











Türkiye

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
80.0	55.8	58.8

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Türkiye, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Istanbul). The scores for Türkiye are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	75.0	75.0	100.0	100.0	25.0	100.0	50.0
Supportive frameworks score	75.0	100.0	33.3	0.0	100.0	33.3	0.0	66.7	100.0	50.0
Expert opinions score	25.0	50.0	50.0	37.5	50.0	87.5	50.0	62.5	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Türkiye (80.0 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s work after having children, laws affecting childcare and laws affecting women’s property and inheritance, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Türkiye may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Türkiye (55.8 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting freedom of movement, supportive frameworks related to marriage and supportive frameworks affecting women’s property and

inheritance, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Türkiye may wish to consider putting in place pay transparency measures or enforcement mechanisms to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

The **WBL 2.0 expert opinions score** for Türkiye (58.8 out of 100.0) is lower than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on women's pensions, Türkiye obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Türkiye is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Law to Protect Family and Prevent Violence Against Women, Arts. 2(1)(b)(d), 4 and 5; Penal Code, Arts. 82(1)(d), 86(3)(a), 96(2)(b) and 102
Is there legislation on femicide?	Yes	Penal Code, Art. 82(1)(f)
Is there comprehensive legislation on sexual harassment?	Yes	Labor Act, Art. 24(II)(b); Penal Code, Arts. 50(1)(b) and 105(2)
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passport Law No. 5682, Art. 15
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 186
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Turkish Citizenship Law No. 5901, Art. 7 and 16
Workplace		
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 of May, 22 2003 (No. 4857), Art. 5; Law on Human Rights and Equality, Arts. 3 and 6
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law on Human Rights and Equality, Arts. 3 and 6
Does the law allow employees to request flexible work?	Yes	Remote Work Regulation, Arts. 5, 6 and 9
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 5
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Act of May, 22 2003 (No. 4857), Art. 72
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 186
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 185 and 186
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 166-170
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 132
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 74

Are leave benefits for mothers paid solely by the government?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 48; Law No. 5510 of 31 May 2006, Art. 16 and 18
Is there paid leave available to fathers?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 2
Is dismissal of pregnant workers prohibited?	Yes	Labor Act of May, 22 2003 (No. 4857), Art. 18
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Regulation on the Establishment and Functional Principles for Private Nursery and Day Care Houses and Private Children's Clubs, Arts. 4 and 7
Does the law establish any form of support to families for childcare services?	Yes	Official Website of the Ministry of Family and Social Affairs, Free Nursery Aid
Does the law establish any form of support to non-state childcare providers?	Yes	Corporate Income Tax Act No. 5520, Art. 5(l)
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Regulation on the Establishment and Functional Principles for Private Nursery and Day Care Houses and Private Children's Clubs, Arts. 26, 42(1)(a) and 51; Social Services Law No. 2828, Art. 35
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 223 and 598; Constitution, Art. 35
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 495
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 499
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 196
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law No. 5510 of 2006, Art. 28
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	The 4th National Action Plan for Combating Violence Against Women (2021-2025); Violence Prevention and Monitoring Centers (ŞÖNİM); Law Enforcement Training on Violence against Women and Domestic Violence
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	General Directorate on the Status of Women of the Ministry of Family and Social Policies

