

# **NEW PEOPLE STRATEGIES FOR THE BRITISH ARMED FORCES**

**Editors**  
**Alex Alexandrou**  
**Richard Bartle and**  
**Richard Holmes**

# New People Strategies For The British Armed Services

**Victoria Basham**



## **New People Strategies For The British Armed Services:**

*New People Strategies for the British Armed Forces* Alex Alexandrou, Richard Bartle, Richard Holmes, 2002 Based upon an ongoing series of conferences and seminars dealing with human resource management in the British armed forces this study proposes new ways of tackling one of the most contentious of issues facing the military today      **Military Unionism In The**

**Post-Cold War Era** Richard Bartle, Lindy Heineken, 2006-07-29 Richard Bartle and Lindy Heineken are acknowledged experts in this area and they bring together a contemporary collection of papers from leading authorities in 12 countries

**Cultural Diversity in the Armed Forces** Joseph L. Soeters, Jan Van der Meulen, 2007-01-24 This book addresses the different ways in which armed forces around the world respond to the cultural diversity of their parent societies ethnicity and gender in particular in order to enhance their quality and legitimacy      *Intangible Cultural Heritage and New*

*Methodological Frameworks* Eleftheria Rania Kosmidou, Leslie Grace McMurtry, 2025-05-08 This book examines media performance and the public space as sites of intangible cultural heritage a heritage that moves beyond physical museums and monuments to encompass film and media performing arts oral traditions social practices rituals artifacts and cultural spaces Focusing on the current methodological challenges and new frameworks that surround the study of intangible cultural heritage in the public space this volume explores the ways in which intangible cultural heritage is formed represented appropriated and changed The authors propose a broad understanding of cultural heritage emerging from the public sphere encompassing museums oral traditions performing arts social practices artifacts media and cultural spaces as the inclusive collective cultural expressions of everyday culture This unique and interdisciplinary volume will interest scholars and students of cultural studies cultural heritage media and film studies performance studies history and sociology

*Military Migrants* V. Ware, 2012-10-15 This is the first book to examine migrant soldiers in the British army and places the phenomenon of Britain's multicultural army in relation to British culture history and nationalism It also explores the impact of war on UK society during the 21st Century      *Contractors on Deployed Military Operations* Matthew Uttley, 2005

**Contractors on Deployed Military Operations: United Kingdom Policy and Doctrine**, 2005 Since the Cold War the United States and United Kingdom UK armed services have undergone significant transformation in response to the radically altered threat environment new operational demands and reduced defense budgets Central to this transformation in both states is an expanded role for private contractors in providing deployed support functions traditionally conducted by uniformed personnel Despite the similar direction of military reform the U S armed services approach to battlefield outsourcing has undergone extensive public scrutiny and debate whereas UK Ministry of Defence MoD initiatives have hitherto attracted comparatively little independent assessment Close U S UK military cooperation over recent years in Afghanistan and Iraq and the likelihood that both states will remain close allies in future interventions suggest that the UK MoD's approach to deployed contractor support is a salient issue for U S military planners This monograph analyzes the MoD

s outsourcing strategy and identifies those aspects of UK policy and doctrine that warrant consideration by the Department of Defense DoD and U S armed services Evaluation of the performance of MoD outsourcing policy and doctrine against measures of cost effectiveness and operational effectiveness reveals two broad observations The MoD has developed a number of novel command and control mechanisms that have succeeded in rationalizing and removing the risk in commercial battlefield support But the data necessary to evaluate the real impact of deployed outsourcing have yet to enter the public domain Similarly questions remain about the relative cost effectiveness of organic military provision and contractor alternatives Comparative analysis indicates that there are no fundamental differences in overarching MoD and DoD outsourcing philosophy but there are specific MoD initiatives that could enhance the U S armed services ability to manage their deployed contractor support 7

*Defending Democracy and Securing Diversity* Christian Leuprecht, 2013-09-13 Old sergeants say we re here to defend democracy not to practice it But are they right The special mandate with which defence and security organizations are tasked imposes unique constraints with respect to the accommodation of diversity which differs from those faced by any other public or private organization Yet the compound effect of demographic political economic social and legal pressures is making diversity as inevitable in the defence and security sector as in any other organization in advanced industrialized democracies Owing in part to a dearth of research on the way the defence and security sectors can leverage diversity to enhance their functional imperatives such sectors have been reticent about diversity The chapters in this volume strive to enlighten the debate by laying out the concepts clarifying theoretical issues and providing empirical evidence The case studies draw on Canada Guyana the Netherlands South Africa and the United Kingdom They examine ethno cultural gender and sexual minority diversity in a variety of missions including Bosnia Herzegovina and Afghanistan The chapters are notable for their methodological pluralism and interdisciplinary range including political science sociology anthropology and psychology Although scholarly in nature the book is readily accessible to professionals and practitioners alike This book was published as a special issue of Commonwealth and Comparative Politics

