenge to contemporary societies, to positively bring them back to civil life. Objectively, are both processes with the same nature? Do they have different considerations regarding success or failures? How actors deal with them?

Approaches from Sociology, Anthropology, and International Security, e.g., may diverge on epistemological issues, but are on the intersection of the ever changing relations between military and society, and broadly in power structures such as gender roles, patriarchy, social classes among others. The relevance of this review is to give sense of the results and understand how can different interpretations support evidence-based policies.

WARRIORS IN PEACEKEEPING SESSION 5: Theoretical insights into peace operations and officer education

1. Gandhi's Approach to Peacekeeping and Resolution of Conflicts Through Non-co-operation

Manish Sharma
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Mahatma Gandhi is remembered as the most popular and prominent leader amongst the leaders who made extraordinary contributions towards attaining India's independence. He became actively involved in Indian politics at a time when the country needed proper guidance and the national movement was on the brink of losing its ground and direction. Displaying a remarkable leadership quality during the independence movement, Gandhi successfully guided the nation to achieve its long desired goal. He was the one who transformed the freedom movement from an elite movement into a movement of the masses and associated the common people to effectively oppose the colonial rule and was also successful in attaining peace at many times. Besides, he enthused the common man to correlate himself to the national ethos and made him a part of the freedom struggle. Appropriately, he is called "Father of the Nation" because he acted as the guardian of the nation at its hour of crisis. The objective of the present paper would be to highlight that how through Non-co-operation methods, the conflicts can be solved and how the peacekeeping process at the international level can be fulfilled while keeping in mind the

circumstances in which he took the leadership of the crusade to free India and the strategy he adopted during the independence movement to confront the British rulers in India and how the same can be applied today.

2. Causes of Coherence and Confusion: Swedish and German Whole-of-Government Approaches in Afghanistan.

Dafinova, Maya
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Whole-of-government (WOG) approaches have become the official blueprint of multinational peace operations. Despite a growing number of studies, comparative theory testing to unpack the drivers and limits of civil-military coherence remains limited. Taking ISAF as an example, this article tests coalition politics models, bureaucratic resistance and strategic culture to shed light on why Swedish and German WOG models varied.

The paper develops a comprehensive measuring tool for WOG, encompassing a spectrum of civil-military dynamics in country capitals and in the mission area. It then uses process-tracing to conduct a structured focused comparison of Swedish and German WOG practices in Afghanistan, between 2001 and 2014. The results are based on 47 semi-structured interviews with Swedish and German soldiers and civilians.

The findings are consistent with coalition politics explanations. Domestic political structures, and the kinds of decision-making processes these generated, were the main drivers of WOG variation. In the German and Swedish coalition governments, the extensive collective bargaining ultimately watered down WOG ambitions. More importantly, it enabled civilian ministries to impose strict caveats on civil-military interactions. The article argues for taming down overarching policy calls for yet more coherence, because coalition governments may have limited options for implementing advanced WOG approaches.

3. A Generic Pedagogic Model for Academically Based Professional Officer Education

Hedlund Erik
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After the end of the Cold War, many European countries cut back so heavily on defense expenditure that they lost their capacity to defend themselves. This resulted in greater need for improved cooperation and interoperability among member states' armed forces. One important attempt to improve the understanding and interoperability among the European Union (EU) nation's armed forces was taken in 2008 by the creation of the European Initiative for exchange of young officers aimed to make the officer education in Europe more transparent and convergent with each other. This article presents a proposal for a generic pedagogic model for an academically professional officer education that can improve understanding and interoperability among the EU nation's armed forces. The model helps to facilitate a process of professionalization of the military profession with an officer education that can meet the requirements of higher education systems as well as the demands of the military profession.

PORTUGUESE PANELS SESSION 4 :Armed Forces

Chair: Luis Malheiro

1. Health Care Quality in the Portuguese Armed Forces Hospital

Mairos, J. & Fachada, C.

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This study examines health care quality in the Armed Forces Hospital – Lisbon Hub (HFAR-PL) by analysing health quality and patient safety indicators in several of the hospital’s services, how they correlate to hospital productivity and competitiveness, the hospital culture of the Armed Forces Hospital within the framework of organizational culture, and the applicability of quality culture to hospital multiculturalism and its relationship with medicine as an art. Thus, this study aims to understand the interactions (or potential interactions) between the concepts of quality, productivity, competitiveness, and culture. To that end, the paper uses hypothetical and deductive methods and a quantitative research strategy, with some qualitative elements. The results show that quality culture is compatible with the multicultural environment of the HFAR-PL, that it benefits both patients and staff, and that it could bring significant improvements to hospital productivity and competitiveness, increasing the hospital’s ability to attract patients and medical personnel.

2. Portuguese Armed Forces: operating in the cognitive domain

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This article analyses how Armed Forces addresses the cognitive domain in support of military operations in a post-truth society.

Cross-cutting the Oxford English dictionary definition of “post-truth” with the idea that “an actor’s effectiveness is a function of will, understanding and capability” (AJP-3.10), emerges the relevance of the cognitive domain over the physical domain.

Since immemorial times, military unities and staff functions are addressing the cognitive domain in order to protect, shape or attack the will and understanding of the neutral, friendly and adversary audiences. Today, Information Operations (Info Ops), Psychological Operations (PsyOps), Electronic Warfare (EW) and in some extent Civil-Military Cooperation (CIMIC), among others, addresses directly or indirectly the cognitive domain. Portuguese Armed Forces are not an exception, as depicted in the existence of a Psychological Operations Module and a Civil-Military Cooperation Company.

This research will seek for evidences on how Portuguese Armed Forces addresses the cognitive domain in support of military operations.

3. Quality Analysis on the Masters in Military Aeronautics for Military Pilots

Vasco Monteiro

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To fly, is, in essence, the action of free mobility in the atmosphere. It consists in a movement in the three axes of direction: longitudinal; transverse; vertical. It is also the skill to make decisions in a short period. Flying involves prior preparation and training to solve occurring emergencies, internal or external to the aircraft. That said, the desire to be a pilot, isn't enough, It is required a whole set of physical and psychological characteristics to be one.

