



Summer 2016 Newsletter

Dear members and friends of ERGOMAS,

I am pleased to share with you this Summer 2016 newsletter to impart some recent ERGOMAS news and developments. I hope you have a wonderful summer!

Irina Goldenberg
ERGOMAS Secretary General

14th Biennial Conference of ERGOMAS

Please note that the **14th biennial conference of ERGOMAS will take place 26-30 June 2017 in Athens Greece**, and will be hosted by our President Georges Kaffes and the Hellenic Army Academy. Mark your calendars for what promises to be another productive event and an excellent opportunity to learn about new and developing areas of research in defence and security while sharing our work, contributing to the working groups, and developing collaborative networks. The Call for Papers will be sent out this Fall.

Second ERGOMAS Special Issue of *Res Militaris*

We were pleased and proud to put forward a second ERGOMAS issue of *Res Militaris*, which, like first volume on the same topic published in *Res Militaris* in September 2015, related to the work of the Working Group on Gender & the Military led by Prof. Marina Nuciari. The six articles collected in this second volume provided research and analyses on topics central to gender integration within armed forces – an issue of significant import for most Western militaries in the current era.

The first, by Trond Svela Sand and Kari Fasting, examines Norwegian male non-commissioned officers' attitudes regarding women's participation and abilities in the armed forces. This analysis is particularly interesting given that Norwegian society is recognized as highly egalitarian and a model for other nations in terms of gender equality; yet, the female representation in Norway's armed forces is still considered to be an area in need of improvement by Norwegian military leaders.

In the second article, Krystal Hachey and colleagues probe gender differences in the transition to retirement and civilian life of former military members of the Canadian Armed Forces. Given that most studies on life after service have focused on males, and in view of women's increasing and diversified roles in the armed forces, this analysis is both timely and important.

The third contribution, by Rosalie Arcala Hall, discusses the experiences of Muslim women in the Philippine military. In particular, the article dissects what it's like to be a double minority, from both the gender and ethnic minority perspectives, within a male and predominantly Christian army.

The fourth, by Swedish authors Annika Berg and Elin Bjarnegård, aims at studying one of the main objectives of United Nations Security Council Resolution (UNSCR) 1325 focusing on the gender balance in UN peacekeeping missions. The importance of mission risk level as a potential explanation for low proportions of women in UN missions is examined by applying a horizontal analysis that distinguishes between military functions – deployed military observers and contingent troops.

In the following article, Dana Grosswirth Kachtan challenges the idea that the image of military masculinity is homogeneous. Applying intersectionality theory, she argues for additional categories that interact with gender in the formation of the combat soldier's identity. In particular, she examines the intertwined roles of ethnicity and gender using a case study of two ethnically distinct infantry formations in the Israeli military, namely the Golani and the Paratroopers brigades.

The sixth and last article, authored by Margie Serrato, delineates the systemic problems that affect American servicewomen, including gender harassment, sexual harassment, discrimination and abusive military practices. The need for cultural change in the US armed forces is emphasized as the way by which to ameliorate these issues so that the America's military can rise to the gender challenge as a truly professional organization that represents both military and national values.

(from foreword by Marina Nuciari, Irina Goldenberg, & Joelle Laplante, ERGOMAS special issue editors)

News from ERGOMAS Working Groups

Recruitment and Retention Working Group

The Recruitment and Retention Working Group, chaired by Tibor Szvircsev Tresch, will be hosting a Working Group Conference which will take place on July, 11-13, 2016 at the Military Academy in Zurich (MILAK), Switzerland. The subject of this conference is "Recruitment and Retention" in the broader sense, with a special focus on minorities and persons with immigration background. The program of topics and presenters can be found at the end of this newsletter. The aim of the conference is to have a special journal publication for RES MILITARIS complete in Autumn 2016, and will also be presented at the 14th Biennial ERGOMAS Conference in Athens.

For more information, or if you are interested in attending the workshop as a guest, please contact Tibor Szvircsev Tresch: tibor.szvircsev@vtg.admin.ch

Morale, Cohesion, and Leadership Working Group

The Morale, Cohesion, and Leadership Working Group, led by Franz Kernic with collaboration of Michael Holenweger, has been busy compiling an edited volume entitled *Leadership in Extreme Situations* expected to be published in 2017. A meeting of the book contributors will be hosted at the Military Academy at ETH Zurich in November.

