The current situation of gender equality in Turkey – Country Profile

2013

This country fiche was financed by, and prepared for the use of the European Commission, Directorate-General Justice, Unit D2 “Gender Equality” in the framework of the service contract managed by Roland Berger Strategy Consultants GmbH in partnership with ergo Unternehmenskommunikation GmbH & Co. KG. It does not necessarily reflect the opinion or position of the European Commission, Directorate-General Justice neither the Commission nor any person acting on its behalf is responsible for the use that might be made of the information contained in this publication.
# Table of Content

Foreword ......................................................................................................................................... 03

Management Summary ................................................................................................................ 04

1. How Turkish companies access the talent pool ................................................................. 05
   1.1 General participation of women and men in the labour market .................. 05
   1.2 Part-time segregation of women and men ...................................................... 06
   1.3 Qualification level and choice of education of women and men .......... 08
   1.4 Under-/overrepresentation of women and men in occupations or sectors
       – "Horizontal segregation" ........................................................................... 10
   1.5 Under-/overrepresentation of women and men in hierarchical levels –
       "Vertical segregation" .................................................................................. 12
   1.6 Gender pay gap ................................................................................................. 13

2. How to gain better access to the talent pool ................................................................. 14

3. Where companies find support to gain better access to the talent pool -
   Examples ......................................................................................................................... 17
Dear Reader,

We are happy that we have raised your interest in the EU-Initiative "Equality Pays Off". The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal\(^1\) as well as vertical segregation\(^2\). Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

The initiative covers all EU-28 countries plus Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries.\(^3\) This country report serves as background material for workshops taking place in each country in the context of "EQUALITY PAYS OFF".\(^4\) These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Turkish labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Turkey that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at http://ec.europa.eu/justice/equality-pays-off.

---

\(^1\) Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors
\(^2\) Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels
\(^3\) For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet
\(^4\) The information on the website has been summarized in this country report. Detailed information can be found on the website: http://ec.europa.eu/justice/equality-pays-off
Management Summary

Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply companies need to improve their access to the full talent pool by ensuring gender equality.

Currently, Turkish companies do not make full use of the existing female labour force potential. Five groups of indicators show the status quo in 2012:

- The **general employment rate** of women in the Turkish labour market (28.7%) is considerably below the EU-27-average (58.6%). Furthermore, the share of women actively looking for work in Turkey (9.6%) is comparable to the EU-27-average (10.6%).

- The rate of **female employees working part-time** is below EU-27 average. 23.8% of Turkish women are working part-time compared to 32.1% in the EU-27. Also, the average female part-time working hours in Turkey (18.4 hours) are below the EU-27-average (20.2 hours).

- Since 2002 the **tertiary education attainment of women** in Turkey has almost doubled to 10.6% in 2012, but is still less than half of the EU-27-average of 25.8%. Moreover, the promotion of gender atypical fields of study remains a main challenge.

- Compared to the EU-27 **horizontal segregation** is more pronounced in Turkey for both sectors and occupations. Also, only a small demand for gender-atypical fields of employment is observable. Therefore, it is necessary to continue to motivate women and men to open up to gender-atypical occupations and sectors.

- The **under-/overrepresentation of women and men in hierarchical levels (vertical segregation)** is stronger in Turkey than on EU-27 average. The rate of women on boards is at 10.0% (EU-27 average 16.0%). The share of women in management positions is at 7.0% and thus not even a quarter of the EU-27 average of 33.0%.

Regarding the **gender pay gap** – the overall difference in income between women and men – in Turkey, there is little reliable data and results vary greatly. In 2006 data shows a gender pay gap of 2.2% in favour of women. Other studies, however, point to a significantly higher gender pay gap of between 10% and 30% in favour of men. Therefore, these results ought to be considered with caution.

