



## **A 2020 GENDER PERSPECTIVE IN THE EU AND IN TURKEY**

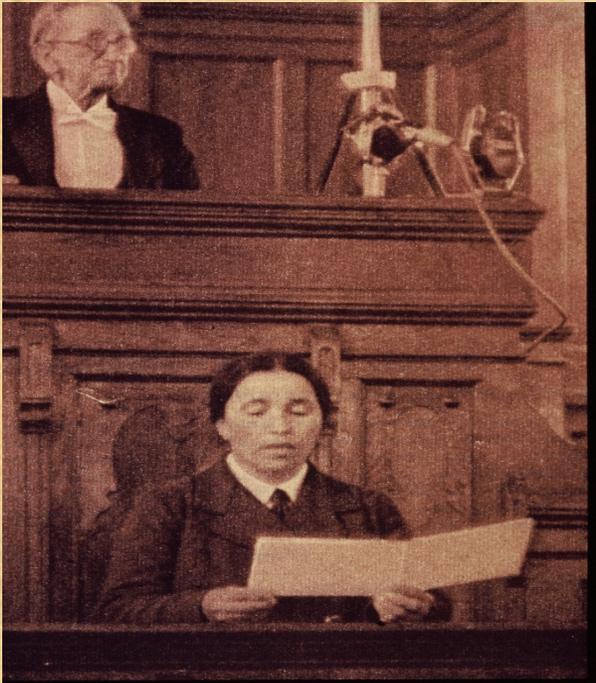
**“Women in the Labour Market in Turkey  
Brussels, 5 May 2010”**

**Presented by Nur Ger, TÜSİAD Gender  
Equality Working Group**

# FIRST LADY LATIFE HANIM



**SATI IRPAN (1856-1956) was one of the eighteen female MPs who joined the Turkish Parliament after the 1935 general election, at a time when women in a significant number of other countries, including Europe, had no voting rights.**



**HALİDE EDİP ADIVAR (1884-1964), one of the first contemporary Turkish writers, is accepted to be an important figure in Turkish feminism and modernism. She has played an important role in the war of Turkish Emancipation.**



**AFİFE JALE (1902-1941) was the first Turkish and Muslim woman to act on stage in 1920.**



**SABIHA GÖKÇEN (1913-2001) was the first female combat pilot in the world, as well as the first Turkish female aviator.**



