

Gender Equality Scorecard of Turkey's 81 Provinces



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*Prepared in cooperation with the Economic Policy Research Foundation of Turkey (TEPAV)
under the guidance of the Union of Chambers and Commodity Exchanges of Turkey
(TOBB) and the Industrial Development Bank of Turkey (TSKB).*

August 2020

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Abbreviations

AFD	Agence Française de Développement (French Development Agency)
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
EIGE	European Institute for Gender Equality
EU	European Union
G-20	Group of Twenty
GDI	Gender Development Index
GDP	Gross Domestic Product
GEI	Gender Equality Index
GII	Gender Inequality Index
GNI	Gross National Income
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
MEB	T.C. Milli Eğitim Bakanlığı (Republic of Turkey Ministry of National Education)
MPs	Member of Parliaments
NACE	Nomenclature Statistique des Activités Économiques dans la Communauté Européenne (Statistical Classification of Economic Activities in the European Community)
OECD	Organisation for Economic Co-operation and Development
PPP	Purchasing Power Parity
SGK	T.C. Sosyal Güvenlik Kurumu (Republic of Turkey Social Security Institution)
TBMM	Türkiye Büyük Millet Meclisi (The Grand National Assembly of Turkey)
TCE	81 İlde Türkiye'nin Toplumsal Cinsiyet Eşitliği Endeksi (Gender Equality Index of Turkey's 81 Provinces)
TEPAV	Türkiye Ekonomi Politikaları Araştırma Vakfı (The Economic Policy Research Foundation of Turkey)
TOBB	Türkiye Odalar ve Borsalar Birliği (The Union of Chambers and Commodity Exchanges of Turkey)
TSKB	Türkiye Sınai Kalkınma Bankası (The Industrial Development Bank of Turkey)
TÜİK	Türkiye İstatistik Kurumu (Turkish Statistical Institute)
UN	United Nations
UNDP	United Nations Development Programme
UK	United Kingdom
USA	United States of America
WEF	World Economic Forum

TOBB Foreword

As the Union of Chambers and Commodity Exchanges of Turkey (TOBB), we prepared the Gender Equality Scorecard of Turkey's 81 Provinces in cooperation with the Industrial Development Bank of Turkey (TSKB) and the Economic Policy Research Foundation of Turkey (TEPAV).

I believe that this comprehensive study, prepared by using a newly developed measurement and evaluation tool for gender equality, will serve as an actual scorecard that provides an opportunity to comprehensively compare gender inequality on the provincial basis.

The concept of gender inequality is in conflict with the contemporary period we live in. However, it is a social reality for which we have yet to find a solution.

We embarked upon this study with the idea that it is not possible to design solutions without understanding the actual data. We wanted to understand the situation on a provincial basis. Our aim was to build an important resource that would be utilized to construct informed policies in the future.

Since the day I took office, I have been repeating the fact that "no bird can fly with a single wing." What I allude to in this statement is that gender equality must be established in the society.

As an umbrella organization for the Turkish business world, we have always asked: If our culture says, "wastefulness is haram," why are we wasting our power? While women constitute half of our society, why do we overlook women in the business life and in the field of entrepreneurship? We have always emphasized that success and business have no gender.

We are all equal before the law. We want all of us to be equal in terms of access to opportunities as well. We must stop preventing women from achieving their goals and success.

We must know that we cannot hinder women by interpreting certain cultural expressions in different ways. Even if we have certain handicaps that are rooted in tradition that destroy equal opportunities for women, it is time to overcome the handicaps. We are in the 2020s.

As the humanity is searching for ways to build a new life in space and is about to unravel the greatest mysteries of the genetic map, our scorecard as a society in terms of gender equality must be excellent.

This is what befits our society. We are a nation that has always been the flag-bearer, follower and advocate of civilization throughout history. Moving forward, we must be in the forefront of progress in terms of human rights, justice, law and civilization.

In short, we want us to all rise together in wealth. This requires clearing the way for commerce, removing all obstacles, increasing the number of entrepreneurs, mobilizing production, facilitating business, and utilizing our human capital efficiently without any gender discrimination.

Once we achieve gender equality and increase the number of our entrepreneurs to the same level as that of the wealthiest countries, we will have accomplished the first part of our objectives.

