

EMPLOYMENT OF UNIVERSITY GRADUATE YOUNG WOMEN IN TURKEY

(YOU-SEE / YOUTH EMPLOYMENT REPORT)

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1. INTRODUCTION

According to the statistics of the Turkish Statistical Institute (TUİK), during the year 2014, 16,5% of the Turkish population (which is 77.695.904 in total) are comprised of youth between “15-24”.¹ 51,2% of this amount are young men, and 48,8% of it are young women. %17,9 of this youth population are unemployed. The rate of unemployment is 16,6% for men and 20,4% for women.² According to the data of TUİK on January 2015, the rate of youth unemployment is 20%.³ Moreover, the unemployment rate is increasing year by year, and it is a structural problem that affects not only Turkey but many other countries. According to the data of Mach 2015 the ratio of youth unemployment (under the age of 25) is 21,4% in the European Union.⁴ Employment has a critical role on both the individual to promote his/her life and for the country’s, economic structure and welfare of its society. Especially for the young population we can argue that employment is essential for social inclusion. However the tools required for employment opportunities are not accessible for every social group of society. Some groups are more advantaged regarding employment opportunities in terms of their family, economic background, gender and region they live. On the other hand, some may not have these advantages. Therefore it is important to highlight these differences in order to propose certain policies to increase employment for every individual. During the whole research we generally tried to understand the reasons that lie behind employment and unemployment statistics. Our main purpose is to emphasize the difficulties that graduate young women come up with during the employment processes.

About the research

This research is conducted under the European Commission Project that mainly focus on the Balkan region and Turkey. “Regional CSO Platform Advocating Social Innovation Under Employment Policies That Guarantees Security For Youth At Risks” is a project that aims to study employment policies over youth and encourage the preparation of certain social policy recommendations. There are seven partners of the project which are Montenegro, Serbia, Bosnia, Kosovo, Albania, Macedonia and Turkey. The specific objective of the Project is to develop social policy proposals that encourage the youth to engage in the social structure. Each partner determines a youth group, analyze the factors that shape employment policies and present the stakeholders of those factors. The basic idea of the project is that each country mentions the unemployment national problem that has an inevitable effect on country’s development level and equality perspective as a principle.

Another basic aim of the project can be summarized as to approach unemployment as a global problem and to conduct certain common policies to struggle with the problem. Even if every country has their own instinct dynamics and context, economic inequality, and unequal opportunity comes up as an issue that occurs differently in each country yet causes similar problems harassment. Because it is obvious that human rights are universal, it is possible to mention inequality of

¹ During the same period, the ratio of youth population (between 15-29) is announced as 24,5%.

http://issuu.com/genclikcalismalari/docs/2015_secimlerinde_gencler_issizlik

²TUİK, Youth in Statistics, 2014. <http://www.tuik.gov.tr/PreHaberBultenleri.do?id=18625>

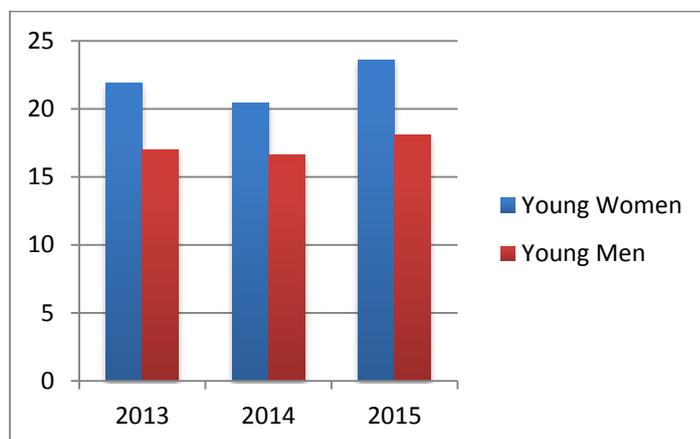
³ Bianet, “İşsizlik Yüzde 11.3’e Yükseldi”, http://bianet.org/bianet/ekonomi/163810-issizlik-yuzde-11-3-e-yukseldi?utm_content=buffer3d975&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer (04.01.2016 date accessed)

⁴ Eurostat, <http://ec.europa.eu/eurostat>.

opportunity on the employment issue as a problem. Because every country has similar economic concerns, it is possible to find solutions to increase employment rates among disadvantaged groups. Moreover comparing different applications and approaches is something useful during the policy making process. In that sense we believe that acting together in eliminating the global issue of unemployment will be helpful for sustainable policies promoting equality.

The basis of the research can be summarized as to look at the employment policies over graduate youth and preparation of certain policy recommendation for the youth group under the risk of marginalization. During the research part of the project, every partner determined a different focus, group. In Turkey, we decided to look at employment of young women that have graduated from university. And we conducted a research that analyzes young women who live in Istanbul and their relationship with employment tools and working life.

What was the reason that lies behind the choice of young women as a target group? Gender inequality is a problem that arises not only in the employment issue but also in the involvement of social life. Social roles that are attributed to men and women directly determine how these two sexes involve in social life. We cannot consider individual relationships with their families, attributes that they are brought up with during educational life, their plans, separated from those social roles. Another point that we tried to mention in the research is; how social roles do affect the employment process. When we look at the employment statistics, we see that disadvantaged youth are almost two times more disadvantaged in comparison to adults. However, it is also obvious that the youth is not a homogenous category as it seems. Certain groups in this category are more disadvantaged than others. One of those groups is young women. When we look at the statistics of unemployment of young women and men separately, we see that conducting efficient policies for young women unemployment is essential.⁵



***TUIK Labor Force Statistics**

There are many pieces of research conducted on women and employment in Turkey. A huge part of those studies focus on women who live in rural and work in the industry or agriculture. Two important concepts that we surface when we look at the unemployment problem of women in Turkey are; household labor and microcredit. Household labor is problematized in terms of being unpaid labor that puts women into an economically disadvantaged position. Moreover, they have no

⁵ Bilgi University Youth Studies, http://issuu.com/genclikcalismalari/docs/2015_secimlerinde_gencler_issizlik (04.01.2016 date accessed)

insurance and future guarantees. There is an important struggle especially among NGO's to empower women in household labor. Another critical issue is microcredit that comes into Turkey's agenda around the beginning of the 2000s. This application encourages economically disadvantaged women to participate in economic relations. Those policies mostly target lower class women who live in rural areas in Turkey and criticized in different manners.

When we look at the current situation of women employment, we frequently come up with a lack of social security and vulnerable employment. Necla Akgökçe executive editor of Petrol-İş Union Women Magazine, argues that we need to be critical over the "Package of Employment, Industrial Investment and Support of Production" that had been announced on April 2015. She argues that a group of women being told that "you should agree with working temporarily, unsecured, low paid jobs" another group are being told "be an entrepreneur and save yourself!". However, she adds that governmental policies of women employment based on increasing employment by unsecured temporary jobs, so this package is not a surprise in a general approach. She adds that there are no women who become rich with the microcredit application that aim to fight against the women in poverty. She also emphasizes that paying those credits are hard and has strict conditions. Therefore, many women end their job after a while.⁶

In this whole context, we believe that focusing on employment of young women is something incredibly significant. Around youth studies, there is an analysis that highlights employment rates of the youth. We also come up with projects that mention difficulties that women come up with during their working lives. There are CSO's that work for/with white-collar candidate women too. While we begun looking at graduate young women employment issue, we aim to bring together all these works. Furthermore, our main purpose was to make experiences of those women visible and create a background that can be helpful for policy making process.

2. METHODOLOGY

Before sharing the outputs and results of the research, we will try to reveal the methodology of the research. In this part, we mention how we conducted the main research question and the stakeholders who have an influence on the unemployment of young women in Turkey.

During the research 20 interviews had been conducted. 16 of them implemented as one-to-one interviews and 4 of them implemented as focus groups. We tried to present a sample rather than making a generalization about young women. The aim was to be familiar with the stakeholders of the issue and create a model to exemplify what kind of questions can be asked in a research like this. Besides we would like to highlight most frequently verbalized problems and make an introduction for interpretation of those problems and mentioned those problems are worth considering while dealing with the employment issue.

Conducting research question

When we look at the young women's employment process, we see that there are many variables that influence the issue in different dimensions. When young women graduate from university, they have serious difficulties finding a job. Even if they find a job, those jobs do not last so long. Mostly we

⁶ Necla Akgökçe, "Hükümetten Kadınlara Yeni İstihdam Paketi: Ya Geçici İşler ya da Girişimcilik" <http://www.birgun.net/haber-detay/hukumetten-kadinlara-yeni-istihdam-paketi-ya-gecici-isler-ya-da-girisimcilik-77430.html> (13.09.2015 data accessed)

cannot talk about a sustainable employment. Explaining background and reasons for existing numbers and employment rates are important to make sustainable policies. In that sense, we aimed to emphasize on young women's demands during the research, also, to the analysis of current situations and rates.

