



FEMALE EMPLOYMENT IN TURKEY AND STRUCTURAL TRANSFORMATION AFTER THE YEAR 2000

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KEYWORDS

Employment, female employment, U-curve.

ABSTRACT

In this study, structural transformation of female employment is scrutinized during the years 2000-2010 in Turkey. Investigated secular has particular importance from the point of view economic crisis in both the world and Turkey. Women employment is been dramatically empierced in times of slump periods. Such that women are impelled from primary sector to secondary moreover are digressed out of labor market at that times. The shape of U-curve in women employment becomes dissimilar depending on economic crisis in thriving economies and underdeveloped countries. In this regard, the paper reconnoitres whether sectoral impact has emerged with the effect of economic depression and U-curve impact has showed an alteration in Turkey's female employment or not. The more than four million surveys which derived from Turkish Statistical Institute have analyzed within the scope of this essay. It comprehends employment scrutinies in the context of gender at the first stage and detailed evolution that acquired by the way of cross and frequency tables as a second part.

1. INTRODUCTION

The study analyzes female labor force participation and how the process was between the years 2000-2010. The chosen period of time is uniquely important as the period includes the financial crisis of 2000-2001 and 2008. Moreover the period also makes it possible to examine not only the structural transformation of employment in Turkey and female participation to workforce but also the reaction of labor force participation rate (LFPR) against the crisis; which makes it equally important. In this regard, benefiting from the household survey conducted by Turkish Statistical Institute; the process of LFPR has been investigated according to female labor force participation. In the second part of the study, the related literature has been summarized. Finally in the third part, the acquired findings of the analysis have been presented.

2. LITERATURE

When the studies in which the relation between female labor force participation and financial development are examined, it has been found that dependence on the lowness of income rate and in periods when the agricultural production rate is high, women participate in labor force as unpaid family employee and thus a U-shaped relation is available. The availability of this relation indicates the reverse relation between production towards market and unpaid family labor. The basic studies referring to the subject and based on this U shaped relation are Durand (1975), Mincer (1985), Pampel and Tanaka (1986), Psacharopoulos and Tzannatos (1989), Schultz (1990; 1991), Kottis (1990) and Goldin (1995). In the historical process, mechanization in agriculture and technological innovations has reduced female labor force participation rate and employment opportunities for the female. The reverse process, in other words the increasing side of the U shaped relation, explains the increase in the pay rate in parallel with the increase in female educational level and correspondingly the increase of female labor force participation rate. In this regard, it is of importance that service sector has increased the demand for female labor force participation (Tansel; 2002).

A variety of factors have been influential in the low female labor force participation in the manufacturing sector. The demand for female labor force in agriculture is affected by a number of factors such as traditions, employers' preferences, low educational level, culture and household responsibilities, marriage, caring for children, overworking, slow rate of employment creation, difficulties out of business law, high rate of unemployment and hopeless employee effect. Long working hours is a significant factor as only 9% of women employed in return for a wage or salary work less than 35 hours weekly. As examples for legal obstacles, the effects of business law upon female labor force participation including codes which extend maternity leave and necessitates the establishment of day care centers in large-scale companies seem to be equally important.

The high rates of female labor force participation are seen in relatively latter periods of development. Although it is accepted that the sub limit of U curve has been surpassed and the upward slope has been reached in Turkey, a reverse movement in LFPR has been observed in recent years. A number of factors are influential on this scenario, the initial one being reverse movements as early retirement. Although we have reached the upward slope of LFPR U-curve, the LFPR in Turkey after 1990 has been following a declining process. In terms of OECD countries, while the highest rates are seen in Switzerland, the lowest is in Turkey (Bildirici; 2007). The most remarkable distinctiveness of Turkey within OECD countries is the low rate of female labor force participation.

3. DATA AND FINDINGS

The Household Labor Force Surveys conducted by Turkish Statistical Institute during the years 2000-2010 was used in Turkey. The number of surveys conducted and examined in this period is 4.629.574. Out of more than 100 questions asked in a period of 10 years, 20 questions related to the subject have been evaluated within the scope of this study. Considering the frequency tables and crosstabs of the answers given to these questions, the results presented in detail below have been acquired.

