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EUROPEAN SOCIAL CHARTER

16th National Report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF TÜRKIYE

Articles 2, 3, 4, 5, 6, and 20

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EUROPEAN SOCIAL CHARTER

Report on the Implementation of
The European Social Charter (Revised)

submitted by

THE GOVERNMENT OF THE REPUBLIC OF TÜRKİYE

Report on Articles 2§1, 3§1, 3§2, 3§3, 4§3 and 20

Situation Pertaining at the Time of Submitting the Report

In reference to the decision of the Ministers' Deputies adopted on 27 September 2022 concerning the new system for the presentation of reports under the European Social Charter and in accordance with the request of the European Committee of Social Rights and the Governmental Committee; copies of this report have been sent to:

- TİSK (Turkish Confederation of Employer Associations),
- TÜRK-İŞ (Confederation of Turkish Trade Unions),
- HAK-İŞ (Confederation of Real Trade Unions),
- DİSK (Confederation of Progressive Trade Unions),
- MEMUR-SEN (Confederation of Public Servants' Unions),
- TÜRKİYE KAMU-SEN (Confederation of Turkish Public Employees' Union),
- KESK (Confederation of Public Employees' Unions).

Article 2/1 Reasonable daily and weekly working hours

a) Please provide information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including:

Information on the exact number of weekly hours that persons in these occupations can work;

Information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours

Working Time

Under Article 63 of Labour Law No. 4857, the maximum working time is 45 hours per week. Unless otherwise agreed, the weekly working hours are divided equally across the working days of the establishment. Additionally, for miners working underground, the maximum working time is limited to 7.5 hours per day and 37.5 hours per week.

If the parties agree, the weekly working hours may be distributed unequally across the working days, provided that the daily working hours do not exceed 11 hours. In such cases, the employee's average weekly working time must not exceed the standard weekly working time over a two-month period. This balancing (equalization) period can be extended to up to four months through a collective agreement.

During the equalization period, employees may work fewer hours than normal in some weeks, with their total working hours balanced to meet the standard weekly working time by the end of the period. In the tourism sector, the average weekly working hours of an employee cannot exceed the standard weekly working time over a four-month period. This equalization period may be extended to six months through a collective bargaining agreement.

Overtime Work and Work at Extra Hours

According to Article 41 of Labour Law No. 4857, overtime work may be performed for purposes such as national interest, the nature of the operation, or the need to increase output. Work that exceeds 45 hours a week is classified as “overtime work” under the conditions defined in this law. However, when the principle of balancing is applied in accordance with Article 63, work exceeding 45 hours in a week shall not be considered overtime, provided the employee's average working time does not exceed the normal weekly working hours.

For employees whose weekly working time is set by contract at less than 45 hours, any work performed beyond their average weekly hours, in line with the aforementioned principles, and up to 45 hours weekly, is classified as “extra hours”.

Employees who have worked overtime or extra hours may choose to receive time off instead of overtime pay. Specifically, they are entitled to one hour and thirty minutes of free time for each hour of overtime worked, and one hour and fifteen minutes for each extra hour worked. This free time must be taken within six months and during their working hours, without any deduction from their wages.

The consent of the employee is required for both overtime work and extra hours. The total amount of overtime work shall not exceed 270 hours in a year. Additionally, no overtime work may be performed in cases of short or limited duration due to health reasons, as mentioned in the last paragraph of Article 63, nor during night work as specified in Article 69.

Furthermore, with respect to underground mining, workers cannot be required to work overtime except in the cases outlined in Articles 42 and 43. For those working in underground mining, any overtime exceeding 37.5 hours per week, as specified in Articles 42 and 43, must be compensated at a rate not less than double the normal hourly wage.

The methods for overtime work and its regulations will be detailed in a forthcoming regulation.

In Article 5 of the Overtime and Overtime Working Regulation titled “Limit on Overtime” section, it is stated that the total number of overtime hours cannot exceed 270 hours in a year. This limit applies to individual workers, not to workplaces or specific tasks.

According to the Regulation, periods of less than half an hour in calculating overtime or extra hours are rounded to half an hour, while periods exceeding half an hour are rounded to a full hour.

Article 9 of the Regulation stipulates that written consent from the worker is required for overtime and extra hours. However, this approval is not necessary in cases of compelling reasons or extraordinary circumstances.

Protection of the Health and Safety of the Worker

The Occupational Health and Safety Law No. 6331, published in the Official Gazette on 30 June 2012, regulates the duties, powers, responsibilities, rights, and obligations of employers and employees to ensure occupational health and safety in workplaces. It aims to improve existing health and safety conditions comprehensively.

Article 3 of Law No. 6331 defines “risk assessment” as activities required for identifying hazards existing in or potentially arising from outside the workplace, analyzing and rating the factors causing these hazards to turn into risks, and determining control measures for these risks.

According to Article 4 of the Law No. 6331:

- Employers are obliged to ensure the safety and health of workers in all aspects related to the work. This includes taking necessary measures to prevent occupational risks, providing information and training, and ensuring the organization and means necessary for safety and health protection.
- Employers must also adjust these measures to account for changing circumstances and aim to improve existing conditions continuously.

Article 5 of Law No. 6331 outlines the principles to be followed by employers when protecting workers from risks:

- Avoiding risks.
- Evaluating the risks which cannot be avoided.
- Combating the risks at source.
- Adapting the work to the individual, especially as regards the design of work places, the choice of work equipment and the choice of working and production methods, with a view, in particular, to avoiding or minimizing adverse effects of monotonous work and working at a predetermined work-rate on health and safety
- Adapting to technical progress.
- Replacing the dangerous with the non-dangerous or the less dangerous.
- Developing a coherent overall prevention policy which covers technology, organization of work, working conditions, social relationships and the influence of factors related to the working environment
- Giving collective protective measures priority over individual protective measures
- Giving appropriate instructions to the workers.

Article 13 of Law No. 6331 grants workers the right to abstain from work when exposed to serious and imminent danger:

- Workers exposed to serious and imminent danger shall file an application to the committee or the employer in the absence of such a committee requesting an identification of the present hazard and measures for emergency intervention. The committee shall convene without delay and the employer shall make a decision

immediately and write this decision down. The decision shall be communicated to the worker and workers' representative in writing.

- In the event that the committee or the employer takes a decision that is supportive of the request made by the worker, the worker may abstain from work until necessary measures are put into practice. The worker shall be entitled to payment during this period of abstention from work and his/her rights arising under the employment contract and other laws shall be reserved.
- In the event of serious, imminent and unavoidable danger; workers shall leave their workstation or dangerous area and proceed to a place safety without any necessity to comply with the requirements in the first paragraph. Workers may not be placed at any disadvantage because of their actions.

If the increase in working hours poses a danger to the employee's health and safety and the employee faces serious and imminent danger, the employee may use his right to abstain from working to protect himself from this danger.

Furthermore, complaint rights are regulated in Article 18/3 of the Law. "Workers and/or their representatives are entitled to report to the authority responsible for safety and health protection at work if they consider that the measures taken and the means employed by the employer are inadequate for the purposes of ensuring safety and health at work. The workers may not be placed at a disadvantage because of their respective activities." This includes cases where overtime is imposed in violation of legislation, prohibitions on overtime are not complied with, or workers are forced to work long hours despite health conditions.

The Occupational Health and Safety Law applies to all workers. It ensures that workers' health and safety are protected by law, covering scenarios such as excessive working hours, which may pose health risks or serious and imminent dangers.

Occupational health and safety are fundamental rights protected by comprehensive regulations under Law No. 6331. Employers and workers must adhere to these provisions to create a safe working environment. Employers' proactive measures and workers' rights to abstain from work or report non-compliance are essential components of an effective occupational health and safety system.

b) Please provide information on the weekly working hours of seafarers.

Article 26 of the Maritime Labour Law No. 854, working hours are defined as eight hours per day and forty-eight hours per week. This period is applied by dividing equally among the working days of the week and working hours are the time during which a seafarer works on duty or keeps a shift.

Article 57 of the "Seafarers and Maritime Pilots Regulation No. 32647" dated 29.08.2024 regulates seafarer's shift rules:

“(1) Maritime companies shall make necessary arrangements for shift working on the ship in such a way that the seafarers working shift on the ship are not subjected to fatigue that could reduce their efficiency, and in accordance with the following principles:

a) For seafarers working shifts on the ship and those with duties related to safety, pollution prevention, and security:

1) It is mandatory to provide at least ten hours of rest per day and at least seventy-seven hours of rest within a seven-day period.

2) The interval between consecutive rest periods cannot exceed fourteen hours.

3) Daily rest periods may be divided into a maximum of two segments. In such cases, one of the segments must not be less than six hours.

4) Seafarers under the age of eighteen cannot be employed in hazardous work on ships and cannot work night shifts, unless part of mandatory maritime training. Night is defined as the period starting no later than 20:00 and ending no earlier than 06:00, lasting no more than eleven hours in total.

b) Shift schedules shall be posted in locations on board where they are easily accessible to all. These schedules shall be prepared in the language(s) used for ship operations and in English, in a standardized format.

c) In cases where it is imperative to call a seafarer to duty, if the normal rest period of the seafarer is interrupted due to such a call, an appropriate rest period shall be provided to the seafarer.

ç) The daily rest periods utilized by seafarers shall be recorded in the language(s) used for ship operations and in English, in a standardized format. Copies of these records, approved by the master or a seafarer authorized by the master and the relevant seafarer, shall be provided to the seafarers.

d) The provisions of this article do not restrict the master’s right to assign seafarers to duty for any duration in cases of emergency that threaten the safety of the ship, the persons on board, or the cargo, or to provide assistance to other ships or persons in distress at sea. Accordingly, the master may defer the rest hour schedule and require any seafarer to work for as long as necessary until normal conditions are restored. Once normal conditions are restored, the master shall ensure, to the extent possible, that all seafarers who worked during scheduled rest hours are provided with adequate rest periods.

e) Provided that the rest period does not fall below seventy hours within any seven-day period, exceptions may be granted to the seven-day period minimum rest of seventy-seven hours specified in subparagraph (1) of paragraph (a) and to the rest periods required by subparagraphs (2) and (3) of the same paragraph. The implementation of such exceptions shall be as follows:

1) Exceptional situations that can be applied during a weekly rest period of at least seventy-seven hours within a seven-day period specified in this Article are not allowed for more than two consecutive weeks. The interval between two exceptional periods on board cannot be less than twice the exceptional period.

2) The rest periods of at least ten hours a day specified in this Article cannot be divided into more than three periods, provided that one period is at least six hours, and the remaining two periods are not less than one hour each. The interval between consecutive rest periods shall not exceed fourteen hours. Exceptions may not exceed two twenty-four-hour periods within any seven-day period.

c) Please provide information on how inactive on-call periods are treated in terms of work or rest time.

Work on call

Work on call is regulated under Article 14 of Labour Law No. 4857. This regulation defines work on call as an employment relationship where employees perform their duties upon the employer's need, as specified in a written employment contract. Such arrangements qualify as part-time employment contracts based on work on call.

Key provisions include:

- **Working Hours:** If the length of the employee's working time is not predetermined in the contract for specific time intervals (e.g., weekly, monthly, yearly), the weekly working time is deemed to be fixed at 20 hours. The 20-hour weekly working period is a default provision and not an absolute minimum. Parties may mutually agree on longer or shorter working periods.
- **Entitlement to Wages:** Employees are entitled to wages irrespective of whether they perform any work during the announced on-call period.
- **Advance Notice:** Employers must notify employees of the work call at least four days in advance unless otherwise agreed.
- **Daily Working Hours:** The employees are obliged to perform work upon the call communicated to them within the said time limit. If the daily working time has not been decided in the contract, the employers must engage the employees in work for a minimum of four consecutive hours at each call.

Inactive On-Call Periods

Under Article 66 of Labour Law No. 4857, periods during which employees have no active duties but remain at the employer's disposal are considered part of the employee's daily working time.

Key aspects include:

- The term "at the employer's disposal" does not necessarily mean the employee must be physically present at the workplace. Since the practice of "being on call" eliminates the possibility of the employee using the "free period" unrestrainedly and imposes an obligation on the employee to be ready to be called to work at any time, it is considered as working time.
- These periods are subject to the limitations on working hours set by Labour Law No. 4857, and employees are entitled to overtime wages for periods exceeding standard working hours.

Rest Time

Rest breaks during the working day are regulated under Article 68 of Labour Law No. 4857. Employees are entitled to rest breaks based on the duration of their daily working hours, as follows:

- Fifteen minutes for work lasting 4 hours or less,
- Half an hour for work lasting more than 4 hours and up to 7.5 hours,
- One hour for work lasting more than 7.5 hours.

These rest breaks:

- Are minimum durations and must be provided in full.
- May be split into shorter intervals if justified by factors such as climate, season, or the nature of the work.
- Are not counted as part of the working time.

The employees at the establishment may take breaks at the same or varying times. For part-time workers, including those engaged in on-call work, break times are determined based on their daily working hours. Since on-call work is considered a specific form of part-time work, the same rules apply.

Annual Paid Leave

Annual leave rights for part-time and on-call employees are addressed under Article 13 of the Annual Paid Leave Regulation.

Key provisions include:

- On-call employees are entitled to annual paid leave on an equal basis with full-time employees.
- Leave is used by not working on the part-time workdays that fall within the leave period.
- No discrimination can be made between part-time, on-call, and full-time employees in terms of leave duration and payment.
- This ensures that on-call employees enjoy the same legal protections and rights as their full-time counterparts with regard to annual paid leave.

Article 3/1 Health and safety and the working environment

Applications under the Law No. 6331 on Occupational Health and Safety

Law No. 6331 on Occupational Health and Safety, aligned with EU Directive 89/391/ECC and modelled after examples from other EU countries and developed nations that have harmonized and enacted this directive, adopts a preventive approach and gives employers the duty, authority and responsibility to determine the hazards and risks of their own work and the measures to be

taken against these hazards and risks. The most fundamental method for achieving this is conducting a risk assessment at the workplace.

The procedures and principles for carrying out the risk assessment in terms of occupational health and safety in workplaces are determined by the Regulation on Occupational Health and Safety Risk Assessment published in the Official Gazette dated 29/12/2012 and numbered 28512.

Risk assessment is defined as “the studies to be carried out in order to identify existing or potential hazards in the workplace, to analyse and evaluate the factors that may turn these hazards into risks, and determine control measures to manage these risks”.

To ensure occupational health and safety at workplaces, it is envisaged that all measures to be taken by the employer in the workplace must be systematically planned based on general prevention principles, risk assessment and risk management. Through this systematic approach, the goal is to establish a safe and healthy working environment by implementing protective and preventive measures for occupational health and safety before occupational accidents or diseases occur.

In this context, Law No. 6331 is structured to encompass necessary arrangements to prevent all kinds of risks that may arise due to changes in the working environment and conditions.

For all employees, including those who work in jobs requiring intense attention or high performance, those who work in jobs related to stress or traumatic situations at work, and those who work in jobs affected by climate change risks, the risk assessment should be carried out with the proactive approach based on Law No. 6331 in order to ensure occupational health and safety and to take measures against emerging risks.

Furthermore, within the scope of the Regulation on Remote Working dated 10.03.2021 and numbered 31419, the employer is required to take measures to ensure occupational health and safety for teleworkers. Teleworkers are defined as employees who perform some or all of their duties remotely. The first paragraph of Article 12 of the relevant Regulation stipulates that “The employer is obliged to inform the employee about occupational health and safety measures, to provide the necessary training, to provide health surveillance and to take the necessary occupational safety measures regarding the equipment used by the remote worker, taking into account the nature of the work performed by the remote worker”.

As outlined above, since there is no exceptional regulation regarding occupational health and safety other than Article 12 of the aforementioned Regulation on teleworking, the provisions of Law No. 6331 and the secondary legislation published on the basis of the Law are also the responsibility of the employer.

12th Development Plan

The 12th Development Plan (2024–2028) aims to enhance the coverage of the social security system with a fairer and more effective structure while ensuring its long-term financial sustainability. In alignment with the evolving labour market and emerging needs, the policies and measures planned under the title “Social Security System and Financing” are as follows:

- Para 405. Social security legislation and practices will be harmonized with changing labour market conditions and new generation flexible working models.
- Para 405.1. Efforts will be made to strengthen the technical and legal infrastructure to harmonise the social security system with new working models emerging outside the traditional workplace concept with digitalisation.
- Para 405.2. Harmonisation of social security practices with flexible working models, particularly part-time work, will be increased.

