



Woman and Employment Survey in TURKEY

March, 2022



Xsights
Araştırma ve Danışmanlık A.Ş.

TED ÜNİVERSİTESİ

TURKISH **YIYIN**



Purpose & Methodology of the Research



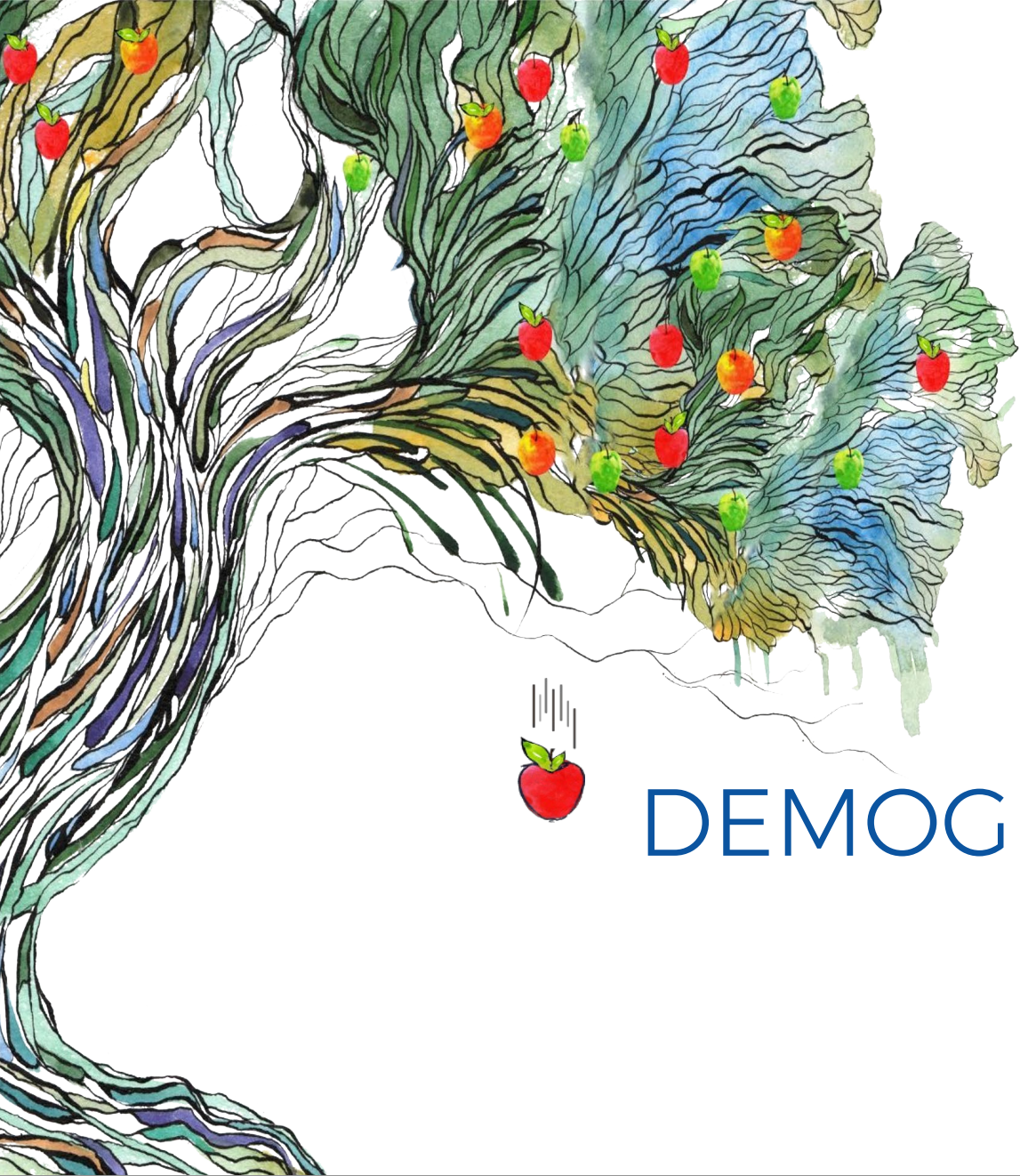
Purpose, Methodology and Sample of the Research

This research is intended to raise awareness about women and employment issues and addresses gender-based general myths , values, the view of women's employment, paternity leave, the effects of Covid - 19 and gender-based policy action recommendations.



The survey was conducted over the telephone (CATI) with a representative sample of 1000 men and women aged 18+ in Turkey between February 5 and February 22, 2022 and the data were analyzed with Statistical Package for the Social Sciences (SPSS) 22.0 after quality controls



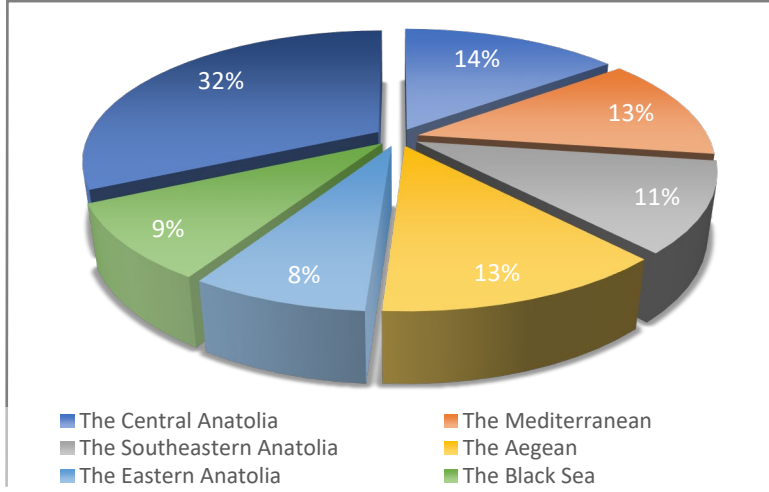


DEMOGRAPHIC PROFILE

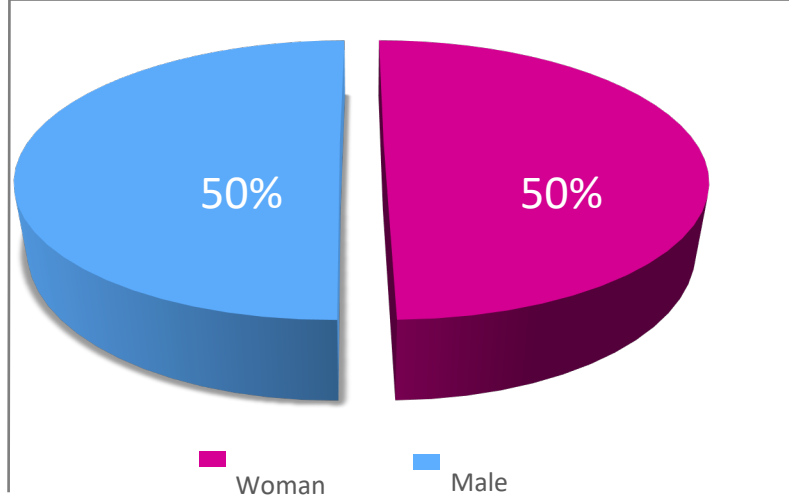


Sample

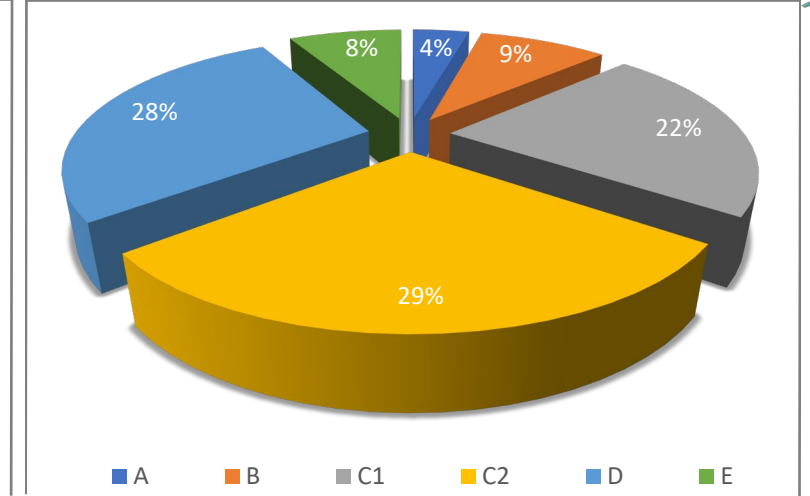
Regional Distribution (%)



