

Effects of Increasing Female Labor Force in Catering System: Case of Turkey

İkram Hizmeti Sisteminde Kadınların İşgücüne Artan Katılımının Etkileri: Türkiye Örneği

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ABSTRACT

High female participation in the labor market suggests both a development in the relative economic and social position of women, furthermore an expanded use of human potential for financial advancement. The female labor force participation rates have expanded significantly in developing nations. But like many developing nations in Turkey also the female labor force participation rates demonstrate up and down trend throughout the last decades. In this paper; the explanations behind the increasing pattern in the female labor force for catering system in Turkey is analyzed and research on the impacts on the increment. Some of those are the changing composition of the labor force away from agriculture towards non-agricultural activities, late increments in enrollment rates at all levels of education which offer more opportunities for women to apply for hospitality industry related jobs, slight change of cultural values against their participation in economy, favorable hospitality and catering labor market conditions, reduced wage gap and equality in promotion opportunities between female and male workers, advancements in social security, flexible working hours, developments in catering and hospitality industries.

KEYWORDS

Female labor force, Catering system, Female labor force participation rate, Turkey

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ÖZ

İşgücü piyasasında yüksek kadın işgücü katılımı kadınların hem ekonomik hem de sosyal statüsünün gelişeceğini ve ayrıca, finansal açıdan ilerlemeleri için insan potansiyeli kullanımını genişleteceğini belirtmektedir. Kadın işgücüne katılım oranı gelişmekte olan ülkelerde önemli ölçüde artmaktadır. Fakat birçok gelişmekte olan ülke gibi Türkiye'de de kadın işgücüne katılım oranı son yıllarda inişli-çıkışlı bir eğilim göstermektedir. Bu çalışmada, Türkiye'de yiyecek-içecek-ikram hizmeti sisteminde kadın işgücüne katılım oranının artış nedenleri incelenmiş ve bu artışın etkileri araştırılmıştır. Bu etki sonucu ortaya çıkan değişimlerden bazıları ise işgücünün tarımdan tarım dışına kayması, kadınların konaklama ve ikram sektöründe her eğitim düzeyinde iş bulma imkanlarının artması, çok az olsa da kültürel değerlerin bakış açısının kadınların ekonomik olarak işgücüne katılmalarına karşı değişmesi, konaklama ve ikram sektöründe uygun çalışma şartları, erkek ve kadın çalışanlar arasında ücret farklılığının az ve terfi fırsatlarında eşitlik olması, sosyal güvencede düzenlemeler, esnek çalışma saatleri, konaklama ve ikram sektöründe ilerleme kaydedilmesidir.

ANAHTAR KELİMELER

Kadın işgücü, İkram hizmeti sistemi, Kadınların işgücüne katılım oranı, Türkiye

INTRODUCTION

Before analyzing recent trends in the women's labor force participation rate in catering service in Turkey, we need to define what we mean by female labor force participation rate. Female labor force participation rate indicates the ratio of the female labor force to the female population 15 year of age and over. Labor force refers to the share of the working age population who are either in a job or actively looking for one (Abhayaratna- Lattimore 2006). The female labor force participation rates have increased considerably in the developed countries in recent years. In contrast, in many developing countries and in Turkey the female labor force participation rates show a declining trend (Tansel 2001). During the last decade, a number of studies have pointed to this decline and the strikingly low rates of labor force participation and have analyzed its consequences for both men and women (World Bank 1993, Özbay 1991 and 1994, Özar 1994, Ecevit 1998, Ecevit et al. 2000, Tansel 2001). Contradictory to this point, studies have shown that catering service is propelling through the increased rate of participation of women during the last decade. There are several reasons for the declining trends in the overall labor force participation rates in Turkey though the same reasons seems to increase the rates of female labor force participation in catering system because of the compatibility of the system mostly to the female workers.

Structural changing composition of the labor force away from agricultural towards nonagricultural activities and consequently rural- urban migration has rightly been considered as the main reasons for this decline. This is why the withdrawal of women from traditional agricultural activities in which they formerly engaged (Ecevit 2003). Second, recently, younger populations have been staying in school longer. This contributes to the declining trends in the participation rates of the young. Third, the early retirement scheme introduced in the early 1980s is another factor that contributed to the declining participation rates of the middle to older age groups (Tansel 2001). Besides, unemployment rates, educational attainments and skill levels, the "discouraged worker" effects, and prevailing cultural norms that exclude participation in market work may also play a role in the low participation rates of women in urban areas. In addition, the failure of official labor statistics to cover workers in the informal sectors needs to be taken into account when analyzing the patterns of the female labor force participation rate in urban areas where uneducated and unskilled women work in informal sectors (Palaz 2005). Women's personal and family characteristics include age, years of schooling

and their marital status, number of children and children's age group also affect female participation rates (Dayıoğlu-Kasnakoğlu 1997).

