"MORE AND BETTER JOBS FOR WOMEN: WOMEN'S EMPOWERMENT THROUGH DECENT WORK IN TURKEY" PROJECT

# ANALYSIS OF ANKARA LABOUR MARKET FROM A GENDER EQUALITY PERSPECTIVE

EMEL MEMİŞ

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## FOREWORD

This study has been conducted as a part of the "More and better jobs for women: Women's empowerment through Decent Work in Turkey", which is implemented by the ILO and Turkish Employment Agency (İŞKUR) with financial support by Swedish International Development Cooperation Agency (SiDA). One of the objectives of the project is to collect and analyze data to carry out robust provincial labour market analyses from a gender equality perspective and to help İŞKUR and other stakeholders develop evıdence-based policy options in the project pilot provinces of Ankara, Bursa, İstanbul and Konya. For this purpose, additional questions were integrated to the İŞKUR's 2014 1st Period Labour Market Survey questionnaire with a view to understanding the gender structure of employment and labour demand as well as exploring whether employers have gender-based preferences with respect to their vacant positions or not. The comprehensive analysis of the responses that were given by employers to those questions intends to help İŞKUR increase the effectiveness of its vocational training and job placement services through evidence-based and gender-sensitive perspectives to ensure placement of more women in vacant positions that also offer decent jobs.

We wish that this study would be useful for policy makers, researchers and all stakeholders.

ILO Office for Turkey

## INTRODUCTION

The first section of the study presents the socio-demographic and economic characteristics of Ankara. The second section assesses the labour market in the province from a gender equality perspective. This section examines the labour force participation and employment profile of the province in order to show how and why women's experiences of the labour market differ from men's. In the third section, the demand-side reasons for these gender differences are investigated making use of data from the Ankara Labour Market Demand Survey conducted by the Turkish Employment Agency (İŞKUR) in 2014. In this context, an attempt has been made to determine the preferences of employers and the qualifications and characteristics which they require for jobs in the occupations with the highest numbers of vacant positions potentially available to women. The occupations with the highest potential for improvement in women's employment are identified on the basis of hypothetical scenarios. The occupations identified from responses to the question about vacant positions are matched with the occupations in which employers report difficulties in filling posts and expectations of higher employment. By this method, it is possible to make some assessments about the existing employment conditions, working environment and opportunities in those occupations which have the most employment potential for women. With respect to those occuptions in which employers report difficulty in filling posts, the characteristics that distinguish those occupations which can play an important role in increasing women's employment from other occupations are identified by examining the reasons given for the difficulty, and policy suggestions are made for eliminating the factors that may constitute obstacles to increased employment of women. In the concluding section, policy proposals are presented on the basis of these findings.

# 1. BASIC SOCIO-DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS OF ANKARA PROVINCE

The province of Ankara is located in the Western Anatolian region and is classified in statistical region TR 51 according to the Nomenclature of Territorial Units for Statistics (NUTS). It is the second most populous city in Turkey, with a population of 5,045,083 as of 2013. The gender distribution of the population is even. The share of people aged between 0 and 14 in the population is 21.7%, the share of people over 65 is 7.2%, and the share of people of working age is 71.7%. The rate of population growth between 2012 and 2013 was 15.9‰, which is above the national rate of 13.7‰. The net migration rate was 6.5‰, indicating that Ankara is a recipient of internal migration.

Illiterate people made up 4% of women and 0.7% of men in Ankara in 2013. In the 2013-14 school year, the net schooling rate was 99.76% at the primary school level, which is well above the national rate. At the high school level, the net schooling rate was 88.83%. This was well above the national rate of 76.55%, placing Ankara 13$^{th}$ among the 81 provinces in Turkey.

Public services and education are the most prominent sectors in Ankara. The construction and services sectors are also of considerable economic importance. In 2011, per capita gross value added in the province was calculated to be USD12,269, which is above the national average of USD9,244. In the same year, services accounted for 71.5% of gross value added, manufacturing for 25.7% and agriculture for 2.8%. While the share of manufacturing is close to the national average of 27.5%, the share of agriculture in the province is quite small compared to the national average of 9.0%, but the share of services is above the national average of 63.5%.

The region shows great potential for foreign trade. Total exports in 2013 amounted to USD7,979 million, 86.5% of which was carried out by the manufacturing sector. Total imports in the same year were USD10,691 million. The province thus accounted for 4.4% of total national exports and 5.3% of imports. Ankara takes second place in the Socio-Economic Development Ranking of Provinces[1], but ranks 15$^{th}$ in the Gender Equality Index for the Locals, an index based on representation in municipal assemblies, the number of women with high school or higher levels of education, adolescent births, maternal mortality and the rate of formal employment.[2]

1 *Ministry of Development (2013) Socio-economic Development Ranking of Provinces and Regions (SEGE-2011), Ankara*

2 *TEPAV (2014) Gender equality report card for 81 Provinces, Ankara (H. Demirdirek, Ü. Şener)*

# 2. BASIC CHARACTERISTICS OF THE LABOUR MARKET IN ANKARA PROVINCE

This analysis of the labour market in Ankara was based on data from the Turkstat Household Labour Force Survey. The labour force participation rate in Ankara was 46.7% in 2010, while the employment rate was 41.1% (between 40.5% and 41.6% with a confidence interval of 95%), and the unemployment rate was 12.1% (between 11% and 13.2% with a confidence interval of 95%) in the same year. In 2013, the corresponding rates were 49.5%, 44.5% and 10.2%, Thus the participation and employment rates increased, and the unemployment rate declined.

## 2.1. Labour Force Indicators

For men, the labour force participation rate in 2010 was 68.7%, the employment rate was 61.5% and the rate of unemployment was 11.4% (Table 1). The corresponding rates for women were 25.3%, 21.3% and 16.1%. Nationally, these ratios were 70.8%, 62.7% and 11.4% for men, and 27.6%, 24% and 13% for women. While the national rates for men were higher in all cases, the national rates for women, with the exception of the unemployment rate, were lower. It is observed that men had much higher levels of employment and labour force participation than women, both in Ankara and at the national level, while unemployment was higher among women. In 2013, the national rates of labour force participation, employment and unemployment were 71.5%, 65.2% and 8.7% for men, respectively, and 30.8%, 27.1% and 11.9% for women. For both genders, the participation and employment rates had increased whereas the unemployment rates had decreased. An examination of the same rates for Ankara reveals, notably, that the unemployment rate for women in 2013, at 16.2%, was 4.3 points higher than the national average of 11.9%, whereas unemployment among men was one point lower than the national average. Between 2010 and 2013, the number of unemployed men fell from 125,000 to 101,000, while the number of unemployed women actually increased from 73,000 to 88,000. Female employment rose by 76,000 over the same period but male employment increased by 149,000 (Table 1).

## TABLE 1 – LABOUR FORCE SITUATION OF THE POPULATION (THOUSANDS)*

| | 2010 | | 2013 | |
|---|---|---|---|---|
| **Total** | **Turkey** | **Ankara Province** | **Turkey** | **Ankara Province** |
| Population aged 15 and over | 52,541 | 3,513 | 55,608 | 3,748 |
| Labour Force | 25,641 | 1,640 | 28,271 | 1,856 |
| Employed | 22,594 | 1,442 | 25,524 | 1,667 |
| Unemployed | 3,046 | 198 | 2,747 | 190 |
| Labour force participation rate (%) | 48.8 | 46.7 | 50.8 | 49.5 |
| Unemployment rate (%) | 11.9 | 12.1 | 9.7 | 10.2 |
| Employment rate | 43.0 | 41.1 | 45.9 | 44.5 |
| Population outside labour force | 26,901 | 1,872 | 27,337 | 1,892 |

| | 2010 | | 2013 | |
|---|---|---|---|---|
| **Men** | **Turkey** | **Ankara Province** | **Turkey** | **Ankara Province** |
| Population aged 15 and over | 25,801 | 1,728 | 27,411 | 1,840 |
| Labour Force | 18,257 | 1,188 | 19,597 | 1,313 |
| Employed | 16,170 | 1,063 | 17,883 | 1,212 |
| Unemployed | 2,088 | 125 | 1,714 | 101 |
| Labour force participation rate (%) | 70.8 | 68.7 | 71.5 | 71.4 |
| Unemployment rate (%) | 11.4 | 10.5 | 8.7 | 7.7 |
| Employment rate | 62.6 | 61.5 | 65.2 | 65.8 |
| Population outside labour force | 7,544 | 540 | 7,814 | 527 |

| | 2010 | | 2013 | |
|---|---|---|---|---|
| **Women** | **Turkey** | **Ankara Province** | **Turkey** | **Ankara Province** |
| Population aged 15 and over | 26,740 | 1,784 | 28,197 | 1,908 |
| Labour Force | 7,383 | 452 | 8,674 | 543 |
| Employed | 6,425 | 379 | 7,641 | 455 |
| Unemployed | 959 | 73 | 1,033 | 88 |
| Labour force participation rate (%) | 27.6 | 25.3 | 30.8 | 28.5 |
| Unemployment rate (%) | 13.0 | 16.1 | 11.9 | 16.2 |
| Employment rate | 24.0 | 21.3 | 27.1 | 23.9 |
| Population outside labour force | 19,357 | 1,332 | 19,523 | 1,365 |

** Numbers may not add up to total due to rounding.*

*Source: www.tuik.gov.tr Labour Force Statistics, (accessed on 12.12.2014)*

Tables 2 and 3 show the labour force and the labour force participation rates disaggregated by gender, age and education for the years 2010 and 2013. The youngest age group (15-19) accounts for 4.5% of male employment and 3.5% of female employment. Persons aged between 20 and 24 have a share of 8.5% in male employment and 12.6% in female employment. The corresponding shares for the succeeding age brackets are 34.1% and 36.9%, 46.8% and 43.4%, and finally 6% and 3.8%, respectively. The age distributions of men and women in the labour force were similar, both in 2010 and 2013. For the age groups 20-24 and 25-34, the rate of participation among men is twice the rate for women, while in the 35-54 age group there are three times as many men as women in the labour force. These three age groups make up more than 90% of the total labour force for both genders. While it is true that the wide age range of the 35-54 group makes it difficult to understand age-related factors precisely, the vast difference between the genders, which persisted in 2013, points to the existence of certain factors that negatively affect labour market participation among women over 34.

**TABLE 2 – LABOUR FORCE BY LEVEL OF EDUCATION AND AGE GROUP (THOUSANDS, AGED 15 AND OVER)**

| | 15-19 | | 20-24 | | 25-34 | | 35-54 | | 55+ | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **2010** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** |
| Illiterate | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 3 | 1 | 3 | 6 | 6 |
| Primary education | 43 | 8 | 34 | 7 | 161 | 32 | 281 | 67 | 38 | 8 | 557 | 123 |
| Regular or vocational high school | 11 | 7 | 43 | 30 | 134 | 39 | 126 | 34 | 8 | 2 | 322 | 111 |
| College | 0 | 0 | 23 | 20 | 110 | 95 | 147 | 92 | 24 | 4 | 303 | 212 |
| Total | 54 | 16 | 101 | 57 | 406 | 167 | 556 | 196 | 71 | 17 | 1,188 | 452 |

| | 15-19 | | 20-24 | | 25-34 | | 35-54 | | 55+ | | Total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **2013** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** |
| Illiterate | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 2 | 4 | 4 | 8 |
| Primary education | 39 | 10 | 46 | 10 | 143 | 30 | 295 | 90 | 53 | 9 | 577 | 149 |
| Regular or vocational high school | 6 | 6 | 55 | 30 | 141 | 49 | 154 | 39 | 12 | 2 | 366 | 125 |
| College | 0 | 0 | 28 | 29 | 139 | 117 | 170 | 111 | 29 | 5 | 365 | 262 |
| Total | 45 | 15 | 129 | 69 | 423 | 196 | 620 | 243 | 96 | 20 | 1,313 | 543 |

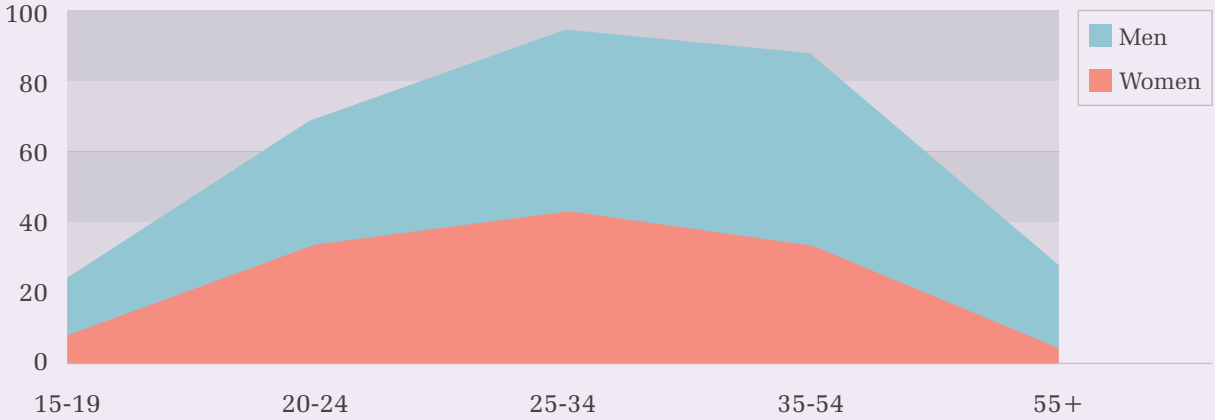
*Numbers may not add up to total due to rounding.*
*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

## TABLE 3 – LABOUR FORCE PARTICIPATION RATE BY AGE GROUP (%)

| | 2010 | | 2013 | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| 15-19 | 27.4 | 9.6 | 24.9 | 8.8 |
| 20-24 | 64.5 | 30.1 | 70.4 | 34.9 |
| 25-34 | 95 | 39.1 | 95.1 | 44.3 |
| 35-54 | 84.5 | 29.5 | 88.9 | 33.9 |
| 55+ | 24.5 | 5.0 | 28.7 | 5.2 |

*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

## FIGURE 1 – LABOUR FORCE PARTICIPATION RATE BY AGE GROUP (2013)




*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

One striking fact about he composition of the labour force is that the share of labour market participants with a college degree is higher among women than men: 47% of women in the labour force had college degrees in 2010, whereas the corresponding ratio was only 26% for men. 24.6% of women had a high school education or equivalent, compared to 27.1% of men. Persons with an education lower than high school level made up 29% of the female labour force and 47% of the male labour force. The high share of women with college degrees in the labour force reflects the same factors that cause this phenomenon nationwide as well as the concentration of female employment in Ankara in the public sector and in private services sectors. Between 2010 and 2013, a slightly more rapid increase is observed in the proportion of college graduates among men than among women, but this does not significantly affect the difference between the genders. The main change observed during this period is a three-point decline in the proportion of men in the labour force with less than a high school education and a 2.3-point increase in the proportion of men in the labour force who are college graduates. This resulted in a 2.4-point increase in the share of college gradues in the total workforce, and a 2.4% decline in the share of persons with only a high school education or lower.

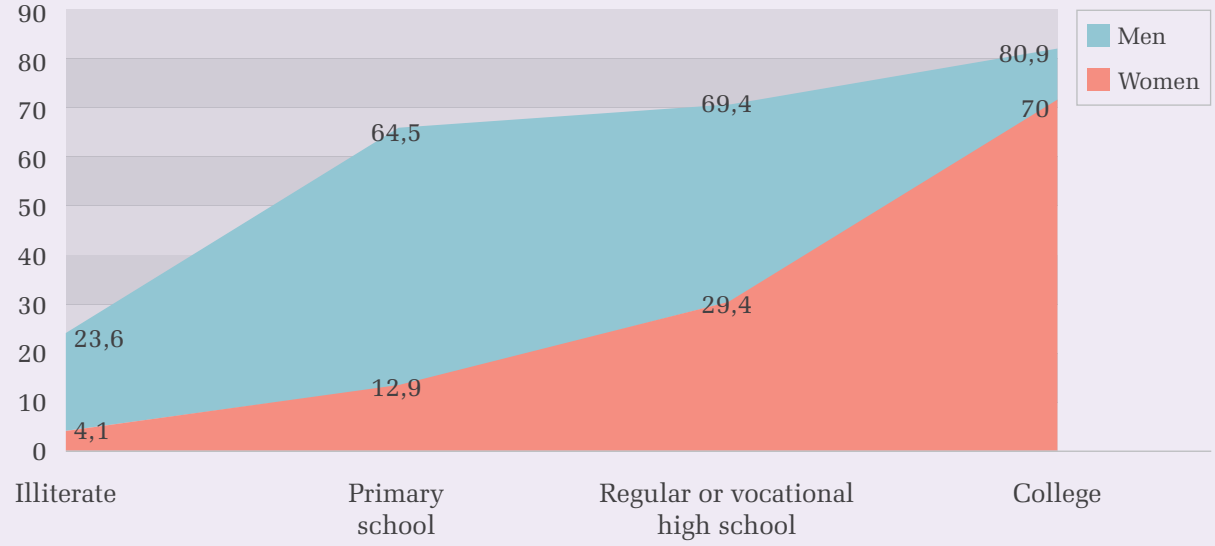
## TABLE 4 – LABOUR FORCE PARTICIPATION RATE BY LEVEL OF EDUCATION (%)

| | 2010 | | 2013 | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| Illiterate | 23.6 | 4.1 | 18.1 | 5.4 |
| Primary education | 64.5 | 12.9 | 65.8 | 15.5 |
| Regular or vocational high school | 69.4 | 29.4 | 72.7 | 29.1 |
| College | 80.9 | 70.0 | 83.3 | 70.6 |

*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

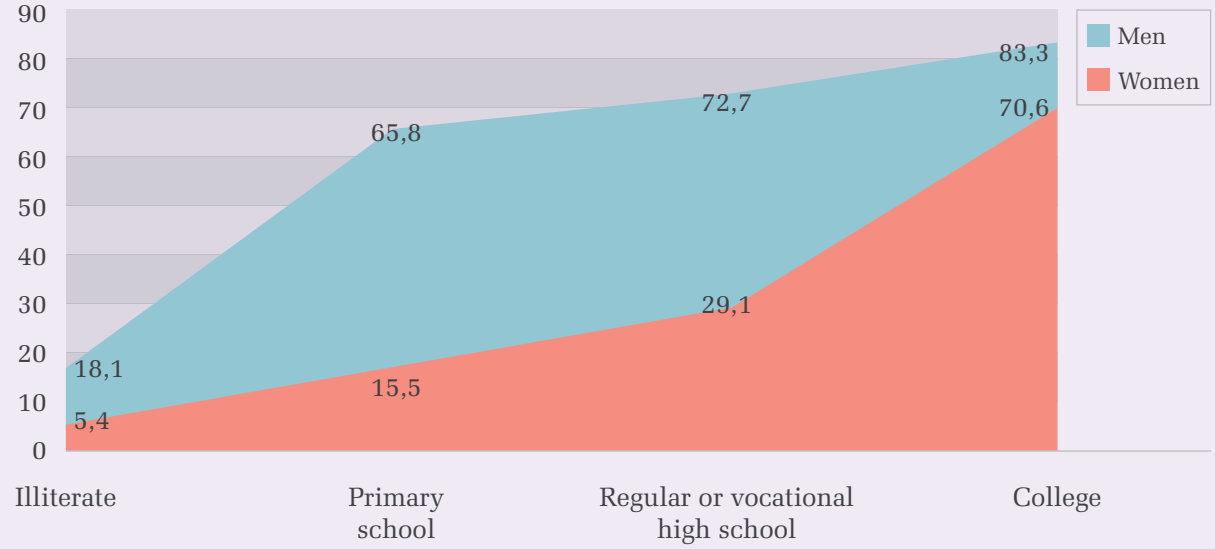
Figures for the labour force participation rate by level of education show that participation among women with an education lower than high school level was 12.9% in 2010, while participation among women with a high school education was 29.4% and participation among women with a higher education was 70%. In 2013, the corresponding rates of participation were 15.5%, 29.1% and 70.6%, respectively. For men, these rates were 64.5%, 69.4% and 80.9% respectively in 2010, and 65.8%, 72.7% and 83.3% in 2013. For both genders, labour force participation rises with the level of education. The gap in favor of men between the labour force participation rates for men and women is around 50 points for those with only a primary education and 40 points at the high school level, but falls to about ten points for those with college degrees (Figures 2 and 3).