---

7 Source: Eurostat Education and Training (2011)
8 Source: Eurostat Labour Force Survey (LFS) (2011)
9 Source: EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2012)
1. How Turkish companies access the talent pool

In the following, we give a brief overview of the current situation of employment of women and men in Turkey in comparison to the overall EU-27 average.

1.1 General participation of women in the labour market

In Turkey women are significantly less present in the labour market than men. However, the female employment rate between 2002 and 2012 increased from 22.7% to 28.7% (6.0 pp). Nonetheless, the values remained significantly below the EU-27 averages of 54.4% in 2002 and 58.6 in 2012 (difference of 31.7 pp in 2002 and 29.9 pp in 2012).

Figure 1: Labour market participation of women and men in Denmark in comparison to the EU-27

The unemployment rate of women in Turkey remained rather constant since 2002 and was at 9.6% in 2012 which is close to the EU-27 average of 10.6% (difference of 1 pp). However, the unemployment rates for women in Turkey are higher than the unemployment rates for men (9.6% vs. 7.8%), which means that more women are actively looking for work. In addition to that, the female unemployment rate slightly increased (0.2 pp) over the last decade, while the male unemployment rate decreased by 2.9 pp.

In conclusion, the overall participation rate in 2012 (the sum of employment rate and unemployment rate) of women in Turkey (38.3%) is significantly lower than the EU-27 average (69.2%). This shows that a majority of women in Turkey - willingly or unwillingly - do not participate in the labour market, or work in hidden employment. Also, long term observations reveal that the female participation rate in Turkey has decreased since the 1980s. This dynamics is contrary to the trend in the EU-27 where the female participation rate has been increasing over the past decades. Bearing this in mind, it is crucial that more women in Turkey need to be supported to enter the labour market.

---

1.2 Part-time segregation

The part-time rate of women in Turkey increased substantially over the past decade. While only 16.8% of women worked part-time in 2002, 23.8% did so in 2012 (7 pp). Nevertheless, these values remain below the EU-27 average of 28.2% in 2002 (11.4 pp) and 32.1% in 2012 (8.3 pp). Reflecting the status quo in the EU-27, Turkish women in 2012 were far more likely to work part-time (17.5 pp) than their male peers (6.3%).

The part-time working hours as share of full-time working hours for women in Turkey remained relatively stable between 2002 and 2011 (37.6% vs. 37.7%). However, these numbers fall short of the EU-27 average which was at 50.5% in 2011.

Since in Turkey the hurdle is to get women to enter the labour market at all, the rise of the part-time rate is a good sign. Nevertheless, hours worked are usually connected to the promotion into higher (management) positions and thus the overall participation in the economic decision-making process. Thus part-time working women in Turkey have comparatively limited possibilities. Therefore the long-time goal should be a rise in the numbers of hours worked for Turkish women in order to promote them into higher (management) positions and thus actively contribute to economic decisions.

Figure 2: Part-time segregation in Turkey in comparison to the overall EU-27

---

The use of childcare services is far less common in Turkey than in the EU-27. There is no available data for children younger than three years of age. Regarding the age group between three years and school age, data reveals that only 4.0% of children received childcare with less than 30 hours and 8.0% with 30 or more hours a week in 2005. This is substantially below the EU-27 average which shows that 41.0% of children in that age group received less than 30 hours of childcare (37 pp) and 40.0% received 30 or more hours of childcare (32 pp).

The low usage of childcare services in Turkey can be attributed to two main factors. On the one hand, various sources suggest that the usage of childcare services in Turkey is less common because family members often play an essential role in bringing up younger children. On the other hand, mothers tend to stay at home because high fees for childcare often make it economically unfeasible to pursue employment. Especially the latter point partly explains the low participation rate of women in the Turkish labour market.

---

**Figure 3: Childcare arrangements in Denmark in comparison to the EU-27**

---


1.3 Qualification level and choice of education

Secondary school (secondary education) and college/university (tertiary education) attainment of Turkish women rose over the last decade but remain substantially below the EU-27 average.