We conducted the main research question as "Factors that influence employability of graduate young women". While looking at the question we tried to mention different dimensions of the employment process. We do that both in terms of women as subjects and current situation as conducting the context that those subjects exist.

We mentioned three main factors to that affect young women's employment process:

1. Current circumstances in working life: This part includes governmental social policies and companies recruitment policies. We looked at what women come up with when they try to apply for a position in a company. What is being expected from them? And the actors that play a role in the relationship between employment policies and young women.
2. Expectations of young women: Every young woman grows up with certain expectations about their future life and those expectations conflict with existed labor market conditions. To understand the conflict, we also looked at the factors like education, family and cultural background that directly shape young women's expectations of working life.
4. Mechanisms that affect women while preparing themselves for employment process: Concern of employment comes into young women's agenda during their university years. And they begin looking for tools that help to increase their employability. In that sense, we look at the opportunities that universities offer women to improve themselves.

Identifying stakeholders

During the research, we divided the actors of the area into four categories. We determined the stakeholders of the issue as related agents of political parties, related agents of universities, CSO's and young women as the subject of the issue. We interviewed with three different related agents of political parties, three different universities career centers, four different universities student clubs and six different actors who work in the civil sphere. And we had four focus group interviews with university graduate young women who live in Istanbul.

While we were identifying stakeholders from political parties, we tried to focus on the agents that deal with not only the employment issue but also serve for the specific groups like youth or women. That's why we had an interview with Directorate General on the Status of Women (KSGM) which takes place under the Ministry of Family and Social Policies from the government. Our main expectation from the interview was to learn about current governmental policies and governments approach the relationship of women and employment. Another political agent was Women Branch of CHP. This stakeholder mostly talked about its interpretations over current policies for women and strategy recommendations. Another interview that we realized is based on youth policies realized with Society's Democratic Party (HDP). We preferred this agent to collect information not only about women's position in the society but also to talk about youth policies of the government and certain recommendations

We interviewed with five different CSO from Turkey, which works on employment issues and the working life. We interviewed the Women's Labor and Employment Initiative Platform (KEİG) because KEİG is an important platform in terms of conduction policy recommendations about women labor and employment for years. There are very important academicians who work on the platform, and they have a comprehensive analysis of the debate. Moreover because KEİG is a broad platform that includes many CSO's from different areas of Turkey, there is a great accumulation of women labor activism. To have deeper understanding of the problems women encounter with the employment processes we interviewed with Plaza Movement Platform (PEP) and Group of Women Engineers (KMG). Those movements are including women who are actively working. They come together to talk and debate about the difficulties that they come up with during their working life. Plaza Movement Platform has a comprehensive point of view on Plaza life generally. Because our focus is on University graduate young women, most of those women aim to be a part of the plaza life. Therefore it was important to understand what is happening exactly there. The women engineers are a specific group which are composed of only women, and they conduct an activism because they are dealing with a job that is dominated and considered to belong to men. Finally, we interviewed the Women Entrepreneurs Association of Turkey (KAGİDER) and Women, Who Go Back To Work (YENİDENBİZ). Those CSO's conducted models in terms of strengthening women during the employment processes. They have projects and working with women, training them how they should behave during employment processes and try to empower them after they determine needs to be employed. It is inevitable that these kinds of models are useful while policy making processes.

As agents that work for increasing young women's employability, we interviewed the career centers and career clubs of universities. The content of the university education is not organized with the concern of preparing young people for the employment processes. Therefore, career centers have the mission of providing a connection between universities and working life. We had an interview with the career centers from three different private universities. However, they asked us not to use the universities name in the report so while we talk about their analysis we will try to harmonize those three centers observations and work.

During the focus group interviews, we tried to understand the existing position of young women. While doing so we also looked at the factors that shape those expectations, mechanisms that help them improve themselves for working life and existing situations before and after the job searching process. We began those interviews by asking their concerns while they make their choices after the university entrance exam. Then we talked about their opinions about university education and their university years and then we talked about the job searching processes and their opinions about current employment policies and the job market. Finally, we asked what their dreams are (from life as a future dream). What was interesting in those interviews was the relationship between the interviewees. Even if those young women come together for the interview of an EU project, they always end the focus group as they become friends with an extraordinarily sincere atmosphere. It was obvious that they share very common problems. Moreover, we see that talking about the problem with others and understanding that you are not alone about the issue is something empowering.

This report is based on the interviews of stakeholders. First part EMPLOYMENT IN TURKEY: CURRENT POLICIES presents a framework about the current situation about employment policies in Turkey. This part is composed of the interviews with political parties and CSO's and outputs that comes from

desk research. Agents of government mentioned their approach on the employment issue and current policies. Other political parties shared their interpretations over those policies and shared their recommendations. CSO's also shared how they get involved in policy making processes and their approach and projects on gender and employment issues. We completed this data with more general statistics and existed studies that take place in the literature to understand the background where young women deal with the unemployment problem.

On the second part, YOUNG WOMENS DEMANDS AND EXPECTATIONS are composed of the interviews that had been done with young women and universities career centers. Young women focus groups enlightened and emphasized the expectations of the subjects of the issue and the problems that occur in employment processes. On the other hand career centers in universities told about their activities of consulting, and they shared their observation on the participation of students from career activities. Moreover, student clubs about career activities also shared their ideas on how students chart their career plan. Finally, we tried to pick up the outputs that come from the stakeholder meeting where this report presented and evaluated.

3. UN/EMPLOYMENT IN TURKEY: CURRENT POLICIES

According to the statistics that had been published by Turkish Statistical Institute (TUIK), unemployment rate is 11,3% on January 2015. On labor force statistics, the rate of youth unemployment is around 20% at the same period in Turkey.⁷ According to the statistics of 2015 February, the unemployment rate between the ages 25-29 is also 13,6%.

Youth Unemployment February 2015⁸

	Women	Men	Total
15-19	18,50%	17,10%	17,50%
20-24	25,70%	18,60%	21,20%
15-24	23,60%	18,10%	20,00%
25-29	17,70%	11,80%	13,60%

The government and the CSO's are two agents that have policy making responsibility and mission over this framework. In this part, we will emphasize the attitude of government and CSO's. At the same time we will mention CSO's interpretations about the existing policies. We will refer to the examples from CSO's projects and studies which has a relation with employment. Moreover we will try to summarize the current situation about employment, unemployment and gender policies in Turkey.

Women's Labor and Employment Initiative Platform (KEİG) are actively carrying out a variety of projects with the aim of contributing to Turkey's employment policies. They have been endeavoring in various ways to open up policy making processes to social dialogue and to ensure that the knowledge and the experience of NGO's which have been working for years on women's issues are reflected in these policies. They advocate for regulations that establish equality in household labor. They ask for legal regulations for mobbing and caring services. During the interview they informed us about how employment issues came into Turkey's agenda during EU harmonization period. Women

⁷TUIK January <http://www.tuik.gov.tr/PreHaberBultenleri.do?id=18636>

⁸ TUIK Labor force statistics, 2015 February. http://issuu.com/genclikcalismalari/docs/2015_secimlerinde_gencler_issizlik

labor and employment are the areas where discrimination against women appears obviously. The number of meetings and reports about the issue in Turkey increased with the EU negotiation process. Moreover, while the issue of men and women equality was an issue of social policy and employment was a separate category, became much more debatable subjects.

According to KEIG's comment, during the recent years we can observe an increase among women employment in statistics. European Union (EU) targets to equalize the men and women employment on the ratio of 75%, until 2020 within the scope of European Employment Strategy.⁹ In Turkey, the percentage of women employment is 27% and the almost half of them works informally. Instead of offering women full time and decent work, they are forced to be part-time workers without any assurance. Even if the focus group that we will look at is university graduate young women, it is important to see the general framework about the current situation of women employment in Turkey.

In the report that had been published by KEIG on 2014, the most important problem of the labor market in Turkey is mentioned as undeclared work. Besides that, working long hours, negative working conditions, lack of labor health and security are also important problems. Only a group of advantaged workers have a chance to benefit from assurances like retirement, social rights, severance pay. Moreover this advantaged group is composed of generally by men.¹⁰ Women mostly work as unpaid family workers in a small family run business that work in manufacturing or industry. In this case we come up with a problem as their work is both unpaid and undeclared.¹¹ Another sector that they mostly work in is tertiary sector. There are thousands of women who work undeclared in small businesses as secretariat, telephone operator, coiffeur, manicurist, cashier... Many women organizations and groups struggle against the undeclared work of those women.