Annual Programmes of the Turkish Presidency

The section titled “Employment and Working Life” of the 2023 Presidential Annual Programme emphasizes the need for continued progress in addressing the labour market challenges identified in 2022. These challenges highlight critical areas requiring improvement:

- Expanding and increasing the effectiveness of active labour force programmes,
- Improving the quality of the labour force in line with the demand that digital transformation and climate change will create in the labour market,
- Ensuring that wider segments of the society benefit from flexible working forms,
- increasing the participation of groups in need of special policies in the labour force and employment,
- Improving the quality and efficiency of services carried out in the field of occupational health and safety.

Furthermore, the 2024 Presidential Annual Programme introduces a comprehensive measure to expand the premium base by intensifying risk-oriented inspection activities through advanced data analysis. These efforts are designed to address the increasing prevalence of unregistered employment, especially within the context of emerging working models.

- **Risk-Based Inspections:** Inspections will be conducted throughout the year, targeting sectors prone to high informality and small-scale enterprises identified through risk analyses. Particular attention will be given to detecting and addressing the underreporting of wages and other forms of noncompliance.
- **Nationwide Awareness and Guidance Campaigns:** Information dissemination, awareness-raising, and guidance activities will be conducted nationwide to emphasize the significance of registered employment and the rights and obligations associated with social security.
- **Data-Driven Audit Strategies:** Analytical findings will be utilized to identify workplaces with a high risk of noncompliance.

A combination of audit, education, and guidance efforts will ensure that employers and employees are better informed and compliant with regulations. Through these initiatives, the 2024 Programme aims to strengthen the formal labour market, promote social protection, and foster economic resilience by addressing the challenges posed by informal employment and the transformations brought about by new working models.

Climate Change Adaptation Strategy and Action Plan (2024-2030)

The Climate Change Adaptation Strategy and Action Plan (2024-2030) has been prepared under the Project titled “Strengthening Climate Change Adaptation Action in Türkiye”, financed by the European Union and the Republic of Türkiye through the collaboration of the Ministry of Environment, Urbanisation and Climate Change and United Nations Development Programme (UNDP).

This comprehensive plan encompasses strategies and actions defined across 12 chapters, covering 11 key sectors: Urban, Water Resources Management, Agriculture and Food Security, Biodiversity and Ecosystem Services, Public Health, Energy, Industry, Tourism and Cultural Heritage, Transport and Communication, Social Development and Disaster Risk Reduction and a chapter on cross-cutting issues.

Within this framework, specific goals and actions have been formulated to mitigate risks related to employees in businesses and sectors vulnerable to climate change impacts.

- **Strategic Goal 1 under the Social Development Sector** is as follows: “Incorporating the impacts of climate change on social life and measures into socio-economic development and ecosystem protection strategies at all levels (national, regional, local) and embedding the social development component into the climate change adaptation policy, planning and implementation processes of each sector”. In line with this goal, the Ministry of Labour and Social Security (MoLSS) and TurkStat are tasked with generating statistics to enable demographic and socio-economic analyses of employees in sectors impacted by climate change risks.
- **Strategic Goal 4 under the Industry Sector** is as follows: “Ensuring fast and practical access to national projections and databases for the studies to be carried out by the industry sector”. To achieve this, by 2030, the most climate-vulnerable industrial sub-sectors will be identified, and sector-specific adaptation guidelines will be prepared to enhance resilience and ensure sustainability.
- **Strategic Goal 3 under the Cross Cutting Actions** is as follows: “Increasing knowledge, consciousness and awareness on adaptation to climate change in a way to ensure that citizens are part of the solution, and ensuring participation in decision-making mechanisms”. The actions designed to achieve this goal are as follows:
 - Carrying out fair transition studies in order to protect employment in the process of adaptation to climate change.
 - Determining and updating national occupational standards and national qualifications by determining the new qualifications and skill requirements that the adaptation process to climate change will reveal in employment; conducting and

disseminating examination and certification activities according to the determined national qualifications.

- Starting from pre-school to the last stage of postgraduate education, reviewing and updating the acquisitions in the curriculum in terms of sustainable development goals and climate change, training of trainers, increasing the number of undergraduate, graduate and PhD programmes on climate change in different disciplines (law, education, social sciences, engineering, etc.).

Green Deal Action Plan (GDAP)

Global climate policies and the green transformation process gained momentum with the announcement of the European Green Deal (EGD) in 2019. In parallel, the Green Deal Action Plan (GDAP), which was prepared on the axis of climate change and green transformation in Türkiye, was published on 16 July 2021 and subsequently, just transformation efforts gained momentum. Within the scope of the GDAP, 20 different Specialised Working Groups, coordinated by various institutions and organisations, were established.

As a result, the Ministry of Labour and Social Security began coordinating the Specialised Working Group for Just Transition Policies within the scope of the Green Deal Action Plan, and the working procedures and principles of this working group were published. The first meeting of this Working Group, which was established to support the work of the Green Deal Working Group, was held on 16 June 2022. The meeting was attended by more than 40 representatives of the public, civil society and social partners. At the meeting, the reflections of the green economy transformation on working life and social life, the just transition process and the structure of the specialised working group as well as the suggestions and evaluations for just transition were discussed.

2024-2028 National Employment Strategy (NES) and Action Plan

The 2024-2028 National Employment Strategy (NES) and Action Plan aim both to provide permanent solutions to current labour market problems and to develop forward-looking policies to promote decent work by anticipating the future of jobs.

The Strategy is being developed with broad stakeholder participation through a social dialogue approach and aims to increase the competitiveness of Türkiye and enhance social welfare.

One of the four main policy areas of the Strategy is “green and digital transformation in labour markets and improving skills alignment” which is one of the priority issues for Türkiye. Work is ongoing to develop an action plan for this topic. Just transition is also integrated into the Strategy as a cross-cutting issue across policy axes.

Article 3§2 of the Revised Charter (Article 3§1 of 1961 Charter) Health and safety regulations

a) Please provide information on:

the measures taken to ensure that employers put in place arrangements to limit or discourage work outside normal working hours (including the right to disconnect);

how the right not to be penalised or discriminated against for refusing to undertake work outside normal working hours is ensured.

Article 5 of the Labour Law No. 4857, titled “Principle of Equal Treatment”, states that “the employer cannot treat part-time workers differently than full-time workers, or fixed-term workers differently than indefinite-term workers, unless there are substantial reasons for doing so.”

The same Article states also: “In the employment relationship, no discrimination can be made based on language, race, colour, sex, disability, political opinion, philosophical belief, religion and sect, and similar reasons. ... A lower wage cannot be decided for a job of the same or equal value due to sex. The application of special protective provisions due to the sex of the worker does not justify the application of a lower wage. ...”. To enforce these provisions, labour inspectors conduct inspections on behalf of the State. They ensure compliance with the law and impose administrative fines in cases of violations, including situations where workers are penalized or discriminated against for refusing to work beyond regular working hours.

Although Turkish law does not explicitly recognize the “right to disconnect,” existing regulations provide mechanisms to address issues related to workers’ constant availability outside of working hours. In this context, it would be appropriate to evaluate the issue of the worker’s constant reachability in Turkish law within the scope of the regulations regarding working and rest periods and the employer’s obligation to supervise the worker. Based on this, it can be concluded that reaching the worker outside of working hours is linked to certain consequences and that the worker cannot be constantly reachable in Turkish law. These protections in Turkish legislation are rooted in:

- **Constitutional and Legislative Safeguards:**
 - Article 50 of the Constitution guarantees the right to rest, including annual leave and holidays.
 - Labour Law provisions regulate working hours, rest periods, and holidays to prevent overreach by employers.
- **Consent for Overtime Work:**
 - Workers’ written consent is required for overtime work, except in cases of necessity (e.g., compulsory or extraordinary circumstances).
 - Consent is obtained during the execution of the employment contract or when the need for overtime arises and must be kept in the employee’s personnel file.
 - Workers can withdraw their consent with 30 days’ written notice to the employer.
- **Health-Related Exemptions:**

- Workers who present medical documentation indicating that overtime work would harm their health cannot be compelled to work extra hours.
- Such documentation can be issued by workplace doctors, Social Security Institution doctors, or other qualified physicians if the former are unavailable.
- **Judicial Precedents:**
 - According to the Supreme Court of Appeals, employers cannot compel workers to perform overtime without their explicit approval, except in situations of necessity.
 - Employers are prohibited from terminating employees without notice or compensation solely because they refuse to work overtime.
 - Court rulings recognize that compelling employees to work overtime without consent constitutes valid grounds for the employee to terminate the employment contract.

b) Please provide information on:

the measures taken to ensure that self-employed workers, teleworkers and domestic workers are protected by occupational health and safety regulations;

whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.

Employer's General Obligations under Occupational Health and Safety Law

Article 4 of Occupational Health and Safety Law No. 6331 outlines the general obligations of the employer, emphasizing that employers must ensure workers' health and safety. Employers are required to

- Ensure the health and safety of workers.
- Take all necessary measures to prevent occupational risks.
- Provide training, equipment, and facilities necessary for health and safety.
- Adapt health and safety measures to changing conditions and continuously improve them.
- Monitor compliance with occupational health and safety measures at the workplace.
- Inspect measures and ensure non-conformities are corrected.
- Conduct or commission risk assessments.
- Consider the employee's health and safety suitability when assigning tasks.
- Take measures to prevent unauthorized employees from entering high-risk areas unless properly informed and trained.

Self-Employed Individuals

Self-employed individuals, not having an employer-employee relationship, fall outside the scope of Occupational Health and Safety Law No. 6331. However, they are still covered by

Social Insurance and General Health Insurance Law No. 5510, which ensures they receive benefits related to work accidents, occupational diseases, sickness, and maternity insurance.

Remote Work and Occupational Health and Safety

Article 14/6 of the Labour Law No. 4857 requires employers to inform the employee about occupational health and safety measures, provide the necessary training, ensure health surveillance and take the necessary occupational safety measures regarding the equipment provided, by taking into account the nature of the work performed by the remote workers.

Within the scope of the Regulation on Remote Working dated 10.03.2021 and numbered 31419, the employer is required to take measures to ensure occupational health and safety for teleworkers. Teleworkers are defined as employees who perform some or all of their duties remotely. The first paragraph of Article 12 of the relevant Regulation stipulates that “The employer is obliged to inform the employee about occupational health and safety measures, to provide the necessary training, to provide health surveillance and to take the necessary occupational safety measures regarding the equipment used by the remote worker, taking into account the nature of the work performed by the remote worker”.

Furthermore, employers must also inform teleworkers about potential health problems related to prolonged computer screen usage and implement measures to mitigate these risks. As per Article 5 of the Regulation on Health and Safety Measures in Working with Screened Devices, the employer is obliged to “take into account the risks arising from the use of screened devices in work centres, especially the risks related to vision, physical problems and mental stress in the risk assessment to be carried out in the workplace, and to take all kinds of health and safety measures to eliminate or minimize the effects of these risks, the additional effects they may cause and the negative effects that may arise from the combination of risks”.

As outlined above, since there is no exceptional regulation regarding occupational health and safety other than Article 12 of the aforementioned Regulation on teleworking, the provisions of Law No. 6331 and the secondary legislation published on the basis of the Law are also the responsibility of the employer.

Domestic Workers and Occupational Health and Safety

Domestic work is excluded from Law No. 6331 as it occurs within private property. However, the Turkish Code of Obligations governs the occupational health and safety of domestic workers. Article 417/2 of the Code mandates that “employers are obliged to take all necessary measures to ensure occupational health and safety in the workplace and to keep the tools and equipment in place, and the employees are obliged to comply with all measures taken regarding occupational health and safety. The compensation for damages resulting from the death of the employee, damage to physical integrity or violation of personal rights due to the employer’s behaviour contrary to the law and the contract is subject to the provisions of liability arising from non-conformity to the contract”. This obligation of the employer applies to all employees

with whom it has an employment relationship and domestic workers are included in this scope, just like all employees.

Article 418 of the Code also contains specific provisions for workers in a home environment: “If the worker lives in a home environment with the employer, the employer is obliged to provide sufficient food and suitable shelter. If the worker cannot perform the work due to reasons such as illness or accident without fault, the employer is obliged to provide care and treatment for the worker who has worked for up to one year and who cannot benefit from social security benefits for two weeks. For each year of service exceeding one year, the said period is increased by two days, not exceeding four weeks. The employer is obliged to perform the same obligations during the worker’s pregnancy and in the event of childbirth.”

Temporary Workers and Equal Treatment

Article 7 of Labour Law No. 4857 defines the working conditions for temporary workers, stipulating that the working conditions of temporary workers cannot be below the standard conditions that would apply if they were directly employed by the same employer for the same job.

Article 5 of Labour Law, titled “Principle of Equal Treatment”, states that “The employer cannot treat part-time workers differently than full-time workers, or fixed-term workers differently than indefinite-term workers, unless there are substantial reasons.”

The prohibition of discrimination in question is also expressed in Article 12 of the Law titled “Limits of distinction between fixed-term and indefinite-term employment contracts” with the provision that “An employee employed with a fixed-term employment contract cannot be subject to different treatment than a comparable employee employed with an indefinite-term employment contract simply because the employment contract is fixed-term, unless there is a reason justifying the distinction.” Within this framework, workers employed under fixed-term contracts receive the same protections as those with indefinite-term contracts.

The Turkish Human Rights and Equality Institution and Enforcement

The Turkish Human Rights and Equality Institution has the authority to examine claims of discrimination, particularly in recruitment, employment relations, and dismissal. If discrimination is found to violate legal protections, the Institution can impose administrative sanctions on the parties involved.

As of 2024, the fines for violations of discrimination provisions range from 9.441 Turkish Lira to 141.934 Turkish Lira, reflecting the serious consequences of non-compliance with equality and anti-discrimination laws.

Article 3§3 of Revised Charter (Article 3§2 of 1961 Charter) Enforcement of health and safety health regulations

Please provide information on measures taken to ensure the supervision of implementation of health and safety regulations concerning vulnerable categories of workers such as:

- *domestic workers;*
- *digital platform workers;*
- *teleworkers;*
- *posted workers;*
- *workers employed through subcontracting;*
- *the self employed;*
- *workers exposed to environmental-related risks such as climate change and pollution.*

Employer's General Obligations under Occupational Health and Safety Law

Article 4 of Occupational Health and Safety Law No. 6331 outlines the general obligations of the employer, emphasizing that employers must ensure workers' health and safety. Employers are required to

- Ensure the health and safety of workers.
- Take all necessary measures to prevent occupational risks.
- Provide training, equipment, and facilities necessary for health and safety.
- Adapt health and safety measures to changing conditions and continuously improve them.
- Monitor compliance with occupational health and safety measures at the workplace.
- Inspect measures and ensure non-conformities are corrected.
- Conduct or commission risk assessments.
- Consider the employee's health and safety suitability when assigning tasks.
- Take measures to prevent unauthorized employees from entering high-risk areas unless properly informed and trained.

Sanctions for Non-Compliance

Turkish law imposes three types of sanctions as a result of occupational health and safety inspections:

- **Administrative Sanctions:** These include measures such as halting work, imposing fines, or prohibiting unfit workers from working.
- **Penal Sanctions:** Penal consequences are typically applied in cases of intentional acts or negligence resulting in workplace accidents or occupational diseases.
- **Legal Liability:** Employers bear contractual liability to compensate employees or their beneficiaries for damages arising from breaches of duty of care, not limited to occupational health and safety violations.

Inspections and Enforcement

The Fourth Section of the Occupational Health and Safety Law No. 6331 regulates inspections and administrative sanctions. Article 24, titled “Inspection, Examination, Research, Authority, Obligation, and Responsibility of Inspectors,” stipulates that labour inspectors authorized by the Ministry are responsible for monitoring compliance with the provisions of the Law. Inspections are conducted in accordance with Articles 92, 93, 96, 97, and 107 of the Labour Law No. 4857.

Labour inspectors are empowered to:

- Inspect workplaces, annexes, tools, equipment, raw materials, and working conditions.
- Examine documentation and ensure compliance with health, safety, education, and rest provisions for workers.
- Take measures to prevent violations deemed criminal under the law.