Since modern Organizations are faced with very rough and dynamic environments, its human resources need to be prepared to overcome them. Therefore, Competency management, that increasingly proves its importance in Human Resource Management, needs to be implemented in Organizations. The Portuguese Air force is no exception. Competency models can be applied in recruitment, selection, career progression, however, the present dissertation is an attempt of applying a competency model in a course, namely the masters in Military Aeronautics for military Pilots.

Using an already existing model of quality analysis based in competencies, allied with the knowledge of Competency Management, this research seeks to evaluate the structure of the course taken by the Portuguese military pilots in the Portuguese Air Force Academy.

11.00 – 11.15 Coffee Break

11.15 – 12.45 PARALLEL SESSIONS 12

WORKING GROUP MILITARY AND POLICE RELATIONS SESSION 7: Military, paramilitary, and police in international operations

1. Police-military relations in UN peace operations

Marina Caparini, (Stockholm International Peace Research Institute, marina.caparini@sipri.org)

Since the end of the Cold War, UN peacekeeping operations have become truly multidimensional with the development of their civilian and police components and corresponding mandated tasks. Yet peacekeeping has recently also become more robust, through expanded offensive use of force, primarily by the military component. This may be seen in the deployment of peacekeeping missions increasingly to contexts where there is no peace to keep, and where stabilization is a mandated function of military contingents, as in Mali, CAR and DRC. It is illustrated most vividly by MONUSCO's Force Intervention Brigade, mandated to neutralize and disarm rebel groups. While both military and police are considered 'uniformed' peacekeepers, they have distinct functions and capacities in peace operations. This paper undertakes to examine the relationship between police and military components in peacekeeping operations in light of evolving conditions and challenges.

2. Sociology of dispositional groups in national security issues forecasting

Jan Maciejewski (Institute of Sociology, University of Wroclaw, jan.maciejewski@uwr.edu.pl)

After World War II, we could observe successful attempts to define scientific status of Polish military sociology, especially in books written by Jerzy Józef Wiatr (earlier military sociology, „sociology in war-time”, was represented by Mieczysław Szerer, Adam Krzyżanowski and Stanisław Swianiewicz). Unfortunately, period of social, economic and political transitions at the end of 20th century resulted in research stagnation. Next phase, international military sociology, was a result of global social processes, that made army professional, as forced consequence of systemic perception of modern states security. Specific transformation occurred, from the military in sociological theory, to social research on dispositional groups, which were verified in combat environment. Problems of demilitarization and remilitarization, and civil-military relations, were also undertaken. Contemporary, in times of permanent changes of national security, forecasting has gained crucial role, that forces political elites to shape constant adaptation of security system to new challenges and threats. Without sociological knowledge, these processes are chaotic and intuitive. It blocks optimal usage of resources and effective commanding. Adequate prognoses strengthen systemic state of knowledge, when several ideas compete, including “fake news”. Dispositional sociology forecasting can cover analysis of resources, trend extrapolation, research on foreign armed forces, military and police groups evolution.

3. Distance creation under financial smokescreen

Jukka Mattila, Markus Häyhtiö (National Defence University, Department of Economics, markus.hayhtio@kolumbus.fi)

This paper studies, how public private partnerships are legitimized mainly through rhetoric about cost savings, although evidence from crisis management shows limited savings if any. The paper is based on an empirical analysis of literary sources of governmental reports, open source intelligence reports, and official documentation. As a comparative case study, this study follows the conventions of Grounded Theory and qualitative content analysis. The findings show, how the ambiguous use of public private partnerships in the military context offers a grey area to nations to achieve their domestic and foreign policy goals using military force. Additionally, successful and unsuccessful public private partnership cases have a diversified legitimation base. Concerning the successful cases, the basic principles of public private partnership are followed. The unsuccessful cases showed in the clear manner the avoidance of basic principles of transparency. In these cases the distance creation (public) combined with opportunities to gain financial benefits (private) were the main motivations behind public private partnerships. This paper contributes to institutional theory by showing how rigid military structures may encounter changes that are justified by ad hoc political vocabulary. Keywords: public private partnership, military economics, private military companies, performance based contracting

4. Neoliberal Globalization Demands Police and Military Understanding of Political Economy

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Neoliberal globalization describes the impact of markets on the movement of people and assets across boundaries in a capitalist world. Police, paramilitary, and military functions are undermined in this global market place; states have less control over factors affecting human security, national security, and international security. Police and military may exacerbate violence and injustice, but they can also lead progressive or stabilizing changes. Can police and military operations converge

to support peace and justice in the face of evolving threats like loss of social cohesion, interstate competition, survival migration, climate change, and a precarious underclass? This research is a survey of political economy literature not explicitly related to police-military convergence, but relevant to it. The research yields a menu of concepts and problems that are important for security professionals, but not widespread in either military or police education. Understanding the security implications of corporate and economic conflict, rules and legal constraints, socio-economic class, and transnational threats are essential for military and police leaders, beginning early in their careers. This suggests research and teaching in higher education institutions for military and police. If we don't teach political economy to security leaders, they will be unprepared for a world in which soldiers do global policing, police wage wars, and money manipulates the operational environment.

PUBLIC OPINION, MASS MEDIA, AND THE MILITARY WG: SESSION 6

1. Challenges to Pacifistic antimilitarist identity in Japan

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Constructivist Katzenstein and Berger once pointed out existence of antimilitarist culture in post war Japanese society and the culture shapes antimilitarist norms, which influence political actors and direction of Japan's defense and foreign policies. However, they are criticized by realists because overemphasizing discourses and norms and paying less attention to external and internal factors to shape the policies. Therefore, Oros adds external and internal factors as independent variable and antimilitarist security identity of Japan functions as intervening variable to shape the actual policies. Basically, I adopt Oros's framework to analyze the identity. Throughout several opinion researches, I conclude that the identity is shared in Japanese society including political agents but the identity is challenged by several external and internal factors in recent years such as drastic changing of security environmental around Japan and increasing consciousness of national defense; reducing number of population who has direct war experience; metamorphosing war experience during inheritance process; and crystallization of 'normalization' efforts by the Japan Self Defense Force (JSDF) in the society. I focus on the factors and observe challenges to the identity in order to analyze future validity of the identity.