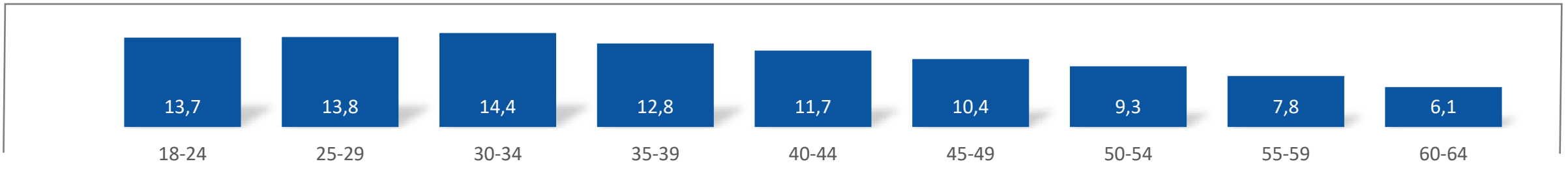
Gender Distribution (%)



SES (%)



Age Distribution (%)



Average 38.4





RESULTS

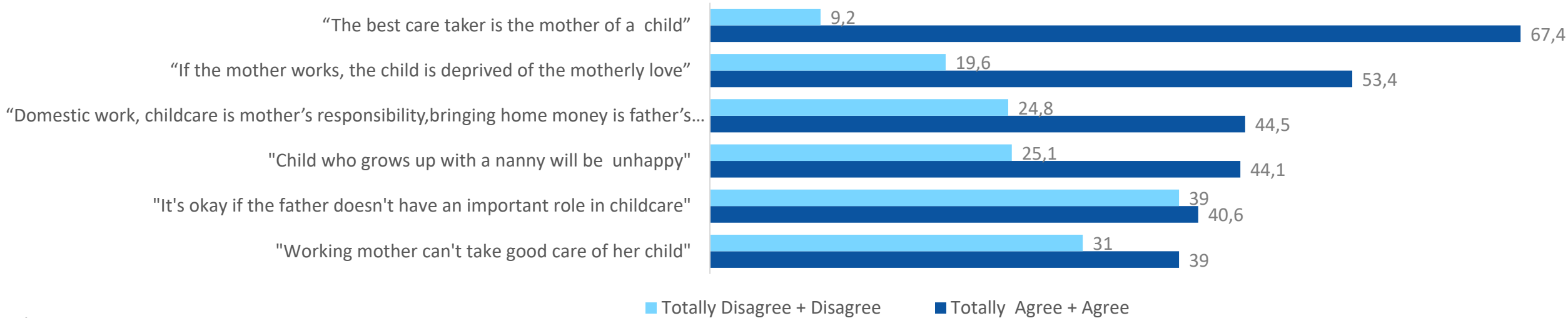
General Myths



General Myths

Two in three participants believe that the best care taker of a child in his/her mother: Just over half of the population believe that the worker works, the child is deprived of motherly love . As the level of education increases, the level of approval with the statement that the mother is the best carer are the level of agreement with the statement that "working mother cannot take good care of her child" decreases. Traditional roles are strongest among elementary and middle school graduates.

General Myths (%)



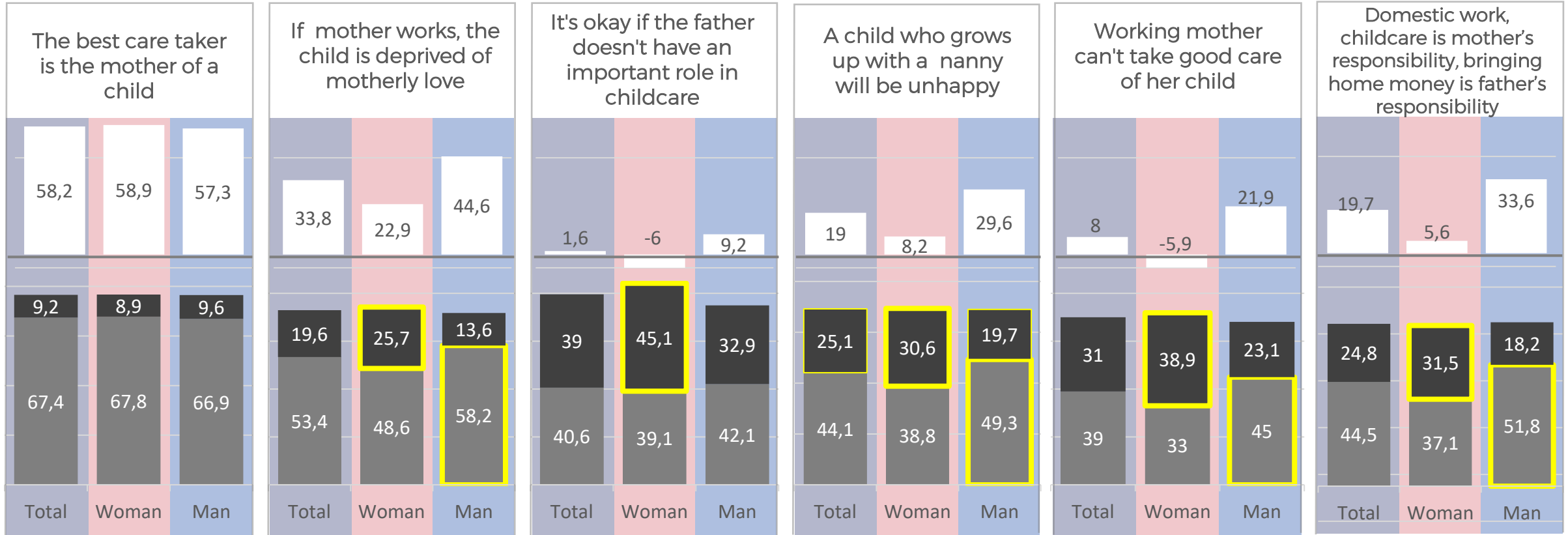
Q1. To what extent do you agree with the statements I will read now? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000



General Myths

Yellow squares indicate that the difference between genders is statistically significant. The largest differences between male and female participants exist on the issues of traditional roles and working mothers.



N:1000



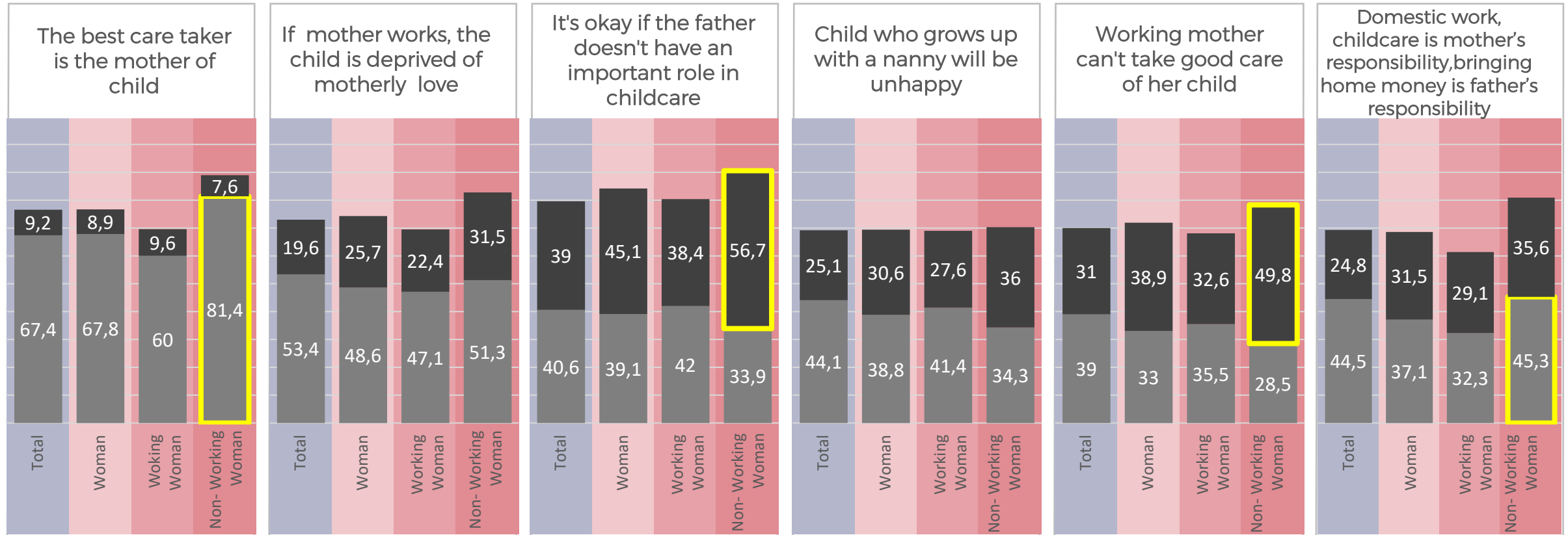
■ Totally Agree + Agree

■ Totally Disagree + Disagree

□ NET DIFFERENCE

General Myths

The following table shows the breakdowns of the propositions asked under the heading of general myths according to working and non-working women. Yellow squares indicate that the difference between working and non-working women is statistically significant. Accordingly, it seems that women who do not work tend to be more supportive of general myths.



