



Woman and Employment Survey in TURKEY

February, 2024



XSIGHTS
Araştırma ve Danışmanlık A.Ş.

TED ÜNİVERSİTESİ

TURKISH WIN



Purpose & Methodology of the Research



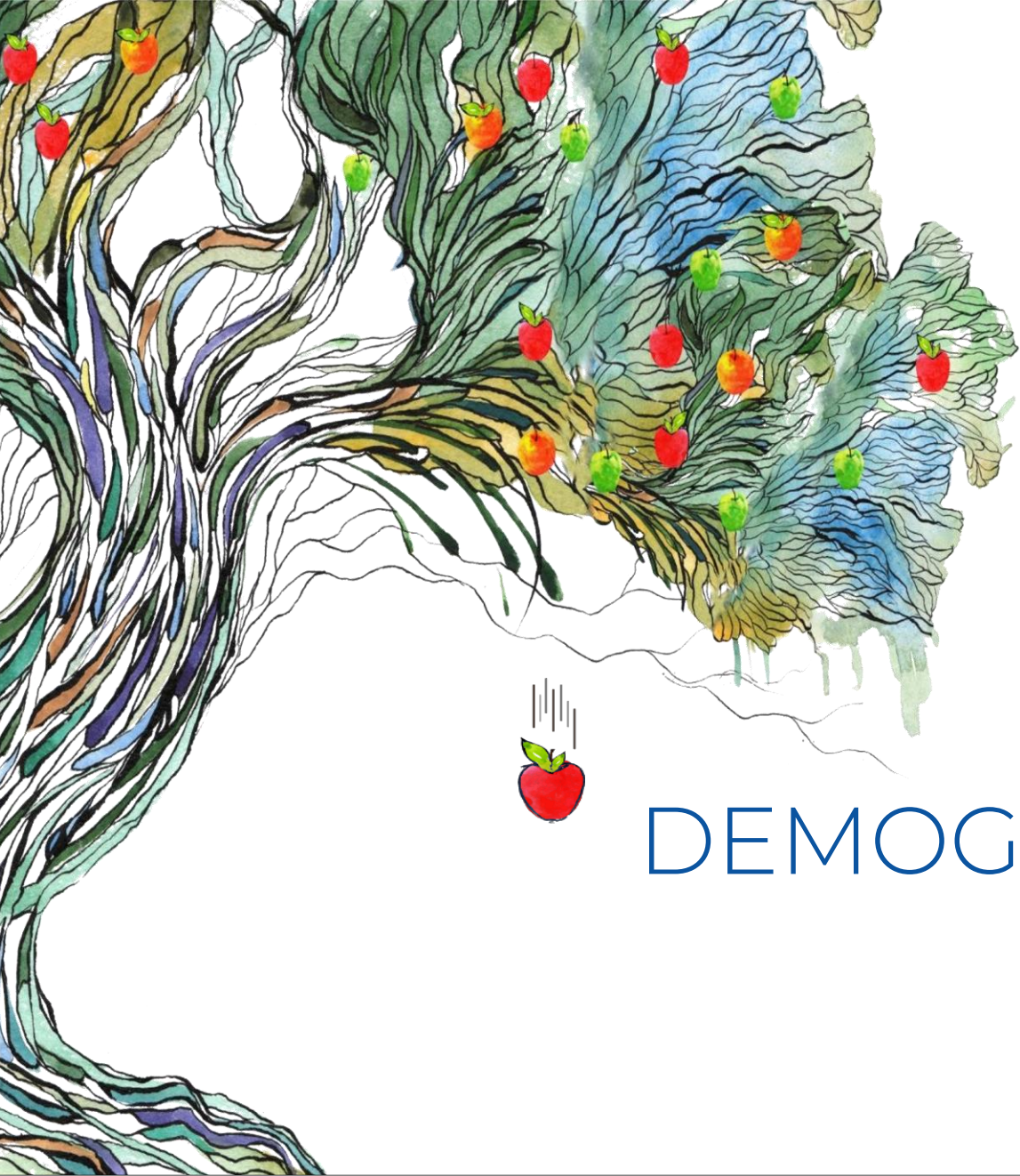
Purpose, Methodology and Sample of the Research

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, 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 January 14 and January 26, 2024 and the data were analyzed with Statistical Package for the Social Sciences (SPSS) 22.0 after quality controls



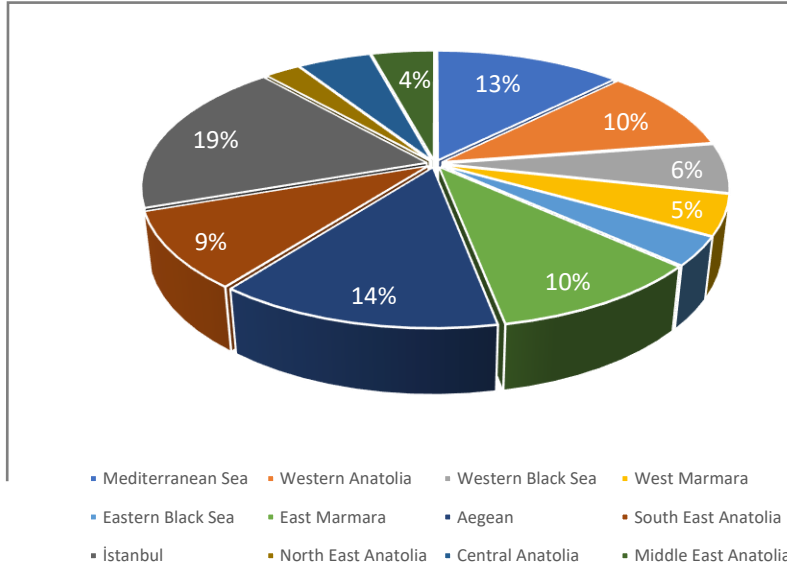


DEMOGRAPHIC PROFILE

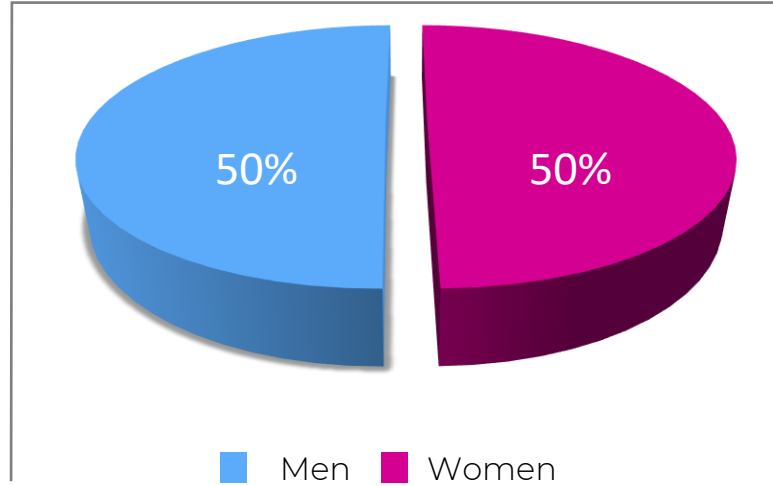


Sample

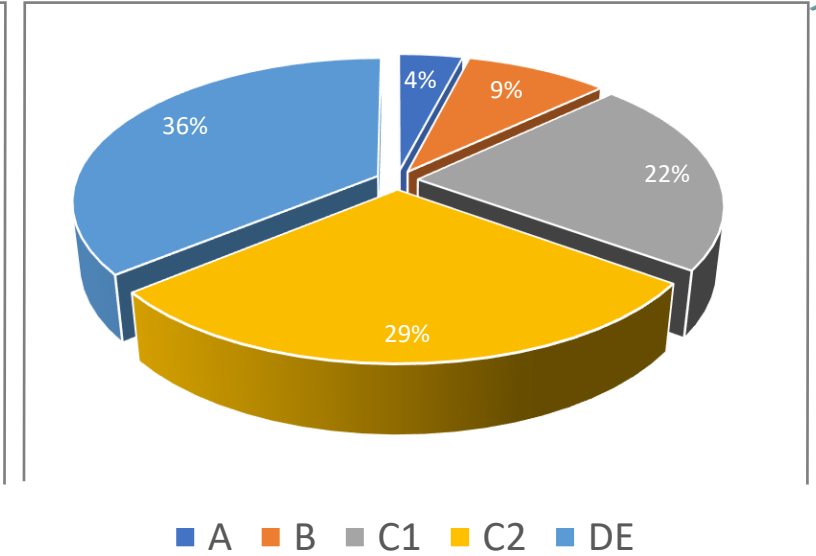
Regional Distribution(%)