While the rate of women in Turkey who attained secondary education increased from 22.6% in 2002 to 26.4% in 2012 (3.8 pp) it remains one of the lowest values among the compared countries. In both years, the rate was substantially below the EU-27 average of 61.2% in 2002 and 70.9% in 2012. Also, in contrast to the EU-27 average, where women and men in 2012 were equally likely to attain secondary education (70.9% vs. 70.8%), women in Turkey still fall short of their male peers (36.6%) by 10.2 pp with regards to secondary education attainment.

![Secondary Education Chart]

![Tertiary Education Chart]

Figure 4: Education attainment in Denmark in comparison to the EU-27

The rate of tertiary education attainment of women in Turkey has increased from 6.6% in 2002 to 10.6% in 2012 (4 pp). This positive development is, however, still significantly below the EU-27 average of 17.1% in 2002 and 25.8% in 2012. Compared to the attainment of tertiary education of men in Turkey, it becomes clear that men in Turkey are more likely to attain tertiary education (10.2% in 2002 and 14.2% in 2012). The gap between male and female tertiary education attainment (3.6 pp in 2012) in Turkey remained constant over the considered time frame.

This overall educational gap in Turkey which is in favour of men can partly be explained by cultural reasons on the one hand and the relatively low wage increases resulting from a higher education on the other hand. Especially the latter often makes women refrain from pursuing higher education as they would have to pay additionally for child- and homecare.

---

18 Source: Wage inequality and returns to education in Turkey, IZA (2010)
With regards to fields of study, female representation is generally lower than on EU-27 average. This is mostly due to the rather low tertiary education attainment of women (see above). The lower rate of tertiary education attainment of women leads to a somewhat smaller gender bias. This is shown in typically female dominated fields of study, such as "Teaching, training and education science" or "Health and welfare" as well as typically male dominated jobs, such as "Engineering, manufacturing and construction". Interestingly, female representation in the traditionally male-dominated field of "science, math and computing", supersedes the EU-27 average of 37.4% by 8.4 pp. Despite the differences with regard to the EU-27, the figures show a gender-typical distribution of fields of study with the most Turkish females being present in "Health and welfare (61.0%)".

Figure 5: Share of women in different fields of education in Denmark in comparison to the EU-27
1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"²⁰

Horizontal segregation is pronounced in Turkey. In order to compare the extent of horizontal segregation in Turkey with the overall EU-27 average, two horizontal segregation indicators are calculated. The first indicator is the Sectoral Gender Segregation Indicator (SGS)²¹ and the second one is the Occupational Gender Segregation Indicator (OGS):

- The extent of sectoral gender segregation (SGS) in Turkey in 2012 (7.9%) is higher than the overall SGS of the EU-27 (5.3%). This indicates that there is a higher difference between women and men regarding the choice of a certain sector than on EU-27 average.

- The extent of occupational gender segregation (OGS) in Turkey in 2010 (5.7%) is higher than the overall OGS of the EU-27 (4.6%). This means that women in Turkey are more likely to be found in gender typical occupations than on EU-27 average.

**Horizontal Gender Segregation Indicators [pp]**

![Bar chart showing SGS and OGS for Turkey and EU-27](Figure 6: Horizontal Gender Segregation Indicators)

Source: Eurostat LFS, RB Calculations

---


²¹ Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, the sector "Activities of the household as employers" is marked by a strong gender segregation: 6.0% of Turkish female employees work in the sector, while only 0.9% of Turkish male employees work in the sector (difference in percentage points: 5.1 pp). The Sectoral Gender Segregation Indicator (SGS) reflects the weighted average difference in absolute percentage points (share of all male employees in an economic sector [%] minus share of all female employees in resp. economic sector [%]) across all economic sectors.
Gender segregation in sectors is pronounced in Turkey. 76.1% of Turkish women are employed in the top five female sectors. This share is higher than the share of men that are employed in the top five male sectors (69.1%). Three of the five most popular female sectors, namely "Agriculture, forestry, fishing", "Manufacturing" and "Wholesale & Retail", are also among the top five male industries. 60.8% of Turkish women and 52.2% of men work in either of these three sectors. Nevertheless, the remaining two sectors show a clear horizontal segregation, including the female-dominated "Education" and "Human health and social work activities" and the male-dominated "Construction" and "Public administration" sectors.