N:1000

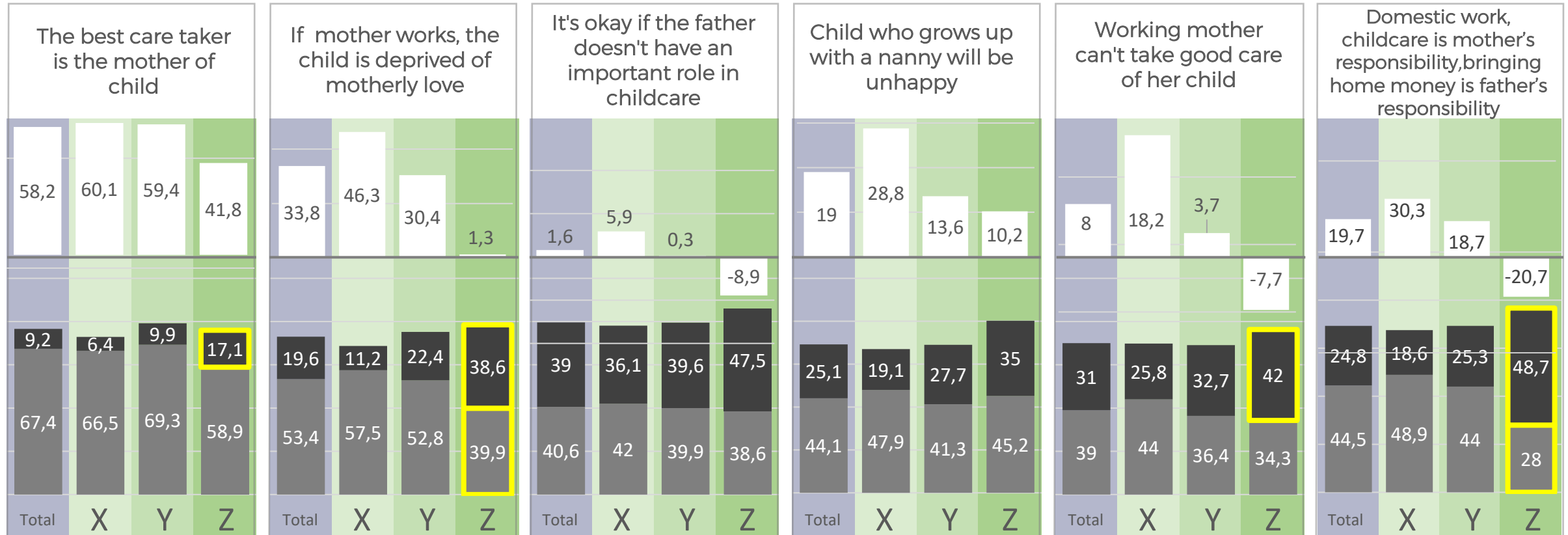


Legend: Totally Agree + Agree

Totally Disagree + Disagree

General Myths

The following table shows the generational breakdowns of the propositions asked under the heading of general myths. Yellow squares indicate that the difference between generations is statistically significant. Generation Z is at a statistically significantly different position about gender roles in terms of general myths.



N:1000



Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE



RESULTS

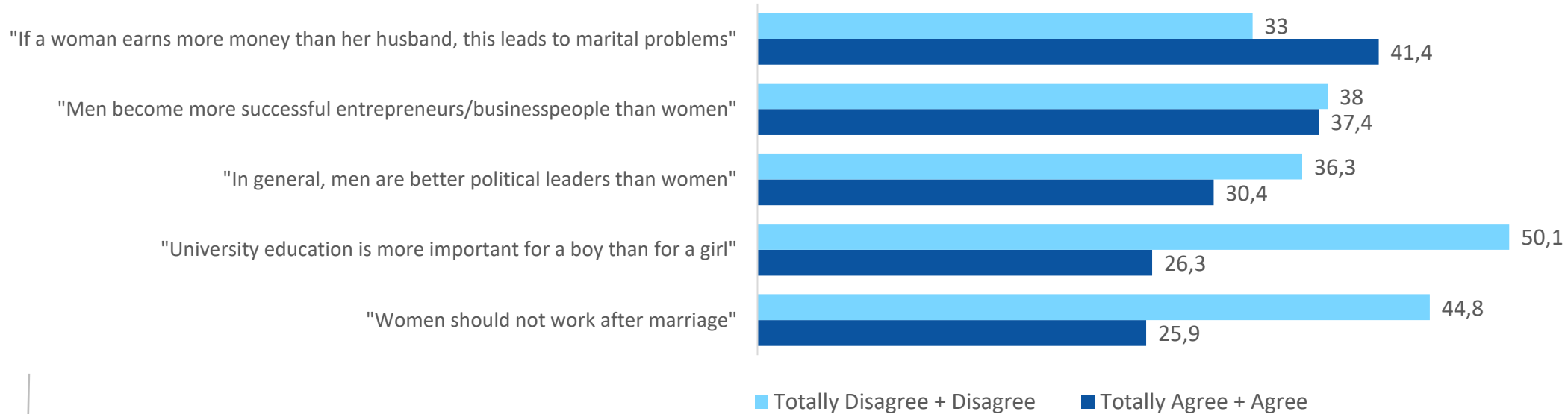
Common Values



Common Values

Four in ten participants believe that if a woman earns more than her husband; this may lead to marital problems. One in four participants believe that women should not work after marriage. Similar proportion of participants agree with the statement that university education is more important for a boy than for a girl. As level of education increases, the belief that men are better political leaders or businesspeople/ entrepreneurs decreases.

Common Values (%)



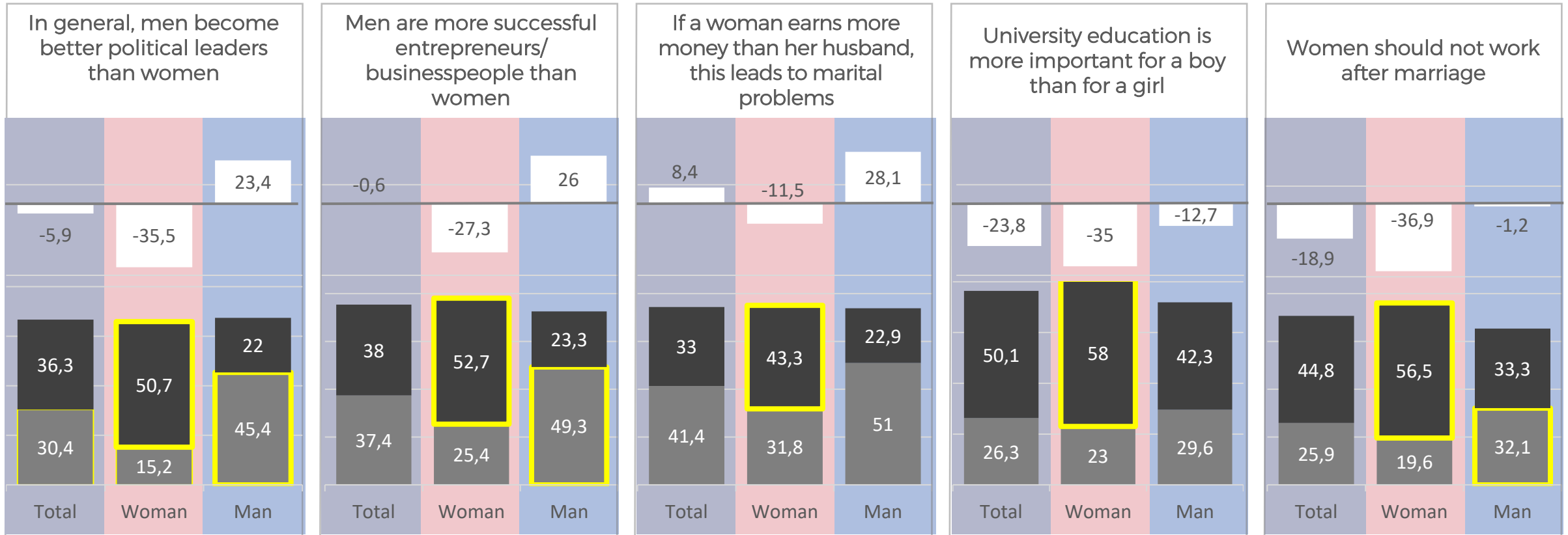
Q2.To what extent do you agree with the statements that I will now read? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000



Common Values

Men are more likely to believe that men make better leaders/ businesspeople/ entrepreneurs and that women should not work after marriage than women. Women are more likely to disagree that earning more money than their husbands would lead to problems than men.



