

Female Labor Force Profile and Analysis in Türkiye

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Abstract

This research addresses the main problems affecting women's labor force participation in Türkiye and the proposed solutions to these problems. Women's participation in economic activities is vital not only for economic development but also for the goal of achieving gender equality. The research analyzes multidimensional factors shaping women's employment, such as education level, gender roles, informal work, glass ceiling syndrome, marital status and childcare.

Data for 2021-2024 reveal that women's employment has increased, but this increase is largely concentrated in the service sector. In high value-added industrial and technology sectors, women's representation remains limited and they are mostly employed in low-status and unskilled jobs. Although higher levels of education support women's participation in the labor force, childcare responsibilities, insufficient flexible working arrangements and lack of social support mechanisms are among the main obstacles limiting women's employment.

In order to increase women's participation in the labor force and develop more sustainable solutions in this area, it is recommended to increase access to education, prevent informal work, expand flexible working opportunities and implement programs that encourage female leadership. Such policies will be an important step in ensuring social equality while supporting economic growth.

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INTRODUCTION

In Türkiye, as in the rest of the world, the goal of achieving full employment by raising the level of employment is adopted (Özen Atabey, 2020). The economic growth of a country depends on both qualitative and quantitative development of the factors of production. In addition, the efficient utilization of these resources at a level close to full employment is also of great importance. Underemployment conditions prevent the economy from reaching its potential growth rates. From this perspective, employment is not only an indicator of economic growth, but also one of its fundamental building blocks. Women's participation in the labor force is an integral part of employment and an important component that increases the efficiency of the labor market (Alpağut, 2023).

Women have played an important role in the economic, social and cultural development of societies throughout history. In addition to their position in the social structure, the fact that they are productive and fertile by nature has placed women in an indispensable position that ensures the continuity of the generation. However, the acceptance of women's labor as an economic value is quite recent compared to human history. Women's participation in economic life in return for a certain wage within the framework of a regular work shift started to gain importance in the modern period; however, it is a fact that this labor is still not sufficiently valued in social and economic terms (Konak Özçelik, 2023). This situation clearly shows that women's labor force is an issue that needs to be addressed from a historical and social perspective.

Women's participation in the labor market is critical for achieving sustainable growth. However, statistics reveal that women's labor force participation rates are well below the ideal level. Factors such as low levels of education, marital status, age, having children, unpaid family work, informal employment and harsh working conditions are the main reasons that make it difficult for women to enter the labor market (Erdoğan and Yaşar, 2018). These factors deepen gender inequality and hinder women's ability to participate more effectively in economic life.

Labor force participation is considered one of the main indicators of a country's economic development. Sustainability of economic growth is directly related to increasing employment rates and efficient use of labor force. Labor force participation does not only mean the participation of individuals in economic activities; it also contributes to increasing the productive capacity and welfare level of the society. In particular, women's labor force participation rate is an important indicator in achieving gender

equality. Increased participation of women in economic life not only supports economic growth, but also plays a critical role in the realization of social justice and gender equality goals (World Bank, 2023).

This study aims to analyze women's labor force participation rates and employment profiles in Türkiye, identify the obstacles faced by women in the labor market and propose solutions. By analyzing women's roles in economic activities, this study aims to contribute to policy development in line with the goals of gender equality and sustainable economic growth. It also aims to evaluate the distribution of women in different sectors and provide strategic recommendations for the solution of imbalances in the labor market.