# MAIN DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION (1)

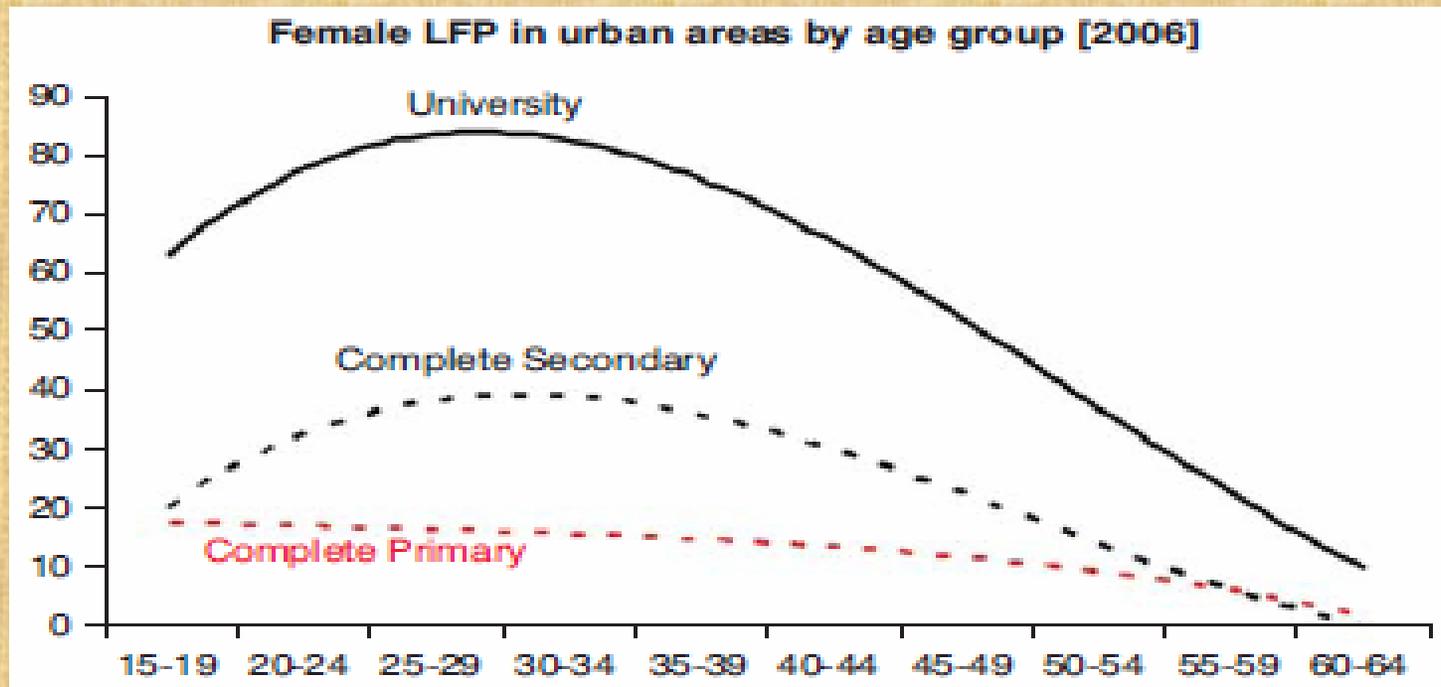
## ◉ **SOCIAL AND CULTURAL FACTORS:**

- Child care /elderly care
- Family restrictions
- Social pressure
- Mistrust

# MAIN DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION (2)

## EDUCATION:

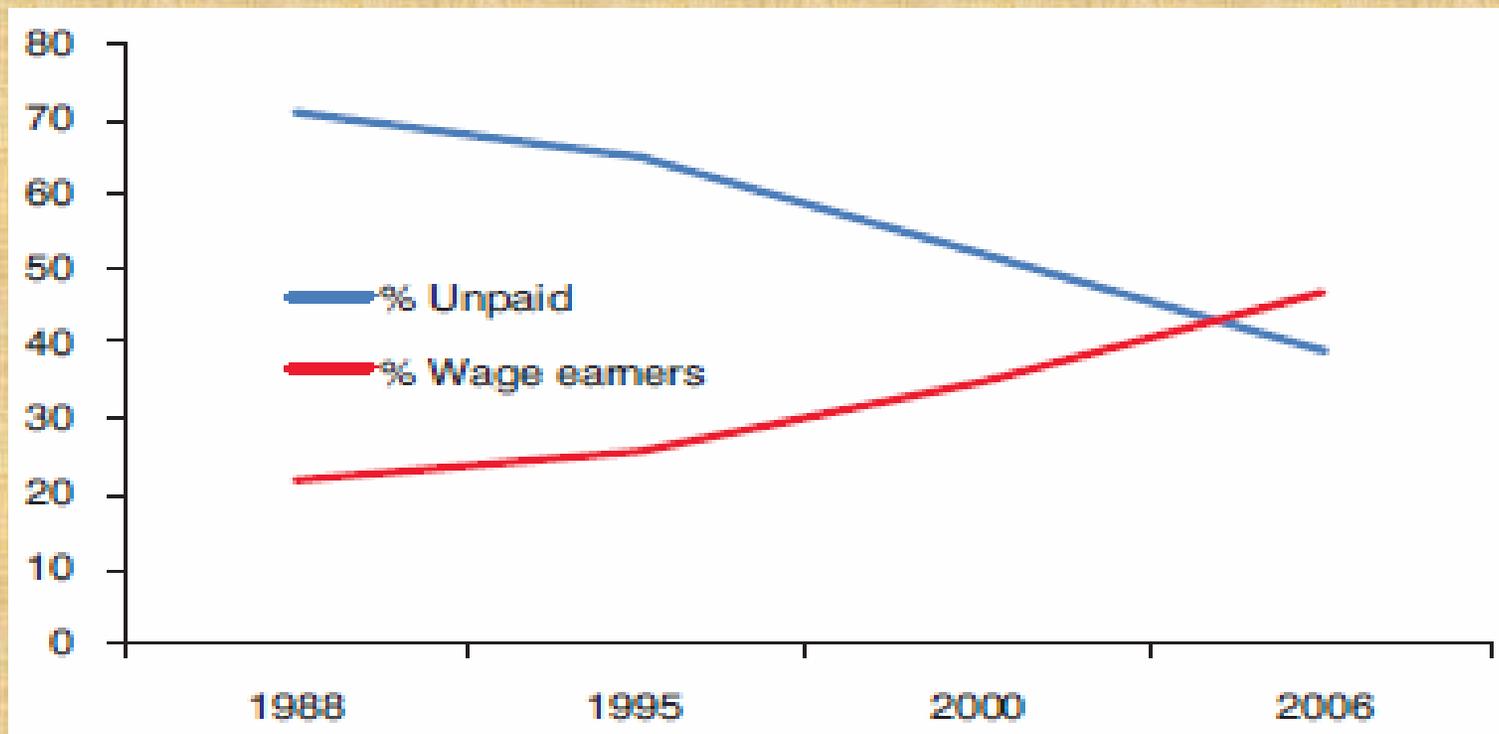
Female Labour Force Participation by Level of Education and Age in Urban Areas (WB&SOP, 2009)



