



SSALMUN'25

UNWOMEN

Gender Equality in Women's Participation in the Workforce:
Strengthening Women's Rights and Ensuring Equal
Representation in the Workplace

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Letter From USG

It is my great pleasure to participate in SSALMUN as the Under-Secretary-General of the Women's Participation in the Business World Committee. I am excited to welcome you all to our committee.

As its name suggests, our committee focuses on women's participation in the business world and the challenges they face. The world does not progress equally in every country when it comes to women's participation in the business world, and not every woman in the world enjoys equal rights in this realm. Understanding the situation in all countries and reaching the best possible solution to this problem requires the participation of all of you. It is your choice to decide the direction in which you want to take this committee. I strongly encourage you to thoroughly review the study guide that has been prepared for you as part of the conference, in order to gain an in-depth understanding of the issue that will be discussed. However, there is also much more content available beyond the study guide. You are expected to conduct research, gather information, list possible discussion points, questions, and plausible responses, and come prepared to engage in the intellectual energy of the group.

At the same time, it is not only about speaking and presenting, but also about the ability to listen, understand differing viewpoints, and learn from each other's perspectives.

Within this study guide, you will find comprehensive information about the committee and topics that will guide our discussions throughout the conference. It is essential that you familiarize yourself with the content, as it will serve as the foundation for our deliberations.

Feel free to approach me with any questions or concerns you may have. My goal is to ensure that this experience is not only intellectually stimulating but also personally enriching.

Best regards,

Gökçe Nalbant

WOMEN'S PARTICIPATION IN THE BUSINESS WORLD

1)MUN Introduction

Model United Nations (MUN) is an educational simulation that replicates the workings of the United Nations (UN). In MUN conferences, students take on the roles of diplomats, representing different countries or organizations and participating in debates and negotiations on global issues. The primary aim of MUN is to develop skills in diplomacy, public speaking, research, and teamwork, while also promoting awareness of international relations and global challenges.

Delegates in MUN conferences engage in structured debates, propose solutions through resolutions, and collaborate with other countries to reach consensus on pressing global matters. Through these activities, MUN participants not only learn about the UN's processes but also gain insight into the complexities of international decision-making, fostering critical thinking and problem-solving abilities that are applicable in both academic and real-world contexts.

2)COMMITTEE INTRODUCTION

UN Women, officially known as the United Nations Entity for Gender Equality and the Empowerment of Women, is a UN organization dedicated to promoting gender equality and empowering women around the world. Established in 2010, UN Women works to eliminate discrimination, address barriers to women's participation in political and economic life, and advocate for policies that ensure women's rights are respected globally."

The organization focuses on several key areas, including preventing violence against women, ensuring women's economic empowerment, and supporting women's leadership and participation in decision-making processes. UN Women also works to enhance the legal and policy frameworks that protect women and girls, and advocates for the integration of gender equality into national and international development agendas. By working with governments, civil society, and other UN agencies, UN Women strives to create a world where all women and girls can live free from violence and discrimination and have equal opportunities to achieve their full potential.

3)COMMITTEE INTRODUCTION AND GENERAL GOAL

Gender equality is a fundamental human right, and women's participation in economic life has significant benefits for women, families, communities and ultimately the economy. The empowerment of women through their participation in economic activities contributes to the creation of more stable and just societies, the achievement of international goals in the areas of development, sustainability and human rights, the improvement of the quality of life of women, men, families and societies, the building of strong economies and the achievement of more successful business results by private sector organisations.

The gender gap in employment is defined as the differences between the labor force participation and employment rates of men and women of working age (15-64 years). In 2015, the difference between the rates of women and men in the member, countries of the Organization for Economic Co-operation and Development (OECD), or in the other words, gender gap in employment, was 16.3 points, and in 2016 this value was determined to be 16.4 points (OECD)

The difference between male and female participation rates in the global workforce, the gender gap in labor force participation, is 26,7% (ILO, 2017). According to 2016 TÜİK (Turkish Statistical Institute) data, the gender gap in employment in Turkey is 37 points, and this gap in labor force participation is 39.5 points

The social and economic costs of this gender gap in employment, which results from women's limited ability to exercise their rights at work, are very high. For example, the annual cost of gender gaps in employment in Europe has been calculated at around €370 billion (or 2.8 percent of the EU's GDP). Furthermore, the cost of being out of employment over a woman's lifetime is estimated to be between €1.2 million and €2 million, depending on the woman's level of education (Eurofound, 2016).

Increasing the Participation of Women in the Workforce Contributes Significantly to the Growth of Both the Global and National Economy:

According to a report prepared by the McKinsey Institute in 2015, if gender equality is achieved in the labor market all over the world (50% female, 50% male participation), its contribution to the global gross product in 2025 will be 28 trillion dollars.

If, by 2015, every country were to reach the level of the country with the best gender equality in its geography, the global gain was calculated to be 12 trillion dollars.

This gain is equivalent to the combined economic size of China and the USA on a global scale (McKinsey, TÜSİAD, 2026).

Women's Empowerment

Empowerment means that all people, men and women, can control their lives, set their own agendas, gain skills (or have their skills and knowledge recognized), increase their

self-confidence, and solve problems. Women all over the world face many obstacles due to gender inequalities. The development of gender equality in business life makes a significant contribution to women's empowerment.

