



SOCIAL POLICY CENTERED APPROACH ON GENDER DISCRIMINATION IN TURKEY: A SITUATIONAL ANALYSIS

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ABSTRACT: As a field of science, social policy is the term that deals with the problems which appeal to all the units of the society including both men and women. In other words, as the concept of umbrella term, social policy within the framework of gender discrimination develops strategies and analyses data on both sexes in regards to employment, education, health, and so forth. In parallel to the objectives of social policy, it tries hard to close the gap between the women and men by laying an emphasis on the term equality which is actually a hard topic. Since the twentieth century, the magnitude of the female labor force has been developing rapidly, but the problem is the fact that they haven't been matched to the men in most of the developing and even the developed countries yet. Therefore the main purpose of the study is to analyze the conditions of the women employees by bringing the term gender discrimination to the fore. Additionally, the other dimension of the study is to assess the statues of the women labours by using the parameters of the social policy discipline.

Key Words: Social Policy, Glass Ceiling Effect, Women Labours, Gender Discrimination

TÜRKİYE'DE CİNSİYET AYRIMCILIĞI ÜZERİNE SOSYAL POLİTİKA MERKEZLİ YAKLAŞIM: BİR DURUM ANALİZİ

ÖZET: Bir bilim dalı olarak sosyal politika, erkek ve kadınlarda dâhil olmak üzere toplumun tüm kesimlerinin problemleriyle ilgilenen bir bilim dalıdır. Başka bir ifadeyle cinsiyet ayrımcılığı çerçevesinde şemsiye bir kavram olarak sosyal politika istihdam, eğitim, sağlık gibi her iki cinsiyeti de ilgilendiren bir dizi problemin çözümüne yönelik stratejiler geliştirmektedir. Sosyal politikanın amaçlarına paralel olarak bu bilim dalı eşitlik olgusuna vurgu yaparak kadın ve erkekler arasında var olan bu farkı kapatmaya çalışmaktadır. 20. yüzyılda kadın işgücünün büyüklüğünde ciddi anlamda artışlar meydana gelmesine rağmen gelişmekte olan ülkelerde ve hatta gelişmiş olan ülkelerin çoğunda dahi kadın ve erkekler arasındaki fark halen kapanmış değildir. Bu açıdan çalışmanın temel amacı cinsiyet ayrımcılığını ön plana çıkararak kadın işgörenlerin durumlarını analiz etmektir. Ayrıca çalışmanın bir diğer amacı sosyal politik disiplininin temel parametrelerini kullanarak kadın işgörenlerin durumlarını değerlendirmektir.

Anahtar Kelimeler: Sosyal Politika, Cam Tavan Etkisi, Kadın İşgörenler, Cinsiyet Ayrımcılığı

Introduction

Social policy which can be regarded as the term implemented for the welfare and the wellbeing of the humans. They are taken into account firstly as an academic topic, secondly as the set of policies developed for the development of the human rights and their benefits. From that perspective, it can be stated that wherever there is humans, there must be social policy implementations which include a range of topics such as employment, unemployment, housing, social security, transportation, poverty, terrorism, gender roles, labour market, immigration and so forth (Blakemore and Griggs, 2007: 3). All these information pave the way that the term is in an umbrella term that is related to the human based issues for their wellness and comfort.



In the labour market, the important thing is to use the factors of production such as labour, capital, technology and so forth. Women considered as one of these factors have been exposed to discrimination continually even though there are plenty of advances in their status. This case will result in imbalance on the labour market and this will leave a negative impact on it as well. And also, this will result in discrimination between genders.

The businesses which are the indispensable part of the developed countries need some factors to develop in the market economy. One of the most inevitable factors of all these are actually the humans as a way of “value”. Taking into account the organizational and individual benefit mutually, it can be argued that the harmony between these two units is of great significance for preventing clash and fostering satisfaction. Otherwise, the organizations will turn into the place of “barriers” and which will bring dissatisfaction among the members of the organization.

The gender based approach which is dominant in all the societies have made the women responsible for the home, children initially. In other words, they are isolated from the society and the roles of the society itself. Therefore, a great majority of women in these societies are deprived of participating in the labour market and they have to adopt the roles that were given by the stereotyped rules. Sometimes, the roles that the women gained in their homes offer them the opportunities in the market to work which is in compatible with their talents as well. However, all these ups do not change the fact that they were confined to the traditional roles ascertained by the community in which they live. This approach which categorized the employees according to their genders prevented them from utilizing their actual skills.

