

*Participation and change in
gendered organisations:
women in the
military forces*

Summer School on Gender Economics and Society

(July 6-10 2015)

By MARINA NUCIARI

University of Torino –

Department of Economics, Sociology, Mathematics and Statistics


WHAT ARE WE SPEAKING ABOUT?

- *Occupations are generally linked to gender stereotypes defining feminine as well as masculine jobs, as research on women and men in nontraditional or unconventional occupations has largely demonstrated. This is especially true for military and defense/security jobs. This is why military organisations are normally considered as gendered organisations. Womensoldiers recruitment and career within armed forces have inevitably produced various reactions and adaptations, both on military organisations themselves and women approach to them, as far as military roles are considered (working places or something “more than just a job”). Discussion is based on recent comparative research on womensoldiers condition in armed forces with special reference to NATO countries.*



UNSCR 1325

- The participation of women in Allied armed forces has been steadily increasing over the past few decades, and significant strides have been made towards the recruitment and retention of women. However, women continue to be underrepresented and more work is needed to implement United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions on Women, Peace and Security.



Reasons to increase women participation in military forces (UNSCR 1325 Reload)

Significant cultural change has been achieved in recent years through new policies and reforms based on the following key principles outlined in UNSCR 1325 Reload.

Can be taken as recommendations for best practices:

- 1) Strong leadership drives reform;
- 2) Diversity of leadership increases capability;
- 3) Increasing numbers requires increasing opportunities;
- 4) Greater flexibility will strengthen the ADF;
- 5) Gender-based harassment and violence ruins lives, divides teams and damages operational effectiveness.



A long story: reasons to join

- Factors affecting women's military participation (M. W. Segal, 1995)
- Military factors
- Social structure
- Culture
- Socio-political issues (internal and external pressure)
- Policies



MILITARY VARIABLES

- *Military variables* are considered in a wide sense, and include national security situation, kind and level of military technology, the combat to support function ratio, the structure of forces and the policies driving accession to the military.



SOCIAL STRUCTURE

- *Social structure variables* include country's demographic pattern, characteristics of the labour force (women's participation to the labour force and occupational gender segregation), the state of civilian economy (expansion or depression), the structure of the family (average age of marriage and maternity, role responsibilities sharing).



CULTURE

- *Cultural variables* such as the social construction of the notions of gender and family, social values underlining the above definitions, public discourse about gender and gender equality, values concerning the ascriptive definition of social roles and the question of equity.



POLICIES

- Diversity politics
- Current policy issues
- Interest groupings: various women's networks in different countries



INTERNATIONAL VARIABLES

- External pressures
- Being part of a Treaty or an Alliance
- Participating in International Operations
- Participating in Crises Response Operations or MOOTWs



The cultural dimension

- It appears to be crucial
- It is always at the background and beside every change in the other two dimensions (military and social structure)
- Cultural change: the social construction of gender (femininity and masculinity) is culturally determined, it changes according to time and cultural variety.



Civilianisation

- The process of civilianisation (M. Janowitz, 1960):
 - Technical roles are similarly structured in the military and in big corporations
 - Growing bureaucratic and managerial role-content
 - Prolonged peace removes the perception of military practice as a combat practice



Consequences on women acceptance in military institutions

- Women are accepted in parallel roles within civilian societies
- Usually the highest proportion of female personnel in military forces is in the Air Force, where technical roles outnumber combat roles and where voluntary recruitment is higher even where compulsory military service is the dominant pattern.



Which roles for women in the military forces?

- Administrative sectors
- Technical and logistic services
- Combat-support technical roles
- Combat roles are the last to be permitted
- Entry is allowed firstly for medium and medium-high ranks (officers and NCOs) and as a second steps for private soldiers.