In this paper, trends in the female labor force participation rate are evaluated and the factors are examined, which influence women's decision to enter the labor force especially in the catering service. In addition to this analysis, policies which provide more and better work opportunities for women in new catering sector identified by Turkish State Planning Organization (SPO, 2006) in 9th Development Plan are analyzed.

1. Expanding Women in the workforce

Women and men regularly take an interest in economic areas in strongly distinctive extents, a consequence of sex grouping in occupations. Purposes behind this may incorporate a customary relationship of specific sorts of work with a specific sex. There are an extensive variety of other conceivable economic, social and cultural variables that affect the sexual orientation conveyance in distinctive occupations, including inside of a locale or nation.

Women in the workforce acquiring wages or a pay are a piece of a cutting edge marvel, one that created in the meantime as the development of paid vocation for men, yet women have been tested by imbalance in the workforce. Until present day times, lawful and cultural practices, consolidated with the inactivity of longstanding religious and instructive traditions, confined women's entrance and investment in the workforce. Economic reliance upon men, and thus the poor financial status of women, has had the same effect, especially as occupations have ended up professionalized over the nineteenth and twentieth hundreds of years.

Women's absence of access to higher educational background had successfully barred them from the act of generously compensated and high status occupations. Section of women into the higher law like law and medicine was postponed in many nations because of women being denied passage to colleges and capability for degrees; for sample, Cambridge University just completely accepted degrees for women late in 1947, and that being said strictly when much resistance and bitter debate. Women were to a great extent constrained to low-paid and poor status occupations for the vast majority of the nineteenth and twentieth hundreds of years, or earned less pay than men for doing likewise work. In any case, through the twentieth century, open view of paid work moved as the workforce progressively moved to office employments that don't require substantial work, and women progressively procured the

advanced education that prompted better-adjusted, longer-term vocations instead of lower-talented, shorter-term occupations however women are still off guard contrasted with men because parenthood. Women are seen as the essential parental figure to youngsters still right up 'til the present time so their pay is brought down when they have kids because organizations don't anticipate that they will stay long after the conception.

The expanding rates of women contributing in the work power have prompted a more equivalent payment of hours worked over the areas of the world. However, in western European nations the way of women's occupation interest remains uniquely not the same as that of men. For instance, many women are in consistent full-time job after the conception of their first child. Because of the absence of childcare, women in Britain lose 9% of their pay after their first child and 16% after their second child.

Limitations on women's entrance to and interest in the workforce incorporate the pay hole which in the United States, women just make 87.5% of what a man makes and the biased based impediment, imbalances most related to industrialized countries with ostensible equivalent open door laws; legal and cultural confinements on access to instruction and occupations, disparities most related to creating nations; and unequal access to capital, variable however recognized as a trouble in both industrialized and creating countries. Women are kept from accomplishing complete sexual orientation equity in the work environment because of the "perfect laborer standard," which "characterizes the conferred specialist as somebody who works 40 hours per week and full constrain for a long time straight," a circumstance intended for the male sex. Women, interestingly, are still anticipated that would satisfy the overseer part and set aside time off for residential needs, for example, pregnancy and sick relatives, keeping them from complying with the "perfect specialist standard." With the present standard set up, women are compelled to juggle full-time employments and family mind at home.

In spite of the fact that entrance to paying occupations (the "workforce") has been and stays unequal in numerous occupations and spots the world over, researchers in some cases recognize "work" and "paying work," incorporating into their investigation a more extensive range of work, for example, uncompensated household work, catering and hospitality, babysitting, elderly care and family subsistence cultivating. Regarding to table 1 below, women generally work on service sector. The situation is different in developing countries in Africa and Asia since still the source of income is coming from

agricultural sector for people living in rural areas. Notwithstanding, less women want to be a part of industrial sector.

Table 1: Disperse rates of men/women labor force participation rates in global aspects

Region	Agriculture	Industry	Service
Africa	43% women/42% men	11% women/20% men	46% women/39% men
Asia (Including China)	32% women/26% men	12% women/25% men	56% women/49% men
Latin America and the Caribbean	7% women/22% men	13% women/27% men	80% women/51% men
Europe and the other more developed regions	6% women/8% men	15% women/36% men	79% women/55% men

Source: OECD, 2014.