Gender discrimination that stems from “glass ceiling effect” which is related to the can be defined as a way that differentiate between the genders and that occur when one gender is treated more fairly than the others in the workplaces. For example, if the women are given less money than men, this case occurs (Crosby, Stockdale and Ropp, 2007: 3). Depending upon this fact the primary purpose of the study is to reveal the general profile of the women employees by comparing them with the men employees in terms of education, their sector based employment, their levels of employment and so on.

GENDER AND THE CHANGING STATUS OF WOMEN

Actually, one of the topics that social policy concern includes the gender roles in terms of employment, so here, based upon that idea initially gender and the status of the women; the factor that altered their status will be explained.

Gender refers to the relationships between men and women and also the differences between men and women. The usages of gender have been hot over the centuries and it has been evolving and from that perspective, it is quite a slippery term. The reason why the term is slippery and changeable results from the fact that it is politically used concept. It in a way explains the struggles for both men and women to capture the power in all the spheres of life (Bradley, 2007: 1; Rose, 2010: 4). To another source, it is the “physical and or social condition of being male or female” (Cambridge Advanced Learner’s Dictionary, 2005: 528).

As for the status of women, it can be said that there are some turning points for them. The first one took place in the eighteenth century on which new technologies were involved in the production processes, the available social structure were radically transformed as a result of the Industrial Revolution during which the “machines and the other technologies such as steam power replaced the muscles of humans and animals” and which also “gave rise to new models of transportation such as steamboats and trains” (Pierce, 2005: 4; Yılmaz, 2011: 283). This process which initiated in 1700s, ended the tradition to live in the rural areas and fostered the migration. People commenced to design new machined to carry out challenging tasks which also brought factories and bank. These developments



which are in line with the steam power were followed with the giving up the traditional ways of life which is village and rural areas based (Housel, 2008: 4; Crafts, 2004: 522).

In this process, the production increased and so did the demand for the cheap labours. At this point, the cheap women labours came to fore and in the countries where the industrial revolution took place, the women employees participated in the workforce (Yilmazer, 2011: 283). Having followed the industrial revolution, a great many things changed radically concerning the concept of “work” or “workers”. Also, the status of the women employees changed after industrial revolution and their roles were redefined as well. These were stated in the following table.

Table 1: The Changing Status of Women

The Changing Status of Women	
Pre Industry	Post Industry
Women as Unpaid Family Workers	Women As Low Paid Factory Workers
Women in Farm	Women in Factories
Natural Way of Life	Artificial Based Way of Life
No wage, factory	Wage Earnings
Farm Based Life	Factory Based Life
No Time Settings (No Ascertained Work Hours)	Time Settings and Punctuality (Ascertained Work Hours)
No Distinction Between Working Life and Social Life	Absolute Distinction Between Working Life and Social Life
No Social Policy Issues	The Commencement of Social Policy Issues

According to table 1, it can be stated that the industrial revolution by means of which many different concepts such as wage, factories, time based works entered to the working life is something like new era for the women employees as well. All these pave the way that this is a radical transformation in the social infrastructure of labour force. Before going into the details about the gender discrimination, it will be quite useful to have a look at the “glass ceiling effect” which is the main basic cornerstone of the term of gender discrimination.

GLASS CEILING EFFECT

The term glass ceiling effect can be defined as the “unseen barriers of career for the women employees”, “unseen problems of women advancement” or “artificial barriers to the advancement” in other words, it is the role given or line drawn by the men dominant societies to the women that restrict the women’s capabilities and sabotage their careers and create equality as well as stratification phenomena in the society and organizations (Türkkahraman and Şahin, 2010: 75; Berry and Bell, 2012: 236, 237; Smith and Joseph, 2010: 751; Lee, 2002: 695).

The entrance of the women into the work life commenced after the industrial revolution as stated before under the title of the gender and the changing status of the women employees. In the aftermath of industrial revolution, the cheap employees demand increased and within this framework the women who were just the unpaid family workers and whose role was just “children and husband caring gender” converted into the ones who stepped into the working life with men. However, long after, some of the barriers were put in front of the women employees which solely results from their gender and their capabilities and so, the women were pushed into a dilemma, which is “being a mother or housewife” or “being a working gender” (Türkkahraman and Şahin, 2010: 76). These career based dilemma was explained by Kirkpatrick (1974: 3) cited by Palmer and Simon (Palmer and Simon, 2008: 3, cited by Kirkpatrick, 1974: 3).



“Like men, women gain status for effective, responsible performance of culturally sanctioned roles. Any effort to perform roles assigned by the culture to the opposite sex is likely to result in a loss of status on the sex specific status ladder. The values on which women are expected to concentrate are those of affection, rectitude, well being; the skills relevant to the pursuit of these values are those associated with nurturing, serving, and pleasing a family and community: homemaking, personal adornment, preparing and serving food, nursing the ill, comforting the downcast, aiding and pleasing husband, caring for and educating the young. It is assumed furthermore that these activities will consume all a women’s time, that to perform them well is both a full time and a life time job.”