Q1. To what extent do you agree with the statements that I will now read? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000



■ Total Agree + Agree

■ Total Disagree + Disagree

□ NET DIFFERENCE

Common Values

The following table shows the breakdowns of the propositions asked under the heading common values according to working and non-working women. Yellow squares indicate that the difference between two groups is statistically significant. Accordingly, non-working women are more supportive of common values.



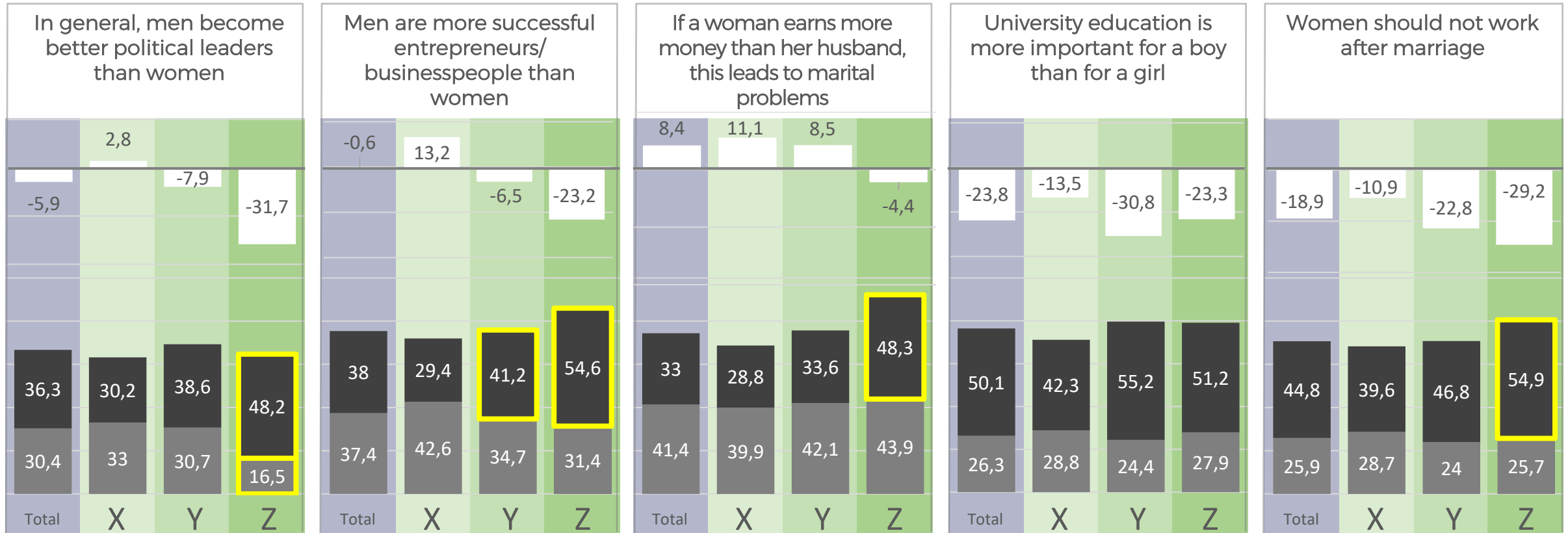
N:1000



Legend: Totally Agree + Agree Totally Disagree + Disagree

Common Values

The following table shows the generational breakdowns of the propositions asked under the heading common values. Yellow squares indicate that the difference between generations is statistically significant. Generation Z is at a statistically significantly different position about gender roles in terms of common values.



N:1000



Totally Agree + Agree
 Totally Disagree + Disagree
 NET DIFFERENCE



RESULTS

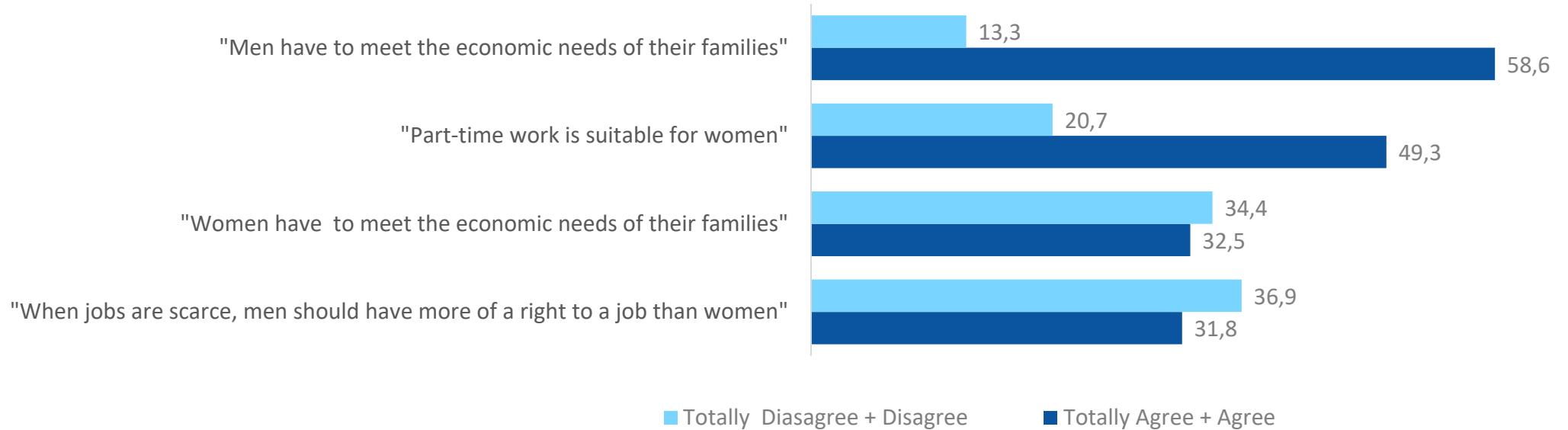
Employment



Employment

In Turkish culture, men are expected more (58,6%) than women (32,5%) to meet economic needs of their family. Half of the participants believe that part-time work is more suitable for women (49,3%). On in three (31,8 %) support the view that when jobs are scarce, men should have more of a right to a job than women, while another third (36,9%) disagree with this statement.

Employment (%)



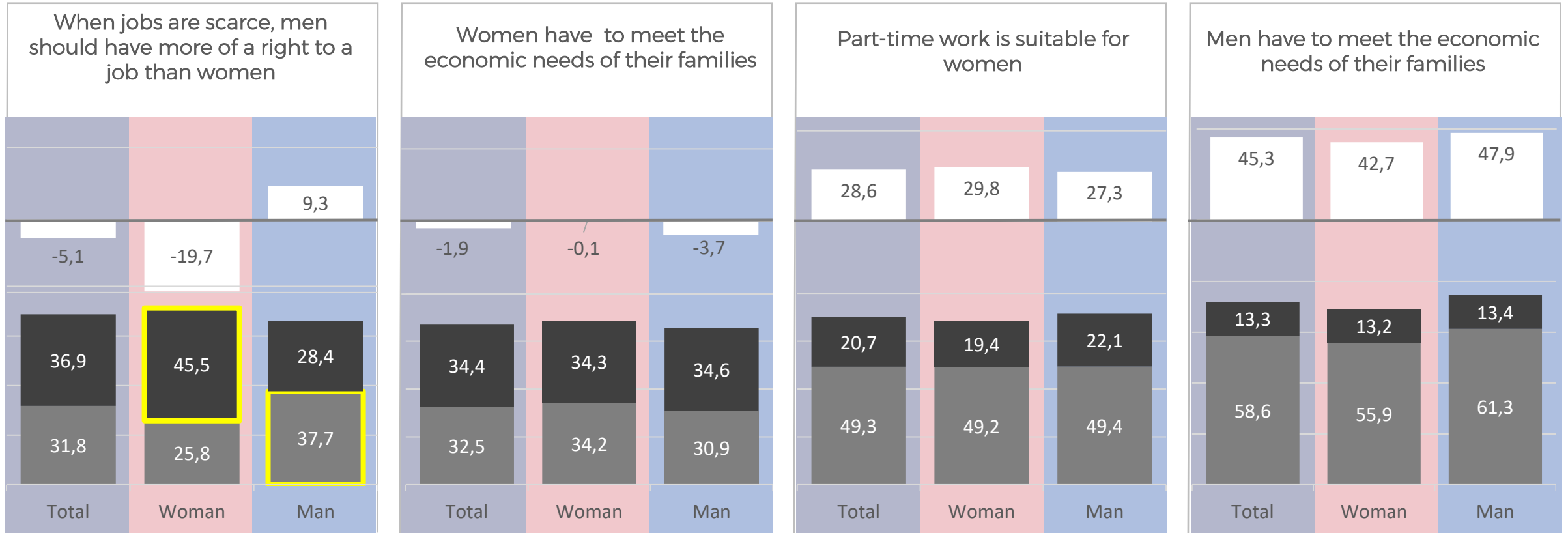
Q3.To what extent do you agree with the statements that I will now read? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000



Employment

The statement of when jobs are scarce, men should have more of a right to a job than women is the only issue that differed significantly by gender. Men participated to this statement more with a statistically significant difference.