**FIGURE 2 – LABOUR FORCE PARTICIPATION RATE BY EDUCATION (2010)**




*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

**FIGURE 3 – LABOUR FORCE PARTICIPATION RATE BY LEVEL OF EDUCATION (2013)**




*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

Table 5 shows the distribution by age groups and level of education of the population of Ankara that remained outside the workforce in 2010 and 2013. It is apparent that the average level of education of men outside the labour force is higher than that of women outside the workforce. This situation stems from the fact that although education has a positive impact on labour force participation for both genders, its influence is stronger in the case of women.

**TABLE 5 – POPULATION OUTSIDE LABOUR FORCE BY EDUCATION AND AGE GROUP**

| **2010** | | | | | | |
|---|---|---|---|---|---|---|
| **Men** | | | | | | |
| | **15-19** | **20-24** | **25-34** | **35-54** | **55+** | **Total** |
| Illiterate | 1 | 0 | 2 | 4 | 12 | 20 |
| Primary education | 105 | 2 | 5 | 56 | 138 | 307 |
| Regular or vocational high school | 36 | 44 | 8 | 24 | 29 | 142 |
| College | 0 | 8 | 6 | 17 | 40 | 72 |
| Total | **142** | **56** | **21** | **102** | **220** | **540** |
| **Women** | | | | | | |
| | **15-19** | **20-24** | **25-34** | **35-54** | **55+** | **Total** |
| Illiterate | 2 | 2 | 7 | 35 | 100 | 146 |
| Primary education | 121 | 52 | 161 | 327 | 166 | 827 |
| Regular or vocational high school | 31 | 66 | 68 | 77 | 26 | 268 |
| College | 0 | 12 | 24 | 29 | 26 | 91 |
| Total | **153** | **132** | **260** | **468** | **318** | **1,332** |
| **2013** | | | | | | |
| **Men** | | | | | | |
| | **15-19** | **20-24** | **25-34** | **35-54** | **55+** | **Total** |
| Illiterate | 0 | 1 | 1 | 4 | 11 | 17 |
| Primary education | 102 | 4 | 5 | 45 | 144 | 300 |
| Regular or vocational high school | 33 | 41 | 10 | 17 | 37 | 137 |
| College | 0 | 8 | 7 | 11 | 47 | 73 |
| Total | **135** | **54** | **22** | **77** | **239** | **527** |
| **Women** | | | | | | |
| | **15-19** | **20-24** | **25-34** | **35-54** | **55+** | **Total** |
| Illiterate | 2 | 1 | 5 | 27 | 106 | 141 |
| Primary education | 119 | 39 | 145 | 323 | 184 | 811 |
| Regular or vocational high school | 39 | 76 | 69 | 86 | 34 | 304 |
| College | 0 | 12 | 27 | 37 | 33 | 109 |
| Total | **160** | **128** | **247** | **473** | **356** | **1,365** |

*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

The burden of providing child and elderly care falls disproportionately on women in Turkey, which results in a "double shift" situation for women working in the labour market, considering their domestic obligations, while the gap in social service provision has been increasing, especially in urban areas. This situation, which characterizes the whole country as well as Ankara, has created an insurmountable barrier for women's participation in the labour force. It appears that this barrier can only be overcome through higher education. Structural problems such as the fact that women working in the labour market generally face inadequate pay/incomes and poor working conditions, and the lack of job opportunities that would provide them with sufficient income to be able to afford market solutions for their domestic obligations, drives women, particularly those with low levels of education, out of the labour force. The reasons why women's participation in the labour market is low compared even to the participation of men with the same level of education have been investigated and identified from many angles by researchers studying women's labour (İlkkaracan, 2012; Toksöz, 2012; Memiş vd. 2011; Zacharais et.al., 2014).

## 2.2. Employment Situation in Ankara Province

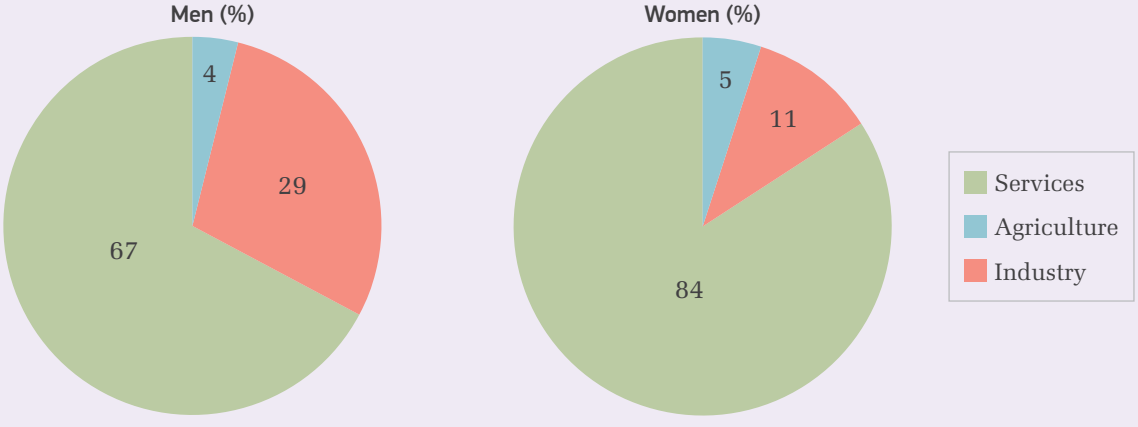
Employment in Ankara is primarily in the services sector, followed by industry; the share of agriculture in employment is quite low. In 2010, 27.6% of men were employed in industry, 69.2% in services, and 3.2% in agriculture. The share of agriculture increased to 4.3% in 2013, while the share of industry rose to 28.4%, and the share of services fell to 67.2%. For women, the corresponding shares were 82.7% for services, 12.7% for industry, and 5.3% in agriculture in 2010, and 83.7%, 11% and 5.5% in 2013. While the share of agriculture, which was similar to the figure for men, did not increase much, the share of services increased and the share of industry declined. In both years, there was a marked contrast in the distributions of men and women between industry and services.

**TABLE 6 – EMPLOYMENT BY SECTOR (AGE 15 AND OVER)**

| | 2010 | | | | | | 2013 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Men | | Women | | Total | | Men | | Women | | Total | |
| | tho | % | tho | % | tho | % | tho | % | tho | % | tho | % |
| Agriculture | 34 | 3.2 | 20 | 5.3 | 54 | 3.7 | 52 | 4.3 | 25 | 5.5 | 77 | 4.6 |
| Industry | 293 | 27.6 | 48 | 12.7 | 341 | 23.6 | 344 | 28.4 | 50 | 11 | 394 | 23.6 |
| Services | 736 | 69.2 | 312 | 82.3 | 1,048 | 72.7 | 815 | 67.2 | 381 | 83.7 | 1,196 | 71.7 |
| Total | 1,063 | 100 | 379 | 100 | 1,442 | 100 | 1,212 | 100 | 455 | 100 | 1,667 | 100 |

*Note: For values less than 2,000, the sample size is insufficient for estimates*
*Source: www.tüik.gov.tr Labour Force Statistics*

**FIGURE 4 – EMPLOYEE DISTRIBUTION BY SECTOR (2013)**




*Source: Turkstat, Labour Force Statistics Database, www.tuik.gov.tr*

In Ankara, as in Turkey as a whole, most people working in agriculture are either self-employed or unpaid family workers. This is due to the relatively small scale of agricultural activities on average. While most women in agriculture are unpaid family workers, it is more common for men to be self-employed persons or employers. Since the number of employers among women is negligibly small, men and women who are either self-employed or unpaid family workers, and whose employment is therefore fragile, make up 90%-91% of the total number of agricultural workers. In the non-agricultural sectors, the corresponding ratios are 16% for women and 10.3% for men. It is also important to note that the proportion of women working outside agriculture who are employers or self-employed is only half of the proportion of men who fall into these categories (Table 7).

**TABLE 7 – EMPLOYMENT BY STATUS AT WORK (AGE 15 AND OVER)**

| | | 2010 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Men | | Women | | Men | | Women | |
| | | thousands | % | thousands | % | thousands | % | thousands | % |
| Total | Employee | 842 | 79.2 | 313 | 82.6 | 979 | 80.8 | 390 | 85.7 |
| | Employer or self -employed | 208 | 19.6 | 42 | 11.1 | 215 | 17.7 | 36 | 7.9 |
| | Unpaid family worker | 14 | 1.3 | 24 | 6.3 | 17 | 1.4 | 30 | 6.6 |
| | Total | 1,063 | 100 | 379 | 100 | 1,212 | 100 | 455 | 100 |
| Agriculture | Employee | 5 | 14.7 | 1 | 5 | 6 | 11.5 | 2 | 8 |
| | Employers or self -employed | 25 | 73.5 | 3 | 15 | 41 | 78.8 | 3 | 12 |
| | Unpaid family worker | 5 | 14.7 | 15 | 75 | 6 | 11.5 | 19 | 76 |
| | Total | 34 | 100 | 20 | 100 | 52 | 100 | 25 | 100 |
| Non-agriculture | Employee | 837 | 81.3 | 312 | 86.7 | 974 | 84 | 387 | 89.8 |
| | Employers or self -employed | 183 | 17.8 | 38 | 10.6 | 174 | 15 | 33 | 7.7 |
| | Unpaid family worker | 9 | 0.9 | 9 | 2.5 | 12 | 1 | 11 | 2.6 |
| | Total | 1,029 | 100 | 360 | 100 | 1,159 | 100 | 431 | 100 |

*Note: For values less than 2,000, the sample size is insufficient for estimates*
*Source: www.tüik.gov.tr Labour Force Statistics*

An examination of the levels of education of persons in employment by sector and gender shows that the average level of education is higher in industry and services than in agriculture. With respect to gender, the levels of education of men and women working in agriculture and industry are quite similar, but women working in services have a significantly higher level of education than men in the same sector. This difference points to the fact that women with higher levels of education are usually employed in the services sectors, with some variations depending on the exact nature of the work performed.

## TABLE 8 – EMPLOYEES BY LEVEL OF EDUCATION AND SECTOR

| | | 2013 | | | | 2010 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Men | | Women | | Men | | Women | |
| | | thousands | % | thousands | % | thousands | % | thousands | % |
| Agriculture | Illiterate | 1 | 1.9 | 3 | 12.5 | 1 | 2.9 | 3 | 15.0 |
| | Primary education | 44 | 84.6 | 20 | 83.3 | 29 | 85.3 | 16 | 80.0 |
| | Regular or vocational high school | 5 | 9.6 | 1 | 4.2 | 3 | 8.8 | 1 | 5.0 |
| | College | 2 | 3.8 | 0 | 0.0 | 1 | 2.9 | 0 | 0.0 |
| Industry | Illiterate | 1 | 0.3 | 1 | 2.0 | 2 | 0.7 | 1 | 2.1 |
| | Primary education | 193 | 56.3 | 22 | 44.0 | 163 | 55.8 | 24 | 50.0 |
| | Regular or vocational high school | 97 | 28.3 | 13 | 26.0 | 75 | 25.7 | 10 | 20.8 |
| | College | 52 | 15.2 | 14 | 28.0 | 52 | 17.8 | 13 | 27.1 |
| Services | Illiterate | 1 | 0.1 | 3 | 0.8 | 1 | 0.1 | 3 | 1.0 |
| | Primary education | 289 | 35.4 | 80 | 21.0 | 297 | 40.3 | 60 | 19.2 |
| | Regular or vocational high school | 238 | 29.2 | 83 | 21.8 | 209 | 28.4 | 74 | 23.7 |
| | College | 288 | 35.3 | 215 | 56.4 | 230 | 31.2 | 175 | 56.1 |
| Total | Illiterate | 3 | 0.2 | 7 | 1.5 | 3 | 0.3 | 6 | 1.6 |
| | Primary education | 527 | 43.5 | 123 | 27.0 | 489 | 46.0 | 101 | 26.6 |
| | Regular or vocational high school | 340 | 28.1 | 96 | 21.1 | 288 | 27.1 | 84 | 22.1 |
| | College | 341 | 28.2 | 229 | 50.3 | 283 | 26.6 | 189 | 49.7 |

*Note: For values less than 2,000, the sample size is insufficient for estimates*
*Source: www.tüik.gov.tr Labour Force Statistics*

The level of informal employment is quite high among women in agriculture due to the large number of unpaid family workers. While informal employment is also common in industry, there is no significant difference between genders. The gender difference in terms of informality is lowest in the services sector. A general decline in informal employment was observed in 2013 by comparison with 2010, one possible reason being the reversal of the rise in informal employment that followed the economic crisis, with a return to formality occurring as the effects of the crisis diminished.

## TABLE 9 – EMPLOYEES BY REGISTRATION WITH SOCIAL SECURITY SYSTEM AND SECTOR (AGE 15 AND OVER)

| | | 2010 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Men | | Women | | Men | | Women | |
| | | thousands | % | thousands | % | thousands | % | thousands | % |
| Agriculture | Registered | 21 | 61.8 | 18 | 90.0 | 30 | 57.7 | 24 | 96.0 |
| | Not registered | 13 | 38.2 | 2 | 10.0 | 22 | 42.3 | 1 | 4.0 |
| | Total | 34 | 100.0 | 20 | 100.0 | 52 | 100.0 | 25 | 100.0 |
| Industry | Registered | 67 | 22.9 | 19 | 39.6 | 55 | 16.0 | 11 | 22.0 |
| | Not registered | 226 | 77.1 | 29 | 60.4 | 289 | 84.0 | 39 | 78.0 |
| | Total | 293 | 100.0 | 48 | 100.0 | 344 | 100.0 | 50 | 100.0 |
| Services | Registered | 133 | 18.1 | 50 | 16.0 | 95 | 11.7 | 52 | 13.6 |
| | Not registered | 603 | 81.9 | 262 | 84.0 | 720 | 88.3 | 328 | 86.1 |
| | Total | 736 | 100.0 | 312 | 100.0 | 815 | 100.0 | 381 | 100.0 |
| Total | Registered | 221 | 20.8 | 87 | 23.0 | 180 | 14.9 | 87 | 19.1 |
| | Not registered | 842 | 79.2 | 292 | 77.0 | 1,031 | 85.1 | 368 | 80.9 |
| | Total | 1,063 | 100.0 | 379 | 100.0 | 1,212 | 100.0 | 455 | 100.0 |

*Note: For values less than 2,000, the sample size is insufficient for estimates*
*Source: www.tüik.gov.tr Labour Force Statistics*

## 2.3. Unemployment

The number of unemployed people in Ankara fell from 198,000 in 2010 to 189,000 in 2013. This was due to a decline in the number of unemployed men from 125,000 to 101,000. The number of unemployed women increased from 73,000 to 88,000. However, labour market participation among women increased from 25.8% to 28.3% over the same period. This situation indicates that unemployment affects women entering the workforce more severely than men. The fact that women make up a larger proportion of unemployed young people aged 15 to 24 than of the unemployed in older age brackets points to a lack of job opportunities and to the greater obstacles which persons of this age group encounter in finding suitable employment when they enter the labour market. In consequence the rate of unemployment, which was 10.5% for men and 16.1% for women in 2010, fell to 7.7% for men in 2013, but rose slightly for women, to 16.2% (Table 10).