Empowerment of women:

- To live a dignified and free life
- Increased self-esteem and self-confidence
- Finding their own identity
- Gaining a respected place in society and family
- Becoming financially independent
- Contributing to the good and welfare of society
- Contributing to the growth of the country's economy
- It provides positive results such as the fair and equal use of the country's

resources

*Contribution to the Household

Women's participation in the workforce and working in income-generating jobs primarily increases household income and the welfare of the household. In addition, women's employment in paid jobs reduces income inequality within the household, and as a result, income inequality decreases at the macro level. In addition, various studies show that increasing women's access to income-generating resources creates significant improvements in the welfare of family members, especially children. For these reasons, women's participation in economic activities affects not only their own welfare but also the welfare of their family members and the communities they live in, and positively affects the distribution of resources within the household.

*Contribution to the Workplace

The economic empowerment of women and the increase in their participation in economic activities contribute positively not only to the families they live in but also to the performance of the workplaces and companies they work in. The presence of women at every level of companies makes significant contributions to business performance. Many studies show that the presence of women leaders in the business world leads to increases in financial performance, investment returns, market share, capital and stocks. In addition, regardless of the size of the companies, the inclusion of more women in their workforce both increases the representation of their own customer base and provides more information and insight into consumer preferences.

*Contribution to the Economy

Many studies conducted today show that gender equality development, fight against poverty, increased business efficiency, decrease in infant mortality rates and ultimately economic growth, contributes to increased social growth. Both in academic literature and in national and international organizations, According to reports prepared by Gender Equality, economic growth. There is a consensus that it has very positive results in terms of economic growth. Women's economic empowerment brings jobs to the economy many factors such as increase in

employment, labor supply and economic growth. Gender inequalities are. It is one of the most important obstacles to economic growth.

*Financial performance of companies with at least three female directors higher:
McKinsey's 101 Companies Operating Worldwide: "Women Matter", the first of which was published in 2007. The report includes the number of women on the board of directors and the number of women in companies. There is a strong relationship between organizational and financial performances of companies reveals that it is. According to the report; the financial performance of companies with at least three female directors is higher than companies without female directors. Also, women who determine corporate efficiency in companies positively impact the work environment values, coordination and control, leadership, Issues such as responsibility, extroversion and openness to innovations. The company is viewed more favorably by its employees

*Investment capital of companies with at least 3 women on the board of directors is 60% higher

Research conducted by Catalyst on the top 500 companies in the USA titled "The Bottom Line: Corporate Performance and Women's Representation on Boards" shows that the investment returns of companies with at least 3 women in management and economic activities are 60% higher than companies with all-male boards. This study demonstrates a significant positive relationship between gender diversity and business performance. Countries with the highest inequality between men and women are also those with the lowest per capita income. Despite the progress made in recent years, inequalities between men and women in employment continue to a significant extent.

*Contribution to the Country's Economy

The decrease in the difference between female and male employment rates provides significant gains for the country's economy on a macro scale. The OECD and EU 2020 Strategy underline that the establishment of strong economies and the sustainability of countries' social security systems depend on the increased employment of women in paid jobs. The OECD predicts that if the labor force participation rates of women and men converge, a potential gain of 12% will be achieved in the total economies of all OECD countries, including Turkey, by 2023 (Women's Empowerment Implementation Guide).

Following the Brisbane summit in November 2014, where the G-20 countries representing the economies that produce 80% of the global gross domestic product (GDP) gathered, the leaders issued a declaration. The declaration, which stated that increasing the global growth rate was a primary priority in order to provide better living conditions and quality jobs, set the G-20's goal of increasing global GDP by at least 2% by 2018. The importance of working together for growth targets and job creation, and building stronger and more resilient economies for sustainable growth and development, was underlined. In addition, the leaders pledged to reduce the gender

gap in women's labor force participation rates by 25% by 2025. According to calculations made by the ILO, achieving this goal would increase the total tax revenues of governments at the global level by 1.5 trillion dollars (ILO, 2017).

Gender Equality:

Equality means that women and men have equal rights, and that women and men of all ages have equal opportunities and are treated equally in all areas of life and work. Equal rights and freedom from discrimination are fundamental human rights. Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) emphasizes the recognition and implementation of gender equality in political, economic, social, and cultural areas.

Despite the existence of international norms and standards regarding equality and the prevention of discrimination in all areas of life, including working life, no society is completely free from discrimination today. Millions of women and men around the world cannot access education and employment, receive low wages, or are confined to certain professions without considering their skills, simply due to reasons such as gender, color, ethnicity, or belief.

The gender equality perspective is extremely important for understanding and eliminating the obstacles to the implementation of the principles of equal opportunities and equal treatment in working life. This section explains the basic concepts of the gender equality approach.

Gender refers to the genetic, physiological, and biological characteristics that a person exhibits as male or female from birth. When gender differences are mentioned, it refers to the biological and physiological differences that exist between women and men.

The term gender refers to the roles, characteristics, behaviors, and attitudes that are socially attributed to women and men. Unlike biological sex characteristics, gender is not related to the biological features of individuals, but to social perceptions and expectations. In other words, gender is a learned concept and varies greatly between cultures. Unlike biological sex, gender is related to the roles and duties assigned by society, and how society views, perceives, and expects the individual to behave. Gender is influenced by various factors such as age, social class, race, ethnicity, disability, and the geographical, economic, and political environment.

The statements “only women can give birth” or “only men can get prostate cancer” refer to the biological characteristics of women and men. These statements are true today and were true thirty years ago. They are true for women and men in Turkey, as well as those living in Australia or Latin America.

On the other hand, the expressions “only women can take care of children” or “only men can be managers” represent characteristics attributed to women and men socially and culturally. These characteristics are not universal; they describe the gender roles assigned to women and men in different societies and at different times. Today, many fathers spend time and effort on the care and development of their children, and there are highly successful female managers.

