**CURRICULUM VITAE**

# LINDY HEINECKEN

**TERTIARY QUALIFICATIONS**

1984 : Bachelor of Social Science, University of Cape Town

1985 : Honours in Social Science (Industrial Sociology),

University of Cape Town

1997 : Master of Social Science (Industrial Sociology),

University of Cape Town

1. Doctorate (War Studies and Military Sociology), Dept of War Studies, Kings College, University of London

PROFESSIONAL DEVELOPMENT

CAREER HISTORY

**Present Position**: Chair Department of Sociology and Social Anthropology, Stellenbosch University.

Professor of Sociology, Department of Sociology and Social Anthropology, Stellenbosch University, 2013.

Associate Professor of Sociology, Department of Sociology and Social Anthropology, Stellenbosch University, 2006

*Teaching specialisations:* Political / Military Sociology and Sociology of Work.

**Past Occupation**: From 1 March 1989 employed as a *researcher* at the *Centre for Military Studies (Cemis), South African Military Academy*. As *Deputy Director/Senior Researcher* from 1996-March 2006.

**LIST OF PUBLICATIONS, PAPERS PRESENTED AND REPORTS**

**BOOKS**

1. Bartle, R. and Heinecken L. (eds) Military Unionism in the Post Cold War Era. A Future Reality? Routledge Press, London, 2006.

2. Heinecken L. and Prozesky, H. (eds) Society in Focus: *Change, Challenge and Resistance*, Cambridge Scholars Publishing, Newcastle, 2010, pp 1-369.

3. Heinecken, L. *South Africa’s post-apartheid Military: Lost in transition and transformation*. Juta/UCT Press,2019, Springer International, 2020.

**CHAPTERS IN BOOKS**

1. Finnemore M, Pallitt, L. Recent Developments in Health and Safety Agreements at the workplace in South Africa. In: Bendix W., (ed) *South African Industrial Relations of the Eighties*. Clyson Printers: Cape Town. 1988: 524-537.
2. Cilliers J, Heinecken, L. South Africa: Emerging from a Time Warp. In: Moskos C., Williams J.A., Segal D.R., (eds) *The Postmodern Military*. Oxford University Press. London. 1999: 242-264.

3. Heinecken L. Managing diversity in an unequal society: The challenges facing the SANDF. In: Soeters J., van der Meulen J., (eds) *Managing Diversity in Armed Forces: Experience From Nine Countries.* Tilburg University Press. Tilburg. The Netherlands. 1999: 187-210.

4. Heinecken L. Contrasting military minds: Is there a difference in the attitudes of officers towards MOOTW?, In: Guiseppe Caforio (ed) *The Flexible Officer*. Artistic and Publishing Company (Rome). 2001: 129-148.

5. Winslow D.J., Heinecken L.P. T., Soeters J.L. Diversity in Armed Forces. In: Guiseppe Caforio (ed) *Handbook of the Sociology of the Military.* New York: Kluwer Academic/Plenum Publishers. 2003: 299-310.

6. Heinecken L, and Gueli R, The Cultural Gap between the Military and Parent Society in South Africa, in Caforio G and Kummel G(eds) *Military Missions and their Implications Reconsidered: The Aftermath of September 11th* Rome: Elsevier Ltd, 2005, pp 193-212.

7. Heinecken L, South Africa: Ten Years of Military Unionism, in Caforio G and Kummel G (eds), *Military Missions and their Implications Reconsidered: The Aftermath of September 11th*, Rome: Elsevier Ltd, 2005, pp 427-552.

8. Heinecken, L. An Overview of Military Unionism in the Post Cold War Era, in Bartle R, and Heinecken L (eds), *Military Unionism in the Post Cold War Era: A Future Reality,* London: Routledge, Taylor and Frank Cass, 2006,

9. Heinecken, L. South Africa: Facing the Challenge of Military Unionism, in Bartle R, and Heinecken L (eds), *Military Unionism in the Post Cold War Era: A Future Reality,* London: Routledge, Taylor and Frank Cass, 2006, pp 157-187.