2008 labor force participation rate is lower than that of 2001. It is also important to state that the non-intuitional LFPR in Turkey generally has tended to decline after 1998. While the rate of LFPR was 57.5 % in 1998, that of 1992 was 55.8 %. In the crisis years of 2000-2001, the rate even declined to 48.5% and 48.7% and has not followed an upward trend in the following years. In

the year 2003 when the effects of the financial crisis was respectively low, the rate of LFPR was 48.3 % in Turkey; with 70.4 % in males and 26.6 % in females. The urban rate was 43.8 % in total; with 68.9 % in males and 18.5% in females. In 2006, with the effect of constriction in agriculture sector, the total LFPR in Turkey was 46.5% by a decline of 0.6 % compared to that of previous year. The LFPR in both males and females were 70.2% with a decline of 0.6 %; the rate in females was 23.1% again with a decline of 0.6 %. The urban LFPR was 44.9% with a rise of 0.6%. In the year 2008, the total LFPR in Turkey was 46.9% with a rise of 0.7 % compared to that of 2007. The rate in males was 70.1 % with a rise of 0.3 % while in females it was 24.5 % with a rise of 0.6 points. The urban rate was 45 % with a rise of 0.7 % while the rural LFPR was in the levels of 51.4 % with a rise of 0.6 %.

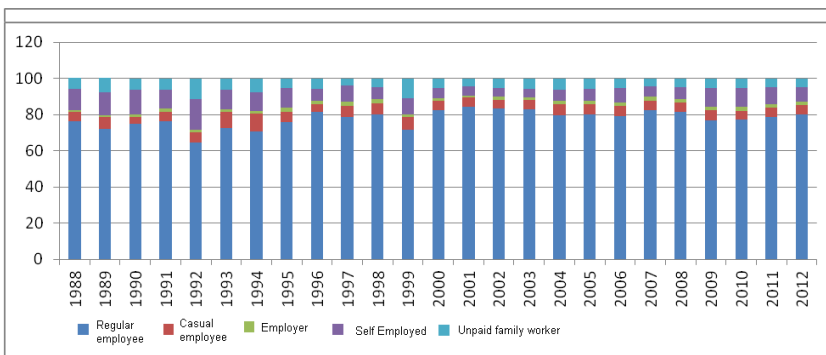
Figure 1: Labor Force Participation Rate of Female in Agriculture



In Figure 1 below, the female labor force participation rates in agricultural and non-agricultural sectors are presented. When a distinction is made between females participated in labor force according to employment type, the high rates of working as unpaid family employee is a crucial finding standing out. Before the financial crisis of 2000, especially in 1999, the number of females employed for individual gain declined as a result of 2000-2001 crises yet showed a profound upward trend after 2004.

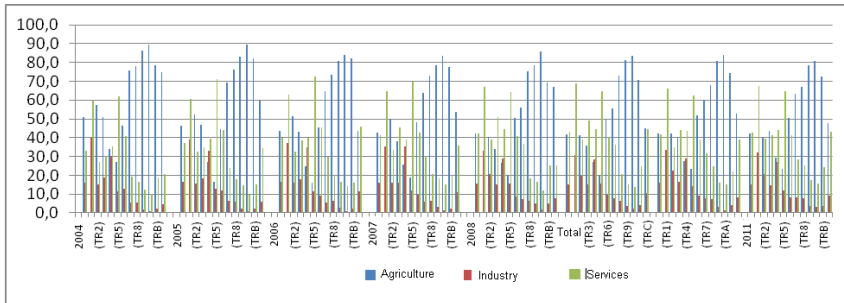
As presented in Figure 2; the number of paid female labor force rate has risen in non-agricultural sector in crisis years and afterwards. After 2008, it is seen that the rate of those employed for individual gain has risen.