2. Co-existence of military and media in India

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If we read the history of any democratic country, we will find a competitive relationship between the military and the media. Perhaps, maintenance of a reasonable equilibrium between the two is a fine balancing act. This paper highlights an incident in India, Kashmir (J and K) which rocked the nation in 2017. The incident in question involves the tying of Ahmed Dar to a jeep by Major Leetul Gogoi. It occurred in the midst of a military rescue mission. Major Gogoi was in a team of security and polling officials, when a mob of over 400 people armed with stones and petrol bombs attacked his convoy. Major Gogoi's initiative saved the trapped officials but he was also blamed for his functional yet crude idea. Tying of Farooq Ahmed Dar to an army jeep on April 9th, 2017

was a violation of Fundamental rights – an opinion of a cross section of media but the Major was portrayed as a National Hero by another section of media. The methodology of this paper has been content analysis. A few selected interviews of army officers and civilians were conducted to understand the conflicting perspectives while elaborating on the relationship between the Military and Media.

3. From public opinion to agency: Polish perception of national security in the European context

Pienkowski, Piotr

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Polish national security changed a lot in the past decades. Since turning from Eastern to Western Block, institutionalization of position within EU and NATO has begun. Problems like intervention in Yugoslavia, Afghanistan, Iraq, were subjects of public debate. In the past years, new challenges such as terrorism, conflict in the Ukraine and refugee crisis occurred. Nonetheless, Polish society is also affected by global challenges, such as climate change and economic inequality, which have great impact on national security. These processes interfered with increase of social agency. Society became not only subject of security but also a provider. It started to organize in social movements, non-governmental organizations, influencing political system. Common public opinion about security connected different societies, for instance, demonstrations against intervention in Iraq became a fundament for European civil society. The aim of this presentation is to analyze how security was perceived, to evaluate the potential of agency, identify actors (social movements, political parties, NGOs, semi-official structures), and ask about consequences of such social consciousness to structural changes. To fully understand this phenomenon, it is necessary to compare it with other European societies, and ask whether this form of perception is functional or dysfunctional to the system.

4. Polish Youth on Military and Military Service

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The paper will be based on current research projects considering attitudes of Polish youth towards military institutions and various forms of military service. The surveys on representative samples were done among academic students, secondary education students of military oriented classes and among youth in general. Results show generally positive attitude towards military institutions in Poland. The Polish results will be compared to the data coming from other European countries and set in the time line perspective. The presented research are taken from projects of Military Office for Social Research, and EURYKA Horizon 2020 EU project.

GENDER AND THE MILITARY – SESSION 5: Resistance to gender equality in the military organization

1. “Don’t be such a girl”: A tale of two Australian officer training institutions

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This paper explores the experience of women undertaking air force officer basic training in Australia. In particular, I seek to understand the extent to which attitudes and behavioural norms of gender exclusion might be inculcated and reinforced during the process. Uniquely, Royal Australian Air Force (RAAF) officers undertake their training in one of two, distinct institutions; the single-service RAAF Officers' Training School (OTS) or the joint-service Australian Defence Force Academy (ADFA). In the years since it opened in 1986, ADFA has been the locus of a number of scandals indicative of an underlying culture of problematic gender relations. By contrast, OTS has been relatively free from such incidents, and this paper seeks to analyse how the organisational characteristics (both formal and informal) of each unit could contribute to very different experiences for women in either institution. Harnessing qualitative data gathered in the course of a series of interviews and focus groups with cadets, and drawing on the theory of Pierre Bourdieu and Judith Butler, this paper will argue that resistance to women is more prevalent in training environments that are infused with certain rigid characteristics of an ideal military officer. Moreover, I will suggest that the performative mechanisms deployed in response to these ideal characteristics serve to limit the diversity of thought and behaviour that underpins arguments supporting the inclusion of women and other measurable minorities in military organisations.

2. **“Gender blindness or Gender awareness: Two strategies for achieving equality facing the Resistance of the Military Organization”**

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“No politician can afford to let women come home in body bags. Especially me. It was never gonna happen anyway.” Sen. Lillian DeHaven, G.I. Jane

These words are an excellent illustration of the impact of politics on the role of women in society. During the 20th century, women gained a lot of equality with men in various aspects of social life. Certainly, women can't claim equal rights in all areas, without at the same time raising the question of the right to defend their country. My investigations, carried out between 2014 and 2018, show that the question of gender equality in the army depends not only of the decision of politicians, but also of the norms prevalent in the society. Moreover, women's gender construction in the Military could explain the transformation processes of this institution. What is the most effective strategy of female opposition towards against the norms of the military organization? Is it believing in men's and women's similarities (“gender blindness”) or to confide in women's distinctive qualities (“gender awareness”) ? The purpose of this paper is to question the socio-professional phenomenon of Women in the Military in order to understand to what extent they contribute to gender equality work in armed forces. It aims at understanding in what measure women can contribute to the feminization of the military profession in the contemporary army.

3. **Organizational and individual resistance towards #Metoo in the Swedish Armed Forces**

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Military organizations have traditionally been perceived as bureaucratic, hierarchical, meritocratic, gendered and greedy. They are demanding institutions that require a great deal from their organizational members. During peacetime and missions, military organizations are total institutions, which means that they are socially and culturally isolated from the outside environment. Taken together these characteristics are a prerequisite for male-bonding, shaping and reproducing “the last bastion of masculinity”. In Sweden and in other western countries, military personnel have long been men only. As women entered the military and the processes of gender equality placed increased demands upon military organizations, organizational and individual level resistance started to increase. The purpose of this paper is to show the linkages between a) organizational resistance to normative transformation processes such as gender equality and the integration of women and b) individual resistance within a military organization and its surroundings. Using different qualitative approaches and multiple sources of material, the aim is to gain and present a comprehensive picture of both organizational and individual resistance. The paper exposes the different expressions, structures and “justifications” of resistance towards societal and political change and women in the military at the organizational and individual level. With our analysis we hope to contribute to new perspectives on the problems facing governance of the military in the field of norms and values.