2. CONCEPTS OF EMPLOYMENT, UNEMPLOYMENT AND LABOR FORCE

Employment refers to the participation of individuals who are willing to work, have the competence and physical strength to participate in business life in return for a certain wage. From a broader perspective, employment can be defined as the use of factors of production such as capital, labor and land in economic processes. Since these three factors of production are directly related to national income, it can be said that the concept of employment is closely linked to national income (Arda, 2002). While employment generally covers full-time and permanent employment relationships, it can also be divided into different categories such as underemployment, full employment and overemployment. In modern labor markets, flexible employment types have also emerged in line with the requirements arising from the relationship between labor supply and demand. Flexible employment types refer to working arrangements that fall outside traditional full-time jobs. In this context, various types of jobs such as part-time work, temporary jobs, telecommuting, telecommuting, telecommuting, job sharing, on-demand jobs, shift-based work, flexible hour practices, independent work and subcontractor job models can be counted (Ünlüönen et al., 2007; Ünlüönen and Şahin, 2011). While this diversity provides flexibility in working life, it also creates new dynamics in the labor market.

It is impossible not to mention unemployment when explaining the concept of employment. The relationship between employment and unemployment is one of the main factors that directly affect the economic capacity of a country and the ability of individuals to find paid work (Tutar, 2023). Unemployment, which is one of the main macroeconomic problems of economies, is defined as the situation where individuals of working

age cannot find a job despite their desire to work. The persistence of unemployment deeply affects not only the economic situation of individuals, but also the general welfare level and the effectiveness of economic policies (Atamer et al., 2023). Unemployment, as a macroeconomic variable, has a direct impact on social life. Therefore, by analyzing unemployment rates in an economy, important clues can be obtained about the general situation and functioning of that economy (Çelik, 2019).

Labor force is the cornerstone of economic processes and an indispensable element of production activities. Labor force is defined as “a concept that expresses the labor supply of individuals of working age and their potential to participate in the production process”. While the labor force includes employed and unemployed individuals, those who are not included in the labor force consist of individuals who do not participate in economic activities such as those who are in education, those who are busy with household chores, retirees and individuals who have given up looking for a job (Alpağut, 2023). Although this group remains outside the labor market, it represents an important segment in terms of economic potential.

The labor force has two main components: employed individuals and unemployed individuals. It emphasizes that being in the labor force enables individuals to take a more active role not only in economic life but also in social life. The labor force participation rate is an important indicator that shows how many individuals of working age are involved in economic activities, and this rate is directly related to economic growth and welfare (Demir, 2018).

The level of education, occupational qualifications, gender equality and other socioeconomic factors are the main factors determining the efficiency of the labor force. It states that a skilled labor force is indispensable for economic development and international competitiveness. In this context, employment policies should aim not only to reduce unemployment but also to increase the quality of the labor force (Çetin, 2019).

3. FACTORS DETERMINING WOMEN’S LABOR FORCE PARTICIPATION

Gender is one of the key factors affecting labor force participation worldwide. Women are recognized as an important driver of global economic growth and competitiveness. As their labor force participation increases, their impact on economic development and poverty reduction becomes more pronounced. However, in many countries, women face

higher unemployment rates than men and are often forced to work in lower status and less skilled jobs (Çınar and Demirbilek, 2023).

There are many factors that limit women's participation in the labor force. These factors include legal regulations, social and cultural structure, glass ceiling syndrome, wage levels, marital status, age, education level and fertility rate (Küçükbay and Kocabaş, 2023). In particular, legal regulations can directly affect women's roles in business life. Although Labor Law No. 4857 contains regulations to protect the rights of women employees, some of its articles restrict women's employment in certain sectors and limit their participation in the workforce. Therefore, these regulations need to be revised taking into account today's technological and scientific developments (Yılmaz & Zoğal, 2015).

Social values and patriarchal family structure are among the important factors preventing women's participation in the labor force. The exclusion of women from working life cannot be explained solely by traditional values; global economic and social influences make this process even more complex (Çakır, 2008). Education has an important role in overcoming these obstacles. As the level of education increases, women's labor force participation rates rise, which supports economic growth and poverty reduction (Korkmaz & Korkut, 2012; Çatalbaş, 2015). However, barriers such as education costs, childcare responsibilities and the obligation to contribute to the family budget limit women's access to education opportunities (Karataş, 2006).