N:1000

Totally Agree + Agree
 Totally Disagree + Disagree
 NET DIFFERENCE



Employment

Non-working women are more likely to think that part-time work is more suitable for women and that men are responsible for meeting the economic needs of their families.



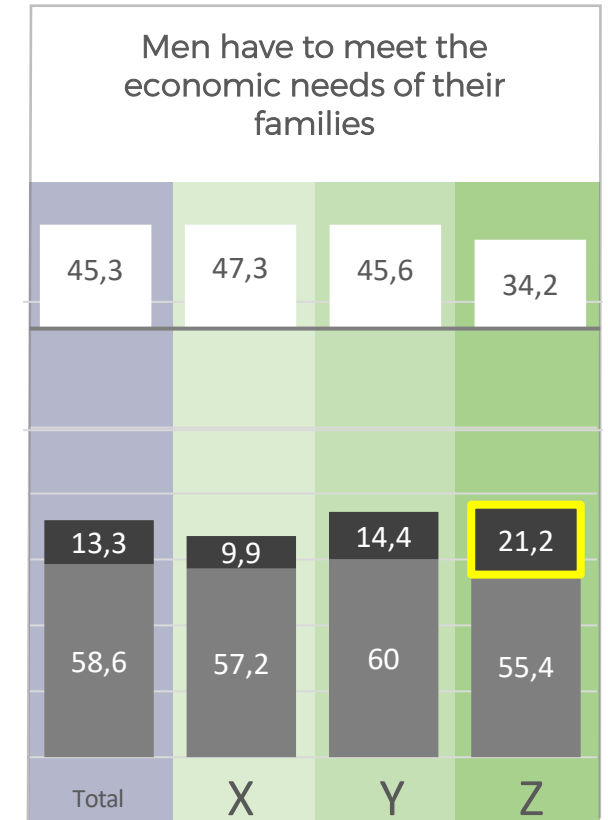
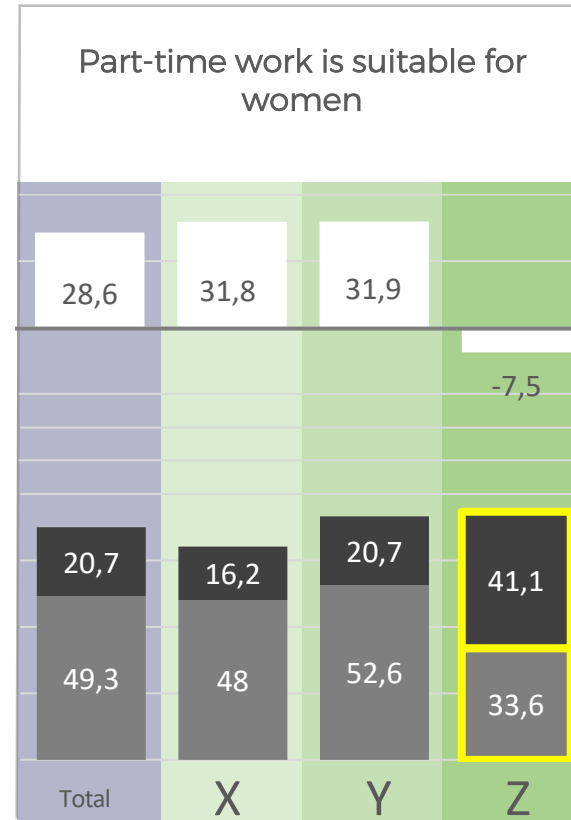
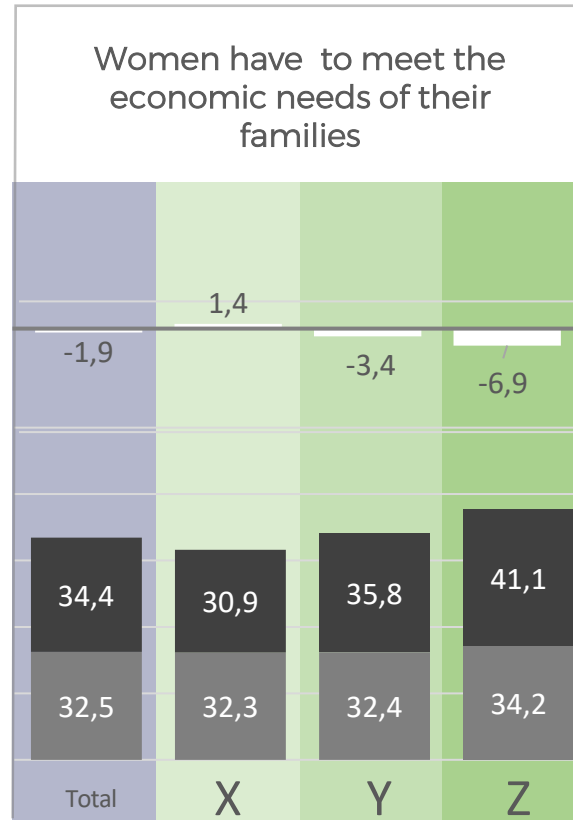
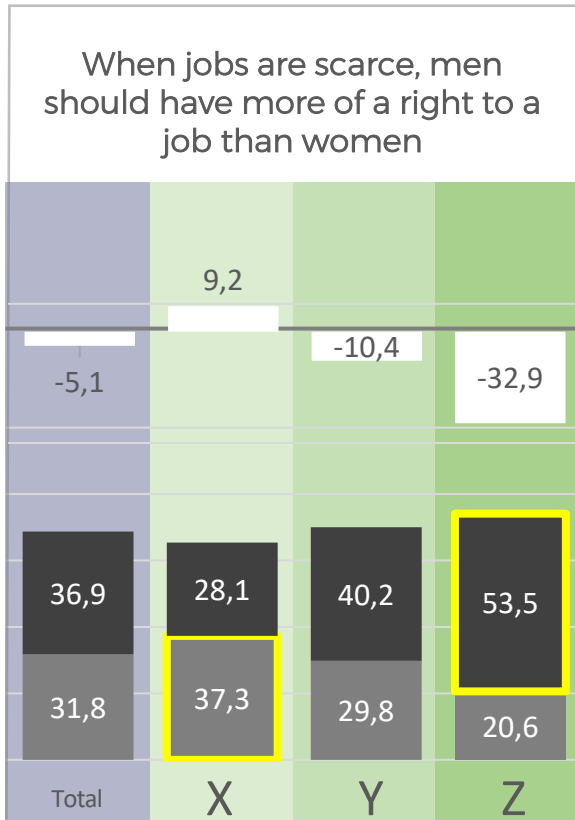
N:1000



Totally Agree + Agree
 Totally Disagree + Disagree

Employment

More than 50% of Z generation disagrees with the statement that when jobs are scarce, men should have more of a right to a job than women. In the statement that part-time work is suitable for women, participants from Z generation consider the opposite direction with the rest of society.



N:1000



Totally Agree + Agree

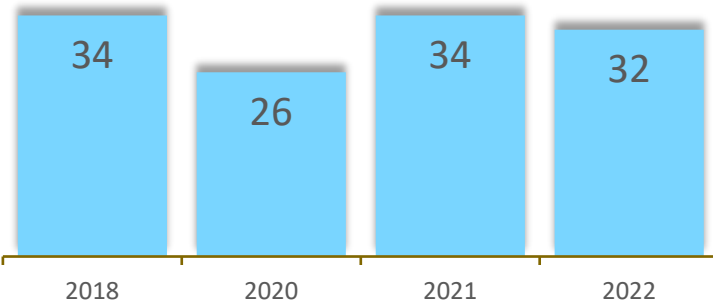
Totally Disagree + Disagree

NET DIFFERENCE

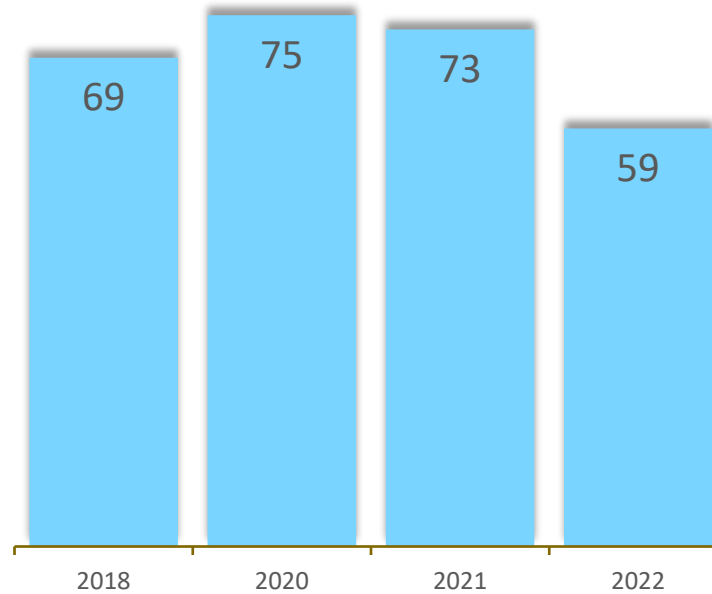
Employment-Change by Year

When the following three questions, which have been asked regularly for four years, are compared; it is seen that there is a decrease in all expressions compared to the previous year. The statement "Men have to meet the economic needs of their families" was the most changed value compared to the previous year with a decrease of 14%.

