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Towards Gender Parity: Examining Women's Role In Turkey's Workforce*

Cinsiyet Eşitliğine Doğru: Türkiye'de Kadınların İşgücündeki Rolünün İncelenmesi

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Abstract: This research aims to interpret women's position in working life within the framework of gender and to reveal it in relation to the fields of economy, education, and public administration. Both qualitative and quantitative data were collected using a semi-structured interview. In the mixed design study, frequency analysis, and chi-square tests were applied. The research reveals significant correlations between gender and participation in the workforce, as well as the partner's employment status, reasons for taking a break from work, and the tendency to leave the workforce. Lastly, the economic findings demonstrate significant connections between gender and the primary source of income that satisfies an individual's needs and the reasons for pursuing paid employment.

Keywords: Gender, Female Labor, Female Employment, Gender Inequality, Labor Economics.

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Öz: Bu araştırma, kadınların çalışma hayatındaki konumunu toplumsal cinsiyet çerçevesinde yorumlamayı ve ekonomi, eğitim ve kamu yönetimi alanlarıyla ilişkili olarak ortaya koymayı amaçlamaktadır. Yarı yapılandırılmış görüşme formu ile hem nitel hem de nicel veriler toplanmıştır. Karma desenli çalışmada frekans analizi ve ki-kare testleri uygulanmıştır. Araştırma, cinsiyet ve işgücüne katılımın yanı sıra eşin çalışma durumu, işe ara verme nedenleri ve işgücünden ayrılma eğilimi arasında önemli ilişkiler olduğunu ortaya koymaktadır. Son olarak, ekonomik bulgular, cinsiyet ile bireyin ihtiyaçlarını karşılayan birincil gelir kaynağı ve ücretli istihdamı sürdürme nedenleri arasında önemli bağlantılar olduğunu göstermektedir.

Anahtar Kelimeler: Toplumsal Cinsiyet, Kadın Emeği, Kadın İstihdamı, Toplumsal Cinsiyet Eşitsizliği, Çalışma Ekonomisi.

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1. Introduction

Gender is a concept related to how women and men are seen and perceived by society and how society positions itself regarding how women and men should be treated. Today, this concept is fed by patriarchal ideology, which can be defined as a set of ideas that ensure the existence of a certain hierarchy and inequality between men and women and nurture the continuity of this hierarchy and inequality (Ecevit, 2009: 83-84). The solution to this situation is thought to be women's participation in the paid labor force (Donovan, 2000: 70). In this way, women who achieve an equal identity in the public sphere (in working life) will also ensure their independence in the private sphere (in the family) and become socially powerful individuals. On the other hand, it is also observed that women who have somehow been able to enter the labor force and become employed within the scope of gender dynamics face another obstacle, such as the 'gender-based division of labor.' This situation creates inequality between men and women in labor markets.

Although British feminists say 'History is his story,' meaning that we do not know much about the place of women in history today, the female labor force has been seen as one of the groups considered disadvantaged in society since the beginning of history, both in terms of its role in the reproduction of paid labor in economic markets through unpaid domestic work and the processes of its inclusion in the market through paid jobs and labor supply. This is because while there were examples of matriarchal lives in ancient times where women were figures that ensured the continuation of communities by giving birth to children and could take part in a rule-making position in society, the social structures that have developed and transformed with the transfer of the right to 'property' by men have left women in a secondary position today. The reflection of this ideology in labor markets brings various problems, such as women's low participation in the labor force, low employment rates, exposure to injustice in working life, and discrimination. This patriarchal ideology, one of the social factors affecting women's labor force participation rate, is undoubtedly ineffective in the process alone.

All the reasons that block women's participation in the labor force are considered under two main headings: economic and social. In addition to patriarchal ideology, which is seen as the first of these social reasons, there are many effective factors, such as gender perceptions, gender roles, education, and the glass ceiling, which can also be considered social factors. The economic factor is the low wages of women's labor. In this context, gender and gender roles, which can be evaluated in parallel with patriarchal ideology, attribute roles such as marriage, housework, care and arrangement-based work, maternity, and childcare obligations as the primary and essential duties of women, while men are seen as the primary breadwinner of the house, working in jobs that require more power or are accepted as more high status, and being included in high-paid job positions. This situation leads to women either not being included in paid labor markets at all, staying at home and fulfilling their domestic work and child (and/or elderly) care duties, or, even if they supply their labor for a wage, they can find a place in low-paid, underqualified job categories and in the position of the secondary labor force.

Considering that countries' development and political power depend on their economic structures, the significance of being successful in labor management can be better understood. This success is only possible by correctly assessing the current situation and problems. When women's role as 'unpaid workers' in Türkiye, which is based on gender discrimination, is transformed into 'paid labor,' they face many problems such as gender discrimination, abuse, low wages, informal employment, and lack of promotion. Understanding the position of women, among the most disadvantaged groups in the labor force, in this picture is the most effective way to observe the requirements in this process more accurately and rapidly.

2. Theoretical Background

In the broadest terms, it is known that 'sex' refers to the physiological and biological characteristics that an individual has genetically due to being male or female. The concept of 'gender,' on the other hand, can be defined as 'the set of roles assigned to men and women in society,' different from their biological sex (Özvarış, 2008: 170). For this reason, it is also possible to say that this field can vary from society to society, from culture to culture, and sometimes even from one social segment to another within the same society.

The shaping of all these social roles, role perceptions, and their continuous are associated with the fact that they are funded by patriarchal ideology. In societies, men are generally assumed to be the 'governing' and women the 'relier.' Engels' metaphor on the subject is obvious: "The man is the bourgeoisie, and his wife represents the proletariat." He also states that this problem could only be solved through women's participation in the paid labor force (Donovan, 2000: 70).