Another important factor that hinders women's labor force participation is informal employment. Women who cannot find jobs in formal sectors are forced to work in the informal economy. This deprives women of social security and public services, often leading to a higher risk of poverty (Lim, 2004).

Glass ceiling syndrome is another artificial barrier that prevents women from rising to senior positions in business life. In order to remove this barrier, seminars raising social awareness should be organized, mentoring systems should be expanded and policies supporting gender equality should be implemented. These steps are critical to support women's career development in the business world (Küçükbay and Kocabaş, 2023).

Marital status is also an important factor affecting women's labor force participation. While marriage generally decreases women's work rate, divorce may increase labor force participation due to the need for economic independence (Öztürk, 2018; Yılmaz, 2021). Women's labor force participation rates may vary as they get older; education at a young age,

family responsibilities in middle age and health problems in old age are the main factors affecting this process (Smith, 2023).

Finally, fertility directly affects women's labor force participation. Childcare responsibilities may cause women to withdraw from the labor force. However, flexible working arrangements and childcare services can facilitate this process and allow women to continue working (Johnson & Brown, 2021). Increasing women's labor force participation is an important goal that supports economic growth and strengthens social equality. For this purpose, comprehensive policies ranging from legal regulations to social awareness raising efforts should be implemented.

4. FEMALE LABOR FORCE PROFILE IN TÜRKİYE: AN OVERVIEW

The female labor force profile in Türkiye has undergone significant transformations over the years due to economic and social changes. While women's labor force participation rate has increased especially in the services sector, it is still limited in high value-added sectors such as industry and technology. Women are mostly concentrated in low-status and unskilled jobs, which hinders the strengthening of their economic independence and social status. While educational attainment is a critical factor that increases women's labor force participation, structural issues such as childcare, gender roles and informal employment limit women's presence in the labor market. The sectoral and occupational distribution of women's labor force participation in Türkiye clearly demonstrates the need to develop comprehensive policies in line with the goals of achieving gender equality and promoting economic development.

Table 1: Women's Employment by Economic Activity (Thousand person, 15+ age)

Areas of economic activity		2021	2022	2023	2024 (III.Q)
Agriculture	Agriculture, forestry and fishing	1951	1988	1864	2285
Industry	Mining and quarrying	9	8	9	8
	Manufacturing	1569	1702	1710	1714
	Electricity, gas, steam, water supply, sewerage etc	31	32	46	35
Construction	Construction	90	91	98	109
Services	Whole-sale and retail trade	1096	1243	1294	1326
	Transportation and storage	170	163	194	170
	Accommodation and food service activities	468	553	582	623
	Bilgi ve iletişim	67	72	110	107
	Financial and insurance activities	113	144	166	147
	Real estate activities	64	64	69	77
	Professional, scientific and technical activities	384	420	422	432
	Administrative and support service activities	414	461	452	442
	Public administration and defence	375	420	419	471
	Education	1102	1175	1217	1029
	Human health and social work activities	1213	1348	1476	1441
	Arts, entertainment and recreation	41	54	60	81
	Other social, community and personal service activities	292	361	356	355
Total		9460	10298	10546	10851

Source: TSI, Note : Quarterly=Q

Table 1 shows the change in female employment by economic activity from 2021 to the third quarter of 2024. The data are important for examining how women's presence in various sectors has changed over time, and these changes point to the structural transformation of women's employment in the Turkish labor market.

In 2021, total female employment was 9,460, rising to 10,851 in the third quarter of 2024. This indicates an increase in women's labor force participation. The growth observed in the service sector and specific sub-sectors in particular reveals a significant increase in female employment.

In the agricultural sector, female employment fluctuates. From 1,951 women's employment in 2021, it increased to 2,285 in 2024. The agricultural

sector still has a significant share in women's employment, but seasonal and regional changes in this sector can be said to be effective in increases and decreases in women's employment.