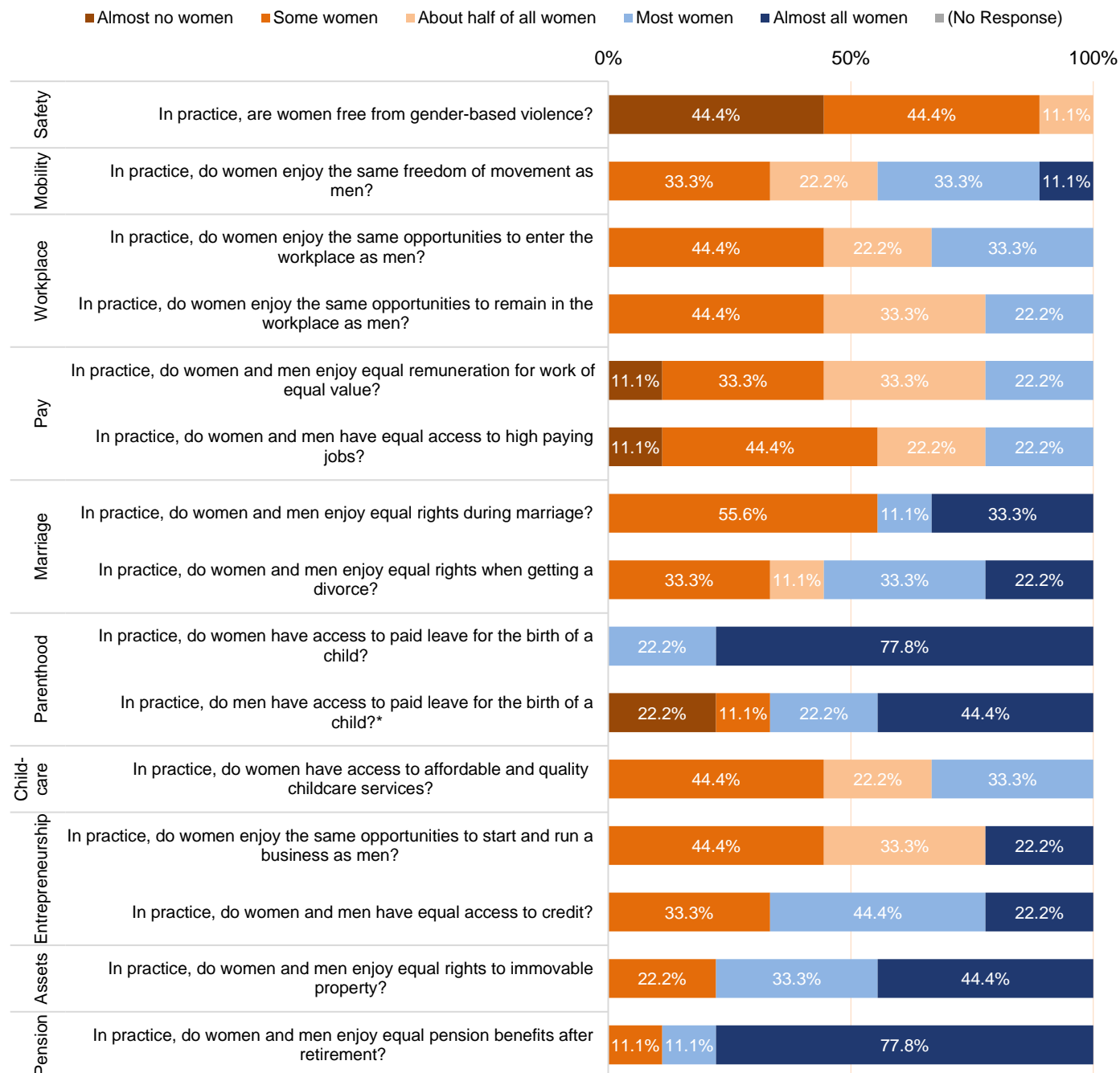
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Corporate Financial Status and Expectations Report 2022
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application form
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	Istanbul Metropolitan Municipality: Free Istanbulkart for mothers policy
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Law on the Human Rights and Equality Institution, Arts. 3 and 17-22
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Civil Procedure Code, Art. 316
Are there specialized family courts?	Yes	Law No. 4787 on the Establishment, Duties and Trial Procedures of Family Courts, Art. 2
Is legal aid available for family law disputes?	Yes	Legal Aid Office
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Ilksan General Directorate: Maternity Benefit Application
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Empowering Women Through Cooperatives project
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Eleventh Development Plan of Turkey (2019-2023); Women's Empowerment Strategy Document and Action Plan (2018-2023); Small and Medium Enterprises Development Organization (KOSGEB) Support Programs
Assets		



Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Civil Code, Arts. 194 and 701
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Ministry of Family and Social Services trainings and publications
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	The Turkish Statistical Institute (TSE)
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law No. 5510 of 2006, Art. 42



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.