

Militarization, Gendered Labor Market, and the Care Economy

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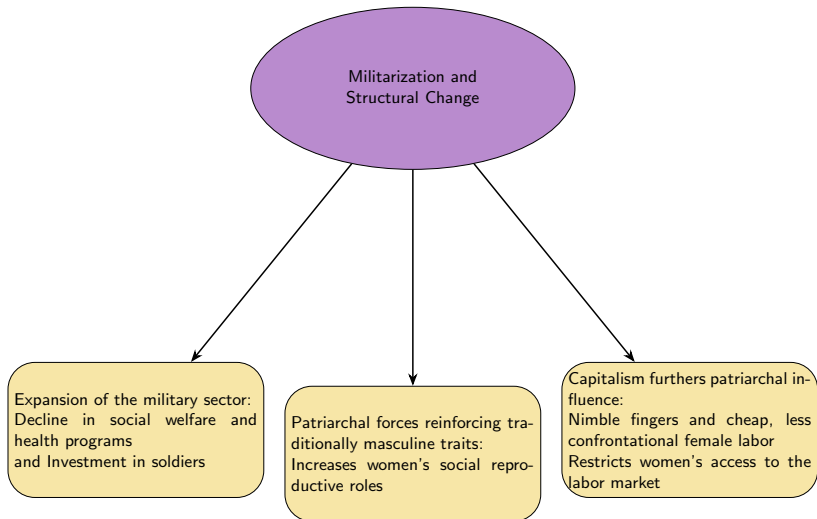
- Militarization intensifies gender inequalities in the labor market.
- Analysis based on Feminist Political economy perspectives.
- Hypotheses: (i) worsening employment gaps for women, and (ii) gendered restructuring of the care economy.
- Initial results show crowding out of women from formal work.
- Formal care occupation is becoming masculinized i.e. male dominated

Introduction

- 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.

Table 1: Sectoral Composition of Sectors

Table: Sectoral Composition of Employment and Militarization

VARIABLES	Agriculture Share	Industry Share	Non-agriculture Share	Not Classified	Service Share
GMI Score	0.0206*** (0.00512)	-0.00610 (0.00372)	-0.0212*** (0.00529)	-0.00105 (0.00792)	-0.00469 (0.00484)
Population Growth	0.00134 (0.00453)	0.00445 (0.00329)	-0.00693 (0.00465)	-0.00609 (0.00674)	-0.00542 (0.00430)
Urban Population Growth	-0.00363 (0.00395)	0.000220 (0.00288)	0.00958** (0.00409)	-0.000880 (0.00608)	0.00654* (0.00378)
Trade % of GDP	-0.000300*** (8.59e-05)	-8.24e-06 (6.13e-05)	0.000292*** (8.71e-05)	0.000236* (0.000121)	7.17e-05 (8.01e-05)
GDP per Capita	1.54e-06*** (4.30e-07)	-3.10e-06*** (3.06e-07)	-1.59e-06*** (4.37e-07)	2.27e-07 (5.45e-07)	1.33e-06*** (4.00e-07)
Constant	0.204*** (0.0131)	0.306*** (0.00988)	0.793*** (0.0137)	0.00886 (0.0177)	0.499*** (0.0129)
Observations	2,693	2,680	2,573	1,403	2,668
R-squared	0.157	0.096	0.144	0.031	0.232
Number of ID	145	145	145	129	145

Table 2: GMI and the Gendered Employment Gaps in the Sectors

Table: Employment Gaps by Sector and Militarization

VARIABLES	Total Employment Gap	Agriculture Gap	Industrial Gap	Non-agriculture Gap	Not Classified Gap	Services Gap
GMI Score	-0.0181 (0.0209)	-0.150*** (0.0357)	0.000531 (0.0351)	0.0601*** (0.0208)	0.00442 (0.00313)	0.0649*** (0.0207)
Population Growth	-0.0113 (0.0174)	-0.0365 (0.0314)	-0.0530* (0.0290)	-0.0277 (0.0172)	-0.000665 (0.00248)	-0.000279 (0.0171)
Urban Population Growth	0.0332** (0.0156)	0.0561** (0.0261)	0.0773*** (0.0257)	0.0536*** (0.0152)	0.00249 (0.00226)	0.00754 (0.0152)
Trade % of GDP	-0.000502 (0.000333)	0.00336*** (0.000589)	-0.00137** (0.000553)	-0.00111*** (0.000331)	7.16e-05 (4.78e-05)	-0.000355 (0.000328)
GDP per Capita	-1.31e-05*** (1.62e-06)	-1.20e-06 (2.91e-06)	2.60e-07 (2.73e-06)	-7.70e-06*** (1.64e-06)	-1.75e-07 (2.01e-07)	1.13e-06 (1.61e-06)
Constant	0.372*** (0.0502)	-0.260*** (0.0870)	-0.0902 (0.0877)	0.364*** (0.0514)	0.0331*** (0.00679)	0.205*** (0.0518)
Observations	2,562	2,506	2,513	2,454	1,170	2,506
R-squared	0.296	0.041	0.100	0.289	0.033	0.285
Number of ID	144	144	144	144	125	144