If the first part is reaching the top, the second part must be marked by more work and production to maintain our position at the top. I believe that our people have the necessary determination, wisdom and vision for this.

We can never accept anything but the top in our mission of civilization. I have no doubt that we will achieve this goal in unity and solidarity.

M. Rifat HİSARCIKLIOĞLU

President of TOBB

TSKB Foreword

Esteemed Stakeholders,

As a development bank celebrating its 70th anniversary of operating within the Turkish economy, we believe that we can achieve the goal of having a country with a high level of welfare if all segments of society are not actively participating in production. With this belief, we have been carrying out all our operations on the basis of sustainability and inclusivity since 1950.

We grow stronger with each woman participating in education, production, administration, and social life. That is because gender equality provides added value to the economy by boosting efficiency in production and increasing the quality of decision-making in administrations. A working woman not only provides better education to her children but also increases the domestic savings rate. Increased levels of employed women reflects credit upon the financial statements of companies and the Gross National Product (GNP) indicators of countries.

As the Industrial Development Bank of Turkey (TSKB), we believe that not only public institutions but also the business and financial worlds have a significant part to play in increasing the employment rate of women in our country. Quality education is of outmost importance for participating in production. On the other hand, we are pleased to observe that concepts such as preserving equal opportunities in recruitment and promotions, ensuring wage equality between men and women, improving the working conditions in companies towards this direction, more active participation of women in decision-making mechanisms, equal division of responsibilities in childcare and household chores have recently found their foothold on the agendas of the business world.

At this point, I would like to highlight the transformative power of the financial sector. As TSKB, we strive to be a pioneer of change by prioritizing this issue within our own staff, in the projects we carry out, and through the financial support we provide. The results we have obtained due to our concrete steps demonstrate that Turkey has a great potential for transformation.

One of the best examples of this is the loan program we have developed together with the French Development Agency (Agence Française de Développement - AFD) to provide investment funding for companies that promote gender equality and employment of women in their work environments. Within the scope of this program, based on evaluations using our measurement tool for gauging equal opportunities, the funded companies from different sectors have so far achieved an additional 15 percent of women's employment and 30 percent improvement in working conditions in a short period of time.

By offering consultancy services to companies operating in Anatolia, we have extended the scope of this successful business model which was developed in collaboration with the AFD, to promote equal opportunities. To this end, we are delighted to further boost our impact by obtaining additional resources from the World Bank.

I believe that the “Gender Equality Scorecard of Turkey’s 81 Provinces”, which we have prepared in cooperation with the Union of Chambers and Commodity Exchanges of Turkey (TOBB) and the Economic Policy Research Foundation of Turkey (TEPAV), will serve as guidance for both the public and the private sector in taking the necessary steps. The fact that the report reveals the current situation in all 81 provinces will constitute a highly significant base for the future steps to be taken.

We are extremely happy to watch the ripple effect of our collaborations powered by shared wisdom and of all the steps we have taken together with powerful business partners. With the steps to be taken to ensure equal opportunities, we believe that Turkey will progress and cover a lot of ground in a short period of time.

The “Gender Equality Scorecard of Turkey’s 81 Provinces” will be a valuable guide for this journey.

Continuing our 70-year-journey of growth with the responsibility prescribed to us by our founding mission, as TSKB, we will continue to strive for the inclusive development of our country in the future as well.

Finally, I would like to express our sincere gratitude to TOBB and TEPAV for their valuable collaboration in this important study and to AFD for their valuable contributions.

Ece BÖRÜ

TSKB Chief Executive Officer

TEPAV Foreword

Gender equality refers to the equal and visible participation of women and men in all aspects of social life. Gender equality is also a major component of national and international development. On the basis of human rights, human development constitutes the highest importance to the fight against gender inequality.

The way to prevent gender inequality as part of pursuing development is through preparing gender-sensitive policies. In order to establish gender equality, it is essential to structure gender-sensitive policies both at the national and local level and to prioritize policies and services that facilitate this goal. Within this framework, the Economic Policy Research Foundation of Turkey (TEPAV) has been publishing gender equality scorecards since 2014 with the aim of measuring, evaluating, and monitoring whether the policies developed and the services offered at the national and local level observe gender equality. In 2019, as TEPAV, we have developed a new measurement and evaluation tool for gender equality titled the "Gender Equality Scorecard of Turkey's 81 Provinces" under the leadership of the Union of Chambers and Commodity Exchanges (TOBB) and the Industrial Development Bank of Turkey (TSKB). This report aims to serve as a study that measures gender equality/inequality at the provincial level through its unique dataset, a scorecard that offers an opportunity to compare gender inequality at the provincial level based on its findings and present an unexplored area of research for the policies and measurement tools that aim to promote gender equality.