Gender equality is defined as individuals being equally present, visible, empowered, represented, and participating in all areas of social life without being discriminated against based on gender. All people have the right to develop their personal skills and make their own choices without being subject to any stereotypes or prejudices. This requires that the different behaviors, needs, and interests of women and men are taken into consideration and evaluated, and that this equality is actively supported.

Gender stereotypes are generally accepted ideas in society about what women and men can do:

- Women cook better, men repair better.
 - Women serve better, men are better leaders.
-

*Gender Stereotypes:

Gender stereotypes define the boundaries and patterns that women and men are expected to fit into. However, in real life, women and men often do not conform to these patterns. There are many loving and self-sacrificing men, and many women with a strong sense of responsibility. These stereotypes not only describe certain characteristics of women and men but also indicate a hierarchy between these traits. In society, being "rational" is considered more important than being "emotional," or "abstract thinking ability" is seen as more valuable than being "detail-oriented."

This approach, which creates stereotypes about how women and men should behave, can have extremely destructive consequences. For example, girls who are told that women should always be "thin and elegant" may develop eating disorders, or young men who are told that men should always be "tough and brave" may resort to violence, such as stabbing their friends or teachers, to resolve a disagreement.

Gender Roles:

Gender roles are imposed on women and men both in their private lives and in public spaces (work, social life). These roles indicate differences in socially assigned responsibilities and the work they do. For example, in many societies, men generally work outside the home, while women are responsible for housework and care work. Gender roles can be flexible or rigid, and they also change over time. This change can be observed in many societies today, where men increasingly take on housework and care responsibilities, while women participate more in paid employment. These socially shaped roles are taught to girls and boys from a very early age through different channels (such as toys, games, colors, school, and media).

Gender-Based Division of Labor:

The gender-based division of labor is defined as the assignment of different roles, responsibilities, and tasks to women and men based on societal ideas and values about what women and men should or can do. Both women and men undertake many different roles in their lives, both productive (producing goods and services for consumption and trade, and generating income) and reproductive (maintaining the household and ensuring its survival).

However, in many societies today, the primary role of men is defined within the productive sphere. These productive jobs, which are done in exchange for wages, are linked to economic contribution, national income accounts, and social rights. Activities carried out outside the home, in the public sphere, provide both income and social status.

In contrast, the primary role of women is often seen as related to reproductive activities.

Reproductive work, or reproductive labor, can be defined as all activities necessary for the reproduction and maintenance of households, societies, and individuals. This term is primarily used in reference to women's activities in the home. The definition of reproductive work is broad and somewhat vague. It includes tasks such as washing and ironing clothes, cooking meals, washing dishes, cleaning the house, and addressing the emotional needs of family members—such as dealing with moral issues, adolescent depression, coming-of-age crises, and fears of failure. Although these reproductive tasks are vital for people's survival, they are generally not seen as "work." Instead, they are performed voluntarily with a sense of responsibility and love, and are often considered part of being a woman. These tasks are not compensated economically and are typically seen as invisible and unpaid labor.

There are many reflections of the gender-based division of labor in the labor market. The gender-based division of labor refers to both the sectoral and job distribution between women and men. Sectors where women or men are predominantly employed lead to the separation of "women's work" and "men's work." For example, women are often employed in the service sector, while men are more likely to work in manufacturing. Gender-based segregation also occurs within subfields of sectors. For instance, women are predominantly employed in electronics and ready-made clothing manufacturing, while men are more concentrated in the automotive industry. This segregation is known as "gender-based occupational segregation." The most common manifestation of this segregation is the concentration of women in low-skilled, low-wage jobs with limited career opportunities. On the other hand, "vertical segregation" refers to the unequal opportunities for advancement within the same sector. Women typically work in lower positions and, as a result, earn lower incomes.

In some parts of Asia, it is common for women to work in road construction, whereas in European countries, this is generally considered "men's work."

The Division of Labor Based on Gender Is Not Fixed: The division of labor based on gender is not fixed or unchangeable; it evolves over time due to various factors such as economic crises, migration, and war. For instance, the husbands of women who migrate to another country for work may completely take over household and caregiving responsibilities.

Discrimination: Discrimination is defined as any direct or indirect distinction, exclusion, or favoritism based on age, race, gender, religion, political opinion, ethnic origin, or any other basis. Discrimination in the labor market can be defined as a situation in which equal treatment and opportunities are disrupted due to age, race, gender, religion, political opinion, ethnic origin, or any other basis.

Gender Discrimination: Gender discrimination is defined in the *Convention on the Elimination of All Forms of Discrimination against Women* as follows:

“...the term ‘discrimination against women’ means any distinction, exclusion, or restriction based on sex, which has the purpose or effect of denying women, regardless of their marital status, the enjoyment of human rights and fundamental freedoms based on equality between men and women in the political, economic, social, cultural, personal, or other fields, or preventing or nullifying their enjoyment of these rights.”

This definition adds an important dimension to the concept of discrimination: it reveals that gender discrimination is a violation of women’s human rights.