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Turkey</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>Turkey</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, forestry &amp; fishing</td>
<td>36.1</td>
<td>3.6</td>
<td>Manufacturing</td>
<td>19.9</td>
<td>20.4</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>14.2</td>
<td>10.2</td>
<td>Agriculture, forestry &amp; fishing</td>
<td>16.4</td>
<td>5.4</td>
</tr>
<tr>
<td>Wholesale &amp; retail</td>
<td>10.5</td>
<td>15.1</td>
<td>Wholesale &amp; retail</td>
<td>15.9</td>
<td>13.1</td>
</tr>
<tr>
<td>Education</td>
<td>8.3</td>
<td>11.7</td>
<td>Construction</td>
<td>9.7</td>
<td>12.1</td>
</tr>
<tr>
<td>Human health and social work activities</td>
<td>7.0</td>
<td>18.2</td>
<td>Public administration</td>
<td>7.2</td>
<td>7.0</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>76.1</strong></td>
<td><strong>58.8</strong></td>
<td><strong>Accumulated concentration</strong></td>
<td><strong>69.1</strong></td>
<td><strong>58</strong></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS, RD Calculations

Figure 7: Distribution of Employment in the main NACE-2 digit sectors (2012)

In addition to the presence of SGS in Turkey, the distribution of women and men across occupations is also characterised by a gender bias. 61.0% of Turkish women, but only 41.1% of Turkish men are employed in their respective top five occupations. This means that the labour market for women is more dense. While for both genders "skilled agricultural worker" is the most common occupation, the remaining fields of employment paint a highly segregated picture. For both genders it can be said that the rather large difference in accumulated concentration compared to the EU-27 is connected to Turkey’s economic structure. For instance, the agricultural sector only contributes to about 1.4% of the EU-27 GDP while in Turkey it makes up for 9% of the country’s GDP.

<table>
<thead>
<tr>
<th>% of women employed in</th>
<th>Turkey</th>
<th>EU-27</th>
<th>% of men employed in</th>
<th>Turkey</th>
<th>EU-27</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skilled agricultural workers</td>
<td>31.3</td>
<td>3.1</td>
<td>Skilled agricultural workers</td>
<td>14.5</td>
<td>4.5</td>
</tr>
<tr>
<td>Agricultural, forestry and fishery labourers</td>
<td>9.6</td>
<td>0.6</td>
<td>Personal service workers</td>
<td>7.8</td>
<td>5.4</td>
</tr>
<tr>
<td>General and keyboard clerks</td>
<td>7.5</td>
<td>12.7</td>
<td>Production and specialised services</td>
<td>7.8</td>
<td>4.1</td>
</tr>
<tr>
<td>Cleaners and helpers</td>
<td>6.4</td>
<td>9.0</td>
<td>Drivers and mobile plant operators</td>
<td>7.1</td>
<td>7.4</td>
</tr>
<tr>
<td>Teaching professionals</td>
<td>6.2</td>
<td>6.3</td>
<td>Cleaners and helpers</td>
<td>6.9</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>61.0</strong></td>
<td><strong>31.7</strong></td>
<td><strong>Accumulated concentration</strong></td>
<td><strong>44.1</strong></td>
<td><strong>25.1</strong></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS (2010) RD Calculations

Figure 8: Distribution of Employment in the main ISCO 3-digit occupations (2010)

1.5 Under-/overrepresentation of women and men in hierarchical levels – "Vertical segregation" 24

Vertical segregation in Turkey is very pronounced – on corporate boards as well as in management positions in large companies and SMEs.