The present document examines the current situation of women in each province (while highlighting the situation of men) from the perspective of gender equality under the following headings: (i) representation in politics and economy, (ii) participation in production, and (iii) educational attainment. In order to prepare this document, data analyses have been carried out in cooperation with TOBB, TSKB, and TEPAV.

On behalf of TEPAV, we would like to express our gratitude to all the institutions and individuals who contributed to the study by dedicating their time and energy as facilitators and participants. We hope that this document contributes to the development of policies, research, and studies that serve the purpose of empowering women in social life and ensuring that women enjoy equal rights and opportunities within the context of protecting and promoting human rights.

Güven SAK

TEPAV Managing Director

A. Background



Gender equality is defined as the state in which all individuals participate in all areas of public and private life, remain visible, participate in decision-making mechanisms, take advantage of opportunities, experience empowerment, be represented, and have access to resources while enjoying equal rights and opportunities without any discrimination based on gender. Any form of discrimination is unacceptable in the context of human rights and fundamental freedoms. Within the context of gender equality, this perspective has gained a solid ground in both national and international frameworks. As one of the UN-level (United Nations) fundamental human rights instruments, the “Convention on the Elimination of All Forms of Discrimination against Women” (CEDAW) is considered as one of the main international regulations for the protection of women’s rights. The signatory states, including Turkey, have declared their commitment to grant all men and women equal opportunities in terms of enjoying equal economic, social, cultural, personal, and political rights.¹ Another international resolution on gender equality is the Beijing Declaration and Platform for Action. This resolution and other similar structures put the signatory countries, including Turkey, under obligation to ensure the empowerment and advancement of women, to establish gender equality and integrate the gender equality perspective into their main policies and

¹ Resmi Gazete [Official Gazette]. (1985). Milletlerarası Sözleşme: Kadınlara Karşı Her Türlü Ayrımcılığın Önlenmesi Uluslararası Sözleşmesi. 14 October 1985. No: 18898. Resolution No: 85/9722. [Convention on the Elimination of All Forms of Discrimination against Women].

programs.² In the scenario where half of the human population is left behind due to discrimination, gender inequality poses an obstacle for economic growth, social stability, and sustainable development.³ ⁴ Therefore, gender equality, designated as a fundamental and inviolable human right within the scope of international conventions, ranks among the main indicators of Sustainable Development Goals that replaced the Millennium Development Goals in 2015.⁵

For the development of policies aimed at fighting against gender inequality, it is highly important to pinpoint the strengths and weaknesses found at the national and international levels, identify the exigency areas of top priority and develop strategies to address the shortcomings in these areas in order of priority. Accordingly, international and supranational organizations have developed various indexes to present the general picture of gender equality by compiling individual indicators from different areas with the purpose of quantifying gender equality. The developed indexes not only constitute a quantifiable resource to get a general picture of gender equality around the world, make comparisons between countries in terms of gender equality, identify issue and exigency areas, designate the potential areas of reform and follow the relevant developments but also provide significant inputs to the policy-making processes. International and supranational organizations such as the European Union (EU), UN, World Economic Forum (WEF), and the Organization for Economic Co-operation and Development (OECD) are among the institutions that develop indexes in order to measure gender equality that reveals the extent of gender inequality and determines the level of gender inequality across different countries and regions. These indexes are valuable analytical tools as they uncover the whole picture of the current situation and allow for evaluations based on the complete picture.