However, this solution can also be criticized by some socialist feminists. The point of criticism is that, in addition to women's participation in the paid labor market, they have to work in two areas since the division of labor in the private sphere has not changed (Eisenstein, 1982: 569). Moreover, based on the policy of preferring unqualified and easily replaceable workers in layoffs, it is accepted that women in employment are at a disadvantage compared to men in terms of dismissal since they cannot be considered the primary breadwinners of the family (Ecevit, 1995: 28).

In fact, it is possible to say that many factors that have a negative impact on women's participation in the labor force or employment are also gender-based. For example, the current changing and developing world order tells women to "Work! Take control of your life!" while patriarchal ideology tells them to "Be a mother!" (Elçi, 2011:3-4). Many studies show that marriage, engagement, or having children are the main reasons women leave work (Eyüpoğlu et al., 2000:67). This is because, in social culture, not behaving according to roles is considered "social betrayal" (Meşe, 2013:408).

This secondary positioning of women in almost all areas of society worldwide and the consequences of this continuous doctrine are also observed as inequality between men and women in the labor market. The belief that the wages earned by women in employment are only a 'contribution' to the family budget and that the real household breadwinner is the man is another form of discrimination women face in working life. Around 2.4 billion working-age women are not afforded equal economic opportunity, and 178 countries maintain legal barriers that prevent their full economic participation, according to the World Bank's Women, Business and the Law (WBL) 2022 report. Although it increases or decreases depending on the country, a study investigating the wage differences between men and women in different sectors in European countries found that gender-based wage inequality exists in all countries (Çakır, 2008: 32). A related study stated that the gender gap in average wages in the industry varies by 18% in the UK and 11% in Belgium. In addition, it has also been found that the average monthly income of women at the EU level is 17.5% less than that of men and that women earn 20% less than men in other European countries such as Greece, Germany, the Netherlands, and the UK (Koray, 2011: 25). It has also been reported that this difference in average daily earnings between men and women is more noticeable in some sectors (Koray, 2011: 25). These sectors include food, legal, trade and technical services, pharmaceutical and chemical industry, leather industry, paper and paper goods manufacturing, and tobacco industry (Çakır, 2008: 34).

In Türkiye, the fact that women are generally employed in low-paid and unskilled jobs and do not have the chance to advance easily in their working lives is considered serious injustice. In the World Economic Forum's 2022 Global Gender Inequality Report, Türkiye ranked 124th out of 146 countries. This negative picture is also associated with the increasing rigidity of horizontal and vertical stratification in the labor market (Önder, 2013: 51). For example, with horizontal stratification, jobs classified as nurses, teachers, dieticians, secretaries, salespeople, social workers, etc., are more easily accepted as women's jobs. In contrast, engineering, construction, science, and technology jobs are men's. The vertical stratification (glass ceiling) is also not yet considered to have been completely broken.

Türkiye not only takes part in international or supranational efforts for many constructive goals and steps such as integrating women into education, increasing the rate and quality of female labor force involved in the market, minimizing gender-based social and economic inequalities, raising awareness levels to break vertical and horizontal stratification, and observing equality in wage policies but also tries to ensure sustainability by harmonizing domestic legislation with these regulations. In other words, it is possible to say that Türkiye needs a qualified and equitable labor force for a strong economic structure in which the human factor is most effectively positioned in the production process. In this way, decision-makers and policymakers need to understand the problems in the current situation correctly. For this reason, this

research analyzes the position of women in working life in the fields of economy, education, and administration by interpreting the status of women in working life within the framework of gender. Within this frame, the hypothesizes of the research are as below;

- H1: There is a significant difference between gender and the status of taking a break from the workforce and its reasons.
- H2: Men and women associated with workforce participation have different priorities.
- H3: The main source of income used to meet family needs mainly comes from the salaries of 'male' workers.
- H4: Reasons for working in a paid job differ for women and men.

The results of this study will reveal various findings about women's participation in working life and the difficulties they face, which is expected to contribute to the development of policies and practices to overcome them.

3. Materials and Methods

3.1. Development and Implementation of Survey

A semi-structured interview form was used to obtain the data in this research. The researcher created this interview form in three parts as a result of the review of the relevant literature. The first part includes questions on sociodemographic factors, the second part on vocational, social, and economic factors, and the third part on factors related to the position of women in working life. These data were interpreted within the framework of gender and interpreted in relation to the fields of economy, education, and administration.

In addition to the quantitative method, qualitative data were also collected in this study. Within the scope of the research, the semi-structured interview form was applied to both male and female employees face-to-face by the researcher to determine the view of the issue from the perspective of the other gender.

In this hybrid design research conducted on a sample group of 352 people, including men and women, among the private sector employees in the field of health, the sample was determined by quota sampling method according to the status of administrative staff, health care personnel, and assistant personnel working in the health sector. The reason for selecting the healthcare sector as the sample for this study is that it is one of the sectors with the highest proportion of female workers. When examining the gender distribution of healthcare sector employees in Turkey, it can be considered one of the sectors where female and male personnel distribution is closest among other sectors in the country. While 41.2% of all public and private healthcare sector employees are female, this rate is quite close to the 58.8% male employee rate.

This study, along with the interview form used as a data collection tool within the scope of the research, was approved by the authorized Ethics Committee.

3.2. Evaluation of Survey Results

In the study's data analysis, reliability analyses were conducted first, and frequency analyses were used for the descriptive factors within the interview form. The reliability of the two scales suitable for analysis in the semi-structured interview form was tested with Cronbach's Alpha. Accordingly, the Cronbach's Alpha value of the Likert scale applied to the participants' agreement or disagreement with the given statements was calculated as .605. To determine whether there is a statistically significant relationship between the descriptive factors, Chi-Square Tests were applied, and the significance level was accepted as ' $p < 0.05$ '.