10. Heinecken L. Managing Diversity in the South African Armed Forces, in eds Soeters J, and van der Meulen J, 2nd ed, *Managing Diversity in Armed Forces*, London: Routledge Press, 2007, pp 77-94.

11. Heinecken L. New Missions and the Changing Character of Military Organisations, in Guiseppe Caforio (ed), *Cultural Differences between the Military and Parent Society in Democratic Countries,* Elsevier, Amsterdam, 2007, pp 177-200.

12. Heinecken L. Civil-military Relations and the Emergence of a Civil-Military Gap in South Africa, in Guiseppe Caforio (ed), *Cultural Differences between the Military and Parent Society in Democratic Countries*, Elsevier, Amsterdam, 2007, pp 293-300.

13. Heinecken L. Beyond Economics: The impact of outsourcing on the military profession, in eds Len Le Roux, *South African Army Vision 2020: The South African Army Relevant and Ready or Future Security Challenges in Africa*, Pretoria: Institute for Security Studies, 2008, pp 209-224.

14. Heinecken L. and van der Waag-Cowling N. The politics of race a gender in the South African armed forces: Issues, Challenges, Lessons in ed Christian Leuprecht, *Defending Democracy and Securing Diversity*, London: Routledge Press 2008.

15. Heinecken L. and Prozesky, H. An Overview of Society in Focus, in eds, Lindy Heinecken and Heidi Prozesky, *Society in Focus, Change, Challenge and Resistance*, Cambridge Scholars Publishing, Newcastle, 2010, pp 1-11.

16. Heinecken L. and Winslow, D. The Human Terrain: The need for cultural intelligence, in eds Evert Jordaan and Deane-Peter Baker, *South Africa and Contemporary Counterinsurgency- Roots, Practices and Prospects,* Cape Town: UCT Press, 2010, pp197-208.

17. Heinecken L. HIV/AIDS and the South African National Defence Force: Anecdotal evidence from outside and within, in Obijiofor Aginam and Martin Rupiya (eds), *HIV/AIDS in the Security Sector in Africa*, New York: United National University Press, 2012, pp 17-35.

18. Heinecken, L. Building Capacity from Above and Below: Why Gender Matters in the Peacekeeping and Peacebuilding Contexts, in eds Heidi Hudson and Theo Neethling, *Post-conflict Reconstruction and Development in Africa: Concepts, role-players, policy and practice*. Cape Town: UCT Press, 2013, 130-144.

19. Heinecken, L. South African officers’ views on aspects of military culture: Grappling with change and realising what needs to be done, in eds Francios Very, Abel Esterhuyse and Thomas Mandrup, *On Military Culture: Theory, Practice and African Armed Forces*. Cape Town: UCT Press, 2013, 249-265.

20. Heinecken L. and Ferreira R. ‘South Africa’ in ed Guiseppe Caforio, *Soldiers without Frontiers: The view from the ground*, Rome: Gruppo Editoriale, 2013, 341-348.

21. Heinecken L. Military Privatization, in Merman, E.M.and Rabin,J (eds), *Encyclopaedia of Public Administration and Public Policy*. (3rd ed)New York: Francis and Taylor Publishers, 2015, 2127-2132.

22. Heinecken L. Reflections on insider-outsider experiences of military research in South Africa, Carreiras, H. Castro, C. and Frederic, S. (eds), *Researching the Military*. London: Routledge, Taylor and Francis Group, 2016.

23. Heinecken, L. Transitions and Transformation in Gender Relations in the South African Military: From Support in Warfare to Valued Peacekeepers, in eds Woodward, R and Duncanson, C. *The Palgrave International Handbook of Gender and the Military*. London: Palgrave Macmillan, 355-370, 2016.