The informal employment ratio out of the total employment is declared as 33% in January 2014 by TUIK. While 27,5% of male employment is informal, the ratio of informal women employment is 48%. What is being expected from a social security system in a country is to use its reallocation mission in order to balance unequal conditions of society. It should provide revenue assurance for all individuals in the country as providing appropriate conditions to citizens live their elderliness, maternity, parenthood, unemployment periods in a humanly way.¹² Those women who are the part of informal employment have no chance to attend in the social security system. In National Employment Strategy, a high rate of informal employment for women is being problematized and it is being claimed that the ratio will be reduced to 30% until 2023.¹³ This framework also points out the unequal structure among the two genders on employment too. Moreover on the report of 2015, "Increasing the Employment of Groups Who Need Specific Policies" there are series of regulation recommendations in order to increase those groups (women are also one of them) employment in the short term.¹⁴ The action plan requires series of steps in order to increase employment rates of women, young people, disabled people and certain more policies in order to fight with discrimination.

It is possible to claim that another issue that is being debated about employment is the labor market's flexibility towards informal employment. National Employment Strategy also mentions the importance of the flexibility of the labor market in terms of sustainable economic growth.¹⁵ The

⁹ http://ec.europa.eu/europe2020/europe-2020-in-a-nutshell/targets/index_en.htm

¹⁰ KEIG 2014

¹¹ KEIG 2009

¹² KEIG 2014

¹³ KEIG 2014, To have detailed information about National Employment Strategy of Turkey you can visit <http://www.uis.gov.tr/>

¹⁴ You can find the detailed explanation about action plan in <http://www.uis.gov.tr/TemelPolitikaEksenleri/OPGGIA>

¹⁵ Providing Security and Flexibility in Labor Market: <http://www.uis.gov.tr/temelpolitikaeksenleri/ipges/>

strategy that develops on the ground of development that generates employment does not question the quality of the jobs. It is obviously declared that “employment assurance” which means sustainability of job, even with deductions and stays connected to single employer is more important than “job security” which means providing job and assurance of sustainability of the job.

As contributing 10th Development Plan, it is being claimed that temporary work will become widespread with the help of private employment offices. This situation will also increase women’s, youths, long term unemployed peoples employability. However in KEİG’s report this approach is being criticized in terms of the sustainability of job in labor market. Employees will not be able to benefit from social rights like job security, retirement and severance payment. This regulation will make this kind of structure become a norm. Moreover increasing the employability of groups that needs special policies¹⁶ is planning not in terms of providing opportunities to have decent work but aiming only a quantitative increase.¹⁷

Flexibility takes place in the Strategic Plan of 2014-2018 which is prepared by Ministry of Labor and Social Security. In the article 4.3 of the plan, flexibility is defined as flexicurity “not allowing loss of rights of employers and not allowing precarious work”. However when we consider working hours are over 50 hours in a week, even full time workers rights are narrowing and retirement is becoming difficult time by time, it is being so suspicious to how to apply flexibility in labor market without causing losses in rights.¹⁸

When we look at the public services we come up with unequal distribution in terms of gender of employees.

Gender based distribution of public officers:

Ministries, Universities, Military Offices, Management, Boards, Undersecretariats, Head Offices and other offices	Total Employees	Rate of employees (%)
Women	993.973	36,51
Men	1.728.679	63,49
TOTAL	2.722.652	100,00

Resource: State Personnel Administration, January 2015

To analyze current policies about women employment, we realized an interview with Ministry of Family and Social Policies, Directorate General on the Status of Women (KSGM). They mentioned that according to the variables of Turkish Statistical Institute (TUIK), the employment participation rate of women older than 15 was 20.8% in 2004. Now the number is 30.3 they add that this increase is not sufficient. TUIK divides the sectors of employment into four as agriculture, industry, construction and tertiary. When we look at them in terms of women employment, we see that there is a decrease in agriculture, and there is an increase in the tertiary sector. Construction and industry are the sectors where women employment is fewest. Before mentioning governments policies over

¹⁶ Those groups are categorized as women, youngs, disabled people in the legal regulations.

¹⁷ KEİG 2014

¹⁸ KEİG 2014

young women employment we can look at the gender based amount of senior officers on bureaucracy:¹⁹

*Ministry Assistans, Undersecretary, Undersecretary Assistant City Governors, City Governors Assistants, District Governors, Head Officers, Head Office Assistants, General Managers in Ministries, General Managers, General Manager Assistants, Board Members, Head of Executive Board, Department Head, Regional Director, Regional Director Assistant, Head of Judicial Organ, other releated titles	TOTAL	WOMEN	WOMEN (%)
2008	6922	507	7.32
2009	7010	546	7.79
2010	6738	519	7.70
2011	6404	485	7.57
2012	7640	603	7.89
2013	8136	636	7.82
2014	8288	663	8

Resource: State Personnel Administration, January 2015

KSGM emphasized that the score of Turkey in the Global Gender Gap Report, which is announced by World Economic Forum is low. So they work for to increase this score. To do that, they make certain regulations on permission and care services. Also, they claim that they do it with collaboration with the private sector.

Another actor from political parties is the Women Branch of Republican People’s Party (CHP). We had an interview with the Istanbul provincial head of the branch. She mentioned that the situation of women in Turkey cannot find the place in the economy in Turkey, indicates many other problems. Current policies seem like they encourage women employment yet they limit it more than they encourage it. For instance employees do not prefer women as workers when the right to permit increases.

Therefore, when we make policies to increase women employment, those policies should include certain regulations; like when an employee recruits women, they need to have certain advantages. Right to permit should be advocated and increased yet at the same time there should be a solution for both public and private sectors to not to lose the workforce and cause economic loss.

Policy maker’s approach on the issue

KSGM argues that employment increase is essential for economical growth. This argument is inevitable. However when we look at the previous 50 years of economic growth process of turkey, the we come up with the situation that women employment concerns and economic growth aims do

¹⁹ KADER (Association for support of women candidates)

not progress hand in hand. The employment increase which mostly center upon towns in Turkey is much lower than the total population that is part of the labor market. Governments do not accept that the basic reason of the employment problem is directly connected with the lower rate of women employment and exclusion of women from the labor market. According to population census datas, the economic growth process between 1955 – 1990 in Turkey created 1.3 million jobs for women in nonagricultural sectors and the ratio is 5.5 times more for men which is about 7 million. Therefore the economic development process that targets industrial and tertiary sectors rather than agriculture, includes a growth that encourages gender inequalities.²⁰

Moreover, they add that it is important to reach the targets of the EU standards. In that sense, Turkey is in a negative position when it comes to women employment statistics. Another important issue about the employment is that it has an effect on people's cultural level. It will also increase competitiveness and increase the quality of services.

Getting out of your house, going work, socializing there, work trips, going different places, any visit to any city or abroad... While this situation become often, the cultural development will occur at the same time. On the other hand because your economic welfare increases your expenses will also increase within the country. For instance you will buy a smart phone because it is the necessity for your job. Therefore you will boost the smart phone market; there will be certain applications that you are looking for... The varieties of services increase when the obstacles before employment disappear. There will be a rise in demand and when demand increases the quality of services also increases because people will become to choose it. This is a fact that also raises the competitiveness.

KSGM also argued that employment has an effect to help people to notice their ideas about the agenda. When an individual becomes employed s/he will socialize in the workplace, become a member of trade association that s/he belongs to, and attend the union meetings. By the way s/he will gain the opportunity to declare their ideas on country policy. While an individual cannot intervene in policies as an individual, with a platform like association or union they have a chance to intervene and contribute to the policies that are being developed in the country. Even if the framework seem ideal in theory, this is another researches issue to look for the do employees have chance to intervene in policies through the opportunities of working places. Moreover a CSO that we interviewed objected to the approach, they claim that "socializing can start from different points, workplace cannot be a must for that".

On the other hand, KEİG argues that women need to be economically independent in terms of a necessity for being strong and promote gender equality. CHP also argues that equality of opportunity will be a solution for most of the social unrest.