2. What is catering system and recent trends?

Catering Industry is a very wide industry; it has been categorized in different food outlets, which are based on the nature of the demand, availability of place, availability of raw material and size of the organization. The catering industry has got different natures of outlets and catering can be organized at customer's place. The following are some of the catering establishments in Turkey, which has been widely spread, in the last decade:

2.1. Restaurant

The major known food outlet is a restaurant. A restaurant can be a part of the hotel or can be stand-alone. A restaurant is an establishment that serves the customers with prepared food and beverages to order, to be consumed on the premises. The term restaurant includes a diversity of different venues and a diversity of styles of cuisines. Different Restaurants have got their own quality or nature of work. A restaurant can be a specialty restaurant or multi-cuisine, Fast food or may have got other nature. Typically a hotel, where the food items are provided for the convenience of the residents and for the hotel to maximize their potential revenue, such restaurants are often open to non-residents also (Lundburg, 1985).

Transport Catering is the second widest class in catering. After restaurants, Transport catering is the catering, which caters for most of the customers. Transport catering includes an airline catering, Railway catering, Ship catering etc. Serving the food and beverages to passengers, before, during and after a journey on trains, aircraft and ships and in buses or private vehicles is called as transport catering. Different transport caterings have got different nature. Sometimes transport catering services are to be offered to the general public who lives near to the surrounding of the service provider. The major forms of modern day transport catering are airline-catering, railways catering, ship catering and surface catering in coaches or buses which operate on long distance routes (Lawson F., 1994).

2.2. Airline Catering:

Airline catering is the most expensive, important and global catering segment. Airline catering includes to provide food and beverages to the customer who are travelling by aircraft and restaurants situated in the airport area. In new era latest airports have a variety of food and beverage outlets to cater to the increasing number of air passengers. Catering to passengers en route is normally contracted out to a flight-catering unit of a reputed hotel or to a catering contractor or to the catering unit operated by the airline itself as an independent entity (Jones, 1995).

Figure 1: Catering types and characteristics**CATERING TYPES AND CHARACTERISTICS:**

Catering Type	Organization/Facility	Type of User	Characteristics
COMMERCIAL	<ul style="list-style-type: none"> • RESTAURANT <ul style="list-style-type: none"> • Traditional • Special • Thematic • Ethnic • Chain • Hotel • CAFETERIA • CAFE • BAR • ENTERTAINMENT 	defining factors <ul style="list-style-type: none"> • Socio-economic structure • Aim • Time 	<ul style="list-style-type: none"> • Independent organization or as a function of a trade facility • Confort in dining spaces, quality in space organization and service • Flexibility in dining spaces
INSTITUTIONAL / ORGANIZATIONAL	<ul style="list-style-type: none"> • INDUSTRIAL • PUBLIC • MILITARY 	Personnel	<ul style="list-style-type: none"> • Limited menu • Fast service • Different dining spaces for personnel and staff
	<ul style="list-style-type: none"> • EDUCATIONAL <ul style="list-style-type: none"> • Primary Schools • University 	Student Personnel	<ul style="list-style-type: none"> • Multi-functional dining spaces • Menu alternatives • Production flexibility depending on time • Central production area
	<ul style="list-style-type: none"> • HOSPITAL 	Patient Personnel	<ul style="list-style-type: none"> • Dietary kitchen and last heating place • Central production area • Service problems
	<ul style="list-style-type: none"> • TRANSPORTATION 	Traveller Personnel	<ul style="list-style-type: none"> • Specialized catering systems • Central production area • Packaged food service or limited menu

Source: Shiring, Jardine and Mills, 2001.

The interaction of the airlines, the educators, the suppliers and the distributors is the key factors that provides quality food service to passengers on airline carriers. These four elements must be in communicate with each other and work in agreement to endeavor the excellence of service and quality. Since they are all interlinked to each other, it is difficult to separate the responsibilities of these factors (Becker, 2012).

3. Why Do We Need A High Female Labor Force Participation?

A high female interest rate is attractive on a few grounds. High female investment in the labor market suggests both a development in the relative economy and social position of women furthermore an expanded use of human potential for financial development and advancement (Kızıllırmak 2005). Higher female vocation is instrumental in building limit for economy development and destitution reduction. Three key components that effect on economy development regularly alluded to the three P's, population, participation (or labor supply) and productivity. The higher the quantity of individuals partaking in the workforce, or the more hours worked, the higher the potential yield delivered and, accepting everything else unaltered, the higher the potential level

