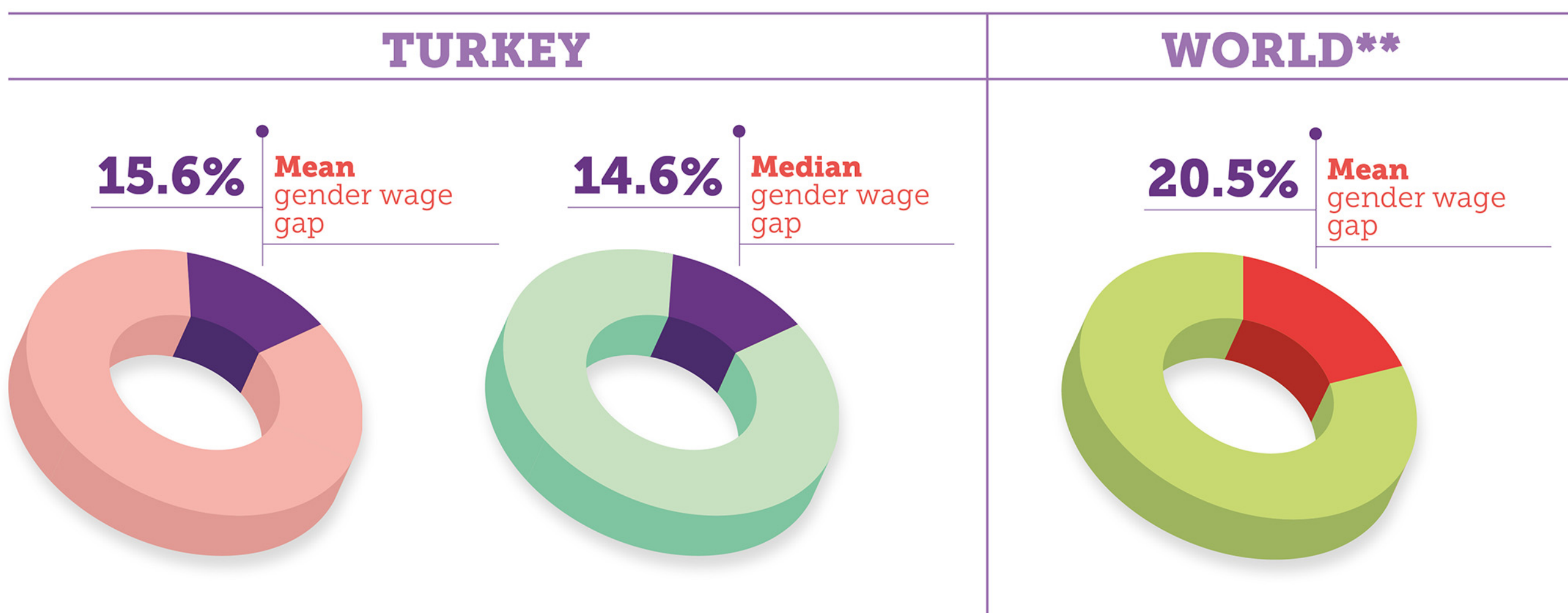


GENDER WAGE GAP IN TURKEY*

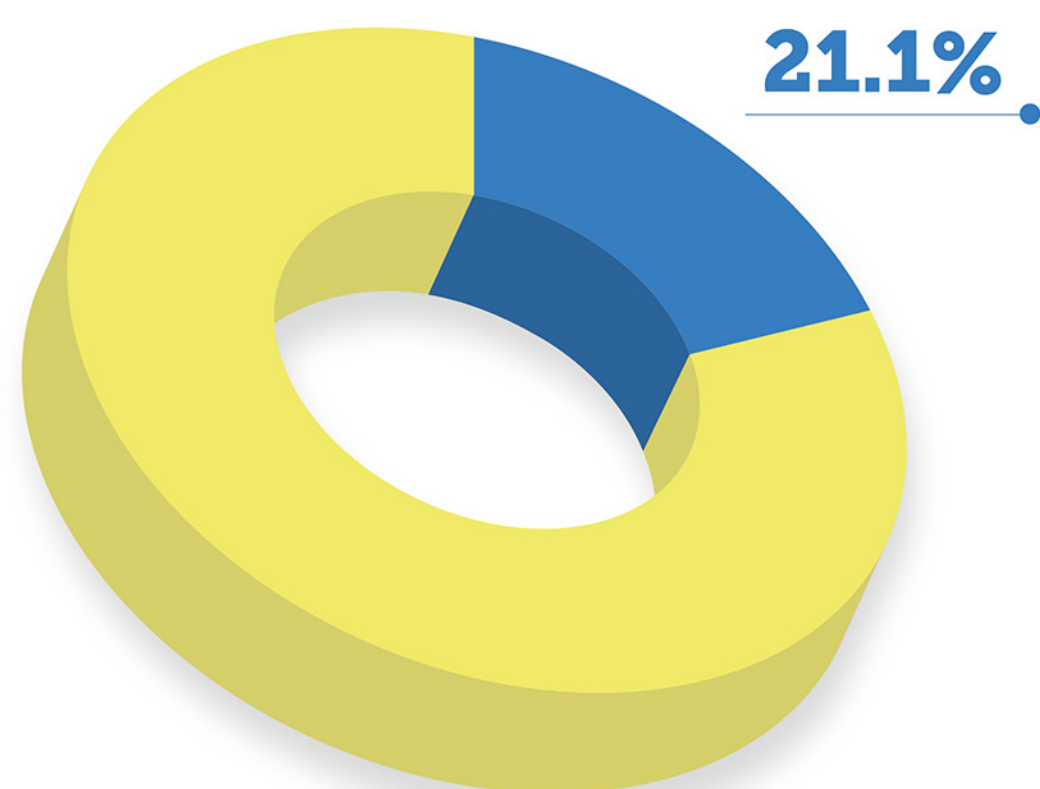


WHAT IS GENDER WAGE GAP?

The gender wage gap measures the gap between the average wage level of all women and all men working in the labour market for a salary, hourly or daily wage.



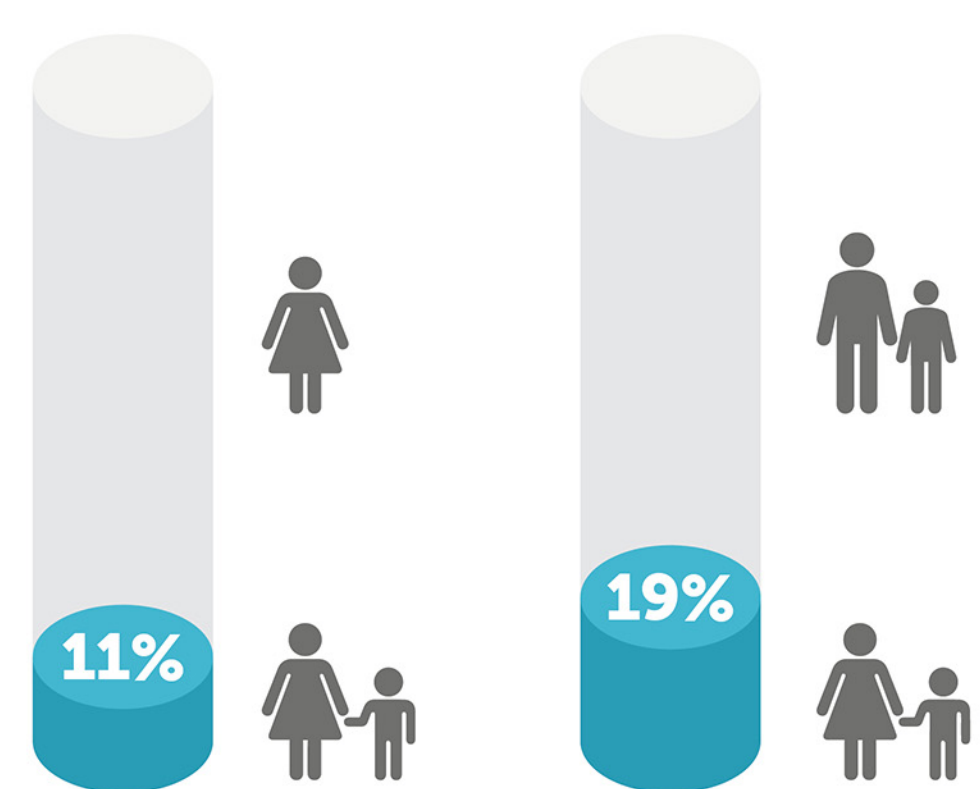
FACTOR-WEIGHTED GENDER WAGE GAP



The factor-weighted gender wage gap method calculates the gap on the basis of labour-related variables for women and men such as education, age, working hours, sector and formality status.



MOTHERHOOD WAGE GAP



Working mothers are paid **11%** less than working non-mothers.

Working mothers are paid **19%** less than working fathers.

* Calculations are based on the Income and Living Conditions Survey dataset 2015-2018.