24. Heinecken, L. & Soeters, J. Managing Diversity: From Exclusion to Inclusion and Valuing Difference, in eds Guiseppe Caforio and Marina Nuciari, *Handbook of the Sociology of the Military*, Springer International Publishing, 2018, 327-340.

25. Heinecken L. 2019. Three waves of gender integration: The causes, consequences and implications for the South African armed forces, in Robert Egnell and Mayesha Alam (eds), *Women and gender perspectives in the military*. Georgetown University Press. 207-221.

**PUBLISHED CONFERENCE PROCEEDINGS**

1. Heinecken L. Affirming gender equality: The challenges facing the South African armed forces. *Proceedings* of the Interim Conference 2000 of the International Sociological Association RC 01. Published as Forum International 22. Strausberg: Sowi. August 2001: 97-122.

**ARTICLES IN ACCREDITED PEER-REVIEWED ACADEMIC JOURNALS**

1. Heinecken L. Labour rights for the public service: A future challenge. *Industrial Relations Journal of South Africa*. Vol 13(1-2) 1993: 1-27.

2. Heinecken L. Soldiers and employee rights: South African trends and issues. *Strategic Review for Southern Africa*. Vol 16(2) 1994: 25-53.

3. Heinecken L. du Plessis L. Trade unions in politics: South African trends. *Industrial Relations Journal of South Africa*. Vol 14(4) 1994: 19-37.

4. Steele R, Heinecken L. The convergence between private and public sector labour relations systems: The South African situation. *Industrial Relations Journal of South Africa*. Vol 15(2/3) 1995: 71-87.

5. Heinecken L. Soldiers in unions: A democratic imperative or threat to national security? *Strategic Review for Southern Africa*. Vol 19(1) 1997: 57-86.

6. Heinecken L. Is selfless service becoming a misplaced service ethic? Attitudes of officers serving in the South African National Defence Force*.* *Society in Transition*. Vol 1(1-4) 1997: 43-53.

7. Heinecken L. Stress and change in the military profession: Attitudes of officer students at the South African Military Academy*. Scientia Militaria*. Vol 27 1997: 53-66.

8. Heinecken L. The impact of societal forces on receptiveness to trade unions in the SANDF*.* *Africa Insight*. Vol 28(1/2), 1998: 84-89.

9. Heinecken L. The Challenges of Transformation: SANDF Officer’s attitudes towards integration, affirmative action, gender and language. *Scientia Militaria*. Vol 28(2) 1998: 220-235.

10. Heinecken L. Regional involvement: Attitudes of SANDF officers towards future military missions. *Strategic Review for Southern Africa*. Vol 21(1) 1999: 44-65.

11. Heinecken L. Securing South Africa’s future: Putting women in the frontline. *Strategic Review for Southern Africa*. Vol 22(2) 2000: 76-102.

12. Heinecken L. HIV/Aids, the Military and the impact on national and international security. *Society in Transition*. Vol 32(1) 2001: 120-147.

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14. Heinecken L. Preparing for operations other than war: How equipped is the SANDF to deal with soft missions. *Strategic Review for Southern Africa*. Vol 24(1), June 2002: 63-90.

15.Heinecken L. Affirming gender equality: The challenges facing the South African Armed Forces. *Current Sociology*. Vol 50(5), September 2002: 715-728.

16. Heinecken L. Military Discipline: Where are we going wrong? *Strategic Review for Southern Africa*. Vol 25(1) May 2003: 88-106.

17. Heinecken L. Facing a Merciless Enemy: HIV/AIDS and the South African Armed Forces: Enemy. *Armed Forces & Society,* Vol 29(2) Winter 2003: 281-300.

18. Heinecken L, Gueli R, Neethling A. Defence, Democracy and South Africa’s Civil Military Gap, *Scientia Militaria*, Vol 33 (1) 2005:119-140.