During inspections, employers, workers, and other relevant parties are legally obligated to:

- Appear when summoned by inspectors.
- Provide statements, evidence, and documentation.
- Cooperate with inspectors and fulfil requests without delay.

Failure to comply with these obligations may result in administrative fines. Minutes prepared by labour inspectors are legally binding unless proven otherwise. Parties may object to inspector reports regarding workers' receivables by filing a complaint with the competent labor court within 30 days. Legal action against court decisions does not halt the collection of workers' receivables determined by the court.

Labour inspectors, authorized to monitor, supervise, and inspect workplaces, are required to:

- Avoid disrupting, halting, or complicating the normal workflow or operations of the workplace, as much as possible, depending on the nature of the inspection.
- Maintain strict confidentiality regarding the employer's professional secrets, workplace conditions, and economic and commercial information, unless disclosure is necessary for official procedures.
- Refrain from revealing the identities of workers or individuals who provide information, submit complaints, or make reports.

During the inspections, employers are prohibited from:

- Directly or indirectly influencing workers who provide statements or information during inspections.
- Pressuring workers to conceal or alter the truth.
- Retaliating against workers for reporting issues or cooperating with inspectors.

Workers are also prohibited from:

- Providing false information about their workplaces or employers.

- Acting maliciously to tarnish an employer's reputation or impede inspections.
- Hindering the inspection process by offering misleading answers or obstructing audits.

Failure to comply with these prohibitions results in administrative fines for employers or their representatives.

To ensure proper enforcement of the law, labour inspectors may request assistance from law enforcement when necessary. Law enforcement agencies are obligated to provide the required support to enable inspectors to carry out their duties effectively. If law enforcement assistance is needed, the labour inspector notifies the relevant provincial governor (excluding military workplaces). The governor evaluates the request and, if deemed appropriate, assigns the necessary personnel to assist.

Under Article 24/A of Law No. 6331, titled “The Ministry’s Authority and Responsibility for Inspection, Control, and Audit,” the Ministry is authorized to conduct inspections, authorizations, controls, and audits in educational institutions, joint health and safety units, equipment inspection organizations, and occupational hygiene laboratories.

Personnel assigned for inspections by the Ministry include labour experts, assistant labour experts, engineers, physicists, chemists, biologists, and physicians from the General Directorate of Occupational Health and Safety.

These personnel are required to:

- Minimize disruption to workplace operations during inspections.
- Maintain confidentiality regarding professional secrets, workplace conditions, and any sensitive information encountered.
- Employers and employees are obligated to facilitate the duties of inspection personnel.

When Ministry personnel require assistance from law enforcement during their duties under Article 24/A of Law No. 6331, they notify the relevant provincial governor, except in the case of military workplaces. The governor evaluates the request and, if deemed appropriate, assigns a sufficient number of law enforcement officers in line with their powers under relevant legislation.

Article 25 of Law No. 6331 titled “Shut-down of Work” states that when a vital danger is detected for employees in the building and annexes, working methods and forms or work equipment in the workplace; work shall be stopped in a part or the entire workplace until this danger is eliminated, taking into account the nature of the vital danger and the area and employees that may be affected by the risk that may arise from this danger. In addition, in workplaces where mining, metal and construction works, which are classified as very dangerous, and where work involving hazardous chemicals is carried out or where major industrial accidents may occur, work shall be stopped if a risk assessment has not been made. The board consisting of three labour inspectors authorized to inspect in terms of occupational

health and safety may decide to stop work within two days from the date of detection, after conducting the necessary examinations upon the determination of the labour inspector authorized to inspect in terms of occupational health and safety. However, if the detected issue requires urgent intervention, the labour inspector who made the determination shall stop work until the board makes the decision.

The decision to shut-down is sent to the relevant provincial administrator and the Provincial Directorate of Labour and Employment Agency where the workplace file is located within one day. The decision to shut-down is carried out by the provincial administrator through law enforcement forces within twenty-four hours. However, the decision to stop work given because the detected issue requires urgent intervention is carried out by the provincial administrator through law enforcement forces on the same day. The employer may object to the decision to stop work at the authorized labour court within six business days from the date of execution. The objection does not affect the implementation of the decision to shut-down. The court first considers the objection and decides within six business days. The court decision is final. If the employer notifies the Ministry in writing that, the issues requiring the shut-down have been resolved, an inspection is carried out at the workplace within seven days at the latest and the employer's request is finalized. The employer is obliged to pay the wages of the employees who become unemployed due to the shut-down or to provide them with another job according to their profession or situation, provided that their wages are not reduced. In jobs that are classified as very dangerous and are awarded through tender; working methods that pose a life-threatening danger due to production pressure by acting contrary to production and/or manufacturing plans and work programs without ensuring certain elements such as technological development, increase in workforce capacity, innovation in production methods are considered grounds for stopping work. Employers or employer representatives who make people work without permission during suspended work in the workplace are sentenced to imprisonment from three to five years.

In addition, Article 26, titled “Administrative fines and their implementation”, regulates the administrative fines to be imposed pursuant to the Law and the methods of implementation.

Although Article 4 of Law No. 4857 titled “Exceptions” and Article 2 of Law No. 6331 titled “Scope and Exceptions” stipulate that the provisions of the relevant Laws will not apply to employees working in domestic services, this does not mean that employees working in domestic services are left unprotected in terms of occupational health and safety. The relevant provisions of the Turkish Code of Obligations No. 6098 may be applied to persons excluded from the scope of Labour Law No. 4857. The provisions in the section titled “IV. Protection of the personality of the worker” of the Turkish Code of Obligations No. 6098 are also applied to employees who are not covered by the Labour Law. Article 417 of the Turkish Code of Obligations states that “The employer is obliged to protect and respect the personality of the worker in the employment relationship and to ensure order in line with the principles of honesty in the workplace, and to take the necessary measures to prevent psychological and sexual harassment of workers and to prevent further harm to those who have been subjected to such harassment. The employer is obliged to take all necessary precautions to ensure occupational

health and safety in the workplace, to have all the tools and equipment in place, and the workers are obliged to comply with all precautions taken regarding occupational health and safety. The compensation for damages arising from the death of the worker, damage to physical integrity or violation of personal rights due to the employer's behaviour contrary to the law and the contract, including the above provisions, is subject to the provisions of liability arising from non-conformity to the contract.”

A special provision is made for those working in a domestic environment in Article 418 of the mentioned Law titled “Working in a domestic environment”. The relevant article states, “If the worker lives in a domestic environment with the employer, the employer is obliged to provide sufficient food and suitable shelter. If the worker cannot perform the work due to reasons such as illness or accident without fault, the employer is obliged to provide care and treatment for the worker who has worked for up to one year and who cannot benefit from social security benefits for two weeks. The said period is increased by two days for each year of service exceeding one year, not exceeding four weeks. The employer is obliged to fulfil the same obligations during the pregnancy and birth of the employee.” Since the relevant article of the Turkish Code of Obligations can be applied to those who are not within the scope of the Labour Law but have an employment contract, the above-mentioned articles can also be applied to those working within the scope of the employment contract within the scope of paragraph 3.

Article 4 – The right to fair remuneration

Explanatory remark:

The ECSR considers that the inclusion of questions on gender equality are necessary in order to ensure the ECSR's approach to this issue as outlined in the *UWE* decisions on equal pay is applied across States Parties especially as regards measures taken to ensure pay transparency, to reduce the gender pay gap and to increase the representation of women in decision-making positions.

Article 4§3 Right of men and women to equal pay for work of equal value

a) Please indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

In Türkiye, the principles of equal work and work of equal value are foundational to promoting fairness and preventing workplace discrimination. These principles are primarily derived from the Constitution and the Labour Law, supported by extensive Supreme Court case law that guides their application.

Equal work is defined as work of similar quality and difficulty, while work of equal value refers to jobs requiring similar skills, responsibilities, and working conditions, even when the specific job roles differ. These concepts ensure that workers receive fair and non-discriminatory treatment in terms of remuneration and benefits.

Legal Framework

In Turkish legislation, these principles are addressed primarily in the Constitution and the Labour Law. The Constitution emphasizes the principle of equality in general while the Labour Law mandates that employees performing the same or equivalent work should receive equal pay. Employers are obligated to comply with these principles, ensuring fair treatment across all categories of workers. Discrimination in wages or social benefits, whether based on sex, title, or other unjustified factors, is strictly prohibited. Case law, particularly from the Supreme Court, further clarifies these concepts, emphasizing that jobs requiring similar skills, responsibilities, and working conditions should also be remunerated equally.

Case Law and Judicial Interpretations

Turkish case law, particularly decisions by the Supreme Court, has been instrumental in defining and reinforcing the principles of equal work and work of equal value. Below are some notable rulings that shape the current understanding and application of these concepts:

2010 Decision (9th Civil Chamber)

In a 2010 decision, the 9th Civil Chamber of the Supreme Court emphasized that creating wage disparities between employees performing similar work at the same workplace is contrary to the principle of equality. The Court ruled that equal wages should be paid for similar work, considering the nature and difficulty of the tasks as well as the employees' qualifications. Addressing the concept of "work of equal value," the Supreme Court stated that when different jobs are assessed as being of equal value, employees engaged in such jobs must be compensated similarly. In this case, the Court concluded that workers performing the same job within the same workplace should receive equal pay, irrespective of differentiating factors such as sex or tenure. The decision underlined that any wage disparity must be justified by objective criteria, stressing that employers must adhere to the principle of equal treatment and avoid discrimination. This case law contributes to fostering fair remuneration systems and upholding employees' rights.

2011 Decision (9th Civil Chamber)

In its 2011 decision, the 9th Civil Chamber of the Supreme Court ruled that paying different wages to employees working in the same position constitutes discrimination. The Court emphasized that to prevent discrimination, equal wages must be paid to employees performing equal work. The decision established that the workload, level of responsibility, and job descriptions of the employees in question were identical, concluding that the employer had discriminated by paying unequal wages. This ruling serves as a concrete example of the equal pay for equal work principle. The Supreme Court highlighted that employers are obligated to act in a manner that safeguards employee rights and ensures workplace equity.

2014 Decision (22nd Civil Chamber)

In its 2014 decision, the 22nd Civil Chamber of the Supreme Court addressed the issue of wage discrepancies among employees performing identical work at different branches. The Court declared it unlawful for employers to create wage differences based on geographical location or branch. The ruling emphasized that employees engaged in the same work should receive equal wages, regardless of their branch or region. By broadening the scope of the equal pay for work of equal value principle, this decision reinforced the necessity of ensuring equal remuneration for employees performing the same tasks under similar conditions.

2016 Decision (9th Civil Chamber)

The 2016 decision of the 9th Civil Chamber involved a case where a female worker filed a complaint against her employer for receiving lower wages than her male colleagues performing the same job. The Court determined that the employer had failed to present any credible justification for the pay disparity. The ruling affirmed that wage differences based on sex are unacceptable and held the employer accountable for ensuring equal pay for equal work. This decision further strengthened the legal framework prohibiting wage differences between male and female employees, reinforcing the rights of employees to equitable treatment in the workplace.

2018 Decision on Work of Equal Value (9th Civil Chamber)

An important decision by the 9th Civil Chamber of the Supreme Court in 2018 addressed wage differences among employees performing work of equal value. The Court ruled that wage disparities without a justifiable reason constitute discrimination. The decision emphasized that employees working in different positions at the same workplace, regardless of sex, but performing jobs requiring similar responsibilities and skills, must receive equal pay. The ruling highlighted that different roles with comparable responsibilities and requirements should be remunerated at similar rates. The Court stated that significant wage differences must be substantiated with valid reasons directly related to the nature of the work. This principle is critical for fostering social justice in the workplace and improving employee motivation. In such cases, the Court typically evaluates whether the principle of equal treatment has been violated by examining factors such as the nature of the work, the skills required, and the complexity of the tasks involved.

In a related 2018 decision, the 9th Civil Chamber ruled that wage differences between male and female employees with similar responsibilities in the same workplace violated the principle of equal treatment. The Court stated that wage differences between male and female employees are contrary to Article 5 of the Labour Law and ruled that employees performing work of the same or equal value must be paid equally. The decision emphasized that wage inequality based on sex constitutes discrimination, and employers are obligated to ensure equal pay for equal work.

2019 Decision on Job Titles and Equal Pay (22nd Civil Chamber)

A 2019 decision by the 22nd Civil Chamber of the Supreme Court addressed wage discrepancies between employees with different job titles, such as “sales associate” and “senior sales associate”. The Court evaluated whether the roles involved equivalent responsibilities and skill requirements. Despite the differing titles, the Court concluded that the two positions performed similar functions and thus warranted equal pay. The ruling emphasized that job titles should not serve as a justification for pay inequalities when the actual work performed is comparable.

2020 Decision on Wage Disparity and Equality (9th Civil Chamber)

In a 2020 decision, the 9th Civil Chamber of the Supreme Court ruled that wage differences between two employees performing similar work, due to the employer's arbitrary practices, are contrary to the principle of equality. The Court emphasized that the employer had failed to provide concrete and objective justification for the wage disparity. This case underscores the importance of the principle of equal treatment in the workplace. When examining discrimination claims, the Supreme Court considers the nature of the work, the employees’ competencies, and the workplace conditions to ensure fairness.

2021 Decision on Wage Discrimination (22nd Civil Chamber)

A 2021 decision by the 22nd Civil Chamber of the Supreme Court addressed wage differences between male and female employees. The Court ruled that female employees performing the same roles as their male counterparts must receive equal compensation, as any wage disparity based on sex constitutes discrimination. It highlighted that unequal pay for women in equivalent roles violates the principle of equality and is inherently discriminatory.

The ruling emphasized that employers must provide concrete, objective, and valid reasons for any wage differentials. The Court reiterated that discrimination on grounds of sex in pay practices has legal consequences, as it contravenes workplace equality principles. This decision reinforced the prohibition of discriminatory wage practices and strengthened protections for women in the workforce.

2022 Decision on Job Comparisons and Equal Pay (9th Civil Chamber)

In 2022, the 9th Civil Chamber of the Supreme Court ruled that wage comparisons between employees in different lines of work should consider the degree of difficulty and skills required for each job. The decision emphasized that employees with similar responsibilities and risks in the same workplace must receive equal wages.

The Court also noted that claims of discrimination may be upheld if an employer does not implement a fair and transparent remuneration policy. This decision underscored the

importance of assessing wages fairly across different roles to avoid potential claims of discrimination.

2023 Decision on Wage Comparisons and Transparency (9th Civil Chamber)

A 2023 decision by the 9th Civil Chamber of the Supreme Court focused on wage comparisons outlined in employment contracts. The Court stated that wages specified in the employment contract should be compared with those of other employees in similar roles. It further ruled that, if the employer cannot provide a valid and objective reason for wage differentials between employees in the same position, such disparities would be deemed discriminatory.

The decision highlighted the significance of fair remuneration systems in workplaces and stressed the critical role of transparency in remuneration policies. Transparent wage practices not only ensure compliance with equality principles but also enhance employee satisfaction and trust.

2023 Social Media Transparency Case (9th Civil Chamber)

In a 2023 decision, the 9th Civil Chamber of the Supreme Court examined the role of workplace announcements on social media and employee communication in the context of pay equality. The Court ruled that if an employer fails to clearly explain wage differences between employees, it may constitute a violation of the principle of equal treatment.

The decision emphasized that employers must transparently communicate wage structures and ensure fair remuneration for employees in similar roles. The lack of transparency in wage policies was deemed a breach of the principle of equal treatment. The Court underlined that providing transparent information about wages is essential to maintaining a fair remuneration system. Furthermore, fostering open communication between employees can help prevent disputes related to pay equality, thereby promoting a harmonious workplace.

2024 Collective Bargaining Agreements and Pay Equality (9th Civil Chamber)

In 2024, the 9th Civil Chamber of the Supreme Court issued a decision highlighting the significance of collective bargaining agreements (CBAs) in private sector workplaces. The Court stated that wages determined through CBAs must adhere to the principle of equal treatment among employees.