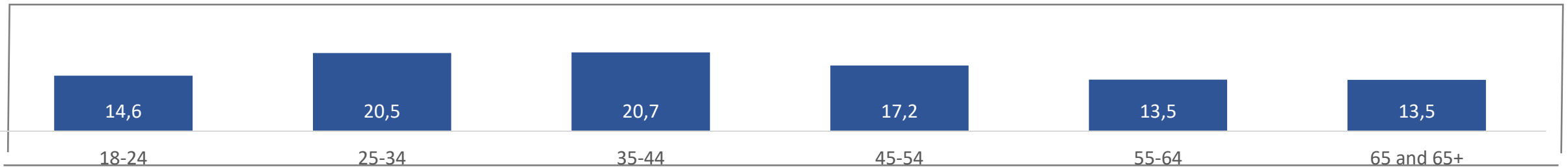
Gender Distribution(%)



SES(%)



Age Distribution(%)



Average 41.4





RESULTS

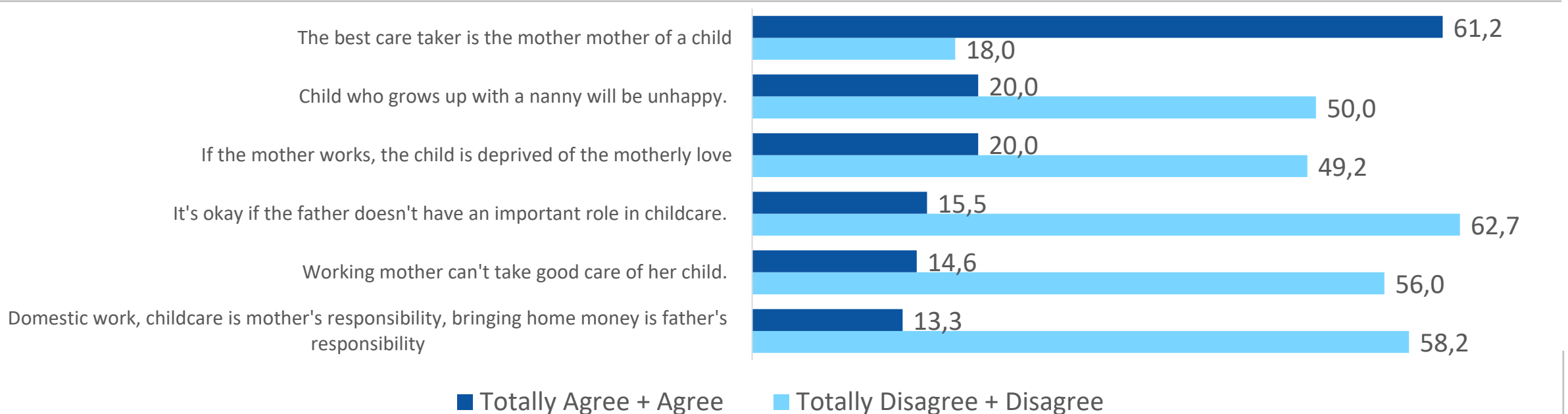
General Myths



General Myths

The view that "a mother takes care of a child best" is supported by 61.2% of the participants. As the level of education increases, agreement with the statement that a child's mother takes care of him/her the best decreases.

General Myths (%)



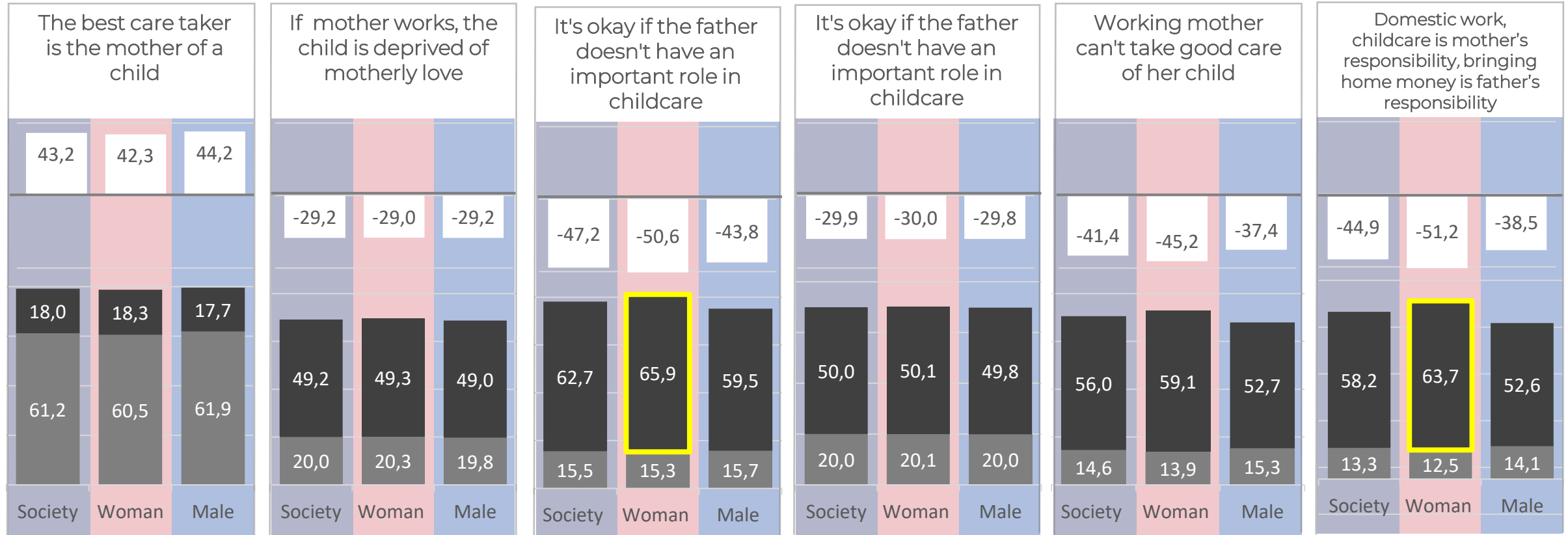
Q1.To what extent do you agree with the statements I will read now? Please give your answer on a scale where 1 means "Strongly disagree" and 5 means "Strongly agree."

N:1000



General Myths

In the table below, the breakdown of the propositions asked under the heading of general myths by gender is given. Cells marked in yellow are used to show that the relevant value differs significantly by gender. The biggest difference between male and female participants is that domestic work, child care is the mother's job, and bringing money home is the father's job.