Figure 2: Labor Force Participation Rate of Female in Other Sectors



Female labor force participation rates according to the regions and sectors are shown in Figure 3. While the female participation in Black Sea region and Middle East Anatolia are centered in agricultural sectors, the participation in Western Marmara is in service sectors and in Western Anatolia it is dominant in industry sector. When it is examined according to yearly periods, the scenario in Western Marmara has changed on behalf of industrial sector.

Figure 3: Female Labor Force Participation Rate by Region and Sector



(TR2: Western Marmara, TR5: Western Anatolia, TR8: western black sea TRB: middle east anatolia region. TR3: Aegean Region, TR6: Mediterranean Region, TR9: East Black Sea Region, TRC: Southeast Anatolia, TR1: İstanbul, TR4: East Marmara, TR7: Central Anatolia, TRA: Northeast Anatolia)

The reasons for low rates of female labor force participation has been examined in four main categories as working hours, distribution according to company and sector, shadow employment and occupational distribution.

Working Hours

Long working hours are also influential on low female LFPR. The active weekly working hours in Turkey have been increasing gradually. As an example; the percentage of the ones working less than 40 hours weekly was 37.8 in 1990. The percentage of the ones working more than 41 hours was 34.6 in 2000. In the year 2001 the rate of the former one declined to its lowest rate and was 32.1%. In the year 2010 the rate was 34.3 %.

Figure 4: Employment Ratio in the Reference Week for Working less than 40 Hours

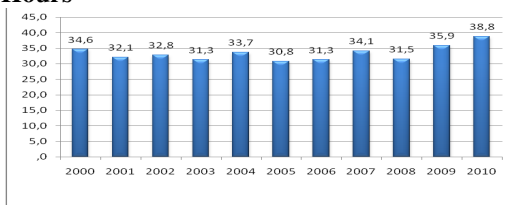
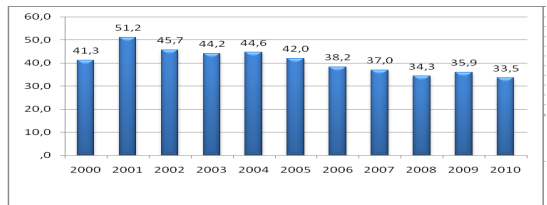


Figure 5: Employment Ratio for Working more than 20 Hours in Additional Work

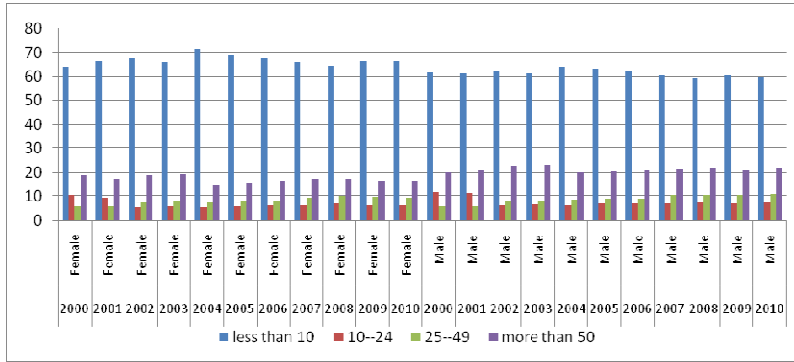


In figure 4 and 5, it is seen that both active working hours and additional working hours follow different paths. While the general tendency shows that long working hours in secondary occupation has been following a declining trend, it is of note to point out that in 2001 financial crisis, more than half of those having a secondary job worked more than 20 hours in the additional

work. It is also seen that the decline in the rates of those working for 40 hours and over 40 hours in the primary occupation was reversed and there has been an increase following the year 2009.