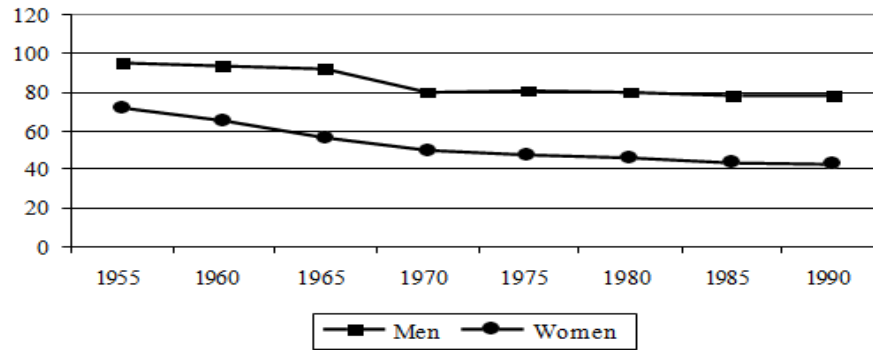
of GDP per capita (Abhayaratna-Lattimore 2006). As indicated by Argy (2005), joblessness (or non-interest) 'speaks to a major misuse of national economic potential'.

Yet, economy development is not by any means the only motivation behind why interest matters. Higher workforce investment can likewise lessen the financial weights connected with giving welfare bolster and serve social incorporation and value objectives (OECD 2003a). Notwithstanding these results, higher female occupation increments labor supply, profitability and way of life, diminish neediness among women and kids. More and better occupations for women mean higher wages and better life for them, their family furthermore society in general. Utilizing women's gifts and abilities as a part of the labor market furnishes families with more monetary autonomy, as well as expansions women's fearlessness and social respectability. (SPO-World Bank, 2009a).

At the in the meantime, more elevated amounts of female work permit government interests in education all the more effectively as women utilize their obtained abilities profitably in the economy. In nations with low levels of female occupation, families regularly tend to under-put resources into the young girl's education. Actually, working women for the most part are more included than non-working women in settling on choices in connection to their kids' instruction and wellbeing, which are externals that decidedly influence the welfare of future eras (SPO-World Bank 2009b). As a last result of higher female occupation is "gender equity."

3.1. The Trend of Female Labor Force Participation Rate in Turkey

As indicated by the population statistics and family unit labor force study results, general labor force participation rates have been diminished bit by bit in the course of the most recent 50 years in Turkey - from 95.4 percent in 1955 to 69.1 percent in 2014 among men, similarly from 72.0 percent in 1955 to 23.5 percent in 2014 among women (World Bank, 2015). It can be effectively seen on Figure 2 and Table 2, labor force participation rates are particularly low level and decreasing nature both women and men.

Figure 2: Labor Force Participation Rates by Gender, Turkey (1955-1990)**Table 2: Labor Force Participation Rates by Gender, Turkey (1991-2009)**

Years	Total (%)	Men (%)	Women (%)	Years	Total (%)	Men (%)	Women (%)
1999	57.0	80.2	34.1	2007	49.6	71.6	27.9
2000	56.0	79.6	32.7	2008	48.3	70.4	26.6
2001	52.1	78.0	26.8	2009	48.7	72.3	25.4
2002	54.6	78.5	31.3	2010	48.3	72.2	24.8
2003	54.1	77.8	30.9	2011	48.0	71.5	24.9
2004	53.7	77.3	30.6	2012	47.8	71.3	24.8
2005	52.6	76.7	28.8	2013	46.9	70.1	24.5
2006	52.8	76.7	29.3	2014	45.9	69.1	23.5