N:1000



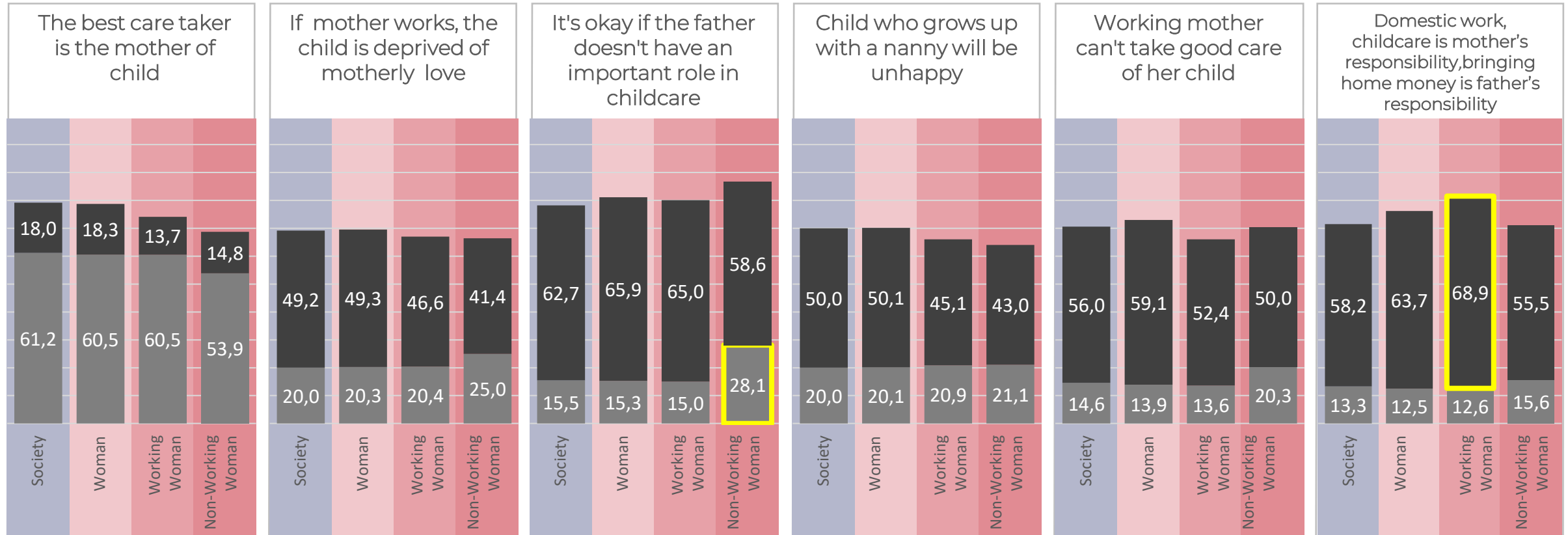
■ Totally Agree + Agree

■ Totally Disagree + Disagree

□ NET DIFFERENCE

General Myths

In the table below, the breakdown of the propositions asked under the heading of general myths is given according to working and non-working women. Cells marked in yellow are used to show that the relevant value differs significantly compared to the other group. Accordingly, it seems that women who are not working generally tend to support general myths more.



N:1000

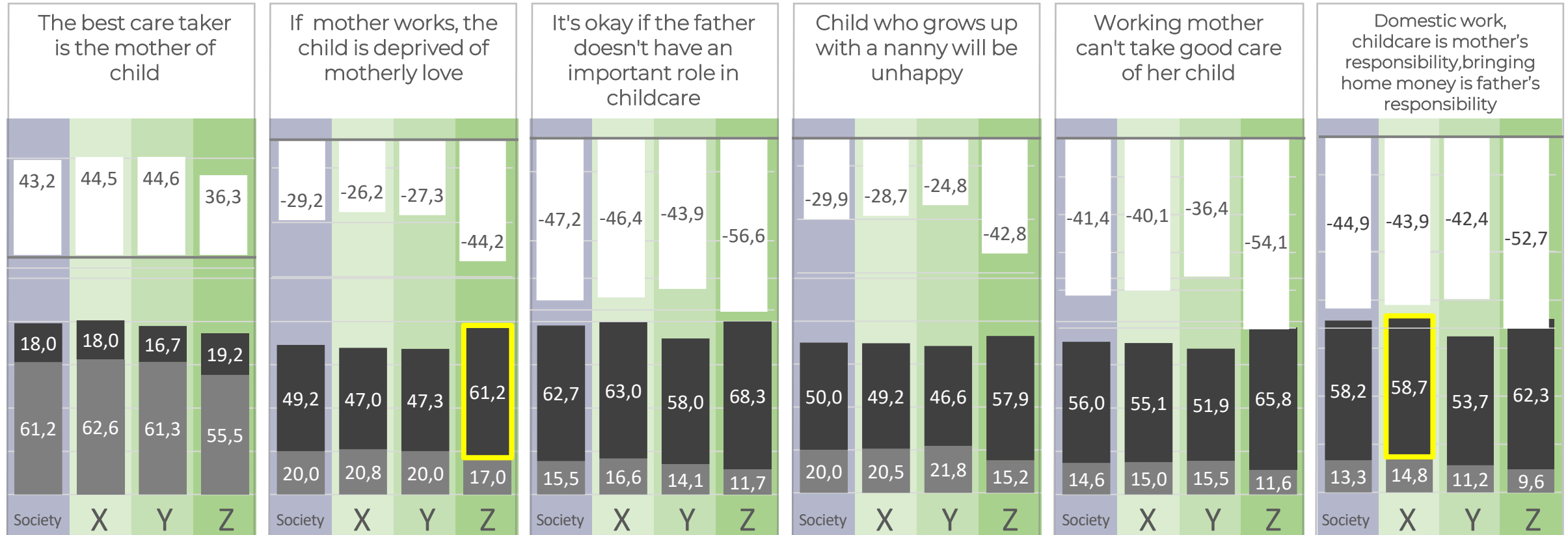


Totally Agree + Agree

Totally Disagree + Disagree

General Myths

In the table below, the breakdown of the propositions asked under the heading of general myths according to generations is given. Cells marked in yellow are used to show that the corresponding value varies significantly by generation. The issues that if the working mother works, the child will be deprived of the mother's love and that it is the mother's duty to do household chores and child care, and the father's duty to bring money home, differ between generations.



N:1000



Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE



RESULTS

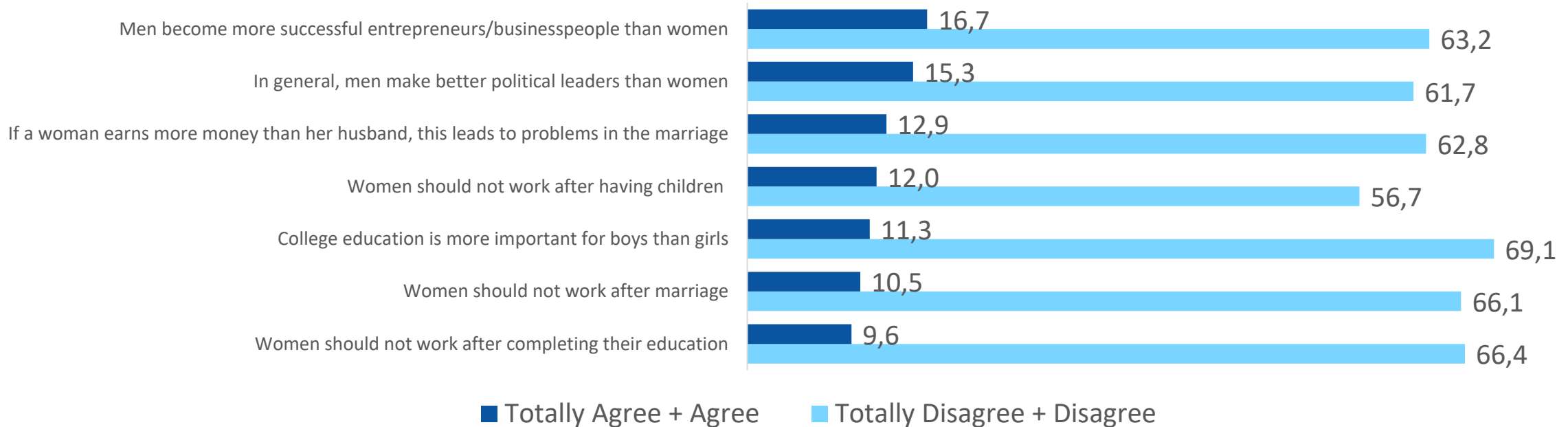
Common Values



Common Values

The view "Women should not work after completing their education" was the least supported view under the heading of common values, with 9.6%. In addition, the rate of those who disagreed with the statement "University education is more important for boys than girls" was measured to be proportionally higher than those who disagreed with all other questions asked under common values. The percentage of those who think that men are better than women in entrepreneurship and being a political leader is 16.7% and 15.3%, respectively.