Forms of Discrimination in the Labor Market:

Discrimination in the labor market can take different forms:

1. **Direct Discrimination** occurs when laws, rules, and practices directly discriminate against employees based on the factors mentioned above.
For example, if a job posting states that a male candidate who has completed his military service is wanted, this means there is discrimination based on age and gender.
Another example is the nursing profession, which could only be practiced by women until the Nursing Law was changed in 2007. Even if men wanted to be nurses, they could not pursue this profession because of the provision in Article 3 of the old law, which stated: “In Turkey, the art of nursing cannot be practiced by anyone other than Turkish women who have earned the title of nurse within the provisions of this law.”
2. **Indirect Discrimination** is the situation where rules and practices appear neutral but, in practice, disadvantage people of a certain gender, race, color, or other characteristics. In other words, indirect discrimination refers to practices that consistently lead to a certain group benefiting more from opportunities and resources. To recognize this discrimination, it is very important to consider the consequences of these practices. This type of discrimination is more prevalent in the continuation of gender inequalities in work life, and identifying these practices and taking precautions is extremely important for the development of equality.
For example, there is a wage difference between full-time and part-time work. In many European countries, the fact that women are predominantly employed in part-time jobs indicates that there is indirect gender discrimination in this practice. If a workplace

employs mostly women in part-time jobs and the employer states and implements that only full-time employees can advance in the job, it is clear that indirect discrimination is occurring.

There are many indirect discrimination practices that stem from gender stereotypes and are commonplace in daily life. For example, in recruitment, women who apply for a job that is considered a “men’s job” may not even be invited for an interview, even if they have similar skills and experience as their male counterparts. Another situation is that women applying for a job are asked whether they plan to get married and, if they are married, whether they want to have children. This creates discrimination between married and single women, with or without children.

Different Treatment of Certain Special Groups:

Different treatment of certain special groups is allowed in two cases:

1. To protect certain groups of workers, such as prohibiting those under the age of 18 from working in heavy and hazardous jobs. For example, seasonal agricultural work by children under the age of 18 is prohibited because it is considered heavy and hazardous work.
2. Applying positive discrimination to a group for a certain period of time (until the unequal situation is eliminated) in order to eliminate the effects of past or ongoing discrimination and establish equality. Quota systems for women or the disabled can be given as examples.

Greater Representation of Women in Business:

Greater representation of women in business is not only a matter of equality but also one of the foundations of sustainable development and the development of the global economy. This committee will provide an opportunity for young leaders to come together to discuss the obstacles women face in business and develop solutions. Increasing women’s participation in the workforce, expanding equal pay policies, providing equal opportunities for career advancement, implementing family-friendly policies, and eliminating gender-based discrimination will be the main focus of this committee.

This committee aims to raise awareness of business and economic development issues, develop a solution-oriented approach, and encourage the active participation of young people.

*Decent Work and Gender Equality

Work is a key activity for the continuity of human life, well-being and position in society. In this sense, work can not only generate income but also pave the way for more general social and economic progress; it strengthens individuals, their families and communities. However, such progress depends on the decent nature of the work done. Decent work reflects the aspirations of

people in their working lives.

The International Labour Organisation (ILO) developed the “Decent Work” approach in coordination with its components consisting of workers, ‘employers’ and governments. This approach has been included in many conventions, especially the ILO Constitution, since the establishment of the ILO in 1919. Finally, it is also included in the Sustainable Development Goals, which are aimed to be achieved by 2030.

According to the International Labour Organisation’s definition of Decent Work:

- It is productive,
- Brings a fair wage,
- Ensures access to safe and adequate health services,
- Provides social protection (offers compensation in case of loss or reduction of income),
- Provides sufficient free time and rest opportunities,
- Respects private life, family and social values,
- Provides opportunities for personal development and integration with society,
- Employees can freely express their concerns, organize and participate in decisions that affect their lives, and all women and men benefit from equal opportunities and are treated equally.

In other words, “decent work” refers to productive work that pays a fair wage, respects human dignity, provides free and safe working conditions, provides social protection for workers and their families, and where all women and men enjoy equal opportunities and are treated equally (ILO, 1998).

The implementation of the ILO decent work approach has developed the decent work for all agenda. The decent work agenda consists of four key, closely interrelated components:

1. Ensuring labor rights and principles are secured (ensuring that employees’ rights are recognized and respected)
2. Increasing employment opportunities (An economy that provides investment, entrepreneurship, skills development, productive employment opportunities and sustainable livelihood opportunities)
3. Expanding social protection (safety in the workplace, social protection for workers and their families, providing workers with opportunities for personal development, promoting social integration)
4. Encouraging social dialogue (employees’ participation in decisions affecting their lives, ensuring equal opportunities and treatment for all at work)

The concept of “decent work” also encompasses the approach to gender equality, because decent work is a right-based approach; it is based on the principles of inclusiveness, equality and justice. In order to develop gender equality in working life, the roles that are socially assigned to women and men should be addressed and the factors that create differences between women and men in benefiting from social resources, opportunities and rights should be examined. The implementation of the four basic components explained above is closely related to the development of gender equality. In other words, the four components mentioned need to

be considered to ensure better jobs for women. In this context, the following summarises the measures that can be taken to implement a decent work approach that includes women:

1. Ensuring labor rights and principles

- Ratification and effective implementation of ILO conventions on ensuring equality and preventing discrimination (100, 111, 156, 183)
- Developing legal regulations on equal opportunities and equal treatment, including home-based, temporary work and migrant workers.
- Collecting data and conducting research on discrimination cases in working life
- Developing, implementing, monitoring and evaluating national policies on equality in employment
- Taking temporary special measures to prevent discrimination against women and ensure equality.
- Integrating gender equality goals into national employment strategies, such as equal pay for equivalent work
- Strengthening institutional mechanisms such as human rights institutions or equality commissions to protect equal rights at work.
- Taking necessary measures to ensure that male and female employees can balance their work and family responsibilities.
- Taking measures to prevent gender-based occupational segregation in working life

4) HISTORICAL CONTEXT AND GLOBAL SITUATION

- **Historical Perspective:** Historically, women's participation in the workforce has been limited. The industrial revolution, the women's rights movement of the mid-20th century, and today's diversified workforce are important turning points that shaped women's place in the workforce.
- **Global Situation:** There are large differences between countries in female labor force participation. While the female labor force participation rate is higher in developed countries, this rate may still be low in developing countries.