19. Heinecken L. South Africa’s Armed Forces in Transition: Adapting to the New Strategic and Political Environment, *Society in Transition*, Vol 36 (1), 2005:74-96.

20. Heinecken L, Nel, M. Military Unions and the Right to Collective Bargaining: Insights from the South African Experience, *International Journal of Comparative Labour Law and Industrial Relations*, Vol 23/3, 2007, pp 463-483.

21. Heinecken L and Visser D. Officer Education at the South African Military Academy: Social Science but No Sociology, *Armed Forces and Society*, Vol 35 (1), 2008, pp 145-161

22. Heinecken L. Discontent within the ranks? Officers’ Attitudes toward military employment and representation: A four country comparative study. *Armed Forces and Society*, Vol 35 (3) 2009, pp 477-500.

23. Heinecken L. A Diverse Society, a representative military? The Complexity of managing diversity in the South African Armed Forces, *Scientia Militaria: South African Journal of Military Studies*, Vol 37 (1), 2009, pp 25-49

24. Heinecken L. The Potential impact of HIV/AIDS on the South African Armed Forces: Some evidence from outside and within, *African Security Review*, 18(2), 2009, pp 60-77.

25. Heinecken L. Ban military unions, they’re a threat to national security! So where too from here? *Strategic Review for Southern Africa*, 31(2), 2009 pp 1-18.

26. Heinecken L. and Nel M. Human Rights and HIV-Testing in the South African Armed Forces: Whose rights are paramount? *Journal of Human Rights, 8* (4)*,* 2009 pp 340-359.

27. Heinecken L. and van der Waag N. The Politics of Race and Gender in the South African Armed Forces: Issues, Challenges and Lessons. *Commonwealth & Comparative Politics*, 47 (4), 2009, pp 517-538.

28. Heinecken L. Military Unionism and the Management of Employee Relations within the Armed Forces: A Comparative Perspective, *International Journal of Comparative Labour Law and Industrial Relations*, 26 (4), 2010, pp 401-420.

29. Heinecken, L. and Ferreira, R. Fighting for peace: South Africa’s role in peace operations in Africa (part I), *African Security Review*, 21 (2), 2012, pp 20-35.

30. Heinecken, L. and Ferreira, R. Fighting for peace: The experiences of South African military personnel in peace operations in Africa (part II), *African Security Review*, 21 (2), 2012, pp 36-49.

31. Heinecken, L. and Ferreira, R. Fighting for peace: The psychological effect of peace operations on South African military peacekeepers (part III), *African Security Review*, 21 (2), 2012, pp 50-60.

32. Olivier, D, Heinecken, L. and Jackson, S. ‘Mussel and oyster culture in Saldanha Bay, South Africa: Potential for sustainable, growth, development and employment creation’, *Food Security*, 5, 2013, pp 251-267.

33. Heinecken, L. and Bwalya, H. ‘Compensating military veterans in South Africa’, *African Security Review*, 22:1, 2013, pp30-46.

34. Heinecken, L. 2013. ‘Defence Transformation and work alienation among white officers in the South African military’, *Politeia*, 32 (1), 4-23.

35. Heinecken, L. 2014. ‘Outsourcing Public Security: the Unforeseen Consequences for the Military Profession’, *Armed Forces and Society*, 40 (4), 625-646.

36. Smith, M. and Heinecken, L. 2014. ‘Factors influencing military recruitment in South Africa’, *African Security Review*, 23 (2), 102-116.

37. Kramm, N. and Heinecken, L. 2015. ‘We are different now? The effect of military service on youth reintegration and employment in South Africa, African Security Review, 24 (2), 122-137.

38. Heinecken, L. 2015. Are Women ‘Really’ Making a Unique Contribution to Peacekeeping? The Rhetoric and the Reality’, *Journal of International Peacekeeping*, 19 (4), 227-248.