Common Values (%)



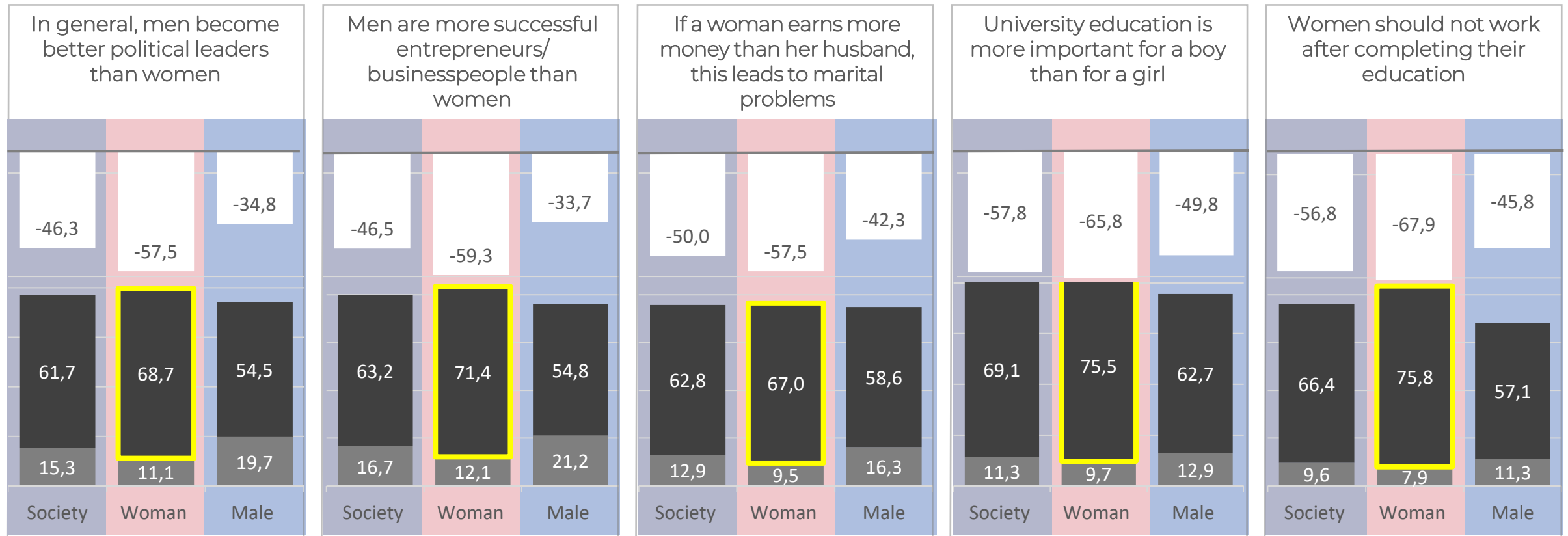
Q2.To what extent do you agree with the statements I will read now? Please give your answer on a scale where 1 means "Strongly disagree" and 5 means "Strongly agree."

N:1000



Common Values

In the table below, the breakdown of the propositions asked under the heading of common values by gender is given. Cells marked in yellow were used to show significant differentiation by sex. The deepest differences between men and women are that women cannot work after completing their education and after marriage, and the belief that men are more successful entrepreneurs/business people.



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



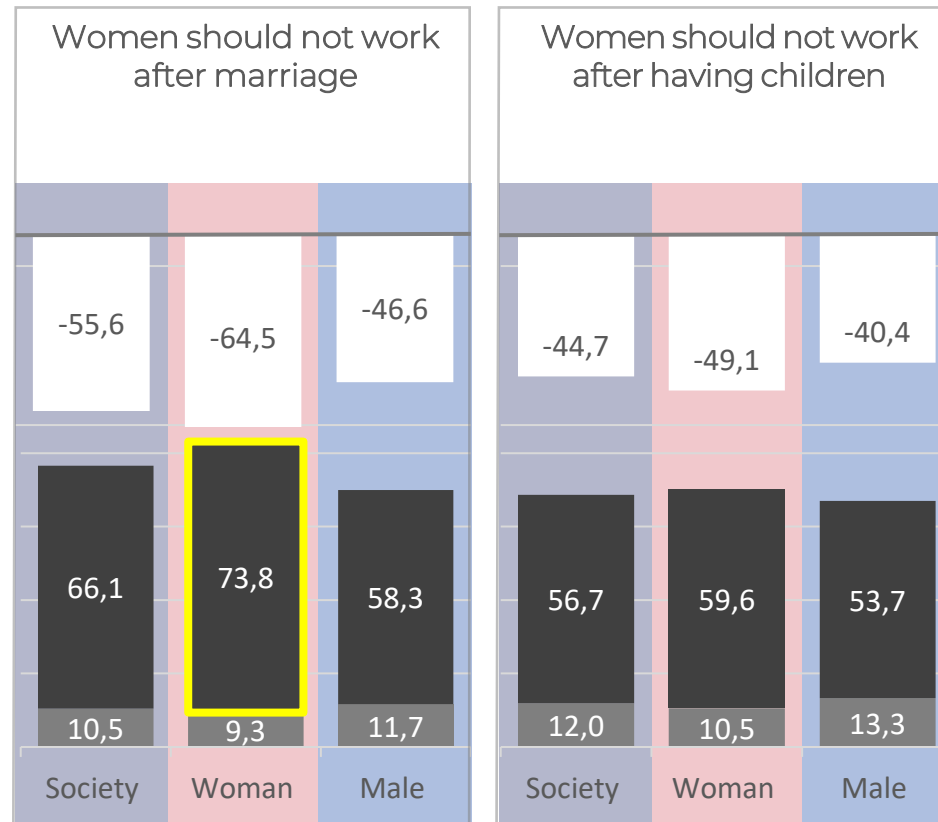
Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE N:1000

Common Values

In the table below, the breakdown of the propositions asked under the heading of common values by gender is given. Cells marked in yellow were used to show significant differentiation by sex. The deepest differences between men and women are that women cannot work after completing their education and after marriage, and the belief that men are more successful entrepreneurs/business people.



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



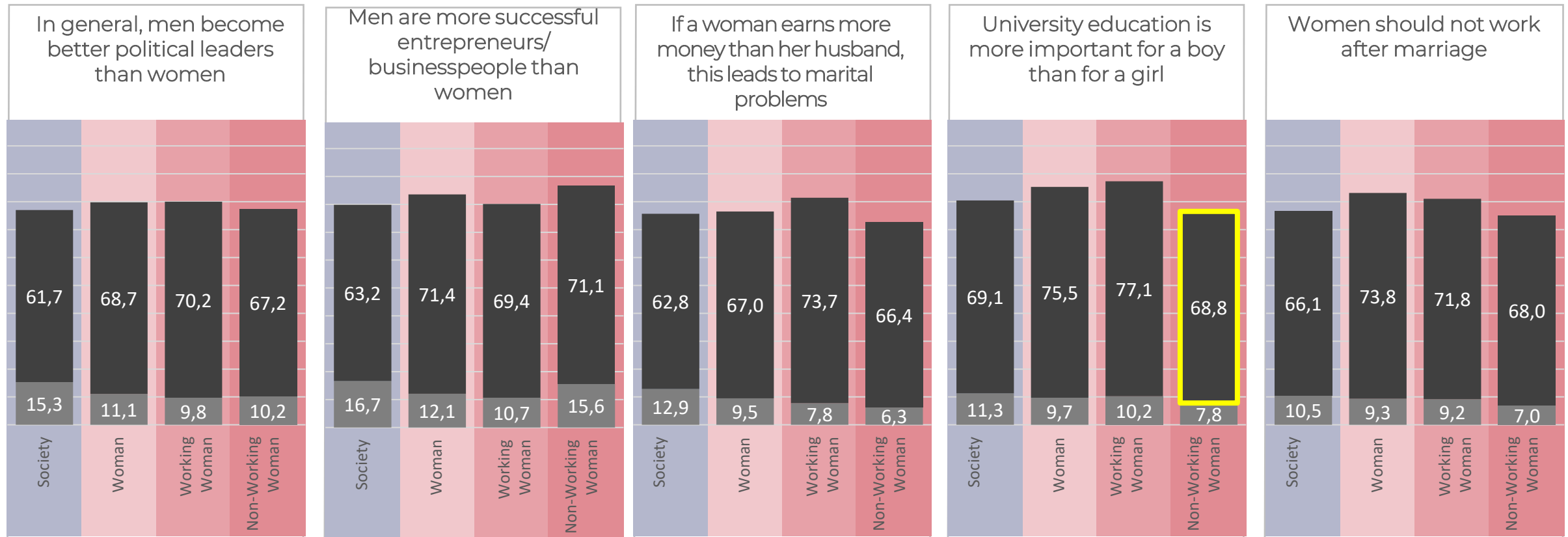
Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE N:1000

Common Values

The table below shows the breakdown of the propositions asked under the heading of common values according to working and non-working women. Cells marked in yellow are used to show that the relevant value differs significantly by group. Accordingly, working women disagree with the statement "University education is more important for a boy than for a girl", more than women and society.