4. Demographics, Gender and National Security Policymaking in South Korea

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South Korea suffers from chronically low birth rates and a large elderly population. While demographic factors tend not to be the cause of war, they can affect a state’s ability to defend itself from external enemies and generally undermine its sense of security. This paper will seek to answer what, if any, effect will these demographic trends have on national security policymaking in South Korea and what specific changes should be made to counter the negative effects on South Korea’s ability to protect itself. By first examining the gendered dynamics of the impending demographic crisis, and its impact on the Korean armed forces, it will argue that the South Korean government will need to confront security threats posed by declining fertility rates and ageing populations, and adjust its manpower projections and budgets accordingly. Moreover, the paper will seek to demonstrate that regardless of the rights bestowed upon women by the government, the military is still considered strictly a male domain. In order to achieve current modernization plans, strategic aims and objectives, the most cost-effective way for South Korea to face the threat in the future is to dramatically improve its military gender integration policies and the status of women in the military.

5. Transformational Leadership toward Gender Equality: Gender-based differences in resistance towards gender advisors

Sara Bondesson, Department of Security, Strategy and Leadership, Swedish Defence University
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Vulnerability to humanitarian emergencies is often unequally distributed between men and women due to underlying gender inequalities. To sensitize humanitarian workers towards greater gender awareness, gender advisors are increasingly deployed to work strategically with organizational change in mission planning and implementation of activities. Humanitarian organizations are often male-dominated organizations that sometimes harbor hyper-masculine organizational cultures and gender advisors often meet resistance from co-workers. Drawing on research from critical management studies, transformational leadership and the emancipatory literature on identity and difference, focus here is on potential gender-based differences in the resistance that gender advisors meet. Previous research on leadership have demonstrated that male leaders enjoy greater influence over organizational outcomes than female leaders due to structural and cultural organizational barriers that disadvantage women in leadership roles. If this is the case also when leadership efforts are geared towards a transformational agenda of greater gender equality, this would imply that male gender advisors are more likely to achieve gender equality goals than female gender advisors. Through interviews with gender advisors in combination with participatory observations of field mission activities, this article will investigate whether there are gender-based differences in the challenges that gender advisors meet. The study will shed light on three hypothesized mechanisms. Firstly, to affect organizational change, structural conditions need to be in place, by way of allocated time and resources and sufficient support from supervisors. The Organizational Structure Mechanism suggests that male gender advisors face fewer and different challenges because organizational structures work to their advantage. Secondly, apart from structural conditions, organizational change also requires trusting interpersonal relations with coworkers that will implement the changes. The Homosociality Mechanism suggests that male gender advisors are better situated to build trust in male-dominated organizations due to patterns of homosociality between men. Finally, gender-sensitizing activities may challenge personally held beliefs among co-workers. The Identification Mechanism suggests that psychological readiness to accept 2 challenges to personally held beliefs hinges upon identification with the gender advisor, meaning that male gender advisors will have better opportunities to affect change in male-dominated organizations. The normative implications of the analysis are interesting. If male gender advisors are better situated to affect organizational change, it may be worthwhile to consider different recruitment strategies for gender advisors, in order to attract more men to these leadership positions. In line with this, it may even be argued that “fixing” the problem of gender inequality is men’s responsibility rather than women’s. However, paradoxically enough, such recruitment strategies would reproduce the very same unequal gender relations that gender advisors are set to alter.

THE MILITARY PROFESSION SESSION 5:

1. Rethinking Military Professionalism - Canadian, American, British and Swedish perspectives

Krystal Hachey

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Theories of military professionalism have been proposed (e.g., Abbot, 2014; Huntington, 1958; Janowitz, 1960; Sarkesian, 1981). However, no model has been developed to account for aspects of gender and diversity, such as the underlying socio-cultural aspects of the dominant male-

oriented warrior framework, cross-cultural applications, civic-military and international relations, and how leadership and socialization play a role in member conduct and shaping military identity. The goal of this symposium is to present ongoing work related to a North Atlantic Treaty Organization (NATO) Research Task Group on examining aspects of military professionalism across different NATO countries. Dr. Krystal Hachey will present results from a qualitative study concerning members' perspectives on military professionalism. Dr. Gregory Ruark will provide an overview of an adaptive framework to understand the service relationship. Ms. Hannah Davison will provide an overview of the framework on military professionalism for the UK Army. Finally, Lt Frida Linehagen will present on the experiences that female military personnel bring to the organization including their abilities to identify and use power resources in order to be accepted by the military organization.

WG MILITARY FAMILIES: SESSION 4

1. Beyond the Greedy Family

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The military family concept has been the cornerstone of military families research for many decades and still is valuable for from it spring studies into the work-family conflict and the well-being of families. However, it also is a concept based on a double dialectic. There is a tension between the soldier and the organization, and there is tension between the soldier and the family. By looking at three party tensions a much more dynamic analyses is enabled. The Greedy Family concept served its purpose in making families and the military perform better, but it did not fundamentally question military families. Feminist theory does! Trialectic theory does! By elaborating on the Greedy Family concept we are able to get beyond dichotomous analysis and to provide insight into symbolic violence in military families, into the habitus of military families, and into new families such as same sex couples and more.