In the industrial sector, female employment displays a relatively more stable outlook. Female employment in the manufacturing sector increases from 1,569 in 2021 to 1,714 in 2024. Employment in other industrial sub-sectors such as electricity, gas and water shows a limited increase. In the construction sector, female employment has also shown a steady increase, albeit at low levels.

In the services sector, female employment shows a significant upward trend. Sub-sectors such as wholesale and retail trade, accommodation and food services account for most of the increase in female employment. For example, the number of women working in accommodation and food services increased from 468 in 2021 to 623 in 2024. This increase shows that the services sector continues to be an attractive area for female employment.

Female employment in the education sector decreased from 1,102 in 2021 to 1,029 in 2024. This decrease may be due to changes in sectoral conditions or employment policies. In contrast, female employment in human health and social work activities increased from 1,213 in 2021 to 1,441 in 2024. This shows that the health sector continues to be an important area of employment for women.

Female employment in more technical and professional fields tends to increase. Female employment in the information and communication sector increased from 67 in 2021 to 107 in 2024. This increase shows that women are moving towards high value-added sectors such as technology and communications.

Overall, female employment is increasing overall. However, this increase is concentrated in the service sector and is more limited in some areas such as industry. The data reveal increasing sectoral diversity in women's labor force participation and a growing female presence in some non-traditional sectors (e.g. technology and information communication). These trends reflect the success of policies aimed at increasing women's employment and the transformation of the Turkish labor market.

Table 2. Employed According to Occupational Groups(Thousand person, 15 + age)

Years	2021				2022				2023				2024		
	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV	Q I	Q II	Q III
Total	8.422	8.881	9.327	9.460	9.392	9.936	10.035	10.298	10.013	10.319	10.429	10.546	10.629	10.856	10.851
Managers	305	290	316	326	302	286	316	330	339	328	350	358	352	363	366
Professionals	1.690	1.636	1.646	1.781	1.795	1.819	1.747	1.934	1.973	1.938	1.831	2.030	2.075	2.033	1.899
Technicians and associate professionals	518	534	524	507	568	629	612	620	632	636	672	676	671	698	749
Clerical support workers	815	870	846	897	931	897	922	948	986	931	948	1.000	1.051	1.043	965
Service and sales workers	1.636	1.674	1.813	2.020	2.077	2.133	2.126	2.283	2.298	2.458	2.329	2.424	2.541	2.509	2.430
Skilled agricultural, forestry and fishery workers	1.147	1.306	1.381	1.227	1.159	1.250	1.326	1.224	1.042	1.186	1.341	1.160	1.118	1.310	1.392
Craft and related trades workers	457	452	436	489	514	517	492	535	571	564	530	537	564	587	573
Plant and machine operators and assemblers	300	318	333	312	322	381	391	355	342	398	370	317	347	346	356
Elementary occupations	1.554	1.800	2.034	1.901	1.725	2.024	2.104	2.069	1.831	1.880	2.059	2.044	1.909	1.968	2.122

Source: TSI, Note : Quarterly=Q

Table 2 shows the distribution of the employed by occupational groups from 2021 to the third quarter of 2024 and the changes in these groups over the years. The data provides an important source for understanding where employment is concentrated and trends over time.

In 2021, total employment starts at 8,422, reaching 10,851 in the third quarter of 2024. This shows a steady increase in the number of people employed. However, this increase has occurred at different speeds according to occupational groups and fluctuations have been observed in some areas.

Employment in the managers group has remained relatively stable. In 2021, the number of people employed in this group started with 305, while in 2024 this number reached 366. This increase is limited, indicating that there has not been a major expansion in managerial positions.