N:1000



Totally Agree + Agree

Totally Disagree + Disagree

Common Values

The table below shows the breakdown of the propositions asked under the heading of common values according to working and non-working women. Cells marked in yellow are used to show that the relevant value differs significantly by group. Accordingly, working women disagree with the statement "University education is more important for boys than girls", more than women and society.



N:1000

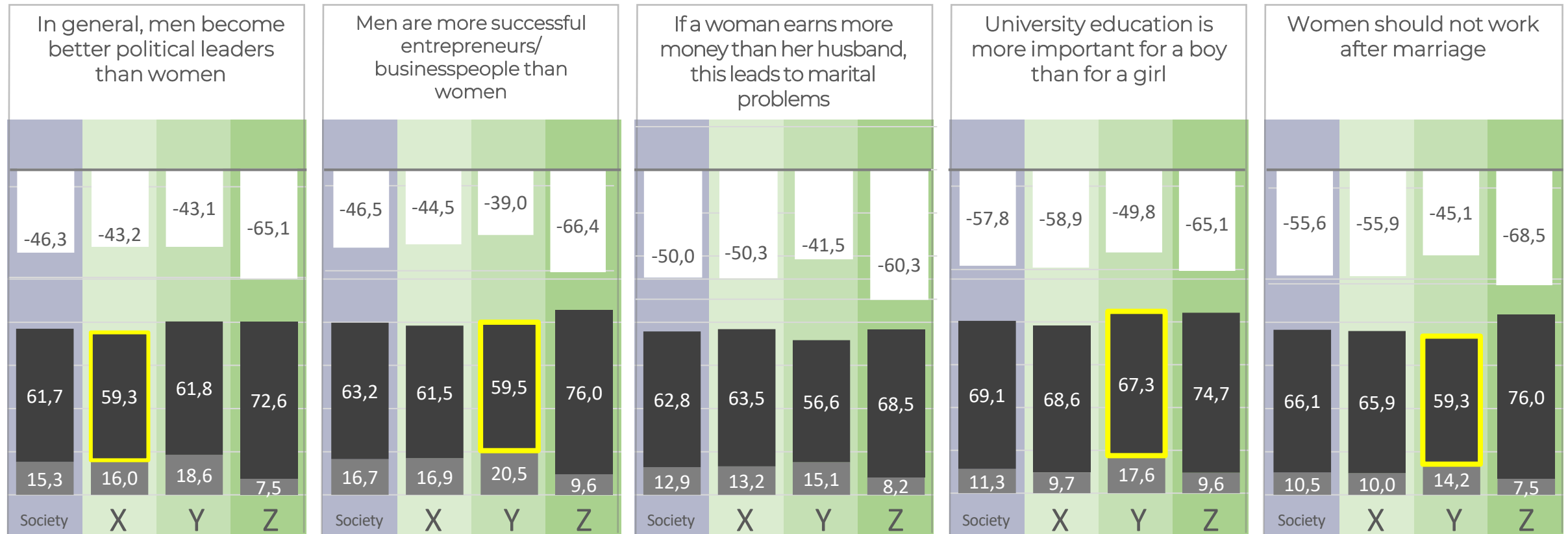


Totally Agree + Agree

Totally Disagree + Disagree

Common Values

In the table below, the breakdown of the propositions asked under the heading of common values according to generations is given. Cells marked in yellow are used to show that the relevant value differs significantly by group. Generation Z's views on gender roles in common values differ from other generations.



N:1000



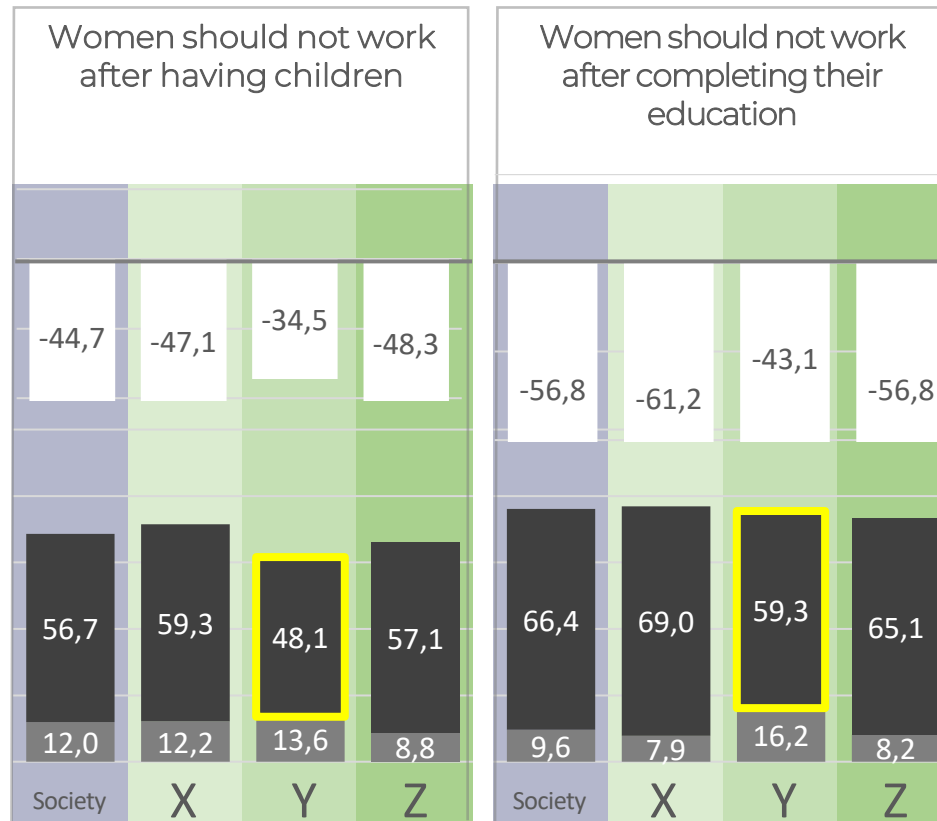
Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE

Common Values

In the table below, the breakdown of the propositions asked under the heading of common values according to generations is given. Cells marked in yellow are used to show that the relevant value differs significantly by group. Generation Z's views on gender roles in common values differ from other generations.



