


Chapter 6

Women Working in Turkey: Wage Injustice in the Labor Market

Betül Altay Topcu

 <https://orcid.org/0000-0003-2044-4568>

Kayseri University, Turkey

Sevgi Sümerli Sarıgül

 <https://orcid.org/0000-0002-3820-6288>

Kayseri University, Turkey

ABSTRACT

Working women face barriers based on gender discrimination in Turkey and around the world, especially in terms of their career development. In this context, gender discrimination is one of the most important problems that prevents the development of societies. Gender discrimination in terms of working life is the exclusion of women, although it does not affect the performance of work, and as a result, the power, satisfaction level, and income in the workplace are shared among men. Gender discrimination can be in the form of paying different wages for the same job, or it can occur in the form of individuals with equal efficiency having different jobs corresponding to different levels of pay. The aim of the study is to reveal the place of women working in Turkey in the labor market and the unfairness of wages they face. In this context, the study is important for providing proposals to prevent wage inequality in Turkey.

INTRODUCTION

Wages are one of the most important determinants of the economic well-being of individuals in the labour market. In terms of determining the distribution of national income among various income groups, wages are an important indicator of social justice. However, in many developed and developing countries, women still earn less than men worldwide, even though the level of education and participation in the workforce is increasing. Accordingly, research examining the relationship between gender and pay often shows that women work on lower wages than men. In terms of gender differences in wage levels, Turkey

DOI: 10.4018/978-1-7998-9187-1.ch006

Women Working in Turkey

ranks above the OECD national average and is among the worst performing countries in the male and female wage difference (Kümbül Güler & Kiren Gürler, 2016: 51-52).

In 1951, the International Labour Organization (ILO) adopted the “Equal Pay Convention No. 100” by representatives of member states and labor and employer organizations in order to prevent discrimination in working life and ensure equality. Thus, “Equal Pay for Equal Value” has become a basic human right and a standard of work (Birleşmiş Milletler Türkiye, 2020).

Gender pay is a major problem in a working life where the same job is not paid the same. Some of the factors affecting the gender pay gap are; discrimination, bias, working in different industries and jobs, women’s disproportionate responsibilities in unpaid care and household chores in hiring and payment decisions. Two people of equal education and different genders often receive different wages in their working life. This means that the share of women in total income will generally be lower than the share of men (Mayda & Vurkun, 2018: 223).

Factors such as the lack of any personal income of a significant proportion of women, the fact that women lag behind men in terms of operating income, the fact that they are at the bottom of the income distribution and that the income they earn are distributed in a more disproportionate way than men; it shows that the distribution of income in Turkey is unfair in terms of gender (Kümbül Güler & Kiren Gürler, 2016: 53-54).

Women’s participation in the workforce is a way of developing both economically and socially and plays a role in poverty reduction is one of them. However, the labor market is employed and thus women who gain self-confidence and social respect as well as their freedom significant social gains for themselves, their families and society it is also possible to say that it will provide. It can be won by the work of women in addition to this sociological contribution, women’s participation rates and therefore discriminating against women’s employment compared to men it is also possible to look at it in the framework. Men ahead of women’s participation in the workforce have different or more obstacles, men and women equally it means that it is not seen (Kılıç & Öztürk, 2014: 108).

The study aims to reveal the present situation while questioning the place of women on a global scale and at the national level in Turkey with the gender dimension in terms of employment, which is a frequently discussed topic. For this reason, the current statistical data of Turkish Statistical Institute (TURSTAT) and the reports published in cooperation with the World Economic Forum and TURSTAT-ILO were used. In this way, it was tried to contribute to the discussion in the literature in the light of current data.

The study consists of six parts. After the introduction, the concept of gender discrimination is included in the first section. The second part contains the inequalities faced by women in the working life. In the third part, literature was reviewed on the subject. In the fourth chapter, current statistics about the place of women in the working life are interpreted. In the last chapter, the findings obtained as a result of the literature research and the results obtained based on current statistics regarding the place of women in the working life were evaluated and policy recommendations for sex discrimination were made in the working life.

RESEARCH METODOLOGY

The gender equality of women in Turkey on a global scale and Turkey’s status in terms of global gender equality index criteria were determined using the World Economic Forum Global Gender Equality Index Report published in 2020. In the study, the place of women in the labor market in Turkey and gender-

18 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage:

www.igi-global.com/chapter/women-working-in-turkey/296082

Related Content

Online Social Networks Misuse, Cyber Crimes, and Counter Mechanisms

Sanjeev Rao, Anil Kumar Verma and Tarunpreet Bhatia (2022). *Research Anthology on Combating Cyber-Aggression and Online Negativity* (pp. 403-423).

www.irma-international.org/chapter/online-social-networks-misuse-cyber-crimes-and-counter-mechanisms/301647

Cell Phone Use Leads to Brain Tumors

Lai Lei Lou and Zheng Yan (2012). *International Journal of Cyber Behavior, Psychology and Learning* (pp. 30-38).

www.irma-international.org/article/cell-phone-use-leads-brain/70088

Cyberbullying in the Workplace

Shalini Ramdeo and Riann Singh (2022). *Research Anthology on Combating Cyber-Aggression and Online Negativity* (pp. 1116-1128).

www.irma-international.org/chapter/cyberbullying-in-the-workplace/301682

Smartphone Guns Shooting Tweets: Killing the "Other" in Palestine

Ryan Kiggins (2019). *Multigenerational Online Behavior and Media Use: Concepts, Methodologies, Tools, and Applications* (pp. 493-510).

www.irma-international.org/chapter/smartphone-guns-shooting-tweets/220958

New Evidence of Impacts of Cell Phone Use on Driving Performance: A Review

Quan Chen and Zheng Yan (2013). *International Journal of Cyber Behavior, Psychology and Learning* (pp. 46-61).

www.irma-international.org/article/new-evidence-of-impacts-of-cell-phone-use-on-driving-performance/95733