The Gender Inequality Index (GII) by the United Nations Development Programme (UNDP) is treated as an important reference point for studies on gender equality in many developed and developing countries. This index, first introduced in the 2010 Human Development Report, evaluates gender equality through 3 main dimensions: (i) health, (ii) women's empowerment/representation, and (iii) labor market. The heat map in Table 1 examines Turkey's performance in 2019 in the 3 aforementioned dimensions, in comparison to its G-20 (Group of 20) peers and the OECD average, in the GII that analyses the disparities between the achievements of men and women and the human development losses resulting from these disparities. The heat map compares Turkey's performance with other countries in each indicator included within the scope of the GII, which analyses the values corresponding to men and women first separately then in a combined way. In the heat map, countries are compared with Turkey in terms of the relevant indicator of gender equality. A shade of orange was used to designate the countries which have a better performance than Turkey in a relevant indicator in terms of gender equality. A shade of grey

² TBMM. 5-9 Haziran 2000 Tarihleri Arasında New York'ta Gerçekleştirilen "Kadın 2000: 21. Yüzyıl İçin Toplumsal Cinsiyet Eşitliği, Kalkınma ve Barış" (PEKİN+5) Başlıklı Birleşmiş Milletler Genel Kurul Özel Oturumunun Hazırlık Dönemi ve Sonuçları Hakkında Bilgi Notu. [Information Note on the Preparation Period and Results of the United Nations General Assembly Special Session Entitled "Women 2000: Gender Equality, Development and Peace for the 21st Century" (Beijing +5) held in New York between June 5 – 9, 2000.

³ United Nations Development Programme. (2014). Gender Equality Strategy 2014-2017. Annex 2: Key Global and Regional Commitments to Gender Equality.

⁴ UN Global Compact. Gender Equality.

⁵ United Nations Development Programme. Sustainable Development Goals. Goal 5: Gender Equality.

was used to designate the countries which perform worse than Turkey in a relevant indicator. In the GII, which holds a value between 0 and 1, the inequality between men and women decreases as the index value approaches 0, and increases as the index value approaches 1.

In the UNDP's 2019 GII report, Turkey ranked 66 out of 162 countries with an index score of 0.305. Both in the GII and in other international indexes included within the scope of this study along with the in-house developed index for the present study, the indicators and index scores are ranked according to their gender equality performance; while the country/province with the highest level of equality ranks 1st, the remaining countries/provinces are listed respectively in accordance with their equality level. As declared within the UNDP's GII, Turkey's best performing area in terms of gender equality was the "health dimension." Through the color changes in the heat map, it is possible to observe the fact that Turkey outperformed in the health indicators, such as maternal mortality ratio and adolescent birth rate. As a matter of fact, Turkey is more successful than other G-20 countries such as Argentina, Brazil, India, Indonesia, Mexico, and South Africa in terms of the scores attained in the health indicators. Even though Turkey remains below the OECD average in terms of health indicators, Turkey's performance in the health dimension is closest to the OECD average compared to its other indicators. On the other hand, Turkey lags behind almost all G-20 countries and remains below the OECD average, especially in the areas of education and economy with indicators such as the rate of female population with at least secondary education and the female labor force participation rate. While Turkey attains a higher score in terms of female share of parliamentary seats compared to the education and economy dimension, yet this score still remains lower than those in health indicators.^{6 7 8 9}

⁶ United Nations Development Programme. (2019). Human Development Report 2019: Technical Notes.

⁷ United Nations Development Programme. (2019). Human Development Report 2019: Gender Inequality Index FAQs.

⁸ United Nations Development Programme. (2019). Briefing Note for Countries on the 2019 Human Development Report: Turkey.

⁹ United Nations Development Programme. (2019). Human Development Report 2019.

Table 1 - Heat map showing the 2019 performances of Turkey, G-20 countries, and the OECD average in the Gender Inequality Index by the United Nations Development Programme, indicator values