N:1000



Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE



RESULTS

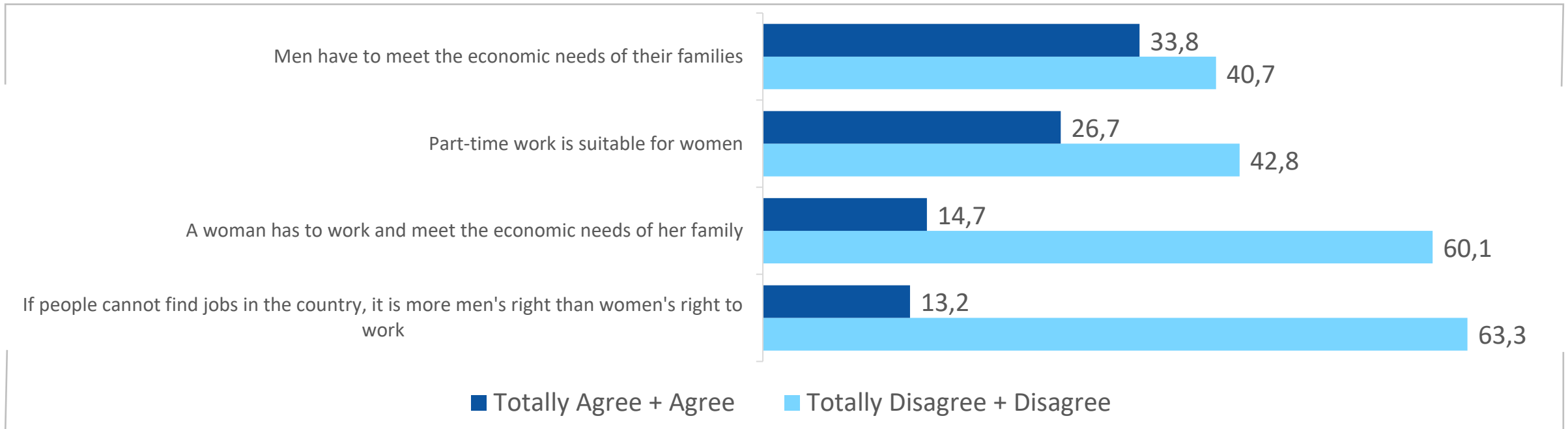
Employment



Employment

The view that «Men must meet the economic needs of their families» is supported at a higher rate than all other questions asked under this heading (33.8%). The total agreement rate for the statement "Women have to meet the economic needs of their family by working", which can be described as a counter argument, is 14.7%.

Employment (%)



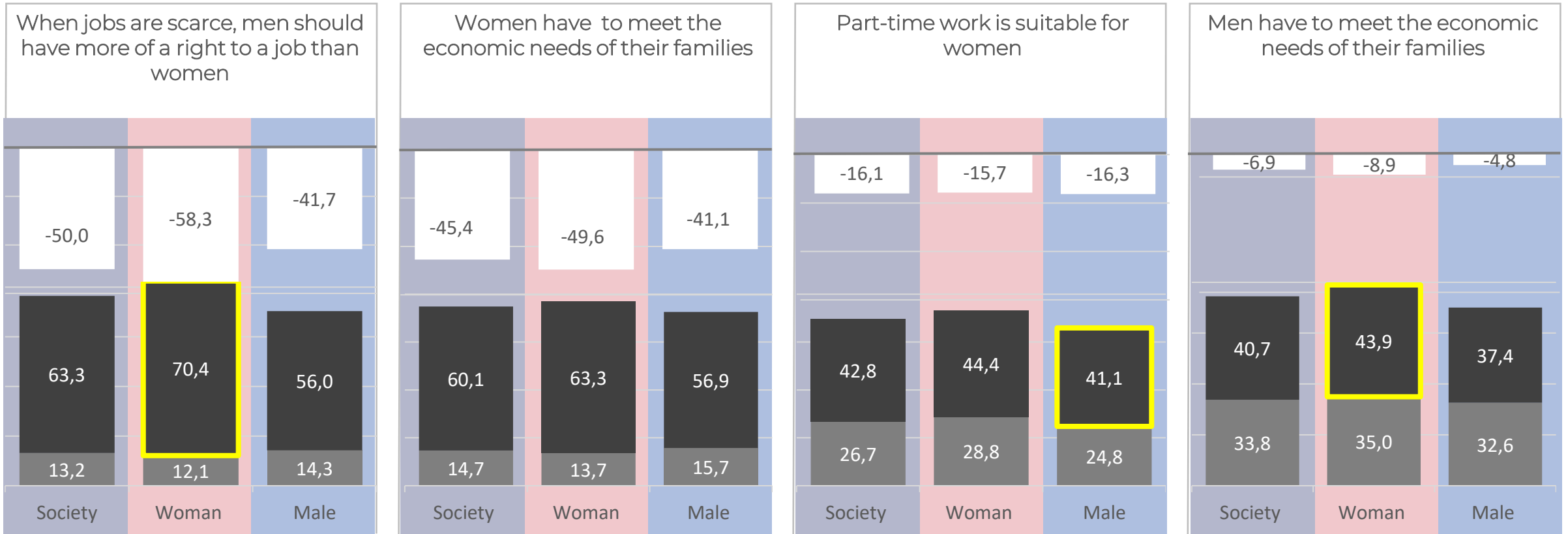
Q1.To what extent do you agree with the statements I will read now? Please give your answer on a scale where 1 means "Strongly disagree" and 5 means "Strongly agree."

N:1000



Employment

The table below shows the breakdown of the propositions asked under the heading of employment by gender. Cells marked in yellow were used to show significant differentiation by sex. «If people in the country cannot find a job, working is the right of men rather than women», while it varies according to gender, women do not agree with this significantly, while men agree more with a statistically significant difference.



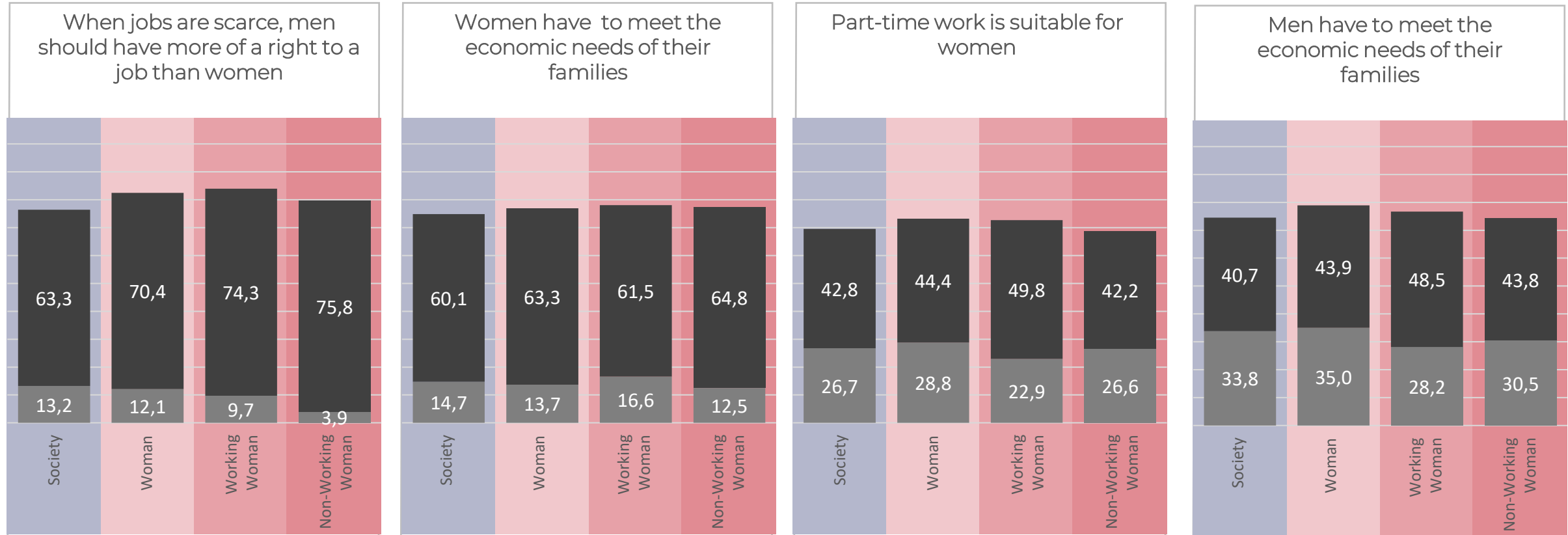
Totally Agree + Agree

Totally Disagree + Disagree

NET DIFFERENCE N:1000

Employment

The table below shows the breakdown of the propositions asked under the heading of common values according to working and non-working women. Although the myths in general do not differ significantly between working and non-working women, non-working women are less supportive of the statement "If people in the country cannot find a job, it is men's right to work rather than women's."