TABLE 10 – NUMBER OF UNEMPLOYED PERSONS BY AGE GROUP (THOUSANDS)

| | 2010 | | | 2013 | | |
|---|---|---|---|---|---|---|
| | Total | Men | Women | Total | Men | Women |
| 15-19 | 18 | 10 | 8 | 14 | 7 | 7 |
| 20-24 | 41 | 23 | 18 | 45 | 21 | 24 |
| 25-34 | 71 | 44 | 27 | 64 | 33 | 31 |
| 35-54 | 60 | 42 | 18 | 60 | 34 | 26 |
| 55+ | 8 | 7 | 1 | 6 | 6 | 0 |
| Total | 198 | 125 | 73 | 189 | 101 | 88 |

*Source: www.tüik.gov.tr Labour Force Statistics Database*

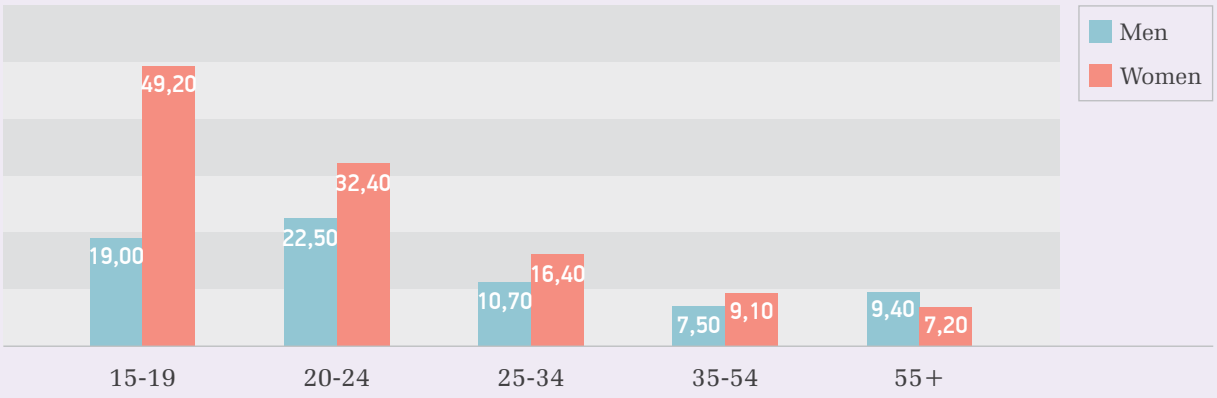
Women have higher rates of unemployment than men in every age group under 55. While the rate of unemployment tends to decline with age for both genders, the decline is steeper in the case of women. This relatively rapid decline can be explained to a large extent by the fact that labour force participation falls faster with age among older women than among older men due to increased domestic obligations (Table 11 and Figure 5).

TABLE 11 – UNEMPLOYMENT RATE BY AGE GROUP (%)

| | 2010 | | | 2013 | | |
|---|---|---|---|---|---|---|
| Age group | Men | Women | Total | Men | Women | Total |
| 15-19 | 19.0 | 49.2 | 26.0 | 15.5 | 42.8 | 22.4 |
| 20-24 | 22.5 | 32.4 | 26.1 | 16.4 | 35.4 | 23.0 |
| 25-34 | 10.7 | 16.4 | 12.4 | 7.8 | 15.7 | 10.3 |
| 35-54 | 7.5 | 9.1 | 8.0 | 5.5 | 10.7 | 7.0 |
| 55+ | 9.4 | 7.2 | 9.0 | 6.6 | 1.3 | 5.7 |

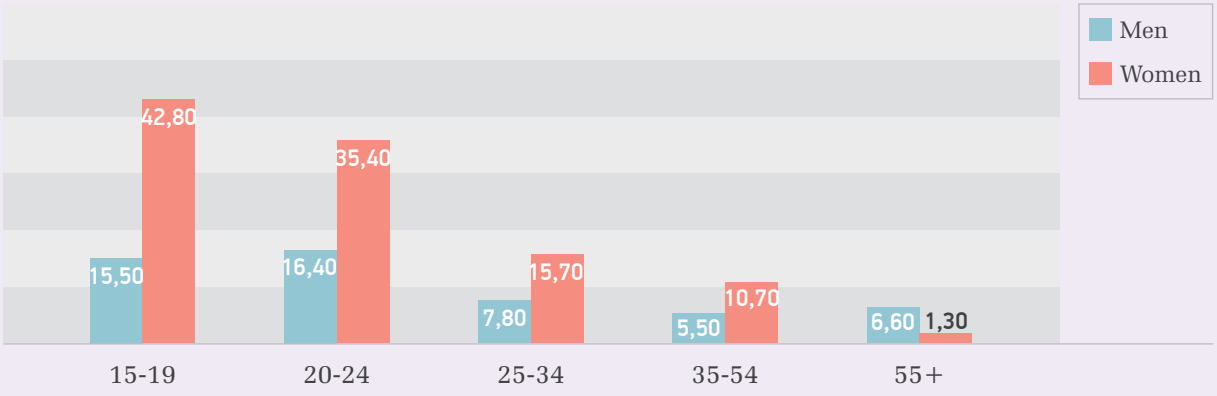
*Source: www.tüik.gov.tr Labour Force Statistics Database*

FIGURE 5A – UNEMPLOYMENT RATE BY AGE GROUP (2010)




*Source: www.tüik.gov.tr Labour Force Statistics Database*

FIGURE 5B – UNEMPLOYMENT RATE BY AGE GROUP (2013)




*Source: www.tüik.gov.tr Labour Force Statistics Database*

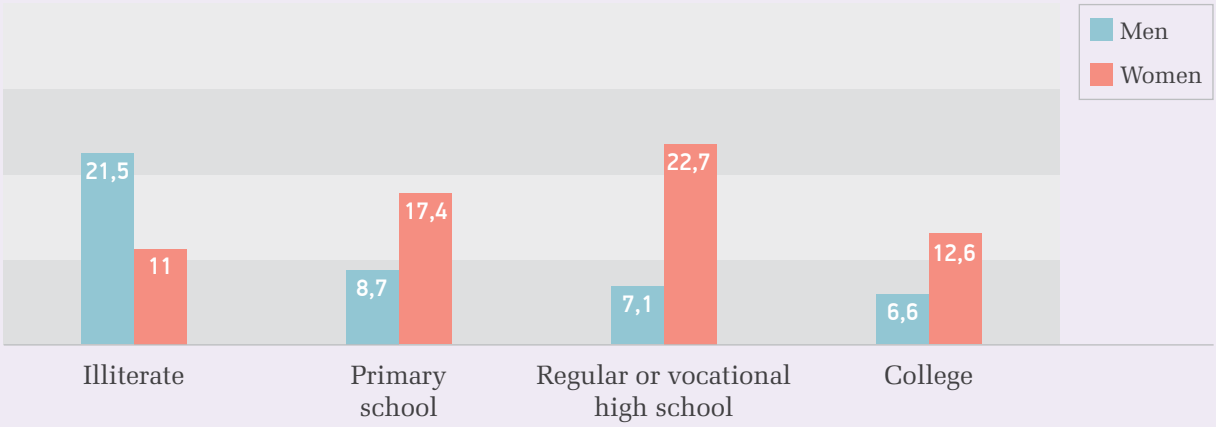
A similar picture emerges when the unemployment rates are broken down by level of education Women face higher rates of unemployment at all levels of education. While the rate of unemployment among men decreases as the level of education increases, the opposite is true for women up until the level of hgher education. The data shows that unemployment is a particularly severe problem for women with high school and college degrees, and that the policies so far implemented have been insufficient to address unemployment among these women. Contrary to the view that women's employment can be addressed solely through policies targeting gender disparities in education, the findings indicate that success cannot be achieved in this area without adopting and implementing more holistic policies (Table 12).

TABLE 12. UNEMPLOYMENT RATE BY LEVEL OF EDUCATION (%)

| | 2010 | | 2013 | |
|---|---|---|---|---|
| | **Men** | **Women** | **Men** | **Women** |
| Illiterate | 43.6 | 7.8 | 21.5 | 11.0 |
| Primary education | 12.1 | 17.9 | 8.7 | 17.4 |
| Regular or vocational high school | 10.7 | 24.3 | 7.1 | 22.7 |
| College | 6.8 | 11.0 | 6.6 | 12.6 |

*Source: www.tüik.gov.tr Labour Force Statistics Database*

FIGURE 6 – UNEMPLOYMENT RATE BY LEVEL OF EDUCATION (2013)




*Source: www.tüik.gov.tr Labour Force Statistics Database*

Another important indicator in this context is the distribution of the unemployed according to the time spent looking for work. Women on average remain unemployed for longer periods than men (Table 13). In 2010, the ratio of unemployed men who spent more than a year seeking employment was 28.2%, but the same ratio was 41.4% for women. These ratios fell to 23.2% and 36% respectively in 2013. Thus women who become unemployed are likely to spend a longer time out of work than men before they find employment again.

TABLE 13 – UNEMPLOYED PERSONS BY DURATION OF UNEMPLOYMENT

| | 2010 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|
| | Men | | Women | | Men | | Women | |
| | thousands | % | thousands | % | thousands | % | Thousands | % |
| Less than a year | 89 | 71.8 | 41 | 58.6 | 76 | 76.8 | 55 | 64.0 |
| One year or longer | 35 | 28.2 | 29 | 41.4 | 23 | 23.2 | 31 | 36.0 |
| Total | 124 | 100.0 | 70 | 100.0 | 99 | 100.0 | 86 | 100.0 |

*Source: www.tüik.gov.tr Labour Force Statistics Database*

TABLE 14 – DURATION OF UNEMPLOYMENT BY AGE GROUP (%)

| | 2010 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|
| | Men | | Women | | Men | | Women | |
| | Less than a year | One year or longer | Less than a year | One year or longer | Less than a year | One year or longer | Less than a year | One year or longer |
| 15-19 | 80.0 | 20.0 | 75.0 | 25.0 | 85.7 | 14.3 | 83.3 | 16.7 |
| 20-24 | 73.9 | 26.1 | 61.1 | 38.9 | 85.0 | 15.0 | 70.8 | 29.2 |
| 25-34 | 73.8 | 26.2 | 57.7 | 42.3 | 74.2 | 25.8 | 60.0 | 40.0 |
| 35-54 | 71.4 | 28.6 | 47.1 | 52.9 | 75.8 | 24.2 | 60.0 | 40.0 |
| 55+ | 42.9 | 57.1 | | | 57.1 | 42.9 | | |
| Total | 71.8 | 28.2 | 58.6 | 41.4 | 76.8 | 23.2 | 64.0 | 36.0 |

*Source: www.tüik.gov.tr Labour Force Statistics Database*

## 3. İŞKUR ANALYSIS OF TURKISH LABOUR MARKET – ANKARA PROVINCE, 2014

The Labour Force Analysis Demand Survey of 2014 was conducted by İŞKUR through face-to-face interviews in 110,509 workplaces throughout Turkey between May 12th and June 27th 2014. The survey made use of a more comprehensive questionnaire, broadened compared to previous years, in order to capture gender differentials. Included in the sampling frame for the survey were workplaces throughout Turkey with ten or more persons working for them which were active in the 17 sub-sectors of the Statistical Classification of Economic Activities in the European Union (NACE - Rev 2.0) with the exception of agriculture, domestic employment, the public sector and international organisations and institutions. Provincial and national estimates were generated for each of the sub-sectors (Ankara İPA, 2014).

The face-to-face interview method was used to collect basic information on the enterprise, the current employment situation by occupation and gender, vacant positions (occupation, required levels of education and skills, method used to fill the vacancy and preferences for the gender of the employee), data on positions that are difficult to fill, and finally expectations about likely future increases or decreases in demand for different occupations as of June 30th 2015 (Ankara İPA, 2014). A detailed presentation of the data collected is available in İŞKUR's İPA 2014 report. According to the report on the characteristics of enterprises located in Ankara, the largest number of enterprises had 10-49 employees in the first eight months of 2014. This group was followed by those with 1-9 people working for them, those with 50-249 employees, and those with more than 250 employees, in that order. 39.6% of the enterprises had 1-9 worker(s), 52% had 10-49 persons working for them and 8.2% had staffs of 50 or more.

The manufacturing sector accounts for the highest share of exports in Ankara with 43.26%. Workplaces in the province are for the most part engaged in manufacturing, construction, wholesale and retail trade, and managerial and support services. It was determined that a large majority of the enterprises in Ankara receive employment incentives from the government, and that the proportion of enterprises receiving incentives increases with the size of the workplace.

The ratio of part-time workers in Ankara is 9%, very close to the national ratio of 10%. The ratio of part-time workers in Ankara also increases with the size of the enterprise. Part-time work is particularly common in construction and wholesale/retail trade, both of which have an important place in Ankara's economy.

The proportion of enterprises included in the 2014 Ankara Labour Market Demand Survey which have foreign partners is quite high by comparison with the proportion of such companies in the country as a whole. Enterprises with foreign partners make up 15.2% of enterprises with 250 or more workers and 5.84% of workplaces with 50-249 workers, falling to 3.09% in enterprises with 10-49 employees (İPA, 2014).

The table below shows the distribution of workers by gender and sector for Ankara and for Turkey as a whole.

TABLE 15 – DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY SECTOR (2014)

| Sector | Turkey (%) | | Ankara (%) | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| Mining and quarrying | 1.5 | 0.3 | 2.0 | 0.5 |
| Manufacturing | 36.4 | 33.3 | 26.4 | 16.6 |
| Electricity, gas, steam and climate control production and distribution | 0.6 | 0.2 | 2.0 | 0.7 |
| Water supply; sewage, waste management and treatment | 0.5 | 0.2 | 0.5 | 0.1 |
| Construction | 14.5 | 4.0 | 20.5 | 10.6 |
| Wholesale and retail trade; repairs of motor land vehicles and motorbikes | 15.7 | 16.5 | 14.1 | 14.8 |
| Transportation and storage | 5.2 | 2.8 | 3.1 | 1.0 |
| Hospitality and food services | 7.1 | 9.3 | 4.5 | 4.1 |
| Information and communications | 1.3 | 1.9 | 2.3 | 2.8 |
| Financial and insurance services | 2.0 | 4.8 | 0.4 | 1.3 |
| Real estate activities | 0.5 | 0.5 | 0.8 | 1.3 |
| Professional, scientific, and technical activities | 2.4 | 3.9 | 4.6 | 6.1 |
| Managerial and support services | 7.4 | 8.9 | 12.4 | 16.4 |
| Education | 1.8 | 5.4 | 2.6 | 11.9 |
| Healthcare and social services | 1.5 | 6.2 | 1.7 | 8.3 |
| Culture, arts, entertainment and sports | 0.3 | 0.3 | 0.4 | 0.5 |
| Other services | 1.2 | 1.6 | 1.6 | 3.0 |
| TOTAL | 100 | 100 | 100 | 100 |

*Source: Ankara İPA 2014*

Manufacturing industry is the largest single source of employment in Ankara, followed by construction, wholesale and retail trade, and managerial and support services. Other prominent sectors for women's employment are education, and healthcare and social services. Women made up 22.5% of all workers in 2014, which is lower than the national ratio of 26%.

The sectoral distribution of employees in Ankara Province and in Turkey in general are shown below, disaggregated by gender. In Ankara, by comparison with the country as a whole, low value added service sectors such as education, healthcare and managerial services account for a high proportion of employment, especially for women (Figures 7a and 7b).

Wholesale and retail trade is the third most important source of employment both for men and for women. Secondplace goes to construction for men, and managerial and support services for women. The next most important sectors for women are healthcare and social services, and education (Figure8). Apart from these last two sectors, there are no sectors in which women employees account for half or a high proportion of the workers (Table 16). These figures point to a high degree of gender segregation among sectors on the Ankara labour market, and suggest that this may be a serious obstacle to increasing female employment.