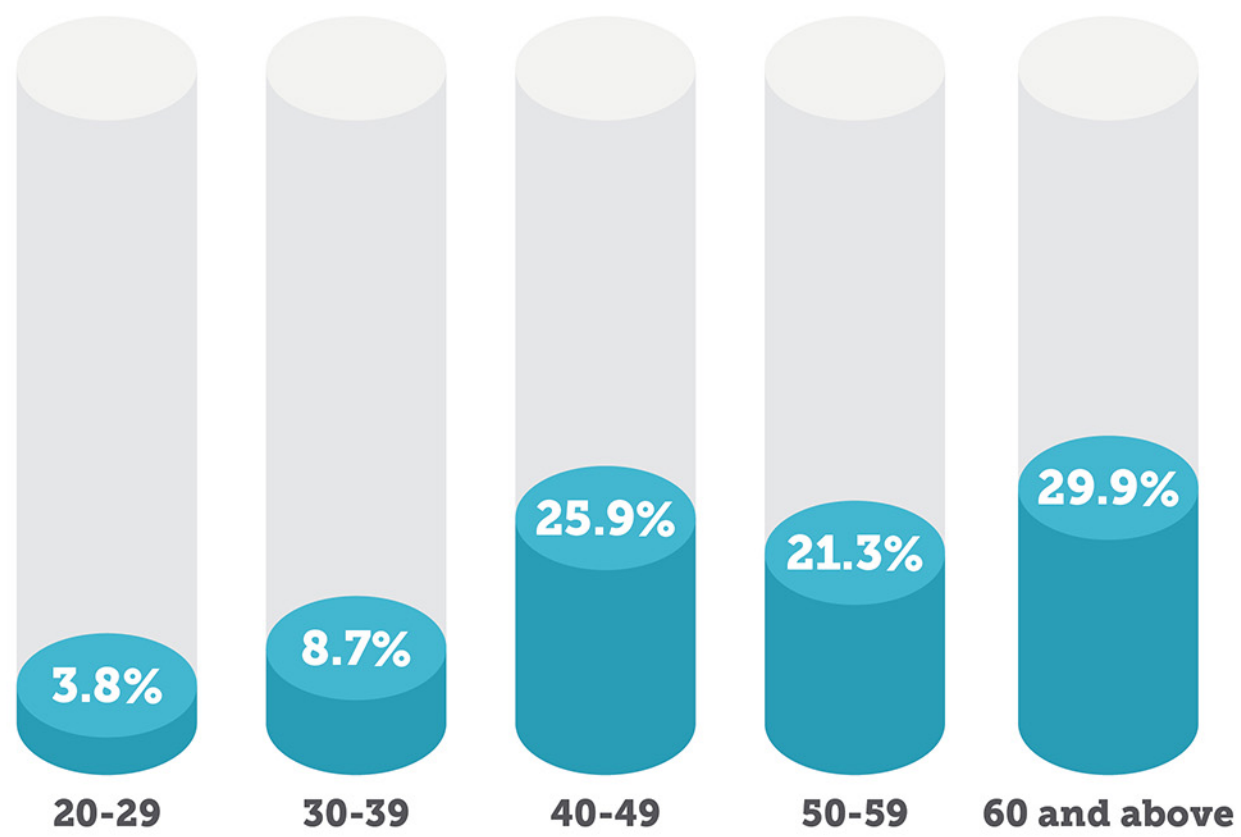
** ILO, Global Wage Report, 2018/19

GENDER WAGE GAP IN TURKEY*

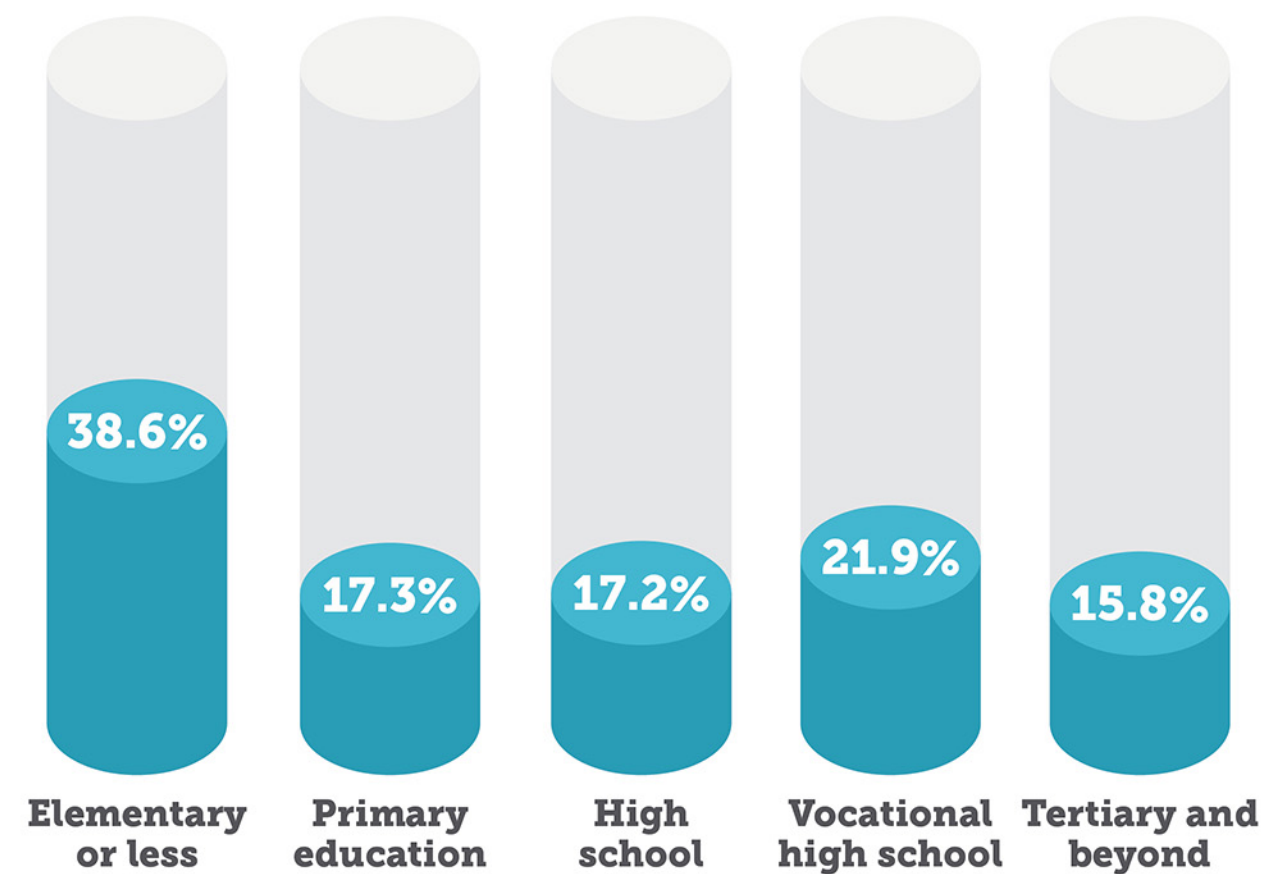
FACTORS AFFECTING GENDER WAGE GAP



Gender Wage Gap by Age,
%, 2018



Gender Wage Gap by
Educational Attainment, %, 2018



Gender Wage Gap by Occupation, %



Managers



Professionals



Clerical Support



Service and Sales

Gender Wage Gap,
%, Median

6.6%

11.9%

15.9%

43.5%

Share of Women

20%