As referenced above, the roles given to the women employees are indeed culturally shaped and sanctioned ones which restrict the capabilities of them, and which can be regarded as “hindering factors to the advancement of the women’s career” and also which is in clash with the “equal opportunities” concept (Pomper, 2011: 465; Veale and Gold, 1998: 17).

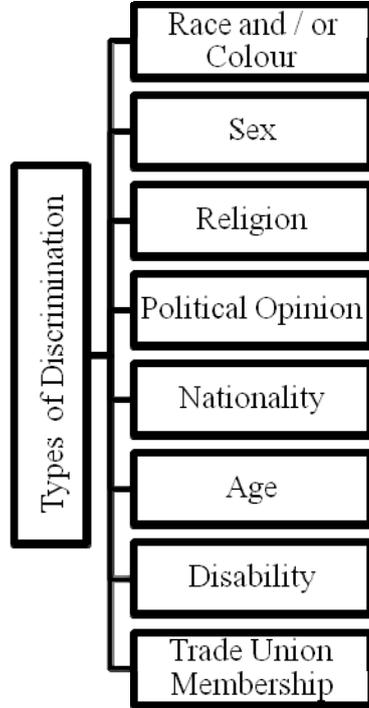
GENDER DISCRIMINATION

Gender roles which continue to leave an impact on the crucial individual decisions such as education, career paths, family, working relations, and fertility are of great significance for the distribution of the convenient roles in the society. These decisions also have an important role on the economy and the social life. That’s why, it is fairly crucial for both men and women to carry out a job that is peculiar to their features (Strategy For Equality Between Men and Women 2010, 2015, 2011: 8).

The discrimination of the employers can be seen all around the world in all the lines of businesses. The discrimination which can be regarded as direct or indirect discrimination is concerned with especially on the basis of politics, nationality, ethnicity and religion which are in line with the definition of the ILO as well (Korucu and Bakırtaş, 2006: 255). According to ILO, discrimination can be defined in this way.

“Discrimination at work includes any “distinction, exclusion, preference ... which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation” (Discrimination (Employment and Occupation) Convention, No 111, Article 1 (b) cited by International Labour Organization Multinational Enterprise Programme ILO Helpdesk No 5, 1958: 1). The term discrimination in the workplace includes variety of topics ranging from sex, race, religion, political ideas, nationalities, age to color, disability, trade union membership and exc.

For almost a century, the size of the female employees has been increasing in all the countries. But the actual problem is that the size of the female employees is not matched to the size of the male ones. In other words, there is a big gap between the numbers of the female employees and the male ones. In addition to this, female employees possess difficulty in getting higher level employment positions and it is much harder them to be promoted compared to men and they are underpaid as well (Livanos, Yalkin and Nunez, 2009: 815). All these things pave the way that the female employees are regarded as a secondly important workforce after men and the men employees are considered more secure than women which also the other indicators of discrimination (Livanos, Yalkin and Nunez, 2009: 815). The types of discrimination can be mentioned as in the following figure.

Figure 1: Types of Discrimination on The Basis of Women Employees

Source: International Labour Organization Multinational Enterprise Programme ILO Helpdesk No 5, pp. 1, 2.

As stated in Figure 1, there are a great many reasons for the job owners to expose the women employees to discrimination. The initial one is to discriminate them according to their races. Some of the races can be superior than the others for the employers in the workplace and they can be privileged which is the case for the sex, religion, political opinion, nationality, age oriented issues. At the same time, the employers may treat the disabled women employees humiliatingly than the others. Also, even the trade union membership can be sometimes problematic for the employees although it is forbidden in the labour law.

The women employees have been participating in the economic factors for a long time. Before the industrial revolution, they were the sinequans of the field work, in other works, farming works. And even after the industrial revolution, they became one of the significant workforces of the every society. However, the actual problem is their status; in other words, they were not given equal care as the men in the labour market. For example, they are regarded as unpaid family workers before the industrial revolution, and in the aftermath of it, they were still taken into account as the second workforce after men in the industry. More than anything else, the rates reveal that the women employees are the second workforce component compared to men in terms of their participation to employment and labour market even in the developed countries (Gönüllü and İçli, 2001: 81, 82).

