



## **AN ANALYSIS OF GENDER INEQUALITY WITH THE DIMENSION OF EDUCATION, ECONOMY, POLITICS AND HEALTH IN TURKEY**

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### **ABSTRACT**

Gender inequality is one of the most important problem of the humanity. There are very important psycho-socio-economic-political reasons feeding the gender inequality across the world. In this context, it is vital to analyze the factors affecting gender inequality with all the dimensions of gender inequality. In this study, it is analyzed the gender inequality with the dimensions of education, economy, politics and health in Turkey by using the results data for 2017 from the Global Gender Gap Index of World Economic Forum.

The global gender gap rank of Turkey is 131 for the year 2017 among the 144 countries. The global gender gap score and the score of subindices of Turkey slightly increased from 2016 to 2018. For Turkey, the gender inequality is very high in politics dimension; also gender inequality score for Turkey is below the average of the global index in economy dimension. On the other hand, gender inequality is very close the index average in health and education.

It is vital to eliminate high-level gender inequality in Turkey by efficient psycho-socio-economic-political strategies and policies for women and social welfare.

**Keywords:** Gender Inequality, Turkey, Global Gender Gap Index

## **TÜRKİYE'DE CİNSİYET EŞİTSİZLİĞİNİN EĞİTİM, EKONOMİ, POLİTİKA VE SAĞLIK BOYUTLARI İLE İNCELENMESİ**

### **ÖZET**

Cinsiyet eşitsizliği, insanlığın en önemli sorunlarından birisidir. Dünya genelinde cinsiyet eşitsizliğini besleyen çok önemli psiko-sosyo-ekonomik-politik sebepler sözkonusudur. Bu bağlamda, toplumsal cinsiyet eşitsizliğini etkileyen faktörleri, cinsiyet eşitsizliğinin tüm boyutlarıyla analiz etmek çok önemlidir. Bu çalışmada, Dünya Ekonomik Forumu Küresel Cinsiyet Açığı Endeksi 2017 yılı verileri kullanılarak, Türkiye'deki cinsiyet eşitsizliği, eğitim, ekonomi, siyaset ve sağlık boyutları ile birlikte incelenmiştir.

2017 yılı için, 144 ülke arasında Türkiye'nin küresel cinsiyet açığı sıralaması, 131'tür. 2016 yılında 0.585 olan küresel cinsiyet açığı puanı genel endeks ve alt endekslerde 2016'dan 2018'e çok hafif yükselme göstermiştir. Türkiye için siyaset boyutunda cinsiyet eşitsizliği çok yüksek olup, cinsiyet eşitsizliği puanı da ekonomi boyutundaki küresel endeksin ortalamasının altındadır. Öte yandan, cinsiyet eşitsizliği sağlık ve eğitimde endeks ortalamasına çok yakındır.

Türkiye'de yüksek düzeyde gözlemlenen toplumsal cinsiyet eşitsizliğinin, kadınlar ve sosyal refah için etkin psiko-sosyo-ekonomik-politik stratejiler ve politikalarla ortadan kaldırılması hayati önem taşımaktadır.

**Anahtar Kelimeler:** : Cinsiyet Eşitsizliği, Türkiye, Küresel Cinsiyet Açığı endeksi



## 1. INTRODUCTION

Gender inequality is one of the most important problem of the humanity. There are very important psycho-socio-economic-political reasons feeding the gender inequality across the world. It is vital to analyze the factors affecting gender inequality with all the dimensions of gender inequality. In this study, it is analyzed the gender inequality with the dimensions of education, economy, politics and health in Turkey by using the results data for 2017 from the Global Gender Gap Index of World Economic Forum. There are many studies in the literature on gender inequality across the world ( see Agénor, 2018; Juhn et al 2014; Celebioglu, 2017; Ponthieux and Meurs, 2015; Cuberes and Teignier 2015; Ruppanner and Treas 2015; Caner et al 2016; Gungor 2017; Buğra, 2017; Fatema, et al 2017; Aktas et al 2017).