Working Group on Public Opinion, Mass Media, and the Military

The WG on Public Opinion, Mass Media and the Military, led by Marjan Malešič, via a collaboration between the International Sociological Association (ISA) Research Committee 01 (RC 01) on Armed Forces and Conflict Resolution members and ERGOMAS members, will organize two sessions during the upcoming ISA RC 01 conference to be held in Rio de Janeiro in September 2016. A total of nine papers will be introduced during the sessions. These will be coordinated by Tibor Szvircsev Tresch and Thomas Ferst, respectively. More information on the ISA RC 01 Conference is presented at the end of this newsletter.

Military Families Working Group

The Military Families Working Group, led by Manon Andres and Rene Moelker, will be working on another book, entitled "Military Families in Modern Times: Tensions Between Work and Families." The initial call for papers presented below provides additional information.

CALL FOR PAPERS: MILITARY FAMILIES IN MODERN TIMES - TENSIONS BETWEEN WORK AND FAMILIES

Following upon the book '*Military families and war in the 21st century. Comparative perspectives*' (Routledge, 2015), the WG Military Families will work on another edited volume. This time the focus is on the topic: 'Tensions between military and family life in modern times'. Whereas the previous volume 'discovered' that tensions between military work and family grow because of the advent of challenging new missions and the prominence of the home front, the new volume will elaborate on the tensions itself. These tensions are manifold and relate to operational exigencies, the rivalries between work and family life that threaten a healthy balance, the tensions within families itself (for example work and family demands putting pressure on relationship quality) or tensions between first and second degree family members (parents, children, other relatives) and friendship patterns that might render support.

Points of departure are all sorts of configurations, focusing on the latticework of tensions, rivalries, attractions, between at least three parties. Two parties may form a relationship or marriage, but three parties make up society. Two partners may form a dyad, but two parents and a child form a family in which the strife for devotion and a claim for time becomes an issue. Two partners and a work organization (like the armed forces) likewise rival for devotion and time. Thus the interplay, the study of tensions, between various stakeholders becomes the main object of this endeavor in understanding changes in modern military families.

We hereby invite scholars in the field of military families to submit papers on this theme for the 2017 conference to be held in Athens. The conference will provide the opportunity to discuss and collaborate on this publication project.

Upcoming Conferences

Research Committee 1: Armed Forces and Conflict Resolution Interim Conference (RC 01 of the International Sociological Association)

The ISA RC 01 conference, entitled *The International Conference on Transformations of the Military*, will take place 25-28 September 2016 in Rio de Janeiro, Brazil. Additional information about the conference, as well as the conference program, can be found at <http://cpdoc.fgv.br/RC01/program> .

Inter-University Seminar on Armed Forces and Society (IUS) Canada

The IUS Canada conference, entitled *Coping with Change*, will take place 21-23 October in Ottawa Canada. Papers are still being accepted for the conference until **30 June!** Papers can be submitted on-line at <https://cimvhr.ca/iuscan/iuscfa.php> .

International Military Testing Association (IMTA)

The 58th IMTA conference, entitled *Psychological Assessment: Shaping the Future Soldier*, will be held in New Delhi, India from 07-11 Nov 2016. For additional information about the conference visit http://www.imta.info/Conference/Conference_Home.aspx .

ERGOMAS Board Members and Working Group Leaders

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Program

Workshop

Recruitment and Retention

**with a special focus on minorities and persons with
immigration background**

To be held in Zurich, Switzerland

11 – 13 July 2016

Hosted by the Swiss Military Academy at the ETH Zurich

Monday July, 11

18.00 – 20.00 Reception at the apoTHEKE near the ETH (<http://www.apotheke-zh.ch>)

Tuesday July, 12

ETH Zurich, Alumni-Pavillon (GEP), MM C78.1

08.30 – 09.00 Arrival & Registration

09.00 – 09.15 **Opening of the Workshop “Recruitment & Retention”**
Tibor Szvircsev Tresch (Military Academy at the ETH Zurich, Switzerland)
Introduction & Integration of Cultural Minorities into the Swiss Armed Forces

09.15 – 10.45 **Session 1: “Foreigners and R&R Policy”**

1. Sabina Frederic (National University of Quilmes, Argentina)
Foreign born Argentine soldiers: extension of citizenship status and military professionalization in Argentina (1995-2015)
2. Beatriz Frieyro de Lara (Universidad de Granada, Spain) & Carlos Navajas Zubeldia Universidad de La Rioja, Spain)
Foreigners in the Spanish Armed Forces: An assessment of fifteen years of recruitment (2001-2016)
3. Henning Sørensen (ISF, Denmark)
Is Denmark’s Foreign Policy of “Military Activism” Reflected in Her Recruitment and Retention Policy?