THE METHODOLOGY OF THE RESEARCH

The research aims at shedding light on the gender gap as well as gender discrimination taking place all over the world, but particularly concentrating on Turkey. The main focus in the study is to analyze the case of women employees in Turkey within the framework of gender discrimination by taking into account some samples in the world in order to suggest a comparative approach. Therefore, the methodology of the research is going from general to specific points, that is to say, from the word based analysis to Turkey centered focus.

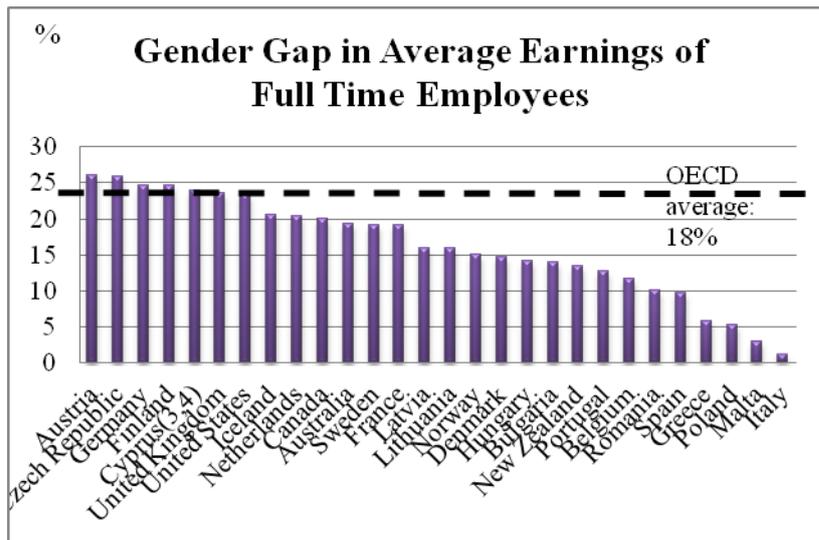
DATA ANALYSIS OF THE RESEARCH

In order to gather data, some very important and secure sites fundamentally on the point of Labour Economics such as OECD (Organization for Economic Cooperation and Development), ILO (International Labour Organization), and TUIK (Turkish Statistical Institution), and the World bank were used. All these data center on some certain criteria like the employment participation rates of female and male employees from 1999 to 2008 in Turkey, employment rate of women (15-64) years old in some countries, gender gap in average earnings of full time employees, gender gap employment rate in 2009, part time employment rates in 2009, educational employment rate based upon gender (25 to 64 Year Old Females) 2008, the sector based distribution of women and men employees, employment participation rates based upon genders in Turkey, the rates of workplace relationship satisfaction rates all around Turkey, wage satisfaction rates all around Turkey.

Gender Gap in Average Earnings of Full Time Employees in The World

According to OECD Employment Database carried out March 2010 which is on the issue of gender gap in average earnings of full time employees, Austria takes the lead and the gender gap in Austria is more than the OECD average, 18 %.

Graphic 1: Gender Gap in Average Earnings of Full Time Employees in the World



Source: OECD Employment Database, March 2010.

Following Austria, Czech Republic is the second country concerning this issue. Interestingly, UK which has actually 65.3 % employment rate of women in 2010 according to OECD rates has more gender gap than the OECD



average. Additionally, New Zealand which has the highest rate on women employment participation to workforce to the data of OECD 2011, the rate of which is 66.7 % in 2010 possess less gender gap between men and women about workforce participation. This fact can be interpreted in a way that in some of the developing countries, the rates of employment participation of women in 2011 are in compatible with gender gap in average earnings of full time employees while it is not for the others. For example, according to OECD Employment Rate of Women, 2011 Italy has the second lowest rate of female participation to workforce after Turkey with 46.1 % in 2010, however, here, in the graphic 1 above, it has the least gender gap in average earnings of full time employees which must be high actually. Therefore, it can be stated that there is a contradiction here which means that the gender gap in average full time earnings of full time employees is not related to the women employment rate to the workforce for some countries like Italy which has also the lowest gender gap.

The Sector Based Distribution of Women and Men Employees in The World

In the world, the sector based distribution of women and men employees reveal the other dimension of gender discrimination. Regarding the table below, it can be said that the sector which provides employment more than the others is the “services”.

