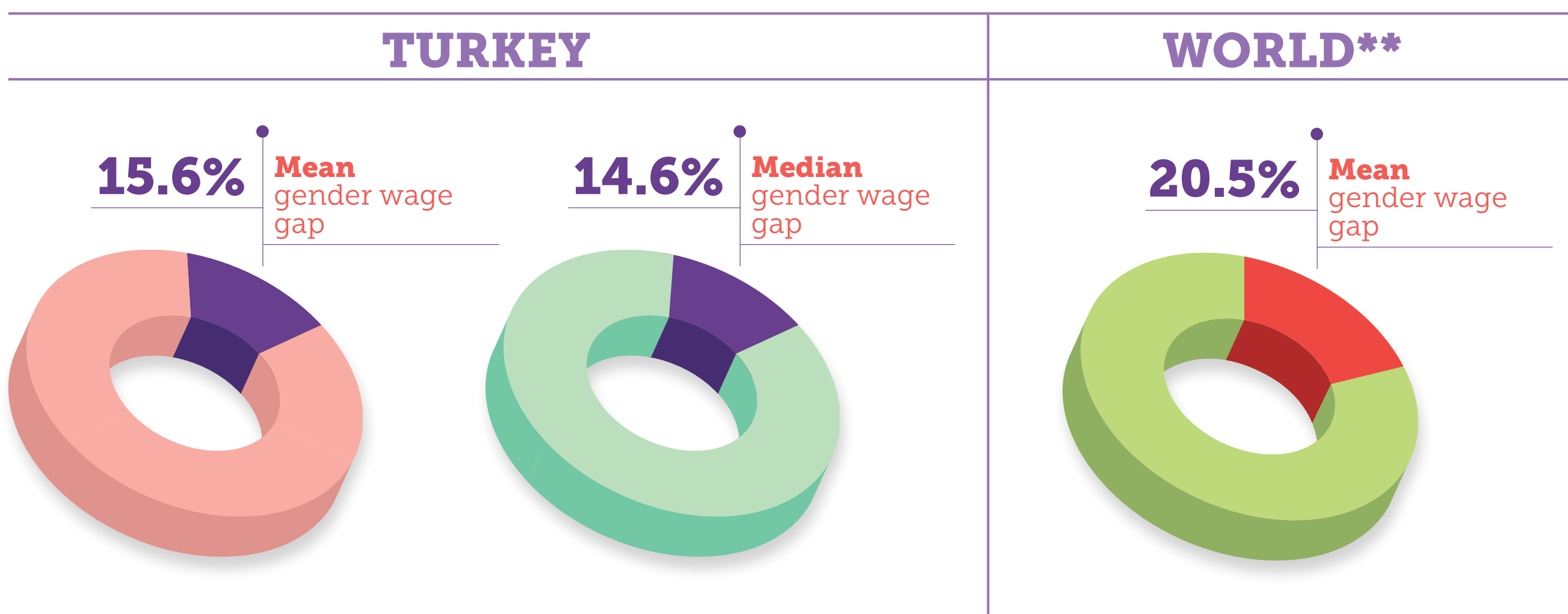


# GENDER WAGE GAP IN TURKEY\*

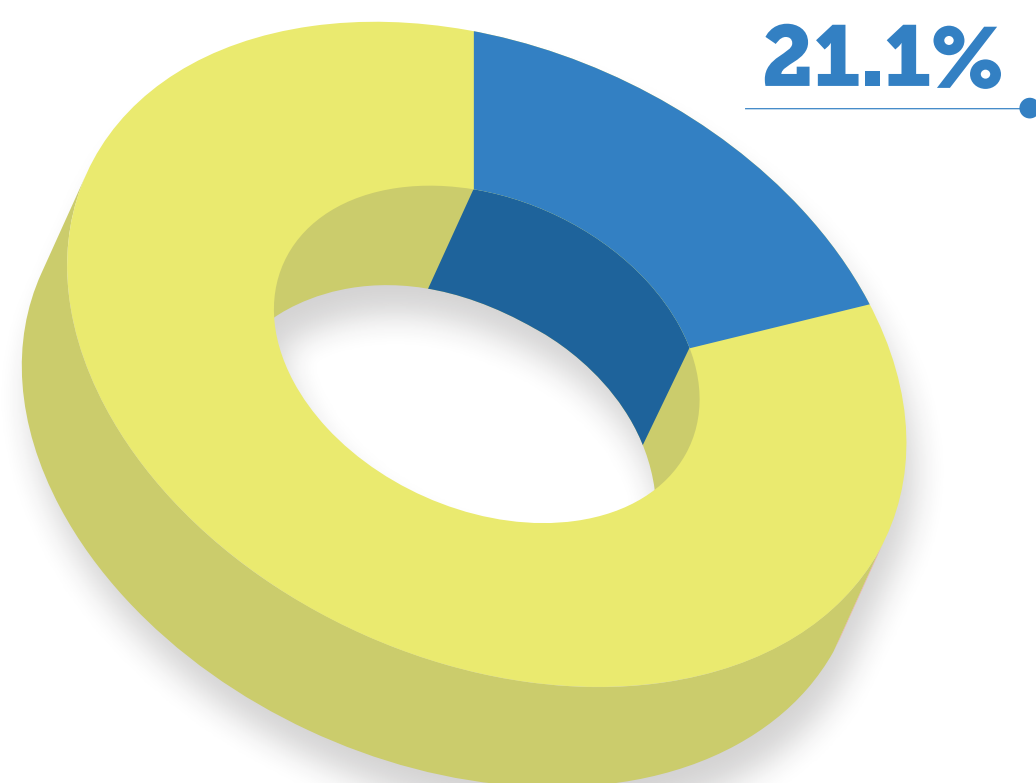


## WHAT IS GENDER WAGE GAP?

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



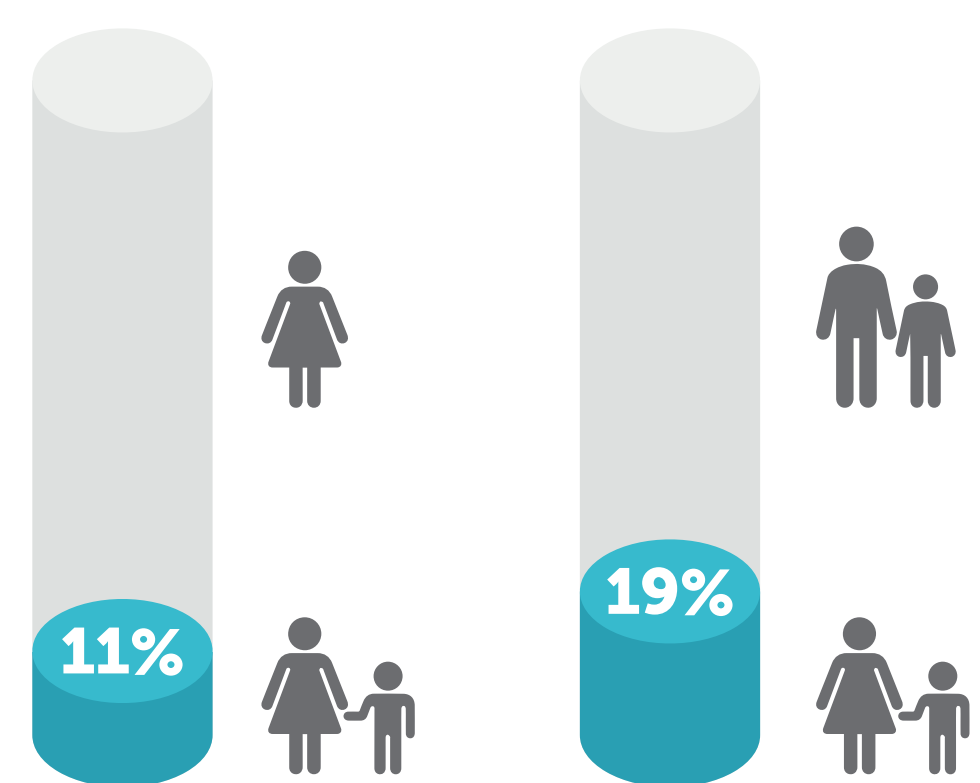
## FACTOR-WEIGHTED GENDER WAGE GAP



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



