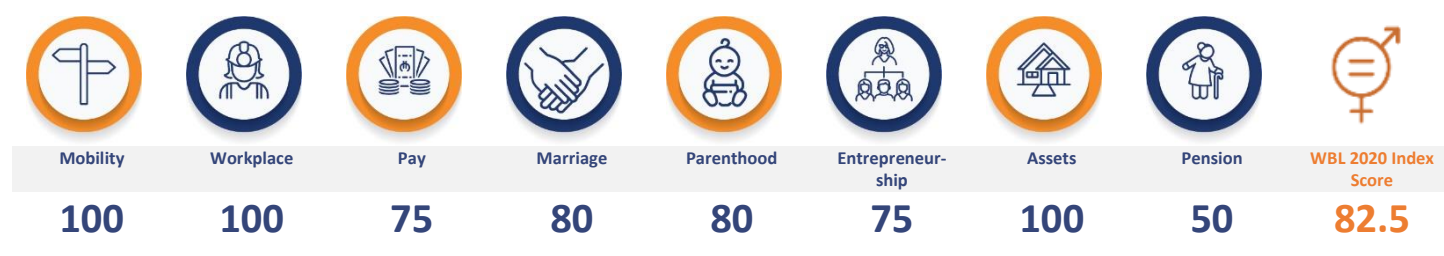


Turkey

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Istanbul). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Turkey scores 82.5 out of 100**. The overall score for Turkey is lower than the regional average observed across Europe & Central Asia (84.2).

Turkey - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, and gender differences in property and inheritance, Turkey gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Turkey could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Turkey is on the indicator related to laws affecting the size of a women’s pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Turkey may wish to consider equalizing the ages at which men and women can retire with full pension benefits, and accounting for periods of absence from work due to childcare in pension benefits.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 186-1
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Law No. 5682 of 1950; Passport application form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 192
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Act, Art. 5; Law on Human Rights and Equality, Arts. 3 and 6
	Is there legislation on sexual harassment in employment?	Yes	Penal Code, Art. 105(2); Labor Act, Art. 24(II)(b,d)
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Penal Code, Art. 105(2) <i>Civil:</i> Penal Code, Art. 50(1)(b)
	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Act, Art. 5
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Act, Art. 72 Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: Labor Act, Art. 72 Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Penal Code, Arts. 82(1)(d), 86(3)(a), 96(2)(b), 102(2) and 109(3)(e); Law to Protect Family and Prevent Violence Against Women
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 132
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Act, Art. 74
	Does the government pay 100% of maternity leave benefits?	Yes	Labor Act, Art. 48; Law No. 5510 of 31 May 2006, Art. 16
	Is there paid paternity leave?	Yes	Labor Act, Additional Art. 2
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Labor Act, Art. 18
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Art. 223
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 495
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 499
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Art. 223
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art.196
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 5510 of 31 May 2006, Art. 28 Men: Law No. 5510 of 31 May 2006, Art. 28
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located