5) MAIN ISSUES AND CHALLENGES

Main factors preventing women from participating in the workforce:

- **Gender-based Discrimination:** Workplace discrimination, gender-based pay gaps, and promotion barriers.
- **Balancing Family and Work Life:** One of the biggest factors that prevent women from participating in the workforce is the imbalance between childcare and domestic responsibilities and work life.
- **Education and Skills Development**

● Influence of Social Norms and Gender Roles

COMMON PROBLEMS FACED BY WOMEN IN WORKING LIFE

Women's Double Burden:

When women enter the labor market, they have to undertake both paid work and reproductive activities. Women work much longer hours than men. The workload that occurs as a result of women performing both paid work and activities at home at the same time is called women's double burden. Reproductive activities carried out by women at home, as well as paid work, are indispensable for the continuity of societies. Despite being so essential, reproductive activities are not paid and are not considered as economic value. However, these activities account for one third of the total production carried out in the world, and it is known that the time women spend on total economic activities is 30% more than men in developing countries (Corbanese, 2011).

An important reason underlying the obstacles to women's employment and the inequalities in the labor market is the unequal workload within the household. Studies have shown that household and home care activities performed by women, on the one hand, cause women to have a low level of participation in the labor market, and on the other hand, they are forced to work in temporary, informal jobs at a higher rate in the labor market.

It is possible to obtain information on the types and hours of individuals working both in paid jobs in the labor market and in unpaid work outside the market, such as within the household, thanks to time-use surveys. In developed countries, it is observed that women spend an average of 6 hours a day on unpaid labor, while men spend only half that amount, an average of 3 hours. In some developing countries, the difference between the time women spend on unpaid labor and the time men spend on unpaid labor exceeds 5 hours a day. When only the working population is examined, it is observed that working women spend more time on unpaid labor than men, as is proposed in the second-shift or double-shift theories. The increasing participation of women in the labor force does not mean that men are taking on more household responsibilities. On the contrary, this means that expectations from women are increasing and that women are taking on and fulfilling much more responsibilities. According to statistics obtained from time-use survey data, inequality between women and men in terms of household workload is observed all over the world. According to OECD data, looking at the average of 26 countries, women in the 15-64 age group spend more than 4.5 hours a day on household work activities, while men in the same group spend approximately 2 hours and 20 minutes. Regardless of whether women are employed in the labor market, they devote much more time to household work and care activities than men. While inequality within households can deepen inequalities in the labor market, it can also feed inequalities within households by increasing the disadvantages women face in working life due to their burden of housework.

Statistics generated from the Time Use Survey data compiled by the Turkish Statistical Institute in 2014-15 in Turkey show that household labor in Turkey is disproportionately undertaken by

women. When the daily activities of individuals aged 10 and over are examined, women spend an average of 4 hours and 35 minutes a day on household and home care, while men spend only 53 minutes. Women spend 83 percent of their total working hours (both working in the labor market and unpaid work in the household) on household and home care activities, while men spend 78 percent of their total working time on income-generating work in the labor market. When we look at the time spent by employed individuals on household and home care, women in Turkey spend 3 hours and 31 minutes a day on household and home care, while male employees spend only 46 minutes. This unequal workload varies depending on the individual's characteristics, such as education level, labor force status, working style, whether they reside in rural or urban areas, as well as the income level of the household, the number of children and adults in the household, and the presence of children or adults in need of care in the household.

Horizontal and Vertical Segregation:

Horizontal and vertical segregation by gender is widely observed in the labor market at the level of sectors and occupations.

In the labor market, jobs in some sectors are called 'women's jobs,' and jobs in others are called 'men's jobs.'

For example, while the automobile and oil sectors are male-dominated sectors, textiles and ready-made clothing appear to be female-dominated sectors. This gender-based segregation on a sectoral basis is known as horizontal segregation. Vertical segregation means that, in the workplace, women are concentrated in jobs that do not require qualifications or require very little, and therefore have low status and wages, while men are concentrated in skilled jobs that have high status.

Another form of separation between women and men in the labor market is called the glass ceiling. As you move up the workplace hierarchy, jobs become more valuable. It is difficult for women to reach higher-level jobs. It is more difficult for women to advance in their jobs, get promoted, and reach managerial positions than it is for men. In many workplaces, even in jobs where women predominantly work, it is seen that women cannot reach managerial positions. There are obstacles that prevent women from reaching these positions, and these obstacles are called the 'glass ceiling' in the literature.

The agricultural sector, which had the most significant share in terms of women's employment until the early 2000s, has been replaced by transnational production forms and the widespread service sector, as the globalization process has progressed in the last twenty years. In countries that follow export-based growth policies, the demand for women's labor has increased as a result of the competition processes carried out on labor costs. Women working in the industry mostly found the opportunity to work in the food, clothing, and textile industries. However, due to the changing production structure in these sectors, they had to work in workshops, at home, or home-based, which constituted a labor source devoid of flexible social security. The agricultural sector has maintained its importance in terms of women's employment to this day. As of 2016,

agriculture's share in women's employment in Turkey is at the level of 30 percent. As in many countries of the world, the sector with the largest share in women's employment in Turkey is services (55 percent). In developed countries and EU countries, 86 percent of women's employment works in the service sector. Industry is the sector with the lowest share in women's employment when the construction sector is excluded (15 percent). Even in regions with a high share of female employment in industry, such as East and South Asian countries, their share in total female employment does not exceed 28 percent (ILO KILM Database).