39. Esterhuyse, A. and Heinecken L. 2015. The Clausewitzian trinity: Reassessing the South African Military’s relationship with its polity and society, *Journal of Contemporary Military History*, 40 (1) 71-95.

40. Heinecken, L. 2015. The military, war and society: The need for critical sociological engagement, *Scientia Militaria: South African Journal of Military Studies*, 43 (1), 1-16.

41. Heinecken, L. 2017 Conceptualising the tensions that gender integration evokes, *Armed Forces and Society*, 43 (2) 202-220.

42. Wilen, N. and Heinecken, L. 2017. Peacekeeping deployment abroad and the self-perceptions of the effect on career advancement, status and reintegration. *International Peacekeeping*, 24 (2), 236-253.

1. Olivier, D. Heinecken, L. 2017. The personal and social benefits of urban agriculture experienced by cultivators on the Cape Flats, Development Southern Africa , 34 (2), 168-181.
2. Olivier, D. and Heinecken, L. 2017. Beyond food security: Women’s experiences of urban agriculture in Cape Town, *Agriculture and Human Va*lues, 34 (3), 743-755.

45. Graaff, K. and Heinecken, L. 2017. Masculinities and Gender Based Violence in South Africa: A study of a masculinities based intervention programme, *Development Southern Africa*, 34 (5), 622-634.

1. Heinecken, L. 2017. Military Trade Unions: A threat to National Security …. Really?. *Scientia Militaria, South African Journal of Military Studies*, 45 (2), 140-148.
2. Alchin, A., Gouws, A. and Heinecken, L. 2018. Making a difference in peacekeeping operations: Voices of South African women peacekeepers. *African Security Review*, 27 (10), 1-19.

47. Wilen, N. and Heinecken, L. 2018. Regendering the South African army: Inclusion, reversal and displacement. *Gender, Work and Organisation*, 25 (6), 670-686.

48. Heinecken, L. and Wilen, N. 2019. No Place Like Home? Postdeployment Reintegration Challenges Facing South African Peacekeepers, *Armed Forces and Society*, Published online December, p1-20.

OTHER ACADEMIC/POPULAR JOURNALS

1. Heinecken L. Societal trends, defence legislation and military unionisation*. African Defence Review*. Vol 17 1994: 11-15.

2. Heinecken L, Merts C. Creating a new Navy: Standards, training and SAS Saldanha. *African Security Review*. Vol 4(3) 1995: 32-34.

3. Heinecken L. Military unionism in South Africa: Legality and potential for development. *African Security Review*. Vol 4(5) 1995: 12-23.

4. Heinecken L, Cilliers J, Schutte C, Liebenberg I, Sass B. Public attitudes regarding women and language usage in the SANDF. *African Security Review*. Vol 6(3) 1997: 3-14.

5. Heinecken L, Liebenberg I, Malan M, Cilliers J, Sass B. South African public attitudes on participation in peacekeeping, personnel issues and labour relations in the military*.* *African Security Review*. Vol 6(6) 1997: 3-18.

6. Heinecken L. No unions we’re the SANDF: But what’s the alternative*. African Security Review*. Vol 6 (6) 1997: 19-27.

7. Heinecken L. Social equality versus combat effectiveness: An institutional challenge for the military. *African Security Review*. Vol 7(6) 1998: 3-16.

8. Heinecken L. The silent right: Homosexuality and the military. *African Security Review*. Vol 8(5) 1999: 43-55.

9. Heinecken L. Aids the new security frontier. *Conflict Trends*. No 4 2000: 12-15.

10. Heinecken L. Strategic implications of HIV/Aids in South Africa. *Conflict, Security and Development*. Vol 1(1) 2001: 109-115.

11. Heinecken L. HIV/Aids: The looming security threat to Southern Africa. *African Security Review*. Vol 10(4) 2001: 7-18.