2. Aspiring cadets and wives-to-be: genesis of the military family in the 1970s Argentine Army

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This paper looks at the centrality of family in the Argentine Army of the 1970s, and describes a specific mechanism by which the institution used to filter the access of new members. Historically, all individuals "extraneous" to the military environment – meaning aspiring cadets and fiancés of young officers who did not come from military families – had to go through a selection process run by senior officers and subject to their criteria of social, cultural and moral adequacy. This practice was directed to those civilians unknown to the institution who wished to join the Military Academy or to marry an officer of the Army, and was still effective in the early 2000s. Known as "home enquiry", this mechanism aimed to preserve the integrity and the respectability of the Army. Based on an ethnographic study on military families of the 1970s, this paper explores the idea of "moral elite" that the Army nurtured about its officers, showing that the assessment to which civilians were subject, and their potential integration in the institution and the social space

of the Army, was founded on the enrooted separation between civilians and military, and the alleged moral superiority of the latter.

3. Brazilian Military wives in a frontier city: family and volunteering in the Amazon.

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The paper analyzes the composition and activities that a volunteer group of Brazilian military wives called "Young Warriors" carried out in the Amazon border region of the country. It's a region away from large urban centers, surrounded by a dense forest and most of the local population is indigenous. The area has characterized by strategical geography in terms of national security and is, therefore, one of the several possible places where Brazilian military personnel and their families will pass through, most of them coming from the south and southeast regions of the country. Among all the military personnel of that area, a considerable majority – mainly commissioned officers and sergeants – are accompanied by their families. In this context, the military wives become central figures in relations with other military wives, among families, with the institutional order; as well as with the native population of the region. In this way, it aims to explore, from the feminine perspective, specific forms of articulating family, egalitarianism, hierarchization, and volunteering in the Brazilian Army.

4. Military Wives: Between Collaborative Life and Women's Hierarchy

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Several studies of the military show the necessity of solidarity between military families, and especially between military wives. In view of this situation, the military institution considers as a positive factor this cooperation between military wives. In the absence of a family network nearby and during the frequent absences of husbands, the importance of feminine support and solidarity should be stressed. Yet my investigations in France and Russia show that the interpersonal relations of military wives are affected by the strong hierarchical model of armed forces. According to my study, inequalities between women result from their social status, which is attributed to them by that of their husbands.

In the army this distinction is clearly visible: the institution being based on the principle of the hierarchy of the military personnel, the same hierarchy is valid for the wives. Several testimonies indicate that the superiority of some women over others is often based on the reproduction of the model of military ranks in the army.

The purpose of the present study is to question the interactions between military wives in order to shed light on the construction of power not only in the army, but more generally within gender groups.

Parallel Book Sessions 4

1. Title: Armed Forces, War, and Society: Sociology through the Prism of Military Sociology

Authors: Wilbur J. Scott, Karin Modesto De Angelis, and David R. Segal
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Book Abstract: Despite the pressing relevance of its subject matter, military sociology has hovered near the margins of the larger discipline. Similarly, the study of war never really caught hold in sociology as it did in, say, political science. This has especially been so in the U.S. where the enterprise of sociology has failed to appreciate the growth and expansion of its subfield. All this is unfortunate, for the subject matter of military sociology is rich, interesting, and critically important. It is not possible to adequately address peace, war, the military, and the links among them and larger societal contexts, without being well-grounded in the social and behavioral sciences. Conversely, aspects of this subject matter can inform virtually every “big question” in sociology.

We offer a modest remedy. The outline of our book closely resembles the structure of a standard Introduction to Sociology text. However, each chapter features “classic” selections in each chapter from military sociology, broadly defined to capture its interdisciplinary and international character. This brings the power of sociological and social science thinking and research to bear in making sense of peace, war, and the military. At the same time, the process builds insight into core characteristics and dynamics of societies, institutions, organizations, and groups in general.

Presentation format: Wilbur Scott and Karin Modesto De Angelis will both be in attendance to present an overview and summary of the book. All those at the session will be offered, free of charge, e-copies of selected chapters.

2. Title: The October 1973's Unlikely Victory. Inconvenient Truths from the October 1973 Yom Kippur War

Authors: Sriduth & Effi Meltzer

Email: evi48@zahav.net.il

[Hebrew] (Editor: Michael Bronstein). Sriduth & Effi Meltzer Pub., 2017. 589 pp + indexes. 120 NIS (about US\$33)

Moderator: Eviathar H. Ben-Zedeff, The Institute for Counter-Terrorism in The Interdisciplinary Center in Herzliya, Israel & Herzliya, Israel and coordinator of The Alfredo Workshops for the study of wars, Israel

Speakers: Eyal Lewin, The Ariel University, Israel
Amir Bar-Or, The Sapir College, Israel

The October 1973's Unlikely Victory is a different book in the Israeli arena. It is critical, and no institution stands behind it. There are many narratives of the Yom Kippur War (YKW). Mostly Israelis emphasize the early warning issue as the critical issue in the YKW. This book takes on other narratives as decision-making vs time, organization and tactics.

The book emphasizes tactical issues as the most important subjects. In the realm of tactics, the IDF lacked in the YKW anti-tank weaponry, artillery, bridging equipment, night vision devices and APCs and was equipped with old, ineffective rifles and sub-machine-guns. In comparison with the Egyptian and Syrian armies, the IDF was inferior in weapon systems and equipment.

Israeli formations had not enough machine-guns, optical devices and even bullets for personal small arms. All those issues have never been dealt in Israeli books on the YKW.

3. Title: On Military Memoirs

Authors: Lt-col dr. L.H.E. (Esmeralda) Kleinreesink

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At the last ERGOMAS conference, On Military Memoirs won the Giuseppe Caforio ERGOMAS best book award. The jury called it “innovative, refreshing, new and ground breaking”. Chances are you haven’t read it, don’t have time to read it, but are curious as to what it is that the jury liked about the book. Then this get-the-content-in-30-minutes-session will be ideal. When you have listened to this presentation, you know all the ins and outs of the book as if you read it yourself. No reading required.

