

TURKEY'S GREATEST UNTAPPED POTENTIAL: WOMEN

Turkey's State Planning Organization

World Bank

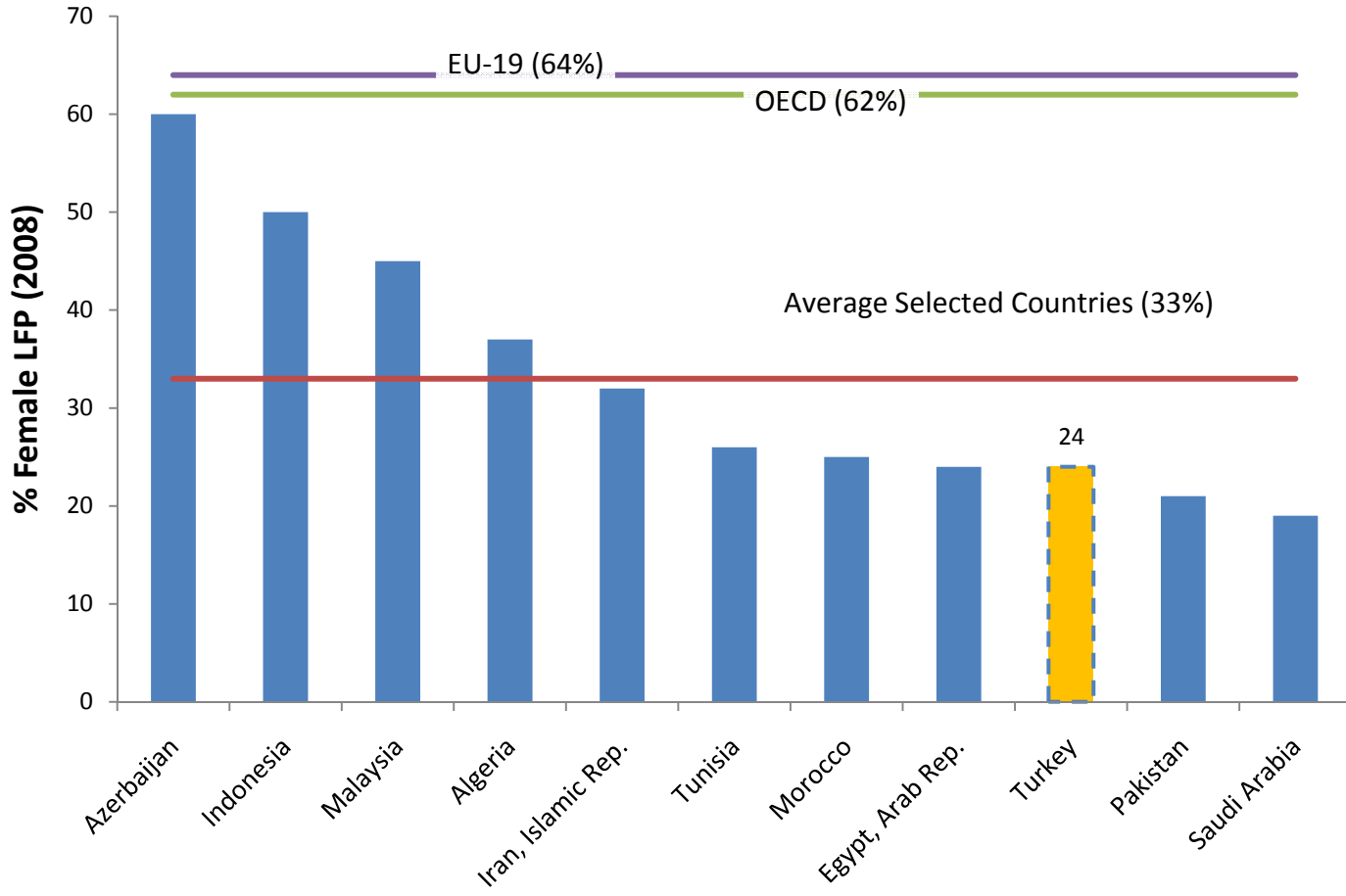
MAIN FINDINGS

Many women in Turkey would like to work, but they face a number of difficulties that prevent them from doing so.

Women with poor levels of education,
especially in urban areas:

- Have access to jobs that offer low wages and harsh working conditions.
- The cost of hiring someone else to help working women with childcare and domestic work is too high.