Youth Studies Unit in Bilgi University conducted a research on the political parties approach over youth employment in their declaration before general elections 2015. They mention that HDP (People's Democratic Party) approaches the youth unemployment issue in the name of equal citizenship and youth rights. This approach includes providing the needs for minimum income, strengthening local government's projects about the issue, securing youth's right to work and supporting youth to organize according to their needs.²¹

²⁰ KEİG 2009

²¹ HDP 2015 General Election Manifest http://issuu.com/genclikalismalari/docs/2015_secimlerinde_gencler_issizlik

We can argue that while the government argues that employment is essential for economic growth or they aim to raise certain numbers, CSO's and other parties argue that it is essential for equality and gender issues.

Obstacles over employment

KEİG claims that the main obstacle is a division of household labor. In Turkey, women are defined as directly connected to men in the family. Not only in Turkey but also in many countries, even though the responsibility of household issues and caring activities are given to women any of those works is not defined as employment and it has no repayment. The labor becomes invaluable. Therefore, we need a regulation where household work is not only women's responsibility.

Not only in Turkey but many other countries in the world, household responsibilities are women's duty. Especially house works, child care, elderly care are the main obstacles before women employment. We see that social services become narrowing time by time in the whole world. Therefore citizens undertake the duty that normally belongs to state. Because of the traditional gender roles, men do not take any responsibility. Therefore women work both in the outside for salaries and at home to fulfill household duty.

Both government and CSO's claim that the most significant obstruction before women employment are caring and household responsibilities. Moreover providing early childhood caring and education services has many advantages besides the gender equality. It decreases the equality among children in education, encourages family and decreases the poverty, providing basis for lifelong learning, increasing maternity rates and generally helps societies to reach better economic and social development level.²² However it is important to remind that all these positive development requires for a quality services. Unqualified early childhood education and care services cannot have a positive affect moreover it may have negative affect too.²³

Semsa Ozar, an academician in Boğaziçi University Economy Department, adds that they don't mean a 50-50 division but an equalitarian approach. In that sense, we should look at the business life's conditions too. When a man Works 20 hours a day, you cannot ask him to clean dishes when he comes back to home...

CHP claims that caring for its citizens is the duty of the government. There are many responsibilities of women in society as being a mother, housewife, caring children and old members of the family. However women are also an individual and it is the government's duty to caring citizens.

There are responsibilities that belong to women in the society. "Woman is a mother, a wife so has responsibilities for them". She has to care for her children. She has to look after her mother, father, mother in law. We object that perception. Woman is an individual in the family. In social state its state's duty to satisfy those needs. What are those duties? Opening kindergarten and providing circumstances for women to be mother and employee at the same time. Opening nursing centers for old people to make women to be a wife and employee at the same time. All individuals in the family are citizens and its states duty to look after citizens.

Another argument that mostly told to explain the employment rates is the accessibility of education. KSGM also mentioned this relation:

²² OCED 2012

²³ KEİG 2014

We see that there is a critical relationship between education and employment. This relationship is more critical in women education and women employment. There is a huge difference between labor force participation rates between primary school graduate women and university graduate women. We see that more than 70% of university graduate women can participate in labor force.

The statistics also show that the labor force participation rate is around 70% of the university graduate women. However when we look at the primary school graduate people, the labor force participation rate is 20% around women and 60-70% around men. At that point, Sems Ozar reminds an American feminist's word: "A woman does not need to be Einstein to be a street sweeper". We should look at the conditions of business life while we analyze the reason behind lower rates of employment.

Moreover it is obvious that unemployment is a problem that is a concern of all young people from different educational level. According to TÜİK statistics February 2015, the unemployment rate of all levels of education is higher than 11,2% which is on average unemployment rate over 15 years old.

Youth Unemployment in terms of age and gender between 15-24

	Women	Men	Total
Cannot read and write	8,00%	18,60%	13,30%
Not graduated from any school	5,40%	16,70%	12,60%
Primary School	16,30%	18,40%	17,80%
Secondary School	24,00%	13,00%	15,60%
High School	29,40%	21,40%	24,70%
Universities	34,80%	19,90%	27,60%

Traditional excuses are another popular argument. Reasons like men do not let women work... However, this reason may not be that much valid. We live in a capitalist system, and capitalism wants everybody to work including women yet knowing where to position. Women can work freely with acceptance of unsecure conditions.

There is a great deal of domestic work, let alone the child care... The wage that she can get is about 1200 liras. Let's assume that grandmother takes care of the child. All this traffic between the two houses, all the chores concerning the children and the fact that the woman has to work are tiresome. It is also irritating for the husband. He wouldn't allow her to work. This reluctance on the side of the husband is often interpreted as conservatism. But there is another side of the issue. I think we should consider the working conditions.

As we mentioned certain basic problems like informal employment and labor market flexibility there are many other obstacles over employment. KEİG mentions other obstacles as follows: Women have limited opportunity to reach the means that they can use to improve themselves. This also limits the jobs that they can do. Moreover it is being expected from women to work in the specific jobs which are regarded as "women jobs". Vocational educations are also being shaped on this perception. Another critical issue is that men and women are not equally paid even if they are equally educated.

Strategies to increase employment

Both KSGM as a governmental agent and CHP women branch argued that they cooperate with the private sector to increase women employment. They try to convince them about the importance of equality of opportunity in business life, or they directly promote them with certain regulations on taxes or insurance. There are some applications that the government realizes with private sector:

Equality at Work Platform this is a task force that includes two important Holdings Doğuş and Sabancı and the governments related agent. They mention certain principals that the company should accept and prepares a declaration. Almost 85 companies signed the declaration. This organization has no power of sanction it is more for raising the awareness on the equality issue.

We can summarize the other activities that the government declared that they are or will realize as follows; implementations of positive examples, activating supply chains, encouragements on insurance, permit policy (as paid vacation for the father after the birth of the baby)... KSGM summarized the mission of those applications along these lines:

Implementations of positive examples

We published a toolkit as “implementations of positive examples”. We are trying to choose the examples which can make the firms to prefer imitate. For instance there is a machine called forklift, using in supermarkets. Generally men use them. However one of the firm started acting to change the situation. They began employing women at this job after an education.

Supply chains

You are a big firm and selling something. While you sell or produce it you supply the raw material of it from somewhere. The firms that you supply are smaller firms than you. You can do something like that to popularize the perception: You can announce that you will only work with the firms that internalized the gender equality as human resources policy. You can have a precondition as the firms should have certain amount of women employees and certain amount of women manager, certain regulations in the benefit of the women. Therefore the firms will pay effort to fit in your criteria. Of course just announcing is not enough, this process also asks for a consultancy activity too. You should help those firms to revise themselves.

Social Security Encouragements

There is an encouragement mechanism that had been activated on 2011. According to the recent numbers, we see that 150.000 women benefitted from that encouragement.

Permissions Policy

Permits reregulated under the “Alignment of Working and Family Life”. There is a paternity leave. It origins from the idea that caring is not only women’s duty. In our country we have parental leave. It can be better if we enhance it. Those studies stopped because the parliament is in a break up. We believe that this will become into the agenda in the new term.

Child Care

Means of childcare are not enough in our country. However there are clear strategies that had been determined. We are conducting policies in order to encourage investor to invest on this area.

Regulations

Regulations are so clear. Especially with the latest labor law it became clearer. During the European Union harmonization process all articles that include discrimination removed. However to put the regulations into practice we need a process of application. I cannot claim that we have the same success during the application process. We believe that we can be successful through having actors support through raising their awareness. Regulations create only a limited solution. After a while the issue becomes something about initiative, social factors, and personal experiences.

Consciousness

Equality at work platform has the mission of raising the awareness. We are telling the same could one day happen to your friend. Or when you don't employ a woman because she is pregnant you miss her possible contributions to your work. We emphasize the successes of the firms which employs women in administrative level. There are results that are proved by scientific researches. We aim to raise consciousness and awareness. Because the most important precondition for a regulation to put in practice is internalization of the regulation. Therefore we believe that trainings are so important.