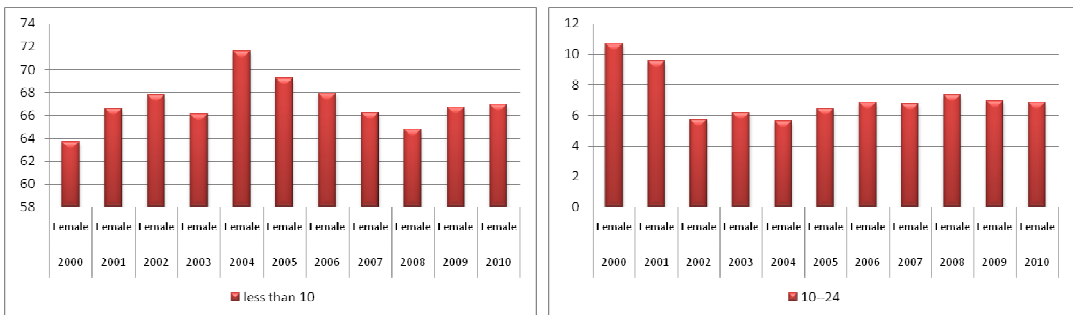
Distribution According to Company and Sector

Figure 6: Allocation of Male and Female in Different Size of Workplaces



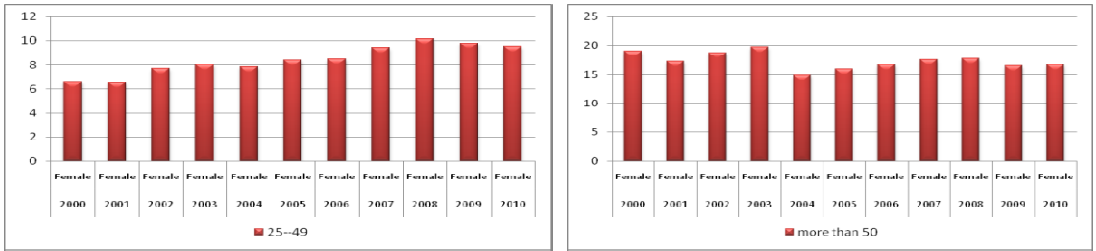
The sector and company profile where the female are employed are also of importance. As seen in the figure, employment for both males and females are concentrated in companies having less than 10 employees. In the below figure, the rates are examined in all scales of companies, with emphasis being upon the companies with less than 10 employees.

Figure 7: Female Employment Rate for Small Sized of Workplaces



According to figure 7, it is seen that 64 % of the female are employed in workplaces having less than 10 employees while the rate increased to 72 % in 2004. Again it declined to 65 % in 2008 and finally following 2009, it began to increase. When the periods of 2001 and 2007 crisis are taken into consideration, the effects are to be obvious in the following years: 2002 and 2008. The impact of 2001 crisis was a decline in the rate of female labor force participation in workplaces having less than 10 employees while 2008 effect was a decline in the number of such workplaces. The impact of crisis differentiates according to the scale of companies. While the female labor force participation rate in workplaces having less than 10 employees increased in 2002; the number of workplaces having 10-24 employees followed a declining trend. Compared to the ones having less than 10 employees, the number of workplaces having 10-24 employees increased in 2008. In other words, these two different types of workplaces had a reverse relation. In order to examine this reverse relation, the number of male and female employees in different scales of workplaces has been studied and it has been found that there is a reverse movement in times of crisis.

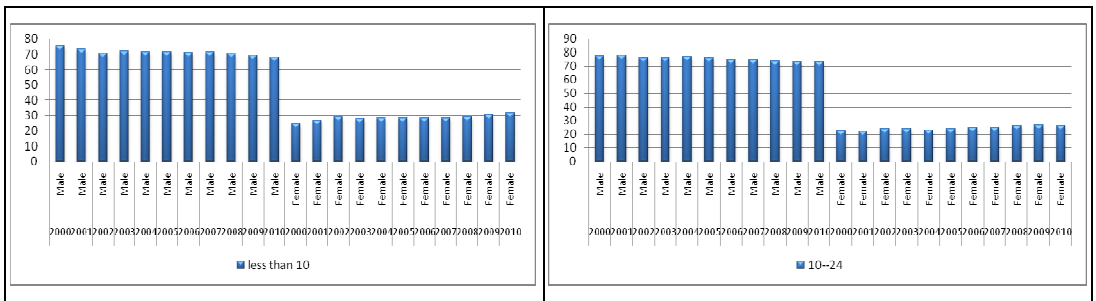
Figure 8: Female Employment Rate for Small Sized of Workplaces



Women workers in workplace with more than 25 employees have shown an increase after periods of crisis. Thence, the repercussion on the women's employment is distinguishable by depending on size of firms in the times of crisis.