Kenworthy and Malami (1999) examined the determinants of cross-national variation in the share of parliamentary seats held by women in 1998. Kenworthy and Malami (1999) stated that *“political, socioeconomic, and cultural factors are each important. Specifically, electoral system structure, left party government, the timing of women's suffrage, the share of women in professional occupations, and cultural attitudes toward the role of women in politics each play a role in accounting for variation in the degree of gender inequality in political representation around the world.”*

Seguino (2000) tested that gender inequality which contributes to women's relatively lower wages was a stimulus to growth via the effect on exports during 1975–95. Seguino (2000) stated that *“GDP growth is positively related to gender wage inequality and that part of the impact of gender wage inequality on growth is transmitted through its positive effect on investment as a share of GDP.”*

Klasen and Lamanna, (2009) examined what extent gender gaps in education and employment) reduce economic growth. Klasen and Lamanna, (2009) found that *“gender gaps in education and employment considerably reduce economic growth”*

Tansel (2002) analyzed the determinants of school attainments of boys and girls in Turkey. Tansel (2002) stated that schooling attainment are related to household permanent income, parental education and urban location.

Aytaç and Rankin (2004) analyzed the impact of modernity and traditionality on junior high school attainment of children in Turkey. Aytaç and Rankin (2004) found that *“significant variation in children's junior high school attainment by family background, region and urban location explaining persistent gender inequality in education”*.

Rankin and Aytaç (2006) examined gender inequality in schooling in Turkey by considering the effects of macrostructure, family resources, and cultural attitudes and practices on primary and postprimary school attainment. Rankin and Aytaç (2006) stated that *“while locality, family resources, and family structure and culture influence the education of both genders, girls' chances of postprimary schooling are greater if they live in metropolitan areas and in less patriarchal families”*

Table.1 shows the selected indicators for females in Turkey. Except unemployment, other indicators especially gender parity index for education improve for the period 2011-2016.



**Table.1 Selected Indicators for Females in Turkey**

Indicators	2011	2012	2013	2014	2015	2016
Expected years of schooling, female	13.7	13.9	15.9	16.5	16.8	..
Employment to population ratio, ages 15-24, female (%) (modeled ILO estimate)	21.4	20.9	21.7	22.2	23.2	23.4
Female share of employment in senior and middle management (%)	13.0	14.3	16.6	15.5	14.4	16.7
Gross graduation ratio, tertiary, female (%)	21.2	27.5	..	32.3	..	..
Labor force participation rate for ages 15-24, female (%) (modeled ILO estimate)	26.4	25.5	27.1	27.8	29.8	30.6
Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate)	28.3	28.9	30.1	30.2	31.5	32.5
Labor force with advanced education, female (% of female working-age population with advanced education)	84.6	84.4	85.5	85.0	86.1	86.3
Labor force with basic education, female (% of female working-age population with basic education)	70.3	69.5	69.4	69.7	69.6	69.7
Labor force with intermediate education, female (% of female working-age population with intermediate education)	74.2	73.6	74.6	75.4	75.9	76.2
Labor force, female (% of total labor force)	29.9	30.5	31.2	31.0	31.7	32.3
Literacy rate, youth female (% of females ages 15-24)	97.9	98.4	98.7	99.0	99.2	..
Ratio of female to male youth unemployment rate (% ages 15-24) (modeled ILO estimate)	122.0	122.4	127.3	121.8	134.7	136.5
School enrollment, primary (gross), gender parity index (GPI)	1.0	1.0	1.0	1.0	1.0	..
School enrollment, primary and secondary (gross), gender parity index (GPI)	0.9	1.0	1.0	1.0	1.0	..
School enrollment, primary, female (% gross)	100.6	97.9	106.9	106.3	102.9	..
School enrollment, secondary (gross), gender parity index (GPI)	0.9	0.9	1.0	1.0	1.0	..
School enrollment, secondary, female (% gross)	84.5	82.9	98.9	101.6	101.7	..
School enrollment, tertiary (gross), gender parity index (GPI)	0.8	0.9	0.9	0.9	0.9	..
School enrollment, tertiary, female (% gross)	55.8	64.1	73.4	80.8	88.9	..
Tertiary education, academic staff (% female)	40.9	41.1	41.6	42.8	43.1	..
Unemployment with advanced education, female (% of female labor force with advanced education)	6.9	6.5	6.7	7.6	7.4	8.6
Unemployment with basic education, female (% of female labor force with basic education)	8.4	7.7	8.2	9.2	9.7	9.6



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Unemployment with intermediate education, female (% of female labor force with intermediate education)	8.1	7.4	7.5	8.6	8.6	9.5
Unemployment, female (% of female labor force) (modeled ILO estimate)	10.0	9.3	10.4	11.7	12.5	13.5
Unemployment, youth female (% of female labor force ages 15-24) (modeled ILO estimate)	19.0	17.9	19.8	20.3	22.2	23.6