The decision also noted that if employers implement practices that create wage disparities among employees covered by the same CBA, such actions will be deemed discriminatory. This ruling reinforces the importance of CBAs in promoting social dialogue and ensuring equitable remuneration systems in workplaces. It serves as a critical reminder that CBAs should not only set wage standards but also safeguard the principle of equality.

These rulings underscore the judiciary's role in interpreting and improving fair remuneration systems and addressing issues of gender discrimination, wage transparency, and the need for

objective justifications for pay disparities in the workplace. By emphasizing transparency, accountability, and adherence to the principle of equality, Turkish courts aim to enhance workplace fairness, prevent wage disparities rooted in discrimination, and foster trust and motivation among employees.

b) Please provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

Job classification and remuneration systems in Türkiye are designed to uphold the principle of equal pay for equal work, with a strong emphasis on eliminating pay disparities both in the public and private sectors. The country's legal framework, including the Labour Law and Constitutional provisions, plays a pivotal role in ensuring that employers adhere to the principle of equal pay, regardless of sex or other factors. The Turkish Constitution guarantees equality before the law and prohibits discrimination on the grounds of sex, race, language, and other factors, laying the groundwork for legal protections, including equal pay.

The Equal Pay International Coalition (EPIC)

Established in 2017 and co-led by the International Labour Organization (ILO), UN Women, and the OECD, the Equal Pay International Coalition (EPIC) is a global initiative focused on closing the gender pay gap. Through advocacy, policy development, and international cooperation, EPIC supports governments, employers, workers, and civil society in implementing concrete actions to achieve pay equity.

Türkiye officially joined the EPIC at the end of 2024, reaffirming its commitment to achieving pay equity and promoting economic inclusivity. This significant move underscores Türkiye's dedication to eliminating workplace discrimination and ensuring equal pay for work of equal value.

Public Sector

In Türkiye, the public sector plays a crucial role in upholding equal pay principles through standardized job classification and pay scales. The Public Personnel Law No. 657 and other relevant regulations ensure that salaries for public employees are determined based on objective criteria such as education, experience, and job classification, without regard to sex. Positions are categorized according to duties, qualifications, and levels of responsibility, and pay scales are set through a combination of laws, collective bargaining agreements, and regulations. These scales are transparent, ensuring that public employees performing similar roles with comparable qualifications and responsibilities receive equal remuneration.

Furthermore, the principle of equal pay for equal work is reinforced through public sector salary structures. Sex-based pay disparities are actively monitored and addressed, with efforts to ensure that pay differences are based on objective factors rather than sex.

Private Sector

The Labour Law governs employment relations and includes provisions that require employers to ensure equality between employees, with a general obligation to adhere to the principle of equal pay for equal work and work of equal value between men and women. Furthermore, Turkish Civil Code No. 4721 regulates the relationship between employers and employees, highlighting equality in the workplace and equal treatment for all workers. Discrimination on grounds of sex is prohibited, and the Code also impacts the provisions regarding employment contracts, which indirectly address pay disparities.

In the private sector, the approach to job classification and remuneration is more flexible, as companies have greater discretion in setting wages. However, all private sector employers are legally required to comply with the principles of equality and non-discrimination. Companies must ensure that they do not engage in discriminatory pay practices based on sex or other factors.

Many companies establish salary bands or scales that categorize jobs based on classification and performance-based pay, helping to ensure equitable pay for similar roles. Some private-sector companies have implemented job classification systems that assess roles according to responsibilities, skills, and working conditions. These companies establish salary bands for different job categories, ensuring that employees in similar roles receive equitable compensation.

Companies are also encouraged to conduct internal audits to assess and address any wage disparities. Some private-sector companies, especially those with international operations or public accountability, may conduct regular gender pay audits to ensure compliance with equal pay regulations.

Furthermore, several companies in Türkiye have launched initiatives to promote gender equality in the workplace, including:

- Conducting regular pay audits to assess gender pay gaps and setting targets for increasing female representation in leadership roles,
- Providing leadership development programs specifically for women, helping them advance into higher-paying positions,
- Publicly reporting gender pay gap data, demonstrating transparency in remuneration practices
- Utilizing a structured job evaluation process that ensures roles are classified based on objective criteria, helping maintain fairness in salary distribution across genders.

Collective bargaining agreements (CBAs) play a significant role in shaping pay structures within the private sector. These agreements standardize wages for specific job classifications, ensuring that pay scales are equitable and reflect the value of the work performed, without

discrimination on grounds of sex. CBAs often include provisions that promote equal pay and establish minimum salary standards across industries.

Sector-Specific Approaches

In specific sectors like retail and banking, companies have also made strides toward ensuring equal pay. For example, major retailers in Türkiye have begun using standardized job descriptions and salary scales to align remuneration practices across roles. Additionally, some banks have introduced diversity training for their management teams to raise awareness of sex biases and ensure fair pay practices. Many multinational companies operating in Türkiye also bring their global practices on pay equity to the local context.

Government Action Plans and Gender Equality Frameworks

The Gender Equality Action Plan (2024-2028) is another key initiative aimed at reducing gender disparities, particularly in the workplace. This plan includes measures to eliminate wage discrimination and ensure that all industries adhere to the equal pay principle. It provides a framework for both public and private sector employers to improve pay equity, with a focus on enforcement and raising awareness about legal requirements related to equal pay.

Overall, Türkiye's job classification and remuneration systems, particularly through the integration of legal frameworks, collective bargaining agreements, and corporate initiatives, are moving toward ensuring that all workers receive equal pay for equal work, regardless of sex.

c) Please provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time. Please provide statistical trends on the gender pay gap.

The gender pay gap remains a global challenge, reflecting unequal opportunities and systemic barriers in the workforce. In Türkiye, significant progress has been made through a combination of legislative measures, awareness campaigns, and targeted initiatives to promote gender equality in pay.

Legislative Framework

Türkiye has enacted robust labour legislation to address gender-based pay disparities. Key provisions include:

- **Equal Pay for Equal Work:** The Labour Law and the Code of Obligations mandate employers to ensure remuneration based on the principle of equal pay for equal work or work of equal value.
- **Transparent Payment Practices:** Payments are made through bank transfers in accordance with Article 32 of the Labour Law, enabling inspections to reveal discrepancies in wages between male and female workers.
- **Definition of Comparable Employee:** The Labour Law defines a comparable employee as one employed under an open-ended contract in a similar role within the

same establishment. According to Labour Law and the Code of Obligations, the employer is obliged to determine the remuneration of a worker on the basis of a comparable employee's remuneration in the implementation of the principle of equal pay for equal work or work of equal value. This limits the application of the equal pay principle to jobs within a specific organizational unit.

Labour inspectors conduct regular inspections to identify violations of pay equity. Bank records serve as critical evidence in detecting gender-based pay discrepancies, ensuring accountability and compliance with labour laws.

Awareness and Advocacy

Awareness campaigns and initiatives involving NGOs and government bodies aim to:

- Highlight the importance of addressing the gender pay gap.
- Promote women's rights in the workplace.
- Encourage companies to adopt equitable practices.
- Flexible work policies and enhanced parental leave provisions are encouraged to help women balance work and family responsibilities, increasing their workforce participation.

Economic Incentives and Support

The government provides various incentives to promote gender pay equality, including:

- **Tax Benefits:** Companies demonstrating equitable pay practices receive tax advantages or subsidies.
- **Support for Women-Owned Businesses:** Funding, training, and mentorship programs empower women entrepreneurs and promote economic independence.

Sector-Specific Challenges

The gender pay gap varies across sectors in Türkiye:

- **Wider Gaps:** Sectors like finance and technology often exhibit significant disparities due to lower representation of women in high-paying roles.
- **Narrower Gaps:** Sectors such as education typically show smaller pay gaps.

Additionally, women with higher education levels tend to face smaller pay disparities compared to those with lower educational attainment. Younger workers also experience a narrower gap.

Metal Industry Job Evaluation System (MIDS)

The Metal Industry Job Evaluation System (MIDS) is a framework developed to ensure the fair and objective assessment and remuneration of jobs within Türkiye's metal industry. This

system is particularly endorsed and implemented by the Turkish Employers' Association of Metal Industries (MESS) and various employers within the sector.

MIDS is designed to evaluate jobs in the metal industry in a fair and comparable manner, aiming to create and implement remuneration policies based on this evaluation. The system takes into account various factors such as job complexity, level of responsibility, and the required knowledge and skills. These factors help determine the value of each job, which provides a foundation for fair wage scales.

One of the primary methods employed by MIDS is the point factor method, where jobs are scored based on predetermined criteria. These criteria typically include the level of education, experience, and technical knowledge required, the management, supervision, and decision-making responsibilities entailed, the physical and mental effort needed, and the working conditions under which the job is performed. MIDS also categorizes jobs into specific grades based on their total scores. Each job is assigned a grade, such as I, II or III, which reflects its overall difficulty and responsibility level, and a corresponding wage scale is determined. Benchmarking is another important component of MIDS. The system compares job descriptions and wage levels that are widely accepted within the sector to maintain standardization in remuneration practices across different companies.

MIDS plays a significant role in collective bargaining agreements, where it is used by employers and unions to evaluate jobs and determine wages. The results of job evaluations are also used to establish internal wage policies within companies, creating a fair and competitive wage structure. Additionally, MIDS is a key tool in performance management, helping companies evaluate employee performance and develop reward systems.

The advantages of MIDS include ensuring the objective evaluation of jobs, which contributes to the fairness of remuneration policies. As a widely accepted system in the metal industry, MIDS helps maintain wage standardization across different companies. Furthermore, it facilitates better alignment and agreement between unions and employers during collective bargaining processes, promoting harmony within the industry.

On September 26, 2023, negotiations for the 2023-2025 Group Collective Bargaining Agreement, involving 150.000 workers, began between the Türk Metal Union and the Turkish Employers' Association of Metal Industries (MESS). The agreement was finalized on January 17, 2024, at MESS headquarters, with a commitment to update MIDS based on five specific proposals from the Türk Metal Union.

Challenges and Future Directions

Despite progress, challenges persist:

- The pandemic disproportionately affected women, risking a reversal of gains in narrowing the gender pay gap.

- Representation of women in leadership and high-paying roles remains limited in certain sectors.

Moving forward, Türkiye aims to:

- Expand sector-specific initiatives such as MIDS to other industries.
- Strengthen monitoring mechanisms for pay equity.
- Promote women's participation in high-growth sectors through education and training programs.
- Enhance policies supporting work-life balance and family responsibilities.

STATISTICS

Table 1. Average Working Hours and Monthly Gross Wage by Sex and Economic Activity (2010, 2014, 2018)

Cinsiyet ve ekonomik faaliyete göre ortalama çalışma süreleri ve aylık ortalama brüt ücret, 2010, 2014, 2018 ⁽¹⁾																		
Average working hours and monthly average gross wage by sex and economic activity, 2010, 2014, 2018 ⁽¹⁾																		
	Haftalık normal çalışma süresi			Aylık ücreti ödenen süre			Saatlik ortalama brüt ücret			Aylık ortalama brüt temel ücret			Aylık ortalama brüt ücret					
	Contractual working hours per week			Monthly paid hours			Hourly average gross wage			Monthly average basic gross wage			Monthly average gross wage					
	(saat - hours)						(TL)											
Ekonomik faaliyet																		
Economic activity (NACE Rev.2)	2010	2014	2018	2010	2014	2018	2010	2014	2018	2010	2014	2018	2010	2014	2018			
	Toplam - Total																	
9 Toplam - Total	44,7	44,7	43,4	200,1	199,5	195,8	7,6	11,1	20,7	1.383	2.028	3.645	1.512	2.207	3.960			
10 (B) Madencilik ve taşocaklığı	44,8	45,1	40,1	197,6	199,6	178,2	8,4	12,8	28,9	1.455	2.380	4.548	1.653	2.543	4.748			
11 (C) Madencilik ve taşocaklığı	44,9	44,9	44,9	204,0	203,6	202,7	6,6	9,6	18,0	1.188	1.759	3.261	1.350	1.984	3.642			
12 (D) Elektrik, gaz, buhar ve iklimlendirme üretimi ve dağıtım	42,7	45,0	44,9	202,7	205,9	204,9	15,5	17,7	22,2	2.510	3.294	4.045	3.142	3.558	4.522			
13 (E) Su temini; kanalizasyon, atık yönetimi ve iyileştirme faaliyetleri	42,2	44,2	44,1	193,0	195,1	197,4	11,3	12,9	23,0	1.928	2.289	4.062	2.189	2.504	4.484			
14 (F) İnşaat	44,9	44,4	45,1	196,2	195,0	199,5	5,9	9,6	16,6	1.151	1.836	3.216	1.168	1.888	3.324			
15 (G) onarım	45,0	45,0	44,9	199,1	199,1	197,6	6,9	9,9	17,9	1.299	1.791	3.325	1.380	1.974	3.514			
16 (H) Ulaştırma ve depolama	44,4	44,8	44,4	197,8	199,6	197,3	7,6	9,3	20,7	1.436	1.734	3.804	1.503	1.850	4.054			
17 (I) Konaklama ve yiyecek hizmeti faaliyetleri	45,1	44,9	44,9	201,6	198,8	198,3	6,3	8,5	14,5	1.222	1.635	2.778	1.274	1.687	2.872			
18 (J) Bilgi ve iletişim	43,7	44,7	43,9	192,2	196,0	191,4	14,8	23,7	39,6	2.701	4.167	7.216	2.845	4.620	7.492			
19 (K) Finans ve sigorta faaliyetleri	41,4	42,2	41,7	183,4	187,2	185,9	16,0	24,0	35,7	2.635	3.900	5.282	2.932	4.413	6.559			
20 (L) Gayrimenkul faaliyetleri	44,3	44,7	45,0	196,8	199,0	198,6	9,8	15,4	17,2	1.852	2.855	3.141	1.925	3.038	3.419			
21 (M) Mesleki, bilimsel ve teknik faaliyetler	44,5	44,3	44,3	194,8	194,5	194,2	13,0	19,9	25,5	2.412	3.583	4.733	2.541	3.779	4.888			
22 (N) İdari ve destek hizmet faaliyetleri	44,9	44,9	44,6	199,8	198,9	196,6	5,6	8,6	15,3	1.056	1.597	2.803	1.123	1.708	2.999			
23 (P) Eğitim	43,8	42,3	34,8	192,0	185,4	174,2	10,0	15,1	32,0	1.845	2.581	4.812	1.924	2.738	5.280			
24 (Q) İnsan sağlığı ve sosyal hizmet faaliyetleri	45,2	45,0	43,5	201,0	201,3	194,6	9,4	16,7	22,9	1.684	3.072	3.885	1.890	3.323	4.429			
25 (R) Kültür, sanat, eğlence, dinlence ve spor	45,1	44,5	43,9	197,2	194,3	193,7	8,6	12,4	23,9	1.592	2.305	4.458	1.890	2.410	4.572			
26 (S) Diğer hizmet faaliyetleri	44,4	44,1	44,8	194,7	194,5	196,6	8,2	9,4	19,3	1.518	1.726	3.724	1.590	1.816	3.807			

