

UNDERSTANDING THE GENDER PAY GAP

"EQUAL PAY FOR WORK OF EQUAL VALUE"

Is a Fundamental Human Right and a Global Target to be Achieved

"Factor-weighted Gender Pay Gap" is a method developed by ILO to better explain the gender pay gap, taking the following factors into account for working women and men



EDUCATION LEVEL



AGE



WORKING-TIME STATUS



SECTOR

* THE GENDER PAY GAP

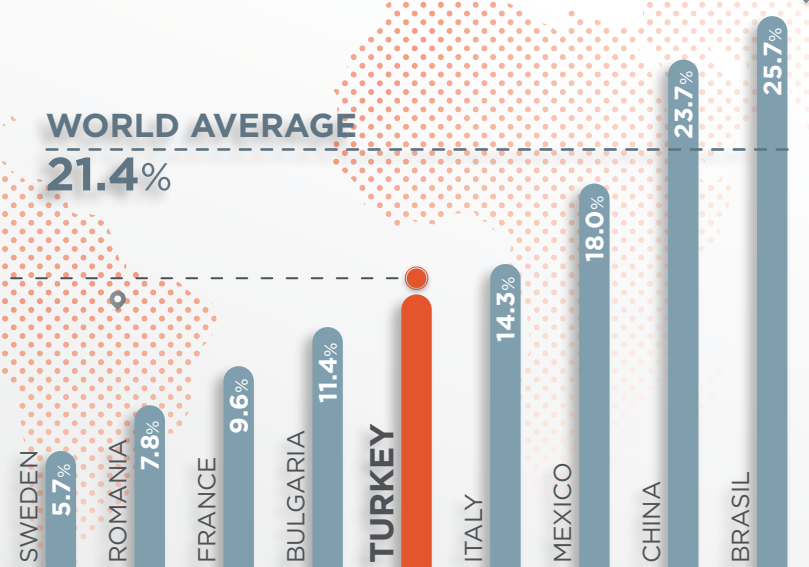
The difference in average wages between women and men who are engaged in paid employment

FINDINGS ON THE GENDER PAY GAP IN TURKEY BASED ON FACTOR-WEIGHTED METHOD

- Women in paid employment are better educated than men
 - Public sector employment rate of women is higher than men's
- When the density of these two groups are decreased, the pay gap is higher

GENDER PAY GAP*
%12.9

WORLD AVERAGE
21.4%

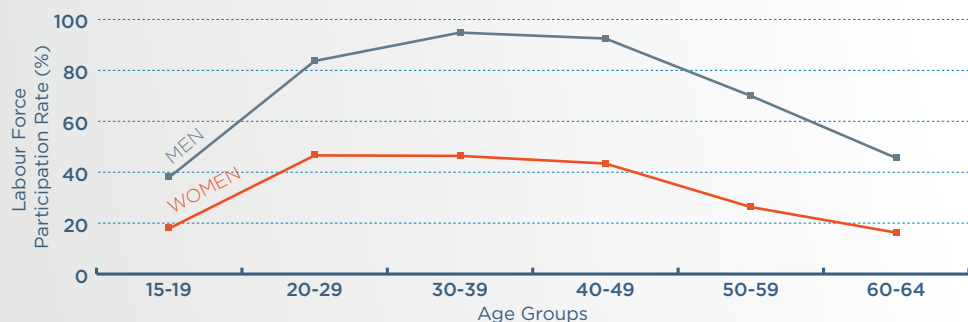


DIFFERENCES IN EDUCATION DO NOT SOLELY EXPLAIN THE PAY GAP

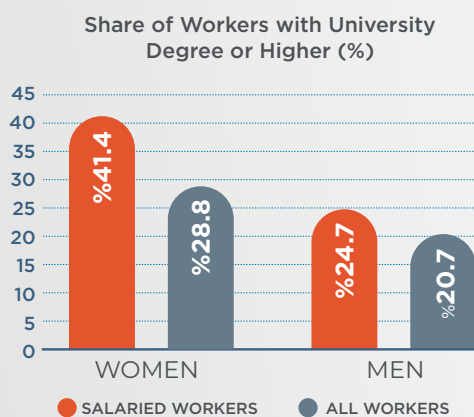
WOMEN HAVE LIMITED ACCESS TO DECENT WORK AND MORE LIKELY TO BE IN INFORMAL EMPLOYMENT

