

# Militarization, Gendered Labor Market, and the Care Economy

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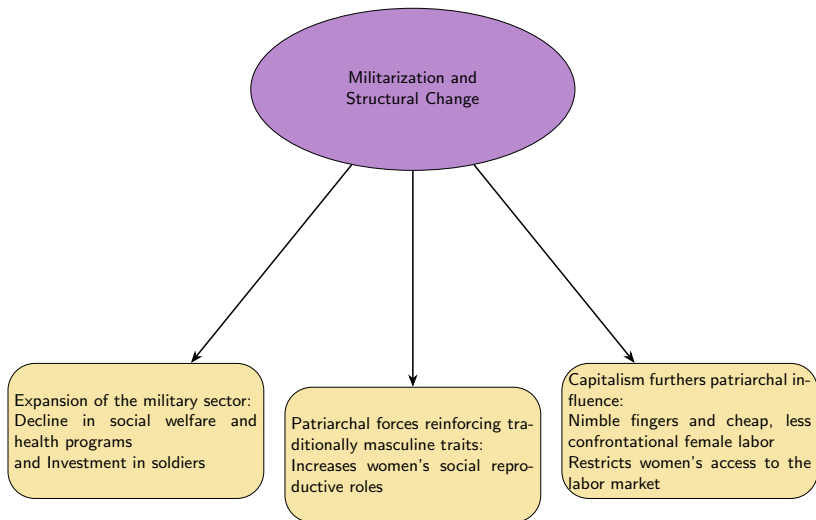
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- Militarization intensifies gender inequalities in the labor market.
- Analysis based on Feminist Political economy perspectives.
- Hypotheses: Worsening employment gaps for women and "hyper feminization" of the care economy.
- Initial results show crowding out of women from formal work.
- Find male dominance in the formal care economy.

- Increased military spending in recent years has impacts for gender dynamics in the labor market.
- Dual system of capitalism and patriarchy.
- Patriarchy: expropriation of women's labor by men through gender segregation of work (Hartmann, 1976).
- Militarization perpetuates traditional gender roles and segregation in the labor market: "make a man out of a boy".
- Militarization encompasses both physical and ideological domains.
- Ideologically, militarization refers to power that impacts governments and has a profound influence on the social processes of a society (Burke, 2013).

- Militarization creates the notion of men as protectors and other masculine traits (Burke, 1998).
- Militarized workplaces exclude and marginalize women (Sejin, 2023).
- Dildar's study (2015) finds evidence of negative impacts of patriarchal norms on FLFP.
- Elevern's papers show declining wage share, FLFP and worsening gender inequality.
- Women's double day burden and care work.

# Conceptual Framework



- We hypothesize that women will experience a worsening gender employment gap as militarization increases.
- We also hypothesize hyperfeminization of the care economy.
- Data from ILO, BICC, and WDI.

$$\text{Employment gap in occupation } x = \frac{\text{Total men employed in occupation } x - \text{Total women employed in occupation } x}{\text{Total men employed in occupation } x} \quad (1)$$

- Reclassify into masculine and feminine jobs based on the following criteria: : if the mean employment gap of all countries over time is less than zero, the occupation is feminine while the opposite holds for masculine jobs.

- Militarization increases gender disparity in the labor market.
- Women crowded into low-skill jobs; men dominate non-agriculture and service sectors (Table 1).
- Militarization translates into crowding out of females from these formal labor market spaces while increasing male presence in the formal care occupation (Table 2).

# Table 1: Sectoral Composition of Employment

	(1)	(2)	(3)	(4)	(5)
VARIABLES	Total Gap	Agriculture Gap	Non-agriculture Gap	Industrial Gap	Service Gap
GMI_Score	-0.0364* (0.0212)	-0.123*** (0.0306)	0.0446** (0.0205)	-0.0547 (0.0404)	0.0541*** (0.0189)
Controls	YES	YES	YES	YES	YES
Fixed Effects	YES	YES	YES	YES	YES
Constant	0.378*** (0.0498)	-0.225*** (0.0731)	0.364*** (0.0493)	-0.139 (0.0988)	0.166*** (0.0463)
Observations	2,516	2,458	2,406	2,466	2,457
R-squared	0.303	0.052	0.308	0.100	0.304
Number of ID	139	139	139	139	139
Standard errors in parentheses. *** $p < 0.01$ , ** $p < 0.05$ , * $p < 0.1$					



# Main Result: Militarization's Gendered Impact

	(1)	(2)	(3)	(4)	(5)
VARIABLES	Male Dominate	Female Dominated	Care Gap_ Formal	Care Gap_ Informal	Service Gap
GMI_Score	-0.108 (0.0819)	0.194*** (0.0523)	0.416*** (0.0813)	0.273 (0.290)	0.0541*** (0.0189)
Controls	YES	YES	YES	YES	YES
Fixed Effects	YES	YES	YES	YES	YES
Constant	0.0566 (0.306)	-0.0877 (0.195)	-0.542* (0.283)	-0.0942 (0.754)	0.166*** (0.0463)
Observations	883	883	671	356	2,457
R-squared	0.175	0.151	0.239	0.170	0.304
Number of ID	103	103	80	59	139
Standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1					

# Discussion and Conclusion

- Although the notion of the military as a patriarchal institution dates to Cynthia Enloe (1983), understanding the direct impact of militarization on the gendered composition of the labor market requires continuous effort.
- Growing military needs: redirection of monetary funds away from sectors like health and education.
- Patriarchal aspect of the military reinforces norms: women exit the labor force resulting in men taking up those spaces.
- Thus, militarization is not only promoting male dominance within male dominated jobs, but also crowding out of women from the formal market.
- This suggests that the military expansion takes on a patriarchal role which plays a crucial role in socializing individuals into accepting gendered roles and patriarchal values.
- Policy perspective include gender sensitivity training, social policies and safeguarding women's employment.
- Need for further research on the impact of militarization on different skill levels and country-specific effects.