FIGURE 7A – EMPLOYEES BY SECTOR (2014)

WOMEN

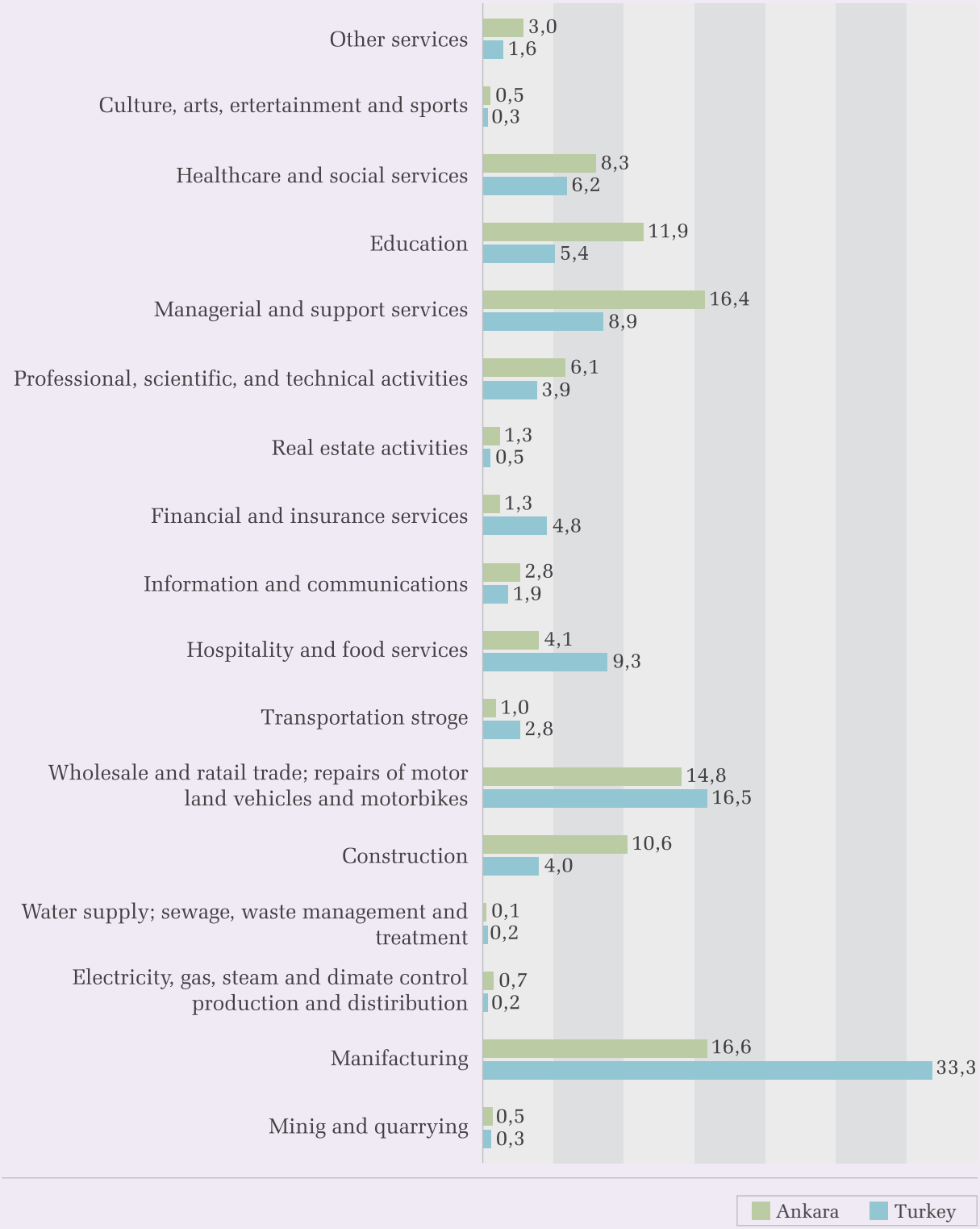
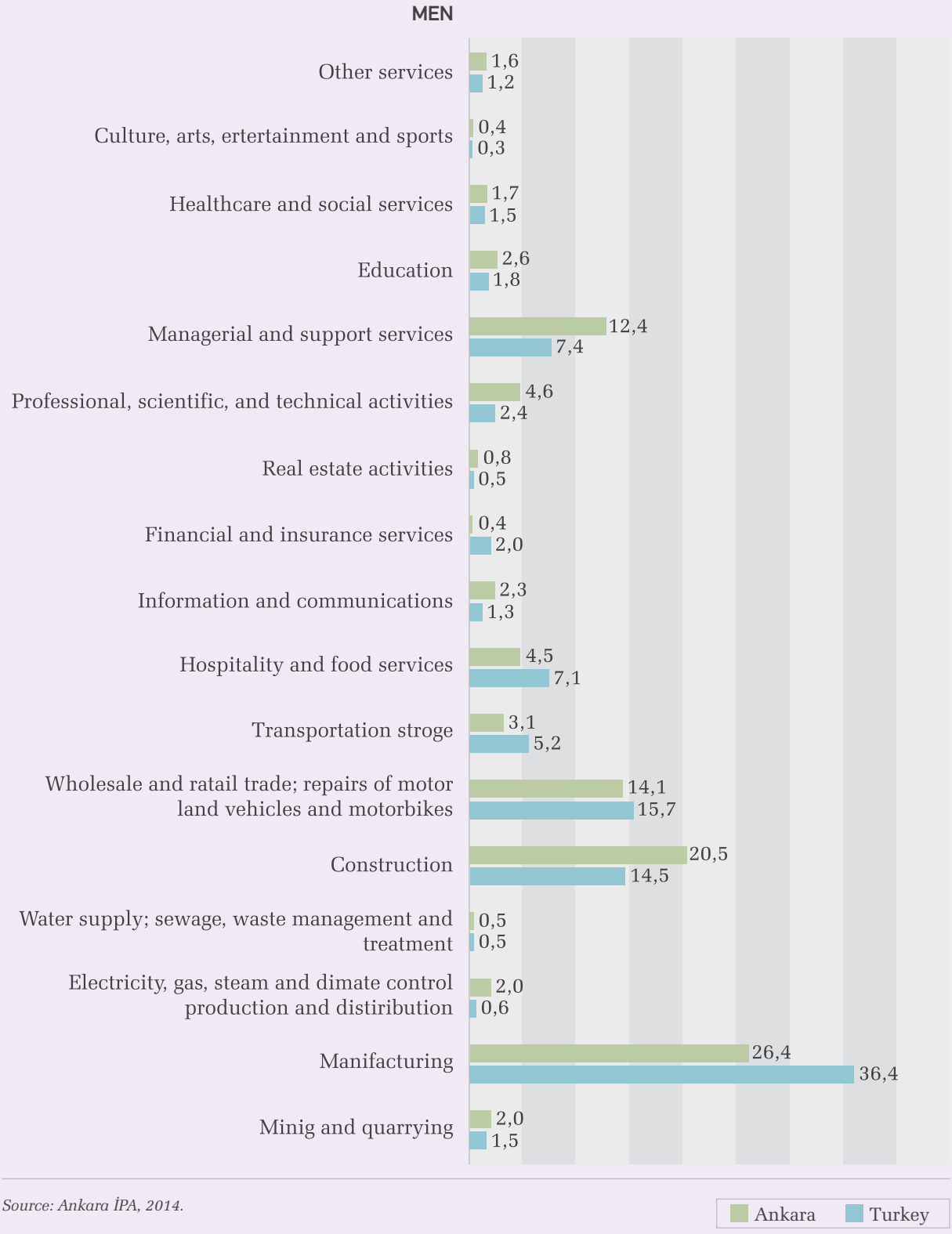
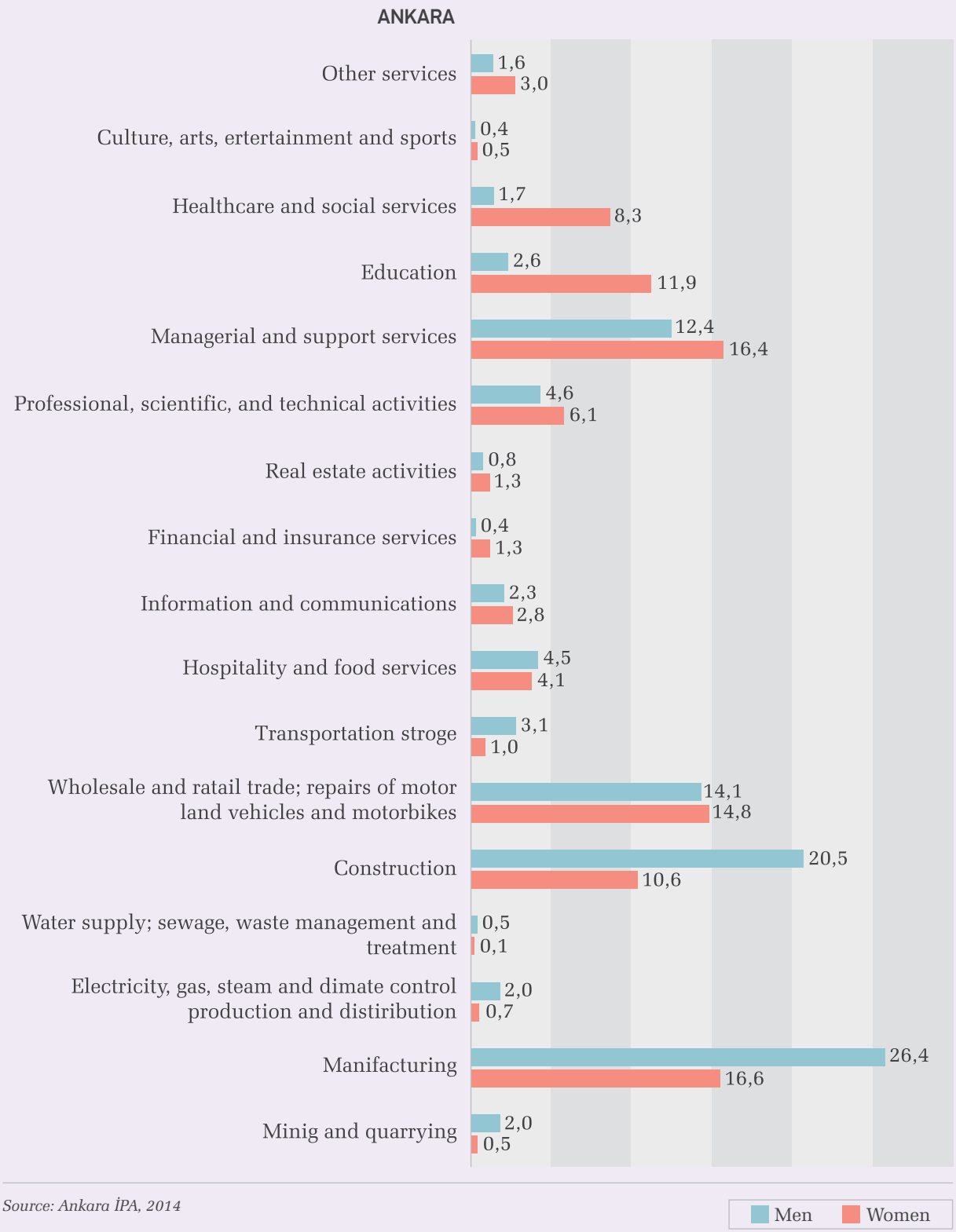


**FIGURE 7B – EMPLOYEES BY SECTOR (2014)**




*Source: Ankara İPA, 2014.*

**FIGURE 8 – EMPLOYEES BY SECTOR (2014)**




*Source: Ankara İPA, 2014*

According to the distribution of employment by main occupational groups, professional occupations are the leading source of employment, accounting for 26.9% of women's employment. This is in line with the predominance of the healthcare and education sectors in female employment. Occupations requiring no qualifications come second and office services third. For men, artisans and related occupations is the largest of the main occupation groups and occupations requiring no qualifications comes second. The distribution of employment for men shows that men display a higher degree of occupational diversity, and are more evenly distributed among occupations than women (Table 17). Comparing the figures for the province of Ankara with the national average supports the observation that women have a significantly higher presence in professional occupations in this province (Figure 9).

**TABLE 16 – GENDER DISTRIBUTION OF EMPLOYEES BY SECTOR (%)**

| Sector | Men | Women |
|---|---|---|
| Mining and quarrying | 94.2 | 5.8 |
| Manufacturing | 75.7 | 24.3 |
| Electricity, gas, steam and climate control production and distribution | 88.5 | 11.5 |
| Water supply; sewage, waste management and treatment | 90.7 | 9.3 |
| Construction | 91.1 | 8.9 |
| Wholesale and retail trade; repairs of motor land vehicles and motorbikes | 73.0 | 27.0 |
| Transportation and storage | 84.2 | 15.8 |
| Hospitality and food services | 68.7 | 31.3 |
| Information and communications | 65.4 | 34.6 |
| Financial and insurance services | 53.8 | 46.2 |
| Real estate activities | 76.5 | 23.5 |
| Professional, scientific, and technical activities | 63.7 | 36.3 |
| Managerial and support services | 70.3 | 29.7 |
| Education | 48.7 | 51.3 |
| Healthcare and social services | 40.5 | 59.5 |
| Culture, arts, entertainment and sports | 76.9 | 23.1 |
| Other services | 67.8 | 32.2 |

*Source: Ankara İPA, 2014*

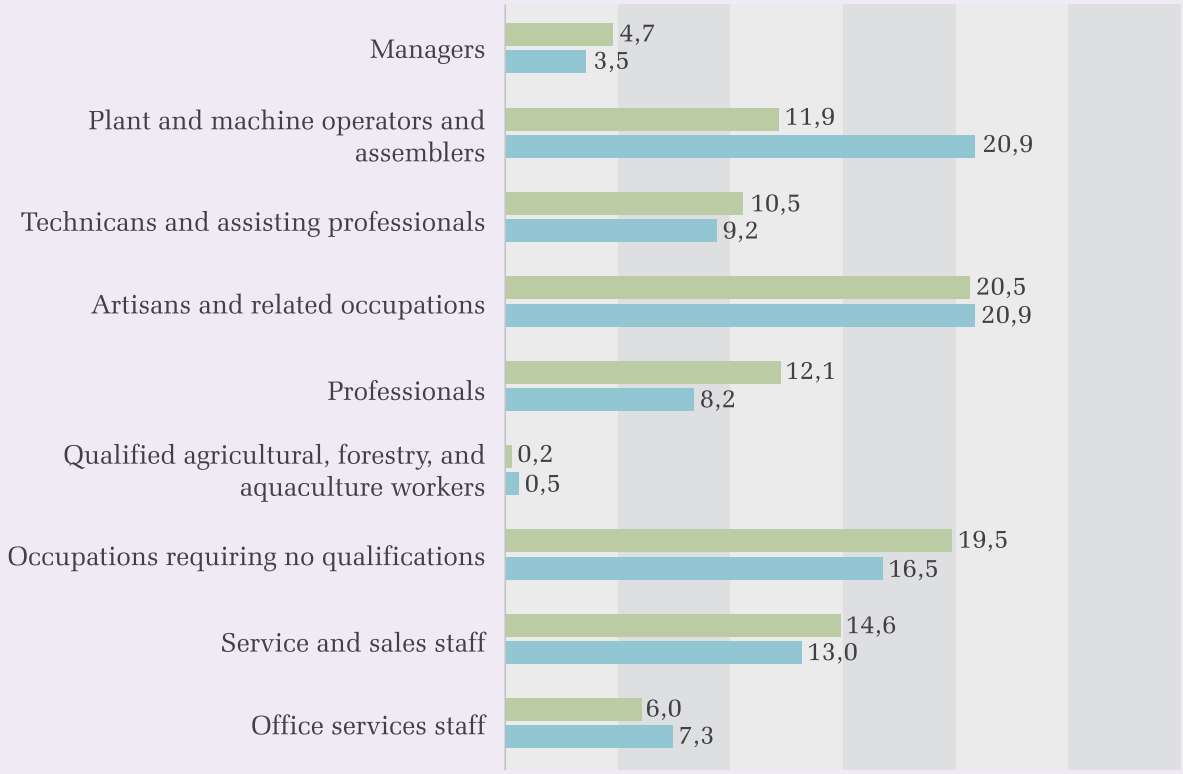
**TABLE 17 – DISTRIBUTION OF EMPLOYEES BY MAIN OCCUPATIONAL GROUPS**

| Occupation group | Turkey | | Ankara | |
|---|---|---|---|---|
| | Men (%) | Women (%) | Men (%) | Women (%) |
| Office services staff | 7.3 | 17.3 | 6.0 | 20.5 |
| Service and sales staff | 13.0 | 13.7 | 14.6 | 13.7 |
| Occupations requiring no qualifications | 16.5 | 21.3 | 19.5 | 21.6 |
| Qualified agricultural, forestry, and aquaculture workers | 0.5 | 0.2 | 0.2 | 0.0 |
| Professionals | 8.2 | 16.0 | 12.1 | 26.9 |
| Artisans and related occupations | 20.9 | 8.8 | 20.5 | 3.4 |
| Technicians and assisting professionals | 9.2 | 7.2 | 10.5 | 8.3 |
| Plant and machine operators and assemblers | 20.9 | 12.4 | 11.9 | 2.3 |
| Managers | 3.5 | 3.1 | 4.7 | 3.5 |
| TOTAL | 100 | 100 | 100 | 100 |

*Source: Ankara İPA, 2014*

## FIGURE 9A – EMPLOYMENT BY MAIN OCCUPATIONAL GROUPS (2014)

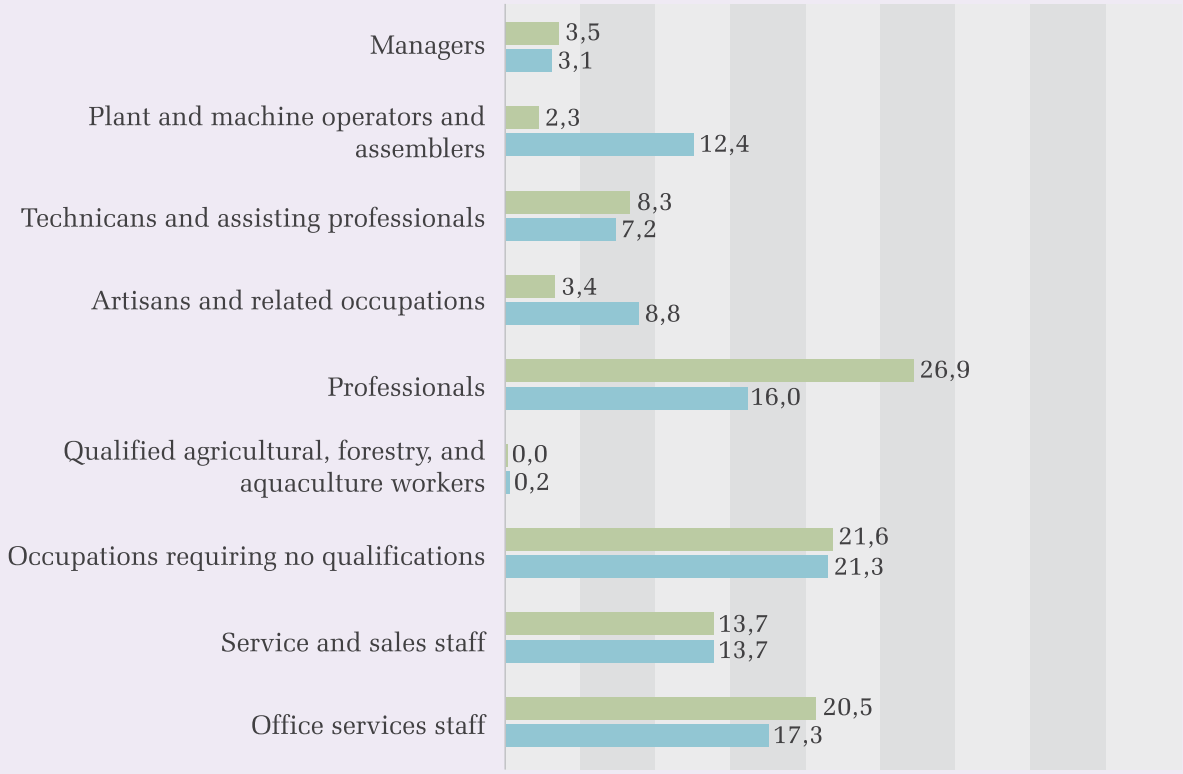
MEN




*Source: Ankara İPA, 2014*

## FIGURE 9B – EMPLOYMENT BY MAIN OCCUPATIONAL GROUPS (2014)

WOMEN




*Source: Ankara İPA, 2014*

The ten occupations with the highest number of women working in them account for a much higher share of female employment than is the case for men (42% vs. 30.5%), showing that women are concentrated in fewer occupations. The top ten occupations for women in the province reflect the importance of services, and in particular in healthcare services and managerial and support services, with their important role in women's employment. Such occupations include: cleaning staff, accountants, sales consultants, nurses, clerical workers, secretaries, cashiers and so on. For men, occupations related to services sectors, especially transport and hospitality services, and to construction - such as security staff, waiters, sales consultants, manual workers and drivers - play an important role in providing employment.