4. Findings

4.1. Survey Participation and Descriptive Statistics

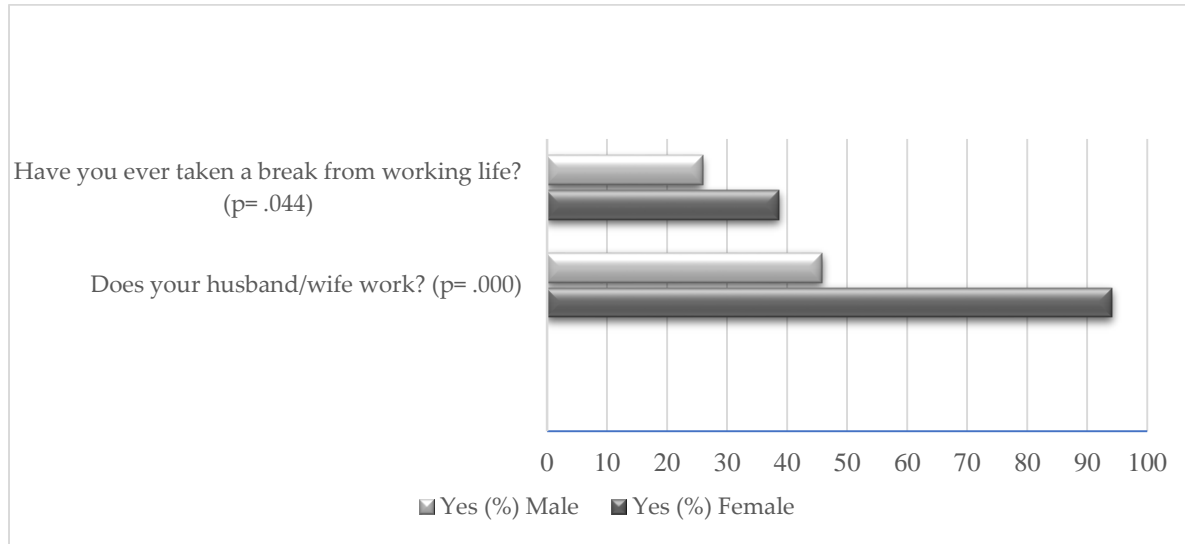
Of the participants, 294 (85.3%) were female, and 58 (16.5%) were male. The age distribution of the participants is mainly in the 20-29 age range (47%), with 2.2% under the age of 20 and 2.8% over the age of

50. The distribution of the participants according to the type of employment; 21% of the participants work as permanent staff, 35% as contracted, 4% as daily laborers, and 39% as subcontractors.

4.2. Gender-Related Findings

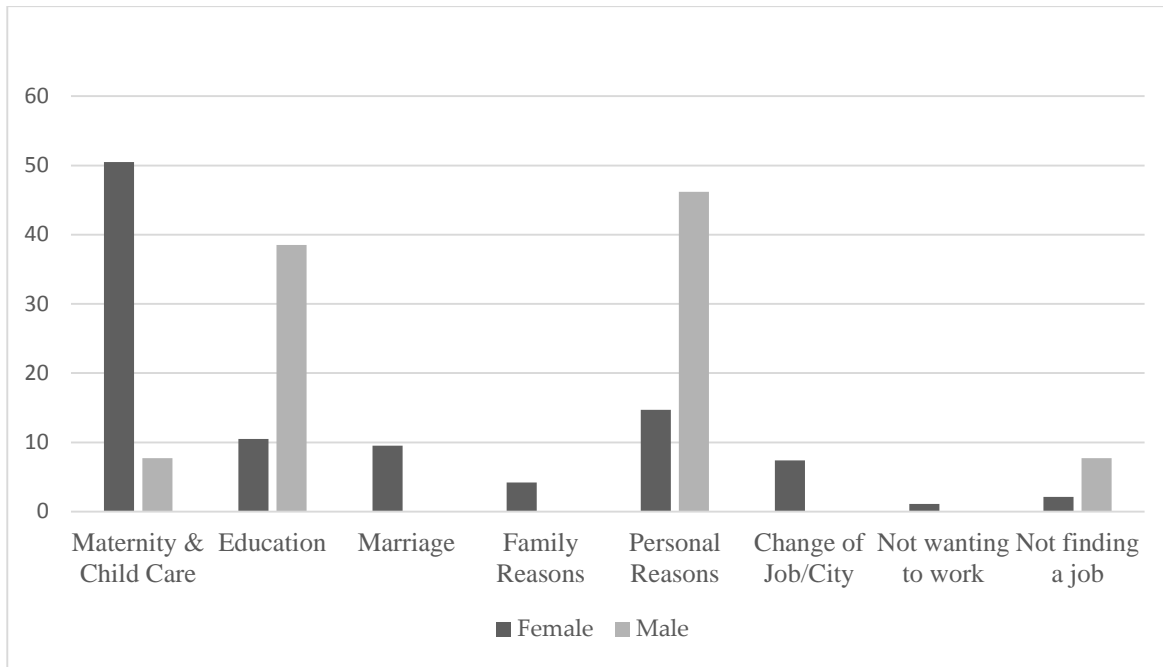
Firstly, in the scale directed to female and male participants regarding whether their husbands/wives are working, it was found that 94.1% of female participants' husbands were working. In comparison, this rate was 45.8% for male participants. As can be seen in detail in Graph 1., more than half of the male participants' wives are not working, and there is a significant relationship between gender and whether the spouse is working ($p = .000$).

Graphic 1: Distribution of Partners' Employment Status and Employment Interruption by Gender



Secondly, 38.6% of female participants have interrupted their working life at least once, while this rate is 25.9% for men. In addition, 36.6% of the women who took a break from their working life stated that they stayed away from their working life for less than one year, while 35.6% indicated that they stayed away from their working life between 1 and 5 years. When we look at the reasons for this break in working life observed in women, 37.9% of the participants who stayed away from working life for a while stated that they had given birth as a reason and 12.6% stated the need to raise their children as the reasons for this break. According to the open-ended questions, 9.5% of the women who took a break from working life cited marriage as the reason for this situation. This reason for taking a break from working life is not seen at all among male respondents (0%). In other words, a significant relationship exists between gender and interruption of working life due to marriage ($p = .005$).