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Situation at Work:

Informal Work and Unpaid Family Labor:

The gender segregation observed in the labor market according to sectors is also observed according to working styles and job status. The International Labour Organization (ILO) defines these two forms of work, together with unpaid family work and self-employment, as vulnerable employment. The ratio of employment in these two forms of work to total employment constitutes the vulnerable employment rate. As can be understood from the definition of fragile employment, informal and irregular work refers to forms of work where irregular wage payments, no job guarantee, and temporary and insecure work are common. These characteristics are generally observed in sectors and professions where women's employment is concentrated. As of 2016, 44 percent of women in employment in Turkey work without social security. This rate, which is also high for men, is around 30 percent.

In the labor market, women are seen to work in informal jobs at higher rates than men. Informal sector jobs are associated with the lowest wages, poor working conditions, and, more importantly, jobs that involve insecure working conditions. The agricultural sector, where women work as unpaid family workers, is at the forefront of informal activities carried out by women. When women decide to enter the labor market, they are often faced with the fact that there are more such jobs available to them.

Part-time, Temporary, and Precarious Atypical Jobs:

The majority of those working part-time, temporary, insecure, and generally atypical jobs that emerged with the flexibility of labor markets are women. Women are more likely to accept flexible and informal working conditions due to shorter working hours and lower qualifications in the labor market, due to their care burden at home. The majority of part-time jobs, home-based jobs, domestic services, and childcare services are done by women.

Wage Gap:

There are significant differences in both income and wages between men and women. These

differences do not only occur in low-skilled, low-paid jobs, but also in jobs that require high qualifications. For example, in fields such as accounting, computer programming, and engineering, even though men and women have similar qualifications, the wage gap continues to favor men and disadvantage women.

Gender-based wage gaps are the result of occupational segregation, the way occupations are separated, structural factors in the payment system, and weak bargaining power.

One consequence of inequalities in labor market work and in household labor activities outside the labor market is the wage and income inequality between women and men. According to studies examining the wage and income differences between women and men in Turkey, the gender wage gap is high. One of the first studies that took into account all types of income found that women's average monthly earnings were 48 percent of men's. When looking at wage earners, it was observed that the wage gap between women and men narrowed down to 96 percent of men's average wages. While 36 percent of the difference between women and men's wages in Turkey can be explained by variables such as education, experience, profession, etc., 64 percent stems from gender-based discrimination, which researchers describe as market discrimination. According to a study conducted in 2012, women's average annual earnings in Turkey are approximately 55 percent of men's earnings. Approximately 63 percent of women do not earn a personal income, while this rate is only 5.5 percent for men. The low probability of women reaching a personal income can be explained by the low labor force participation rate on the one hand and the high fragile employment rate on the other.

6) International Agreements and Organizations

- UNConventionontheEliminationofDiscriminationagainstWomen(CEDAW)
- UNWomen
- InternationalLabourOrganization(ILO)
- SustainableDevelopmentGoals(SDGs): The 5th goal is Achieving Gender Equality, and this goal aims to increase women's participation in the workforce.

7) International Norms and Standards on Gender Equality in Working Life

No society is completely free of discrimination. Millions of women and men around the world are unable to access employment and education, are paid low wages, or are confined to certain occupations without regard to their skills, simply because of their gender, color, ethnicity, or belief.

Freedom from discrimination is a fundamental human right. There are also significant economic benefits to achieving equality in the workplace. Employers who implement equality benefit from a larger, more diverse workforce. Workers who benefit from equality also have greater access to education, often earn higher wages, and spend more, thus contributing to increased output.

ILO standards on equality provide tools to eliminate all aspects of discrimination in the workplace and society at large. They also provide the basis for implementing gender mainstreaming strategies in the world of work.

In terms of creating a more equal and equitable future for working men and women, the four main conventions on gender equality cover equal pay, non-discrimination in employment and occupations, workers with family responsibilities, and the protection of motherhood. Two of these standards are among the fundamental principles and rights in working life.

Countries that ratify these ILO Conventions commit themselves to developing national policies aimed at achieving the envisaged goals. Turkey ratified two fundamental Conventions, those on discrimination and equal pay, in 1967, but has not yet ratified those on workers with family responsibilities and on standards for the protection of maternity.

ILO Conventions on Gender Equality:

The main package of gender equality Conventions includes four international instruments related to the world of work:

- Equal Remuneration Convention, 1951 (No. 100)
- Discrimination (In Employment and Occupations) Convention, 1958 (No. 111)
- Workers with Family Responsibilities Convention, 1981 (No. 156)
- Maternity Protection Convention, 2000 (No. 183)

Equal Remuneration Convention, 1951 (No. 100)

This Convention obliges ratifying countries to implement the principle of equality for men and women for work of equal value. "Wages" include the normal, basic, or minimum wage, as well as any additional payments and benefits, in cash or in kind, directly or indirectly, arising from a person's employment. The gender wage gap data show that the objective of ILO Convention No. 100 has not yet been achieved.

There are many reasons why gender wage gaps exist:

- Gender differences in education and training
- Gender differences in work experience
- Segregation of professions by gender
- Part-time/full-time work
- Business size and unionization rate

● Wagediscrimination(givingdifferentnamestothesamejob)

In determining whether two jobs have the same value, the job evaluation method should be used, and relative values should be measured and compared by taking into account factors such as skills, effort, responsibilities, and working conditions.