		Erkek - Male														
27																
28	Toplam - Total	44,7	44,8	43,8	201,1	200,6	197,2	7,5	11,1	20,9	1.367	2.016	3.715	1.510	2.215	4.050
29	(B) Madenlik ve taşocaklığı Mining and quarrying	44,9	45,1	40,0	197,8	199,5	177,6	8,3	12,9	27,1	1.440	2.380	4.571	1.639	2.567	4.766
30	(C) İmalat Manufacturing	44,9	44,9	44,9	205,1	204,6	202,9	6,9	10,0	19,0	1.218	1.812	3.440	1.405	2.052	3.860
31	(D) Elektrik, gaz, buhar ve iklimlendirme üretimi ve dağıtım Electricity, gas, steam and air conditioning supply	42,8	45,1	44,9	204,3	207,1	205,4	15,6	17,7	22,2	2.509	3.285	4.043	3.178	3.571	4.540
32	(E) Su temini; kanalizasyon, atık yönetimi ve iyileştirme faaliyetleri Water supply; sewerage, waste management and remediation activities	42,2	44,2	44,2	193,9	195,4	198,3	11,4	13,0	23,5	1.935	2.292	4.150	2.207	2.518	4.606
33	(F) İnşaat Construction	44,9	44,3	45,1	196,3	194,8	199,8	5,8	9,3	16,4	1.129	1.773	3.180	1.147	1.809	3.288
	Toplan ve perakende ticaret; motorlu kara taşıtlarının ve motosikletlerin															
34	(G) onarımı Wholesale and retail trade; repair of motor vehicles and motorcycles	45,0	45,0	44,9	199,4	199,9	197,9	6,8	10,1	18,2	1.274	1.820	3.368	1.357	2.031	3.571
35	(H) Ulaştırma ve depolama Transportation and storage	44,5	44,8	44,4	198,4	200,1	198,0	7,4	9,1	20,4	1.401	1.695	3.727	1.489	1.819	4.003
36	(I) Konaklama ve yiyecek hizmeti faaliyetleri Accommodation and food service activities	45,2	44,9	44,9	202,0	199,4	198,2	6,3	8,7	15,0	1.227	1.670	2.870	1.283	1.729	2.974
37	(J) Bilgi ve iletişim Information and communication	43,8	44,7	43,9	193,0	196,2	191,3	15,1	23,9	42,2	2.783	4.204	7.667	2.916	4.675	7.974
38	(K) Finans ve sigorta faaliyetleri Financial and insurance activities	41,3	42,2	41,7	183,8	188,7	186,8	16,0	25,3	36,2	2.651	4.106	5.494	2.944	4.685	6.655
39	(L) Gayrimenkul faaliyetleri Real estate activities	44,4	44,7	45,0	198,7	200,8	198,8	9,6	15,3	17,1	1.810	2.802	3.102	1.914	3.028	3.396
40	(M) Meslek, bilimsel ve teknik faaliyetler Professional, scientific and technical activities	44,5	44,4	44,4	195,1	195,7	195,0	13,8	20,8	27,0	2.551	3.718	5.007	2.695	3.964	5.192
41	(N) İdari ve destek hizmet faaliyetleri Administrative and support service activities	44,9	45,0	44,8	200,3	200,0	197,4	5,6	8,5	15,8	1.040	1.584	2.881	1.113	1.693	3.115
42	(P) Eğitim Education	44,1	42,9	34,7	193,7	188,1	178,0	9,7	14,8	33,3	1.789	2.587	5.095	1.883	2.744	5.654
43	(Q) İnsan sağlığı ve sosyal hizmet faaliyetleri Human health and social work activities	45,2	44,8	43,4	201,9	200,3	195,6	11,7	22,4	26,4	2.061	4.065	4.505	2.365	4.454	5.141
44	(R) Kültür, sanat, eğlence, dinlenme ve spor Arts, entertainment and recreation	45,1	44,4	44,1	197,3	194,0	194,6	8,6	12,7	28,0	1.577	2.351	4.852	1.690	2.482	4.987
45	(S) Diğer hizmet faaliyetleri Other service activities	44,5	44,3	44,7	195,8	195,8	197,2	8,4	9,8	18,4	1.566	1.802	3.528	1.646	1.908	3.631
46		Kadın - Female														
47	Toplam - Total	44,5	44,6	42,7	196,9	196,8	192,7	7,7	11,3	20,3	1.430	2.057	3.493	1.519	2.188	3.766
48	(B) Madenlik ve taşocaklığı Mining and quarrying	44,0	45,7	44,2	193,1	201,9	197,5	10,3	11,0	21,0	1.813	2.089	3.751	1.983	2.167	4.047
49	(C) İmalat Manufacturing	44,8	44,9	44,9	199,9	200,1	202,1	5,7	8,4	15,3	1.079	1.580	2.865	1.145	1.671	3.071
50	(D) Elektrik, gaz, buhar ve iklimlendirme üretimi ve dağıtım Electricity, gas, steam and air conditioning supply	42,1	44,8	45,0	188,2	195,2	197,5	14,9	17,7	21,6	2.523	3.370	4.084	2.801	3.441	4.278
51	(E) Su temini; kanalizasyon, atık yönetimi ve iyileştirme faaliyetleri Water supply; sewerage, waste management and remediation activities	41,7	43,9	44,1	182,0	190,8	193,2	10,9	12,5	20,7	1.850	2.248	3.844	1.982	2.335	3.909
52	(F) İnşaat Construction	44,9	45,0	45,0	195,6	196,2	197,3	6,8	11,5	18,3	1.330	2.248	3.510	1.339	2.257	3.620
	Toplan ve perakende ticaret; motorlu kara taşıtlarının ve motosikletlerin															
53	(G) onarımı Wholesale and retail trade; repair of motor vehicles and motorcycles	44,9	45,0	44,8	198,1	197,4	196,9	7,3	9,3	17,4	1.367	1.723	3.243	1.444	1.838	3.403
54	(H) Ulaştırma ve depolama Transportation and storage	44,0	44,8	44,3	194,4	196,5	194,0	8,7	10,3	22,5	1.630	1.957	4.181	1.692	2.030	4.303
55	(I) Konaklama ve yiyecek hizmeti faaliyetleri Accommodation and food service activities	45,1	44,9	44,9	199,9	197,1	198,3	6,2	7,9	13,5	1.205	1.519	2.589	1.241	1.549	2.663
56	(J) Bilgi ve iletişim Information and communication	43,5	44,7	44,1	190,0	195,5	191,7	14,0	23,0	33,6	2.537	4.061	6.175	2.657	4.480	6.376
57	(K) Finans ve sigorta faaliyetleri Financial and insurance activities	41,5	42,2	41,7	183,0	186,0	184,7	16,0	22,9	35,0	2.617	3.732	4.992	2.920	4.207	6.428
58	(L) Gayrimenkul faaliyetleri Real estate activities	44,1	44,6	44,9	192,6	194,3	197,3	10,1	15,9	18,0	1.942	2.989	3.375	1.951	3.083	3.554
59	(M) Meslek, bilimsel ve teknik faaliyetler Professional, scientific and technical activities	44,4	44,1	44,3	194,3	192,5	193,0	11,8	18,3	23,1	2.187	3.335	4.298	2.293	3.442	4.405
60	(N) İdari ve destek hizmet faaliyetleri Administrative and support service activities	44,9	44,8	44,8	198,6	198,1	194,7	5,8	8,9	14,0	1.099	1.629	2.619	1.149	1.740	2.730
61	(P) Eğitim Education	43,4	41,9	34,8	190,3	183,2	170,9	10,3	15,3	30,8	1.898	2.539	4.580	1.963	2.732	4.950
62	(Q) İnsan sağlığı ve sosyal hizmet faaliyetleri Human health and social work activities	45,2	45,0	43,6	200,5	201,7	194,0	8,0	13,9	20,6	1.461	2.595	3.449	1.809	2.778	3.964
63	(R) Kültür, sanat, eğlence, dinlenme ve spor Arts, entertainment and recreation	45,1	44,7	43,6	198,7	195,4	192,0	8,6	11,5	20,0	1.642	2.180	3.686	1.690	2.246	3.780
64	(S) Diğer hizmet faaliyetleri Other service activities	44,1	43,6	44,8	192,4	191,6	195,8	7,6	8,5	20,6	1.413	1.561	3.996	1.467	1.615	4.052

68 TÜİK, Kazanç Yapısı Anketi

69 TürkStat, Structure of Earnings Survey

68 (1) Kullanılan ekonomik faaliyet sınıflaması değişikliği için 2006 dönemine ait veri ayrı tabloda verilmiştir.

69 Since different economic activity classifications were used in 2006 period, data is provided in separate table.

70

Table 2. Gender Pay Gap by Educational Attainment and Major Occupational Group (2010)

A	B	C	D	E	F	G
Eğitim durumu ve meslek ana grubuna göre cinsiyete dayalı ücret farkı (2010)						
Gender pay gap by educational attainment and major occupational group in 2010						
		Yıllık ortalama brüt ücret Annual average gross wage (TL)			Cinsiyete dayalı ücret farkı Gender pay gap ⁽¹⁾ (%)	
		Toplam Total	Erkek Male	Kadın Female		
	Toplam - Total	17 884	17 837	18 029		-1,1
	Eğitim durumu - Educational attainment					
	İlkokul ve altı Primary school and below	12 237	12 597	10 519		16,5
	İlköğretim ve ortaokul Primary education and secondary school	12 192	12 571	10 470		16,7
	Lise High school	15 117	15 531	13 969		10,1
	Meslek lisesi Vocational high school	18 759	19 442	15 647		19,5
	Yüksekokul ve üstü Higher education	31 486	33 574	28 184		16,1
	Meslek ana grubu - Major occupational group					
	Yöneticiler Managers	43 825	43 073	46 201		-7,3
	Profesyonel meslek mensupları Professionals	31 520	34 549	27 861		19,4
	Teknisyenler, teknikerler ve yardımcı profesyonel meslek mensupları Technicians and associate professionals	22 082	22 536	20 865		7,4
	Büro hizmetlerinde çalışan elemanlar Clerical support workers	18 875	19 383	18 203		6,1
	Hizmet ve satış elemanları Service and sales workers	12 922	13 167	12 188		7,4
	Nitelikli tarım, ormancılık ve su ürünleri çalışanları Skilled agricultural, forestry and fishery workers	14 091	(*)	(0)		(*)
	Sanatkarlar ve ilgili işlerde çalışanlar Craft and related trades workers	15 278	15 586	13 004		16,6
	Tesis ve makine operatörleri ve montajcılar Plant and machine operators and assemblers	13 336	13 851	10 518		24,1
	Nitelik gerektirmeyen meslekler Elementary occupations	12 075	12 449	10 713		13,9
	⁽¹⁾ 2010 yılı toplam ücreti esas alınarak [(erkek ücreti-kadın ücreti)/erkek ücreti *100] olarak hesaplanmıştır. Calculated based on total wages in 2010, [(male wages-female wages)/male wages*100]					
	Kaynak: TÜİK, Kazanç Yapısı Araştırması Source: TURKSTAT, Structure of Earnings Survey					

Table 3. Average Working Hours and Monthly Gross Wage by Sex and Occupational Group (2010, 2014, 2018)

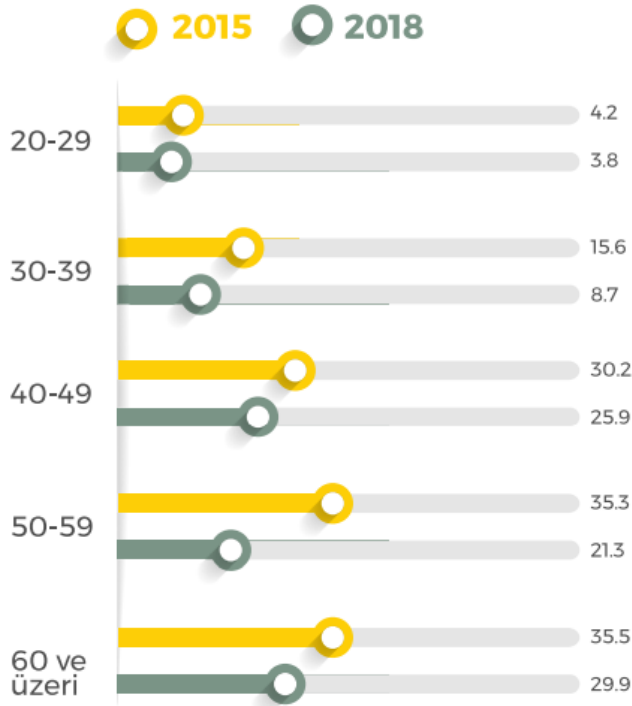
1 Cinsiyet ve meslek grubuna göre çalışma süreleri ve aylık ortalama brüt ücret, 2010, 2014, 2018 ⁽¹⁾																	
2 Working hours and monthly average gross wage by sex and occupational group, 2010, 2014, 2018 ⁽¹⁾																	
4	5	6	Haftalık normal çalışma süresi			Aylık ücreti ödenen süre			Saatlik ortalama brüt ücret			Aylık ortalama brüt temel ücret					
			Contractual working hours per week			Monthly paid hours			Hourly average gross wage			Monthly average basic gross wage					
7 Meslek grubu																	
8 Occupational groups (ISCO, 08)																	
9 Toplam - Total																	
10 Yöneticiler																	
11 1 Managers																	
12 11 Chief executives, senior officials and legislators																	
13 12 Administrative and commercial managers																	
14 13 Production and specialised services managers																	
15 14 Hospitality, retail and other services managers																	
16 2 Profesyonel meslek mensupları																	
17 21 Science and engineering professionals																	
18 22 Health professionals																	
19 23 Teaching professionals																	
20 24 Business and administration professionals																	
21 25 Information and communications technology professionals																	
22 26 Legal, social and cultural professionals																	
23 3 Teknisyenler, teknikerler ve yardımcı profesyonel meslek mensupları																	
24 31 Science and engineering associate professionals																	
25 32 Health associate professionals																	
26 33 Business and administration associate professionals																	
27 34 Legal, social, cultural and related associate professionals																	
28 4 Büro hizmetlerinde çalışan elemanlar																	
29 41 General and keyboard clerks																	
30 42 Customer services clerks																	
31 43 Numerical and material recording clerks																	
32 44 Other clerical support workers																	
33 5 Hizmet ve satış elemanları																	
34 51 Personal service workers																	
35 52 Sales workers																	
36 53 Personal care workers																	
37 54 Protective services workers																	
38 6 Nitelikli tarım, ormancılık ve su ürünleri çalışanları																	
39 61 Market-oriented skilled agricultural workers																	
40 7 Sanatkarlar ve ilgili işlerde çalışanlar																	
41 71 Building and related trades workers, excluding electricians																	
42 72 Metal işleme, makine ve ilgili işlerde çalışan sanatkarlar																	
43 73 Handicraft and printing workers																	
44 74 Electrical and electronic trades workers																	
45 75 Food processing, wood working, garment and other craft and related trades workers																	
			2010	2014	2018	2010	2014	2018	2010	2014	2018	2010	2014	2018	2010	2014	2018
10 Toplam - Total																	
11 Yöneticiler																	
12 11 Chief executives, senior officials and legislators																	
13 12 Administrative and commercial managers																	
14 13 Production and specialised services managers																	
15 14 Hospitality, retail and other services managers																	
16 2 Profesyonel meslek mensupları																	
17 21 Science and engineering professionals																	
18 22 Health professionals																	
19 23 Teaching professionals																	
20 24 Business and administration professionals																	
21 25 Information and communications technology professionals																	
22 26 Legal, social and cultural professionals																	
23 3 Teknisyenler, teknikerler ve yardımcı profesyonel meslek mensupları																	
24 31 Science and engineering associate professionals																	
25 32 Health associate professionals																	
26 33 Business and administration associate professionals																	
27 34 Legal, social, cultural and related associate professionals																	
28 4 Büro hizmetlerinde çalışan elemanlar																	
29 41 General and keyboard clerks																	
30 42 Customer services clerks																	
31 43 Numerical and material recording clerks																	
32 44 Other clerical support workers																	
33 5 Hizmet ve satış elemanları																	
34 51 Personal service workers																	
35 52 Sales workers																	
36 53 Personal care workers																	
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38 6 Nitelikli tarım, ormancılık ve su ürünleri çalışanları																	
39 61 Market-oriented skilled agricultural workers																	
40 7 Sanatkarlar ve ilgili işlerde çalışanlar																	
41 71 Building and related trades workers, excluding electricians																	
42 72 Metal işleme, makine ve ilgili işlerde çalışan sanatkarlar																	
43 73 Handicraft and printing workers																	
44 74 Electrical and electronic trades workers																	
45 75 Food processing, wood working, garment and other craft and related trades workers																	