It is possible to see that the breakdown of these reasons, shown in more detail in the Graph below, is quite different for male participants who took at least one break in working life. In fact, 'childbirth and childcare,' the reason most frequently cited by female respondents who have been out of the labor force at least once, is observed at 7.7% for male respondents who took a break from working life. For men, reasons such as a wife's birth or the need to raise a child were replaced by education (38.5%) and personal reasons (46.2%).

Graphic 2: Distribution of Reasons for Interruption in Working Life by Gender (%)

Moreover, as seen in Graph 2, the research findings also show that 1.1% of women who interrupted their working life did not even desire to work for a while. However, such a situation was not detected among male participants (0%). For all these reasons, it is possible to say that a high level of significance was found between gender and the reasons for taking a break from working life ($p=,005$).

Furthermore, some of the answers received from the participants who answered "Yes" to the question "Do you see a difference between the working conditions of men and women?" are as follows;

"Yes, there is a difference; our shift continues when we go home. Men's shift ends when they go home. We are more tired because we work both at work and at home. This fatigue is naturally reflected both at home and at work. Men are always more vigorous and relaxed than women..." (Female, 25)

"Men only know their jobs at work; we do not only work at work but also continue our work at home..." (Female, 34)

The gender-based division of labor, one of the constraints of the female workforce, still continues in the private sphere. Therefore, some of the given answers to the open-ended interview question, "What do you think is the most important problem of working women in Türkiye?" are as follows;

"Because housework is seen as a woman's duty, we are tired at work, but when we come home, we still have to deal with housework." (Female, 20)

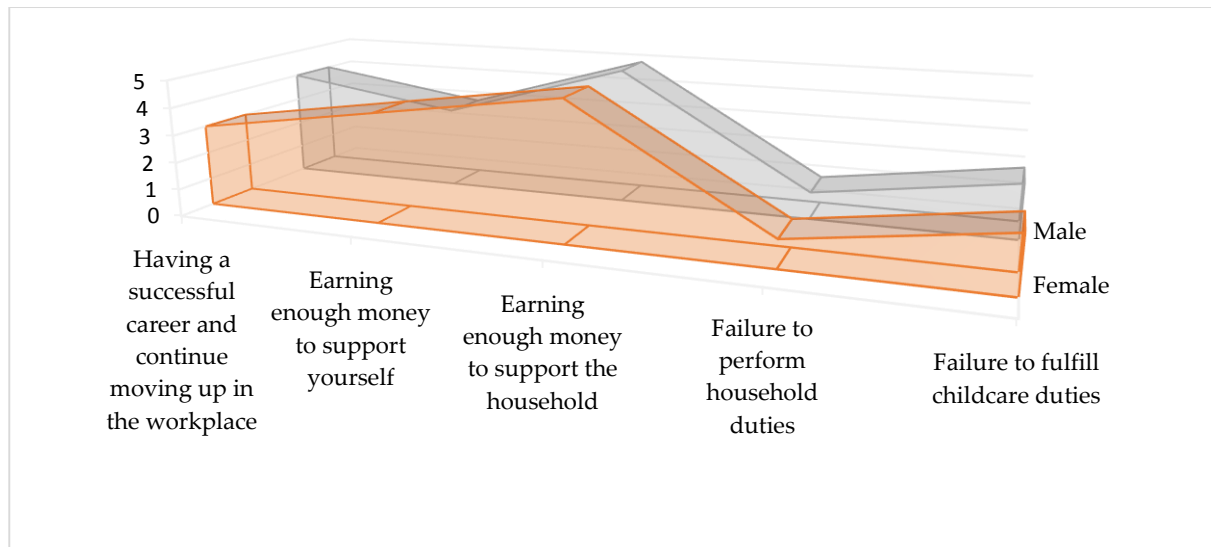
"Everything is expected of women by men, including work outside the home, home, children, etc., at home. My paid working hours are too long to be able to work at home." (Female, 26)

"I think working women continue to do the same work at home as non-working women. Working women do the same work at home as housewives, and their husbands do not help them at all..." (Female, 45)