The following are among the measures suggested for implementing the principle of equal pay for equal work:

- Reviewingwage-settingmechanismstoeliminateanypotentialdirectdifferencebetween men's and women's wages.
- Reviewoflawsandpracticesthatindirectlydeterminewageorbenefitamounts.
- Ensuringwideruseofanalytical-basedjobevaluations.
- Makingnecessarychangesinwagesystemstoeliminatedifferencesatarenotrelated to jobs' content, seniority, or productivity.
- Establishingpayequalityboards.
- Collectionandanalysisofstatisticsdisaggregatedbysex(incomelevelsandworking hours, occupational groupings, education level, age, seniority, actual hours worked, etc.).
- Includingequalpayprovisionsinlaws,collectiveagreements,andwagedirectives.
- Payingattentiontopossibledifferentwagecategoriesforjobsdonemostlybymenand jobs done mostly by women.

Discrimination (In Employment and Occupations) Convention, 1958 (No. 111)

The aim is to ensure equality of opportunity and treatment in workplaces and to eliminate discrimination in working life. Discrimination is defined in this Convention as any distinction, exclusion, or preference made on the grounds of race, color, sex, religion, political opinion, national or social origin, which eliminates or impairs equality of opportunity and treatment in employment or occupation.

This document covers discrimination in terms of access to education and training, employment, and certain occupations, as well as the terms and conditions of employment. Discrimination on the basis of the inherent special measures to protect the reproductive functions of men and women and maternal health; positive interventions — temporary measures to compensate for the consequences of past or ongoing discrimination — are not considered.

Gender-based income gap and discrimination

While gender-based wage gaps vary from country to country, they persist almost everywhere. According to estimates, hourly wage gaps can be as high as 40 percent in some countries. Wage differences can be explained in part by individual characteristics, such as the level of education, skill, and experience, and occupational and sectoral distinctions between men and women. A recent study analyzing microdata from the United States found that 38 percent of the gender wage gap remains unexplained after controlling for factors such as education, work

experience, and occupation. Indeed, several studies that decompose the gender wage gap into identifiable structural components and unexplained differences attribute the unexplained difference to discrimination.

Reducing the gender gap by 25 percent worldwide would increase global income by 3.9 percent, and global tax revenues could increase by \$1.5 trillion.

Source: ILO: World Employment and Social Situation: Trends Relating to Women 2017 (Geneva, 2017)

Workers with Family Responsibilities Convention, 1981 (No. 156)

The Convention aims to ensure equality of opportunity and treatment between male and female workers with family responsibilities and workers with and without family responsibilities. The Convention covers all sectors of economic activity and all female and male workers with family responsibilities for dependent children and other family members who clearly need care and support. Member States are expected to develop policies to ensure that workers with family responsibilities can participate in employment without discrimination and without experiencing tension between work and family responsibilities.

Measures to ensure work-family reconciliation include: family services (child and elder care, services to relieve the burden of housework); leaves (maternity leave, paternity leave, parental leave, family leave for emergencies, retraining/reintegration); working hours (term, part-time, flexible working hours); and raising awareness of the need to balance work and family responsibilities.

Maternity Protection Convention, 2000 (No. 183)

The Convention covers all women in employment, including those in non-typical forms of dependent work, and provides maternity protection. Maternity protection covers:

- Maternity leave (14 weeks; six weeks of compulsory leave after birth unless otherwise regulated in the country; additional leave in case of illness or complications).
- Cash and medical assistance (at least 2/3 of the woman's guaranteed earnings or equivalent; prenatal, perinatal, and postnatal; hospital expenses).
- Protection of health (a woman should not have to do work that may be dangerous for her or her child's health).
- Job security (protection against dismissal; right to return to the same or equivalent job at the same pay).
- Non-discrimination (not using birth as a disadvantage in employment; not applying pregnancy tests unless legally required for the protection of health).
- Breastfeeding (taking regular breaks from work or shortening working hours for breastfeeding — counting breastfeeding breaks/hours as part of paid working hours).

United Nations Convention on the Elimination of All Forms of Discrimination against

Women (CEDAW) and Gender Equality in Working Life

The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted by the United Nations General Assembly in 1979 and entered into force in 1981. The Convention aims to eliminate discrimination against women. The Convention defines discrimination against women as a violation of human rights and emphasizes that in order for countries to develop, increase prosperity, and achieve freedom, women must have equal rights with men in all areas of life, including work life, and that discrimination against women must be prevented. Turkey ratified the CEDAW Convention in 1985 with some reservations, and the reservations were lifted in 2000 following domestic legal arrangements.

Article 11 of the Convention describes the measures that the States Parties to the Convention must take to prevent discrimination against women in employment and to ensure equality between women and men. The Convention also includes regulations regarding the prevention of discrimination against women on the grounds of marriage and maternity. Article 13 of the Convention requires the States Parties to take the necessary measures to ensure that men and women enjoy equal rights in economic and social life. The Convention underlines the problems faced by women living in rural areas and recommends that the necessary measures be taken to prevent women in rural areas from being discriminated against. The CEDAW Committee also prepares General Recommendations on certain issues within the scope of the Convention. The General Recommendations on working life are as follows:

- CEDAW General Recommendations No. 13: The Principle of Equal Pay for Work of Equal Value
- CEDAW General Recommendations No. 16: Unpaid women's labour in rural and urban family businesses
- CEDAW General Recommendations No. 17: Measuring and quantifying women's unpaid domestic activities and including them in gross national product
- CEDAW General Recommendations No. 26: Women Migrant Workers

8) Different Policies and Strategies of Countries

- **Scandinavian Countries** : The Scandinavian countries have become role models in gender equality thanks to their female leaders, happiness economy practices, and successful steps toward equal opportunities. According to the Organisation for Economic Co-operation and Development (OECD), 3 out of 4 women in the Scandinavian countries are part of the paid workforce. More importantly, the state clearly supports gender equality in the workplace, at home, and in society. There is a higher female workforce participation in all Scandinavian countries, and the gender wage gap is very low. Naturally, there are a wide range of opportunities for women to reach leadership

positions. All Scandinavian countries implement a well-developed welfare state system and encourage initiatives that support women's participation in the economy and their return to work after giving birth. According to expert opinions based on research results, the public sector in Scandinavian countries is much more women-friendly than the private sector.