12. Heinecken L. Mit Waffengewalt nich zu besiegen: Aids in den südafrikanischen Streitkraften. *Der Uberblick*. Vol 39(1) 2003: 74-77.

13. Heinecken L. HIV/Aids: The new enemy of the South African Armed Forces. *African Armed Forces Journal*. June 2003: 13-15.

14. Vorster, J and Heinecken L. *Socio-economic profile of Middelpos*, Saldanha, Dept of Sociology, Stellenbosch University, 2009, pp 1-22.

15. Heinecken, L. Military Unions: Threat to National Security, *South African Labour Bulletin*, 33 (5) 2009, pp 17-18.

16. Heinecken, L. and Motzouris, M. The effect of private security on national armed forces’ capacity and capabilities in Sabelo G. (ed) *Merchants of Armed Conflict: More than just a pound of flesh*, ISS Monograph 176, 2011, pp 77-90.

17. Heinecken, L., Vorster, J. and Du Plessis, J. Socio-economic and social capital assessment of Avian Park Residents, Worcester, Department of Sociology, Stellenbosch University, June, 2011, pp 1-30.

18. Heinecken, L. 2013. Insights on the Emerging tensions of including women in the military: Lessons from South Africa, *Africa peace and Conflict Journal*, 6 (1), 92-97.

19. Heinecken L. 2013. The contested value of women peacekeepers: how to enhance their capacity? *Policy Brief, NOREF*, pp1-4.

20. Heinecken L. 2013.The contested value of women peacekeepers: Between rhetoric and reality, *Report African Peacebuilding Network*, August 2013, pp-1-27.

PAPERS AT ACADEMIC CONFERENCES

**International**

1. Heinecken L. Is selfless service becoming a misplaced service ethic. Attitudes of officers serving in the SANDF. *Paper* presented at the Inter-University Seminar (IUS) Biennial International Conference on Armed Forces and Society. Baltimore. Maryland. USA. 24-26 October 1997.

2. Heinecken L. Involvement in the region: Attitudes of the SANDF officers towards future military missions*.* *Paper* presented at the symposium on ‘International Peace and Security: The African Experience’ in commemoration of fifty years of United Nations Peacekeeping 1948-1998. South African Military Academy. Saldanha. 21-23 September 1998.

3. Heinecken L. Managing diversity in an unequal society: The challenges facing the South African National Defence Force*.* *Paper* presented at the conference on Managing Diversity in Armed Forces. Dutch Royal Military Academy. Breda. 25-28 November 1998.

4. Heinecken LPT, Volker Franke. Military identity and international security: A comparison of professional military socialisation in the United States and South Africa. *Paper* presented at the 1999 Inter-University Seminar on Armed Forces and Society Biennial Conference. Baltimore. Maryland. 22-24 October 1999.

5. Heinecken L. Placing military unionism in theoretical context: A perspective on the management of labour relations within armed forces. *Paper* presented at the 1999 Inter-University Seminar on Armed Forces and Society Biennial Conference. Baltimore. Maryland. 22-24 October 1999.

6. Heinecken L. South Africa: Preparing for and Participating in Operations Other than War. *Paper* presented at the RC01 Interim Conference on “The Armed Forces on the Threshold to the New Millennium”, held at the Social Sciences Institute of the Bundeswehr (SOWI). Strausberg. Germany. 13-15 October 2000.

7. Heinecken L. Affirming Gender Equality: The Challenges Facing the South African Armed Forces. *Paper* presented at the RC01 Interim Conference on “The Armed Forces on the Threshold to the New Millennium”, held at the Social Sciences Institute of the Bundeswehr (SOWI). Strausberg. Germany. 13-15 October 2000.

8. Heinecken L. HIV/Aids, the Military and the impact on National and International Security: What lessons for Europe? *Paper* presented at the RC01 Interim Conference on “The Armed Forces on the Threshold to the New Millennium”, held at the Social Sciences Institute of the Bundeswehr (SOWI). Strausberg. Germany. 13-15 October 2000.