N:1000

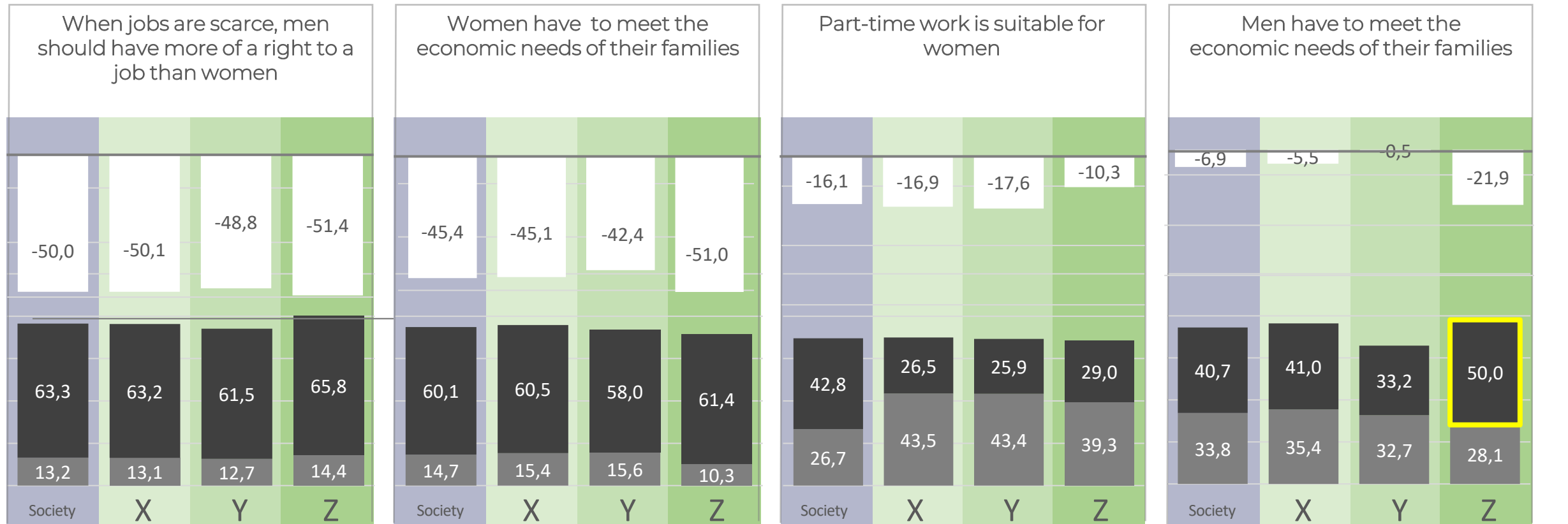


Totally Agree + Agree

Totally Disagree + Disagree

Employment

In the table below, the breakdown of the propositions asked under the heading of employment by generation is given. Cells marked in yellow were used to show significant differentiation by generation. 50% of Generation Z disagree with the statement "Men must meet the economic needs of their families."



N:1000



■ Totally Agree + Agree

■ Totally Disagree + Disagree

□ NET DIFFERENCE

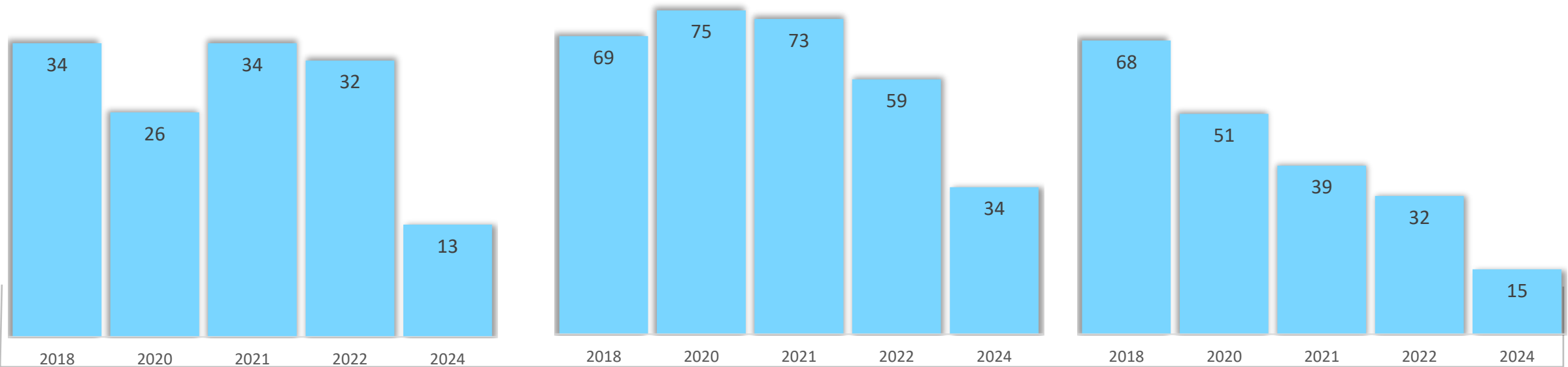
Employment-Change by Years

When comparing the following three questions, which have been asked regularly for four years; It can be 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 value that changed the most compared to the previous year, with a decrease of 25%.

" 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 read now? Please give your answer on a scale where 1 means "Strongly disagree" and 5 means "Strongly agree."

N:1000





RESULTS

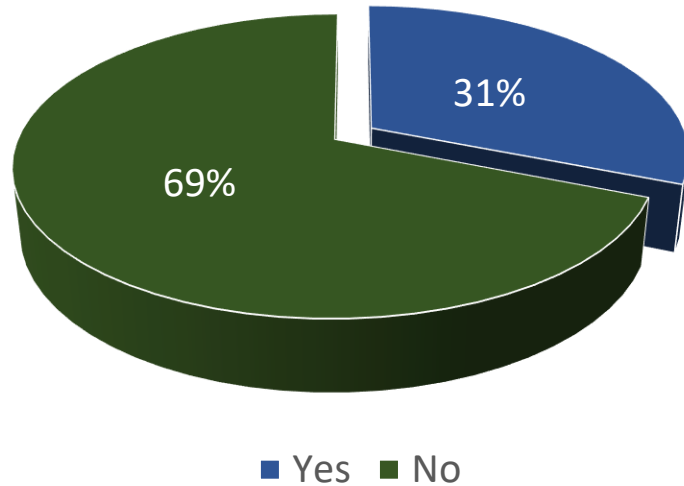
Paternity Leave



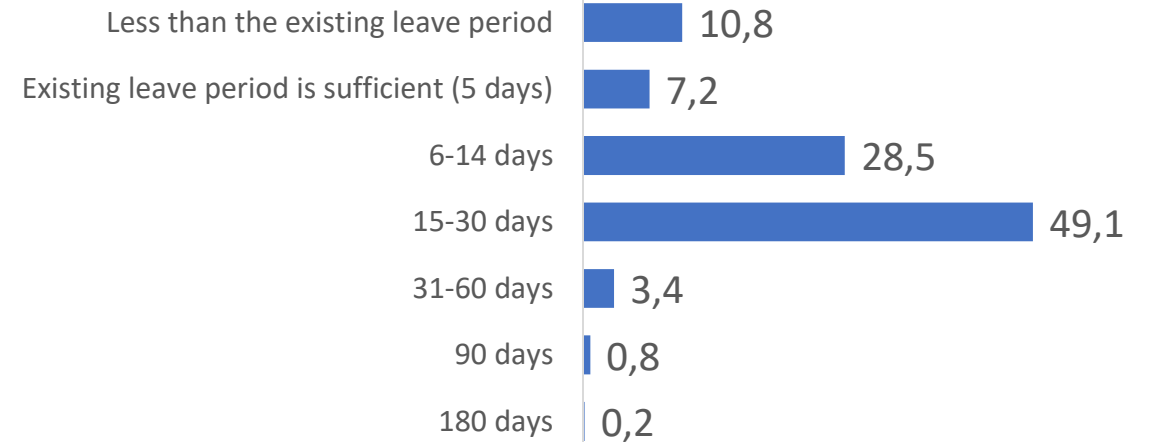
Awareness of Paternity Leave

While 31% of the participants stated that they were aware of paternity leave, the rate of those who did not know about paternity leave was 69%. Those who have information about paternity leave request an average of 15 days for paternity leave.