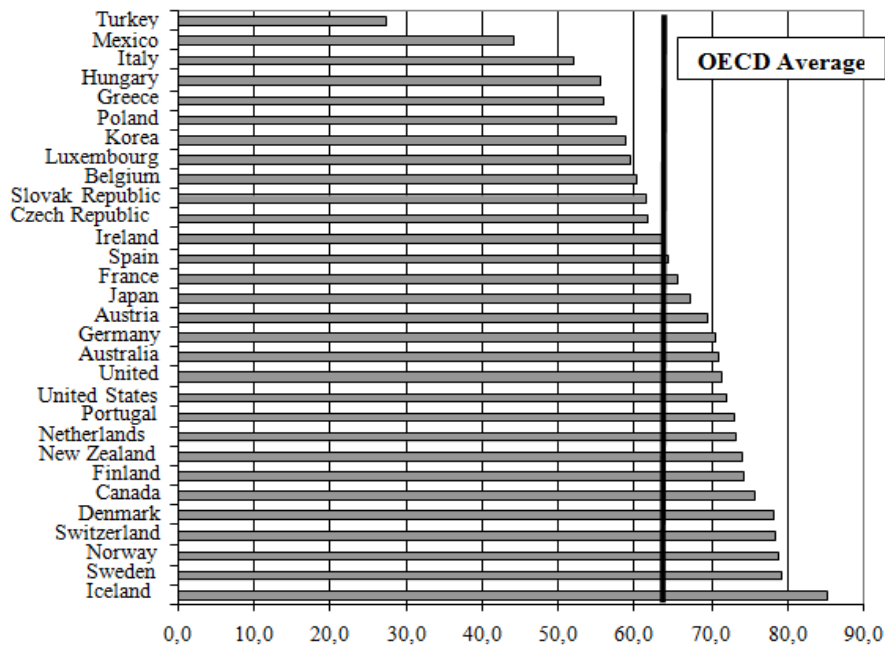
Source: World Bank, 2015

This depicts the female labor force participation rates among OECD nations. As indicated by OECD Employment Report insights, normal labor force participation rate for OECD nations in 2015 was 63.2 percent for women. Iceland has the most astounding rate (85.4 percent), while Turkey has the least female labor force participation rate. Truth is told Turkey is just nation stayed underneath 30 percent.

Table 3 below shows the reasons representing non-participation of women in labor force. As per the information, the most vital reason not to enter the labor force for women is being a housewife (62.4 percent). Different reasons, for example, being an understudy, being resigned or debilitated and sick and so on have little influence on not entering the labor force. However for

men, being resigned or an understudy are the most critical components relating to why men don't join the labor force (Palaz, 2005). While around 38 percent of men are out of labor force in their resigned status, the extent of women in a matter of seconds resigned subsequent to having worked formally under a security plan is to a great degree low (just 3,5 percent in 2014). Another striking awkwardness is the way that while 8,6 percent of women stay out of labor force because of understudies position, and 28 percent for guys.

Figure 3: Labor Force Participation Rates in OECD countries, 2015.



Source: OECD, 2016.

Table 3: Factors affect labor force participation of women in Turkey

Reasons for not being in labor force	2000				2014			
	Men	%	Women	%	Men	%	Women	%
Available for work but not seeking a								
Discouraged	120	3,8	244	2,2	371	5	241	1,2
Other	77	2,5	178	1,6	460	6,2	778	4
Seasonal Worker	12	0,4	22	0,2	72	0,9	243	1,2
House wife	-	-	8.860	78,9	-	-	12.186	62,4
Student	998	31,9	564	0,5	2.086	28	1671	8,6
Retired	921	29,5	195	1,7	2.806	37,7	682	3,5
Disabled or ill	539	17,2	813	7,2	1.270	17,1	2.144	11
Family or Personal	-	-	-	-	107	1,4	1155	5,9
Other	458	13,7	353	3,1	268	3,6	427	2,2
Total	3.125	100	11.229	100	7.441	100	19.526	100

Source: TUIK, 2015.

What are the explanations behind female labor force participation rates are low level and reducing nature in Turkey? It can be disclose to this inquiry fewer than three essential headings. Firstly; auxiliary change from farming to industry and urban relocation, Secondly; financial compels and in conclusion; individual and family qualities.

3.2. Structural Transformation from Agriculture to Industry and Urban Migration

Since the mid 1970's, Turkey has encountered quick development and a basic change from a horticultural economy to a mechanical one. The changing structures of the Turkish economy and the country's quick urbanization have influenced the synthesis of the labor force (Kasnakoğlu-Dayıoğlu 1997). In spite of the rebuilding of the Turkish economy from horticulture to industry around 40 years, a significant number of women are still utilized in horticulture. The farming work constituted around 35.7 percent of the men's occupation and around 76.9 percent of the women's business in 1988. In 2014, 42.1 percent of women contrasted with 17.8 percent of men were working in this field. This high rate offer of agribusiness inside of female work additionally holds on

notwithstanding a huge development of provincial populace to urban areas. In any case, by and large movement from rustic to urban adversely influenced the female participation rate more than guys. While women have generally had a wellspring of livelihood in horticulture as unpaid family specialists, they cannot take part in urban labor force after the movement (Palaz 2005). This is on the grounds that a greater part of urban women are housewives; while, almost all countrywomen work outside the home in agribusiness. Consequently, women get to be housewives or occupied with unregistered casual occupation when they moved to urban territory. Then again, In Turkey, administration division business has become rather quickly and turns into the biggest utilizing area for men and the second biggest utilizing part for women, after agribusiness, in 2014. Really, the decay of farming and the development of the administration part are basic for creating social orders, for example, Turkey.

Between the periods 2000 and 2014, livelihood in industry and administration expanded; regardless, the representation of women in these segments stayed low when contrasted with men. In spite of the fact that women's participation to the administration segment has expanded in this period, their participation to industry segment is low (at 43 percent and around 15 percent separately in 2014). The purposes behind women's low participation in industry and expanded participation in administration are the quick development of the administration division and the production of a more prominent number of occupations for women there than in the mechanical segment. In that sense, at any rate in urban zones, the administration division is the most encouraging as far as women's future job. One explanation behind this expand may be the extension of employments that are viewed as suitable for women in different sub-branches of the division (Ecevit 2003).