A salient feature of the labor market in Turkey is the low share of women holding or looking for jobs



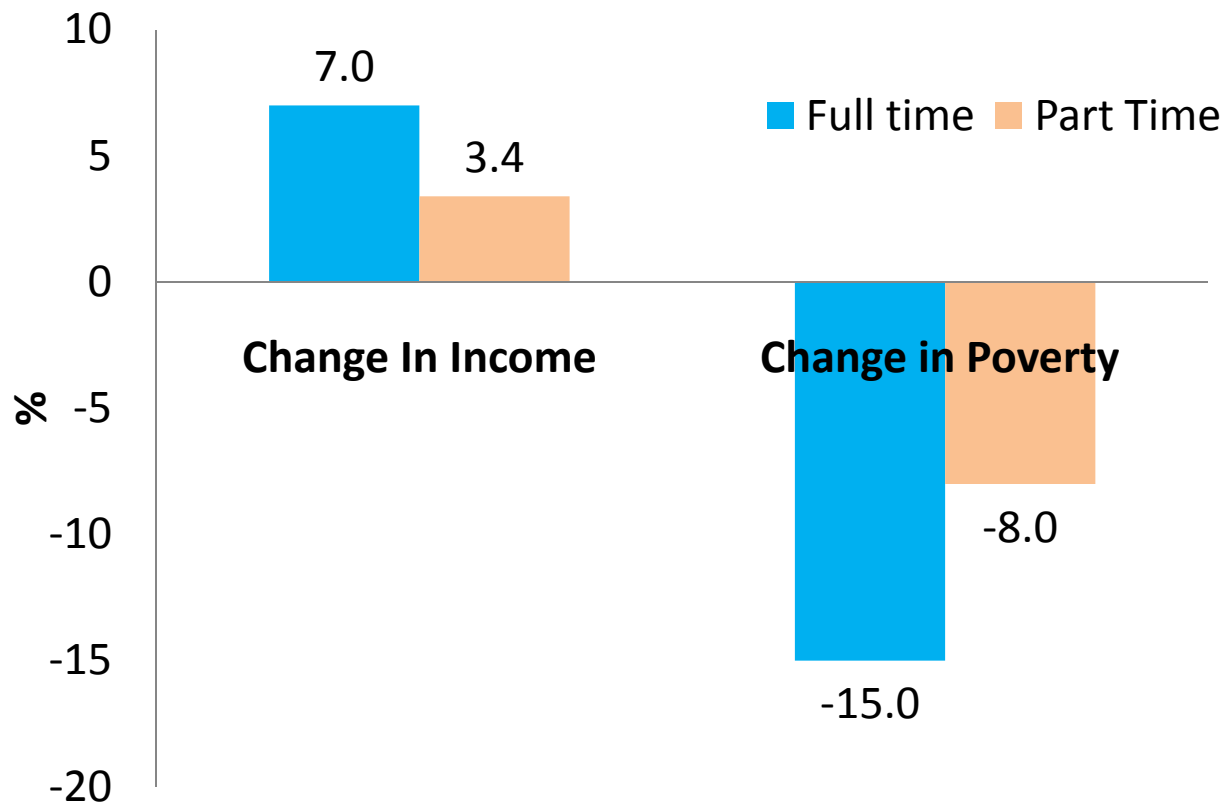
More and better jobs for women will mean higher incomes and better lives not only for them, but also for their families and society as a whole:

HIGHER FEMALE EMPLOYMENT

Is instrumental in building capacity for economic growth and poverty reduction

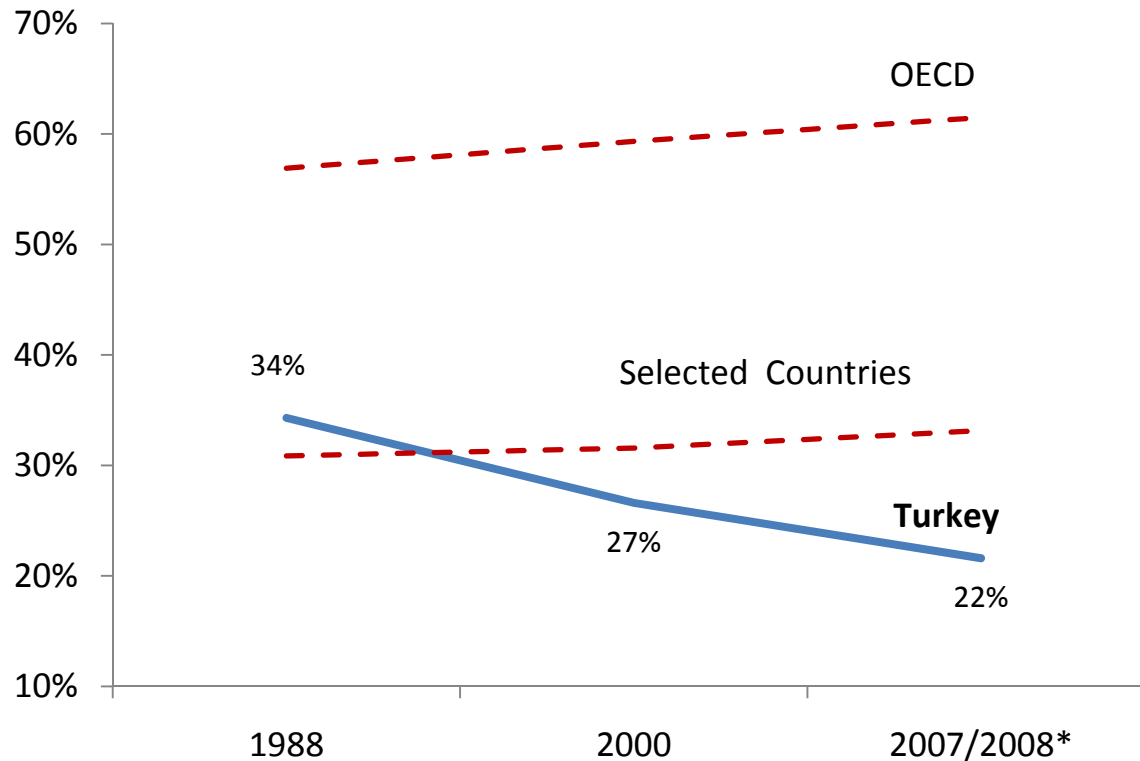
Helps improve education and health outcomes for future generations

By achieving the female participation target that the GoT has set in its 9th Development Plan (i.e. 29%), poverty could decrease significantly!