Source: World Bank, Gender Statistics DataBase, 2018



## 2. DATA AND METHOD

We use the data from the results of the Global Gender Gap Index. Global Gender Gap Index is calculated as following steps ( see in details, WEF, Global Gender Gap Index Report, 2017):

- First, it is obtained the female-to-male ratios.
- Second, in order to achieve “equality benchmark” the ratios are truncated
- Third, it is calculated subindex scores
- Fourth, it is calculated final scores

Table 2 shows the structure of the global gender gap index with the dimensions. Economic participation and opportunity dimension consists of the ratio of female labour force participation over male value; wage equality between women and men for similar work (survey data, normalized on a 0-to-1 scale); ratio of female estimated earned income over male value ratio of female legislators, senior officials and managers over male value; ratio of female professional and technical workers over male value.

<b>Economic Participation and Opportunity</b>	Ratio: female labour force participation over male value
	Wage equality between women and men for similar work (survey data, normalized on a 0-to-1 scale)
	Ratio: female estimated earned income over male value
	Ratio: female legislators, senior officials and managers over male value
	Ratio: female professional and technical workers over male value
<b>Educational Attainment</b>	Ratio: female literacy rate over male value
	Ratio: female net primary enrolment rate over male value
	Ratio: female net secondary enrolment rate over male value
	Ratio: female gross tertiary enrolment ratio over male value
<b>Health and Survival</b>	Sex ratio at birth (converted to female-over-male ratio)
	Ratio: female healthy life expectancy over male value
<b>Political Empowerment</b>	Ratio: females with seats in parliament over male value
	Ratio: females at ministerial level over male value
	Ratio: number of years with a female head of state (last 50 years) over male value
Source: World Economic Forum, Global Gender Gap Index, 2017	



Educational Attainment dimension consists of ratio of female literacy rate over male value, ratio of female net primary enrolment rate over male value; ratio of female net secondary enrolment rate over male value; ratio of female gross tertiary enrolment ratio over male value.

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Political Empowerment dimension consists of ratio of females with seats in parliament over male value; ratio of females at ministerial level over male value; ratio of number of years with a female head of state (last 50 years) over male value.

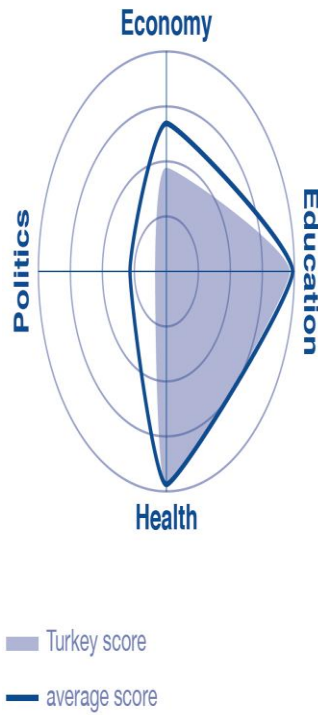
### **3. EMPIRICAL RESULTS**

When we analyzed the empirical results for Turkey from World Economic Forum, Global Gender Gap Index, 2017, Table 2 shows the key indicators for Turkey. The gender inequality is very high in politics dimension; also gender inequality score for Turkey is below the average of the global index in economy dimension. On the other hand, gender inequality is very close the index average in health and education.

The global gender gap rank of Turkey is 131 for the year 2017, the rank of economic participation and opportunity is 128, the rank of educational attainment is 101, the rank of health and survival is 59, the rank of political empowerment is 118. The country number in the index increased from 115 in 2016 to 144 in 2018, the rank of Turkey. The global gender gap score from 0.585 in 2016 to 0.625 in 2018 increased and the score of subindices of Turkey increased from 2016 to 2018.



**Table.2 Key Indicators and Global Gender Score of Turkey (2017)**



GDP (US\$ billions)	857.75
GDP per capita (constant '11, intl. \$, PPP)	23,679.40
Total population (1,000s)	79,512.43
Population growth rate (%)	1.56
Population sex ratio (female/male)	0.97
Human Capital Index score	60.33

	2006		2017	
	rank	score	rank	score
<b>Global Gender Gap score</b>	<b>105</b>	<b>0.585</b>	<b>131</b>	<b>0.625</b>
Economic participation and opportunity	106	0.434	128	0.471
Educational attainment	92	0.885	101	0.965
Health and survival	85	0.969	59	0.977
Political empowerment	96	0.052	118	0.088
rank out of	115		144	