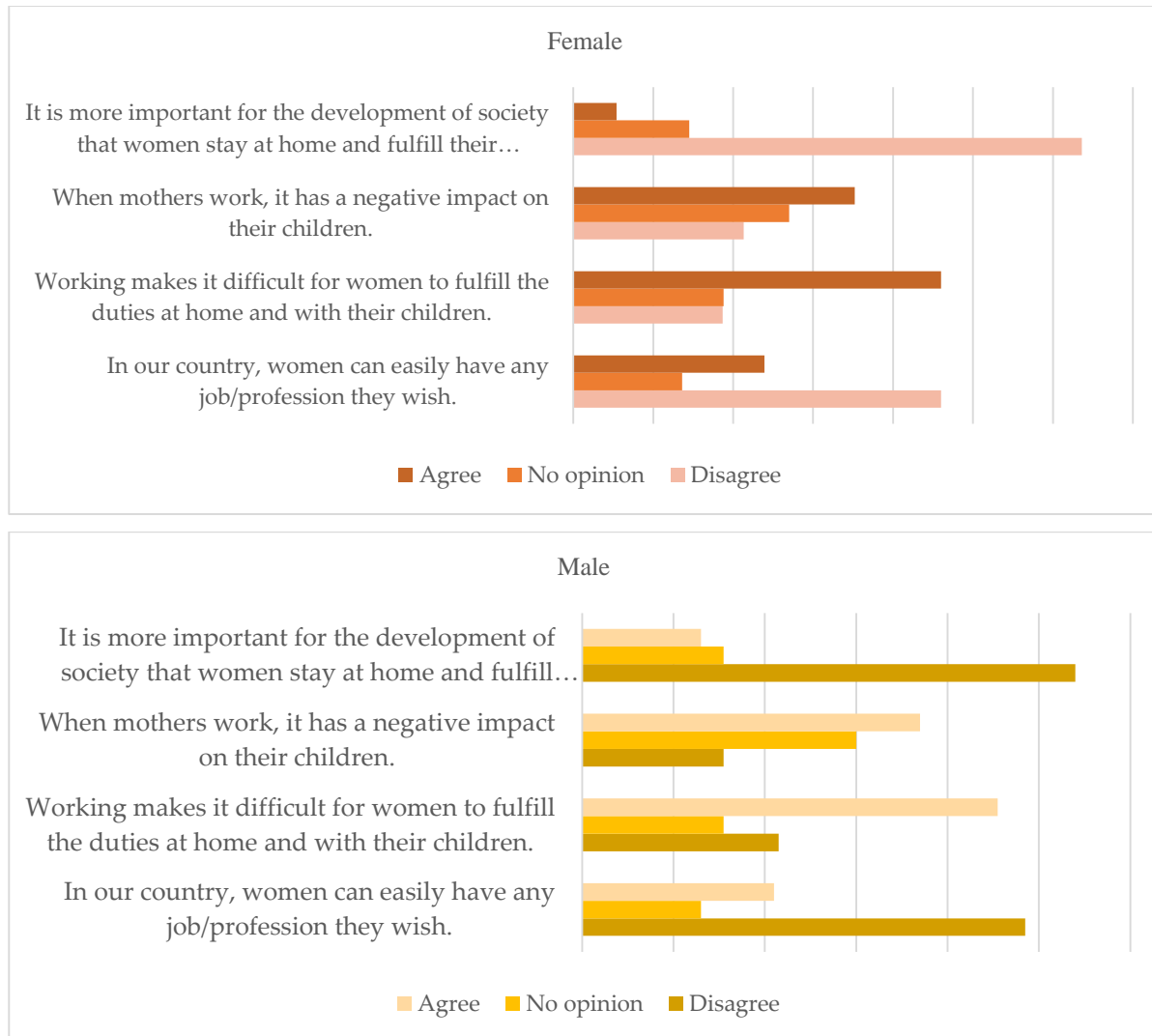
Table 1: Rankings of The Significance of Concerns Related to Working Women by Gender

	Rankings of the priority	
	Female	Male
Having a successful career & continue moving up in the working life	3	4
Earning enough money to support yourself	4	3
Earning enough money to support the household	5	5
Failure to perform household duties	1	1
Failure to fulfill childcare duties	2	2

Graphic 3: Rankings of the Significance of Concerns Related to Working Women by Gender



As seen above, participants were asked to rank the importance of five cases related to working women, and 36.6% of female participants stated that the most important case related to being a working woman was 'not being able to fulfill housework.' Similarly, 20.92% of women rated 'unable to fulfill childcare obligations' as the most important case. On the other hand, very close to this rate, 20.78% of the women stated that 'having a successful career and continuous promotion in the workplace' is the most important fact for working women. Subsequently, 12.4% coded 'earning enough money to support oneself,' and only 9.3% defined 'earning enough money to support the household' as the most critical fact for women employees. The importance ranking of the statements for women in this framework is as shown in Table above (1 is for the most important case, 5 is for the least important case).

Graphic 4: Supporting Women's Employment Cases by Gender (%)

In addition, as seen in Graph 4, 55% of the total respondents agree with the statement, 'Working makes it difficult for women to fulfill their responsibilities at home and with children.' Approximately 83% of respondents who agree with this statement are women (46% of the total responses). Similarly, 42.6% of the total participants supported that 'Their mothers' employment has a negative impact on their children,' and 82% of these supporters were women.

As an important reflection of gender and glass ceiling studies regarding women's participation in working life, it was also observed in the field research that the fact that 'It is more important for the development of the society that women stay at home and fulfill responsibilities such as housework and childcare rather than working' still finds support even among female participants (5.4%). The other findings of this gender-based perspective, which can be seen in detail in Graph below, show that while 55% of the total respondents disagreed with the idea that 'women can easily get the job they want in Türkiye,' the distribution of female respondents within this rate was 83%.

According to another analysis within the scope of the study, 2.8% of the female participants answered 'No' to the question 'Do you think women should have a paid/salaried job? Since this rate is 14.3% among male respondents, it is seen that there is a significant relationship between gender and the answers given regarding whether women should have a paid job or not ($p = .000$).

It was found that 30.1% of the female participants stated that they would stop working if their husbands earned much money, and 27.7% said they would stop working if they had an income outside of work.

Whereas the tendency of male participants to stay out of the labor market in case of non-working income at 37.5% disrupts the significant relationship between gender and the preference to quit working in case of non-working income ($p=,142$). The tendency of men to quit working if their wives earn a lot of money at the level of 10.7% ensures that a significant relationship is detected between gender and the preference to stay out of working life in case their wives earn much money ($p=,003$).

4.3. Findings Related to The Education Field

Significant relationships were also found between educational level and who keeps the wages earned ($p=,002$) and between educational level and who decides how to spend the income earned ($p=,021$). When the gender differences between education level and wage saving and spending plan are analyzed, the findings are shown in Table 2. below.