**Human Resource Management in the British Armed Forces** Alex Alexandreou, Richard Bartle, Richard Holmes, 2013-10-18 This study of the future of human resource management in the British armed forces considers the impact of the Human Rights Act 1998 and the Macpherson report It covers ethnic minorities and gay rights as well as other challenging human resource issues

**Gender, Globalization, and Violence** Sandra Ponzanesi, 2014-07-11 This wide ranging collection of essays elaborates on some of the most pressing issues in contemporary postcolonial society in their transition from conflict and contestation to dialogue and resolution It explores from new angles questions of violent conflict forced migration trafficking and deportation human rights citizenship transitional justice and cosmopolitanism The volume focuses more specifically on the gendering of violence from a postcolonial perspective as it analyses unique cases that disrupt traditional visions of violence by including the history of empire and colony and its legacies that continue to influence

present day configurations of gender race nationality class and sexuality Part One maps out the gendered and racialized contours of conflict zones from war zones prisons and refugee camps to peacekeeping missions and humanitarian aid reframing the field and establishing connections between colonial legacies and postcolonial dynamics Part Two explores how these conflict zones are played out not just outside but also within Europe demonstrating that multicultural Europe is fraught with different legacies of violence and postcolonial melancholia Part Three gives an idea of the kind of future that can be offered to post conflict societies defined as contact zones by exploring opportunities for dialogue restoration and reconciliation that can be envisaged from a gendered and postcolonial perspective through alternative feminist practices and the work of art and their redemptive power in mobilizing social change or increasing national healing processes Though strongly anchored in postcolonial critique the chapters draw from a range of traditions and expertise including conflict studies gender theory visual studies new media theory sociology race theory international security studies and religion studies

**Military Identities** David French, 2005-07-07 The regimental system has been the foundation of the British army for three hundred years This iconoclastic study shows how it was refashioned in the late nineteenth century and how it was subsequently and repeatedly reinvented to suit the changing roles that were forced upon the army Based upon a combination of official papers private papers and personal reminiscences and upon research in the National Archives regimental museums and collections and other depositories this book challenges the assumptions of both the exponents and detractors of the system The author David French shows that there was not one but several regimental systems and he demonstrates that localised recruiting was usually a failure Many regiments were never able to draw more than a small proportion of their recruits from their own districts He shows that regimental loyalties were not a primordial force regimental authorities had to create them and in the late nineteenth century they manufactured new traditions with gusto whilst in both World Wars regimental postings quickly broke down and regiments had to take recruits from wherever they could find them French also argues that the notion that the British army was bad at fighting big battles because the regimental system created a parochial military culture is facile This is the first book to strip away the myths that have been deliberately manufactured to justify or to condemn the regimental system and to uncover the reality beneath them It thus illuminates our understanding of the past while simultaneously throwing glaring new light on the still continuing debate over the place of the regimental system in the modern army today

*Handbook of the Sociology of the Military* Giuseppe Caforio, 2007-07-23 Never before has there been so extensive a collection of what has been thought said and written about the sociology of the military This accessible handbook is the first of its kind to delve into the sociological approach to the study of the military This book is compiled of documents coming from various researchers at universities around the world as well as military officers devoted to the sector of study Covered in this volume is a historical excursus of studies prior to contemporary research interpretive models and theoretical approaches developed specifically for this topic civic military relations including issues surrounding

democratic control of the armed forces military culture professional training conditions and problems of minorities in the armed forces an examination of the structural change within the military over the years including new duties and functions following the Cold War This book is ideal for scholars of the subject as well as those coming to the sociology of the military for the first time

*Women and War in the 21st Century* Margaret D. Sankey, 2018-08-17 Twenty three countries currently allow women to serve in front line combat positions and others with a high likelihood of direct enemy contact This book examines how these decisions did or did not evolve in 47 countries This timely and fascinating book explores how different countries have determined to allow women in the military to take on combat roles whether out of a need for personnel a desire for the military to reflect the values of the society or the opinion that women improve military effectiveness or in contrast have disallowed such a move on behalf of the state In addition many countries have insurgent or dissident factions in that have led armed resistance to state authority in which women have been present requiring national militaries and peacekeepers to engage them incorporate them or disarm and deradicalize them This country by country analysis of the role of women in conflicts includes insightful essays on such countries as Afghanistan China Germany Iraq Israel Russia and the United States Each essay provides important background information to help readers to understand the cultural and political contexts in which women have been integrated into their countries militaries have engaged in combat during the course of conflict and have come to positions of political power that affect military decisions