The occupations providing the most employment nationally are broadly similar to those that provide the most employment in the province of Ankara, apart from some exceptions like the occupation of sewing machine operator in manufacturing industry, for which women are commonly employed (Table 18).

**TABLE 18 – OCCUPATIONS WITH THE HIGHEST NUMBERS OF EMPLOYEES BY GENDER (2014)**

| **Ankara** | | | | | |
|---|---|---|---|---|---|
| **Total** | **%** | **Men** | **%** | **Women** | **%** |
| Cleaning staff | 7.2 | Manual worker (general) | 6.3 | Cleaning staff | 14.3 |
| Manual worker (general) | 5.0 | Security staff | 5.7 | Secretary | 5.6 |
| Security staff | 4.7 | Cleaning staff | 5.2 | Office clerk (General) | 4.5 |
| Manual worker (Construction) | 2.5 | Manual worker (construction) | 3.0 | Accountant | 4.1 |
| Office clerk (general) | 2.4 | Sales consultant | 2.1 | Sales consultant | 2.9 |
| Sales consultant | 2.3 | Driver-transporter | 1.8 | Cook | 2.9 |
| Accountant | 2.1 | Office clerk (general) | 1.8 | Patient reception and records staff | 2.3 |
| Waiter | 1.5 | Waiter | 1.6 | Nurse | 2.1 |
| Driver-Transporter | 1.4 | Accountant | 1.6 | Cashier | 1.9 |
| Cook | 1.3 | Driver (passenger vehicle) | 1.4 | Office clerk (Managerial) | 1.5 |
| Turkey | | | | | |
| Total | % | Men | % | Women | % |
| Cleaning staff | 3.7 | Manual worker (general) | 4.0 | Cleaning staff | 6.8 |
| Manual worker (general) | 3.5 | Driver-Transporter | 2.7 | Sewing machine operator | 4.4 |
| Sewing machine operator | 2.2 | Cleaning staff | 2.6 | Accountant | 3.3 |
| Driver-Transporter | 2.0 | Manual worker (construction) | 2.5 | Banking staff | 3.0 |
| Manual worker (construction) | 1.9 | Security staff | 2.3 | Dishwasher | 2.6 |
| Sales consultant | 1.8 | Waiter | 2.0 | Secretary | 2.6 |
| Waiter | 1.8 | Sales consultant | 1.6 | Sales consultant | 2.5 |
| Security staff | 1.8 | Sewing machine operator | 1.4 | Office clerk (general) | 2.4 |
| Accountant | 1.7 | Accountant | 1.1 | Manual worker (general) | 2.2 |
| Banking staff | 1.6 | Office clerk (general) | 1.1 | Cook | 1.4 |

*Source: Ankara İPA, 2014*

### 3.1. Vacant Positions

3,887 out of the 18,694 enterprises visited for the 2014 survey (20.8%) declared that they had vacant positions. The total number of vacant positions was 15,103. 39.6% of enterprises with vacant positions had 1-9 employees, 52% had 10-49, 7% had 50 -249, and only 1.2% had 250 or more. In other words 90.2% of enterprises with vacant positions had less than 50 workers.

31.2% of the vacant positions were in manufacturing, 17.6% in wholesale and retail trade, 13.1% in construction, and 9.5% in managerial and support services, making the total share of these four sectors 71.4%. The vacant positions ratio (vacant positions/(vacant positions + current number of employees)) for Ankara in 2014 was found to be 3%. The responses given by employers to the question which was added to the questionnaire in 2014 in order to determine whether employers in various sectors had a gender preference for their vacant positions showed that employers preferred a woman for only 1,384 (9.2%) of the 15,103 vacant positions. For 8,097 positions (53.6%), employers said that they would prefer a man, while no gender preference was stated for the remaining 5,622 (37.2%) positions. Thus, for every vacant position for which the applicants were required to be female, there were six positions for which males were preferred.

**TABLE 19 – DISTRIBUTION OF VACANT POSITIONS BY SECTOR AND GENDER**

| | Current ratio (%) | | | | Gender preference (%) | | |
|---|---|---|---|---|---|---|---|
| **Sector** | **Men** | **Women** | **Vacant positions** | **Vacant positions ratio %** | **Women** | **Men** | **No preference** |
| Mining and quarrying | 92.6 | 7.4 | 172 | 2.1 | 1.2 | 98.8 | 0.0 |
| Manufacturing | 84.5 | 15.5 | 4,714 | 3.9 | 7.6 | 67.0 | 25.4 |
| Electricity, gas, steam and climate control production and distribution | 91.0 | 9.0 | 19 | 0.2 | 7.1 | 57.1 | 35.7 |
| Water supply; sewage, waste management and treatment | 92.5 | 7.5 | 32 | 1.4 | 0.0 | 71.4 | 28.6 |
| Construction | 86.9 | 13.1 | 1,981 | 2.2 | 5.7 | 81.3 | 13.0 |
| Wholesale and retail trade; repairs of motor land vehicles and motorbikes | 76.7 | 23.3 | 2,653 | 3.7 | 16.4 | 48.7 | 34.9 |
| Transportation and storage | 91.2 | 8.8 | 259 | 1.9 | 8.3 | 85.0 | 6.7 |
| Hospitality and food services | 79.3 | 20.7 | 1,038 | 4.7 | 5.9 | 43.2 | 50.9 |
| Information and communications | 73.4 | 26.6 | 262 | 2.2 | 4.3 | 31.2 | 64.5 |
| Financial and insurance services | 50.1 | 49.9 | 248 | 8.6 | 0.0 | 62.5 | 37.5 |
| Real estate activities | 69.7 | 30.3 | 233 | 5.0 | 1.7 | 9.9 | 88.4 |
| Professional, scientific, and technical activities | 72.1 | 27.9 | 638 | 2.6 | 5.3 | 47.0 | 47.7 |
| Managerial and support services | 72.2 | 27.8 | 1,437 | 2.2 | 3.9 | 27.3 | 68.8 |
| Education | 42.6 | 57.4 | 516 | 2.2 | 7.5 | 3.0 | 89.6 |
| Healthcare and social services | 40.8 | 59.2 | 575 | 3.6 | 37.1 | 2.9 | 60.0 |
| Culture, arts, entertainment and sports | 73.0 | 27.0 | 128 | 6.1 | 11.2 | 22.4 | 66.4 |
| Other services | 64.6 | 35.4 | 199 | 2.1 | 9.2 | 76.9 | 13.8 |

*Source: Ankara İPA, 2014*

Men were overwhelmingly preferred (for 80% or more of the available positions) in mining, quarrying, construction, transportation and storage. In electricity, gas and steam production and distribution, manufacturing, and finance and insurance, male applicants were preferred for more than half of the positions available. Male staff were preferred for over 70% of vacant positions in water supply and treatment, and in the "other services" category, and for almost half of the positions available in wholesale and retail trade, and professional, scientific and technical activities. There was no single subsector in which women were openly preferred for most of the jobs available. However, female candidates were preferred for 37.1% of the jobs in the healthcare and social services sector. For positions that require occupational qualifications, it was common for employers to state that they had no gender preference. The "no preference" option was chosen for over 60% of the jobs above all in education but also in real estate services, information and communication, culture, arts and entertainment, managerial and support services, and health care and social services. This situation indicates that sectors in which the labour markets are segregated by gender will be resilient to change, and that it would be more meaningful to try to increase the number of women selected for posts in those sectors in which employers commonly have no gender preference.

**TABLE 20 – DISTRIBUTION OF VACANT POSITIONS BY GENDER AND MAIN OCCUPATIONAL GROUP**

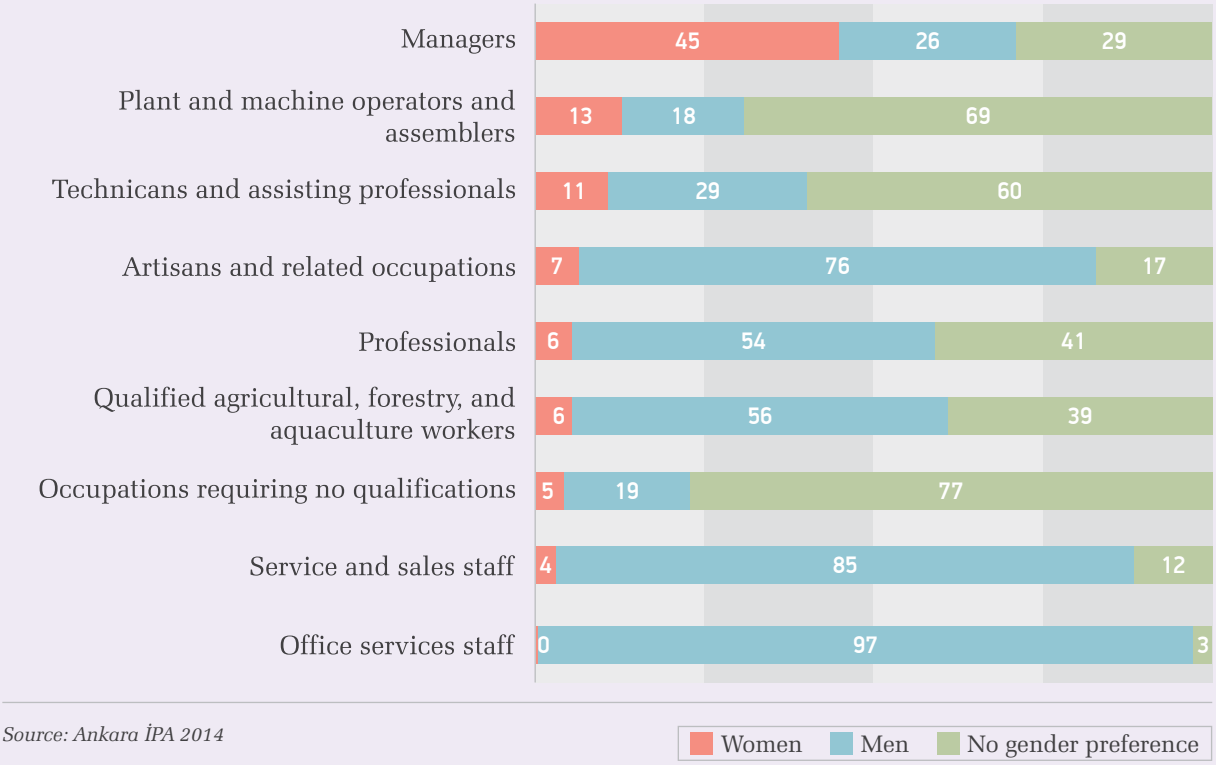
| Occupational group | Current ratio (%) | | | | Gender preference (%) | | |
|---|---|---|---|---|---|---|---|
| | Men | Women | Vacant positions | Vacant position ratio (%) | Men | Women | No preference |
| Office services staff | 50.1 | 49.9 | 755 | 1.6 | 44.9 | 25.9 | 29.2 |
| Service and sales staff | 78.6 | 21.4 | 2,934 | 4.1 | 11.0 | 29.4 | 59.6 |
| Occupations requiring no qualifications | 75.6 | 24.4 | 2,116 | 2.1 | 5.5 | 55.9 | 38.6 |
| Qualified agricultural, forestry, and aquaculture workers | 98.2 | 1.8 | 210 | 23.0 | 0.0 | 97.2 | 2.8 |
| Professionals | 60.8 | 39.2 | 2,121 | 2.8 | 13.2 | 18.1 | 68.7 |
| Artisans and related occupations | 95.4 | 4.6 | 3,867 | 4.7 | 3.6 | 84.8 | 11.7 |
| Technicians and assistant professionals | 81.3 | 18.7 | 1,489 | 3.0 | 5.5 | 53.5 | 41.1 |
| Plant and machine operators and assemblers | 94.7 | 5.3 | 1,551 | 3.2 | 6.7 | 76.2 | 17.1 |
| Managers | 82.3 | 17.7 | 61 | 0.3 | 4.5 | 18.5 | 77.0 |

*Source: Ankara İPA, 2014*

The distribution of vacant positions by main occupational groups shows that the highest number of vacancies was for artisans and related occupations, followed by service and sales staff. Professionals and occupations requiring no qualifications came next, in that order. For artisans and related occupations, employers stated a preference for a male candidate for 84.8% of the jobs available. For 11.7% they declared no preference, and for 3.6% they stated a preference for female applicants. Employers clearly favour men for employment within this occupational group.

As the figure below shows, the only occupational group in which female employees are more commonly preferred than men is office service staff. However, the number of jobs available for this category of workers is very limited. Employers stated no gender preference for most of the vacant positions for services and sales staff. This was also true for professionals. Once again, as was seen to be the case with economic sectors above, this suggests that it will be difficult to bring about change in the case of occupational groups in which the labour markets are segregated by gender, and that it would make more sense to try to increase the number of women selected for posts in those groups in which employers commonly have no gender preference.

**FIGURE 10 – GENDER PREFERENCE BY OCCUPATIONAL GROUP (2014)**




*Source: Ankara İPA 2014*

Turning to specific occupations, it is observed that the 20 occupations with the highest number of vacant positions in 2014 accounted for 42% of the total vacant positions. The top twenty occupations for which men were preferred accounted for 36.7% of the total, while for women this proportion was 49.7%. The 20 occupations for which employers said they had no gender preference accountted for 47.7% of the total vacant positions. Once again, this is an indication of a higher degree of occupational diversity for men compared to women. Of the twenty occupations with the most vacancies in 2014 – secretaries and pre-accountants – there were only two for which employers had a clear preference for women, and at the same time the proportion of employers stating no gender preference exceeded the proportion with a preference for male employees. Employers usually said that they had no preference for either a man or a women in the case of security staff, sales staff, cleaning staff, civil engineers, nurses, check-out cashiers, sewing machine operators, and waiters. A significant increase could be achieved in women's employment if woman candidates for positions in those occupations in which the majority of employers state no gender preference are selected more frequently, in line with the current ratio of women to the total number of persons working in that occupation.

The table below lists the 20 occupations with the most vacant positions ordered according to the number of positions available. According to the hypothetical calculation made, when those vacant positions for which employers state that they have no gender preference are filled in a way that reflects the current gender pattern in the occupation in question, the current level of demand for female employees can be doubled (from 688 to a total of 1,352 for the 20 professions in question). A similar exercise shows the maximum increase that can be achieved in the case where all the vacant positions for which no gender preference is stated are filled solely by female candidates. In this case, the demand for female employees increases fivefold by comparison with the current situation (3,374 positions in the 20 most sought-after occupations) (Table 21).