Source: World Economic Forum, Global Gender Gap Index, 2017





**Table.3 Global Gender Score Card of Turkey (2017)**

	rank	score	avg	female	male	f/m	
<b>Economic participation and opportunity</b>	<b>128</b>	<b>0.471</b>	<b>0.585</b>				
Labour force participation	131	0.439	0.667	33.6	76.6	0.44	
Wage equality for similar work (survey)	94	0.590	0.634			0.59	
Estimated earned income (PPP, US\$)	122	0.440	0.509	14,917	33,867	0.44	
Legislators, senior officials and managers	107	0.178	0.320	15.1	84.9	0.18	
Professional and technical workers	104	0.638	0.758	39.0	61.0	0.64	
<b>Educational attainment</b>	<b>101</b>	<b>0.965</b>	<b>0.953</b>				
Literacy rate	94	0.940	0.883	92.6	98.6	0.94	
Enrolment in primary education	97	0.990	0.979	93.7	94.6	0.99	
Enrolment in secondary education	110	0.981	0.971	85.5	87.2	0.98	
Enrolment in tertiary education	105	0.874	0.938	88.3	101.0	0.87	
<b>Health and survival</b>	<b>59</b>	<b>0.977</b>	<b>0.956</b>				
Sex ratio at birth	1	0.944	0.920			0.95	
Healthy life expectancy	68	1.050	1.037	67.8	64.5	1.05	
<b>Political empowerment</b>	<b>118</b>	<b>0.088</b>	<b>0.227</b>				
Women in parliament	108	0.171	0.279	14.6	85.4	0.17	
Women in ministerial positions	135	0.040	0.209	3.8	96.2	0.04	
Years with female head of state (last 50)	38	0.057	0.200	2.7	47.3	0.06	

Source: World Economic Forum, Global Gender Gap Index, 2017





Table.3 shows Global Gender Score Card of Turkey for the year 2017. The rank of Economic participation and opportunity of Turkey is 128. The rank of subindices are as follows: the rank of labour force participation of turkey is 131. The rank of wage equality for similar work (survey) of turkey is 94. Estimated earned income (PPP, us\$) of turkey is 122. The rank of legislators, senior officials and managers of turkey is 107. The rank of professional and technical workers of turkey is 104.the rank of educational attainment of turkey is 101. The rank of health and survival of turkey is 59. The rank of political empowerment of turkey is 118. Relatively, the worst indicators in the index for turkey is labor force participation, estimated earned income, enrolment in secondary education and women in ministerial positions. Relatively, the best indicators in the index for turkey are sex ratio at birth, healthy life expectancy and years with female head of state.

Table.4 shows the selected key indicators of Turkey for gender inequality. The dimension of workforce participation shows the gender inequality especially the indicators such as youth not in employment or education, unemployed adults, proportion of unpaid work per day, contributing family workers. Economic leadership dimension the gender inequality especially boards of publicly traded companies, R&D personnel. On the other dimension, gender inequality levels is relatively low.

**Table.4 Selected Key Indicators of Turkey for Gender Inequality (2017)**

<b>Workforce Participation</b>	<b>female</b>	<b>male</b>	<b>value</b>
Non-discrimination laws, hiring women			no
Youth not in employment or education	33.7	14.1	2.39
Unemployed adults	13.6	9.6	1.43
Discouraged job seekers	42.3	57.7	0.73
Workers in informal employment	–	–	–
High-skilled share of labour force	9.0	13.5	0.66
Workers employed part-time	25.7	12.6	2.04
Contributing family workers	26.4	4.6	5.77
Own-account workers	8.8	20.1	0.44
Work, minutes per day	500.3	476.7	1.05
Proportion of unpaid work per day	75.3	24.4	3.08



**Table.4 Selected Key Indicators of Turkey for Gender Inequality (2017) (Cont.)**

<b>Economic Leadership</b>	female	male	value
Law mandates equal pay			yes
Advancement of women to leadership roles			<sup>2</sup> 0.50
Boards of publicly traded companies	12.0	88.0	0.14
Firms with female (co-)owners			0.34
Firms with female top managers			0.06
Employers	1.3	4.6	0.29
R&D personnel	30.2	69.8	0.43

<b>Access to Assets</b>	female	male	value
Hold an account at a financial institution	44.3	69.0	0.64
Women's access to financial services			yes
Inheritance rights for daughters			yes
Women's access to land use, control and ownership			yes
Women's access to non-land assets use, control and ownership			yes
Mean monthly earnings (1,000s, local curr.)	2.3	2.3	1.01

