

EconWorld2016@Barcelona

The Effects of Reconciliation Policies of Work and Family Life to Women's Employment in Paid Work: Recent Regulations in Turkey/ İş ve Aile Yaşamını Uyumlaştırma Politikalarının Kadınların Ücretli İşte Yer Almalarına Etkisi: Türkiye'deki Son Düzenlemeler

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ABSTRACT

Reconciliation policies of work and family life has been attracting attention since 1990s as a topic that is discussed especially in the scope of EU and OECD countries' policies aimed at increasing women's employment. As increasing women's employment has come to be discussed frequently as one of the current political aims recently in Turkey, reconciliation policies of work and family life have begun to occupy a significant place in the agenda. With regulations and practices aimed at increasing women's employment, the reconciliation policies that aim to balance the responsibilities of work and family redetermine women's positions both in labor market and in the household. Moreover, in discussions that are being made about these policies, it is pointed out that the aforementioned regulations are also linked with population policies apart from their dimension of shaping women's employment and labor. It can be seen that regulations as part of the reconciliation policies are also included in the 10th Development Plan (2014- 2018), The National Employment Strategy and "the Programme of the Protection of Family and Dynamic Population Structure". In this study, it will be researched that especially with which policies and mechanisms the reconciliation policies of work and family life support women's employment in paid work; and furthermore, both the positive effects and the dilemmas of these policies will be discussed with a wider perspective.

KEYWORDS Women Employment; Gender; Mainstreaming; Reconciliation Policies of Work and Family

JEL J08, J16, J13