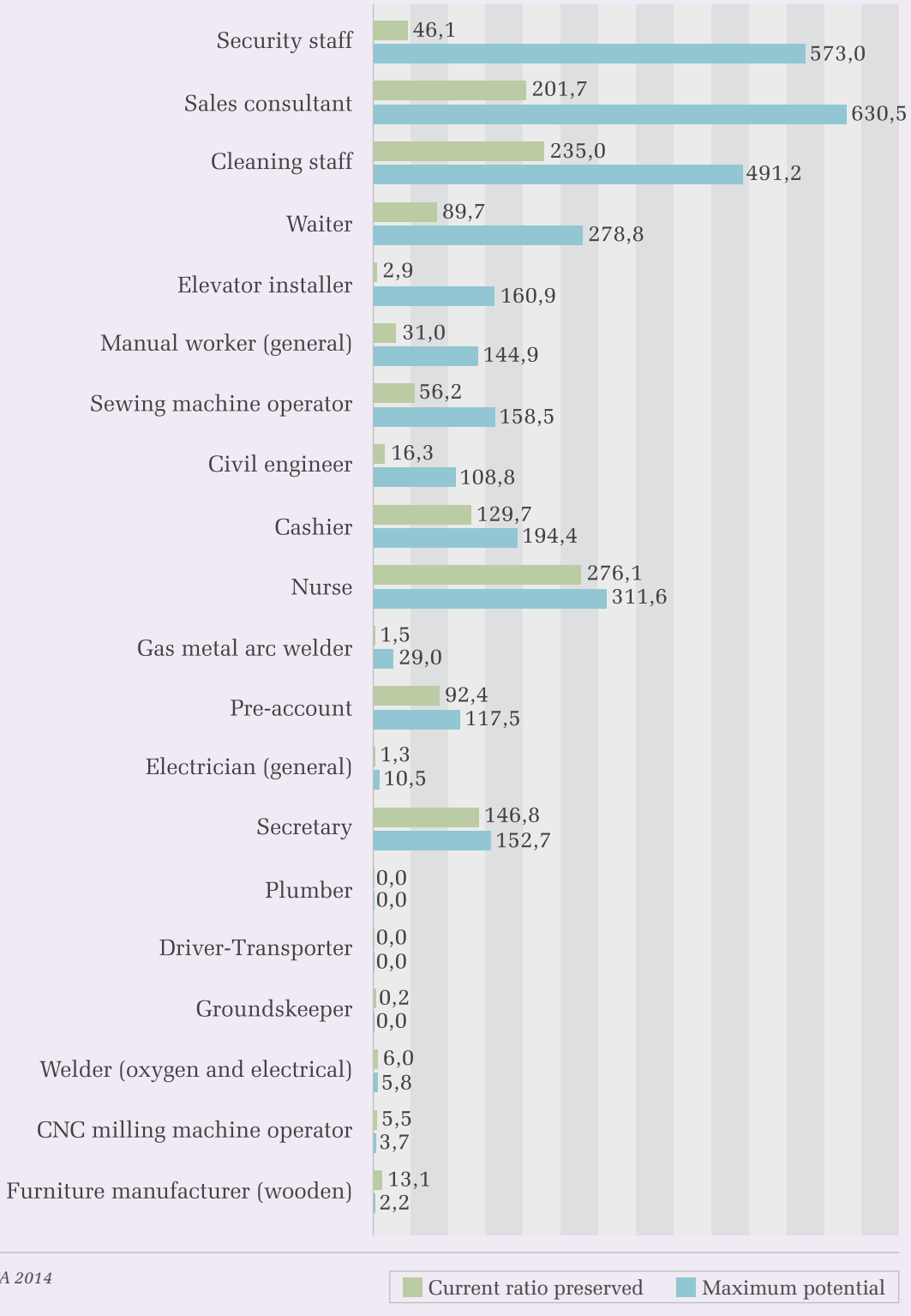
TABLE 21 – 20 OCCUPATIONS WITH THE HIGHEST NUMBER OF VACANT POSITIONS BY GENDER

| | Current rate (%) | | | | Gender preference (%) | | | Hypothetical Change | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Vacant positions | Ratio % | Women | Men | No preference | Maximum potential | Current ratio preserved | Difference |
| Manual worker (general) | 96.1 | 3.9 | 785 | 3.1 | 0.8 | 81.5 | 17.6 | 145 | 31 | 114 |
| Security staff | 93.7 | 6.3 | 736 | 3.1 | 2.5 | 22.2 | 75.3 | 573 | 46 | 527 |
| Sales consultant | 71.6 | 28.4 | 711 | 6.2 | 17.5 | 11.3 | 71.2 | 631 | 202 | 429 |
| Cleaning staff | 55.7 | 44.3 | 530 | 1.5 | 12.7 | 7.3 | 80.0 | 491 | 235 | 256 |
| Waiter | 82.0 | 18.0 | 499 | 6.5 | 5.7 | 44.1 | 50.2 | 279 | 90 | 189 |
| Gas metal arc welder | 99.7 | 0.3 | 438 | 12.5 | 0.0 | 93.4 | 6.6 | 29 | 2 | 27 |
| Nurse | 11.4 | 88.6 | 312 | 12.0 | 29.5 | 0.0 | 70.5 | 312 | 276 | 35 |
| Welder (oxygen and electrical) | 99.9 | 0.1 | 242 | 7.7 | 0.0 | 100.0 | 0.0 | 0 | 0 | 0 |
| CNC milling machine operator | 97.3 | 2.7 | 207 | 16.6 | 0.0 | 98.2 | 1.8 | 4 | 6 | -2 |
| Groundskeeper | 97.0 | 3.0 | 199 | 47.6 | 0.0 | 97.1 | 2.9 | 6 | 6 | 0 |
| Cashier | 34.2 | 65.8 | 197 | 6.0 | 34.8 | 1.4 | 63.8 | 194 | 130 | 65 |
| Furniture manufacturer (wooden) | 93.2 | 6.8 | 194 | 11.1 | 0.0 | 98.9 | 1.1 | 2 | 13 | -11 |
| Driver-Transporter | 100.0 | 0.0 | 191 | 2.7 | 0.0 | 100.0 | 0.0 | 0 | 0 | 0 |
| Sewing machine operator | 68.2 | 31.8 | 177 | 10.3 | 31.7 | 10.3 | 58.0 | 159 | 56 | 102 |
| Elevator installer | 98.2 | 1.8 | 161 | 45.6 | 0.0 | 0.0 | 100.0 | 161 | 3 | 158 |
| Pre-accountant | 42.3 | 57.7 | 160 | 8.1 | 43.5 | 26.6 | 29.8 | 118 | 92 | 25 |
| Plumber | 100.0 | 0.0 | 158 | 13.3 | 0.0 | 100.0 | 0.0 | 0 | 0 | 0 |
| Secretary | 4.8 | 95.2 | 154 | 2.3 | 94.7 | 1.0 | 4.3 | 153 | 147 | 6 |
| Civil engineer | 89.0 | 11.0 | 149 | 3.1 | 0.0 | 26.8 | 73.2 | 109 | 16 | 93 |
| Electrician (general) | 99.1 | 0.9 | 145 | 2.9 | 7.3 | 92.7 | 0.0 | 11 | 1 | 9 |
| | | | | | | | **Total** | **3 374** | **1 352** | **2 022** |

*Source: Ankara İPA 2014*

Identifying those of the 20 most sought-after occupations which can make the highest potential marginal contribution to women's employment could provide useful information for the effective design of policies to place women in jobs. The marginal contributions of the occupations can be calculated within the framework of the two scenarios presented above, in which the vacant positions for which employers have no gender preference are redistributed, by comparing and measuring the difference between the possible impact on demand for female employees in the potential situation in which the maximum possible female employment is achieved and in the potential situation in which the current distribution of genders is preserved. The three occupations in which the difference is highest in Ankara are found to be security staff, sales consultants and cleaning staff. Below, the top 20 occupations with the most vacant positions have been re-ordered according to their marginal contributions.

**FIGURE 11 – 20 OCCUPATIONS WITH THE HIGHEST NUMBER OF VACANT POSITIONS FOR WOMEN**




*Source: Ankara İPA 2014*

While studying gender disparities for the purpose of increasing women's employment, it may also be useful to look at the occupations which have the highest numbers of female employees currently, which are also the occupations that are relatively more accessible to women. The 20 occupations with the highest numbers of female employees are shown in the table below. In only four of these occupations do employers primarily prefer women for vacant positions. Conversely, men are the primary choice only in vacant positions for cooks, while for the remaining occupations it is most usual for employers to state no gender preference. For this group of occupations too, the occupations with the highest marginal contributions can be identified with the help of two scenarios as per the above analysis of the occupations with the highest numbers of vacant positions. The three occupations with the highest potential do not change; they are security staff, sales consultants, and cleaning staff (Table 22). However, the occupations that follow these three are different, and are mostly occupations with a high number of woman employees, such as sales staff, check-out cashiers, accountants and nurses. The hypothetical demand for women workers is doubled when the vacant positions for which no gender preference is stated are redistributed in line with the current male-female ratio, and increases by 400% in the maximum potential situation.

Table 23 reflects the possible changes in the 20 occupations with the most potential vacant positions for women. In contrast to the findings for the 20 occupations with the most vacant positions and the 20 in which most women are currently employed, occupations in this groups which turn out to have an important potential marginal contribution to demand for women workers in Ankara include occupations such as call center staff, store attendants, and food packaging workers.

## TABLE 22 – 20 OCCUPATIONS WITH THE HIGHEST NUMBERS OF WOMAN WORKERS BY GENDER

| Occupation | Current ratio (%) | | | | Gender preference (%) | | | Hypothetical change | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Vacant positions | Ratio % | Women | Men | No preference | Potential | Current ratio preserved | Difference |
| Cleaning staff | 55.7 | 44.3 | 530 | 1.5 | 12.7 | 7.3 | 80.0 | 491 | 235 | 256 |
| Secretary | 4.8 | 95.2 | 154 | 2.3 | 94.7 | 1.0 | 4.3 | 153 | 147 | 6 |
| Office clerk (general) | 57.4 | 42.6 | 34 | 0.3 | 26.3 | 11.4 | 62.4 | 30 | 14 | 16 |
| Accountant | 57.2 | 42.8 | 139 | 1.3 | 21.1 | 23.8 | 55.1 | 106 | 60 | 46 |
| Sales consultant | 71.6 | 28.4 | 711 | 6.2 | 17.5 | 11.3 | 71.2 | 631 | 202 | 429 |
| Cook | 50.9 | 49.1 | 122 | 1.9 | 32.7 | 36.4 | 30.9 | 78 | 60 | 18 |
| Patient reception and records staff | 25.7 | 74.3 | 7 | 0.2 | 100.0 | 0.0 | 0.0 | 7 | 5 | 2 |
| Nurse | 11.4 | 88.6 | 312 | 12.0 | 29.5 | 0.0 | 70.5 | 312 | 276 | 35 |
| Cashier | 34.2 | 65.8 | 197 | 6.0 | 34.8 | 1.4 | 63.8 | 194 | 130 | 65 |
| Office clerk (Managerial) | 62.3 | 37.7 | 2 | 0.0 | 0.0 | 0.0 | 100.0 | 2 | 1 | 1 |
| Office worker | 62.2 | 37.8 | 19 | 0.4 | 23.2 | 26.6 | 50.2 | 14 | 7 | 7 |
| Security staff | 93.7 | 6.3 | 736 | 3.1 | 2.5 | 22.2 | 75.3 | 573 | 46 | 527 |
| Tea server | 27.8 | 72.2 | 5 | 0.2 | 0.0 | 0.0 | 100.0 | 5 | 3 | 1 |
| Waiter | 82.0 | 18.0 | 499 | 6.5 | 5.7 | 44.1 | 50.2 | 279 | 90 | 189 |
| Public relations staff | 14.2 | 85.8 | 37 | 2.4 | 77.1 | 0.0 | 22.9 | 37 | 31 | 5 |
| Preschool teacher | 1.7 | 98.3 | 28 | 2.3 | 88.3 | 0.0 | 11.7 | 28 | 27 | 0 |
| Grade school teacher | 17.2 | 82.8 | 41 | 3.0 | 8.0 | 0.0 | 92.0 | 41 | 34 | 7 |
| Pre-accountant | 42.3 | 57.7 | 160 | 8.1 | 43.5 | 26.6 | 29.8 | 118 | 92 | 25 |
| Prelector | 49.7 | 50.3 | 0 | 0.0 | | | | 0 | 0 | 0 |
| Sales representative | 75.2 | 24.8 | 136 | 3.3 | 0.0 | 23.7 | 76.3 | 103 | 34 | 70 |
| | | | | | | | **Total** | **3,199** | **1,494** | **1,705** |

*Source: Ankara İPA 2014*

## TABLE 23 – 20 OCCUPATIONS WITH THE HIGHEST POTENTIAL VACANT POSITIONS FOR WOMEN BY GENDER

| | Current ratio (%) | | | | Gender preference (%) | | | Hypothetical change | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Occupation** | **Men** | **Women** | **Vacant positions** | **Ratio %** | **Women** | **Men** | **No preference** | **Potential** | **Current ratio preserved** | **Difference** |
| Sales consultant | 71.6 | 28.4 | 711 | 6.2 | 17.5 | 11.3 | 71.2 | 631 | 202 | 429 |
| Security staff | 93.7 | 6.3 | 736 | 3.1 | 2.5 | 22.2 | 75.3 | 573 | 46 | 527 |
| Cleaning staff | 55.7 | 44.3 | 530 | 1.5 | 12.7 | 7.3 | 80.0 | 491 | 235 | 256 |
| Nurse | 11.4 | 88.6 | 312 | 12.0 | 29.5 | 0.0 | 70.5 | 312 | 276 | 35 |
| Waiter | 82.0 | 18.0 | 499 | 6.5 | 5.7 | 44.1 | 50.2 | 279 | 90 | 189 |
| Cashier | 34.2 | 65.8 | 197 | 6.0 | 34.8 | 1.4 | 63.8 | 194 | 130 | 65 |
| Elevator installer | 98.2 | 1.8 | 161 | 45.6 | 0.0 | 0.0 | 100.0 | 161 | 3 | 158 |
| Sewing machine operator | 68.2 | 31.8 | 177 | 10.3 | 31.7 | 10.3 | 58.0 | 159 | 56 | 102 |
| Secretary | 4.8 | 95.2 | 154 | 2.3 | 94.7 | 1.0 | 4.3 | 153 | 147 | 6 |
| Manual worker (general) | 96.1 | 3.9 | 785 | 3.1 | 0.8 | 81.5 | 17.6 | 145 | 31 | 114 |
| Pre-accountant | 42.3 | 57.7 | 160 | 8.1 | 43.5 | 26.6 | 29.8 | 118 | 92 | 25 |
| Call center staff | 51.2 | 48.8 | 113 | 15.5 | 75.3 | 0.0 | 24.7 | 113 | 55 | 58 |
| Civil engineer | 89.0 | 11.0 | 149 | 3.1 | 0.0 | 26.8 | 73.2 | 109 | 16 | 93 |
| Accountant | 57.2 | 42.8 | 139 | 1.3 | 21.1 | 23.8 | 55.1 | 106 | 60 | 46 |
| Sales representative | 75.2 | 24.8 | 136 | 3.3 | 0.0 | 23.7 | 76.3 | 103 | 34 | 70 |
| Packager (food) | 67.1 | 32.9 | 93 | 16.8 | 0.0 | 0.0 | 100.0 | 93 | 31 | 62 |
| Store attendant | 70.6 | 29.4 | 98 | 5.8 | 0.0 | 10.7 | 89.3 | 88 | 29 | 59 |
| English teacher | 32.7 | 67.3 | 87 | 7.4 | 0.0 | 0.0 | 100.0 | 87 | 59 | 29 |
| Computer engineer | 74.4 | 25.6 | 80 | 5.0 | 0.0 | 1.5 | 98.5 | 79 | 21 | 59 |
| Technical illustrator | 83.7 | 16.3 | 116 | 8.7 | 5.1 | 32.7 | 62.1 | 78 | 19 | 59 |
| | | | | | | | **Total** | **4,070** | **1,630** | **2,440** |

*Source: Ankara İPA 2014*

### 3.2. Level of Education and Qualifications Required for Vacant Positions

With respect to the level of education required for vacant positions in Ankara, 28.3% of the employers concerned declared no preference, and 23% required a primary schooling or less. This means that education did not in fact matter for slightly more than half of the positions available. One or other of these two responses was given for 61.2% of vacancies for which men were preferred and 40.7% of vacancies for which women were preferred. Education is clearly of greater importance for women than for men. However, as stated in the first section, this creates an inconsistency with the current profile of the female labour force profile in Ankara. For jobs for which the employers had no gender preference, the same ratio is 39.7%, which is similar to the percentage for vacant positions for which women are preferred. This is a positive signal from the point of view of directing positions for which no gender preference is stated towards women. The number of positions requiring a college degree is quite high among the positions for which employers state no gender preference, when compared to posititions for which they require men or women specifically. Since the level of education of unemployed women is higher than that of unemployed men, this shows that there is no educational obstacle to the placement of woman candidates in occupations in which the mnajority of vacant positions come with no gender preference attached.

When vacant positions requiring a vocational high school or apprenticeship degree are excluded, it can be deduced that the vacant positions for which women employees are primarily preferred in Ankara also have higher educational requirements. Once again, this is in accordance with the educational profiles of unemployed men and women in Ankara.

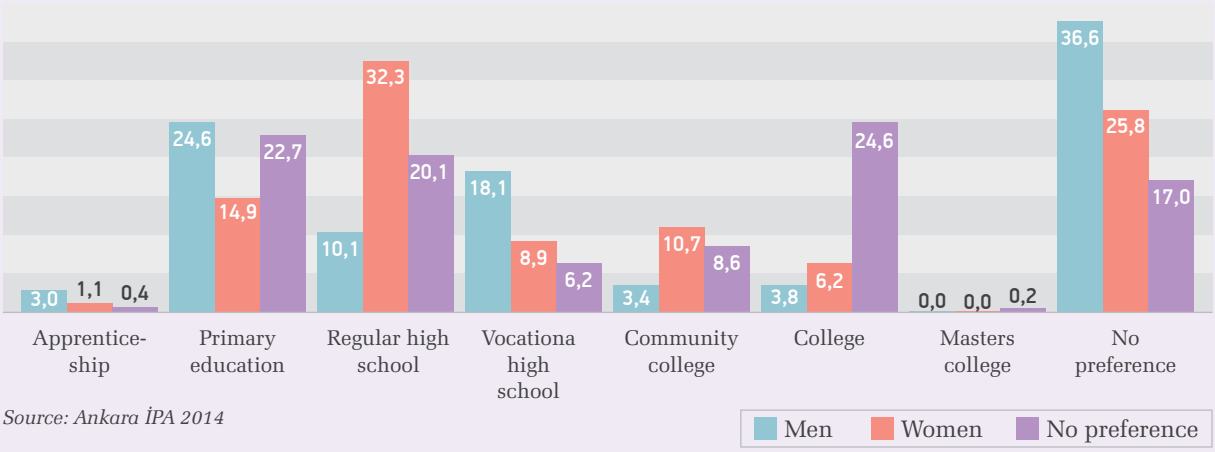
The top three qualifications that are required for vacant positions are work ethics, physical aptitude, and occupational know-how. Work ethics and occupational know-how are in the top three for both men and women, but in the case of positions for which women are preferred communication skills take second place instead of physical aptitude. Compared to positions for which men are preferred, computer literacy, sales and marketing skills, and foreign languages are ranked more highly when it comes to jobs for which women are preferred, while ability to travel and ability to work overtime are required less frequently. For positions for which no specific gender preference is stated, the order of the required qualifications, although not very different, bears greater resemblance to the order for positions for which women employees are primarily preferred. For example, for positions without a gender preference, qualifications like computer literacy and communication skills are frequent requirements, just as they are for positions for which women are preferred. This suggests that policies to be followed to favor the placement of women in such vacant positions could be successful. The ability to work overtime was included in the questionnaire as a possible job requirement for the first time in 2014, and was required for 51.4% of positions for which a male employee was preferred, and for 31.8% of positions for which a woman was preferred. For positions for which no gender preference was stated, the ratio was 36.8%, closer to the percentage for women. By contrast, ability to travel is a relatively uncommon requirement for both genders, with a ratio of 23.7% for men, 16.2% for positions with no gender preference attached - and only 8.1% for jobs for which women were preferred.