In the professional occupation group, employment growth is more pronounced. This number increased from 1,690 in 2021 to 1,899 in 2024. The increases in 2023 are particularly striking. This trend may indicate that the demand for highly skilled labor is increasing and the economic structure is shifting to areas requiring more knowledge and expertise. A steady increase was also observed in the technicians and technicians group. The number of employment increased from 518 in 2021 to 749 in 2024. This increase suggests that the demand for technical skills may have increased due to technological developments. There has also been a significant increase in the number of employees working in office and customer services. While the number of employees in this group was 815 in 2021, this number increased to 965 in 2024. This can be explained by the growth of the service sector and the increase in customer-oriented services. One of the most remarkable increases was realized in the service and sales personnel group. This number increased from 1,636 in 2021 to 2,430 in 2024. This clearly shows the expansion in the service sector and the increase in employment in areas such as retail trade and tourism.

Fluctuations were observed in the number of people working in skilled agriculture, forestry and aquaculture. This number increased from 1,147 in 2021 to 1,392 in 2024. However, periodic changes due to seasonal effects are evident in this group. Employment in the group of craftsmen and related trades showed a relatively constant increase. This number increased from 457 in 2021 to 573 in 2024. This shows that sectors such as small-scale production and craftsmanship still have an important place in the economic system. Employment in the plant and machinery operators and assemblers group increased from 300 in 2021 to 356 in 2024. This increase is limited and may reflect the impact of technological transformation in the industrial

sector on employment. The number of people working in unskilled jobs increased from 1,554 in 2021 to 2,122 in 2024. This increase indicates that the demand for low-skilled labor is still persistent, especially in certain sectors.

Overall, total employment growth indicates economic recovery and expansion. However, this growth is mostly concentrated in the service sector and low-skilled jobs. Demand for skilled labor has also increased, suggesting that education and professional qualifications are becoming increasingly important in the labor market. This data sheds light on how policymakers can shape their strategies for the education, technology, services and industry sectors.

Table 3: Reasons Why Women Cannot Participate In The Labor Force (Thousand person, 15 + age)

Years	Not in labor force	Discouraged workers ⁽¹⁾	Available to work but not seeking work	Seeking work but not available	Home responsibilities	Education/ Training	Retired	Disabled, old, ill etc.	Other
2021	Q I	875	1.234						2.732
	Q II	810	1.060	50	10.178	2.689	1.244	3.437	2.351
	Q III	781	931	40	10.133	2.493	1.276	3.376	2.191
	Q IV	864	922	41	9.770	2.654	1.285	3.523	2.317
2022	Q I	901	843	37	10.035	2.816	1.322	3.413	2.226
	Q II	875	835	52	10.085	2.688	1.283	3.322	2.085
	Q III	901	841	54	10.172	2.450	1.282	3.331	2.086
	Q IV	843	798	51	9.663	2.545	1.253	3.487	2.287
2023	Q I	879	890	62	9.426	2.596	1.317	3.643	2.529
	Q II	911	955	81	9.264	2.532	1.302	3.631	2.538
	Q III	1.018	1.024	82	9.062	2.299	1.324	3.661	2.610
	Q IV	1.060	1.123	44	8.606	2.480	1.334	3.922	2.644
2024	Q I	1.118	1.149	73	8.085	2.508	1.141	4.198	2.884
	Q II	1.100	1.308	84	7.714	2.434	1.124	4.217	3.115
	Q III	1.217	1.388	97	7.005	2.160	1.146	4.469	3.411

Source: TSI, Note : Quarterly=Q

The data in Table 3 shows the classification of individuals not in the labor force from 2021 to 2024 according to their reasons. This data is important for understanding the dynamics of the labor market, and a careful look at the trends over the years makes it possible to assess the economic and social impact of changes in different categories.

In the first quarter of 2021, the total number of those not in the labor force was 21,987, while this number decreased to 20,895 in the third quarter of 2024. This can be interpreted as an indication that labor market participation may increase or that demographic changes have been effective. Overall, the labor force participation rate increased and the total population not in the labor force decreased during this period.

There is a significant decrease in the number of individuals engaged in housework. The number decreased from 9,635 in 2021 to 7,005 in 2024. This may suggest that women, in particular, are participating more in the labor force or spending less time on housework and more on economic activities. This data can be considered as a positive development pointing to an increase in the labor force participation rate of women.