In the development program, the importance of "Alignment of Working and Family Life" is grounded in terms of providing the young and dynamic population and fighting against the decreasing rates in maternity. It is obvious that the program is prepared by the precondition of responsibilities about the family is women's duty. In the same program it had been declared that "permissions and rights of maternity will be expanded, flexible working conditions will be provide and the opening of kindergartens will be encouraged." The program that had been conducted for 2014 also includes the statement, "maternal and paternal leave, companion leave and unpaid time off will be enhanced in terms of protecting women employment". This means that the "employers" are only "women" in this target. Preparation of the regulation about flexible working conditions is also another part of the program. With "flexible" we mean temporary and part-time working modals. When we consider long working hours and low salaries in Turkey, flexible working is an alternative which is preferable only for economically advantaged parents. For the major part of the society flexible working do not provide enough time for children being cared for and it is also not enough for providing minimum life standards. By the way "flexible working" that is being suggested by the program "Alignment of Working and Family Life" is only an alternative that can be preferred only by advantaged people.²⁴

Moreover what is important among those policies is that most of them are constructed on the basis of consciousness activities rather than legal regulations. Officers argue that they "cannot" do anything unless the applicants of the legislation act in a conscious way on gender equality. This argument is being criticized by many institutions and academicians in terms of they don't use their right to legislate. Semsä Ozar argues that not having comprehensive legislative regulations is only a choice. She exemplifies from Spain where there is a law that requires equality in the board of directors. CHP also claims that the private sector cooperation is a party policy yet they add that they mention certain concrete encouragements

"...We will grant a reduction in the corporation income tax for the companies employing at least 33% female employees. We will also impose a similar quota in the public sector to increase the employment of the women."

City life may also be an obstacle to employment. If you get off work at very late hours because of transportation and lack of street lights, it may be hard for women to go home. They also claim that

²⁴ KEIG 2014

certain regulations in the structure of the cities are essential for women to reach sustainable employment.

The private sector also has many campaigns to establish gender equality in their companies. A private media company that we interviewed mentioned that gender equality is important for them in terms of the company's prestige. However to make a comprehensive evaluation we need to analyze those campaigns much more detailed way. During the research, we targeted to interview with human resources departments of private sector companies yet we couldn't be successful to make an appointment with them on the contrary of other interviews. This situation has several reasons;

- 1) They are suspicious about the research. The private automotive company asked not to use their names in the report; we talked to three different people from the company, and they didn't call us back.
- 2) They argue that they are too busy. This may also mean that they don't prefer to spend time on these kinds of matters.
- 3) They do not return our calls after we inform them. It is important to note that this indifference makes us question their sincerity among the issue.

The conflict between attach importance to women employment issue in discourse and the indifference in the practice also says something about the private sectors consciousness. Unless there are legal regulations like quotas and strategic plans in terms of cooperation among the private sector it is impossible to control how the policies and strategies work in the company too. However to have a much more comprehensive analysis and rational outcome about the debate, there should be deeper investigation about the issue. We can only put a question mark on the cooperation with private sector and private sectors approach over the issue.

Actors from civil society

In the interviews we notice that one of the main reasons of the lower employment rates is that young women do not feel comfortable and strong in a business environment. In addition to unemployment, the most obvious problem is that employment is not sustainable. Therefore while we determine the CSO's we preferred interviewing CSO's that have programs that help young women to take part in employment and providing sustainable employment. We tried to understand their aims and the recommendations that they reveal.

We refer to KEİG detailed way while we point out the general framework. In this part we will exemplify the programs and models that CSO's conduct to understand how they become an actor about employment debates. We talked to them about their structure, activities and approach to debated issues.

Plaza Movement Platform (PEP): PEP is a civil platform that aims solidarity between white collars. They mainly emphasize the importance of legislative struggles. And claim that is you have your rights in business life; it would be easier for you to survive there. So they criticize legal regulations. They add that in corporate business life discrimination may not occur so apparently. It is hard to organize against discrimination. It is so hard to find a job and it is easier to get fired.

Women Entrepreneurs Association of Turkey (KAGİDER): This is a NGO that aims to strengthen women in economy and politics. The organization has wide range of age profile. They work with young women too. One project names “Women Leaders of Future”. They work with university graduate women to prepare them business life. There are certain training activities and workshops about how to prepare CV, how to apply jobs, how to act in working life... They even help women how to work with older generations. Moreover women who attained this project have a mail group that provides a network for them. They claim that when women graduate from university they fell into a big uncertainty, gap. NGO’s are responsible for help women to struggle with the uncertainty.

Women Who Go Back To Work (YENİDENBİZ): This platform does not directly work with young women yet the modal that they reveal is so meaningful. They have a consultancy activity to women over 35 and worked professionally for a while yet they give a break for a reason and want to go back to work. They talk to women and understand their expectations. Moreover they talk to employers and convince them to give a chance to those women. They advocate part time or project basis working styles –yet with legal guarantee. Another important issue is women who consult works actively in the organization so they can have a process like internship.

Group of Women Engineers (KMG): This group comes together in 2006 to debate on job adverts which include “looking for men”. They organized a campaign against these statements. Now they have a mail group where there are almost 1000 women. They define themselves as “we live in a patriarchal system; we are a volunteer organization who come together to solidarity against discrimination in employment”. They say that for women engineers there are so many debates like if a women go to jobsite, however they add that no one ask like if women can work in a field. So this is a debate about power relations.

All those CSO’s have the mission of conducting campaigns that targets their focus groups in terms of raising consciousness or training on certain issues of encouraging empowerment. At the same time they have concern to intervene in governmental policies over the issue and contribute directly or indirectly to policy making processes. Moreover it is important to see those activities as complementary of other agent’s position. During the interview of KAGİDER, they said that we conduct certain training programs for young women. It is obvious that there is a need of programs that young woman need to improve themselves. There are certain prevention on universities and governmental policies yet the aim of CSO’s is also determine the society’s needs and working for to satisfying those needs. In the employment case it is not possible to see the general framework of current policies among the issue without including CSO’s.

4) YOUNG WOMEN’S DEMANDS AND EXPECTATIONS

You go to a university to have a diploma. Whatever your score in the exam is... After graduation you begin looking for “how much can I earn in which sector?” It is not easy to live. How much do I earn is more important than what do I learn from my department. In that sense it is not meaningful to work in the sector that you are graduated from. We do not make our choices like saying that “I want to do this”. We need to eat our fill.

Young people enter the universities with the hope of getting a diploma. They choose the departments which their scores can get them in. After graduation, they begin looking for the wages of each job opportunities. Maintaining a livelihood is not easy in Istanbul. They do not care whether

they specialize or not in their departments, but they look for well-paying jobs. If one can get such a job, it doesn't matter which department one has studied. Nobody chooses his/her job, according to personal desires. Everybody is looking for a livelihood.

We had a series of focus groups with women under 30 who live in Istanbul. During those focus groups, we tried to understand how they gained qualification for their career, their expectations and the situation that they come up with when they begin the business life.

Even though our interviewees were coming from different backgrounds, they agreed on many complaints in business life. Most of them argue that because of the economic structure and the context of Turkey it is so hard to have a vision for their future. There are so many unemployed young people, and jobs are so unguaranteed. That causes a huge insecurity.

In the following part we will try to mention the steps that young women take during their employment processes from the university years to business life.

Planning a Career

The first important stage of future career of young women is their choices of department that they will study in universities. Yet the most of the interviewees mentioned that they didn't choose their departments of the university with the job concern. They think that the age of 17 is too early of an age to make a choice that has an important impact on the rest of their lives. Moreover, they add that they don't have any capacity to make right choices at those ages.

I was 17 when I decided to study the cinema and TV. I was not conscious. I entered this sector only because I was interested in. After the experience of internships and shootings, I realized this job was not for me. But I eventually finished the school only because I felt I had to.

On the other hand young women consider working life is something separate from choice of department. Most of the interviewees said that they chose the department as they will have pleasure studying it.

I didn't have a job concern. It comes out when I enter to working life. During the choice of the department I had no question about that and I had so much fun while studying.

While I prefer my department I thought which department would be nicer for me, as many other young people. I had no idea about my future occupation.

Interviewees are asking for a period that they can become familiarize with different sectors and working life. They only have a chance to observe role models that are part of their lives. Nevertheless an informative mechanism that serves for presentation of different sectors could be quite useful for departmental choice.

We are so young when we make our choices. You have no idea about yourself. You don't know the sectors. You tend towards to the schools with the consultancy of your teachers in high school. When I graduated from university I already understood what I liked to do. If I had two more years after high school graduation I would be much more advantaged. Therefore I appreciate inters that are obligated in business high schools. By the way students can be familiar with the occupation. They can understand what they need to choose and what to not.

It is obvious that young women create a delay period for themselves. Young women claim that one of the basic reasons of applying masters after license is that. After graduation hesitant young people prefer to master degree rather than choosing a sector. Another reason of that is mentioned as because people see the difficulties of working life in university years with interns, they prefer to stay a bit longer in academy's secure world although the academy itself has its instinct conflicts. However to come up with a generalization of master degree issue bit more comprehensive research should be conducted.

University Years: Education and Interns

Most of the interviewees argue that the university education do not meet their expectations. They claim that the academicians are so insufficient.