AS LABOUR FORCE PARTICIPATION OF WOMEN DECREASES, THE PAY GAP INCREASES

AGE OF WOMEN ALSO AFFECTS THE PAY GAP THEY FACE



WOMEN WORKING IN PAID EMPLOYMENT IS WELL EDUCATED THAN MEN



WOMEN WORK LONGER HOURS THAN MEN



MOTHERHOOD INCREASES THE PAY GAP



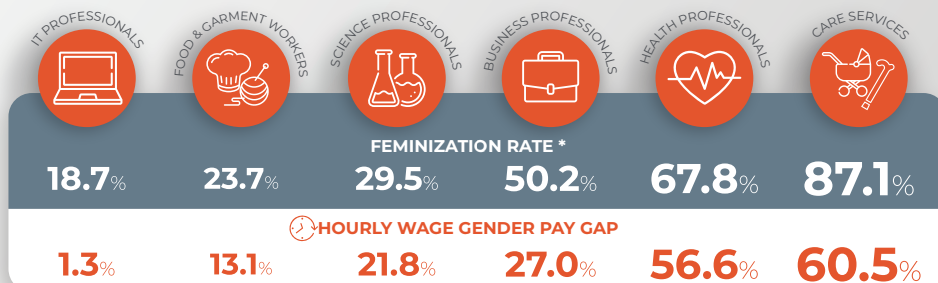
* THE MOTHERHOOD PAY GAP

The motherhood pay gap measures the pay gap between mothers and non-mothers, aged 25-50, the latter defined as women without dependent children.

TURKEY HAS THE HIGHEST MOTHERHOOD PAY GAP



FEMINIZATION RATE INCREASES THE PAY GAP AND FEMINIZATION LEADS TO LOWER WAGES



*Feminization rate is the occupation-specific share of women in the specified occupations

WOMEN'S UNPAID CARE WORK INCLUDING CHILD AND ELDERLY CARE PREVENT THEM GETTING INTO PAID LABOUR

- Providing better data that shows the reasons behind
- Fighting against informal employment at each age group and every level

FOR WOMEN



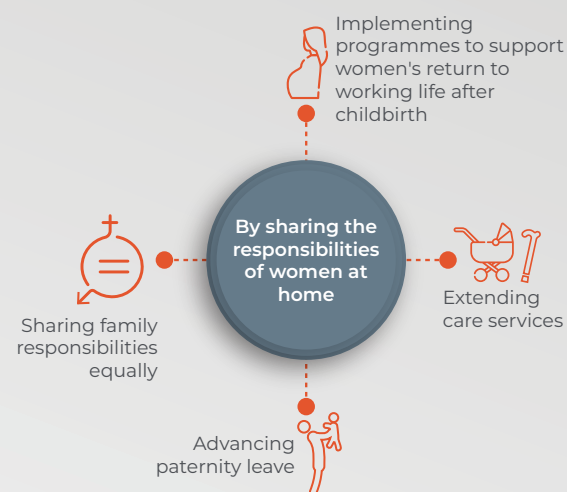
- Developing specific policies for each income group

- Extending implementation of the legal minimum wage
- Extending scope of collective agreements
- Promoting greater representation of women in senior and highly paid positions

ADOPTING "EQUAL PAY FOR WORK OF EQUAL VALUE" PRINCIPLE

- Since the education is not the sole factor behind the gender pay gap, investigating the country specific reasons and developing policies
- Promoting women's access to decent work opportunities

- Adopting policies to increase the labour force participation of women



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equal

together



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DECENT WORK



Sweden
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This Infographic is prepared in the scope of "More and Better Jobs for Women Programme," implemented by the International Labour Organization (ILO) with funding from the Swedish International Development Cooperation Agency (SIDA).

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