## TABLE 24 – LEVELS OF EDUCATION REQUIRED FOR VACANT POSITIONS (%)

| | Women | Men | No preference | Total |
|---|---|---|---|---|
| Apprenticeship | 1.1 | 3.0 | 0.4 | 1.9 |
| Primary education | 14.9 | 24.6 | 22.7 | 23.0 |
| Regular high school | 32.3 | 10.1 | 20.1 | 15.8 |
| Vocational high school | 8.9 | 18.1 | 6.2 | 12.8 |
| Community college | 10.7 | 3.4 | 8.6 | 6.0 |
| College | 6.2 | 3.8 | 24.6 | 11.8 |
| Master's degree | 0.0 | 0.0 | 0.2 | 0.1 |
| No preference | 25.8 | 36.6 | 17.0 | 28.3 |
| Total | 100 | 100 | 100 | 100 |

*Source: Ankara İPA 2014*

## FIGURE 12 – 20 OCCUPATIONS WITH THE HIGHEST NUMBERS OF VACANT POSITIONS BY LEVEL OF EDUCATION REQUIRED AND GENDER PREFERENCE



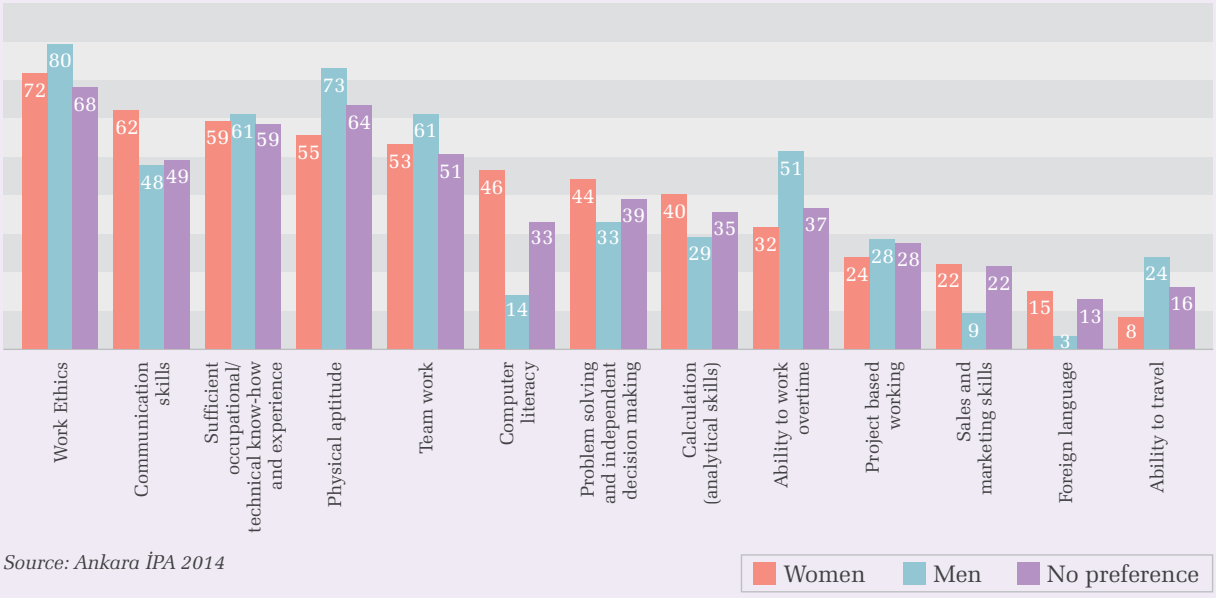

*Source: Ankara İPA 2014*

## TABLE 25 – QUALIFICATIONS AND SKILLS REQUIRED FOR VACANT POSITIONS (%)

| Women | | Men | | No preference | |
|---|---|---|---|---|---|
| **Skill** | **%** | **Skill** | **%** | **Skill** | **%** |
| Work Ethics | 71.9 | Work Ethics | 79.7 | Work Ethics | 68.0 |
| Communication skills | 61.9 | Physical aptitude | 73.0 | Physical aptitude | 63.7 |
| Sufficient occupational/ technical know-how and experience | 59.2 | Sufficient occupational/ technical know-how and experi-ence | 61.4 | Sufficient occupational/tech-nical know-how and experience | 58.5 |
| Physical aptitude | 55.5 | Team work | 61.0 | Team work | 50.6 |
| Team work | 53.2 | Ability to work overtime | 51.4 | Communication skills | 49.4 |
| Computer literacy | 46.4 | Communication skills | 47.7 | Problem solving and independent decision making | 39.3 |
| Problem solving and independent decision making | 44.2 | Problem solving and independent decision making | 33.3 | Ability to work overtime | 36.8 |
| Calculation (analytical skills) | 40.1 | Calculation (analytical skills) | 28.8 | Calculation (analytical skills) | 35.4 |
| Ability to work overtime | 31.8 | Project based working | 28.2 | Computer literacy | 33.2 |
| Project based working | 23.7 | Ability to travel | 23.7 | Project based working | 27.5 |
| Sales and marketing skills | 22.0 | Computer literacy | 13.8 | Sales and marketing skills | 21.5 |
| Foreign language | 15.3 | Sales and marketing skills | 8.9 | Ability to travel | 16.2 |
| Ability to travel | 8.1 | Foreign language | 2.9 | Foreign language | 12.9 |

*Source: Ankara İPA 2014*

## FIGURE 13 – QUALIFICATIONS AND SKILLS REQUIRED FOR VACANT POSITIONS BY GENDER PREFERENCE




*Source: Ankara İPA 2014*

TABLE 26 – QUALIFICATIONS AND SKILLS REQUIRED FOR VACANT POSITIONS BY LEVEL OF EDUCATION (%)

| Skill | Apprenticeship | Primary school | Regular high school | Vocational high school | Community college | College | Master's degree | No preference | Total |
|---|---|---|---|---|---|---|---|---|---|
| Computer literacy | 6.1 | 4.0 | 39.4 | 28.6 | 50.3 | 66.5 | 78.2 | 7.4 | 24.0 |
| Ability to work overtime | 53.2 | 52.1 | 39.1 | 46.0 | 47.8 | 34.6 | 52.8 | 42.4 | 44.2 |
| Physical aptitude | 73.4 | 72.3 | 66.5 | 75.6 | 66.2 | 55.1 | 78.2 | 67.3 | 68.0 |
| Calculation (analytical skills) | 11.2 | 21.7 | 36.1 | 40.3 | 63.9 | 52.2 | 52.8 | 21.5 | 32.3 |
| Communication skills | 11.4 | 41.9 | 70.4 | 53.0 | 52.2 | 69.3 | 74.6 | 36.5 | 49.6 |
| Work ethics | 78.3 | 73.7 | 73.7 | 81.8 | 84.8 | 72.8 | 52.8 | 70.9 | 74.6 |
| Project based working | 16.4 | 21.0 | 23.1 | 37.4 | 44.6 | 53.1 | 52.8 | 17.6 | 27.6 |
| Sales and marketing skills | 9.8 | 7.6 | 27.2 | 7.8 | 14.4 | 28.8 | 21.8 | 11.2 | 14.8 |
| Ability to travel | 3.7 | 13.5 | 16.7 | 19.6 | 44.1 | 35.0 | 52.8 | 14.9 | 19.5 |
| Problem solving and independent decision making | 20.2 | 23.3 | 41.1 | 37.8 | 69.3 | 59.3 | 31.0 | 28.6 | 36.5 |
| Team work | 35.2 | 52.9 | 58.0 | 68.5 | 65.9 | 63.1 | 78.2 | 49.2 | 56.4 |
| Foreign language | 1.6 | 1.3 | 10.4 | 5.4 | 13.2 | 34.9 | 52.8 | 0.4 | 7.7 |
| Sufficient occupational/ technical know-how and experience | 80.4 | 51.5 | 50.2 | 73.0 | 77.0 | 75.1 | 78.2 | 55.6 | 60.1 |

*Source: Ankara İPA 2014*

Work ethics and physical aptitude were very frequent requirements for all of the vacant positions regardless of the expected level of education. This finding may indicate that employers perceive these two qualifications in different ways. It is therefore important that the language of the questionnaire should be clearer and more detailed with respect to these qualifications.

For positions demanding only a primary education or less, the qualifications most frequently called for were work ethics (73.7%), physical aptitude (72.3%), team work (52.9%), ability to work overtime (52.1%), sufficient occupational/technical know-how and experience (51.5%), and communication skills (41.9%). When it comes to positions for regular high school graduates, communication skills rank second behind work ethics, and there are significant increases in the proportions of positions for which team work, sales and marketing skills, analytical skills and computer literacy are required. For vocational high school graduates, sufficient occupational/technical know-how and experience is in high demand, followed by team work and analytical skills. In the case of college graduates, the skills and qualifications most frequently required by employers are work ethics and sufficient occupational/technical know-how and experience. Computer literacy, team work, communication skills and foreign language are also sought after frequently.

As for the channels through which vacancies are filled, more than half of the employers in Ankara in 2014 made use of friends and family. Almost half of the employers also made use of newspaper advertisements. The third most widespread way of finding staff was through İŞKUR. In addition, a considerable proportion of employers (38.6%) made use of web sites and social media. The increase in the proportion of employers using İŞKUR, which was only 23% in 2013, can be attributed to the significantly improved dialogue between employers and the agency, as well as the employment and incentives packages made available to employers under the omnibus Law No. 6111, and face-to-face visits to enterprises by agency staff.

TABLE 27 – METHODS FOR FILLING VACANT POSITIONS (%)

| | |
|---|---|
| **İŞKUR** | **44.0** |
| Newspaper advertisements | 47.8 |
| Family and friends | 51.3 |
| Web sites and social media | 38.6 |
| Private employment agencies | 7.6 |

*Source: Ankara İPA 2014*

In order to develop strategies regarding the methods using in filling vacant positions, a comparison can be made between the methods used for vacant positions in general and those used to fill positions in the 20 occupations that have been found to have the highest numbers of vacancies potentially open to women (i.e., for jobs in which employers require women or have no specific gender preference). It turns out there is no difference between these two groups in terms of the order of the channels used. Among the 20 occupations with the highest potential for women's employment, İŞKUR is a popular route for manual workers, pre-accountants, and security staff. For sewing machine operators, cleaning staff and similar occupations, it is more common to find employees via friends and family. Internet and social media are widely used in filling positions for English teachers, call center staff and engineers. The occupations for which newspaper advertisements were used the most frequently were waiters, store attendants, and sales consultants (Table 29).

TABLE 28 – METHODS OF FILLING VACANT POSITIONS IN THE 20 OCCUPATIONS WITH THE GREATEST POTENTIAL FOR WOMEN (%)

| | |
|---|---|
| **İŞKUR** | **46.2** |
| Newspaper advertisements | 49.3 |
| Family and friends | 54.0 |
| Web sites and social media | 39.7 |
| Private employment agencies | 7.3 |

*Source: Ankara İPA 2014*

TABLE 29 – METHODS OF FILLING VACANT POSITIONS IN EACH OF THE 20 OCCUPATIONS WITH THE GREATEST POTENTIAL FOR WOMEN (%)

| | İŞKUR | Newspaper ads | Friends and family | Websites, social media | Private employment agency |
|---|---|---|---|---|---|
| Sales consultant | 17.0 | 21.1 | 26.9 | 26.7 | 8.4 |
| Security staff | 28.1 | 27.4 | 21.6 | 22.9 | 0.0 |
| Cleaning staff | 20.9 | 21.0 | 45.3 | 11.3 | 1.5 |
| Nurse | 24.5 | 26.9 | 28.1 | 12.3 | 8.3 |
| Waiter | 17.0 | 36.5 | 31.4 | 14.0 | 1.1 |
| Cashier | 29.4 | 36.9 | 20.2 | 13.6 | 0.0 |
| Elevator installer | 25.0 | 25.0 | 25.0 | 25.0 | 0.0 |
| Sewing machine operator | 25.8 | 21.3 | 38.6 | 14.3 | 0.0 |
| Secretary | 23.9 | 22.6 | 24.3 | 27.2 | 2.1 |
| Manual worker (general) | 35.5 | 17.5 | 30.8 | 13.6 | 2.6 |
| Pre-accountant | 33.0 | 20.6 | 27.1 | 15.6 | 3.7 |
| Call center staff | 3.0 | 22.0 | 17.4 | 57.5 | 0.0 |
| Civil engineer | 5.8 | 18.3 | 21.0 | 35.7 | 19.2 |
| Accountant | 14.7 | 26.2 | 26.4 | 25.2 | 7.5 |
| Sales representative | 8.5 | 30.6 | 31.0 | 29.9 | 0.0 |
| Packaging worker (food) | 29.4 | 34.8 | 26.0 | 9.8 | 0.0 |
| Store attendant | 17.7 | 67.7 | 14.5 | 0.0 | 0.0 |
| English teacher | 12.0 | 20.9 | 9.6 | 33.6 | 24.0 |
| Computer engineer | 3.0 | 6.2 | 25.4 | 37.0 | 28.5 |
| Technical illustrator | 19.1 | 27.0 | 29.5 | 19.4 | 5.0 |

*Vacant Positions that are Hard to Fill*

### 3.3. Occupations that have some difficulties in filling positions

In 2014, 22,114 positions in Ankara were reported to be hard to fill. This number is higher than the number of positions currently vacant, which was 15,103. This means that difficulties were encountered in recruiting for some of the positions already filled as well as those currently vacant. Among the main occupational groups, the number of positions reported to be hard to fill was higher than the number of vacant positions,. Artisans, services and sales staff, and plant and machine operators accounted for more than 60% of the positions that were hard to fill. In general, as can be seen from Table 30, the occupations in which most positions are hard to fill are more or less the same as those with the highest numbers of vacant positions. The assessments made in this section have been reached by matching the occupations determined through the question on vacant positions with the occupations highlighted by the question on positions that are hard to fill.

### TABLE 30. POSITIONS THAT ARE HARD TO FILL BY OCCUPATIONAL GROUP

| Occupation | Hard-to-fill positions | % | Total Number of vacant positions | % |
|---|---|---|---|---|
| Office service staff | 865 | 3.9 | 755 | 5.0 |
| Service and sales staff | 3,703 | 16.7 | 2,934 | 19.4 |
| Occupations requiring no qualifications | 1,676 | 7.6 | 2,116 | 14.0 |
| Qualified agriculture, forestry, and aquaculture workers | 73 | 0.3 | 210 | 1.4 |
| Professional occupations | 2,877 | 13.0 | 2,121 | 14.0 |
| Artisans and related occupations | 7,313 | 33.1 | 3,867 | 25.6 |
| Technicians and supporting professionals | 2,370 | 10.7 | 1,489 | 9.9 |
| Plant and machine operators and assemblers | 3,170 | 14.3 | 1,551 | 10.3 |
| Managers | 68 | 0.3 | 61 | 0.4 |
| TOTAL | 22,114 | 100 | 15,103 | 100 |

*Source: Ankara İPA 2014*

The sector in which employees are most difficult to find in Ankara is healthcare and social services, which is also the sector with the highest ratio of woman employees. The ratio of hard-to-fill positions has been calculated as the ratio of positions which are hard to fill to the number of persons currently working in the sector, This ratio has been used to normalize, in other words to make comparisons between occupations concerning the situation regarding positions that are hard to fill. When the sectors are ranked on this basis, the healthcare and social services sector is followed by manufacturing, hospitality and food services, education, and real estate, in that order. The data supports the finding that there is a high potential for directing more female candidates to vacant positions, since the sectors with high ratios of hard-to-fill positions are also those sectors with relatively high numbers of woman employees (Table 31).

### TABLE 31 – RANKING OF SECTORS BY RATIO OF POSITIONS THAT ARE HARD TO FILL

| Sector | % | Share of woman employees % |
|---|---|---|
| Healthcare and social services | 57.9 | 59.5 |
| Manufacturing | 52.1 | 24.3 |
| Hospitality and food services | 47.1 | 31.3 |
| Education | 41.2 | 51.3 |
| Real estate | 39.4 | 23.5 |
| Wholesale and retail trade; motor land vehicles and motor bikes repair | 35.1 | 27.0 |
| Occupational, scientific, and technical activities | 34.9 | 36.3 |
| Culture, arts, entertainment, and sports | 34.4 | 23.1 |
| Information and communications | 33.1 | 34.6 |
| Water supply; sewage, waste management and treatment | 30.0 | 9.3 |
| Managerial and support services | 27.7 | 29.7 |
| Other services | 25.9 | 32.2 |
| Construction | 24.0 | 8.9 |
| Transportation and storage | 20.1 | 15.8 |
| Mining and quarrying | 19.6 | 5.8 |
| Finance and insurance | 18.3 | 46.2 |
| Electric, gas, steam and climate control production and distribution | 14.8 | 11.5 |

*Source: Ankara İPA 2014*

Insufficient occupational know-how and qualifications is the leading reason for the difficulties experienced in filling posts in all of these occupations, followed by insufficient job experience and a lack of applications made for the position. In the case of the 20 occupations with the highest number of women employees, the diversity of reasons given for inability to fill posts and the importance attached to reasons related to working conditions can be taken as an indication of the poorer working conditions which women tend to face in general.