## MOTHERHOOD WAGE GAP



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

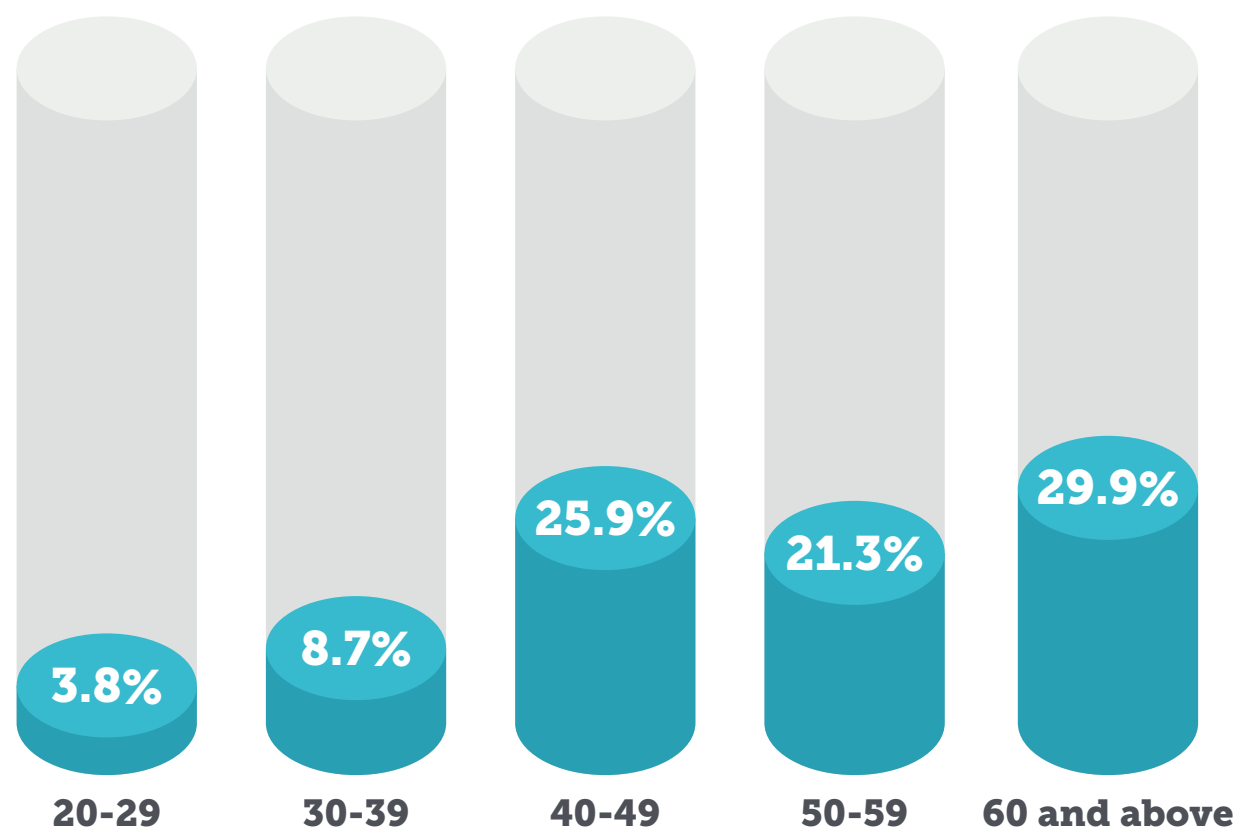
\*\* ILO, Global Wage Report, 2018/19

# GENDER WAGE GAP IN TURKEY\*

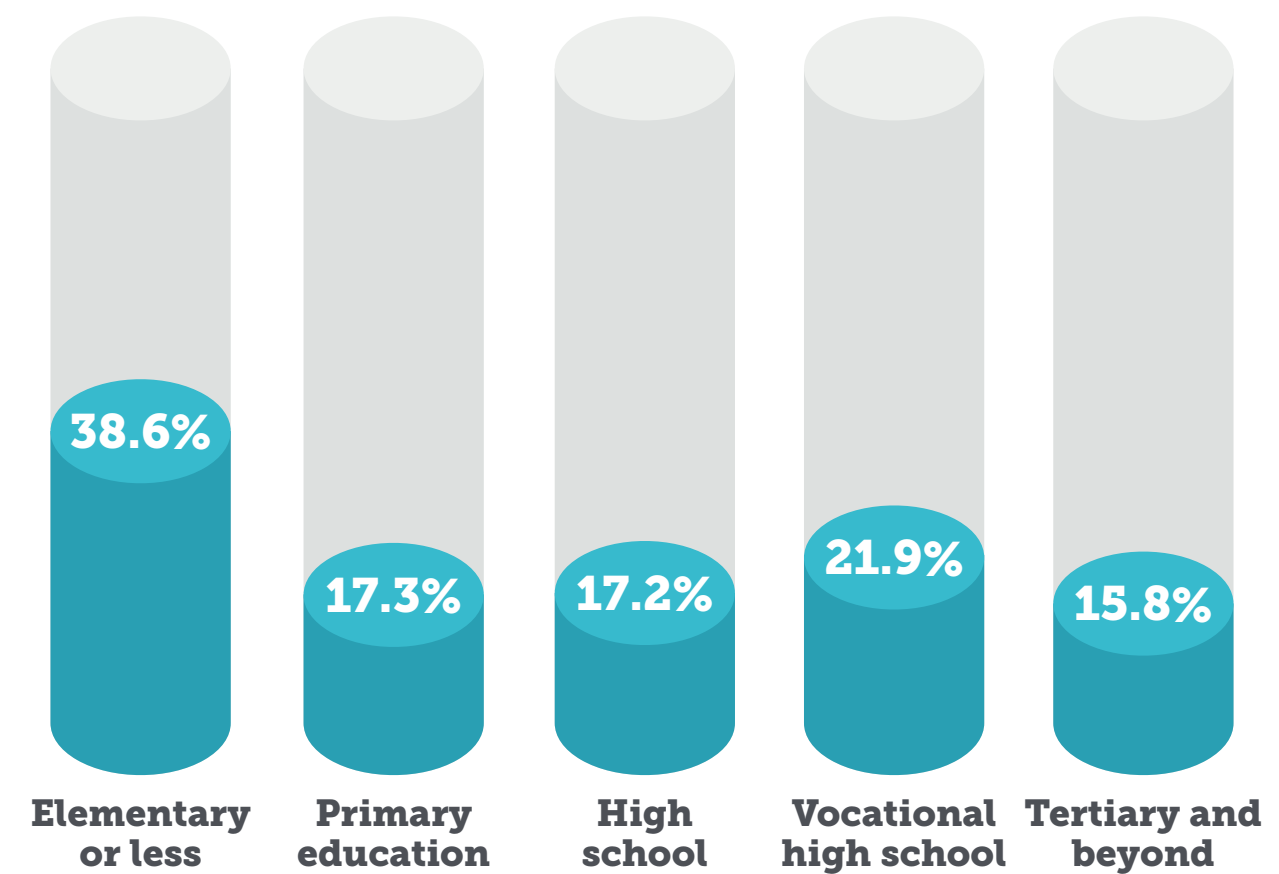
## FACTORS AFFECTING GENDER WAGE GAP



Gender Wage Gap by Age, %, 2018



Gender Wage Gap by Educational Attainment, %, 2018



### Gender Wage Gap by Occupation, %

Occupation	Gender Wage Gap, % Median	Share of Women
Managers	6.6%	20%
Professionals	11.9%	48%
Clerical Support	15.9%	41%
Service and Sales	43.5%	35%

### Gender Wage Gap by Sector, %

Sector	Gender Wage Gap, % Median	Share of Women
Manufacturing	14.6%	25%
Information and Communications	10.9%	26%
Education	14.9%	57%
Finance and Insurance	20.8%	43%
Health and Social Services	39.9%	70%

Gender Wage Gap by Workplace and Formality, %, 2018



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