Decrease in the women's labor force participation rates from 50.7 percent in 2000 to 33.1 percent in 2014 is a reasonable indication of country to urban relocation. In Turkey, urbanization has been accelerated despite increasing so as to everything it carries on its pace. These days, while 70 percent of the populace has lived in urban communities, just 30 percent of them have lived in urban regions. Like in numerous creating nations, women in rustic labor markets of Turkey for the most part work as unpaid family specialists in agribusiness and in some non-market exercises, for example, home generation and willful employments. However in 2000-2014 period urban labor force participation rates of women verging on kept its level unaltered. This implies women who are to a great extent unpaid family specialists in rustic labor markets drop out of the

labor force when they migrate into urban ranges. At the end of the day, women who had migrated to urban areas got to be imperceptible (Biçerli-Gündoğan 2009).

Amid the period from 2000 to 2014, there is an incredible uniqueness between the participation rate of provincial and urban range. The labor force participation rate of women is particularly low in urban ranges. While in 2000, the labor force participation rate of urban women was 17.7 percent; the rate for their provincial partners was 50.7 percent. In spite of the fact that the hole in the middle of urban and provincial participation rates of female labor force began to close, the hole in the middle of female and male labor force both urban and rustic ranges have been proceeded with progressively. The lower participation of women in the urban labor market stems specifically from the way of occupation in urban territories. Farming, where educating is not an essential to occupation, assumes a vital part in the urban territories, though industry and administration, which require a generally more instructed labor force, rule the urban labor market.

3.3. Economic Constrains

3.3.1. Economic Crises and Unemployment

Turkey has encountered numerous monetary emergencies. The shrinkage happened in genuine segment; due to the accompanying in a steady progression financial emergencies have been risen higher unemployment rates. Financial emergencies which happened in 1994, 1999, 2001 and last emergency in 2008, GDP development rate has to a great degree diminished. Really, Turkish economy couldn't make enough occupation while high development execution period. At present, the marvel of development without business creation is legitimate for Turkey as well. Then again, it is not consistent with say, "firstly women are released their occupation at the monetary emergencies periods". In 2000-2002 women's labor force participation rate higher than that of men. Due to the impact of 2000 and 2001 emergencies, a critical rate of men was being unemployed.

At the monetary hardship times, unemployment force, particularly women who are not working already, need to look for job outside of the crew. High livelihood rate causes a negative impact in desire of discovering employments that appears to be particularly in women who are accessible for work. They progressively tend to surrender looking for employments and join the gathering of housewives and demoralized specialists. On the other hand,

women are working so as to attempt to shield their families from destitution casual segment. Low taught women ordinarily work at local cleaning, youngster minding or home working (paid work at home) with a specific end goal to overcome financial troubles and in this manner get to be individuals from the casual segment (Ecevit 2003).

3.3.2. Unregistered Employment

Unregistered business is at the center of comprehension urban unemployment issues. In a domain where the formal division has been not able make enough occupations to assimilate development in the urban labor force coming about because of both movements to urban areas and births there; unregistered work turns into a solution for the unemployment. The formal segment offers just constrained openings for work for the incompetent and uneducated populace. Notwithstanding this, unequal salary dissemination and far reaching destitution together with the unreasonable procedure of hunting down formal employments shows up as significant boundaries to passage into the formal segment. For monetarily denied people, labor pay is the fundamental wellspring of income (Gündoğan 2007).

Unregistered livelihood is additionally a broad issue in the Turkish economy. In 2006 portion of the aggregate livelihood (48.5 percent) was unregistered. A portion of the normal elements of casual division work is absence of insurance, constrained procurement or nonattendance of government disability advantages, and inadequate pay (Ecevit 2003). It appears that women have a reasonable hindrance in such manner. For that year women's unregistered work proportion (66 percent) was about 20 focuses higher than that of men's.

The expanding job of women in the casual division can be put down to different reasons. Most importantly, unregistered vocation is particularly a far-reaching occasion in the administrations area and agribusiness where creation units are generally little and employments require little capability. Since little firms have constrained operational capital, they are monetarily feeble and in this manner over-touchy about expenses. These are Ceyda Özsoy - Sevilay Atlama likewise the areas where the lion's share of working women are utilized (Biçerli-Gündoğan 2009). Furthermore, with the expansion in unemployment, women are having a tendency to lose ground in the formal areas of the economy. Thirdly, stagnating and falling family unit livelihoods because of the poor execution of the economy additionally prompts the expanded passage of

women into the casual labor market (as clarified some time ago). Finally, send out situated commercial ventures, in the quest for modest labor, support women's work. These components are prompting the expanding informalization of the female labor force. This in formalization happens comprehensively in restricted: work is being pushed out of processing plants and formal work circumstances into little workshops (sweatshops), shopping center scale ateliers in the article of clothing and material industry, homes and casual circumstances (Özdemir et al. 2004).