10:45 – 11.00 Coffee Break

11.00 – 12.30 **Session 2: “Attractiveness”**

1. Philippe Manigart & Valerian Lecoq, (Royal Military Academy, Belgium), Rene Moelker & Tessa op den Buijs (Defence University, Netherlands), Frank Steder (Forsvarets forskningsinstitut, Norway), Johan Österberg & Emma Jonsson (Swedish Defence University, Sweden), Tibor Szvircsev Tresch (Military Academy at the ETH Zurich, Switzerland), (Nancy Otis, National Defence / Government of Canada)
The Attractiveness of 6 (or 5) Western Armed Forces Among Young People
2. Philippe Manigart, Valerian Lecoq (Royal Military Academy, Belgium)
The Attractiveness of the Belgian Armed Forces Among Young People
3. Chariklia Hoefig (Bundeswehr Center of Military History and Social Sciences, Germany)
‘Man shall not live by bread alone’ – Occupational Needs among Military Personnel and their Significance for the Attractiveness of the German Armed Forces as an Employer

12.30 – 13.30 Lunch

13.30 – 15.00 **Session 3: “Women & Diversity”**

1. Victoria Tait (Carleton University, Canada)
Norm Translation in the Canadian Armed Forces: Recruiting and Retaining Female Soldiers
2. Emma Jonsson & Johan Österberg (Swedish Defence University, Sweden)
Effective recruitment of women – Developing new methods
3. Barbara Waruszynski (DGSTCO, DGMPPRA Defence Research and Development, Canada)
The Diversity Recruitment Challenge in the Canadian Armed Forces

15.00 – 15:30 Coffee Break

15.30 – 17.00 Session 4: “Military Service”

1. George Kaffes (Hellenic Army Academy, Greece)
String-pulling during military service in Greece?
2. Shira Rivnai-Bahir & Meidad Avidar (IDF Behavioral Sciences Center, Israel)
Alternative vs Canonical Discourses Regarding Military Service
3. Igor Petrović, Bert Klandermans & Jacquélien van Stekelenburg (Vrije Universiteit Amsterdam, Netherlands)
Coping with discontent in contemporary armed forces - the Dutch case

19.00 – open Conference dinner at the Restaurant Au Gratin

Heinecken Newsbar
Bahnhofplatz 2
www.augratin.ch

Wednesday July, 13

ETH Zurich, Alumni-Pavillon (GEP), MM C78.1

09.00 – 10.30 Session 5: “R&R of Minorities”

1. Gregor Richter (Bundeswehr Center of Military History and Social Sciences, Germany)
Recruitment and Retention of Medical Officers. The Case of the German Armed Forces
2. Johan Österberg (Swedish Defence University, Sweden)
Preparatory military training – an effort in increasing the proportion of ethnic cultural minorities in The Swedish Armed Forces
3. Elyamine Settoul (IRSEM, Ecole Militaire, France)
Sociologie de l’engagement des minorités ethniques au sein des armées françaises : réalités et défis

10:30 – 11.00 Coffee Break

11.00 – 12.30 Session 6: “Ethnic Minorities”

1. Li-Chung Yuan (National Defence University, Taiwan)
Recruiting personnel from minorities for the All-Volunteer Force in Taiwan
2. James Griffith (National Center for Veterans Studies, University of Utah, USA)
Minority Participation in the U.S. All-Volunteer Force: Implications for the Civilian-Military Gap and Military Effectiveness
3. Tessa Miller (geopolitical analyst, Switzerland) & Bohuslav Pernica (University of Pardubice, Czech Republic)
Ethnic Minorities and the Czech Military: A Mutual Disregard

12.30 – 13.30 Lunch

13.30 – 15.00 Session 7: “Work and Generation”

1. Irina Goldenberg (Defence Research and Development, Canada), Lucie Kocum (Saint Mary’s University, Canada) & Joelle Laplante (Defence Research and Development, Canada)

Uncommitted to the Unfair: The Mediating Role of Work and Organizational Cynicism in Canadian Armed Forces Personnel

2. Christian Leuprecht (Royal Military Academy, Canada)
Contending with the Post-millennial cohort
3. Christine Wright-Isak (Florida Gulf Coast University, Lutgert College of Business, USA)
Perceptions of the Value of Military Service – A Cross Generational Perspective

15.00 – 15.15 Conclusion

15.15 End of Conference