There is an increase in the number of individuals not in the labor force due to education or training. From 875 in 2021, this number increased to 1,217 in 2024. This trend may indicate that more individuals are choosing to stay in education and that the entry age of young people into the labor force is delayed. This may improve labor force quality in the long run, but has the potential to increase youth unemployment in the short run.

It is noteworthy that there has been a steady increase in the number of retired individuals. In 2021, the number of retirees was 1,234 and reached 1,388 in 2024. This increase can be considered as a reflection of Türkiye's aging population. This increase in pensioners may create additional pressures on social security systems and therefore strategic adjustments may be required in these areas.

There has also been a small increase in the number of people unable to work. In 2021, this number was 56, rising to 97 in 2024. The increase in the number of people unable to work due to health problems, old age or other reasons is an area that needs to be monitored carefully, especially in the context of an ageing population.

The share of individuals without job prospects decreased from 1,298 in 2021 to 1,146 in 2024. This may indicate that there has been some improvement in the labor market and individuals have partially regained hope of finding a job. However, there is an increase in the number of

individuals who are available for work but not looking for a job. This number increased from 3,522 in 2021 to 4,469 in 2024. This may indicate that factors preventing individuals from participating in the labor force are still effective and that some individuals have given up looking for a job.

Finally, there has also been an increase in the number of individuals looking for a job but unable to start work. In 2021, this number was 2,732, while in 2024 it increased to 3,411. This increase may indicate that factors in the labor market that prevent individuals from finding a job (e.g. health, logistics or other responsibilities) persist.

Overall, these data suggest that Türkiye's labor market is undergoing some structural changes, with an increase in female labor force participation, a strengthening educational attainment, rising retirement rates, and changes in job search behavior becoming evident. Such information plays a critical role in developing labor market policies and making strategic decisions for sustainable economic growth.

Table 4. Actual Working Hours of the Employed (Thousand person, 15+ age)

		Employment	Employed at work	Weekly total actual hours of work	Average actual weekly hours of work ⁽¹⁾
2020	Q I	8.318	7.716	302.720	39,2
	Q II	8.156	6.338	227.151	35,8
	Q III	8.493	7.606	305.862	40,2
	Q IV	8.207	7.611	299.483	39,3
2021	Q I	8.422	7.866	299.518	38,1
	Q II	8.881	8.243	318.818	38,7
	Q III	9.327	8.329	345.637	41,5
	Q IV	9.460	9.057	369.255	40,8
2022	Q I	9.392	8.878	359.010	40,4
	Q II	9.936	9.532	379.059	39,8
	Q III	10.035	8.921	367.842	41,2
	Q IV	10.298	9.912	404.663	40,8
2023	Q I	10.013	9.314	377.742	40,6
	Q II	10.319	9.666	384.897	39,8
	Q III	10.429	9.550	400.989	42,0
	Q IV	10.546	10.073	407.878	40,5
2024	Q I	10.629	10.008	395.274	39,5
	Q II	10.856	9.731	381.618	39,2
	Q III	10.851	9.716	395.857	40,7

Source: TSI, Note : Quarterly=Q

The data in Table 4 provide a detailed breakdown of the actual working hours of women employed between 2020 and 2024. The data is an important source for assessing women's labor market activity and changes in working hours.

In 2020, the number of women employed fluctuated throughout the year. For example, female employment fell from 8,318 in the first quarter of 2020 to 8,156 in the second quarter, but rose to 8,493 in the third quarter. During this period, women's employment rates also changed in parallel. In 2020, when the impact of the pandemic was intense, women's total weekly working hours decreased, falling to 227,151 hours in the second quarter of the year.

By 2021, there was a gradual increase in the number of women employed. Female employment increased from 8,422 in the first quarter of the year to 9,460 in the fourth quarter. The average actual weekly working hours of women also remained stable during this period. Especially in the third quarter of the year, average actual working hours reached 41.5 hours, the highest level of 2021. This increase indicates that women contributed more to the labor force during the economic recovery.