Table 2: Distribution of Keeping and Spending Decisions on Income by Education and Gender

		Who Keeps Your Wages/Salary? (%)				Total (%)	Who Decides Where/How The Money You Earn is Spent? (%)				Total (%)
		I keep it.	I give it to my wife/husband.	I keep some and give some to my wife/husband.			Just me	just my wife/husband.	Jointly	Family elders	
Level of Education	Female	Middle School	5,5	40,0	19,7	11,3	3,7	50,0	18,2	7,7	11,3
		High School	56,5	35,0	42,3	51,5	56,0	50,0	46,9	53,8	51,4
		Associate degree	20,0	15,0	21,1	19,9	21,6	0,0	18,9	15,4	19,9
		Bachelor Degree	14,0	10,0	14,1	13,7	14,2	0,0	13,3	23,1	14,0
		Master/PhD	4,0	0,0	2,8	3,4	4,5	0,0	2,8	0,0	3,4
	Total (People)		200	20	71	291	134	2	143	13	292
	Male	Middle School	9,3	0,0	36,4	13,8	6,3	0,0	27,3	0,0	13,8
		High School	34,9	75,0	18,2	34,5	46,9	100	13,6	33,3	34,5
		Associate degree	23,3	25,0	0,0	19,0	15,6	0,0	18,2	66,7	19,0
		Bachelor Degree	20,9	0,0	36,4	22,4	25,0	0,0	22,7	0,0	22,4
		Master/PhD	11,6	0,0	9,1	10,3	6,3	0,0	18,2	0,0	10,3
Total (People)		43	4	11	58	32	1	22	3	58	

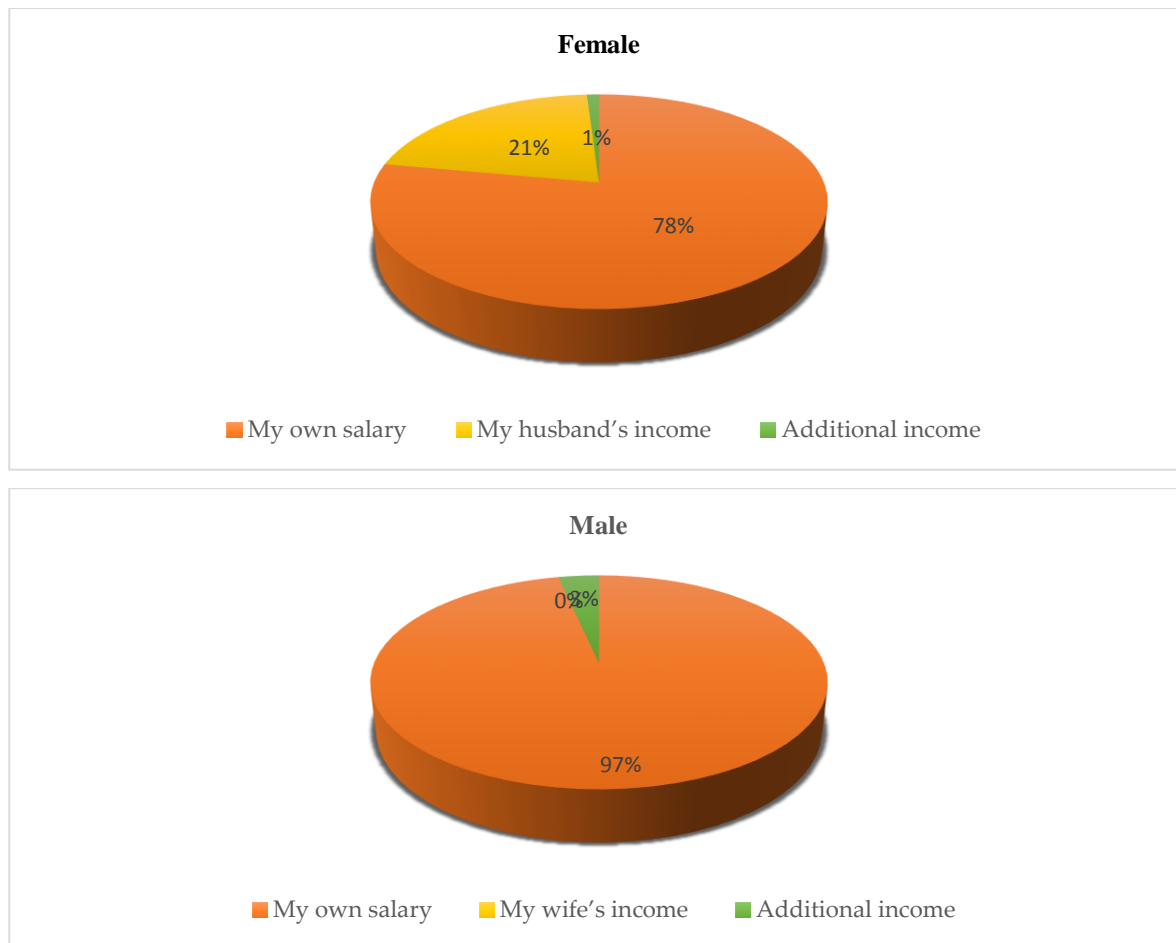
As can be seen from the findings, 40% of the female participants with secondary school education handed over their income to their husbands for safekeeping, while 50% of them left the spending plan of their income to their husbands only. In the case of male respondents with secondary school education, it was

found that none of them completely left their income to their wives for safekeeping or left the spending decision only to their wives. On the other hand, none of the female respondents with post-graduate level education left the savings and spending plan solely to their husbands.

4.4. Findings Related to Economic Structure

Within the scope of the research, it was tried to measure the distribution of answers between the options of 'My Income,' 'My Spouse's Income,' and 'Additional Income' as the income that meets most of the needs of the participants. As a result, the findings show a significant relationship between gender and the type of income that meets most needs ($p=,000$).

Graphic 5: Distribution of Income Sources Used to Meet a Major Part of Needs by Gender



As seen in Graph 5., 77.9% of the female respondents met most of their needs with their income, while 21.8% stated that they met most of their needs with their husband's income, and 1.02% stated that they used their additional income for this purpose. While this distribution is grouped under the headings of their salaries at the level of 96.6% and additional income at the level of 3.4% for male participants, it is determined from the answers given that they have never applied to their wives' salaries to meet a large part of their needs.