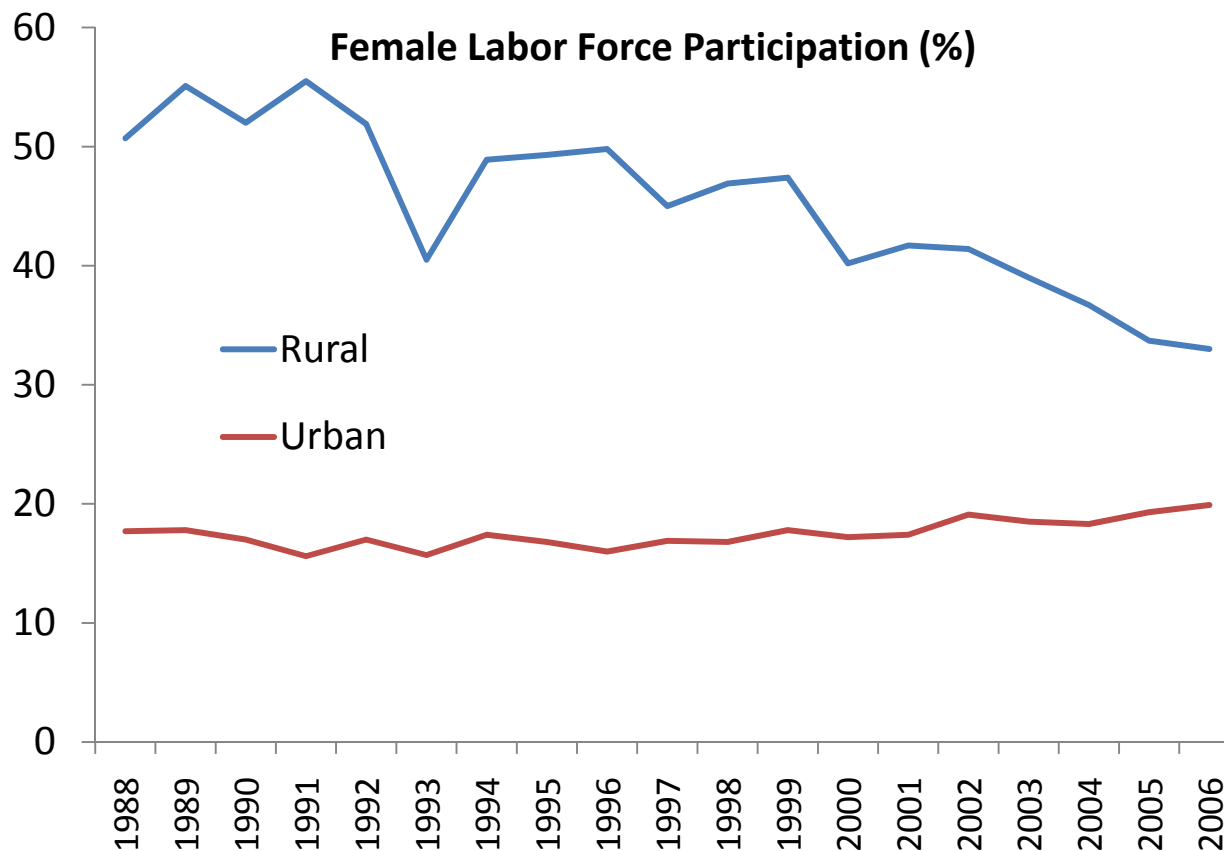


The Turkish Puzzle

The share of women holding or seeking employment in Turkey has been decreasing over the past two decades:



Why is Women's Participation in the Labor Market decreasing?



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URBANIZATION

Women migrated from rural areas (where they engage in unpaid agriculture) to urban areas (where most of them stay at home).



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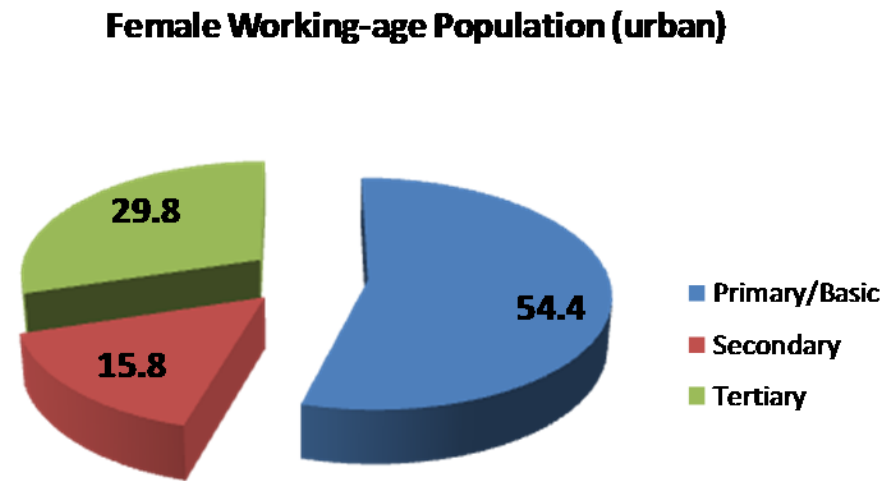
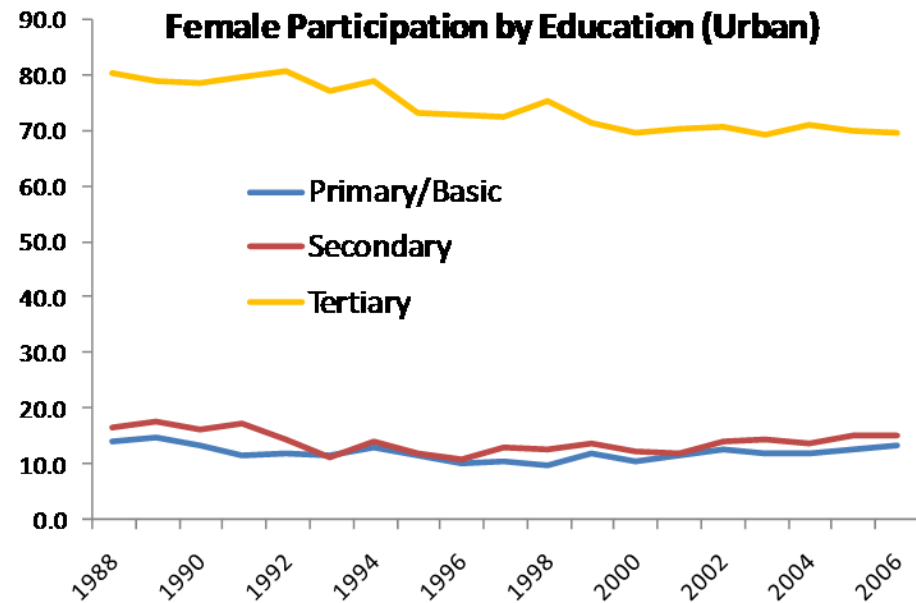
DECLINE IN AGRICULTURAL EMPLOYMENT IN RURAL AREAS