**Defence Management in Uncertain Times** Richard Holmes, Teri McConville, 2014-09-19 From the impact of the attacks on New York and Washington in 2001 to the problems of military uncertainty and the role of women in combat this collection of essays explores the changing face of militarism from the perspective of defence management experts

**Handbook on Gender and War** Simona Sharoni, Julia Welland, Linda Steiner, Jennifer Pedersen, 2016-07-27 This interdisciplinary Handbook offers a comprehensive and detailed overview of the relationship between gender and war exploring the conduct of war its impact aftermath and opposition to it Offering sophisticated theoretical insights and empirical research from the First World War to contemporary conflicts around the world this Handbook underscores the centrality of gender to critical examinations of war

**South Africa's Post-Apartheid Military** Lindy Heineken, 2020-01-01 This timely book examines how the South African National Defence Force has adapted to the country's new security political and social environment since 1994 In South Africa's changed political state how has civilian control of the military been implemented and what does this mean for defence in a democracy This book presents an overview of the security environment how the mission focus of the military has changed and the implications for force procurement force preparation force employment and force sustainability The author addresses other issues such as the effect of integrating former revolutionary soldiers into a professional armed force the effect of affirmative action on meritocracy recruitment and retention military veterans looking at the difficulties they face in reintegrating back into society and finding gainful employment gender equality and mainstreaming the rise of military unions and why a

confrontational instead of a more corporatist approach to labour relations has emerged HIV AIDS and the consequences this holds for the military in terms of its operational effectiveness In closing the author highlights key events that have caused the SANDF to become lost in transition and transformation spelling out some lessons learned The conclusions she draws are pertinent for the future of defence security and civil military relations of countries around the world

**War, Identity and the Liberal State** Victoria Basham, 2013-07-24 This book critically examines the significance of gender race and sexuality to wars waged by liberal states Drawing on original field research with British soldiers it offers insights into how their everyday experiences are shaped by and shape a politics of gender race and sexuality that not only underpins power relations in the military but the geopolitics of wars waged by liberal states Linking the politics of daily life to the international is an intervention into international relations IR and security studies because instead of overlooking the politics of the everyday this book insists that it is vital to explore how geopolitical events and practices are co constituted reinforced and contested by it By utilising insights from Michel Foucault the book explores how shared and collectively mediated knowledge on gender race and sexuality facilitates certain claims about the nature of governing in liberal states and about why and how such states wage war against illiberal ones in pursuit of global peace and security The book also develops post structural work in international relations by urging scholars interested in the linguistic construction of geopolitics to consider the ways in which bodies objects and architectures also reinforce particular ideas about war identity and statehood

**Gender Integration in NATO Military Forces** Lana Obradovic, 2016-04-15 Numerous states have passed gender integration legislation permanently admitting women into their military forces As a result states have dramatically increased women s numbers and improved gender equality by removing a number of restrictions Yet despite changes and initiatives on both domestic and international levels to integrate gender perspectives into the military not all states have improved to the same extent Some have successfully promoted gender integration in the ranks by erasing all forms of discrimination but others continue to impede it by setting limitations on equal access to careers combat and ranks Why do states abandon their policies of exclusion and promote gender integration in a way that women s military participation becomes an integral part of military force By examining twenty four NATO member states this book argues that civilian policymakers and military leadership no longer surrender to parochial gendered division of the roles but rather support integration to meet the recruitment numbers due to military modernization professionalization and technological advancements Moreover it proposes that increased pressure by the United Nations to integrate gender into security and NATO seeking standardization and consistency on the international level and women s movements on the domestic level are contributing to greater gender integration in the military Winner of the 2015 ERGOMAS Best Book in Civil Military Relations Award

*Leadership Perspectives* J. Collins, 2008-06-30 Taking its theme from the fifth annual Studying Leadership conference held at Cranfield School of Management this work offers new formulations of the concept of leadership Making a clear link between research and

practice it explores how new ideas about leadership will lead to new approaches to leadership practice      **The Palgrave International Handbook of Gender and the Military** Rachel Woodward, Claire Duncanson, 2017-06-27 The Palgrave International Handbook of Gender and the Military provides a comprehensive overview of the multiple ways in which gender and militaries connect International and multi disciplinary in scope this edited volume provides authoritative accounts of the many intersections through which militaries issues and military forces are shaped by gender The chapters provide detailed accounts of key issues informed by examples from original research in a wealth of different national contexts This Handbook includes coverage of conceptual approaches to the study of gender and militaries gender and the organisation of state military forces gender as it pertains to military forces in action transitions and transgressions within militaries gender and non state military forces and gender in representations of military personnel and practices With contributions from a range of both established and early career scholars The Palgrave International Handbook of Gender and the Military is an essential guide to current debates on gender and contemporary military issues



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