Another finding obtained through the semi-structured interview form is dissatisfaction with employees doing the same job earning lower wages than those in the same position in the public sector. In fact, when asked to suggest solutions to the problems of working women, the participants' responses included details about the differences between the state and the private sector in the same job;

"The state needs to monitor not only public institutions, but also private sector institutions, to examine

working hours, wages and salaries, and to establish rules for the implementation of rights and justice..."

(Female, 34)

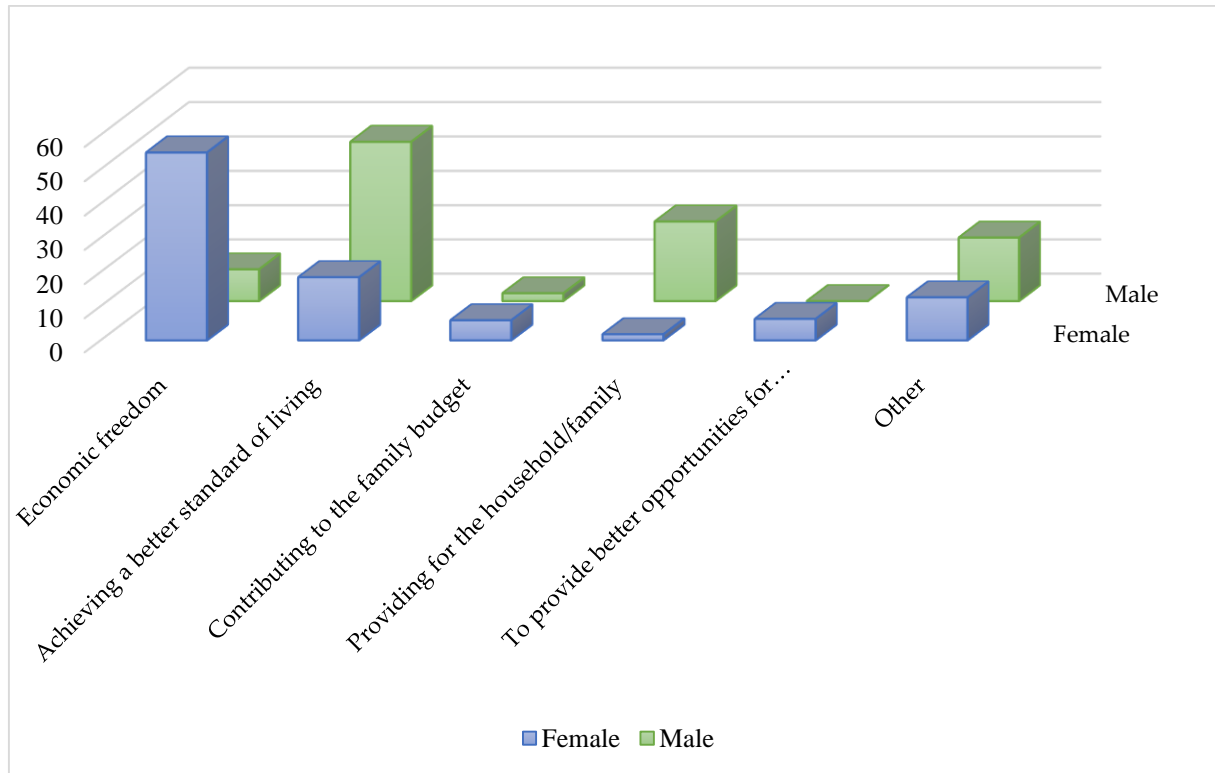
"Women working under state security have better economic and professional conditions." (Male, 50)

"The opportunities provided by the state for public employees should also be provided for those working in the private sector..." (Female, 35)

"I would like to work under better conditions with more rights. Many state employees work under the same conditions but have different rights." (Female, 26)

Within the research, it is also possible to see the grouping of the answers to the open-ended question on the reason for having a paid job within the scope of women's low-wage status. 54.9% of the female respondents answered 'economic freedom' as the reason for having a paid job. In comparison, this rate is only 9.3% for men. Similarly, 'providing for the household / taking care of the family' is a reason for 1.8% of women, while this rate is 23.3% for men. In other words, there is a significant relationship between gender and the reason for having a paid job ($p=.000$), and the other gender-based responses regarding working for a paid job are shown in Graph below;