3.3.3. Unqualified Jobs and Unfavorable Working Conditions

Women frequently work "feminized" areas and callings and stay in lower employment classifications with less access to senior positions. Word related and sectoral isolation has remained verging on unaltered, showing that the increment in female job has occurred in parts effectively overwhelmed by women.

3.3.4. Gender Differences in Earned Income

One of the outcomes of gender isolation on the labor business sector is the holding on gender pay hole, (the distinction between the wages earned by women and those earned by men) somewhat because of the way that women are concentrated in less esteemed employments and positions than men. Since women will probably work low maintenance and interfere with their vocation for family reasons, they are liable to face negative results as far as pay, professional success and gathered annuity rights. This additionally affects the danger of falling into neediness (European Commission 2014). Truth be told, it is realized that even in nations with high human advancement, women's profit are by and large lower than that of men's. As indicated by the Human Development Report 2014, women in Turkey gain normal 26 percent to men's. Despite the fact that Turkey is in the high human improvement classification to United Nation Development Program, the low proportion of assessed female to male earned salary is a decent pointer as far as the gender crevice.

3.4. Personal and Family Characteristics

3.4.1. Educational Attainment

Individuals with lower instructive capabilities are both less inclined to be labor force members and more inclined to be without work regardless of the possibility that they effectively look for one.

In 2014, the female labor force participation rate increment alongside instructive accomplishment (the most reduced rate being recorded for illiterates and the most noteworthy rate for college graduates). For guys, labor force participation does not demonstrate much change as for instructive status. The relationship in the middle of educating and labor force participation rate just gets to be obvious at advanced education levels for both genders. As anyone might expect, prime working age (25 to 45 years) make-up by far most of the labor force. For both genders, participation rates increment by age, achieve a crest around the ages of 25-45 for men and 20-40 for women and decay from there on.

3.4.2. Marriage and Child Care obligations of Women

The relationship between conjugal status and female participation uncovers that solitary women and separated women have much higher participation rates than wedded and widowed women. It is surely understood that money related inspiration is the most vital variable in women's participation for separated women, on the grounds that they are the Ceyda Özsoy - Sevilay Atlama leader of the family unit and need to bolster their family and kids. Single women's labor force participation rates are prone to be higher than wedded women's on the grounds that they don't have family commitments, yet it is liable to be lower than the participation rate of separated women in light of the fact that money related need is not as critical to them (Palaz 2005)

The impact of spouse's business circumstance on wife's participation is additionally a decent pointer of women's status in the labor market, particularly of their "optional laborer" status. Spouse's occupation circumstance could influence wife's participation choices in two ways. As indicated by the "included laborer impact" theory, wives, idle in the labor market, choose to incidentally partake with a specific end goal to make up for the loss of salary because of spouse's unemployment (Kızılırmak 2005). Then again, being hitched and having youngsters contrarily influences the labor force participation of women because of their housekeeping errands and childcare obligations. Maternity is one of the fundamental elements that impact female participation rates. Particularly, a childcare obligation is more urgent who has kids underneath seven age and school age youngsters between ages of seven and fourteen (Dayıoğlu-Kasnakoğlu 1997). The thought that youthful youngsters might endure if their mom works is generally far reaching in all nations and affects the labor force participation of women of a kid bearing age (25 to 44

years) (OECD 2015). They rejoin just further down the road, when their kids are mature enough to deal with themselves.

3.4.3. Cultural Norms Against Women

Social variables against women are likewise influence women's participation in business sector work. The most essential social component affecting women's position and participation to market work in Turkey is patriarchy (Gündüz-Smits 2006). Family weight from spouses, guardian and in-laws is an essential obliges to occupation confronted by ineffectively instructed women (SPO-World Bank 2009b). The leader of the family unit and the principle provider is required to take care of business. Then again, inside of the system of socio-social elements, that is gender-based division of work and gender parts in view of this division, women in Turkey, are considered homemakers who ought to deal with residential obligations and childcare and be in charge of the prosperity of other relatives, including the elderly. As indicated by Toksöz (2007), particularly on the off chance that where the job of inadequate women of low instructive foundation is viewed as risk to the dominancy of male family heads as "providers", women and young ladies are not permitted to work out of their homes. In spite of extensive changes in the most recent couple of decades, there are profound basic social convictions about gender parts. These convictions are particularly solid among individuals living in country regions and vagrants to the urban areas who keep on safeguarding a significant number of their customary mentalities.