48%

41%

35%

Gender Wage Gap by Sector, %



Manufacturing



Information and
Communications



Education



Finance and
Insurance



Health and Social
Services

Gender Wage Gap,
%, Median

14.6%

10.9%

14.9%

20.8%

39.9%

Share of Women

25%

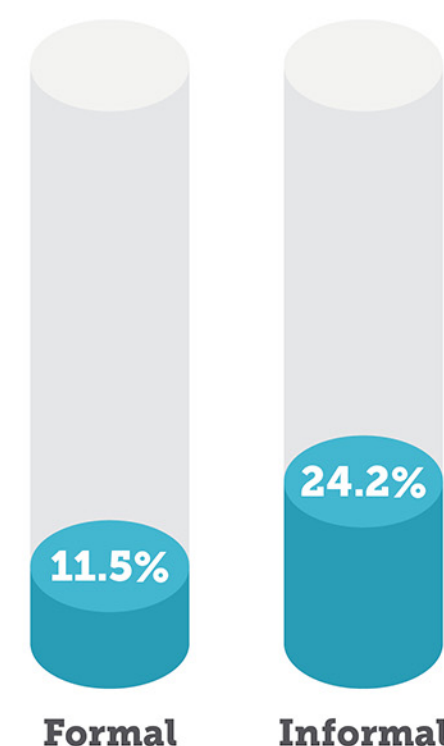
26%

57%

43%

70%

Gender Wage Gap
by Workplace and Formality,
%, 2018



* Calculations are based on the Income and Living Conditions Survey dataset 2015-2018.