The school did not meet with my expectation. University education was a great disappointment form e... Lectures were so unqualified.

The education has nothing to do with daily reality and practicality. I can spend my time more efficaciously by reading books on sociology at home rather than studying sociology at the University of Istanbul.

Both lack of the quality of academicians and the lectures... There was no information about the TV and Cinema sector. We can say there was a great ignorance. We couldn't have chance to see the actors from the sector.

When they become unsatisfied with the school and the education, they begin improving themselves with interns. Or they decide what they want to do through interns:

At first, finance sounded really good. It also has many career opportunities. My first internship was at accounting. Accounting and finance went side by side. I realized the working atmosphere was incredibly boring, and I did not want the rest of career to go on like this.

Another benefit of the interns is to help students understanding what they really want to do:

One of my interns was in TÜPRAŞ at İzmit. I was thinking about working in production I wasn't thinking about selling. Moreover I saw that the industry of chemistry and places like Gebze are not very well in terms of one's health. I will have a social life besides working life. I wanted to go to cinema in the evenings. Therefore I understood that I will not work in production.

Especially in the departments like Radio-Television or Advertisement heavy vocational education is being expected. Women who see that the content of education do not meet this expectation they become looking for other options.

When I completed my first year I decided to do internship. I did it every year. Interns made me distract from the school. I saw that what is real advertising is and I understood that school is nonsense.

An interviewee who is educated in Radio-Television Advertisement in high school couldn't finalize the prep grade in university. Because it was a private university her registration is deleted. So she began working in TV channel. And she compared her education in high school and intern. She mentioned that she learned nothing at school.

The first thing that my director told me was “you will learn the job here.” The practices that you do in school are not enough. It Works with a mentor system. If you want to be a cameraman you learn it near a cameraman. It is not possible to learn it with your teacher’s directions as turn on turn off...

Young women emphasize that when they make their choices of department without enough accumulation, their expectations cannot satisfied. They add that they understand what they want to do while they do internships and know the sector. One of the interviewee exemplified it like “they ask primary school children what do you want to do in the future, and they answer as I want to be a teacher” because being a teacher is the only role model that s/he came up with until that day.

Another issue is they make their choices, according to their score on the university admission exam. Therefore, they leave their future to chance. One of the career centers of universities also mentioned that university entrance exam has a critical role. Students make their choices according the range that their score provides them. They often prefer the departments that they do not want to study under the pressure of their families. An Anthropology graduate young woman said that she wanted to study psychology yet because she had a low score she had to choose anthropology. She assumed that this department could be similar with psychology yet the department didn’t meet with her expectation.

I was disappointed with the quality of education. The student profile was composed of people who adore Money and have no other concern. They are people who came to university just to do something. I had problems with teachers. I didn’t like the way that they teach.

Family and society also has an important role. One interviewee told us that she wanted to study geography yet everybody told her that “what will you do with geography, there is no volcano in Turkey, and you can mostly become weather condition presenter”. So, she chooses logistics... Now she claims that she likes her department and tries to improve herself...

The gender issue is also determinant in the choice process. A woman who studies electronically communication engineering mentions that she made her specialization choice in terms of people's comment like “you cannot do anything in this department because you are a woman.” She felt that there are obstacles before her because of the perception of men are more prone and better at engineering.

Responsibilities to Family

Earning Money is the basic reason for people to look for jobs yet improving one's skills and responsibilities to family are also important reasons for young people looking for jobs.

Way of families to direct young people and the role models that they present to their children is also an important determinant in university preferences. Besides the young people who belong to economically disadvantaged families, conscientious responsibility to family is an important factor for the concern of employability.

I was like the project of my mother. I was tutored even during the primary school. I remember being tutored even for the Turkish language. Failure was not an option. Not at all. I entered Boğaziçi University. It was like everything was possible after that. Getting to Harvard or Oxford, acquiring an MA or Ph.D. degree... But then I begin seeing the ugly truth.

I was unemployed for eight months. I am still looking for a job, and it is difficult. I have responsibilities for my family.

My family lives out of the town. I am alone here without financial difficulties. But after a moment you have to work. You feel like an enterprise after all.

Job Searching and Employment Process

The most efficient way to find a job is to find someone related to the sector. Women tell that the person that you know is also important s/he should be someone who has force in the company. On the other hand, some interviewees create their network with the help of interns or student clubs and use those connections to find a job.

It is too hard to find a job through internet and career web sites. You can find a job mostly through an acquaintance. Even if it is a big firm or a small one someone as mediator is so efficient for employment. Yet all mediators are not effective. It should be someone who has effect on recruitment processes.

Therefore people try to get in certain Networks which can be helpful for them during employment processes. If the career center of your university has a widespread network, studying there puts you in an advantaged position. A young women, member of Yeditepe Professional Team argues that she get in a network through this activity and she believes that this will make her advantaged in the future. On the other hand she honestly says that she would prefer to work with people that have references from the network in working life.

We are educated to be administrative and in the future if someone applies for a job and if s/he is from professionals, I would prefer to employ him/her.

We were having career days; we were going to many firms human resources department's presentations and telling them about school and club. And we began mailing. I became familiar them through the process.

Women who do not know anybody in the sector fall in a disadvantaged position and claims that this causes an inequality. People who do not know anybody in the sector stays in back rows so they believe that there is an inequality. They believe that their accumulation has ne meaning without a social network. Moreover they add that people even less educated or accumulated people can be employed just because of their Networks.

During my unemployment, my friends were each finding a job, and I know their process very well. Most of them are from Istanbul, from well-off families with contacts. Those, who were employed as manager assistants had contacts somewhere. I was irritated by this fact. I am qualified and specialized yet unemployed.

It is a private university. Many students are coming from families that have wide Networks or family companies. They know the conditions of private sector. I look at their GPA, lower than me however they can find better places to intern or work than me.

Especially women who graduated from qualified universities claim that they had a disappointment on job searching process because the application asks for special equipment. She said that they assumed that they would find series of jobs when they graduated yet they couldn't be successful because they didn't improve themselves in terms of preparation for employment. Even if they learn

foreign languages very well or graduate with high GPA, if you don't know how to present your equipment, you cannot find a job.

I always thought that once I applied for a job, it was a matter of moment before they called me for an interview. But our application forms turned out to be not enough. I always thought that the name of my school was enough. But most of the senior students in our department could not find a job. Because none of them took employment seriously.

Interviewees from career centers mention that students should improve themselves about employment process. They help students with improving their ability of looking for a job, preparing CV, increasing social media skills, preparing for job interviewee. They emphasize that applying for a job and waiting is not enough to be employed.

In our interview KAGIDER also mentioned the same issue. They observed that because the students are not competent enough they face series of difficulties while looking for a job. That's why in the project Young Women Leaders of the Future, they are having trainings with young women about those issues. Moreover they add that it is so important to job looking skills should take part in the university education content.

Young women also problematize the format of employment interviews. There is a standardized system, and it is expected from them to act properly to the system. However, they feel like they betray on their personality.

It was a rather planned and standard interview. Did they ask me where do I envisage myself in 5 years? Do I know such and such? They are testing your patience. They interrupt your speech. For example, one of them asked me if I knew what RD was. I finished three internships in chemistry, and the guy asks me what is RD instead of a question on production. They were annoying and suddenly stopped the interview by offering free lunch.

Young women are criticizing the method of character analysis in job interviews. They do not trust in the qualification of human resources employee who interviews them. They interpret interviewee's action as disrespect.

If I would practice more about the questions, the interview wouldn't be that much difficult. However if I would give the answer that they would like to hear, it wouldn't be me...

It is so disturbing: there are so many people and they should be eliminated. There is a department called human resources and people who works there are not psychologist, they are also administration graduate just like me. What do you aim by asking silly questions and trying to analyze my character?

Young people can work in many different jobs during their university years or after graduation. This situation has certain advantages in terms of being familiar with working life and different sectors yet when they decide to be specialized they become disadvantaged before the ones who worked in same sector for years. Therefore people who didn't have chance to find a job in the sector they studied feels like they did nothing for years.

I had so many work experiences during university years. Yet you go to human resources they behave as if you have no experience. I did nothing about my department. They told me that you graduated from economy yet you have no experience... I felt really bad.

I had so many experiences in a bad way. I was a waitress before graduation. I wanted to support my family economically because I was studying in a private university. When I graduated I began working in a tourism agency through a contact of my family. I worked variety of sectors. I worked with a tax professional, I worked in a notary, and I couldn't do it and fired. I worked in a direct marketing agency. I worked in a TV channel yet they fired us because of economic concerns. Those experiences didn't provide any advantage to me.