46	Tesis ve makine operatörleri ve montajcılar Plant and machine operators and assemblers	44,9	44,9	44,3	203,9	203,2	200,6	5,5	8,1	16,4	982	1 467	2 920	1 115	1 653	3 250
47	Sabit tesis ve makine operatörleri Stationary plant and machine operators	45,0	44,9	43,9	204,2	203,3	200,6	5,4	7,8	17,2	971	1 433	3 022	1 107	1 588	3 381
48	Montajcılar Assemblers	44,3	44,8	45,0	206,3	210,5	201,7	5,7	9,5	14,5	977	1 522	2 863	1 184	2 033	2 947
49	Sürücüler ve hareketli tesis operatörleri Drivers and mobile plant operators	45,0	44,8	44,8	202,6	200,8	200,3	5,5	8,2	15,2	1 005	1 513	2 785	1 110	1 651	3 069
50	Nitelik gerektirmeyen meslekler Elementary occupations	44,9	44,9	44,8	202,0	199,7	199,6	5,0	7,0	13,2	924	1 313	2 483	1 015	1 392	2 644
51	Temizlikçiler ve yardımcılar Cleaners and helpers	44,6	44,9	44,3	196,7	198,4	195,6	4,8	6,8	13,4	905	1 282	2 479	941	1 340	2 614
52	Tarım, ormancılık ve balıkçılık sektörlerinde nitelik gerektirmeyen işlerde çalışanlar Agricultural, forestry and fishery labourers	43,7	45,1	44,9	193,6	198,4	195,3	7,5	7,7	15,0	1 251	1 486	2 472	1 444	1 530	2 900
53	Madençilik, inşaat, imalat ve ulaştırma sektörlerinde nitelik gerektirmeyen işlerde çalışanlar Labourers in mining, construction, manufacturing and transport	45,0	44,9	45,0	204,4	200,5	202,1	5,1	7,0	13,2	921	1 315	2 499	1 043	1 412	2 670
54	Yiyecek hazırlama yardımcıları Food preparation assistants	45,0	45,0	45,0	200,7	199,5	198,6	5,1	6,9	12,2	974	1 329	2 359	1 025	1 381	2 433
55	Caddesokak ve ilgili satış ve hizmet çalışanları Street and related sales and service workers	45,5	45,6	45,0	207,4	202,3	198,4	5,0	6,8	11,3	961	1 270	2 176	1 043	1 375	2 273
56	Çöpçüler ve diğer nitelik gerektirmeyen işlerde çalışanlar Refuse workers and other elementary workers	45,2	45,0	44,7	203,1	199,9	199,8	5,0	7,3	13,8	940	1 390	2 525	1 026	1 457	2 789
57																
58	Toplam - Total	44,7	44,8	43,8	201,1	200,6	197,2	7,5	11,1	20,9	1 367	2 016	3 715	1 510	2 215	4 050
59	1 Yöneticiler Managers	44,4	44,5	43,9	195,3	194,9	196,7	18,7	34,5	51,3	3 450	6 310	9 372	3 653	6 643	9 955
60	11 Başkanlar, üst düzey yöneticiler ve kanun yapıcılar Chief executives, senior officials and legislators	44,5	44,3	44,4	194,8	193,1	193,7	26,1	49,1	75,1	5 286	9 054	14 040	5 477	9 406	14 537
61	12 Ticari ve idari müdürler Administrative and commercial managers	44,4	44,6	44,1	194,7	194,9	193,1	18,0	33,8	58,5	3 321	6 170	10 633	3 497	6 507	11 246
62	13 Üretim ve uzmanlaşmış hizmet müdürleri Production and specialised services managers	44,0	44,2	42,8	193,6	193,5	201,9	18,4	34,8	43,9	3 318	6 360	7 970	3 571	6 682	8 634
63	14 Ağırlama, perakende ve diğer hizmet müdürleri Hospitality, retail and other services managers	45,4	45,0	44,9	202,5	198,9	197,9	11,0	19,0	32,1	2 060	3 427	5 880	2 222	3 739	6 307
64	2 Profesyonel meslek mensupları Professionals	44,3	44,2	38,3	194,2	193,7	184,0	15,1	25,9	36,5	2 732	4 616	5 989	2 941	4 995	6 545
65	21 Bilim ve mühendislik ile ilgili profesyonel meslek mensupları Science and engineering professionals	44,3	44,6	44,2	194,7	195,3	195,0	15,0	25,1	35,7	2 746	4 584	6 652	2 917	4 886	6 931
66	22 Sağlık profesyonelleri Health professionals	45,1	44,9	43,1	199,6	198,0	197,4	25,2	34,9	33,0	4 312	5 983	5 537	5 033	6 894	6 538
67	23 Eğitim ile ilgili profesyonel meslek mensupları Teaching professionals	44,0	42,9	31,5	193,7	188,2	171,5	10,8	22,5	38,2	1 952	4 008	5 559	2 084	4 245	6 267
68	24 İş ve yönetim ile ilgili profesyonel meslek mensupları Business and administration professionals	44,1	44,2	44,2	192,5	193,8	193,9	15,0	24,2	32,6	2 701	4 195	5 804	2 879	4 659	6 261
69	25 Bilgi ve iletişim teknolojisi ile ilgili profesyonel meslek mensupları Information and communications technology professionals	43,8	44,3	43,9	192,1	193,1	191,6	19,5	31,9	47,7	3 607	5 890	8 779	3 747	6 148	9 061
70	26 Hukuk, sosyal ve kültür ile ilgili profesyonel meslek mensupları Legal, social and cultural professionals	44,5	45,1	43,4	194,4	200,2	190,6	13,1	23,6	26,5	2 379	4 416	4 802	2 539	4 679	5 003
71	3 Teknisyenler, teknikerler ve yardımcı profesyonel meslek mensupları Technicians and associate professionals	44,6	44,8	44,0	200,0	200,9	197,2	9,6	13,9	26,2	1 715	2 497	4 672	1 915	2 802	5 147
72	31 Bilim ve mühendislik ile ilgili yardımcı profesyonel meslek mensupları Science and engineering associate professionals	44,6	45,0	44,2	203,8	205,6	200,4	9,7	15,1	26,8	1 688	2 664	4 687	1 974	3 108	5 350
73	32 Yardımcı sağlık profesyonelleri Health associate professionals	45,1	44,7	43,2	202,4	199,5	195,9	7,5	10,7	23,1	1 346	1 862	3 862	1 526	2 137	4 487
74	33 İş ve idare ile ilgili yardımcı profesyonel meslek mensupları Business and administration associate professionals	44,5	44,6	44,0	195,4	195,8	194,0	9,2	12,9	25,6	1 688	2 352	4 678	1 792	2 498	4 914
75	34 Hukuk, sosyal, kültür ve benzeri alanlar ile ilgili yardımcı profesyonel meslek mensupları Legal, social, cultural and related associate professionals	44,4	44,7	44,1	203,1	201,2	193,7	10,4	15,7	26,5	1 686	2 995	4 990	2 108	3 149	5 135
76	35 Bilgi ve iletişim teknisyenleri Information and communications technicians	44,1	44,7	44,0	195,0	197,5	193,7	12,1	14,9	28,2	2 221	2 618	5 170	2 355	2 935	5 452
77	4 Büro hizmetlerinde çalışan elemanlar Clerical support workers	43,9	44,7	44,0	196,5	198,7	195,4	8,4	10,7	19,8	1 519	1 955	3 555	1 645	2 111	3 831
78	41 Genel büro elemanları ile klavye kullanan büro elemanları General and keyboard clerks	43,9	44,7	43,0	192,9	197,2	190,1	7,4	10,2	21,5	1 359	1 893	3 790	1 436	2 007	4 036
79	42 Müşteri hizmetlerinde çalışan elemanlar Customer services clerks	42,5	43,9	43,6	189,3	194,9	193,3	10,8	13,6	22,5	1 844	2 336	3 722	2 041	2 604	4 249
80	43 Sayısal işlemler yapan ve malzeme kayıtları tutan büro elemanları Numerical and material recording clerks	44,7	44,9	44,7	201,7	200,4	199,3	7,4	9,9	18,4	1 383	1 850	3 414	1 496	1 986	3 639
81	44 Diğer büro hizmetlerinde çalışan elemanlar Other clerical support workers	44,0	44,7	43,3	196,6	198,6	191,8	8,3	11,2	19,6	1 543	2 057	3 457	1 638	2 221	3 722
82	5 Hizmet ve satış elemanları Service and sales workers	45,0	44,9	44,8	201,4	199,9	198,5	5,8	7,8	14,4	1 036	1 440	2 681	1 122	1 557	2 854
83	51 Kişisel hizmetler veren elemanlar Personal service workers	45,1	44,7	45,0	201,3	199,3	199,4	5,3	7,8	14,0	1 012	1 478	2 684	1 066	1 548	2 789
84	52 Satış hizmetleri veren elemanlar Sales workers	45,1	45,0	44,8	200,0	198,5	197,7	5,3	7,9	14,2	1 004	1 442	2 627	1 088	1 561	2 789
85	53 Kişisel bakım hizmetleri veren elemanlar Personal care workers	45,4	44,7	43,8	207,6	211,8	196,4	5,4	8,1	17,7	950	1 405	3 195	1 124	1 722	3 440
86	54 Koruma hizmetleri veren elemanlar Protective services workers	44,5	44,9	44,6	204,4	203,7	199,9	6,4	7,6	15,3	1 143	1 377	2 792	1 310	1 542	3 052

87	6 Nitelikli tarım, ormancılık ve su ürünleri çalışanları Skilled agricultural, forestry and fishery workers	(*)	45,0	44,8	(*)	207,4	195,3	(*)	7,5	16,7	(*)	1.419	3.053	(*)	1.558	3.263	
88	61 Pazarla yönelik nitelikli tarım çalışanları Market-oriented skilled agricultural workers	(*)	45,0	44,8	(*)	207,4	195,3	(*)	7,5	16,7	(*)	1.419	3.053	(*)	1.558	3.263	
89	7 Sanatkarlar ve ilgili işlerde çalışanlar Craft and related trades workers		44,8	44,7	44,9	202,5	203,2	201,4	6,5	8,6	16,2	1.162	1.546	2.928	1.320	1.776	3.275
90	71 İnşaat ve ilgili işlerde çalışan sanatkarlar (elektrikçiler hariç) Building and related trades workers, excluding electricians		44,9	44,3	45,0	198,3	197,7	199,1	5,2	8,0	13,7	949	1.443	2.583	1.026	1.596	2.742
91	72 Metal işleme, makine ve ilgili işlerde çalışan sanatkarlar Metal, machinery and related trades workers		44,7	44,9	45,0	204,3	206,0	203,6	7,3	9,5	19,0	1.288	1.645	3.301	1.502	1.992	3.679
92	73 El sanatları ve basım ile ilgili işlerde çalışanlar Handicraft and printing workers		44,2	43,7	44,9	200,5	194,8	199,9	6,8	7,8	14,6	1.258	1.451	2.755	1.389	1.537	2.919
93	74 Elektrik ve elektronik işlerde çalışanlar Electrical and electronic trades workers		44,7	44,8	44,8	203,3	203,6	200,4	8,0	10,2	18,9	1.457	1.793	3.329	1.635	2.106	3.774
94	75 Gıda işleme, ağaç işleri, giyim eşyası ve diğer sanatkarlar ve ilgili işlerde çalışanlar Food processing, wood working, garment and other craft and related trades workers		45,1	45,0	45,0	202,6	205,7	200,8	5,4	7,5	13,6	995	1.400	2.547	1.095	1.552	2.727
95	8 Teles ve makine operatörleri ve montajcılar Plant and machine operators and assemblers		45,0	44,8	44,1	204,7	203,5	199,2	5,7	8,4	17,2	1.010	1.513	3.059	1.159	1.717	3.403
96	81 Sabit teles ve makine operatörleri Stationary plant and machine operators		45,0	44,9	43,5	205,4	204,2	197,9	5,8	8,2	18,8	1.016	1.500	3.272	1.181	1.685	3.659
97	82 Montajcılar Assemblers		44,7	44,8	45,0	207,9	210,3	203,1	5,9	10,0	15,3	994	1.581	2.796	1.217	2.158	3.125
98	83 Sürücüler ve hareketli teles operatörleri Drivers and mobile plant operators	(*)	44,8	44,8	(*)	200,9	200,3	(*)	8,2	15,2	(*)	1.514	2.785	(*)	1.651	3.069	
99	9 Nitelik gerektirmeyen meslekler Elementary occupations		44,9	44,9	44,8	202,4	200,1	199,8	5,2	7,1	13,6	945	1.339	2.548	1.048	1.428	2.724
100	91 Temizlikçiler ve yardımcılar Cleaners and helpers		44,4	45,0	44,2	196,8	199,2	195,5	5,0	7,0	14,2	933	1.322	2.586	979	1.397	2.754
101	92 Tarım, ormancılık ve balıkçılık sektörlerinde nitelik gerektirmeyen işlerde çalışanlar Agricultural, forestry and fishery labourers	(*)	45,1	44,9	(*)	198,5	195,3	(*)	7,7	15,3	(*)	1.484	2.486	(*)	1.526	2.959	
102	93 Madencilik, inşaat, imalat ve ulaştırma sektörlerinde nitelik gerektirmeyen işlerde çalışanlar Labourers in mining, construction, manufacturing and transport		45,0	44,9	45,0	204,2	200,4	201,6	5,2	7,1	13,4	938	1.331	2.538	1.066	1.432	2.701
103	94 Yiyecek hazırlama yardımcılar Food preparation assistants		45,0	44,9	45,0	202,1	200,5	198,7	5,5	7,2	13,1	1.048	1.382	2.522	1.116	1.446	2.604
104	95 Caddesokak ve ilgili satış ve hizmet çalışanları Street and related sales and service workers	(*)	45,5	45,0	(*)	200,9	199,8	(*)	7,0	11,6	(*)	1.285	2.228	(*)	1.403	2.372	
105	96 Çöplüğü ve diğer nitelik gerektirmeyen işlerde çalışanlar Refuse workers and other elementary workers		45,2	45,0	44,7	202,5	199,9	199,9	5,0	7,3	14,0	937	1.391	2.541	1.018	1.459	2.796
106	Kadın - Female																
107	Toplam - Total		44,5	44,6	42,7	196,9	196,8	192,7	7,7	32,2	20,3	1.430	2.057	3.453	1.519	2.188	3.766
108	1 Yöneticiler Managers		44,1	44,2	43,8	192,9	193,5	193,5	20,2	32,2	48,5	3.678	5.773	8.677	3.891	6.138	9.345
109	11 Başkanlar, üst düzey yöneticiler ve kanun yapımcılar Chief executives, senior officials and legislators		44,5	44,0	44,3	193,5	192,2	194,9	23,2	40,4	72,3	4.170	7.530	13.522	4.481	7.675	14.127
110	12 Ticari ve idari müdürler Administrative and commercial managers		44,0	44,5	44,0	192,6	195,1	192,2	20,8	34,3	51,5	3.831	6.245	9.142	4.003	6.593	9.657
111	13 Üretim ve uzmanlaşmış hizmet müdürleri Production and specialised services managers		43,6	42,7	42,6	190,1	188,8	194,2	22,2	32,5	45,5	3.961	5.497	8.038	4.214	6.035	8.780
112	14 Ağır, perakende ve diğer hizmet müdürleri Hospitality, retail and other services managers		45,1	45,0	44,8	199,1	197,4	195,9	10,8	19,9	32,8	1.939	3.551	5.949	2.143	3.901	6.385
113	2 Profesyonel meslek mensupları Professionals		44,0	43,6	37,5	193,8	191,5	177,6	12,2	20,9	31,3	2.237	3.705	4.658	2.371	3.973	5.330
114	21 Bilim ve mühendislik ile ilgili profesyonel meslek mensupları Science and engineering professionals		44,3	44,7	44,3	193,9	194,9	193,4	11,5	19,8	27,9	2.127	3.688	5.147	2.225	3.830	5.354
115	22 Sağlık profesyonelleri Health professionals		45,2	45,0	42,7	201,9	200,0	192,2	12,8	22,3	28,0	2.285	4.038	4.250	2.578	4.414	4.961
116	23 Eğitim ile ilgili profesyonel meslek mensupları Teaching professionals		43,1	41,6	33,3	189,9	182,1	167,5	11,1	18,7	33,2	2.023	3.098	4.786	2.103	3.349	5.238
117	24 İş ve yönetim ile ilgili profesyonel meslek mensupları Business and administration professionals		44,3	44,2	44,4	193,4	192,8	193,6	13,1	20,9	32,0	2.437	3.754	5.756	2.535	3.991	6.143
118	25 Bilgi ve iletişim teknolojisi ile ilgili profesyonel meslek mensupları Information and communications technology professionals		43,8	44,2	43,5	193,0	193,6	189,3	16,8	31,4	42,2	3.100	5.702	7.516	3.236	6.056	7.871
119	26 Hukuk, sosyal ve kültür ile ilgili profesyonel meslek mensupları Legal, social and cultural professionals		44,3	44,4	42,9	193,1	194,7	189,1	14,5	25,7	28,4	2.655	4.644	4.834	2.794	4.929	5.301
120	3 Teknisyenler, teknikerler ve yardımcı profesyonel meslek mensupları Technicians and associate professionals		44,4	44,5	44,0	194,8	196,8	193,8	9,0	12,7	22,3	1.686	2.304	4.063	1.780	2.472	4.289
121	31 Bilim ve mühendislik ile ilgili yardımcı profesyonel meslek mensupları Science and engineering associate professionals		44,3	44,6	44,7	197,6	196,0	196,7	9,2	11,7	20,6	1.710	2.120	3.878	1.812	2.282	4.074
122	32 Sağlık yardımcı profesyonelleri Health associate professionals		45,1	44,9	43,9	198,9	201,9	195,5	8,1	10,7	17,9	1.501	1.899	3.159	1.619	2.137	3.464
123	33 İş ve idare ile ilgili yardımcı profesyonel meslek mensupları Business and administration associate professionals		44,3	44,2	43,9	193,6	193,1	192,3	9,1	14,0	24,3	1.706	2.556	4.433	1.767	2.676	4.649
124	34 Hukuk, sosyal, kültürel ve benzeri alanlar ile ilgili yardımcı profesyonel meslek mensupları Legal, social, cultural and related associate professionals		43,6	44,6	43,6	190,7	195,4	190,9	9,8	14,8	18,3	1.826	2.656	3.393	1.670	2.632	3.480
125	35 Bilgi ve iletişim teknisyenleri Information and communications technicians		44,2	44,7	43,7	195,5	200,4	190,3	9,1	14,9	25,0	1.712	2.765	4.510	1.785	2.982	4.746
126	4 Büro hizmetlerinde çalışan elemanlar Clerical support workers		43,9	44,5	44,2	193,0	195,6	193,9	7,9	10,2	17,5	1.434	1.867	3.116	1.531	1.979	3.346