At the end, there will be a 15 minute Q&A session for those who did read the book, or listened to the get-the-content-in-30-minutes-session to answer any questions you may still have. On Military Memoirs compares every military Afghanistan memoir published between 2001 and 2010 in 5 countries (US, UK, Germany, Canada and the Netherlands). It looks at its writers, publishers, plots and writing motives. And what is unique, is that this is not only done qualitatively, but also quantitatively, which provides interesting and surprising insights into the world of returning soldiers. In the words of the ERGOMAS jury: “On Military Memoirs is a well-researched book with a convincing theoretical framework and insightful experiences, which can only be recommended to anyone interested in knowing the real life of military personnel.”

14.30 – 16.00 PARALLEL SESSIONS 13

TOTAL DEFENCE WORKFORCE - Reservists as Transmigrants (Part II) - Session 5

1. Cohesion As A Predictor For The Military Preparedness Of Reserve Soldiers

Taavi Laanepere ,University of Tartu, Estonian National Defence College

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Unit cohesion is a highly studied topic but the factors influencing the cohesion of reserve soldiers and the impact cohesion has on their military preparedness has received less attention. As many countries have reinstated conscription and are now using reservists for military purposes, building and sustaining military preparedness of reserve forces has become more important. The aim of this paper is to study the connection between the microlevel cohesion of reservist units and their military preparedness. The analysis is based on the survey conducted among Estonian reservists (N=417) during the HEDGEHOG 2018 exercise. Results demonstrate the importance of the experiences conscripts had during their training period and how these experiences are later conceptualised in reserve forces during the exercises. Thus, the link between the civilian and military fields and associations between the experiences and the two fields are elaborated. The

findings are discussed in light of Bourdieu's theory of capital conversion and the concept of Military Legacy. Military preparedness can be certainly related to all four types of capital – economic, social, cultural, and symbolic – in Bourdieu's theory, but this study focuses on the unit cohesion as an important factor for acquiring the social capital in particular. The results of this research can be used to understand the military preparedness of reservists.

2. A Conceptual Model of Reserve - Regular Force Integration Effectiveness

Donna I. Pickering, PhD, Defence Research and Development Canada

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Canadian Army (CA) Reserve sub-units with specialized Mission Tasks (MT) have recently been created. In general, these Army Reserve sub-units are being integrated with a designated Regular Force Light Infantry Battalion to fulfil their MTs; however, some of these Reserve units will be integrated with Regular Force units on an “as needed” basis (e.g., in response to a particular requirement) rather than with a pre-determined Army unit. This approach to Reserve – Regular Force integration, i.e., with a focus on integrating Reserve sub-units providing a specialized capability, is a change from the CA approach to date where individual Reservists have augmented the Regular Force for specific missions. Accordingly, this change in how integration is done requires the development of a new model and a new way to assess effectiveness in this context. The focus of the research currently underway is the development of a preliminary multi-factorial model of CA Reserve sub-unit integration effectiveness with the Regular Force and builds on the approach taken by Buick and Pickering (2013) with respect to developing a biopsychosocial model of individual readiness for deployment. The current effort utilizes this approach in the context of integration effectiveness and extends it to include organizational factors. As a part of this effort, differences and similarities in the conceptualization of effectiveness versus readiness and performance will be considered as well as factors contributing to integration effectiveness, or lack thereof. The potential implications of integration effectiveness, or lack thereof, with respect to recruitment, well-being, and retention will be addressed.

3. Enhancing Integration: Reserve Innovation and Commitment in Operationalizing Defence Policy

Lieutenant-Colonel Michael A. Rostek, CD, PhD, APF

Lieutenant Commander Stephanie A.H. Belanger, CD, MBA, PhD

The 21st century has witnessed the emergence of an international security environment marked by considerable uncertainty, volatility and increasingly rapid change. Old familiar “rules of the road” have faded, new ones are beginning to emerge, and events are unfolding at an accelerating pace. New wars perhaps best exemplify the nature of this environment and attempts at understanding and anticipating future challenges within this environment are essential for effective security planning.

The Reserves have played a significant role in meeting Canada's security needs for over 400 years. Deployments included domestic and international operations, but most notably the value of the Reserves was demonstrated during the two world wars. More recently, the Reserves have contributed upwards of 20 percent of manning requirements for CF operational deployments. However, Canada's most recent defence policy, Strong, Secure, Engaged (SSE) calls for a heightened importance and role for Reservists by asserting the requirement for enhanced integration between the Reserve and Regular forces through building full-time capabilities from part-time service.

In support of this policy objective, the Chief of Reserves and Employer Support (CRES) has initiated a study entitled Enhancing Integration: Innovation and Commitment in Operationalizing SSE with a view to developing an agile, sustainable, and long term Reserve-Regular force integration model. Strategic foresight underpins the research framework providing a systematic and rigorous approach to the complexity, uncertainty and volatility present in our international security environment. In addition, measures of effectiveness are being developed concurrently in order to measure the effectiveness of the enhanced integration efforts. The proposed presentation will focus on the research framework, interim results and future focus of this two year study.

CIVILIAN CONTROL OF THE MILITARY SESSION 7: Collaborating to Innovate: Civil-Military Relations and Military Innovation During the Long Peace

Chair: Marc R. DeVore

Discussant: Malena Britz

1. Why Turkish Armed Forces Fail to Innovate.

Dr. Caglar Kurc (Bilkent University)

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Turkish Armed Forces wants to acquire state-of-the-art military technologies and increase its capabilities, but hesitant, and even resistant, to make organizational, doctrinal and cultural changes that are necessary to best exploit the newly acquired technologies. We argue that two factors are important in explaining the behavior of the Turkish Armed Forces. The first factor is domestic politics. Military is resistant to civilians' suggestions to innovate, as it could alter the bargaining power of the military in the civil-military relations. When civilians push for a change, it is not a result of pending failure or desire to neutralize a threat. It is mostly the result of civilians' desire to curb the military's power in politics. This also results in changes in the military's organization and its fighting practices. However, any change in the Turkish military is fashioned in parallel of the global trends in military transformation. This is the second factor. Turkish Armed Forces emulates the other countries, when there is a significant break from the old concepts and a global drive to transform the militaries, such as pursuing network-centric warfare. In other words, Turkey waits for other states to adopt and perfect the use of new technologies before acquiring them.