Many young people do not work in the sector that is related to their department. The first reason is they decide what they want to do during university life, and the decision may not fit in the currently studied department. The second one is because of economic concerns; they don't have chance to find the ideal job and choose the highest salaried one.

When I was studying, I understood that the think what I want is not engineering. During the promotion of department I assumed that there would be more about chemistry yet it is not. Now I am not dealing with chemical engineering. I went to an interview to a firm where my friend is working. Only to earn money. Normally I wasn't planning to work in software yet I liked the people in the firm and still working.

One of the interviewee graduated from Radio and Television told us about she decided not to work in this sector through the interns. When she graduated she found a job in AtlasJet through a contact and began working there. After that she went back to internship in NTVSports and IPSOS almost a year. At the same time she registered in a master program on marketing. Then she employed in a clock selling company and quit because of low salaries long working hours. She completed her master thesis. Then she applied to THY to become hostess yet she is not accepted. Finally she decided to move to Italy with her boyfriend and manage a tobacco shop there.

When women decide to change the sector after her graduation she has a time loss while looking for what she wants to do. There are variety of sectors which means so many choices. An interviewee argued that this variety creates an illusion. This situation brings double oppression over young women. They try to know the sectors and deal with conditions of working life at the same time.

Working Life

Young women claim that they have serious problems with their employees in business life. Lacking social rights and working inhumanly conditions are common problems. Many women also emphasize that they come up with mobbing cases. And they add that they have to work hours are so long yet the salaries are too low.

They didn't activate my insurance on the first week. Then they made me sign a contract that says I cannot quit the job, if you want to quit you have to pay indemnity. The place of work was in Bağcılar I live in Mecidiyeköy, there was a terrible traffic. The work begins at 8.30 in the morning, sometimes they ask for you to stay until 19.30 in the evening. The salaries were also terribly low. I quit with the fear of being sued. They said that we will go to the court and I said go ahead... You activated my insurance one week late, you didn't pay the salary that you wrote on the contract. It will be your disadvantage. They tried to make me sign a paper which shows my start date of job different. I didn't sign it.

A young engineer woman claimed that she had a verbal harassment in the telecommunication firm that she did her internship. In another firm, her employee asked for a relationship. However because there was no mechanism to complain about, she had to leave those firms quietly.

When I started to study engineering, I was aware of the male majority. But I always thought that I could survive. Now, it has turned out to be rather different. I always have this fear when I go to the non-institutional places.

Young women claim that they had serious conflicts with their women employees. They argue that they humiliate themselves, and there is a conflict cause of egos.

She was sitting just behind me. Whenever I opened Google she asked “what will you look at”. When I went to the toilet she asked “where will you go”, when I looked from the window “where are you looking at”. I learned the names of people who I worked with one week later. No one was talking. I am sure that she is a good woman originally yet there was a problem with her. We were locking the door because she was afraid that someone may come and steal information.

She was saying “you can ask me anything” yet when we ask she behave as if we are stupid. She was always shouting, always tensed. She was always humiliating us.

Another interviewee argued that the problems occurred in the company that she Works are declared as if they arise from being a woman.

The coordinator was male, and the rest were women in our team. Whenever a problem showed up, he used to associate it with us being women even though it was about him not being able to form a creative atmosphere. Everybody has a task in the team, and the problems are work-related...

On the other hand, it may not be true to claim that the difference of men’s and women’s attitude in working life is independent of social background. We can ask two questions: 1) Do really women behave the much more annoying way in business life, or in spite of men behave the same, women draw attention because of their sex? 2) Is there any relationship between women’s attitude and social background?

In my childhood, we used to stay at home while the boys used to go to the game arcades. They develop stronger contacts within the society. The more you establish contacts with different people, the more it changes you. Women are often shy and timid in social contacts. They are often discouraged from raising their voicing in defending their rights. Men in the workplaces always moan and criticize... They establish their authority by that way while women are labeled as shrewish or cold.

However, the conflict is much more arising from the generation gap rather than gender. They claim that there is a big difference about the approach to work and working style between two generations. Interviewees claim that old generation is used to do everything that they are told. However new generation looks for its rights and more creative, innovative, so they get the reaction.

For example, when we say that we cannot give up eating or oppose with justification, we are treated like this. They say that they were not used to oppose in such a fashion. We face reactions as newcomers. They are so accustomed to being obeyed...

Young women mention that older generations blame themselves as being conformist and they say that working life is somewhere that asked as sacrifice.

We were having meetings on Mondays. It was much like a systematic reprimand. We said that they are so harsh yet she also connected that to generation. She said that “you are used to have comfort; there is not a place like that”

The basic reason for this conflict is the change in dependency on the firm. Older generations were more dependent on the firms that they work because it was almost guaranteed that they will retire from the firm that they began to work at young ages. Young generations do not develop this kind of loyalty because they don't trust that they will have a future in the same firm for years.

The conflict between powers in business life prevents developing solidarity among women too. Therefore, it is important to see that the problems that occur are not personal but arise from the conditions of working life, economic system, and lack of legal regulations.

Young women claim that the corporate culture –especially in plazas, is so repressive. So they had to sacrifice from their personality. Questions like do you live in your house or rental, your parents duty aims to create a certain profile and it is highly criticized. It is interpreted as a sign of elitism.

Especially in plazas only a certain profile is acceptable. And all differences are being marginalized.

I asked if there was a prayer room in the plaza. They were so irritated by me and ridiculed me. They just can't tolerate anybody slightly different from them. I felt awful by such treatment. One can be easily marginalized for not conforming to certain criteria. If you are a believer, you are forced to not confess it. Or if you want to eat a certain type of food, you are discouraged from expressing it.

This profile has certain necessities. Acting, eating, dressing should be in a way that is determined in a certain way too. What is interesting is employees are testing if an employer is appropriate for the profile or not in a so strange way. One of the interviewees told her story. After the employment interview employee took them to Starbucks and observed how candidates behave in there... How do they sit, how do they talk... She interpreted the situation as it is because of Starbucks is the symbol of white collars. There is a Starbucks in every plaza.

- We had a coffee with human resources in Starbucks. I thought that I am admitted to job because there was foreign CEO's too chatting with them... Then they begun to ask what are your parent's occupation, is your house is your own, who do you live with. I think that is elitism.
- What did they measure in Starbucks? The way you order your coffee?
- It's because of Starbucks is a symbol of elitism, with its atmosphere etc..
- How do they separate the elite one from the other?
- The way you sit, the way you talk, your dominance in the place... As you know there is a Starbucks in almost all plazas. It is a symbol of white-collars...

Most of the interviewee mentions that they cannot find a solution for the problems that occur in business life. They can only tell their problems to friends, and they cannot do anything but gossip. Even if they tell those problems to employees they rarely can find a solution. A student who comes up with harassment during the internship, mentions harassment is a so common issue in a firm, so it is normalized.

In the companies, I have worked, such situations are regarded normal. It was the same treatment for all newcomers. Being a woman is enough for that. I don't think it would change.

Private media companies HR department argued that they are always open to dialog for the complaints of employees.

We, HR, cannot place sanctions if the problems faced by employees are very individual and personal. We try to reconcile the parties by speaking to the manager. If the situation is serious, then the disciplinary board intervenes...

They add that there isn't any complaint coming from employers. Another focus group interviewee exemplified her experience about the issue:

There was a call for breakfast with the CEO for the first ten people to respond to the mail. It was an open call. One of our teammates was qualified. We informed our manager that we would demand pay increase from the CEO. However, we were threatened not to do such a thing. They didn't want us to complain about it. They implied that there were a lot of people, who could happily fill up our positions.

So it is obvious that it is important to make employees comfortable, to give voice to their complaints. Otherwise, they don't feel the courage to appeal to HR departments.

Expectations

After graduation, while young women have difficulty in job searching process, having problems in business life and cannot solve them, they begin to ask "what do we live for?" They feel like they have so many efforts yet they can't get in any return. Young women become desperate because there is a huge competitiveness in the labor market and most of the people are unhappy with their jobs. While get used to working life they feel like they betray on their personality and become a different person as they wish to be.

While looking for a job, one is often forced to deny his/her value judgments. You deny your personality, character, priorities, and you turn out to be unhappy. Then, you resort to the antidepressants. The company has an image, and you have to adapt yourself to it...

Because wages are so low according to market conditions they are being alienated by the work that they do. They claim that life is so expensive yet the salaries are so low. Moreover because firms try to do so many works with fewer employees, employees work in long hours in high burden.