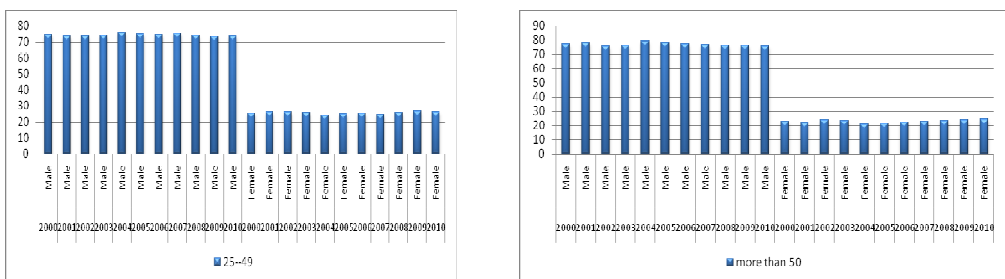
The percentage of working women in that establishment is denoted by the above graphs and besides, the following graphs give us the proportion of women and men workers in a particular arrangement size.

Figure 9: The Proportional Dispersion of Female and Men Employment within Scope of Workplaces that Incorporates less than 10 or etween 10-24 Workers by Years



The counter demeanour between women and men workers is beheld in companies that embodies less than 10 labourer. For instance, whereas women employees is in highest rank, the ratio of men' reaches rock bottom. A similar situation is also regarded in 2008. It is observed that in crisis period, women employment rate is incorporated in upward trend on firms which recruited less than 10 proletarian.

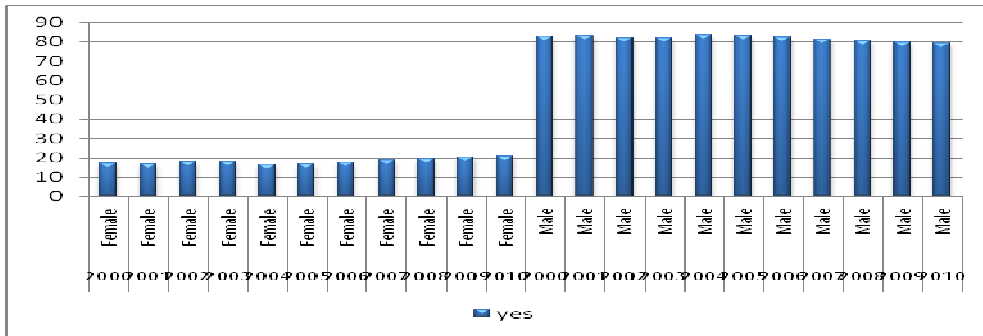
Figure 10: The Proportional Dispersion of Female and Men Employment within Scope of Workplaces that incorporates 25-49 and more than 50 Workers by Years



4. SHADOW EMPLOYMENT

In the light of the empirical evidences, congestion of men breadwinner that enrolled in a social security institution is conspicuous. The undermentioned figurations demonstrate the fluctuation of women employment at the stage of recession.

Figure 11: The Proportional Dispersion of Women and Men Employment According to State of Social Security Registration



5. OCCUPATIONAL CONFIGURATION

The regarded distribution of employment by vocational clusters, occupational configuration is pointed out within the context of gender. Although 15 percent of men is part of lawmaker, senior executive, general manager and learned profession groups, only 10-12 percent of women is engaged in these predicaments.