4. Policies Taken to Increase the Female Labor Participation in Turkey

Under the ninth Development arrangement which covers the 2007-2013 periods, it has been created an "Activity Plan for Gender Equality" by Turkish State Planning Organization (SPO, 2006) for give more and better openings for work for women. In this structure, three approaches have been identified (SPO-World Bank, 2009b).

4.1. Creating openings for work for first time work seekers for young ladies

Short-term work regulation and projects to upgrade labor interest for women. Intercessions ought to go for advancing formal vocation for women with low levels of training, and particularly for those transitioning from school to work. More adaptable labor market regulation may lessen the boundaries of

organizations contracting women. For example, the Government of Turkey has presented as of late a project that sponsors managers' standardized savings commitments for new employed women for up to 5 years. Programs like this are prone to add to build the rate of livelihood for women, particularly in times of solid monetary execution.

4.2. Affordable childcare

Pre-school, Public and/or financed childcare. Numerous women could be urged to work by having admittance to reasonable nurture their kids. This could be accomplished by advancing early youth improvement programs (ECD, for example, preschool training and open/financed childcare programs (SPO-World Bank, 2009b). The observational proof demonstrates that childcare sponsorships do build female labor supply. Childcare appropriations lessen the relative cost of formal childcare and, thusly, expand the relative return of business sector work (OECD, 2013).

Despite the significant increase in availability of childcare services in Turkey over the recent years, there is still a lack of childcare services and preschool education. Most of the facilities are run by the public sector—84 percent are public and only 16 percent are private providers as of 2014. But still existing costs and price-quality structures become a burden for families to cover the median prices for childcare services. While the ratio is over one-in-three children in OECD and EU countries with the same level of GDP, the situation in Turkey is even below this. Approximately more than 2.7 children are not enrolled in preschool education out of 3.8 million and they are not getting any childcare services or childcare education. The average of OECD childcare services is nearly 81 percent and Turkey needs to open more than 40.000 facilities to reach those countries (National Education Statistics, 2014).

4.3. Sustaining speculations on instruction

Increase achievement rates and put resources into Vocational Education and Training (VET). Advanced education accomplishment is connected with larger amounts of female participation. Interests in VET are liable to plan women, and particularly young ladies, with the abilities expected to quality for steady employments in the labor market. Turkish Government has scaled up of interest in VET for women however Turkish Employment Organization. Universal confirmation shows that speculations on VET help women to land formal positions, and advances gender uniformity in profit and labor market opportunities. By presenting positive activity, making openings for work for first timework seekers for young ladies, reasonable childcare and maintaining

speculations on training particularly VET, the state might make a noteworthy commitment to the reinforcing of the labor market position of Turkish women.

Turkish SPO expressed that in eighth advancement arrangement period (2001-2005) advancement was not made in labor force participation and livelihood rates, which were lower than European Union midpoints. Such low rates are brought about by deficient participation of women to the labor force and work. The female labor force participation and occupation rates are around 33% of the rate for men. Then again, labor force participation rate is relied upon to increment by 2.1 rate focuses amid the ninth Plan period (2007-2013) through raising the level of training, expanding employability by dynamic labor market arrangements, and encouraging and empowering passage into the labor market. The primary determinant of this increment is expected to be the increase in female force participation rate (SPO, 2006).

CONCLUSION

Within the connection of globalization women's labor force participation and livelihood rates have expanded everywhere throughout the world though Turkey varies from most nations with abatement. Turkish labor business sector is described by high rates of populace and labor force development, declining rates of participation and extraordinarily low levels of female participation in urban ranges. Towards maintainable development and advancement focuses of Turkey, ideal asset utilization is a need. In Turkey, very nearly one-portion of the populace is women, viable use of women asset as labor force is vital in appreciation to improvement targets. Notwithstanding this, it is realized that the part of women on the youngster consideration is likewise vital for financial improvement. Thus, women have a dynamic part on Turkish financial improvement.

Turkey has encountered critical basic and social changes that would be relied upon to encourage women to look for employments. In this sense a few palatable advances are:

- The social state of mind toward working women have changed as of late,
- Women are turning out to be more taught
- Women are getting hitched at a later age,
- Fertility rates are declining
- Micro fund applications are growing up.

After all instructive fulfillment is on the ascent, while ripeness is on the decrease, and other positive improvements may affect female labor force participation decidedly in one year from now. It ought not to be neglected to the significance of a practical and abnormal state of financial movement in accomplishing higher female participation and work.

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