2022 was a year of continued growth in female employment. The number of employed women reached 10,298 in the fourth quarter of the year. Total weekly working hours peaked at 404,663 hours in this period. This shows that women are working longer hours in the labor market and employers' demand for female employees has increased. Average weekly working hours varied between 39-41 hours throughout the year.

2023 reveals that women's presence in the labor market continued to be strong. The number of employed women increased in each quarter of the year, reaching 10,546 in the fourth quarter. Average actual weekly working hours peaked at 42 hours in the third quarter. This was the year in which women participated most intensively in economic activities.

By 2024, female employment maintained its high level. In the third quarter of the year, the number of women employed was recorded as 10,851. Total weekly working hours remained high compared to previous years at 395,857 hours. Average actual weekly working hours varied between 39.2 and 40.7 hours.

Overall, there is a steady increase in women's employment and actual hours worked between 2020 and 2024. After declines during the pandemic, women's labor market activity has increased significantly, especially in 2021 and beyond. The increase in women's weekly working hours points to

economic growth and the success of policies aimed at women's employment. These data reveal in detail the structural transformations in women's labor force participation and their contribution to economic activity.

5. CONCLUSION

Women's labor force participation in Türkiye is of strategic importance for economic growth and gender equality. However, existing analysis reveals that women's labor force participation rates are low, which has a negative impact on economic development goals. The main factors hindering women's participation in the labor force include informal employment, limited access to educational opportunities, traditional gender roles, glass ceiling syndrome and inadequate social support mechanisms.

Education is one of the most important tools that enable women to participate more effectively in the labor force. As women's educational attainment increases, their labor force participation rates also increase, which not only supports economic growth but also contributes to poverty reduction. However, issues that limit women's access to education, such as childcare responsibilities, the cost of education and the imbalance in family income distribution, need to be addressed. To this end, state-funded scholarships, expanded vocational training programs and flexible working arrangements, especially for working mothers, are crucial.

Informal employment is a critical problem that threatens women's economic independence. Women in informal employment work for low wages without social security and legal rights, which reduces their quality of life. Reducing informal employment requires the implementation of supportive policies to encourage women's transition to the formal sector, along with effective monitoring mechanisms. In addition, the expansion of incentives to increase women's entrepreneurship can lead to a stronger participation of women in the economy.

The glass ceiling syndrome is an important structural problem that prevents women from rising to senior positions in business life. In order to eliminate this obstacle, it is necessary to develop policies that encourage women's leadership in the business world and to expand mentoring and leadership programs. Regulations that promote gender equality in the workplace will both support individual career goals and contribute to gender equality.

Demographic factors such as marital status and fertility also affect women's labor force participation. The process of having children can interrupt women's careers and negatively affect their long-term income

levels. At this point, the implementation of state-subsidized childcare services, flexible working hours and parental leave policies can increase women's persistence in the labor market. Such policies would not only facilitate women's integration into the labor force, but also reduce income imbalances within families.

An analysis of the sectoral distribution of women shows that there has been a significant increase in women's employment in the services sector. However, the representation of women in high value-added sectors such as industry and technology is quite limited. This situation reveals that women should be encouraged in STEM (Science, Technology, Engineering, Mathematics) fields and special programs should be developed for these sectors. Women's presence in these sectors will both strengthen their individual career goals and contribute to economic development.

As a result, increasing women's participation in the labor force will not only improve their individual well-being, but also promote social equality and economic sustainability. Achieving these goals requires a comprehensive approach to address the multifaceted problems faced by women. Holistic policies in areas such as education, informal employment, flexible working opportunities, leadership programs and childcare support will ensure women's strong inclusion in the labor market. By implementing such policies, Türkiye can move towards a brighter future in terms of both economic growth and gender equality.

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