Figure 12: Ratio of Legislators, Senior Officials and Managers and Professionals For Female and Male Workers between 2000-2010

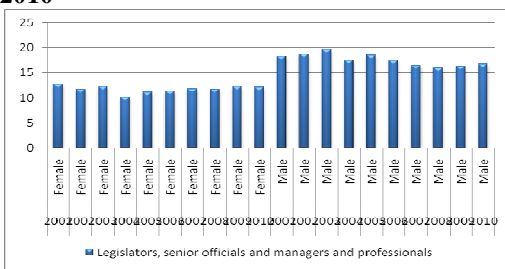
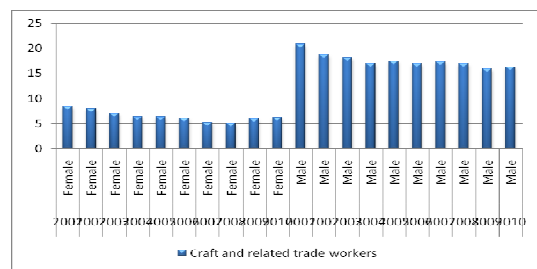


Figure 13: Ratio of the Craft and Related Trade Workers for Female and Male Workers Between 2000-2010



The distinction of women and men that hold a position related to work of art is about 10 percent.

Figure 14: Ratio of the Plant and Machine Operators and Assemblers for Female and Male Workers between 2000-2010

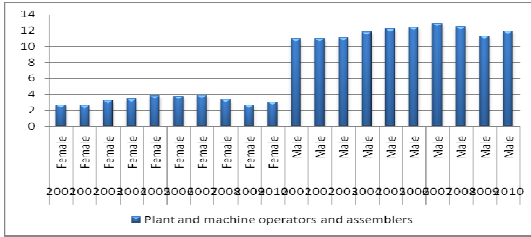
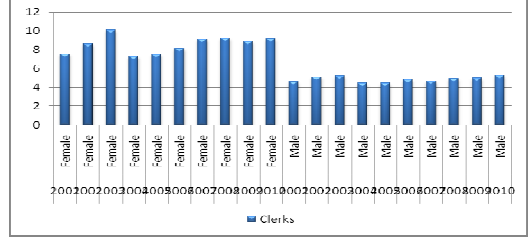


Figure 15: Ratio of the Clerks for Female and Male Workers between 2000-2010



The most of the women opt for engaging in customer and office services in contrast with men. The other sphere of activity is qualified agriculture and livestock, hunting, silviculture.

Figure 16: Ratio of the Skilled Agricultural and Fishery Workers for Female and Male Workers between 2000-2010



Figure 17: Ratio of the Technicians and Associate Professionals

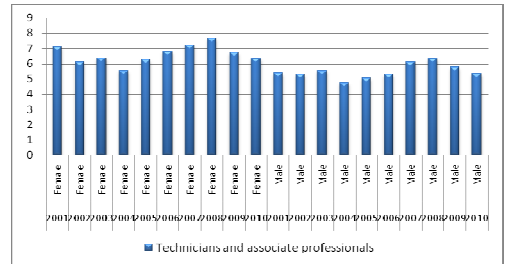


Figure 18: Ratio of the Service Workers, Shop and Market Sales Workers for Female and Male Workers



On the other side, men proles have the preponderant subsistence in all occupational groups by the means of gender. The following figures show us the employment area that women have relative augmentation.

Figure 19: Ratio of the Female and Male Workers between Legislators, Senior Officials and Managers and Professionals

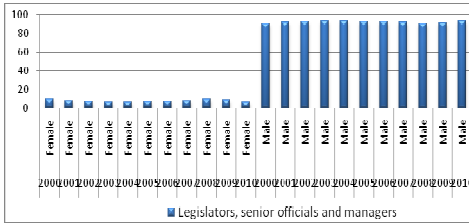


Figure 20: Ratio of the Female and Male Workers between Craft and Related Trade Workers

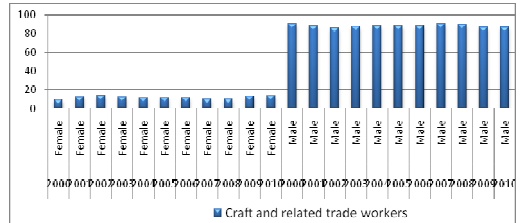


Figure 21: Ratio of Workers by Gender between Plant and Machine Operators and Assemblers