Table 2: The Sector Based Distribution of Women and Men Employees

Countries	The Sector Based Distribution of Women and Men Employees (%)					
	Agriculture		Industry		Services	
	Women	Men	Women	Men	Women	Men
Austria	6	6	12	31	82	57
Belgium	1	2	11	36	88	61
France	2	4	11	34	86	61
Luxemburg	1	2	6	22	87	71
Netherlands	2	3	8	27	85	63
Spain	3	6	11	40	86	55
Sweden	1	3	9	33	90	64
United Kingdom	1	2	9	32	90	66
USA	1	2	9	30	90	68
Germany	2	3	16	41	83	56
Japan	5	4	17	35	77	59
Norway	1	4	8	33	90	63

Source: www.data.worldbank.org/topic/labor-and-social-protection cited by Işın Ulaş Ertuğrul Yılmaz, “Kadınlara Yönelik Sosyal Politikalar”, Editör, Aysen Tokol, Yusuf Alper, Sosyal Politika, Dora Yayıncılık, Bursa, 1. Baskı, 2011, p. 284.

The table also suggests initially that agriculture suggests the least employment facilities. However, the employment rates in industry are higher than agriculture. Also, as industry necessitates physical well being and strength, men are much more employed than women in this sector as seen in the table above. In industry, the highest rate of men’s employment belongs to Germany with 41 % and the least one belongs to Luxemburg with 22 %. As for the rates of



the women employees in industry centered sector, the country which has the highest rate is Japan with 17 % and the lowest rate is also Luxemburg with % 6. As stated before, in the services sector, the rates of female employees are higher than men in all the countries mentioned. Provided that the different genders choose the jobs which are in coordination with their features, it is no surprise to point out the fact that the men are employed more in industry while the women are employed in services.

Employment Participation Rates in Turkey

The employment participation rates is of great significance to reveal a projection to what extent the men and the women take part in workforce between the years of 1999 to 2008 in Turkey.

Table 3: The Numbers of Employment Participation Based Upon Years In Turkey

Years	Men	Women	Total
1999	15257	6157	21413
2000	15780	5801	21581
2001	15555	5969	21524
2002	15232	6122	21354
2003	15256	5891	21147
2004	16023	5768	21791
2005	16346	5700	22046
2006	16520	5810	22330
2007	15382	5356	20738
2008	15598	5595	21194

Source: International Labour Organization (ILO).

According to the table 3, when the employment participation rates are analyzed, it can be stated that the male workers are actually higher than the females in all the years mentioned. At the same time, in spite of some fluctuations, there is an ongoing increase on the males' participation to workforce rates. In other words, the men who participated in the workforce increased from 15 257 in 1999 to 15 598 in 2008. The highest number is reached in the year 2006 and after that it starts to decrease. As for the women workforce, it is fewer than the men in each year. Proportionally, the number of the women employees is virtually three times less than the men. In addition to this, the numbers of the female workers in 1999 and in 2008 put forward that nearly in each year; female workers' numbers have been decreasing, from 6157 to 5595. This can be interpreted that the number based gap between male and female workers on their contribution to labour market will continue.

Employment Rate of Women (15-64 years old) (%)

It will be useful to have a look at the employment rate of women of 15 to 64 years old in some of the developed countries to make a comparison with Turkey.



Table 4: Employment Rate of Women (15-64 years old) (%)

Countries	2006	2007	2008	2009	2010
Australia	65.5	66.1	66.7	66.3	66.2
France	58.6	59.7	60.4	60.0	59.9
Germany	61.4	63.2	64.3	65.2	66.1
Ireland	59.1	60.7	60.5	57.8	56.4
Italy	46.3	46.6	47.2	46.4	46.1
Japan	58.8	59.5	59.7	59.8	60.1
New Zealand	68.2	68.7	68.7	67.4	66.7
Poland	48.2	50.6	52.4	52.8	53.0
Turkey	22.7	22.8	23.5	24.2	26.2
United Kingdom	66.8	66.3	66.9	65.6	65.3

Source: OECD Employment Rate of Women, 2011.