# MAIN DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION (3)

## URBANISATION:

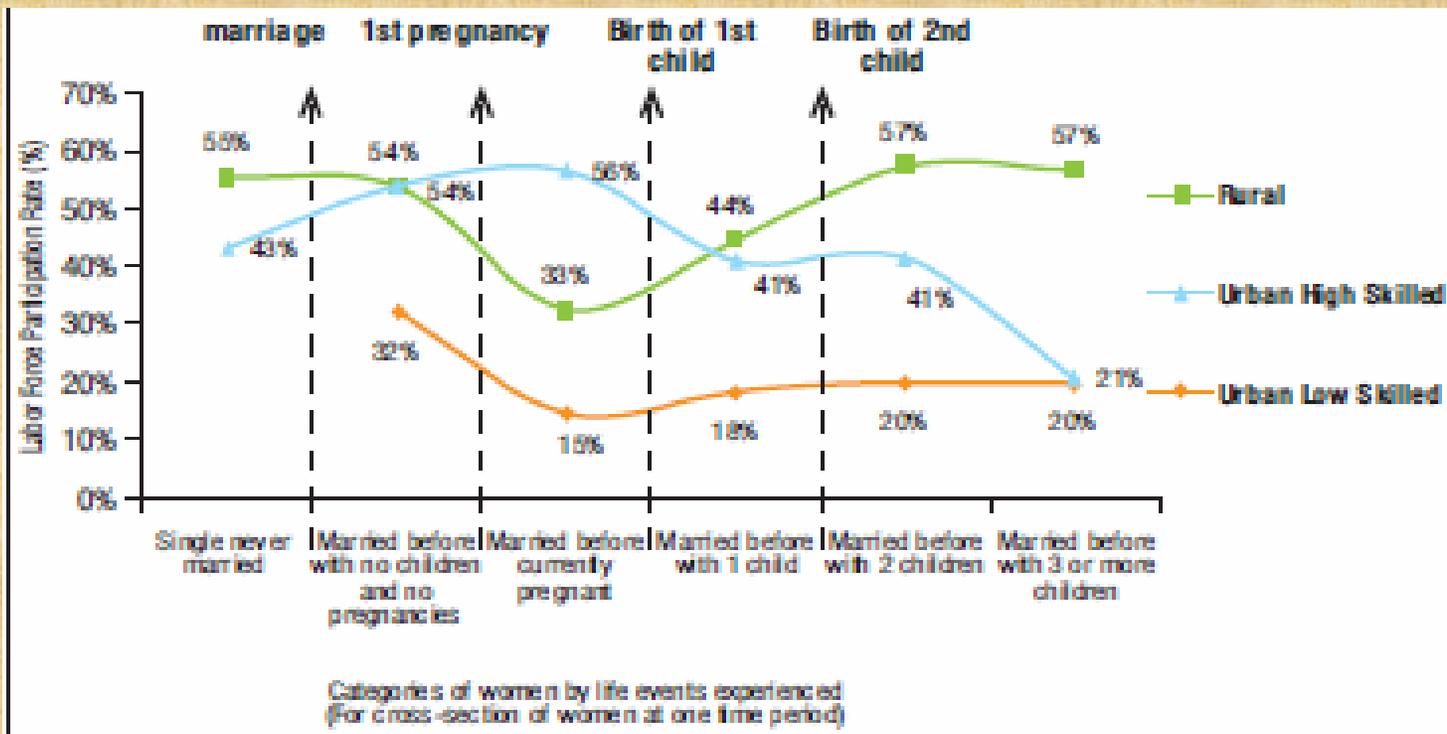
Female Employment by Employment Type, 1988-2006  
(WB&SOP, 2009)