Main Result: Militarization's Gendered Impact

Table: Impact of Militarization on Gendered Employment Categories

VARIABLES	Male Dominated	Female Dominated	Informal Male Dominated	Informal Female Dominated
GMI Score	-0.0254 (0.0839)	0.167*** (0.0510)	-0.00378 (0.223)	0.781*** (0.286)
Population Growth	-0.0744 (0.0706)	-0.00979 (0.0428)	-0.0743 (0.227)	0.0311 (0.255)
Urban Population Growth	0.0986 (0.0656)	0.0241 (0.0398)	-0.000384 (0.219)	0.0287 (0.243)
Trade % of GDP	0.00228** (0.00111)	0.000331 (0.000675)	0.000217 (0.00376)	0.00233 (0.00363)
GDP per Capita	-1.35e-05*** (5.08e-06)	6.46e-06** (3.08e-06)	9.84e-06 (2.81e-05)	2.12e-06 (1.42e-05)
Constant	0.157 (0.321)	0.0119 (0.195)	-0.271 (0.808)	-0.390 (0.819)
Observations	903	901	544	567
R-squared	0.135	0.154	0.034	0.048
Number of ID	109	109	93	93

Table 4: GMI and the Impact on the Care Economy

Table: Care Sector Employment and Militarization

VARIABLES	Care Total Sector	Informal Care Total Sector	Care Masculine Gap	Care Female Gap	Care Work Gap	Care Informal Gap
GMI Score	890.9*** (239.4)	12.04 (105.8)	-0.735** (0.291)	0.347*** (0.0792)	0.395*** (0.0864)	0.258 (0.242)
Population Growth	1.014*** (173.2)	109.5 (88.34)	-0.220 (0.156)	-0.0433 (0.0573)	-0.0108 (0.0625)	0.681*** (0.202)
Urban Population Growth	-1.227*** (150.7)	35.18 (78.31)	0.180 (0.139)	0.0382 (0.0499)	0.00924 (0.0544)	-0.293 (0.179)
Trade % of GDP	-12.85*** (2.805)	1.254 (1.302)	-0.000388 (0.00289)	-0.000569 (0.000928)	-0.000672 (0.00101)	0.00981*** (0.00298)
GDP per Capita	0.0862*** (0.0241)	-0.0564** (0.0281)	-1.25e-05 (2.09e-05)	1.88e-05** (7.98e-06)	2.03e-05** (8.71e-06)	-0.000260*** (6.44e-05)
Constant	2.994*** (702.9)	563.0* (304.1)	-0.175 (0.588)	0.110 (0.233)	0.141 (0.254)	0.657 (0.696)
Observations	632	381	506	632	632	381
R-squared	0.426	0.172	0.152	0.201	0.238	0.255
Number of ID	86	66	67	86	86	66

- Militarization increases gender disparity in the labor market.
- Crowding out of females from the formal labor market spaces.
- We see a complex impact of militarization on the care economy: increasing male presence in the formal care occupation.
- Within the formal care work, we primarily see more men entering the low- and armed -skilled care work occupations.
- Significant increase in the agricultural sector while the non-agricultural sector is declining.
- Patriarchal aspect of the military reinforces norms: women exit the labor force resulting in men taking up those spaces.

- 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.
- Our results highlight the interconnected mechanisms at play that add complexity to the analysis of the labor market
- 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.

Conclusion

- The process of militarization shares similar traits with the system of patriarchy.
- Policy perspective include gender sensitivity training, social policies and safeguarding women's employment.
- Developing strong and inclusive social policies such are childcare services, paid sick leave and paternal leaves.