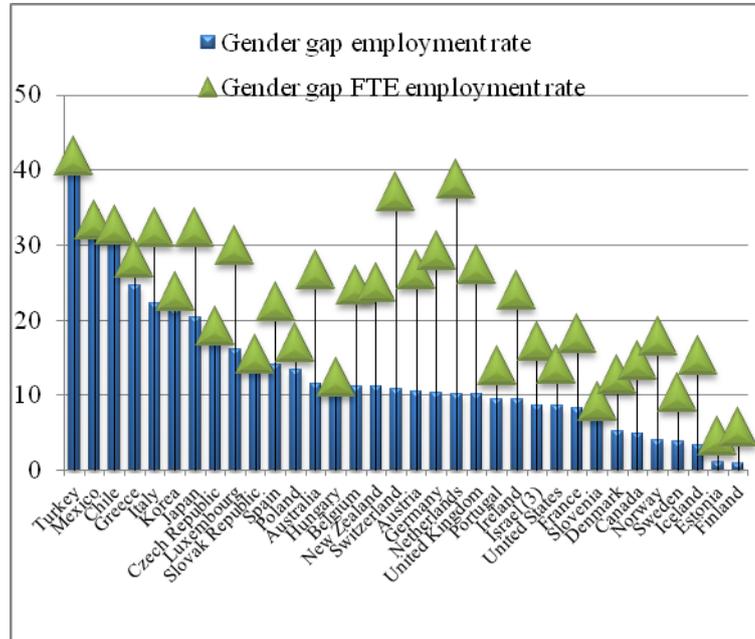
When looked at the table 4, it can be seen that the highest rate belongs to New Zealand with 68.2 % in 2006, 68.7 % in 2007, 68.7 % in 2008, 67.4 % in 2009, and % 66.7 in 2010. Moreover, United Kingdom has the second highest rate in terms of employment rate of women with 66.8 % in 2006, 66.3 % in 2007, 66.9 % in 2008, 65.6 % in 2009, 65.3 % in 2010 successively. As for Turkey, it has the lowest rate of female workforce among the developed countries mentioned above and as a matter of fact there is a big gap with these countries. To put in another way, it can be demonstrated that the employment rate of women is 22.7 % in 2006; 22.8 % in 2007; 22.3 % in 2008; 24.2 % in 2009; and 26.2 % in 2010 in Turkey which is indeed the lowest rate of women employment participation. From this perspective, it can be argued that the gender gap is higher in Turkey than the other developed countries, which is also in line with the developmental level of the countries.

Gender Gap Employment Rate 2009

The OECD Employment Outlook carried out in 2010 reveals that Turkey with 40 % or over has both the highest gender gap employment rate and gender gap full time employment rate which can be interpreted that both gender gap employment rate and gender gap full time employment rate are the problematic areas that Turkey encounters right now.



Graphic 2: Gender Gap Employment Rate 2009



Source: OECD Employment Outlook 2010.

Note: FTE (Full Time Employment)

This also fosters the idea that women participation in employment is not the one as desired. Depending upon the graphics, it can also be stated that the gender gap decrease as the countries' economic development go up such as United States, Sweden, United Kingdom, Finland and so forth. This also means that there is a direct correlation between the development rate of some particular countries and gender gap employment rate in overall. On the other hand, the gender gap full time employment rate which is near to Turkey belongs to Netherlands which has lower gender gap employment rate than Turkey though. Finally, as can be seen from the Graphic, Finland has the lowest rate of gender gap employment whereas Estonia has the lowest gender gap full time employment rate.

Gender Centered Part Time Employment Rates

According to the OECD Employment Outlook, 2010 UK comes first depending upon part time employment rates of women with 38.8 %. Here, it can be demonstrated that there is coordination for UK between OECD Employment rates of women 2011 with 65.3 % which is the second highest female employment participation rate after New Zealand as this was mentioned well in advance.

Table 5: Part Time Employment Rates, 2009.

Part Time Employment Rates, 2009		
Countries	Men	Women
Australia	13.2	38.3
France	5.1	22.4
Germany	8.0	38.1
Ireland	10.7	37.4
Italy	5.9	30.5
Japan	10.5	33.8
New Zealand	11.9	34.5
Poland	5.0	13.1
Turkey	6.4	23.5
United Kingdom	10.9	38.8

Source: OECD Employment Outlook, 2010.

Following UK, there is Australia with the rate of 38.3 % of the women employees concerning their part time employment rates. Germany, in addition, comes after Australia as a third rank that has the rate of 38.1 %. In this table, it can also be observed that the more the country develops especially economically the more the higher the country has employment rates of women employees. As for Turkey, the rate of part time women employees is 23.5 % that is higher than the last country Poland the part time employment rate of which is 13.1 %. Poland which has 53.0 % rate of women employment according to OECD Employment rate of women 2011 does not have the identical performance on the part time employment rate of women. What's more, it is clear in the table that the higher the women part time employees, the higher the men employees except for Germany actually.

Educational Employment Rate Based Upon Gender (25 to 64 Year Old Females)

The analysis of educational employment rate based upon gender gives ideas about the case of female employment and gender discrimination as well.

Table 6: Educational Employment Rate Based Upon Gender (25 to 64 Year Old Females) 2008

All Levels of Education		
Countries	Female Employment Rate	Gender Gap
Australia	67.4	-17.5
France	67.8	-10.3
Germany	69.6	-12.2
Ireland	64	-18
Italy	52.2	-25.8
Japan	62.2	-27.3
New Zealand	71.8	-16.3
Poland	59.6	-16.1
Turkey	25.8	-50
United Kingdom	69.3	-13.8

Source: OECD 2008.