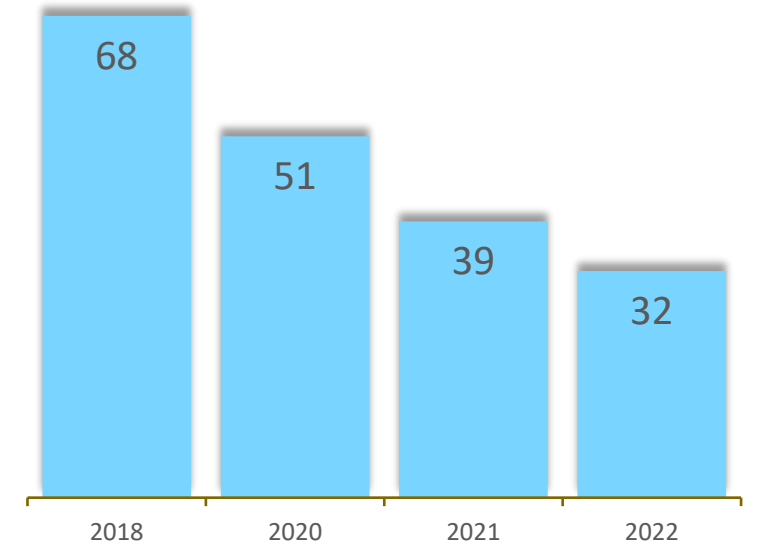
" When jobs are scarce, men should have more of a right to a job than women " (%)



" Men have to meet the economic needs of their families " (%)



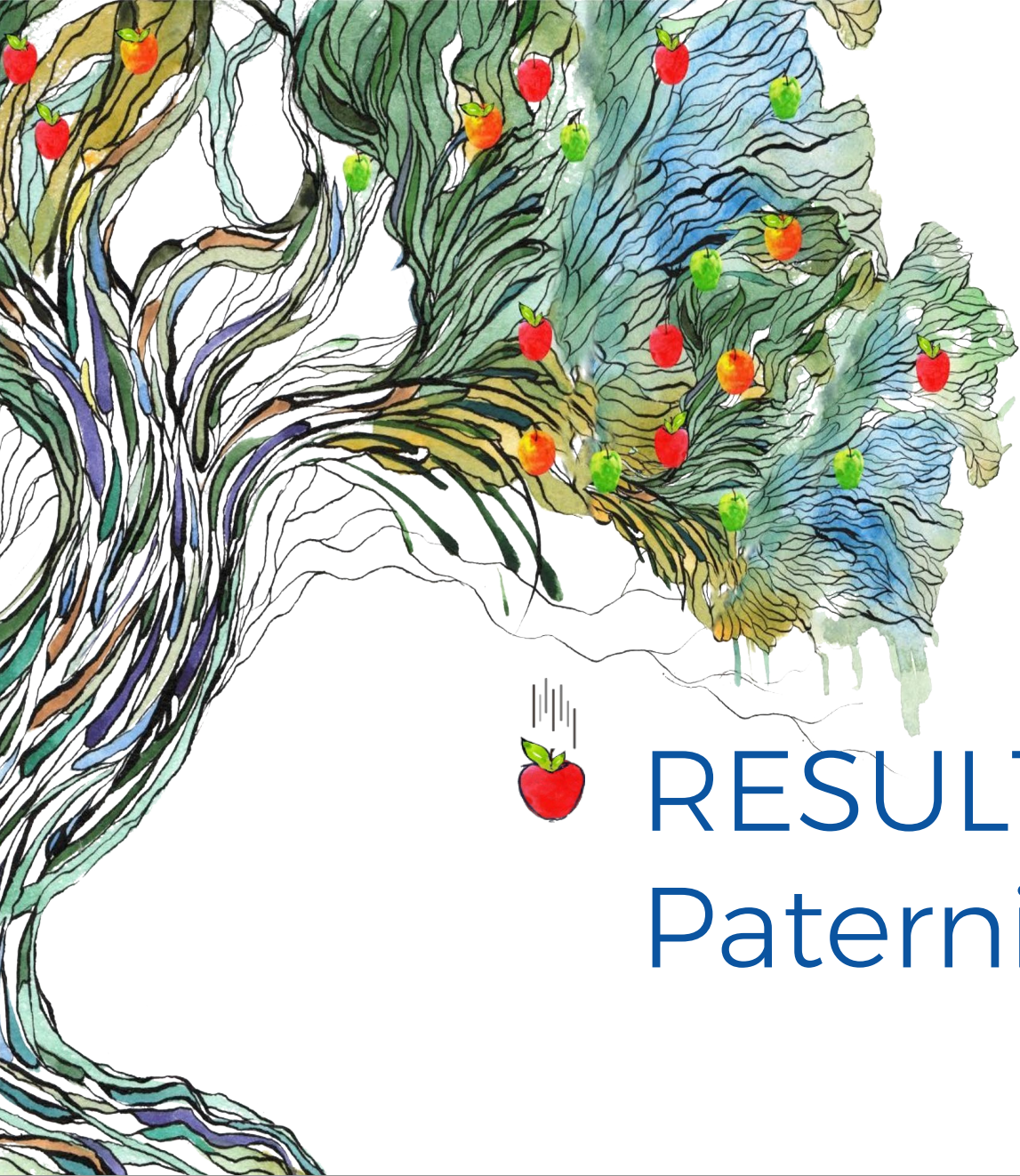
" Women have to meet the economic needs of their families " (%)



Q3. To what extent do you agree with the statements I will now read? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000





RESULTS

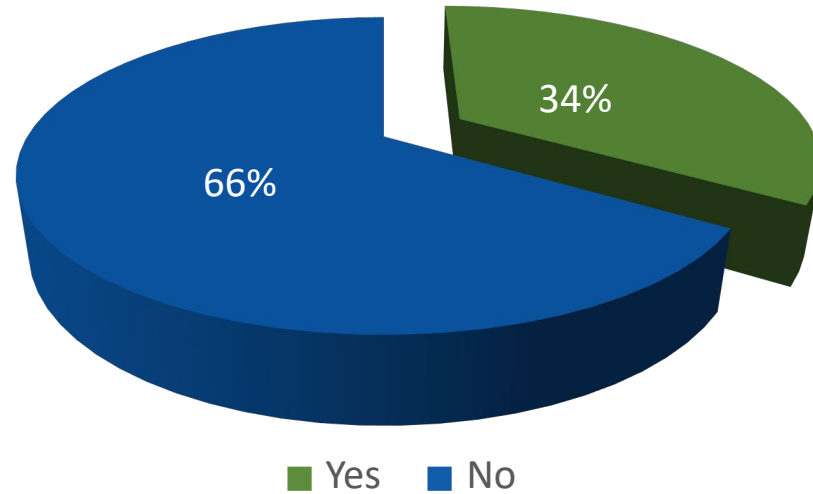
Paternity Leave



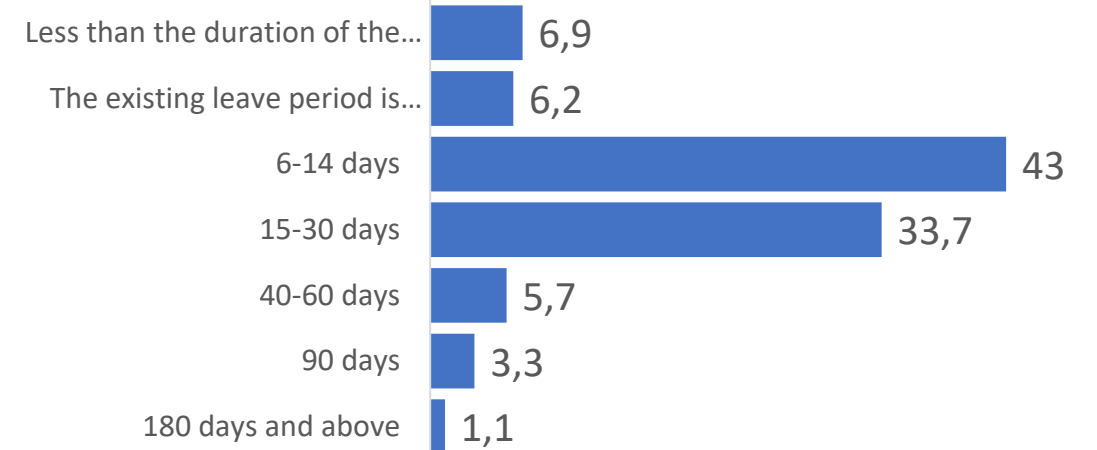
Awareness of Paternity Leave

34% of respondents stated that they are aware about paternity leave, while the proportion of those who do not know about paternity leave is 66%. For those with knowledge of paternity leave, the average ideal paternity leave is 20 days.