# MAIN DETERMINANTS OF FEMALE LABOUR FORCE PARTICIPATION (4)

## MARITAL STATUS AND MOTHERHOOD:

Life Events and Labour Force Participation for Women Aged 20-65 (WB&SOP, 2009)



# WHY IS FEMALE PARTICIPATION IMPORTANT?

- It is a MUST, not an option to increase the participation of women in the labour force in order to reduce poverty, to increase economic growth and to improve social welfare.
- Let's imagine our women are educated and financially secure. Would it be sufficient to see them only in the roles of mother and wife? NO THIS IS NOT ENOUGH!
- If we keep women behind closed doors, we only contribute to the gender gap. Women who can not adapt to the dynamics of the changing world move backwards.
- If the democracy, by definition, is against discrimination, you can not claim that democracy exists if half of the society is unable to enjoy it

# WHY IS FEMALE PARTICIPATION IMPORTANT?

“Human society is composed of two genders: male and female. Is it possible to improve the entire mass by improving only a single part of the mass and ignoring the other? Is it feasible for one half of an object to reach the skies while the other half is chained to the ground?”,

**M. Kemal Atatürk**



# HOPE ON THE HORIZON?

- ◉ Women are becoming more educated . Approximately 30% of lawyers, professors and doctors are women
- ◉ According to the 2010 Corporate Gender Gap Report of World Economic Forum, Turkey is one of the first three countries displaying the highest percentage of female CEOs among the OECD and BRIC countries that answered the survey (12%).
- ◉ Turkey has introduced a program that subsidizes employers` social security contributions for newly hired women, for up to 5 years.
- ◉ A decline in agricultural employment is not a necessarily bad thing. Urbanisation increases the share of female wage earners which brings better jobs.
- ◉ Women are getting married at a later age and fertility rates are declining.

# WHAT SHOULD WE DO TO IMPROVE THE CURRENT PICTURE?

- ◉ Girls' access to education should be improved and their participation in vocational education should be encouraged.
- ◉ National policies for affordable child care services should be implemented such as employer incentives and local government initiatives.
- ◉ More flexible labour market regulations are needed. Temporary employment is often the entry point for young women into the labour market.
- ◉ Gender Equality Body as required by the EU acquis should be established.
- ◉ Interventions to decrease high levels of informality should be continued.



**I WOULD LIKE TO THANK  
WORLD BANK AND  
STATE PLANNING ORGANISATION  
FOR THEIR JOINT REPORT CALLED  
“FEMALE LABOUR FORCE  
PARTICIPATION IN TURKEY”.**

**THIS PRESENTATION WAS PREPARED  
BASED ON THE FINDINGS OF THIS  
VALUABLE REPORT.**