According to table , the country which has the highest gender gap in line with female employment rate based upon all levels of education is Turkey with -50 gender gap which can be interpreted that the numbers of female students



and those who participate in the workforce are so restricted. At the same time, Turkey with 25.8 % possesses the lowest female employment rate considering all levels of education. On the other hand, the second highest gender gap belongs to Japan with -27.3 despite the fact that the female employment rate is higher than Turkey with 62.2 %. As for the country that has the least gender gap is Germany, -12.2 and the female employment rate is 69.6 %.

Employment Participation Rates Depending Upon Genders in Turkey

According to the data of Turkish Statistical Institution (TÜİK) on Employment Participation Rates in Turkey, it can be uttered that the highest women labour force is in rural areas with 32.9 % in 2008 which reveal that the role of the women considered as unpaid family workers and the patriarchal system are still going on and the women's participation in employment are quite limited.

Table 7: Employment Participation Rates Based Upon Genders in Turkey

Years	TURKEY		URBAN		RURAL	
	The Rates of Employment Participation (%)		The Rates of Employment Participation (%)		The Rates of Employment Participation (%)	
	Women	Men	Women	Men	Women	Men
1988	34,3	81,2	17,7	78,1	50,7	84,7
1989	36,2	80,6	17,8	76,8	55,1	84,8
1990	34,2	79,7	17,1	76,8	52,0	83,0
1991	34,1	80,3	15,7	77,0	55,6	84,2
1992	32,7	79,7	17,0	76,8	52,0	83,1
1993	26,8	78,1	15,7	75,2	40,6	81,6
1994	31,3	78,5	17,4	75,4	49,0	82,6
1995	30,9	77,8	16,8	74,1	49,3	82,6
1996	30,6	77,3	16,0	73,2	49,8	82,9
1997	28,8	76,8	16,9	73,0	45,0	82,0
1998	29,3	76,7	16,8	72,8	46,9	82,5
1999	30,0	75,8	17,8	72,2	47,5	81,2
2000	26,6	73,7	17,2	70,9	40,2	77,9
2001	27,1	72,9	17,4	70,6	41,7	76,4
2002	27,9	71,6	19,1	69,8	41,4	74,5
2003	26,6	70,4	18,5	68,9	39,0	72,9
2004	23,3	70,3	17,9	69,1	36,7	73,3
2005	23,3	70,6	17,0	70,0	33,9	72,0
2006	23,6	69,9	16,4	69,3	33,1	71,3
2007	23,6	69,8	16,1	69,3	32,5	71,0
2008	24,5	70,1	16,6	69,5	32,9	71,6

Source: TÜİK, Household Workforce Questionnaire.

Table 7 says also that in Turkey, there is a sharp decrease on the rates of female employment participation rates from 34.3 % in 1988 to 24.5 % in 2008. However, the sharpest decline of female employees take place in rural areas which diminished from 50.7 % in 1988 to 32.9 % in 2008 which is the indicator of the reality that the status of the women are changing a little bit even if it is not so effective. The other thing to be taken into account is the fact that



the female employment rates are lower than the males in Turkey, the rates of the women 24.5 % in 2008 whereas it is 70.1 % in 2008 for men which point out that the problem of gender discrimination is quite concrete in Turkey.

The Rates of Workplace Relationship Satisfaction Rates in Turkey

The life satisfaction research carried out by Turkish Statistical Institution put forward the idea that there is also differentiation between the rates of men and women on workplace relationship satisfaction rates in Turkey.

Table 8: The Rates of Workplace Relationship Satisfaction Rates in Turkey

(%)	Years					
	2004	2005	2006	2007	2008	2009
Total						
Quite Satisfied	9,2	9,6	8,7	10,2	8,4	7,9
Satisfied	73,3	74,2	75,4	77,5	77,0	75,9
Uncertain	13,1	11,4	11,8	9,5	12,0	12,5
Not satisfied	3,5	4,2	3,7	2,4	2,5	2,9
Never Satisfied	0,9	0,6	0,5	0,4	0,1	0,8
Women						
Quite Satisfied	11,7	8,3	10,7	13,1	11,0	9,1
Satisfied	69,3	74,9	69,9	74,8	72,4	75,3
Uncertain	13,5	11,9	14,8	9,9,	12,2	11,4
Not satisfied	4,3	3,8	4,1	1,9	4,1	3,3
Never Satisfied	1,1	1,1	0,6	0,4	0,3	0,9
Men						
Quite Satisfied	8,6	10,0	8,2	9,5	7,6	7,5
Satisfied	74,3	74,0	76,7	78,1	78,3	76,2
Uncertain	13,0	11,2	11,0	9,4	12,0	12,8
Not satisfied	3,3	4,3	3,5	2,6	2,1	2,8
Never Satisfied	0,9	0,5	0,5	0,4	0,1	0,7

Source: TÜİK, Life Satisfaction Research, 2004, 2005, 2006, 2007, 2008, 2009.