<b>Political Leadership</b>	female	male	value
Year women received right to vote			1930
Years since any women received voting rights			87
Number of female heads of state to date			1
Election list quotas for women, national			–
Election list quotas for women, local			–
Voluntary political party quotas			yes
Seats held in upper house	–	–	–



**Table.4 Selected Key Indicators of Turkey for Gender Inequality (2017) (Cont.)**

<b>Family</b>	<b>female</b>	<b>male</b>	<b>value</b>
Average length of single life	24.2	28.1	0.86
Proportion married by age 25	41.4	11.0	3.75
Mean age of women at birth of first child			29
Average number of children per woman			2.05
Women's unmet demand for family planning			6.00
Potential support ratio			8
Total dependency ratio			50
Parity of parental rights in marriage			yes
Parity of parental rights after divorce			yes
<b>Education and Skills</b>	<b>female</b>	<b>male</b>	<b>value</b>
Out-of-school children	6.2	5.3	1.16
Primary education attainment, adults	82.0	94.7	0.87
Primary education attainment, 25-54	86.8	94.2	0.92
Primary education attainment, 65+	43.4	79.1	0.55
Out-of-school youth	15.4	13.5	1.14
Secondary education attainment, adults	30.4	43.8	0.69
Secondary education attainment, 25-54	40.1	57.5	0.70
Secondary education attainment, 65+	10.1	24.9	0.40
Tertiary education attainment, adults	–	–	–
Tertiary education attainment, age 25-54	10.6	13.7	0.77
Tertiary education attainment, age 65+	2.8	9.2	0.30
PhD graduates	0.3	0.4	0.73
Individuals using the internet	44.0	63.5	0.69



**Table.4 Selected Key Indicators of Turkey for Gender Inequality (2017) (Cont.)**

<b>Care</b>	<b>female</b>	<b>male</b>	<b>value</b>
Length of parental leave (days)			–
Length of maternity/paternity leave (days)	112.0	–	
Wages paid during maternity/paternity leave	67.0	–	
Provider of parental leave benefits			–
Provider of maternity/paternity leave benefits	gov	–	
Government supports or provides childcare			yes
Government provides child allowance			yes
<b>Graduates by Degree Type</b>	<b>female</b>	<b>male</b>	<b>value</b>
Agri., Forestry, Fisheries and Veterinary	2.3	2.9	0.80
Arts and Humanities	13.8	8.1	1.71
Business, Admin. and Law	36.6	40.0	0.91
Education	13.5	7.4	1.83
Engineering, Manuf. and Construction	7.4	19.4	0.38
Health and Welfare	8.9	4.2	2.09
Information and Comm. Technologies	1.6	2.9	0.54
Natural Sci., Mathematics and Statistics	5.2	3.7	1.42
Services	2.6	4.7	0.56
Social Sci., Journalism and Information	7.8	6.7	1.17
<b>Health</b>	<b>female</b>	<b>male</b>	<b>value</b>
Mortality, children under age 5	8.5	10.5	<sup>1</sup> 0.81
Mortality, non-communicable diseases	180.7	211.0	<sup>1</sup> 0.86
Mortality, infectious and parasitic diseases	2.1	2.7	<sup>1</sup> 0.77
Mortality, accidental injuries	5.6	15.2	<sup>1</sup> 0.37
Mortality, intentional injuries, self-harm	2.2	6.7	<sup>1</sup> 0.32
Mortality, childbirth			<sup>1</sup> 16
Legislation on domestic violence			yes
Prevalence of gender violence in lifetime			42.0
Law permits abortion to preserve a woman's physical health			yes
Births attended by skilled health personnel			97.40
Antenatal care, at least four visits			88.90

<sup>1</sup> Age-standardized death rates per 100,000 population. <sup>2</sup> Data on a 0-to-1 scale (0 = worst score, 1 = best score)

Source: World Economic Forum, Global Gender Gap Index, 2017



#### 4. CONCLUSION

Gender inequality is one of the most important problem of the humanity. There are very important psycho-socio-economic-political reasons feeding the gender inequality across the world. It is vital to analyze the factors affecting gender inequality with all the dimensions of gender inequality. In this study, it is analyzed the gender inequality with the dimensions of education, economy, politics and health in Turkey by using the results data for 2017 from the Global Gender Gap Index of World Economic Forum.

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The gender inequality is very high in politics dimension; also gender inequality score for Turkey is below the average of the global index in economy dimension. On the other hand, gender inequality is very close the index average in health and education.

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