Young men in rural areas are moving away from agricultural employment into better-paid jobs in manufacturing and services. Shifts in family activities away from subsistence agriculture cause a withdrawal of women from the labor force.



Why Do So Few Urban Women Join the Labor Force?

Urban women with low levels of education have very low levels of participation in the Labor Market!



Why Do So Few Urban Women Join the Labor Force ?

Social and Cultural Constraints

- Family would not allow
- Safety
- Mistrusts
- What would others say
- Caregiving

Economic Constraints

- Low wages (high informality)
- Long working hours
- Economic crisis
- Insufficient education
- Lack of affordable childcare

Why Do So Few Urban Women Join the Labor Force?

Care-giving and Childcare

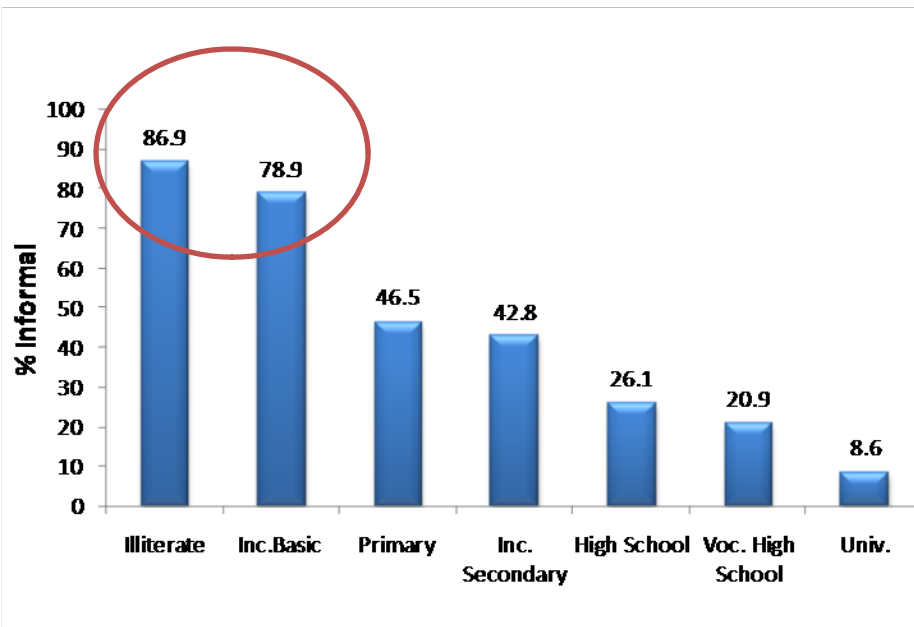
Women without university education mentioned they would need to pay at least 500 TL per month to hire somebody to take care of their children. To afford this, they would need to find a job that would pay them more than 1,500 TL, which was beyond what they could earn given their skills and education level.