2. Swedish Total Defence During the Long Peace

Dr. Malena Britz (Swedish Defence University)

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After 1945 the defence doctrine that developed in Sweden was called 'total' (comprehensive) defence. The concept dominated development of the Swedish armed forces and all capacities needed for their work (organisational as well as equipment). When the armed forces were transformed from territorial defence to expeditionary forces, the concept became dormant for a few years. However, it was resurrected in 2015 when focus for the Swedish armed forces once again became defence of Swedish territory. This article develops a theoretical framework for analysing change when politicians prefer old labels for a policy that nonetheless has new organisational and physical manifestations. The theoretical framework is used to explain how changes in political and strategic context have consequences for military innovation at the same time as the politicians prefer not to change their labelling of the policy. The paper discusses differences between the 'old' and the 'new' total defence in Sweden, and the consequences in terms of needs for innovation and new expectations on the military profession. This includes civil-military relations; the politicians label the defence doctrine in an old way whereas the military profession has to implement it in a new way.

3. A Tribune for Officers: Military Commanders' Use of Fiction to Critique Government

Dr. Luke Middup (University of St. Andrews)
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This paper argues that one of the windows on British military doctrine during the Cold War is to look at the fiction produced by serving or retired British officers which lay out in detail the War with the Soviet Union the British Army expected to fight. By imagining what the future conflict will look like, the author of a fictional work can avoid any appearance of insubordination or stirring political controversy and potentially reach a wider audience beyond those in the military profession. Such an author has the advantage of being able to create a set of political and strategic circumstances that allows them to make arguments about the relative importance of different types of technology, tactics and operational concepts. This paper will focus on three works: Sir John Hackett's 1985: World War Three and its sequels; Shelford Bidwell's World War 3; and Sir Richard Shirreff's 2017: War with Russia. These works also give us a window onto the state of British civil-military relations in the sense that they demonstrate how senior British officers think about the political world and see the role of military professionals.

4. Planning to Escalate to Deescalate: Military Alliances and Innovation during France's Cold War

Marc R. DeVore (University of St. Andrews)
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Military innovation's salience within international relations is growing as the world evolves towards increasing multipolarity. Political leaders, whether in the United States, Europe or China, are pushing their states' armed services to develop the capabilities they regard as strategically essential. Many of states' contemporary military innovations aim, however, to either dissolve hostile coalitions or bind their own alliances more closely together. To improve our understanding of this phenomenon, I advance a rationalist alliance-based theory of military innovation that improves upon this state of affairs. Political leaders in states whose security depends significantly, but not entirely, on alliance relationships, will seek to shape their militaries' doctrines and force

postures to maximize the security benefits they receive through the alliance. Military innovation, to the extent that political decision-makers control the process, will consequently be shaped by governments' efforts to buck-pass or chain gang vis-à-vis their alliance partners. The extent to which states' military doctrines both reflect leaders' alliance preferences and are militarily viable will, in turn, be shaped by the quality of the institutional structures by which political leaders'

MORALE, COHESION, & LEADERSHIP - SESSION NO. 5: Leadership tools and skills – Room

Chair: Michael Holenweger

1. Strategic communications as a leadership tool

Raduha, Nina (ninca.sem@gmail.com)

Nato Strategic Communication concept was developed as a smart answer on hybrid warfare with combining all information staff function, Public Affairs, Information operation, Psychological operations, CIMIC, military activities outreach ect under one umbrella of Strat Com. StratCom became integral part of any military decision-making processes, military planning, engaging and is the leadership driven process. Commander, leader use StratCom as a coordination of information disciplines on all levels to achieve the desired objectives and implement commander intent.

In this perspective I will search for the answers on; How can leaders effectively use StratCom? What is difference in leading with knowledge about stratcom and without? How to prepare leadership to use this smart tool and how much influencing is reasonable. How much concept impacting leaderships skills, critical thinking and leaders credibility?

Research will be done in Slovenia Armed forces, with control group of other members.

2. Differences in perceptions of military ranks between Finnish reserve officers and reserve NCO's

Mattila, Jukka; Tukainen, Sampo; Kajalo, Sami (jukka.mattila@aalto.fi)

Abstract. This study examines how the meanings attached to military ranks differ among military personnel at different hierarchical levels. Previous research has acknowledged the ambiguity related to the interpretation of military ranks. The present study investigates this multidimensionality with a survey data of 6,193 reserve officers and 1,873 reserve non-commissioned officers in Finland. The data is analyzed to reveal how these two groups differ in their attitudes and perceptions related to military ranks. The results show, firstly, that reserve NCOs emphasize the functionalist and hierarchical meanings of military ranks more than reserve officers. Secondly, the data reveals that in their interpretation reserve officers emphasize legacy and status dimensions of military ranks more than NCOs. These results provide theoretical contribution to the literature on military leadership by showing how interpretations of institutionalized organizational orders differ by persons positioned in different hierarchical levels. Finally, the paper discusses the utility of vertical and shared leadership in future military organizations in managing the diversity of leadership dynamism in the battlefield.

Keywords: Military ranks, organizational culture, ambiguity, hierarchy, survey research

3. Leadership and Self-Efficacy in military and civilian context: a comparative study of skills development on an outdoor training exercise.

Palma, Patrícia; Jorge, Ana; Gomes, Ana (pfpcoelho@gmail.com)

The aim of this study was to compare the skill development between the military and civilians in the Leadership Seminar (LS) as well as to investigate the impact of the LS in the variables under study, namely the transformational leadership style, transactional leadership style, laissez-faire leadership style and the leadership self-efficacy. In this exploratory-descriptive and correlational study was used a quantitative methodology. The questionnaire survey technique was based on the Multifactor Leadership Questionnaire (MLQ) scale and the Leadership Self-Efficacy (LSE) scale and it was applied to a sample of 99 participants (37 militaries and 62 civilians) in four LS, each lasting two days between March and November of 2015. The analyzed data showed that there is a significant positive correlation between transformational and transactional leadership style and LSE. There was also observed that the military and civilian have similar leadership styles. However, the military have significant higher levels of LSE.