Awareness about Paternity Leave 2022 (%)



The Ideal Period of Paternity Leave(%)



Awareness about Paternity Leave 2018: % **40**

Average 2018: **13,3 days**

Average 2022: **20 days**

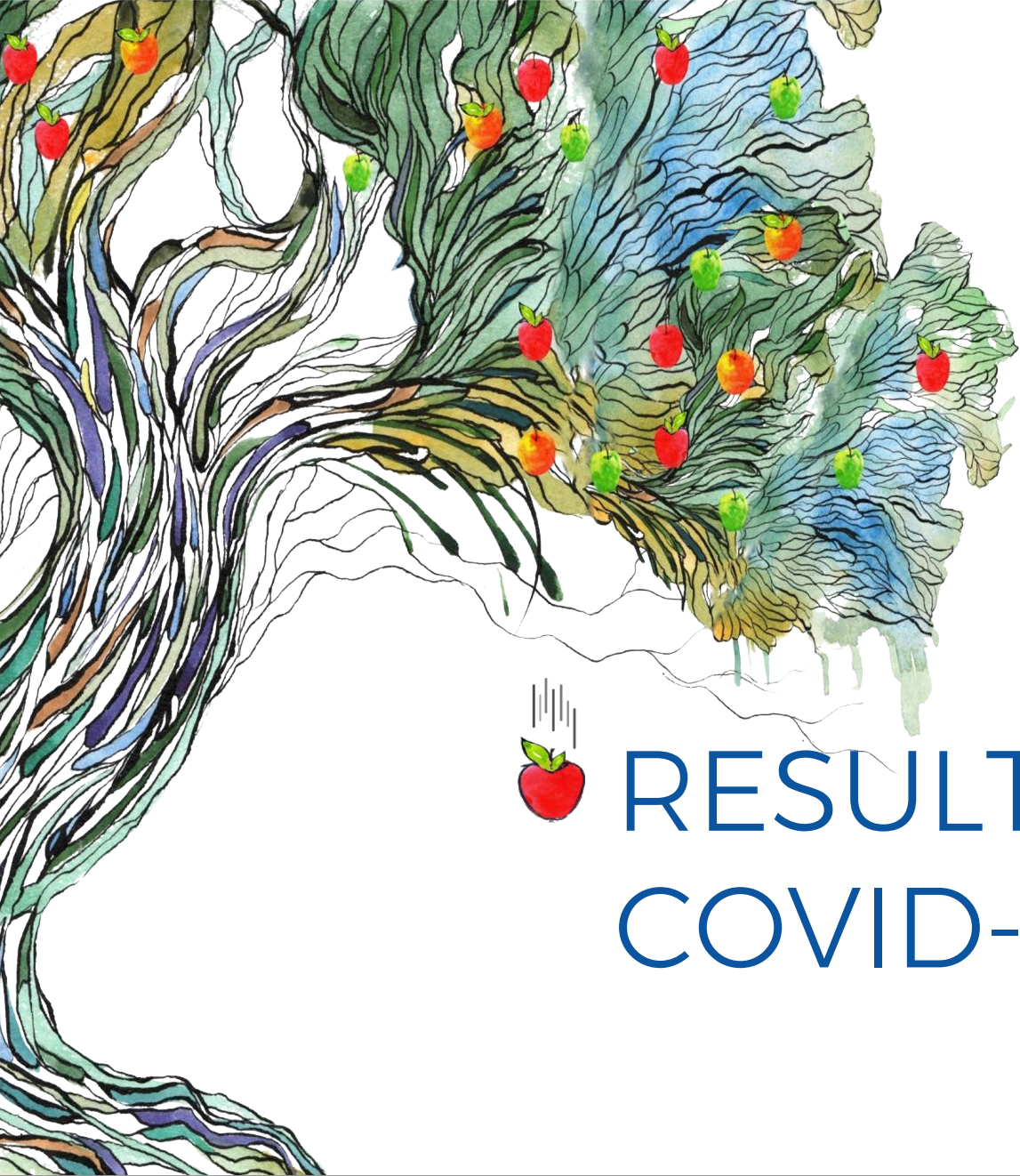
Q4.Are you aware of paternity leave?

Q5.How many days do you think paternity leave should be?

N:340

N:1000





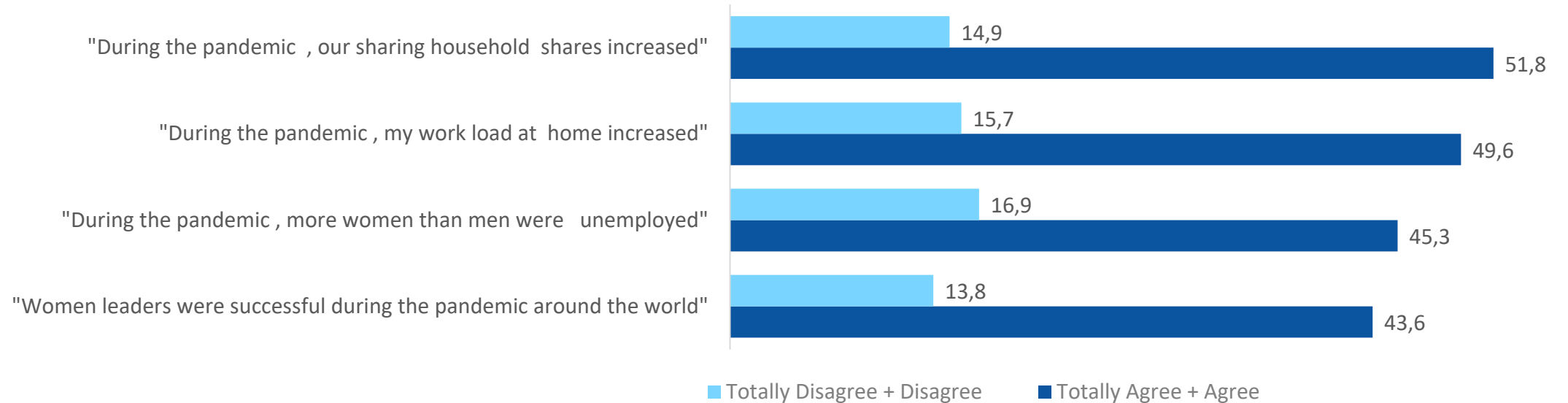
RESULTS COVID-19 and Its Effects



COVID-19 and Its Effects

The proportion of total participants in all of the statements under Covid-19 period and effects is higher than the total participants. While 51.8% of those who stated that their burden in the home increased during the pandemic period, 49.6% stated that job sharing in the home increased during this period. Domestic sharing of those with high levels of education increased significantly.