Roles main features

- Civilianlike roles (the least true military roles) can be easily filled with women because of the growing availability of young women with medium and high education standards.
- **Technical and administrative roles** have an intrinsic lower combat content, that is they **are in any case peripheral roles.**

Tabella 1. *Ammissione di donne nelle Forze armate dei paesi NATO e cambiamenti successivi. Situazione all'anno 2007*

	per legge	limitazioni	
USA	1948	1973	1993
Regno Unito	1949	1991	1992
Canada	1951	1968	2002
Turchia	1955	1957	–
Danimarca	1962	1971-74	1988
Francia	1972	1973	1998
Romania	1973	-	2001
Belgio	1975	1977	1981
Germania	1975	1975	2000
Norvegia	1977	–	1985
Olanda	1979	1979	1981
Grecia	1979	1979	–
Repubblica Ceca	primi anni Ottanta	idem	2002
Slovacchia	primi anni Ottanta	idem	1993
Lussemburgo	1980	1987	1997
Spagna	1988	1988	1999
Polonia	1988	–	2003
Slovenia	1991	1991	2002
Lettonia	1991	1991	1991
Lituania	1991	1991	1991
Portogallo	1992	1992	1992
Bulgaria	1995	1995	2001
Ungheria	1996	1996	1996
Italia	1999	2000	2006

Tabella 2. *Presenza di personale femminile in percentuale sul totale delle forze per paesi NATO anni 2001-07*

<i>Paese</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>
Belgio	7,6	7,9	8,2	8,26	8,3	8,3	8,25
Bulgaria	-	-	-	4,2	6,0	6,0	-
Canada	11,4	11,8	12,4	12,3	12,6	12,8	17,3
Danimarca	5,0	-	5,0	5,0	5,0	5,3	-
Francia	8,5	10,8	11,2	12,79	12,8	13,28	14,0
Germania	2,8	3,7	4,4	5,2	6,0	6,0	7,5
Grecia	3,8	3,8	3,8	4,2	16,0	5,4	5,6
Italia	0,1	0,1	0,5	0,53	1,0	1,6	2,6
Lettonia	-	-	-	13,5	20,0	-	23,0
Lituania	-	-	-	6,0	9,0	12,5	12,0
Lussemburgo	-	-	-	-	-	5,7	-
Norvegia	3,2	3,3	5,7	6,3	6,3	7,0	7,1
Olanda	8,0	8,4	8,5	8,65	9,0	9,0	9,0
Polonia	0,1	0,3	0,3	0,47	0,47	0,52	1,0
Portogallo	6,6	6,6	8,4	8,4	8,4	12,0	13,0
Regno Unito	8,1	8,3	8,6	8,8	9,0	9,1	9,3
Rep. Ceca	3,7	10,0	10,0	12,3	12,21	12,21	-
Romania	-	-	-	3,99	5,0	5,0	6,37
Slovacchia	-	-	-	6,1	7,06	7,7	8,65
Slovenia	-	-	-	19,2	15,38	-	15,3
Spagna	5,8	9,0	10,0	10,5	10,7	13,47	12,0
USA	14,0	14,0	15,0	15,0	15,5	10,49	-
Turchia	0,1	0,1	0,1	3,95	3,95	3,1	-
Ungheria	9,6	16,0	10,0	10,0	4,3	17,56	17,3



THE GENDERED ORGANISATION

- The concept of «token» (R. Kanter, 1977)
 - Tokenism is a condition in which
 - women working in a male-dominated environment find themselves
 - when their relative number is very small
- Four components:
 - Pressures toward performance
 - Social isolation
 - Role entrapment
 - Boundary heightening



THE GENDERED ROLE SET

- All this tends to exclude women from the dominant group, as it is the case for women in managerial positions who are not accepted as «colleagues» by male managers.
- Such a situation is dependent on gender ratio in the teamwork.




FOUR TYPES of GROUPS

- UNIFORM GROUP (100:0 ratio, an all-male or all-female group)
- SKEWED GROUP (85:15 ratio, dominant versus token culture)
- TILTED GROUP (65:35 ratio, strong minorities affect majority culture)
- BALANCED GROUP (60:40 ratio, culture balance).

FOUR-CAREER TYPOLOGY (K. Dunivin, 1988)

TRADITIONAL less positive attitude underestimated job token peception traditional job FEW WOMEN	NONTRADITIONAL Similar attitudes for men and women High evaluation given to job Status matters more than gender
more positive attitude low power and autonomy given to traditional job low prestige job perception MANY WOMEN	many women in nontraditional job THIS WOULD BE THE REAL CHANGE



ANY DOUBT
ANY QUESTION

?

THANK YOU FOR YOUR ATTENTION !