



THE STATE OF WOMEN'S EMPLOYMENT IN TURKEY

Developments in general in the labour market

- In the face of global financial crises unemployment rate is increasing while the demand for labour is low
- Employment in agriculture is falling and women are being pushed out of the labour market
- Women's employment is shrinking comparing to men's employment

Comparative data on employment (as of 2007)

- Employment rate for men:
 - at global level is 74.3%¹
 - in EU-25 is 73%²
 - in Turkey 64.3%³
- Employment rate for women:
 - at global level is 49.1%
 - in EU-25 is 58.6%,
 - in Turkey 22.2%
 - *In other words, only 1 in 4 women works*

Data on women employment in Turkey (as of 2008 November⁴)

- Women labour participation rate in falling since last 20 years despite the partial increase in recent years: While the participation rate was 34.3% in 1988, it falls to 25.4% in 2008. Labour participation rate for men is 71.8%.
- In rural areas agriculture sector and in urban areas services sector are among the sectors where women are mostly employed: Of the women employed in 2008, 49% are in agriculture, 13% in industry and 35% in services sector
- 52% of women are regular/casual employees, 36% unpaid family workers, 11% self-employed and 1% employers
- Only 5.4% of women are employed in urban areas as decision makers, senior managers and directors.

Some characteristics of labour force (as of 2008 November)

- Women participation rates are increasing in parallel to raise in educational level: Labour participation rate for women graduates high and vocational school is 33.6% compared to 71.2% of women with university degree
- The highest labour participation rate for women is age between 25-29.

Unemployment (as of 2008 November)

- 20.5% non-agricultural unemployment for women is higher than the 14.1% rate for men. Non-agricultural employment rate for young women is 31.9%

¹ ILO (2008) Global Employment Trends for Women, Geneva: ILO Publication.

² EUROSTAT, 2007

³ TURKSAT, 2007

⁴ TURKSAT, November 2008

- Including those seeking employment and who are underemployed, unemployment rate for women reaches higher rates.
- Unemployment rate among young women is high: Whereas unemployment rate for 15+ ages is 12.7%, for 15-24 ages is 23.3%.

Informal Economy (as of 2008 November)

- Most of the new jobs created are in the “informal” (unregistered) economy
- Informal work is more widespread for women in all areas of work
- In 2008 60% of working women had no social protection, 39% of men

Problems with women’s employment supply and demand (as of 2008 November)

- Reasons behind women’s low participation in the labour market include gender-based division of labour and a patriarchal mindset
- Women spend 6x more time on daily household chores and child/elderly care than men
- Insufficient child and elderly care public services restrict the entry of women into the labour force