We begin to ask what we live for. We work so long hours with low salaries. Why do we live this life? It is not possible not to work yet while working we cannot enjoy the life; we cannot spend time for our desires.

We asked young women what are their dreams for ideal life. Three main points came forward:

- 1) They want to work in humane conditions and have guaranteed social rights.
- 2) They complain about the asocial structure of business life. They ask time to spend time with families, dealing with ecology, arts. They want to feel like they do something productive.
- 3) They are bored of the chaos of city life. Most of them argued that they want to live in a village in the seaside and have a little hotel.

CAREER CLUBS AND CAREER CENTERS IN UNIVERSITIES

Universities have a critical importance in young people's life especially during the process that they improve themselves about their future career. Career centers and career clubs in universities are aiming to help the student to gain experience and equipment for a professional career. Career offices

and clubs are considered as the units where professional candidate students can improve their skills. In this part we will try to summarize the interviews of career centers and career clubs. We will try to analyze the opportunities where universities provide about career planning and students attitude towards those services.

Career centers work for informing students how to prepare CV, how to behave in employment interviews. They call employers to university campuses and meeting them with students. Or they are organizing meetings between Professional career consultants and students. The main mission of those centers is to introduce different sectors to students.

Internship

Doing an internship is an efficient way to be familiar with sectors. Many students mention that interns have an important effect on their choices. However, this system may be a disadvantage too. One of the interviewees mentioned that she did an internship for a year after she graduated without any payment. If an employer wants to benefit the system, it may have negative effects on young people.

Career centers argue that students are mostly willing to do an internship. However, they are much more interested in the pre-graduate period. On the first year, the rate is around 10%. On the other hand, the interest over internship depends on the department that is being studied.

Student Clubs

We talked to the student clubs about how they work and their effect on students. Those clubs are Yeditepe Professional Team, Yeditepe Women in Business, Özyegin University Sectoral Activities Club, Boğaziçi University Women Studies Club.

Yeditepe Professional team and Women in Business has an organization like a simulation of a private company. Students claim that they practice the business life through club activities. However, they add that students are not so interested in career activities that they organize. They mention that academicians have an effect on it too. They say that the content of education does not organize including career activities.

Boğaziçi University Women Studies Club (BUKAK) has been established to raise the awareness of gender issues in the university campus. They told about the Commission to Prevent Sexual Harassment. In the commission, they discuss the cases of mobbing and work as an advice mechanism.

Through the commission, they develop a model how to discuss a harassment case. This may have positive effect on business life too. So they add that this kind of awareness activities are useful for strengthen of women. Moreover they have a mechanism for employers who work in university too.

Let's assume that you are employed in a company or continued your academic career. I can stand up for a woman, who is sexually harassed in the workplace. I believe that I can create a sense of solidarity in my workplace. This is very crucial both for me and my colleagues...

Students Attitude towards Career Centers

The interest of students depends on their grade. When job concern becomes their agenda they begin visiting career centers. Another observation is that the students that come to Istanbul from Anatolia are more scared of market conditions so they often visit the center. However more advantaged students assume that they would find job easily. However after they graduate they can't find the job that they assume. Then they visit the center after graduation. Another observation of career center officer is that women are more often visit them than men. She claims that women are more worried about being unemployed. If they are coming from Anatolia, they don't want to go back to home. Another student from career club agrees with this observation:

Men tend to think more from a capitalistic perspective. They can start a business again and again even if they fail at their enterprises. Women are not like this. They don't have the vision to set up a business. I think that is because of the fact that they constraint themselves... Because you are easily labeled if you fail. The society does not protect you. But it is not same with the men. They survive only because they are men.

They are looking for a reliable consultancy service while they are dealing with choices and preferences. Interviewees mention that they prefer to consult their recently graduated friends rather than career centers. They think that their friends are more able to understand them and they feel comfortable to communicate them. They look for a consultancy service however they find career centers are so private sector focused. They add that they would visit centers if the service would be different.

I think there is a market focused place. I didn't feel like they will help me with the plan that I want to. There is not a sympathetic place for a student. There are certain models and they want you to behave according to that. Your character and desires are not important.

The announcements were not putting on social sciences faculties and there was nothing about social sciences in their events.

CONCLUSION and POLICY RECOMMENDATIONS

Low rates of youth employment are a global problem besides difficult conditions in Turkey. Both nations and international actors consider the issue as part of their agenda and keep conducting policy recommendations. Employment has a critical importance for an individual conduct his/her life therefore employability is directly related to social inclusion and marginalization.

In addition to whole youth population's challenges that they face on employment processes, certain groups are much more disadvantaged. Young women are one of those groups. Because of the unequal structure of the society in terms of gender women has less chance to take place in employability processes. Even if they can find a job it is being harder for them to stay there. So we cannot talk about the sustainable employment for them.

The labor market is full of challenges for a recent university graduate student in Turkey. People make their choices at young ages without enough equipment in terms of becoming familiarize with working life and improving themselves in a way that they would like to construct their career. While they begin looking for a job they suffer from the lack of self-improvement.

There are certain units as career centers and career clubs in universities in order to be a bridge between students and working life yet those agents attain their aim totally. The reason of that is

both organization of the units and their image before students. Social science students do not see career activities that call for them. When they begin looking for a job they understand that they need the information that is given in career activities. Students see career centers as places that only focus on the private sector. So it is important for career centers to introduce different career opportunities. Most of the students mention that they need to hear recent experiences of recent graduate friends. So it would be useful to have the opportunity to meet graduates to students. Career centers mostly help students for the job searching processes. However, it is necessary to inform them about their rights in business life. This kind of training would strengthen them and make them participate more in center's activities.

If young people can find a job after their graduation they come up with hard conditions of working life as low salaries, long working hours. They often come up with mobbing and harassment in work places and they cannot find a mechanism to solve their problems. Most women complained about they do not work in humane conditions and their social rights are not guaranteed. Moreover they also suffer from both dealing with the employment processes and surviving in a huge city like Istanbul. In this study we didn't focus much on how city life's conditions directly affects employment processes (besides competitive structure of working life) yet this is also an important variable that affects women's employability. Most of the interviewees claim that they cannot find enough effort in themselves to construct a life in Istanbul because of difficult life conditions in the city.

When we consider the whole framework we come up with it is essential to consider young women's demands and expectations and current accumulation while conduction employment policies. Another critical issue is to remember employment is something about the whole economic system and while we conduct a policy that assumed to increase employment we always need to consider the conditions of working life too.

Unless we reregulate the conditions of working life we cannot talk about the employment increase. Even if we observe an increase under those circumstances it is being a short term quantitative increase without sustainability. Working conditions need to be enhanced. Most of the problems about employment arise from those conditions. It is essential to conduct humanized conditions in working life. Even it can be accepted to produce less but regulating the system as reducing working hours and increasing salaries is vital. Even the salaries are satisfactory, people are not happy with working hours, working style and relationships. Given circumstances of working life aggrieve both men and women, more women. It is not appropriate for human life. That is why decent work is essential.

When we completed the interviews we came together with the stakeholders of employment issue and we presented the outputs of the report and had a debate on issues with the representatives from related organizations. During the debate some points and policy recommendations came up. We believe that those pre-suggestions can be helpful during policy making processes.

What kind of regulation could be done on related fields?

WORKING LIFE

- There must be kindergarten in every workplace.
- Working hours should be regulated in humanized standards.
- Salaries must be increased.

- It should be an obligation for women to be employed in the same firm after maternity leave.
- Regulation in recruitment strategies
- Media should be used actively to extend positive implementation among women employment.
- Women quota for both public and private sector
- Employees should be informed about their social rights when they employed.
- There should be commissioned against harassment under HR departments.
- Social rights should protect women who work unregistered

UNIVERSITY LIFE

- University student clubs and career centers should inform students about their social rights on business life
- Mobbing and sexual harassment should be in women's agenda and they should strengthen themselves about the issue
- Career offices and NGO's should work in cooperation
- In career centers, students should be informed about different career options.
- Students should find opportunity to meet recently graduated people
- During internship organizations, gender distribution should be considered

SOCIAL LIFE

- City life should be regulated in terms of women's security (transportation, lightening)
- There should be mechanisms where young people can intervene in employment policies and mention their demands
- Cooperation among CSO's
- Social media (celebrities) should be used to increase awareness among women employment
- Division of household labor should be organized in an equalitarian way.
- Number of kindergartens and caring services should be increased
- Gender issue should be a part of the education
- Different working models should be considered for women