COVID-19 Period and Effects (%)



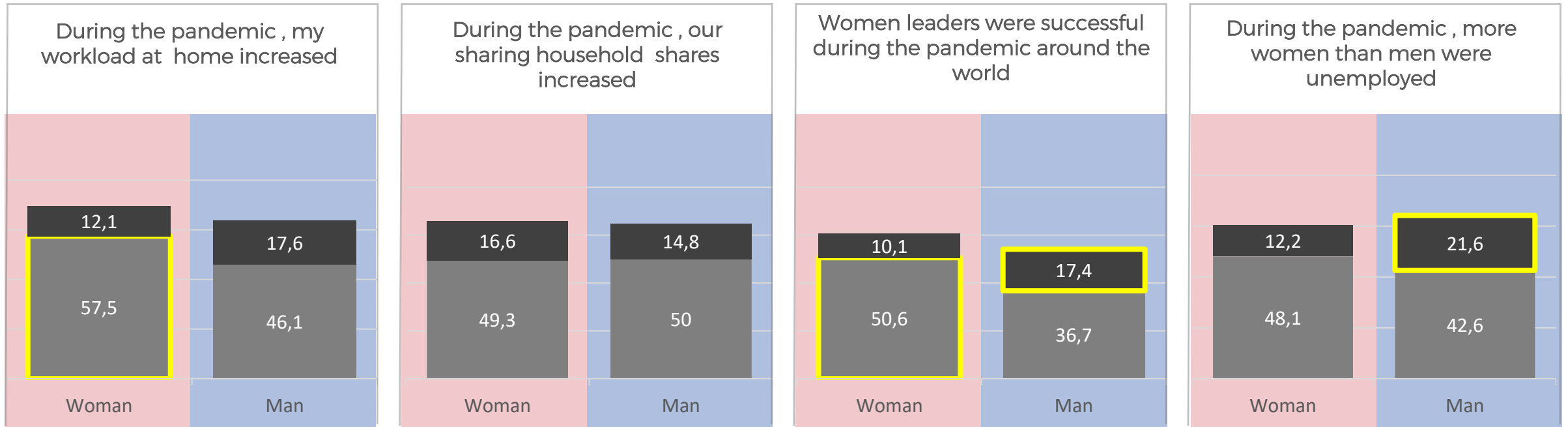
Q6.To what extent do you agree with the statements I will read now? Please give your answer on a scale where 1 means "I strongly disagree" and 5 means "I strongly agree".

N:1000



COVID-19 and Its Effects

The following table shows the gender breakdowns of the propositions asked under the heading COVID-19 and its effects. Yellow squares indicate that the difference between genders is statistically significant. The proportion of women who indicate that their workload at home increased during this period differs significantly compared to men. The Y and Z generations are more involved in the statement that our sharing household shares increased during the pandemic compared to the X generation.



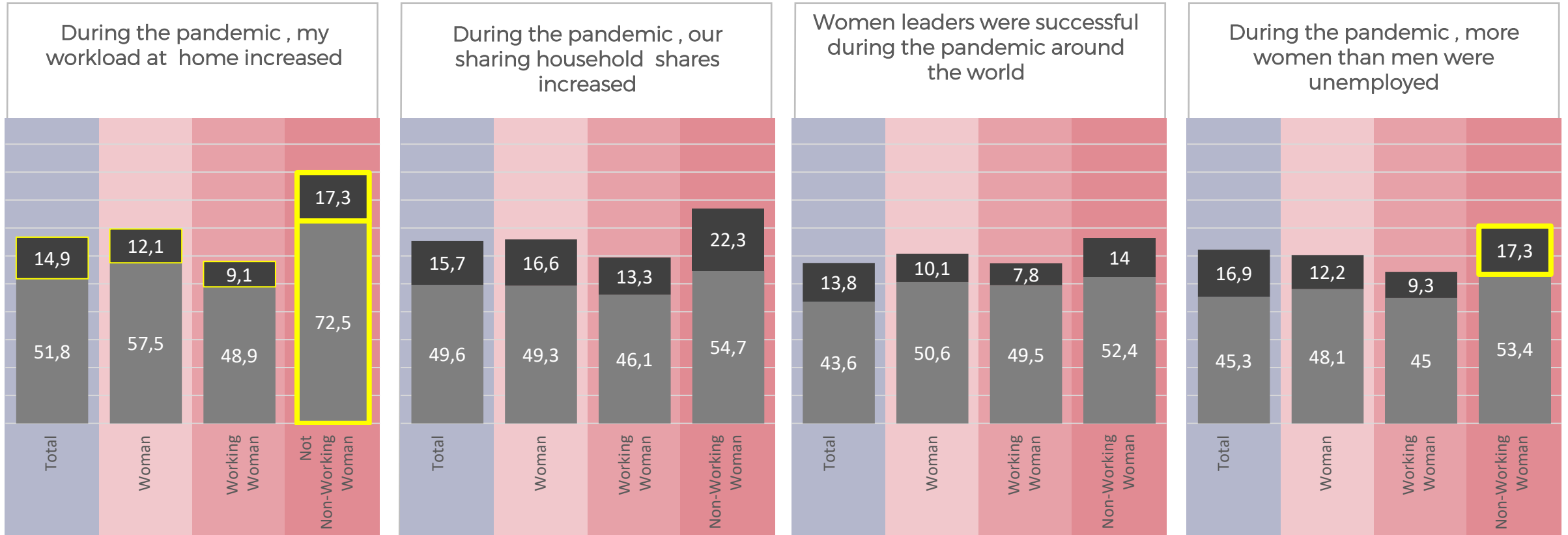
N:1000

■ Totally Agree + Agree ■ Totally Disagree + Disagree



COVID-19 and Its Effects

The proportion of non-working women who indicate that their workload at home increased during this period differs significantly compared to working women.



N:1000

■ Totally Agree + Agree ■ Totally Disagree + Disagree





RESULTS

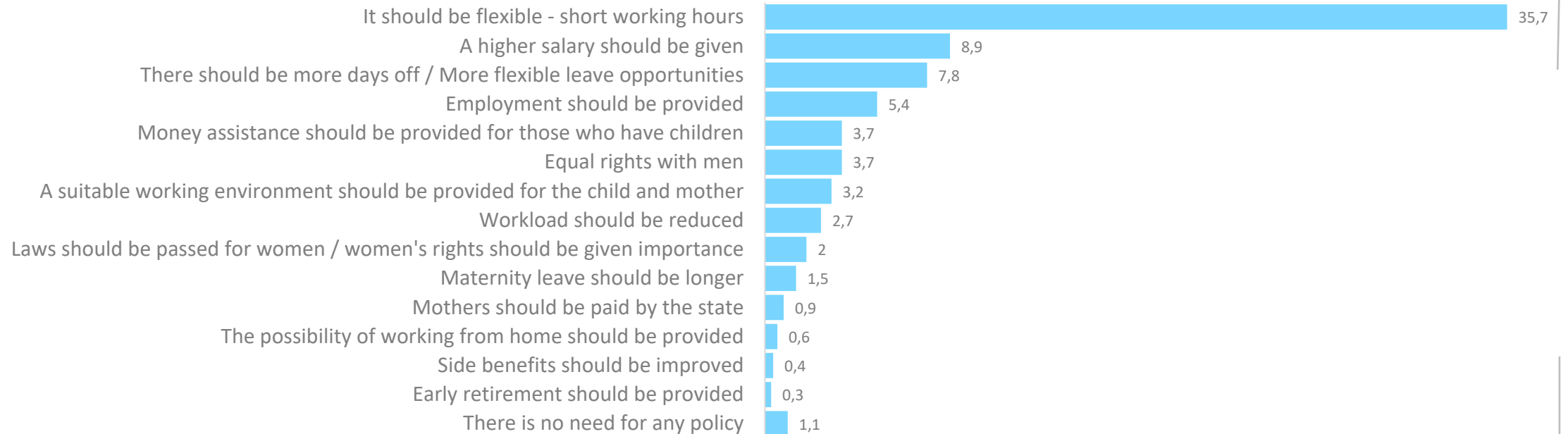
Policy Suggestion



Policy Suggestion

Flexible working arrangements (35,7%), higher levels of salary (8,9%) and a more number of off days (7,8%) were the top three suggestions for enabling female employees to fulfill both family and work obligations.

Suggestions for Employment of Women (%)



Q7. What do you think employers can do to enable female employees to fulfill their family/care obligations?

N:1000



Policy Suggestion

The top three suggestions remains flexible working arrangements, higher levels of salary and a more leave opportunities / days.

Suggestions for Employment of Men(%)



Q8. What do you think employers can do to enable male employees to fulfill their family/care obligations?

N:1000





EXECUTIVE SUMMARY



Executive Summary

University education is more important for boys than for girls, and statements that a woman should not work after marriage do not correspond to about one in every two people in society.

These half-positive perceptions of women's education and employment diverge when it comes to childcare. The research findings reveal that women are stuck in barriers related to childcare, especially when it comes to being involved in working life. More than half of the population (67.4%) thinks that the mother will take care of the child in the best way. One in every two people in society thinks that if the mother works, the child will be deprived of maternal love. The proportion of those who believe that children growing up with a baby-sitter will be unhappy is 40%, while the proportion of those who believe that a working mother will not be able to take good care of her child is 39%.

Non-working women tend to be more supportive of general myths than working women. The opinion of "the best care taker is the mother of child" is supported by 67%, while this figure increases to 81% for women who do not work.

Almost all of the questions under the general myths and common values topics, it seems that the 18-24 age group is the most responsive group compared to other age groups. The approach of generation Z to social roles and women's employment is completely different.

Four in ten participants believe that if a women earn more than her husband; this may lead to marital problems. One in four participants believe that women should not work after marriage.





Thank You!



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