Female representation in Turkey on corporate boards increased only by 2 pp from 8.0% (2003) to 10.0% (2012). The gap to the EU-27 has widened simultaneously (1 pp difference in 2003, 6 pp difference in 2012). This means that the situation in Turkey only improved to a small extend and thus more slowly than in most other compared countries.

Vertical segregation resulting from a low share of women in management positions in large companies and SMEs is even more pronounced – there was almost no increase between 2003 and 2012 (1 pp) and only 7.0% of these positions were held by women in 2012. This is not even a quarter of the EU-27 average of 33.0%.

This stagnation might be due to two reasons: First, the lower share of women who attain tertiary education leads to a lower share of highly-skilled female employees and thus to a higher share of men in boards and management positions. Second, the traditional role of women in Turkey leads to a high drop out of the labour market of Turkish women and thus to a smaller chance of further professional development.

Figure 9: Women in economic decision-making positions

1.6 Gender pay gap

Because of different sources as well as different calculation methods, data regarding the gender pay gap in Turkey has to be considered with caution.

According to Eurostat, the gender pay gap was 2.2% in favour of female employees in 2006. This means that Turkish women earned on average 2.2% more than Turkish male employees. Other sources point towards a significantly higher gender pay gap in favour of men of between 10% and even 30%.

**Unadjusted Gender Pay Gap [%]**

<table>
<thead>
<tr>
<th>Year</th>
<th>EU-27</th>
<th>Turkey</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>-17.7</td>
<td>-16.2</td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS 2013 (data from 2011)

Figure 10: Unadjusted gender pay gap

---

25 Source: Eurostat LFS 2013 (data from 2011)
26 The statistics were derived from surveys in companies with more than ten employees and are based on the difference between the average gross hourly earnings of male paid employees and of female paid employees. However, the reference is the percentage of average gross hourly earnings of male paid employees and thus indicates a positive development towards higher female hourly wages.
2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies follow a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring (“strategic pillars”):

- **Corporate Strategy – Establish gender equality as a part of the company’s DNA**
  
  The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be(come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

- **Management – Understand and position management as driver and role model**
  
  A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.

- **Operational Implementation – Business units and HR striving for more gender equality in daily work**
  
  Fields of action:
  1. Raise awareness among high school graduates regarding the full spectrum of fields of education
  2. Attract top talent irrespective of gender
  3. Strengthen the work-life balance
  4. Promote career advancement
  5. Evaluate the remuneration system
  6. Communicate company’s activities to tap the talent pool in a better way

Focusing on one pillar will lead to partial improvements only.

---

14
Operational implementation – Business units and HR striving for more gender equality in daily work

• Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
• HR – as central point of contact for human resource issues of business units – offers strategic advice on how to address gender equality sustainably and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

• Raise awareness among high school graduates regarding the full spectrum of fields of education - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
• Attract top talent irrespective of gender – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
• Strengthen the work-life balance – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
• Promote career advancement of women – To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
• Evaluate the remuneration system from a gender perspective - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
• Communicate internally and externally company activities aimed at tapping the talent pool in a better way - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

Work Organisation – Create the framework to enable necessary changes

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).
Monitoring – Monitor and follow-up target achievements

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.
3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards better accessing the labour force potential of women a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Turkey. In the following we give an overview over sample initiatives:

3.1 Legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Year</th>
<th>Legislation</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>1926</td>
<td><strong>Borçlar Kanunu</strong> (Law of Obligations, Law no. 4857)</td>
<td><a href="http://siyamiozkan.org/borclar-kanunu.htm">Link</a></td>
</tr>
<tr>
<td>1965</td>
<td><strong>Devlet Memurları Kanunu</strong> (Civil Servants Law, Law no. 5510)</td>
<td><a href="http://www.mevzuat.adalet.gov.tr/html/388.html">Link</a></td>
</tr>
<tr>
<td>2001</td>
<td><strong>Medeni Kanun</strong> (Civil Code)</td>
<td><a href="http://www.tbmm.gov.tr/kanunlar/k4721.html">Link</a></td>
</tr>
<tr>
<td>2003</td>
<td><strong>İş Kanunu</strong> (Labour Law, Law no. 657)</td>
<td><a href="http://www.mevzuat.adalet.gov.tr/html/1243.html">Link</a></td>
</tr>
<tr>
<td>2006</td>
<td><strong>Sosyal Sigortalar ve Genel Sağlık Sigortası Kanunu</strong> (Social Insurances and General Health Insurance Law)</td>
<td><a href="http://www.mevzuat.adalet.gov.tr/html/27054.html">Link</a></td>
</tr>
</tbody>
</table>
### 3.2 Public non-legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kadının Statüsü Genel Müdürlüğü</td>
<td>State Ministry responsible for women and the family</td>
<td>Public institutions, Local administrations, Women’s associations</td>
<td>Protect and to promote women’s rights</td>
<td><a href="http://www.kadininstatusu.gov.tr/tr/">http://www.kadininstatusu.gov.tr/tr/</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Improve women’s social, economic, cultural, and political status</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Ensure that women enjoy equal rights and opportunities</td>
<td></td>
</tr>
</tbody>
</table>
### 3.3 Private initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kadin Adaylan Destekleme Dernegi</td>
<td>Swedish International Development Cooperation Agency (SIDA)</td>
<td>• Legislators</td>
<td>Raise awareness on equality between women and men to counter male domination in social and political life</td>
<td><a href="http://www.ka-der.org.tr">http://www.ka-der.org.tr</a></td>
</tr>
<tr>
<td></td>
<td>Global Fund for Women</td>
<td>• Politicians</td>
<td>Eliminate economic, social, cultural and legal obstacles which female politicians face</td>
<td></td>
</tr>
<tr>
<td></td>
<td>The Black Sea Trust for Regional Cooperation</td>
<td>• NGOs</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>German Marshall Fund</td>
<td>• Lobby groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The United Nations Democracy Fund (UNDEF)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Consulate General of The Netherlands</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Consulate General of Sweden</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Friedrich Ebert Stiftung (FES)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kadin Emeği Ve İstihdami Girişimi</td>
<td>Member fee</td>
<td>• Labour unions</td>
<td>Make women’s domestic and public (out-of-home) labour visible and recognized</td>
<td><a href="http://www.keig.org/eng">http://www.keig.org/eng</a></td>
</tr>
<tr>
<td>(The Initiative For Women’s Labour and Employment (KEIG))</td>
<td></td>
<td>• Employer organizations</td>
<td>Disseminate research and news on women’s labour and employment</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Universities</td>
<td>• Public institutions</td>
<td>Struggle against discrimination by proposing policies towards equal opportunities for employment, decent working conditions and decent income</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Local governments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kadının İnsan Hakları - Yeni Çözümler</td>
<td>Sponsors</td>
<td>• Politicians</td>
<td>Promote women’s human rights in Turkey and on international level</td>
<td><a href="http://www.kadininsanhacli.org/">http://www.kadininsanhacli.org/</a></td>
</tr>
<tr>
<td>(Women for Women’s Human Rights - New Ways)</td>
<td></td>
<td>• Legislators</td>
<td>Initiate a network of academicians and NGOs advocating for women’s human rights in Muslim societies</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• United Nations</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Medeni Kanun Kadın Platformu  
(The Civil Code Women Platform) | N/A | Women's organizations  
Legislators | Prevent all kinds of gender based violence  
Organize and provide a platform for women's organizations | http://www.bianet.org/konu/siddete-son-platformu |
|---|---|---|---|---|
| Türkiye Kadın Girişimciler Derneği  
(Women Entrepreneurs Association Turkey) | Private companies (Garantie, J.P. Morgan) | Businesswomen | Promote women entrepreneurship | http://www.kagider.org/ |