- Iceland has the smallest wage gap between men and women
Iceland has maintained its leadership as the world's most egalitarian society for the past decade. Sociologists agree that this leadership stems from its strong foundation at the bottom of the social pyramid. The country's strong feminist movement, which began in the 1970s, has borne fruit over time. Today, when we look at the gender pay gap, Iceland is the country with the smallest gender pay gap. Any company in Iceland with more than 25 employees must have a gender equality program with targets that must be audited every three years, according to the law. In Iceland:
 - Women's equality is protected by law.
 - 'Equal Pay for Equal Work' is mandatory.
 - There must be at least 40 percent women on company boards of directors.
 - The world's best parental leave policy is implemented.
 - Children learn from kindergarten to university that gender equality is important.
 - Women are not allowed to be abused by men.
 - There is a 'Ministry of Gender Equality' with important functions.
- In 2019, Iceland's Prime Minister Katrín Jakobsdóttir stated that instead of economic growth-focused policies, a model that prioritizes human happiness would be adopted and that life from now on would be based on egalitarian, family-friendly, and environmentally friendly policies.
 - 14 weeks of parental leave is mandatory
The most important gender equality "trump card" in all Scandinavian countries, especially Iceland, is progressive childcare policies. In all Scandinavian countries, a universal child care system is in place so that parents (and more so women) do not have to choose between looking after their families and going to work. Iceland has raised the bar for equality by pioneering a generous parental leave policy where both parents get 90 days of leave. In Norway, supportive parenting policies and heavily subsidized child care services have led to a high rate of women entering the workforce. Since 2013, both parents have been required to take at least 14 weeks of parental leave after the birth of their child.
 - Women's representation increased thanks to quotas
Quotas for women in parliament and executive boards are a subject that many experts are skeptical about. According to this skeptical view, quotas support more equal representation, but at the same time, they may create inequality and the necessity to elect women. However, the Scandinavian example shows that quotas have made great progress in terms of women's representation.
- Differences Between Countries: Women's participation in business varies greatly depending on the economic, cultural, social, and political structure of a country. There

are important differences between developed and developing countries, as well as between countries in the same region. These differences are evident in many areas, such as women's participation in the workforce, women's representation in senior management positions, sectoral distribution, working conditions, and the effectiveness of gender equality policies.

9) Possible Solutions and Suggestions

9.1) Education and Awareness Programs

In order for women to have more space in the business world, their education levels need to be increased. Steps that can be taken in this regard may include:

- Programs for women in STEM: Special training and mentoring programs can be created to increase the number of women in fields such as science, technology, engineering, and mathematics.
- Career counselling and guidance: Programs can be initiated in schools and universities to provide guidance to women on how to advance in the business world.
 - Awareness-raising campaigns: Global awareness campaigns can be organized to explain the importance of women having equal opportunities in the business world.

9.2) Policy and Legal Reforms

- Equal pay laws : Labor laws can be amended to ensure that women receive equal pay for equal work as men.
- Childcare support : It is important to strengthen childcare services and encourage flexible working hours for mothers so that women can participate in business life more easily.
- Laws against gender discrimination: More effective laws and policies can be implemented to combat gender discrimination in the workplace. These laws are important to ensure women's safety and equal treatment at work.

9.3) Mentoring and Leadership Opportunities

- Mentor programs for women leaders : Programs can be initiated to help young women connect with senior managers and receive mentorship from them.
- Leadership development programs : Special training and seminars can be organized to help women develop their leadership skills.

9.4) Internal Policy Changes

- Flexible Working Hours and Remote Working : Flexible working hours and remote

working opportunities can be provided to enable women to fulfill their family responsibilities.

- Company policies that promote diversity and inclusion: Steps can be taken to increase gender diversity in companies. For example, programs or positive discrimination practices can be developed to ensure that women are promoted to management positions.

9.5) International Collaborations and Supporting Projects

- Support from international organizations such as the United Nations: Projects can be established under the leadership of international organizations, such as the United Nations, to develop global strategies to increase women's participation in the workforce.
- Projects supporting women entrepreneurship: Financial and technical support can be provided to women entrepreneurs to help them establish and grow their businesses. Such projects can help women gain economic independence.

9.6) Social-Cultural Change

- Strengthening the understanding of gender equality in society : The understanding of gender equality can be developed by using media, education, and other communication tools.
- Including men in the struggle for equality: Programs can be organized to raise awareness not only among women but also among men regarding gender equality. Awareness-raising activities can be carried out to ensure that men share responsibilities within the family.

9.7) Financial Support and Access

- Financial support packages for women entrepreneurs: Financial support, such as low-interest loans and grants, can be provided to help women start businesses.
- Platforms to introduce women entrepreneurs to investors: Platforms can be created where women entrepreneurs can introduce their projects to potential investors.

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