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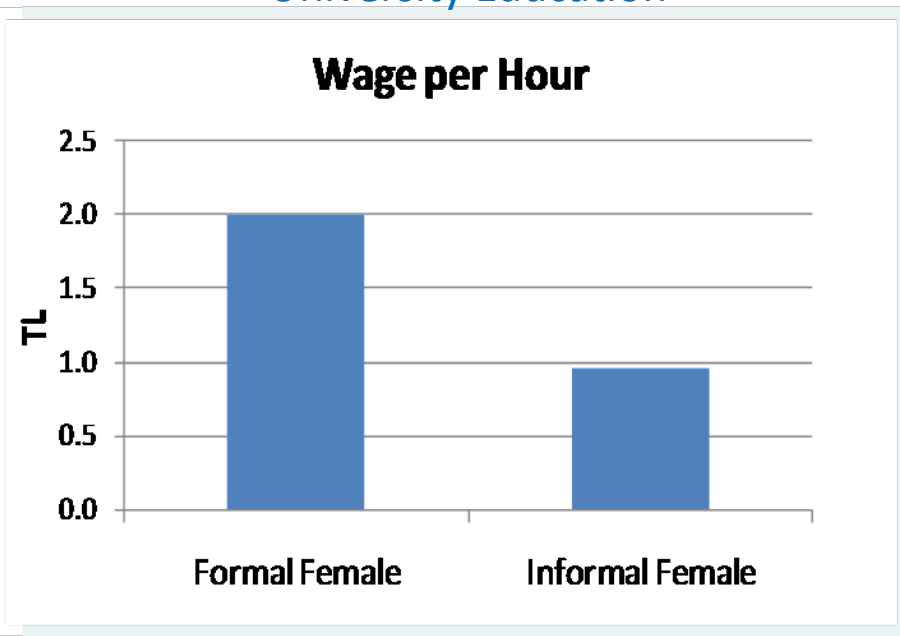
Economic Constraints

Women without university education are likely to work in the grey economy, where wages are low!

Informality by Education Level (women)



Net Wages for women with no University Education

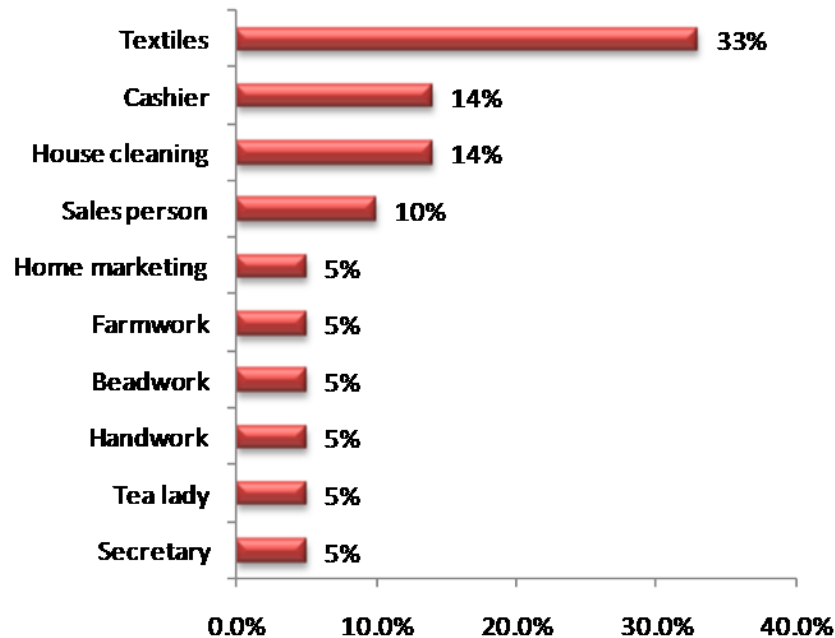


Why Do So Few Urban Women Join the Labor Force?

Economic Constraints

AND THEY FACE HARSH EMPLOYMENT CONDITIONS

Employment Opportunities for Poorly Educated Women



About 85% of all women in the labor market work full time.

3 out of every 10 work 60 hours or more per week

How Can Turkey Provide Opportunities for More and Better Jobs for Women?

Creating job opportunities for first time job seekers

- Short term work regulation
- Programs to enhance labor demand for women

Affordable Childcare

- Preschool
- Public and/or subsidized childcare

Sustaining investments in education

- Increase attainment rates
- Invest in VET

What actions are being taken:

AMONG OTHERS :

Development of an Action Plan for Gender Equality under the 9th Development Plan

Scale-up of investments in VET for women through ISKUR

Subsidizing employers' social security contributions for newly hired women for up to 5 years

Programs like this will likely to contribute to help increase the rate of employment for women, especially in times of healthy economic performance

I want to work...

“to provide a better future for my kids. To send to extra courses for the examinations and help their school, to gain my economic independence, in order to help my family and my husband. I want my kids have education as higher as possible. So, I would like to use the money I earn for their school needs...”

**Young Married Women from Istanbul
February 2009**