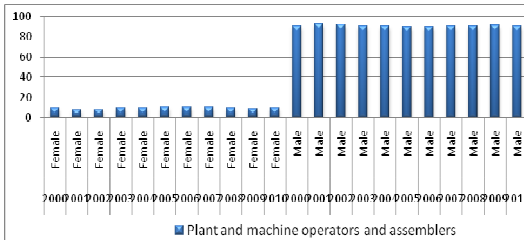


Figure 22: Ratio of Workers by Gender between Clerks

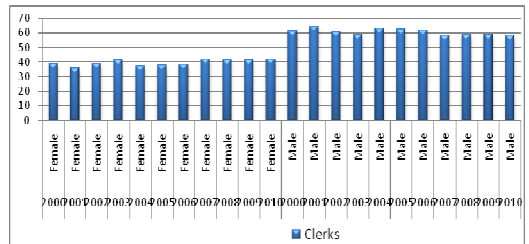


Figure 23: Ratio of Workers by Gender between Skilled Agricultural and Fishery Workers

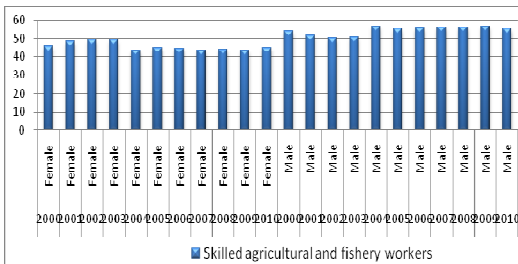


Figure 24: Ratio of workers by Gender between Technicians and Associate Professionals

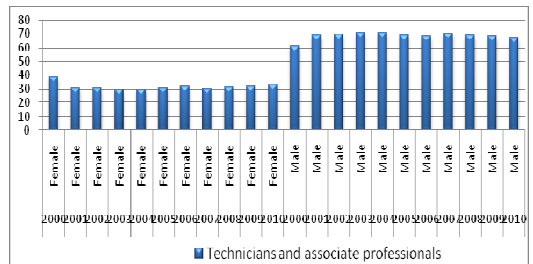


Figure 25: Ratio of the Female and Male Workers between Service Workers, Shop and Market Sales Workers

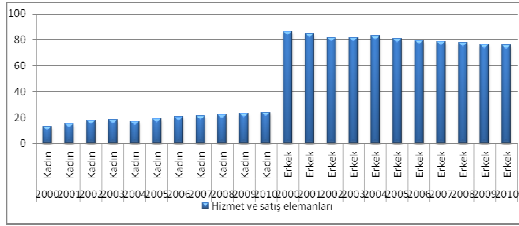
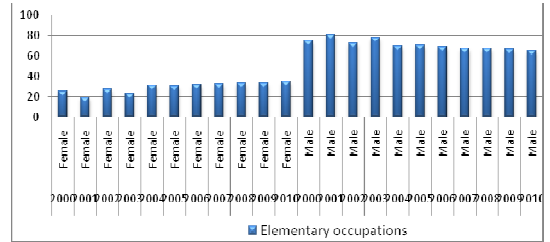


Figure 26. Ratio of the female and male workers between Elementary occupations.



While all things considered, men are provided high employment occasions (nearly 80 percent) but the otherwise, women have opportunity to usance only on particular functions.

6. CONCLUSION

The aim of this study to investigate the structural transformation of female employment and concordantly, it incorporates into the survey results obtained from Turkish Statistical Institute for the period 2000-2010. In the light of these findings, it is not garbled to express that labor force participation of women is not caught up desired level even today (nowadays at around 35-40 percent) and there has not been meritorious increment in female employment after severe economic crisis.

Although in literature researches it is also stated that U-shaped curve switched direction to its positive side, nevertheless such picture is out of question after slump.

The majority of women have been cultivating as unpaid family workers in agricultural sector. Whilst along with industrialization men power is primary workforce in the labor market, women are repressed to that is secondary. In conjunction with penetrative educational level of women, there are carried with exalted LFPR of women in countries that have considerable welfare level.

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