9. Heinecken L. Contrasting military minds: Is there a difference in the attitudes of officers towards MOOTW? *Paper* presented at the Inter-University Seminar on Armed Forces and Society Biennial International Conference. Baltimore. Maryland. 19-21 October 2001.

10. Heinecken L. From profession, to occupation to contract worker: The resurging interest in military unionism. *Paper* presented at the XV World Congress of Sociology on “The Social World in the Twenty First Century: Ambivalent Legacies and Rising Challenges”. Brisbane. Australia. 7-12 July 2002.

11. Heinecken L. HIV/AIDS, the military and the impact on national, regional and international security. *Paper* presented at the HIV/Aids and Political Stability Workshop, hosted by the African Academy of Sciences. Nairobi. Kenya. 16-18 September 2002.

##### 12. Heinecken L. HIV/Aids and national security: A focus on Southern Africa. *Paper* presented at the Conference on the Political Implications of HIV/Aids: Experiences from Southern and Eastern Africa, Ukraine and Thailand. Friedrich Ebert Stiftung. Berlin. 27-28 November 2002.

13 Heinecken L. South Africa’s post-modern military: Adapting to the new political and strategic environment. *Paper* presented at the International Conference on Defence Management. Cranfield University. Shrivenham. 24-25 April 2003.

14. Heinecken L, Visser GE. Officer education at the South African Military Academy: Social Science but *No* Sociology. *Paper* presented at the Inter-University Seminar on Armed Forces and Society. Chicago. United States of America. 24-26 October 2003.

15. Heinecken L, Khwela GC, Gueli RJ. South Africa’s widening civil-military gap: Some initial findings. *Paper* presented at the Inter-University Seminar on Armed Forces and Society. Chicago. United States of America. 24-26 October 2003.

16. Heinecken L. Ten years of military unionism. *Paper* presented at the International Sociological Association, RC01 on Armed Forces and Conflict Resolution, hosted by the Middle East Technical University and Turkish Military Academy. Ankara. 7-9 July 2004.

17. Heinecken L, Gueli RJ. The cultural gap between military and parent society in South Africa. *Paper* presented at the International Sociological Association, RC01 on Armed Forces and Conflict Resolution, hosted by the Middle East Technical University and Turkish Military Academy. Ankara. 7-9 July 2004.

18. Heinecken L, South Africa: Facing the Challenge of Military Unionism. *Paper* presented at the Inter-University Seminar on Armed Forces and Society. Chicago, Illinois, USA, 21-23 October 2005.

19. Heinecken L, New Missions and Changing Organisations. *Paper* presented at the Inter-University Seminar on Armed Forces and Society, Chicago, Illinois, USA, 21-23 October 2005.

20. Heinecken L. The New Dynamics of Employee Relations In The Post Cold War Era: Attitudes of Officers Towards Military Employment, *Paper* Presented at the International Sociological Association World Congress of Sociology, Durban, 23-29 July 2006.

21. Heinecken L. New Missions and the Changing Character of Military Organisations. Paper Presented at the Inter-University Seminar on Armed Forces and Society, Chicago 26-28 October 2007.

22. Heinecken L. Discontent within the ranks? Officers’ attitudes towards military employment and representation - a four country comparative study. Paper Presented at the Inter-University Seminar on Armed Forces and Society, Chicago 26-28 October 2007.

23. Heinecken L. The Challenge of Managing Diversity in the South African Armed Forces. Paper presented at the Defending Democracy: Accommodating Diversity in the Security Sector Conference, Queens University, Kingston, Canada, 1-3 November 2007.

24. Heinecken L. Outsourcing the military profession: Is the profession losing control of the profession? Paper presented at the International Sociological Association Congress on Armed Forces and Conflict Resolution, University of Seoul, South Korea, 15-17 July 2008.