127	Genel büro elemanları ile klavye kullanan büro elemanları	41	General and keyboard clerks	44,3	44,6	43,8	193,5	194,7	191,9	6,0	8,3	16,7	1 112	1 569	3 027	1 154	1 619	3 166
128	Müşteri hizmetlerinde çalışan elemanlar	42	Customer services clerks	42,9	43,9	44,0	190,1	195,1	192,7	10,2	12,6	19,3	1 748	2 164	3 043	1 944	2 396	3 651
129	Sayısal işlemler yapan ve malzeme kayıtları tutan büro elemanları	43	Numerical and material recording clerks	44,6	44,8	44,9	195,3	196,3	197,1	7,2	9,6	16,8	1 383	1 613	3 209	1 407	1 679	3 292
130	Diğer büro hizmetlerinde çalışan elemanlar	44	Other clerical support workers	44,1	44,7	43,6	195,1	197,2	192,6	7,4	11,7	17,9	1 396	2 150	3 271	1 449	2 275	3 405
131	Hizmet ve satış elemanları	5	Service and sales workers	45,1	44,9	44,9	200,6	197,6	196,9	5,1	7,3	13,0	955	1 359	2 439	1 030	1 432	2 559
132	Kişisel hizmetler veren elemanlar	51	Personal service workers	45,0	44,7	44,9	198,2	196,9	197,6	4,7	6,9	12,1	906	1 324	2 313	940	1 361	2 388
133	Satış hizmetleri veren elemanlar	52	Sales workers	45,1	45,1	44,9	201,3	197,6	196,9	5,3	7,4	13,2	973	1 366	2 440	1 059	1 454	2 583
134	Kişisel bakım hizmetleri veren elemanlar	53	Personal care workers	45,1	44,4	44,5	201,3	198,6	195,0	5,1	7,3	14,4	920	1 385	2 693	1 035	1 440	2 790
135	Koruma hizmetleri veren elemanlar	54	Protective services workers	44,9	45,1	44,7	205,6	200,2	196,3	5,9	7,3	14,2	1 079	1 415	2 699	1 209	1 485	2 775
136	Nitelikli tarım, ormancılık ve su ürünleri çalışanları	6	Skilled agricultural, forestry and fishery workers	(0)	45,0	45,0	(0)	200,2	197,0	(0)	6,1	12,2	(0)	1 181	2 260	(0)	1 216	2 412
137	Pazara yönelik nitelikli tarım çalışanları	61	Market-oriented skilled agricultural workers	(0)	45,0	45,0	(0)	200,2	197,0	(0)	6,1	12,2	(0)	1 181	2 260	(0)	1 216	2 412
138	Sanatkarlar ve ilgili işlerde çalışanlar	7	Craft and related trades workers	44,8	44,9	44,9	201,7	201,0	202,1	5,4	7,0	12,3	998	1 320	2 343	1 085	1 413	2 486
139	İnşaat ve ilgili işlerde çalışan sanatkarlar (elektrikçiler hariç)	71	Building and related trades workers, excluding electricians	44,5	44,6	45,0	195,9	213,4	201,2	5,0	10,7	11,9	964	1 626	2 313	984	2 361	2 400
140	Metal işleme, makine ve ilgili işlerde çalışan sanatkarlar	72	Metal, machinery and related trades workers	44,3	44,2	45,0	202,0	199,2	202,4	8,4	8,2	15,3	1 456	1 459	2 609	1 697	1 634	3 114
141	El sanatları ve baskı ile ilgili işlerde çalışanlar	73	Handicraft and printing workers	44,7	44,9	44,3	197,5	201,4	195,5	4,6	7,1	13,6	883	1 348	2 567	910	1 433	2 628
142	Elektrik ve elektronik işlerde çalışanlar	74	Electrical and electronic trades workers	44,0	44,7	44,9	200,6	198,0	197,6	7,0	9,2	13,8	1 247	1 648	2 352	1 404	1 622	2 722
143	Gıda işleme, ağaç işleri, giyim eşyası ve diğer sanatkarlar ve ilgili işlerde çalışanlar	75	Food processing, wood working, garment and other craft and related trades workers	45,0	45,0	45,0	202,6	200,9	202,9	5,0	6,8	12,0	938	1 289	2 309	1 011	1 367	2 421
144	Teles ve makine operatörleri ve montajcılar	8	Plant and machine operators and assemblers	44,8	44,9	45,0	199,9	201,7	207,6	4,4	6,5	12,0	830	1 228	2 244	875	1 309	2 499
145	Sabit teles ve makine operatörleri	81	Stationary plant and machine operators	45,0	44,9	45,0	200,3	200,4	209,0	4,3	6,4	12,0	825	1 217	2 238	864	1 277	2 508
146	Montajcılar	82	Assemblers	42,4	45,0	45,0	196,8	211,1	197,6	5,0	7,2	12,2	874	1 282	2 256	988	1 525	2 404
147	Sürücüler ve hareketli teles operatörleri	83	Drivers and mobile plant operators	(0)	43,5	45,0	(0)	193,6	200,8	(0)	8,5	15,0	(0)	1 353	2 785	(0)	1 657	3 041
148	Nitelik gerektirmeyen meslekler	9	Elementary occupations	44,9	44,9	44,8	200,6	198,7	199,2	4,4	6,5	12,3	846	1 237	2 321	892	1 287	2 447
149	Temizlikçiler ve yardımcılar	91	Cleaners and helpers	44,9	44,9	44,5	196,6	197,3	195,6	4,5	6,4	12,5	857	1 229	2 346	876	1 284	2 440
150	Tarım, ormancılık ve balıkçılık sektörlerinde nitelik gerektirmeyen işlerde çalışanlar	92	Agricultural, forestry and fishery labourers	(0)	44,9	45,0	(0)	196,9	195,5	(0)	8,0	13,4	(0)	1 550	2 407	(0)	1 586	2 620
151	Madencilik, inşaat, imalat ve ulaştırma sektörlerinde nitelik gerektirmeyen işlerde çalışanlar	93	Labourers in mining, construction, manufacturing and transport	45,0	44,9	45,1	205,3	201,0	204,3	4,4	6,5	12,4	822	1 225	2 333	901	1 304	2 538
152	Yiyecek hazırlama yardımcıları	94	Food preparation assistants	45,0	45,0	45,0	198,5	198,5	198,5	4,4	6,6	11,6	857	1 278	2 241	881	1 317	2 310
153	Caddesokak ve ilgili satış ve hizmet çalışanları	95	Street and related sales and service workers	(0)	47,8	45,0	(0)	211,0	195,5	(0)	5,7	10,6	(0)	1 177	2 070	(0)	1 205	2 070
154	Çöpçüler ve diğer nitelik gerektirmeyen işlerde çalışanlar	96	Refuse workers and other elementary workers	44,8	44,9	45,1	215,9	196,5	198,5	5,5	6,9	12,4	1 007	1 337	2 348	1 182	1 362	2 484
156	TÜİK, Kazanç Yapısı Araştırması																	
157	TürkStat, Structure of Earnings Survey																	
158	(1) Kullanılan meslek grubu sınıflaması değişikliği için 2008 dönemine ait veri ayrı tabloda verilmiştir.																	
159	Since different occupational group classifications were used in 2008 application, 2008 data is provided in separate table.																	
160	(*) : Gözetimsiz verilerin aritmetik ortalama sonucu elde edilmesini önlemek amacıyla verilmemiştir.																	
161	Data are not given for hinder to obtain confidential figures by mathematical process.																	
162	(0) : Gözetim değeri öngörülenden az olduğu için bilgi verilememiştir.																	
163	Data not available due to insufficient number of observation.																	
164																		
165																		

Table 4. Gender Pay Gap Differential by Age Group (%)



Source: TurkStat, Income and Living Conditions Survey (ILCS) (2015-2018).

Table 5. Gender Pay Gap Differential by Age Group, 2018 (%)

	Gender Pay Gap (%) Median	Percentage of female employees (%)	Share in total by occupation (%)	
			Women	Men
Total	14,6	29%	100	100
1-Executives	6,6	20	3,4	5,5
2-Professional occupational groups	11,9	48	24,3	10,7
3-Technicians, technicians and assistant professionals	20,2	30	7,8	7,5
4-Employees working in clerical services	15,9	41	11,3	6,7
5-Service and sales staff	43,5	35	25,5	19,5
6-Skilled Agricultural, Forestry and Aquaculture workers	41,2	14	0,5*	1,4*
7-Craftsmen and workers in related trades	8,1	10	5,3	20,2

8-Plant and Machine Operators and Assemblers	11,5	11	4,8	15,9
9-Workers in unqualified jobs	11,9	35	17,1	12,7

Source: TÜİK, GYKA (2015-2018).

* Wage earners such as skilled agricultural, forestry and aquaculture workers occupations where the share of working women is very low caution is advised in the evaluation of statistics.

Table 6. Gender Pay Gap by Sector, 2018 (%)

	Gender pay gap (%) Median	Percentage of female employees(%)	Share in total by occupation(%)	
			Women	Men
Total	14,6		100	100
A-Agriculture Forestry and Fisheries	43,1	36	3,2	2,3
B-Mining and Quarrying	---*	1	0,0	1,1
C-Manufacturing	14,6	25	20,4	25,5
D-E-Electricity Gas Steam Water Supply and Sewerage	14,3	7	0,3	1,5
F-Construction	-7,4	3	1,1	12,6
G-Wholesale and Retail Trade: Repair of Motor Vehicles and Motorcycles	11,9	26	11,2	12,8
H-Transportation and Warehousing	0,9	9	1,6	6,4
I-Accommodation and Food Services Activities	11,6	24	5,0	6,3
J-Information and Communication	10,9	26	0,9	1,0
K-Finance and Insurance Activities	20,8	43	2,6	1,4
L-Real estate activities	29,1	24	0,8	1,0

M-Professional, Scientific and Technical Activities	14,7	37	3,5	2,4
N-Administrative and Technical Service Activities	7,3	33	6,0	4,9
O-Public Administration and Defense: Compulsory Social Security	14,0	17	4,8	9,7
P-Education	14,9	57	15,8	4,9
Q-Human Health and Social Service Activities	39,9	70	16,8	3,0
R-Culture, Arts, Entertainment, Leisure and Sports	-9,8	23	0,6	0,8
S-Other Service Activities	45,7	48	5,5	2,4

Source: TurkStat, LRP (2015 and 2018).

**Notes: Women employed in mining and quarrying could not be calculated due to their very low share.*

Article 20 – The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex

Women's participation in social and labour life is an indispensable part of the development process of countries. In Türkiye, in accordance with Article 5 of the Labour Law No. 4857 titled “Principle of equal treatment”, no discrimination based on language, race, colour, sex, disability, political opinion, philosophical belief, religion and sect and similar reasons can be made in the employment relationship. Labour inspectors, who carry out the supervision and inspection of working life on behalf of the State, monitor the implementation of the labour legislation and ensure that administrative fines are imposed in cases of violations.

According to the same article, an employer may not treat an employee differently, directly or indirectly, on the grounds of sex or pregnancy in the conclusion, conditions, execution or termination of an employment contract, unless such differentiation is required for biological reasons or reasons related to the nature of the work. Additionally, employers may not offer lower wages for work of the same or equal value based on sex. The application of special protective provisions due to the sex of the worker does not justify the payment of a lower wage.

Beyond this legislative framework, the National Employment Strategy for the 2014-2023 period, prepared with the contributions of all stakeholders of working life, included measures

to prevent all forms of discriminatory practices in the labour market, increase the labour force participation and employment of women, and combat unregistered employment under the main policy axis of “Increasing Employment of Groups Requiring Special Policy.” In this context, awareness-raising activities were carried out in cooperation with relevant institutions and organizations.

Within the scope of the Twelfth Development Plan (2024-2028), which serves as the most fundamental policy document of Türkiye, the basic policy of ensuring that women benefit equally from opportunities and resources in all areas of life—particularly in education and employment—and live free from all forms of violence and discrimination is emphasized under the “Women” section of the chapter titled “Qualified People, Strong Family, Healthy Society.” The numerical targets set for strengthening the position of women in economic life include increasing the female labour force participation rate to 40.1% and the female employment rate to 36.2% by the end of 2028.

Additionally, the Women's Empowerment Strategy Document and Action Plan (2024-2028), implemented by the Ministry of Labour and Social Security (MoLSS), which serves as the national mechanism for women's empowerment in Türkiye, has been designed with the main objective of ensuring that women participate more actively in working life and take a stronger role in economic life in line with changing labour market dynamics.

When analysing the situation of women in the labour market, data from TurkStat's Basic Labour Force Statistics (age 15+) reveal that the female labour force participation rate increased from 27.9% in 2002 to 37.3% as of August 2024, the most recent available data. Similarly, the female employment rate rose from 25.3% to 32.9% during the same period.

When the situation of women in the labour market is examined, according to TurkStat's Basic Labour Force data (age 15+), the labour force participation rate of women, which was 27.9% in 2002, increased to 37.3% as of August 2024, the latest available data. The female employment rate increased from 25.3% to 32.9% for the same period.

Furthermore, the Women's Empowerment Strategy Document and Action Plan for 2024-2028 includes an initiative stating that “Data sources will be reviewed, and measurement tools will be developed to identify and address the wage gap between men and women, taking into account the structure of the labour force in Türkiye.

PROJECTS, PROTOCOLS AND SEMINARS

Numerous projects are implemented through national and international resources in collaboration with public institutions, social partners, professional organizations, private sector enterprises, and international organizations. These initiatives aim to enhance employment, skills development, and social awareness across various focus areas.

Supporting the Decent Jobs of the Future Approach Project

The Supporting the Decent Jobs of the Future Approach Project has been implemented during the 2021-2024 period in order to support employment and employability in the good jobs of the future approach and to improve the policy-making and implementation capacity of the MoLSS. Within the framework of the project, activities are carried out to increase national awareness of the problems and needs of Not in Education, Employment, or Training (NEET) women, empower and raise awareness of visible and non-visible NEET women, and improve the skills and employment opportunities of accessible NEET women in order to mobilize relevant stakeholders and institutions.