There are also signs here of a large discrepancy between the expectations of job applicants and actual working conditions. Low wages, dislike for working conditions, working in shifts, difficulty in commuting and length of working hours are cited with significantly greater frequency as reasons for difficulty in filling vacant positions in those professions with the highest potential numbers of vacancies than in other occupations. On the other hand, factors such as insufficient know-how and qualifications, insufficient experience or lack of applicants are cited with a relatively low frequency in the occupations in which women's employment is currently high. Figure 13 below clearly reflects the differences between the reasons for difficulties in finding employees in the occupations with potential for women's employment and the reasons for difficulty in filling positions in all occupations in general.

**TABLE 32 – REASONS BEHIND DIFFICULTIES IN FILLING POSITIONS (ALL OCCUPATIONS) %**

| | |
|---|---|
| No applicants | 35.8 |
| Insufficient occupational skills/know-how | 71.1 |
| Insufficient experience | 60.3 |
| Dislike for working conditions | 25.3 |
| Low wages | 28.1 |
| Working in shifts | 8.0 |
| Difficulty in commuting | 11.6 |
| Long working hours | 5.0 |

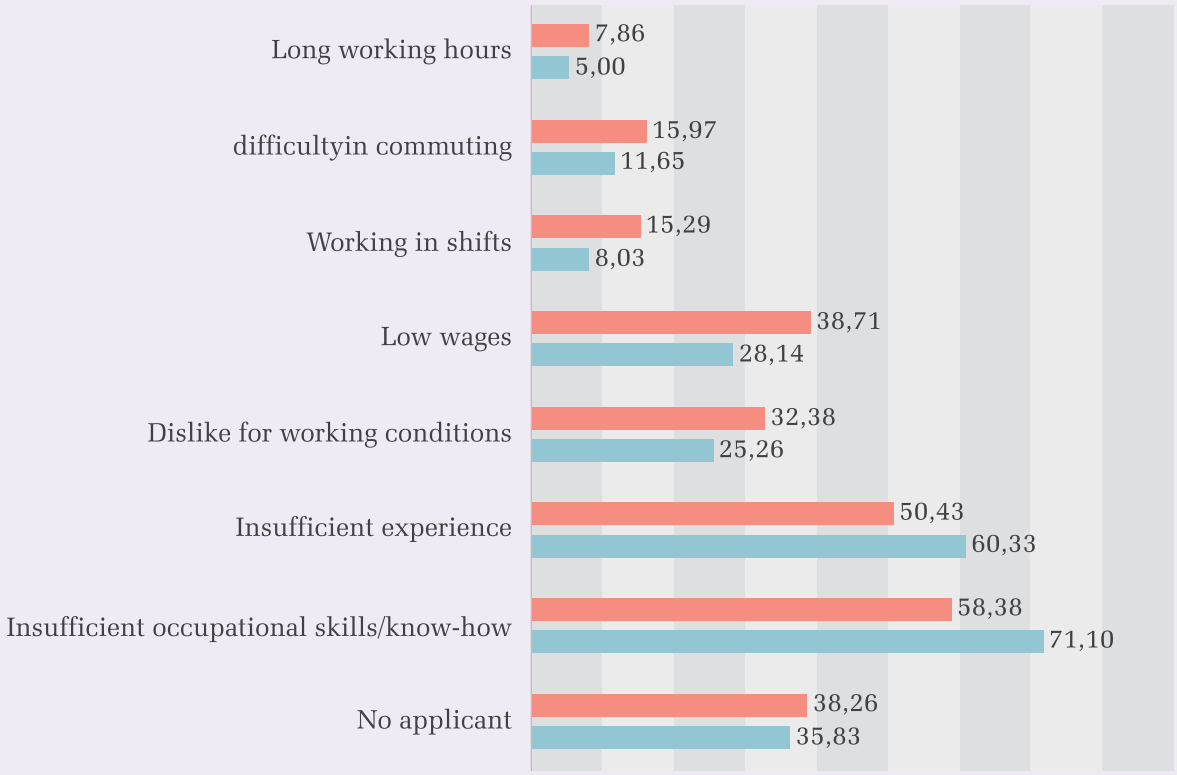
*Source: Ankara IPA 2014*

**TABLE 33 – REASONS BEHIND DIFFICULTIES IN FILLING POSITIONS (POTENTIAL OCCUPATIONS) %**

| | |
|---|---|
| No applicants | 38.3 |
| Insufficient occupational skills/know-how | 58.4 |
| Insufficient experience | 50.4 |
| Dislike for working conditions | 32.4 |
| Low wages | 38.7 |
| Working in shifts | 15.3 |
| Difficulty in commuting | 16.0 |
| Long working hours | 7.9 |

*Source: Ankara İPA 2014*

**FIGURE 14 – REASONS BEHIND DIFFICULTIES IN FILLING POSITIONS**




*Source: Ankara İPA 2014*

Table 34 shows the numbers of hard-to-fill positions and the number of vacant positions in the occupations with the highest potential for women's emoployment. Once again, the occupations in which positions are filled with the highest levels of difficulty are also those with the most vacant positions - namely security staff, sales consultants, manual workers, and waiters.

TABLE 34 – REASONS BEHIND DIFFICULTIES IN FILLING POSITIONS (POTENTIAL OCCUPATIONS)

| Occupation | Number of vacant positions | (%) | Number of hard-to-fill positions | (%) |
|---|---|---|---|---|
| Sales consultant | 711 | 6.2 | 701 | 6.1 |
| Security staff | 736 | 3.1 | 1009 | 4.3 |
| Cleaning staff | 530 | 1.5 | 296 | 0.8 |
| Nurse | 312 | 12.0 | 271 | 10.5 |
| Waiter | 499 | 6.5 | 526 | 6.9 |
| Cashier | 197 | 6.0 | 200 | 6.1 |
| Elevator installer | 161 | 45.6 | 161 | 45.6 |
| Sewing machine operator | 177 | 10.3 | 263 | 15.3 |
| Secretary | 154 | 2.3 | 151 | 2.3 |
| Manual worker (general) | 785 | 3.1 | 575 | 2.3 |
| Pre-accountant | 160 | 8.1 | 84 | 4.2 |
| Call center staff | 113 | 15.5 | 24 | 3.3 |
| Civil engineer | 149 | 3.1 | 327 | 6.9 |
| Accountant | 139 | 1.3 | 196 | 1.8 |
| Sales representative | 136 | 3.3 | 163 | 4.0 |
| Packaging worker (food) | 93 | 16.8 | 33 | 6.0 |
| Store attendant | 98 | 5.8 | 40 | 2.3 |
| English teacher | 87 | 7.4 | 41 | 3.4 |
| Computer engineer | 80 | 5.0 | 69 | 4.3 |
| Technical illustrator | 116 | 8.7 | 129 | 9.6 |

*Source: Ankara İPA 2014*

## 3.4. Future Trends in Employment/Occupations in which Employment is expected to Increase and Decrease

According to the predictions of employers in Ankara as of June 30th 2015, 36,968 new workers will be entering and 7,746 people will be leaving employment, resulting in a net increase in employment of 29,222. The potential impact of this increase on women's employment can be calculated using the current ratios of female employees across occupations. As in previous sections, this has been done by a process of matching the occupations in question

As a result, an increase of 5,000 in women's employment is anticipated. Among the main occupational groups, the largest increases in women's employment are expected to be seen among professionals and in services and sales staff. The fact that a net increase is anticipated in the number of women employed in every single one of the main occupational groups paints a positive picture for policies for increasing women's employment. Within the top 20 occupations, expectations for women's and men's employment are quite different: employment of women is expected to increase by 4,591 compared to an increase of 8,773 for men. The estimated increase is 6,535 for those occupations in which employers primarily state no specific preference for gender. These figures have been obtained by matching the professions identified through the question on vacant positions with those determined through the question on expectations of employment.

If the predictions for the top 20 occupations hold true, a significant increase in the number of vacant positions will have occurred in 2015. Among vacant positions in occupations for which employers general state a preference for women, sale consultants, waiters and security staff are the occupations with the highest expected increases in employment, while cleaning staff is the only occupation for which a net decrease in employment is foreseen.

**TABLE 35 – EXPECTED CHANGE IN EMPLOYMENT BY MAIN OCCUPATIONAL GROUP**

| Occupation groups | Expected increase | Expected decrease | Net change (NC) | Ratio of women employees (RW) | Expected change (NC*RW) |
|---|---|---|---|---|---|
| Office service staff | 1,103 | 127 | 977 | 49.9 | 488 |
| Service and sales staff | 5,689 | 752 | 4,937 | 21.4 | 1,057 |
| Occupations requiring no qualifications | 7,898 | 4,863 | 3,035 | 24.4 | 740 |
| Qualified agriculture, forestry, and aquaculture workers | 50 | | 50 | 1.8 | 1 |
| Professionals | 4,450 | 568 | 3,882 | 39.2 | 1,522 |
| Artisans and related occupations | 9,025 | 723 | 8,302 | 4.6 | 379 |
| Technicians and supporting professionals | 3,010 | 438 | 2,572 | 18.7 | 482 |
| Plant and machine operators and assemblers | 5,574 | 202 | 5,372 | 5.3 | 282 |
| Managers | 168 | 73 | 95 | 17.7 | 17 |
| TOTAL | 36,968 | 7,746 | 29,222 | | 4,967 |

*Source: Ankara İPA 2014*

## TABLE 36 – NET EXPECTED CHANGE IN EMPLOYMENT IN THE OCCUPATIONS WITH THE HIGHEST NUMBER OF VACANT POSITIONS BY GENDER PREFERENCE

| Women | Net change | Men | Net change | No preference | Net change |
|---|---|---|---|---|---|
| Secretary | 87 | Manual worker (general) | 1,009 | Security staff | 1,043 |
| Sales consultant | 1i092 | Gas metal arc welder | 551 | Sales consultant | 1,092 |
| Nurse | 272 | Welder (oxygen and electric) | 435 | Cleaning staff | -572 |
| Call center staff | 87 | Waiter | 1,397 | Waiter | 1,397 |
| Pre-accountant | 71 | CNC milling machine operator | 222 | Nurse | 272 |
| Cashier | 181 | Groundskeeper | 45 | Elevator installer | 161 |
| Cleaning staff | -572 | Furniture manufacturer (wood) | 410 | Manual worker (general) | 1,009 |
| Sewing machine operator | 181 | Driver-Transporter | 451 | Cashier | 181 |
| Other manufacturing workers (manual) | 64 | Security staff | 1,043 | Civil engineer | 409 |
| Cook | 286 | Plumber | 175 | Sales representative | 298 |
| Accountant | 235 | Electrician (general) | 725 | Sewing machine operator | 181 |
| Waiter | 1,397 | Steel construction worker | 266 | Packaging worker (food) | 85 |
| Public relations staff | 24 | Drilling worker | 121 | Store attendant | 137 |
| Garment manufacturing worker | 23 | Manual worker (Carrying, loading-unloading) | 94 | English teacher | 79 |
| Preschool teacher | 2 | Gas pump attendant | 79 | Computer engineer | 150 |
| Child development staff | 2 | Mechanical engineer | 198 | Accountant | 235 |
| Computer hardware/ technology technician | 22 | Furniture assembler | 172 | Technical illustrator | 11 |
| Security staff | 1,043 | Aluminum joinery worker | 177 | Marketing | 193 |
| Meat packaging staff | 79 | Smelter | 112 | Architect | 119 |
| Garment and accessories sales staff | 16 | Sales consultant | 1,092 | Software engineer | 57 |
| Total | 4,591 | | 8,773 | | 6,535 |

*Kaynak: Ankara İPA, 2014*

## CONCLUSIONS AND PROPOSALS

This study has examined the demographic characteristics of the labour market in Ankara in conjunction with the demand for male and female employees using the data from the 2014 1st Period Labour Market Demand Survey conducted by İŞKUR. In the light of this assessment, proposals have been developed for increasing the demand for woman employees in the province and for placing women in the vacant positions identified through the Labour Market Demand Survey in such a way as to support women's employment.

Public administration and education carry notably greater weight in the economy of Ankara when compared to Turkey in general. Construction and services also carry greater weight. The share of services in gross value added is 71.5%, the share of industry is 25.7% and the share of agriculture is only 2.8%. When compared to the rest of the country, the share of the services sector in Ankara is well above the national average, while the share of industry is slightly below the average. The share of agriculture, on the other hand, is very small.

According to İŞKUR Labour Market Analysis for 2014, employers in Ankara reported a total of 15,103 open positons in various sectors and occupational groups. A question regarding the preferred genders of candidates for vacant positions was included in the questionnaire for the first time in 2014. Employers' responses to this questionnaire showed that women were preferred for 1,384 (9.2%) of the vacant positions, and men for 8,097 (53.6%). For the remaining 5,622 positions (37.2%), no gender preference was declared. The "no preference" option was the dominant choice, with a share of 60% or above, for positions in the education sector, in healthcare and social services, in real estate, in information and communications, in culture, arts and entertainment, and in managerial and support services.

Making use of the labour demand data for 2014 generated by İŞKUR, the study analysed the occupations with the highest number of vacant positions in order to make a contribution to policies to support the placement of women in these positions in Ankara. The occupations with the highest potential in terms of improving women's employment were identified, and the qualifications and skills required for these positions analysed. Through the use of alternative scenarios, it was found that the three occupations with the highest potential for women in Ankara were security staff, sales consultants, and cleaning staff. For these occupations, employers generally stated that they had no gender preference. It was calculated that even if job placements for "no preference" positions are made in a way that preserves the current male/female ratio in employment in the occupations in question, the demand for woman employees will double. It thuis emerged that efforts to ensure that women are selected for vacant positions for which employers have no gender preference have great potential for improving women's employment. The positions for which employers do not state a gender preference are usually in occupations requiring a relatively high level of qualifications. Since employers tend to demand occupational know-how and experience instead of formal education when recruiting for these positions, it will be beneficial to design vocational training courses, if possible with a guarantee of employment. The occupations identified above as having the highest potential could be given priority in the organization of such courses.

The fact that employers have no gender preference for a high proportion of their vacant positions is quite an encouraging finding. However, the ratio of women among those currently employed in the majority of these occupations remains very low, indicating that factors other than employer prefer-

ences are also at work. In order to identify these factors, the qualifications required for "no preference" positions were first compared with those required for positions for which men and women are specifically preferred. The fact that the qualifications required for positions for which no gender preference is stated follow much the same order as the qualifications for positions for which women are preferred indicates a significant potential for policies favoring the placement of women in these positions. It can be concluded that the qualifications required for vacant positions can not be construed as factors obstructing women's employment. Accordingly, it is important that İŞKUR should direct female job candidates not only to positions for which women are preferred but also to "no preference" positions. This will help both to realize the potential increase in women's employment and to reduce the current gender segregation in the occupations in question. These findings demonstrate the great importance of efforts to place woman candidates in positions in those occupations which have a high potential for women's employment in order to increase employment and reduce unemployment among women. From the point of view of the qualifications which employers require for these positions, there should be no major difficulty.

As the required qualifications for positions in occupations for which employers have no gender preferences are similar to those for positions in occupations for which women are preferred, other factors are likely to be behind the low proportions of women working in such occupations. For this reason, this study has also reviewed th vacant positions that are hard to fill. As a result, a significant difference has been found in the distribution of the reasons for the difficulties experienced in filling such positions between the occupations with high potential for female employment and other occupations. Low wages are cited more frequently (39%) as a reason for difficulties in filling positions in occupations with a high potential for women than in all occupations on average (28%). This also holds true for dislike for working conditions (32% versus 25%), working in shifts (15% vs. 8%), difficulties in commuting (16% vs. 12%), and length of working hours (8% vs. 5%). On the other hand, reasons such as "insufficient occupational know-how and skills", "insufficient job experience" and lack of applicants are less likely to be cited in respect of hard-to-fill positions in occupations with high potential for women's employment. These results show that the problem is not due to the incompatibility between demand and supply in the labour market, but to the unsuitable working conditions and hours in occupations with high potential for women's employment along with difficulties in commuting and low wages.

Improving working conditions in such a way as to facilitate women's employment is very important in this context. Once again, the vital importance of creating conditions that make it easier to manage work and family obligations (such as childcare) come to the fore. At the very core of the poor working conditions and the low wages common in occupations with higher concentrations of women lies the invisibility of domestic care services provided by women, as these services are unpaid and have no "market value". A mindset transformation in this area may require long-term changes. However, policies of strengthening and expanding social care services could bring about critical progress in this direction while achieving practical gains in the meanwhile. The first actions which İŞKUR can take in this respect are to ensure that services of this kind are available to women taking part in vocational training courses, and to contribute to and participate in cooperation between relevant institutions on steps to be taken in this regard. An additional contribution, given the frequency with which problems of commuting are invoked, could be to encourage the provision of transportation services for staff in all workplaces, especially those where employees

work in shifts, and to speak up about the importance in this connection of public transport, which is so vital for urban living, and cooperate with the relevant authorities to ensure improvements in this area.

Finally, the data on the recruitment channels used by employers indicates that the proportion of employers utilizing the services provided by İŞKUR in order to recruit employees is quite high. It is also observed that this proportion is higher than average in the case of occupations with important potential for women's employment. Effort needs to be made to improve this positive situation even more. However, using friends and family is still a more common method of finding workers, especially for positions open to women. Therefore, it may be useful to increase efforts to inform employers about İŞKUR activities and to enhance the accessibly of documents and forms needed for making applications to the agency.

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## NOTES