25. Heinecken L. Outsourcing Public Security: The Unforseen consequences for the military profession, ERGOMAS Conference, Swedish Defence Academy, 22-26 June 2006.

26. Heinecken L. and Motzouris, M. The impact of Private Security and Military Companies on National Armed Forces: Capacity and capabilities, Institute for Security Studies, Kenya, Nairobi, 22 July 2010.

27. Heinecken L. From profession, to occupation to contract worker: The changing nature of military employment, Paper presented at the International Labour Process Conference, University of Leeds, United Kingdom, 5-7 April 2011.

28. Heinecken, L. and Ferreira, R. South African military personnel’s experiences in peace operations in Africa, Paper presented at the European Research Group on Armed Forces and Society (ERGOMAS) Conference, Netherlands Defence Academy, 13-17 June 2011.

29. Heinecken L. Transformation in the South African Armed Froces: Why it is still a matter of black and white, *Paper* presented at the Inter-University Seminar on Armed Forces and Society, Chicago, Illinois, USA, 21-23 October 2011.

30. Heinecken, L. The future of peacekeeping operations in Africa: Experiences of South African military personnel, International Stability Operations Association Summit, Washington, 24-26 October, 2011.

31. Heinecken L. Gender and post-conflict reconstruction and development. Paper presented at the International Sociological Association, RC01 Armed Forces and Society Conference, University of Ljubljana and the Slovene Armed Forces, Slovenia, 8-12 July 2012.

1. Women and No Change in the South African Armed Forces (with Abel Esterhuyse), Paper presented at the International Sociological Association, RC01 Armed Forces and Society Conference, University of Ljubljana an Slovene Armed Forces, Slovenia, 8-12 July 2012.
2. Heinecken, L. 2012. Enhancing the capacity of female peacekeepers and local women in peacebuilding in Africa. Paper presented at the Women, Peace and Security Lessons Learned Conference, Kofi Annan International Peacekeeping Training Centre, Ghana, 22-14 August.

34. Heinecken, L. Gender Integration and the South African Armed Forces: Status, Tensions, Lessons and Recommendations, Leaning Forward; Gender Mainstreaming in African Armed Forces, Africa Centre for Strategic Studies Conference, Washington, DC. 12-14 September, 2012.

35. Heinecken, L. Military Education, Training and Professional Development for Emerging Security Challenges, 6th African Conference of Commandants of Staff Colleges, Abuja, Nigeria, 4-7 November 2012.

36. Heinecken,L. ‘Why Gender Equality in the military fails: Findings from South Africa and beyond’, *European Research Group on Armed Forces and Society,* Madrid, Spain, 4-7 June 2013.

37. Smith M. and Heinecken L. Military Recruitment in South Africa. Why are the right candidates not enlisting. *European Research Group on Armed Forces and Society,* Madrid, Spain, 4-7 June 2013.

38. Esterhuyse A. and Heinecken L. Civil-military relations in democratic South Africa: Transformation without change, Inter-University Seminar on Armed Forces and Society, Chicago, USA, 24-26 October 2013.

39. Heinecken, L. Gender and the armed forces: Factoring the female into peacekeeping, Workshop Conference on African Armed Forces, Uppsala, Sweden, 1-2 December 2014.

40. Heinecken, L. Three waves of gender integration: The causes, consequences and implications for the South African Armed forces, *Bridging Theory and Practice Symposium.* Georgetown University, Institute for Women, Peace and Security, Washington, 8-9 June 2015.

41. Heinecken, L. and Wilen, N. Ex-combatant and Veteran Policies and Politics in Sub-Saharan Africa: A Comparative Perspective”, 25-27 April 2018, St Andrews University, Scotland.

42. Heinecken, L. and Fereira, R. From Military Profession to No Profession: The plight of white unemployed military veterans in South Africa. Paper Presented at the XIX ISA World Congress of Sociology, 15-21 July 2018, Toronto Canada.

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