Project on Supporting Gender Equality-Sensitive Employment Policies

In cooperation with the MoLSS and the International Labour Organization (ILO), the Project on Supporting Gender Equality-Sensitive Employment Policies has been implemented during the 2019–2024 period. The project aims to promote decent work for women and equality between men and women in the labour market. Under this project, numerous activities have been carried out, including the development of training programs and materials, research on newly introduced labour regulations designed to increase women's employment, and the creation of a roadmap for the work to be undertaken by the MoLSS in the fields of women's employment and gender equality.

Cooperation Protocol on Strengthening Women's Cooperatives

In order to strengthen women's cooperatives, ensure their sustainability, improve their institutional capacity and increase their visibility, the “Cooperation Protocol on Strengthening Women's Cooperatives” was signed on October 30, 2018, in cooperation with the Ministry of Agriculture and Forestry (MoAF) and the Ministry of Trade. The Protocol was renewed on September 6, 2023, for an additional five years.

To facilitate local implementation of the protocol and provide guidance to implementers, Implementation Guidelines for Provincial Directorates were developed and distributed to 81 provinces. In this context, a “Women's Cooperatives Working Group” was established under the coordination of MoLSS Provincial Directorates and annual work plans were prepared. Through these work plans, workshops, training sessions, informational meetings, awareness-raising activities, and visits to women's cooperatives have been conducted. As a result of these efforts, more than 45.000 individuals have been reached, and support has been provided for the establishment of 1.207 new women's cooperatives.

Women's Empowerment through Cooperatives Project

The Women's Empowerment through Cooperatives Project, implemented in cooperation with the MoAF Department of Education and Publication, further aims to strengthen women's cooperatives, improve their institutional capacity, increase their visibility, and ensure their

dissemination. This project began on September 15, 2021, and will be completed in December 2024. A total of 30 pilot provinces have been identified as part of the project, targeting women who have the potential to establish or join cooperatives, as well as women and men already active in these activities.

The project comprises five main components and 20 activities: Services and Trainings for the Target Group, Institutional Capacity Building, Awareness Raising, Scientific and Technical Studies, and Coordination and Cooperation. To date, the project has reached 10.251 individuals through meetings, training sessions, and activities.

As part of the project, international study visits were organized to Italy, Spain, Portugal, and France with the participation of staff from women's cooperatives, Provincial Directorates of beneficiary and co-beneficiary institutions, and central organizations. These visits facilitated the sharing of experiences from successful women's cooperatives and the exchange of information with relevant institutions. Additionally, the project produced five short films highlighting the importance of cooperatives, showcasing successful women's cooperatives, and explaining the processes of cooperative establishment and operation.

Moreover, efforts were undertaken to develop a web portal to improve cooperation and coordination among women's cooperatives. The web portal, launched in May 2023, is accessible at www.kadinkoop.org.tr.

Gender-Sensitive Planning and Budgeting in Türkiye Project

The Implementation of Gender-Sensitive Planning and Budgeting in Türkiye Project, implemented by UN Women, involves key stakeholders such as the Planning and Budget Commission of the Grand National Assembly of Türkiye (GNAT) and the Commission on Equal Opportunities for Women and Men. The project, which began in late 2020 and is scheduled to continue until December 2024, aims to systematically and sustainably advance gender-sensitive planning and budgeting to empower women and promote gender equality in Türkiye. As part of the project, awareness-raising seminars were conducted for public officials in managerial positions at both central and local levels, as well as for members of the Parliamentary Committees on Equal Opportunities for Women and Men and the Plan and Budget Committee. Furthermore, technical training sessions were held with the participation of staff from relevant public institutions and organizations.

On February 20, 2024, the Strategy Document and Action Plan for the Implementation of Gender-Sensitive Planning and Budgeting in Türkiye was shared with stakeholders. This document identifies institutional needs, key actors, necessary steps, and roles and responsibilities for the institutionalization of gender-sensitive budgeting.

Young Women Building Their Future Project

The Young Women Building Their Future Project, carried out by the United Nations Development Program (UNDP) and Sabancı Foundation in collaboration with the Ministry of Family and Social Services (MoFSS) and the Ministry of Labour and Social Security (MoLSS), was launched on December 3, 2021, for a three-year period. This project targets NEET (Not in Employment, Education, or Training) women aged 18–29 in 11 provinces, prioritizing the 18–24 age group in selected pilot regions. To date, the project has facilitated the employment of 567 women.

Additionally, the Artificial Intelligence and Data Science Development Program for Women was held in Ankara from October 14–18, 2024, targeting NEET women. The program focused on enhancing women's skills in artificial intelligence and data science, improving their career prospects, and fostering leadership in these fields.

Financial Literacy and Women's Economic Empowerment Seminars

In line with the goal of "increasing women's knowledge and awareness on financial literacy," as outlined in the Annual Programs of the Presidency and the 2018–2023 Women's Empowerment Strategy Document and Action Plan, Financial Literacy and Women's Economic Empowerment Seminars were coordinated by the Provincial Directorates of the MoFSS from 2018 to 2023. These seminars aimed to raise awareness among women on topics such as money management, income, expenditure, savings, debt, and investments, while also providing information on supports, incentives, and application mechanisms for women's economic empowerment. Approximately 750.000 individuals were reached through these seminars held across 81 provinces.

New Horizons in Women's Entrepreneurship Consultation Meeting

On January 18, 2024, the New Horizons in Women's Entrepreneurship Consultation Meeting brought together public and private sector representatives, successful women entrepreneurs, and other stakeholders. The meeting facilitated discussions on the current status of women's entrepreneurship in Türkiye, the challenges faced by women entrepreneurs, potential solutions, and future projections. During this event, the Cooperation Protocol for the Development of Women's Entrepreneurship was signed.

Strong Tomorrows with Our Women Entrepreneurs Programme

Subsequently, on January 30, 2024, the Strong Tomorrows with Our Women Entrepreneurs Programme was organized in collaboration with the MoFSS and the Ministry of Industry and Technology (MoIT). This program convened representatives from the public and private sectors, non-governmental organizations, and academia. Additionally, two cooperation protocols were signed between the ministries, with the primary aim of enhancing women's participation in economic and social life.

Model Development Project for Women's Empowerment in the Manufacturing Industry

The Model Development Project for Women's Empowerment in the Manufacturing Industry is being implemented by the Confederation of Employers' Associations of Türkiye (TISK) in collaboration with the United Nations Development Program (UNDP) and the Ministry of Industry and Technology (MoIT), with the support of the EU funds. This project focuses on prioritizing women's empowerment in the manufacturing industry while addressing the need for a twin transformation aligned with the development agenda. Under the project, 100 companies will be selected to employ women, with salary support provided for the first year of employment. Training sessions, digital and sustainability maturity analyses, and employment initiatives are ongoing, with the project expected to conclude in 2026.

Web Portals on Women's Entrepreneurship

The Ministry of Family and Social Services (MoFSS) has launched the web portal www.kadingirisimci.gov.tr, designed to enhance women's entrepreneurial skills and capacities. The platform provides potential and existing women entrepreneurs access to essential information and support. Additionally, the "Ben de Varım" application, introduced under the theme "Cooperatives are Stronger with E-Commerce", supports women's cooperatives registered in the Ministry's Women's Cooperatives Network Web Portal by increasing their visibility and strengthening their economic activities through e-commerce.

Scientific Research and Development, Innovation, and Scientific Activity Cooperation Protocol

A Scientific Research and Development, Innovation, and Scientific Activity Cooperation Protocol was signed between the MoFSS and the Scientific and Technological Research Council of Türkiye (TUBITAK). This agreement also includes the "Global Clean Technologies Entrepreneurship Program (GCIP)" and the "Investment Preparation and Globalization for Women Entrepreneurs in the Field of Clean Technology" module, which aim to support women entrepreneurs in the clean technology sector.

Cooperation Protocol on Women's Employment of the Century, Labour Positive Program Cooperation Protocol

On May 8, 2024, the Cooperation Protocol on Women's Employment of the Century, the Labour Positive Program Cooperation Protocol was signed between the MoFSS and the Ministry of Labour and Social Security (MoLSS). This protocol outlines actions and activities aimed at increasing women's employment, raising awareness of the importance of women's active participation in working life, and fostering conditions essential for national development and sustainable growth.

Labour Positive

Labour Positive is a cooperative initiative that unites public institutions, non-governmental organizations, women's cooperatives, and private sector entities to provide vocational training, incentives, and grants for women's employment. Further details about this initiative are available at www.ispozitif.iskur.gov.tr.

Cooperation Protocol on the IPARD Program

The Cooperation Protocol on the IPARD Program was signed on 5 July 2024 to foster collaboration between the Ministry of Family and Social Services (MoFSS) and the Agriculture and Rural Development Support Institution. The aim of the Protocol is to promote the support provided under the IPARD III Program, encouraging women's entrepreneurship and strengthening women's cooperatives.

Under the protocol, women entrepreneurs are offered free “Agriculture and Rural Development Support Institution Project Preparation Training”, enabling them to prepare rural development projects to better benefit from IPARD support. Additionally, activities are planned to empower women in rural areas. The first training session under this protocol was held in Ankara, where 70 women received training and certificates.

Cooperation Protocol on Vocational Theoretical and Practical Training Program

A Cooperation Protocol was signed between the MoFSS and the Organized Industrial Zone Directorate (OSTIM) on 20 August 2024. This agreement establishes an “Employment-Guaranteed Vocational Theoretical and Practical Training Program” for women. Participants who complete the program successfully will receive an approved certificate and gain employment opportunities. Furthermore, female students in the final year of STEM (science, technology, engineering, and mathematics) fields will be given the chance to visit companies in the OSTIM Industrial Zone and undertake internships in these organizations.

Positive Discrimination for Women's Employment Project (KIPAP)

The Positive Discrimination for Women's Employment Project (KIPAP), launched in 2024, provides employers with the opportunity to observe the professional knowledge and skills of unemployed individuals at the workplace, offer training, and make informed hiring decisions. Employers benefit from training the workforce they need without incurring costs and can find female candidates through the Turkish Employment Agency (İŞKUR) or request İŞKUR to identify suitable candidates. Between February and October 2024, the KIPAP program reached 3.559 participants.

Job and Career Counselling Services

As part of consultancy services for job seekers, individual consultancy meetings, group sessions, and job search skills seminars are conducted. These sessions cover essential topics such as job search strategies, CV preparation, interview techniques, labour market dynamics, and employer expectations. Job seekers are then directed to suitable job opportunities, courses, or programs. Since the systematic launch of job and career counselling in 2008, 16.637.641 individual interviews have been conducted with 11,928,128 women. In 2022, 1.226.961 individual interviews were held with 950.855 women; in 2023, the figures were 1.132.034 individual interviews with 876.630 women. During the period from January to October 2024, 1.130.519 individual interviews were conducted with 897.374 women.

Job Clubs

The Job Clubs is an intensive job and career counselling initiative aimed at providing methodical and motivational support to groups requiring special policies, including women, youth, the disabled, long-term unemployed, ex-convicts, and individuals receiving substance abuse treatment. Since the program's inception in 2017, by the end of October 2024, a total of 197.192 women have benefited from Job Club services. Among these, 8.123 women were staying in women's shelters. During the January-October 2024 period, 31.542 women benefitted from Job Club services, with 2.165 of them residing in shelters.

Half-Time Work Allowance

To help women employees maintain a balance between work and family life, the Ministry provides a half-time work allowance to female employees and employees who adopt a child under three years old (provided the child is alive). This allowance is available upon request after the completion of postpartum maternity leave. The daily amount of the allowance is equivalent to the gross amount of the daily minimum wage. From the introduction of this allowance in 2016 to the end of August 2024, 47.000 applications have been received, with approximately 216,2 million TL paid to 44.000 recipients.

Türkiye's Entrepreneurial Women Power Competition

Launched in 2022 by the Union of Chambers and Commodity Exchanges of Türkiye (TOBB) and the Economic Policy Research Foundation of Türkiye (TEPAV), the Türkiye's Entrepreneurial Women Power Competition aims to raise the visibility of women entrepreneurs in Türkiye, enhance their effectiveness by integrating them into national and international networks, and support their personal development. The first award ceremony was held on November 19, 2022, and the second on November 19, 2023. The third competition's application period will open, and the award ceremony is scheduled for November 19, 2024.

Women's Employment Cooperation Protocol

A Women's Employment Cooperation Protocol was signed between the Ministry of Labour and Social Services (MoLSS) and TOBB on September 23, 2024. The protocol focuses on projects such as Women's Hand in Industry, Women's Hand in Construction, Women's Hand in Agriculture, Women's Hand in Technology, and other initiatives aimed at increasing women's participation in the workforce. It is designed to enhance cooperation and coordination with the İŞKUR to support women entering the labour market and foster female role models across various sectors. Additionally, a common database will be established to track activities carried out by the Women Entrepreneurs Board within the framework of the project.

WOMEN'S PARTICIPATION IN DECISION-MAKING MECHANISMS

Türkiye continues its efforts to ensure women's active participation in decision-making mechanisms, their engagement in social and public life, and the provision of solutions to their challenges.

The amendments made to Article 10 of the Constitution in 2004 and 2010 paved the way for positive discrimination practices, including ensuring equality between men and women in decision-making mechanisms. Articles 67, 68 and 70 of the Constitution recognize the right to “elect and be elected” in local and parliamentary elections, “to form political parties”, “to join and leave parties duly”, “to participate in referendums” and “to enter public service”. Articles 25, 26, 28, 29, 33 and 34 guarantee “freedom of thought and opinion”, “freedom of expression and dissemination of thought”, “freedom of the press”, and “rights and freedoms of assembly” for all citizens. The prohibition in Article 68 of the Constitution, which previously restricted political parties from establishing women's branches, was abolished by Law No. 4121 dated July 23, 1995, thereby enabling political parties to create additional channels for female participation.

Furthermore, Article 83 of Law No. 2820 on Political Parties states that “political parties shall not pursue objectives contrary to the principle that everyone is equal before the law regardless of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar reasons”, thus preventing discriminatory party activities.

In the Twelfth Development Plan, under the heading “Policies and Measures”, the goal is to increase the representation and participation of women, who make up half of the population, in all decision-making processes across public, private sectors, and politics. This target emphasizes gradual transition efforts, including temporary special measures such as quotas and additional supports aimed at enhancing women's representation in education, employment, and governance.

Coordinated by the Ministry of Family and Social Services (MoFSS), the “Women's Empowerment Strategy Document and Action Plan for 2024-2028” includes 5 main objectives, 20 strategies, and 83 activities. The core objectives focus on education, health, economy,

leadership and participation in decision-making mechanisms, and environment and climate change. Specifically, under the “Leadership and Decision-Making Mechanisms” axis, the primary goal is to enhance women's representation in national and local political leadership and decision-making bodies, ensuring their effective participation in the decision-making processes. This includes building institutional capacities, raising social awareness, and creating regulations that facilitate women's engagement in political life and governance.

Statistical data on women's representation in politics and decision-making mechanisms in Türkiye highlights the progress achieved:

- **2002 General Elections:** 24 female deputies (4,4% of total representation).
- **2023 General Elections (May 14):** 119 female deputies (19,83% of total representation).
- **Cabinet:** Out of 17 ministers, 1 (5,88%) is a woman.
- **Deputy Ministers:** Of the 70 deputy ministers, 6 (8,57%) are women.
- **Local Elections (March 31, 2024):** 5 out of 30 metropolitan mayors (16,67%) and 73 out of 1,356 mayors (5,38%) are women.
- **Academic Leadership:** As of December 31, 2023, 19 out of 204 universities have a female rector (9,31%).
- **Deans in Universities:** 21,6% of deans at public and foundation universities are women.
- **Female Faculty Members:** Of the 37.085 female professors at public and foundation universities, 12.802 (34,52%) are women.
- **Lecturers at Universities:** Among 36.597 lecturers, 18.952 (51,78%) are women.
- **Research Assistants at Universities:** Of the 42.887 research assistants, 23.188 (54,06%) are women.
- **Doctoral Faculty Members at Universities:** Of the 44.561 doctoral faculty members, 21.137 (54,06%) are women.
- **Associate Professors at Universities:** Among 23.975 associate professors, 10.073 (42,01%) are women.
- **Judiciary:** As of December 31, 2023, 7.555 (46,28%) out of 15.406 judges are women.
- **Lawyers:** 47,61% of the 179.396 lawyers in the country are women.

These figures underline Türkiye’s continued commitment to improving equality between men and women in political, academic, and professional spheres.