The males are more satisfied than the females generally in nearly all the years stated in 2004 69, 3 % for females, 74.3 % for males; in 2005 74.9 % for females, 74.0 % for males; in 2006 69.9 % for females, 76.7 % for males; in 2007 74.8 % for females, 78.1 % for males; in 2008 72.4 % for females, 78.3 % for males; in 2009 75.3 % for females, 76.2 % for males. Even though there is an actual gender discrimination between males and females, the females who attended to labour market are satisfied with their workplace relationship which also the case for male workers.



Gender Based Wage Satisfaction Rates in Turkey

There is a distinction for wage satisfaction rates in Turkey. Initially the women are on the opinion that the jobs in Turkey have no monetary earnings which is the highest percentage in every year except 2007, so to say, 31.3 % in 2006; 19.7 % in 2007; 25.6 % in 2008.

Table 9: Wage Satisfaction Rates in Turkey

Gender	(%)	2006	2007	2008
Turkey				
Women	Quite Satisfied	1.1	3.2	3
	Satisfied	21.4	29.5	20.9
	Uncertain	19.5	19.9	21.8
	Not Satisfied	21.0	20.7	22.1
	Never Satisfied	5.6	7.0	6.6
	Never Money Earnings	31.3	19.7	25.6
Men	Quite Satisfied	2.1	1.9	2.2
	Satisfied	27.7	30.5	28.9
	Uncertain	24.0	24.1	23.7
	Not Satisfied	33.9	31.3	33.4
	Never Satisfied	8.6	8.8	8.6
	Never Money Earnings	3.8	3.3	3.2

Source: TÜİK, Life Satisfaction Research.

As for male workers, it can be said that they are satisfied with their wage earnings which indicate that the women are regarded as secondly important workforce and they are cheap labour force when compared to men which signals that the discrimination still goes on. Perhaps this can be interpreted in a way that the places where the women worked altered from farming to factory or services but their roles do not change radically; in other words, they were unpaid family worker in the past but now, they are low paid factory or services based workers. All these things show clearly that the places to work for females changed but their roles remained nearly the same except for minor advances, and this is not sufficient for their status to be more efficient and productive.

Conclusion

The Industrial Revolution which is the milestones of the growth of the industry and relatively to the expansion of the other sectors of the economy covers some other subsectors such as manufacturing, mining, and building (More, 2000: 3). This revolutionary event not only left deep impact on the industry and industrial relations, but also it has profound influence on the sociological life of the individuals. Foremost, it created a genre called as male and female workers.

In the aftermath of the industrial revolution in parallel to the women's entrance to the labour force which is virtually third times less than the men, the glass ceiling effect occurred as a result of fewer participation of the women employees to employment and those who participated in it face to face hindrances to be promoted. In a way, this is the direct result of the cliché roles given to female workers by men. To put in another way, the women are regarded



as incapable of carrying out certain jobs in services and industry which result in gender inequality as well. The glass ceiling effect also stems in gender discrimination.

Taking into account gender employment participation numbers in Turkey from the years 1999 to 2008, it can be argued that the numbers of the male employees who attend to the workforce are more than females. This case is fostered by 26.2 % in 2010 which signals the employment rate of women in Turkey and which is also the lowest rates among the countries such as Australia, France, Germany, Ireland, Italy, Japan, New Zealand, Poland, United Kingdom selected as samples. This statistics are the other indication of the reality that the gender gap is big in Turkey actually which is verified by the other data like gender gap employment rate, part time employment rate based upon gender, female employment rate considering all levels of education, Turkish Statistical Institution. In other words, the great majority of women are satisfied with working place relationships even if there is a limited employment participation of women.

According to the wage satisfaction rates of women, it can be stated that most of the women are on the opinion that their job do not have any monetary earnings which imply that the great majority of the women employees are still unpaid workers different from men. To sum up, the result of the study is:

Generally, the wage satisfaction rate for women, their participation in the labour market are not promising; contrarily many of them consider that they do not earn any or enough money from their works which is also the illustration of the fact that the image of unpaid family workers haven't still changed and the gender gap is still going on even though these female workers are satisfied with their works which is a contradiction. This situational case fosters the idea that new social policy procedures are to be implemented to develop the status of women and to enhance their labour market participation.

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