Awareness about Paternity Leave 2022 (%)



The Ideal Period of Paternity Leave(%)



Awareness about Paternity Leave 2018 : % **34**

Average 2018 : **20 days**

Average 2022 : **15 days**

Q4.Are you aware of paternity leave?

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

N:309

N:1000





RESULTS

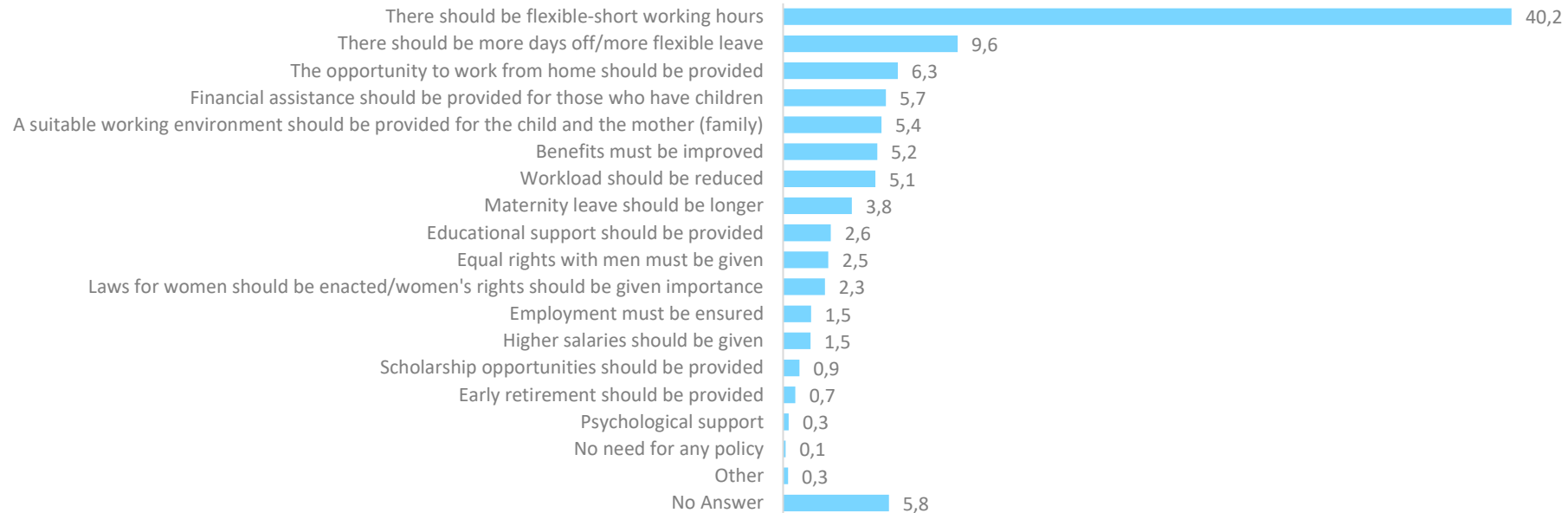
Policy Suggestion



Facilitating Policies

Among the facilitating policies that women expect from employers to fulfill their family/care responsibilities, the participants most frequently mention flexible-short working hours (40.2%). This is followed by more days off/more flexible leave opportunities (9.6%) and the opportunity to work from home (6.3%).

Facilitating Policies Expected from Employers for Women (%)



Q7. What kind of policies do you think employers should follow to facilitate female employees in fulfilling their family/care responsibilities?

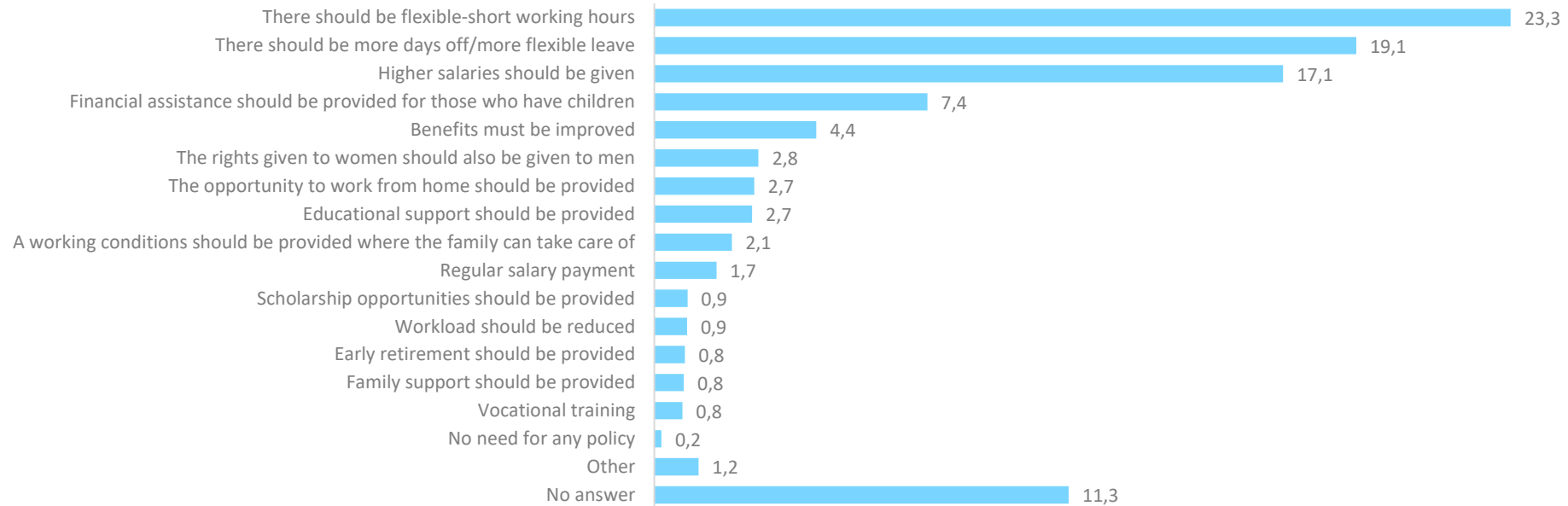
N:1000



Facilitating Policies

Among the facilitating policies that men expect from employers to fulfill their family/care responsibilities, the most frequently mentioned by the participants is flexible-short working hours (23.3%). It is seen that this expectation, which ranks first among the facilitating policies expected for women, has moved to the first place for men. This is followed by more days off/more flexible leave (19.1%) and higher salary (17.1%), respectively.

Facilitating Policies Expected from Employers for Men (%)



What kind of policies do you think employers should follow to facilitate male employees in fulfilling their family/care responsibilities?

N:1000





EXECUTIVE SUMMARY



Executive Summary

The statement "University education is more important for boys than girls" is not found in three out of every ten people, and the statement "Women should not work after marriage" is not found in nearly four out of every ten people in society.

More than half of the society has positive perceptions towards women's education and employment; However, it differs when it comes to child care. More than half of the society (61.2%) thinks that the mother will take care of the child best. However, from last year to today, it can be seen that the perspective in society has changed. An interpretation can be made that economic conditions change people's perspectives.

One in every five people in society thinks that if the mother works, the child will be deprived of mother's love. While the rate of those who believe that children growing up with a caregiver will be unhappy is 20%, the rate of those who believe that working mothers cannot take good care of their children is 15%.

In general, non-working women tend to be more supportive of general myths than working women; However, while the view that "a mother takes care of a child best" is supported by 61% of the population, this rate drops to 54% among unemployed women. This myth is more supported by working women.

In most of the questions under the topic of common values, it is seen that the 18-24 age group is the most responsive group compared to other age groups.



Executive Summary

When the questions that have been asked regularly for five years are compared year by 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 25%.

On the other hand, one in every ten people in society supports the traditional division of labor within the family and thinks that the mother's duty is to take care of the children and the father's duty is to take care of his family. In parallel, it is thought that men have to meet the economic needs of their families more than women (men should meet 36.5% - women should meet (35.9%)).

The rate of people in society who are aware of paternity leave is only 31%. The average request for paternity leave from those who have information about paternity leave is 15 days. The rate of those who are aware of paternity leave in 2022 is 34%.

Among the facilitating policies requested by employers for men and women, the first priority was flexible-short working hours.





Thank You!



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