Graphic 6: Distribution of Reasons for Working in a Paid/Salaried Job by Gender

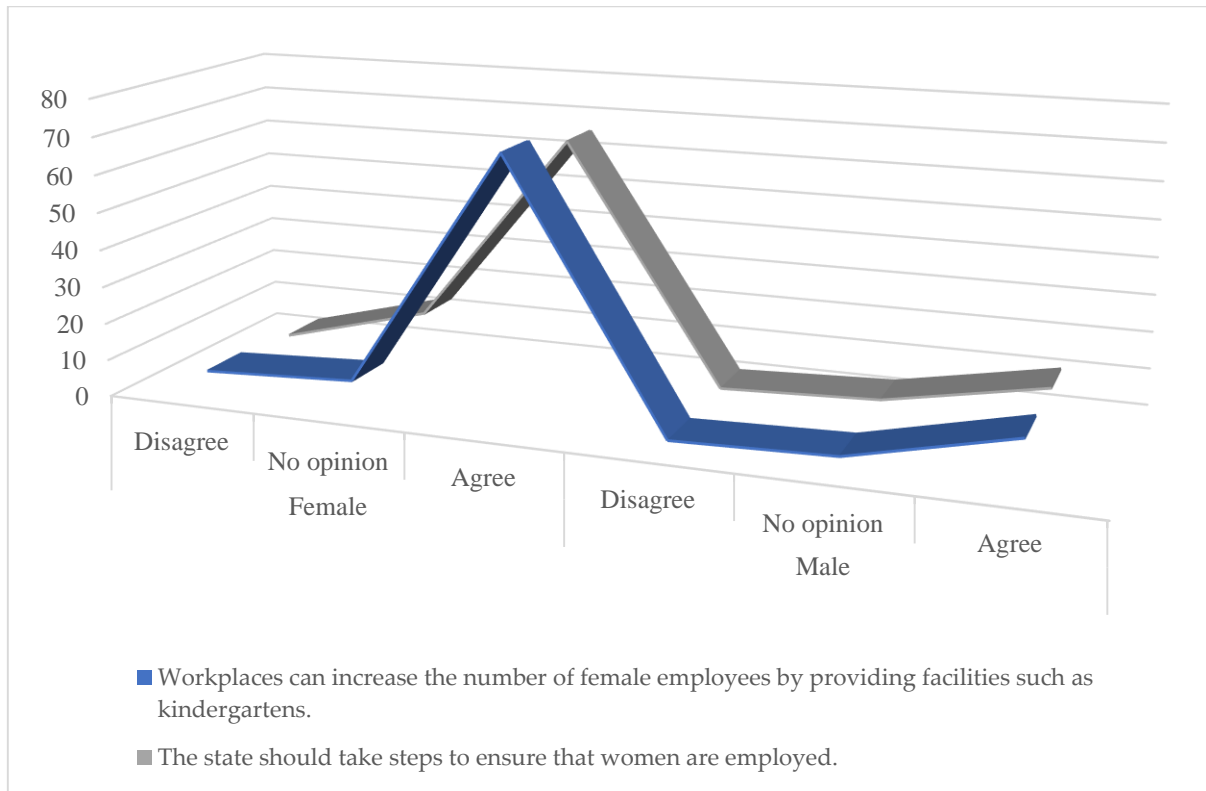


As seen here, just like in the prioritization scale above, the purpose of providing for the household/family is not prioritized among the goals of female respondents (1.8%). However, the purpose of providing for the family is the primary purpose of having a salaried job for about a quarter of male respondents. For example, while contributing to the family budget is accepted among both male and female respondents as the purpose of women's outside paid employment, it is noteworthy that the proportion of female respondents (5.9%) who see women in this way as only a supporter of household income is higher than the proportion of male respondents (2.3%).

4.5. Findings from An Administrative Perspective

70.7% of female respondents support the idea that workplaces can increase the number of female employees by providing facilities such as kindergartens. In comparison, 12.5% of male respondents also support this idea. As summarized in Graph 7, 65.9% of female respondents consider it necessary for the state to take coercive steps to employ women, while 11.4% of male respondents agree with this necessity.

Graphic 7: Distribution of Approach to Cases for Increasing Women's Labor Force Participation by Gender (%)



In the semi-structured interviews on the subject, the answers received from the participants to the questions about the solution proposals to improve the conditions of working women show more clearly that the steps of the state are expected in this field;

"There should be shuttles for transportation, and daycare centers should be opened and adjusted according to the working hours of the working mother. Support can also be provided for a babysitter and day-care fees..."
(Female, 44)

"Every workplace should have its day-care center"... (Male, 30)

"The problem of day-care centers at the workplace must be solved, and the state should make day-care centers compulsory at workplaces"... (Female, 40)

5. Conclusion

The research has shown that although almost all of the female employees' spouses are working, the proportion of working spouses among male respondents is less than half. It was also found that female employees take more breaks from working life than their male counterparts, mainly due to maternity and childcare obligations and marriage. This finding is also related to the fact that marriage and childbearing are prioritized over participation in the labor market, again within the scope of gender. Based on these data, as can be seen from the answers to the open-ended questions on improving the conditions of working women, it is seen as a priority for the state to introduce regulations that encourage women's employment in institutions, increase the rates of social support such as day-care centers so that working women are not

trapped between their responsibilities in the private sphere, and ensure that fair and equal management policies are followed through regular audits.

In addition, the idea that working women are unable to fulfill housework and stay away from childcare obligations was coded as the top two most important facts about working women by both male and female participants. In addition, another important finding is that both men and women do not consider the idea of 'providing for the house' as a priority for women. In other words, patriarchal ideology manifests itself in both sexes.

Another critical finding here is that women's wage, which are also influenced by the low wages of women's labor, is perceived and interpreted as an 'additional income' by both women and men in society. While men do not leave the labor market even if their husbands earn much money, women are more inclined to stay out of the labor market if their husbands make a lot of money.

It is possible to say that education increases the opportunities for women in the labor market to direct their lives financially, make individual decisions, and be free. In addition, as identified in the research findings, it can be said that the continuation of the division of labor in the private sphere within the society, which is accepted by the participants as one of the most important differences between working women and men, and which is mentioned to result in women working harder and getting more tired, is one of the areas that can only be rubbed out with education. Since the research also reveals that women, trapped in patriarchal ideology, sometimes accept housework and childcare obligations as more meaningful than being a paid labor force, the consciousness-raising effect of education on women should not be ignored.

Women unable to enrich their human capital through adequate educational opportunities cannot find jobs at a better level and better wages in societies. Most of the time, the income from the jobs they do find cannot cover (or can only cover) the cost of employing a second woman to fulfill the duties and obligations allocated to her within the scope of gender roles such as housework and childcare obligations due to being a woman, so women do not want to enter employment and do not supply their labor to the market. In this regard, the principle of 'equal pay for equal work,' which is now accepted as one of the basic principles by many countries and international or supranational organizations, has been identified as one of the regulations that should be ensured and auditable in Türkiye, especially in the private sector.

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Çıkar Çatışması/ Conflict of Interest

Yazar(lar) çıkar çatışması bildirmemiştir.

The authors have no conflict of interest to declare.

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