4. WHAT HAPPENED? GT and comprehensive crisis management

Ruolanto, Minna (minna.ruolanto@gmail.com)

In aviation, the careful observations and remarks from adverse events have contributed to the understanding of the human factor, counting on the courage as well as non-technical skills of an aviation professional and thus enabling the evolution of the safest form of transportation today. This study reflects the lessons learned from aviation and addresses the increasingly complex and dangerous crisis management operations in the post-truth society where the beaten track can no longer be followed. It explores diverse crisis management operations by giving voice to a group of Finnish experts who have experience in solving adverse and life-threatening situations. Interviews of a multi-professional group of experts, from military, civil and police organizations enable exploration of courageous, possibly unexpected path to reconciliation.

VETERANS AND SOCIETY - SESSION 5: – Room

Chair: Gielt Algra

1. Methodological conflicts in the (co)production of knowledge about UK veterans' incarcerated for sexual offences.

Winterton, Mandy; Haddow, Christine; Morrison, Katrina & Rappoport, Jaqueline
(m.winterton@napier.ac.uk)

Military veterans constitute the largest single occupational group within UK prison and probation services. Whilst estimates may vary (3.5% to 17%), evidence that veterans are more likely to have committed a violent or sexual offence than non-military offenders is uniformly accepted. UK social attitudes data suggest the public perceive veterans as heroes or victims; however, public attitudes towards sex-offenders rarely elicit non-punitive sentiment. Further, within the armed forces, and mirrored within the prison population, the use of the term 'beasts' to refer to sex-offenders is widespread.

Academic understandings of why veterans offend in this way lies primarily within psychology and usually quantitative methods. Key findings suggest links between military service, PTSD(D) and prior childhood trauma and/or an explanation of 'delayed' expected offending due to military service, amongst those recruited from lower socio-economic backgrounds. As female, qualitative sociologists with expertise in military lives, prisons, sex offenders, and trauma (collectively) we offer our consideration of the complexity of the (co)production of knowledge about these lives, from individual biographical interviews with fifteen veteran sex-offenders in Scottish prisons. We focus on the micro-sociological (co)production of this truth, examining the strategies and (moral) conflicts negotiated with a population where trust and power has added resonance.

2. The Indefinite Interaction: War Veterans Writing as Resistance to Governing Narratives

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This paper proposes to examine how contemporary war veterans use writing to resist societal narratives which mis-define their identity and experiences. In *The Presentation of Self in Everyday Life*, Erving Goffman maintains that certain expectations are projected onto identities. Goffman tells us that when contradictions occur, "the participants find themselves lodged in an interaction for which the situation has been wrongly defined and is now no longer defined" (12). Accordingly, cultural representations of war experience distort characterization of veterans, creating a misleading pre-definition of the individual's character. This condition interferes with the healthy establishment of relationships between the civilian society and the military veteran.

One key feature of this condition is that the soldierly persona exists as a performance in American culture, and the individual who inhabits that persona becomes a performer in that role. When that individual's experience does not align with the defined persona, the persona becomes a boundary. One example of this boundary's interference with the individual's survival after war is found in Tim O'Brien's *The Things They Carried*. These boundaries are also represented in the fiction of Kevin Powers and discussed in non-fiction by such contemporary war veteran writers as Thomas Gibbons-Neff and Roy Scranton.

3. The emerging Australian contemporary veteran narrative in a post-truth world: the problematic v solutions focused pathway post-discharge.

Taino-Spick, H. (hannah.taino@cdu.edu.au)

Australia's contemporary veteran narrative is misrepresented and little understood by an Australian public. Following on from an American dominated veteran narrative, Australian understandings of the 'veteran' is reflective of mainstream, Americanised, discourses and

understandings of the modern-day veteran: of a life synonymous with the problematic. For example, a life drowning in mental illness such as PTSD, suicide or substance abuse. Of veterans living underwhelming, or troubled, lives post-discharge, plagued by past rigours and pressures of service life – such as a disruptive and unstable home life, and continuous cycles of overseas deployments. Instead, my current research, is investigating the ‘solutions-focused’ side of veteran life post-discharge in Australia. Of the many, and other, avenues available to veteran’s post-discharge, my research focuses on those Australian contemporary veterans who have chosen to pursue university studies after discharge. Higher education, through university, is one of several optimistic and ‘solutions-focused’ pathways for contemporary veterans, away from the dominant problematic veteran discourse. Australia’s enduring military contribution to our current warfare narrative – the Global War on Terror, is now coupled with a world living with ‘post-truth,’ which only compounds Australia’s (mis)understanding of the Australian Defence Force contemporary veteran, and of labels associated with them that are heavily problematic.

4. Needs of ex-combatants and their families: Perception of technicians and associative leaders
Carriço, C., Lima, M.L., & Moleiro, C. (caeco@iscte-iul.pt)

After the Colonial War (1961-1974), many Portuguese soldiers returned home with physical and mental pathologies. At present time, this is an aging population of more than 400 thousand men with specific but quite understudied characteristics and needs. This research project was requested by the General Direction of National Defense Resources (DGRDN) under the Resource Center on Stress in Military Context (CRSCM) to the Center for Research and Social Intervention - University Institute of Lisbon (CIS-IUL). It aims to assess the psychosocial needs of ex-combatants and the existing programs that have been implemented by ex-combatant associations at national level to improve the quality of life of ex-combatants and their families. It counts with the collaboration of 8 associations and more than 45 technicians and associative leaders who shared their perceptions with the research teams. Semi-structured interviews were conducted to access: (1) the psychosocial needs of ex-combatants and their families; and (2) existing resources. The results of the qualitative study will be presented, discussing the implications for ex-combatants, their families and associations that provide psychosocial support.

16.00 – 16.15 Closing Session at Auditório B203