Country	Human Development Index Rank	Gender Inequality						
		Gender Inequality Index		Health		Women Empowerment		Female labor force participation rate (%), (ages 15 and older)
		Rank	Value	Maternal mortality ratio (deaths per 100,000 live births)	Adolescent birth rate (births per 1,000 women ages 15-19)	Females share of parliamentary seats (%)	Female population with at least some secondary education (% ages 25 and older)	
Turkey	59	66	0.305	16	26.6	17.4	44.3	33.5
France	26	8	0.051	8	4.7	35.7	81.0	50.3
South Korea	22	10	0.058	11	1.4	17.0	89.8	52.8
Italy	29	12	0.069	4	5.2	35.6	75.6	40.0
Canada	13	18	0.083	7	8.4	31.7	100.0	60.9
Germany	4	19	0.084	6	8.1	31.5	96.0	55.3
Japan	19	23	0.099	5	3.8	13.7	95.2	51.4
Australia	6	25	0.103	6	11.7	32.7	90.0	59.7
UK	15	27	0.119	9	13.4	28.9	82.9	57.1
China	85	39	0.163	27	7.6	24.9	75.4	61.3
USA	15	42	0.182	14	19.9	23.6	95.7	56.1
Saudi Arabia	36	49	0.224	12	7.3	19.9	67.8	23.4
Russia	49	54	0.255	25	20.7	16.1	96.3	54.9
Mexico	76	74	0.334	38	60.4	48.4	58.4	43.8
Argentina	48	77	0.354	52	62.8	39.5	66.5	49.0
Brazil	79	89	0.386	44	59.1	15.0	61.0	54.0
South Africa	113	97	0.422	138	67.9	41.8	75.0	48.9
Indonesia	111	103	0.451	126	47.4	19.8	44.5	52.2
India	129	122	0.501	174	13.2	11.7	39.0	23.6
OECD			0.182	14	20.5	30.1	84.8	51.6

Performances lower than Turkey

Turkey's performance

Performances higher than Turkey

Source: United Nations Development Programme Human Development Report 2019, tabulated by TEPAV
 Note: The indicators are colored in accordance with their contribution to the index value. Indicator values, except for maternal mortality ratio and adolescent birth rate, are reflected in the index value in direct proportion. Maternal mortality ratio and adolescent birth rate have an inversely proportional impact on the index value. While lower values in indicators of maternal mortality ratio and adolescent birth rate signify a more positive performance, lower values in other indicators are associated with more inequality.

Figure 1 examines the GII performance of Turkey over the years. The number of countries included within the scope of the GII has increased over the years. While ranking 81 out of 121 countries in 2010, Turkey managed to climb to the rank of 66 out of 162 countries within the 2019 report, in calculations based on data collected in 2018. Therefore, it is observed that Turkey climbed 15 spots in the GII rankings between 2010 and 2018. However, the developments leading to Turkey's climb in the rankings mostly took place in the 2010-2011 period rather than occurring over an elongated period of time. In fact, it is worth noting that while climbing from 81st in 2010 to 70th in 2011, Turkey has remained stagnant in the 66-70 range in the GII rankings since 2011.

Figure 1 - Turkey's 1995-2018 rankings in the Gender Inequality Index by the United Nations Development Programme



Source: United Nations Development Programme Human Development Database (1990-2018), updated on October 22, 2019, TEPAV calculations

Note: The total number of countries and Turkey's rankings were calculated based on the dataset updated on October 22, 2019. Updated index rankings may differ from the versions published in the reports in respective years.

In addition to the GII, in the 2014 Human Development Report, the UNDP introduced the Gender Development Index (GDI), as the ratio of the HDIs (Human Development Index values) calculated separately for women and men. The GDI index consists of indicators in 3 basic dimensions: health, knowledge, and standard of living. The gender gap reduces as the GDI main index value approaches 1, the absolute value, and increases as it approaches 0. The 2019 GDI index score for Turkey was 0.924, indicating a gender gap of 7.6 percent. The GDI identifies 5 different gender equality groups based on the level of gender disparity. In this scale where the 1st group has the best performance in terms of gender equality, the gender equality performances of groups deteriorate as the scale moves from 1 to 5. In the GDI published by the UNDP, Turkey is placed in the 4th group in terms of gender equality.

The Table 2 heat map examines Turkey's GDI performance in 2019 in comparison with other G-20 nations and the OECD average. The GDI incorporates indicators from health, education, and economy such as life expectancy at birth, expected years of schooling, mean years of schooling, and Gross National Income (GNI) per capita. Even though the GDI and the GII, both prepared by the UNDP, differ in terms of calculation methods and indicator selections, both indexes aim to cover similar grounds. As was the case in the GII, Turkey performs relatively better than the G-20 countries in the health dimension of the GDI as well. However, it is clear that Turkey must implement policies in the areas of education and economy if it is to catch up with the G-20 countries in these areas. For example, Turkey has a similar performance with almost all G-20 countries in one of the health indicators: life-expectancy at birth. When comparing the expected years of schooling and mean years of schooling between men and women, it is apparent that in Turkey, women do not have the same performance as men in terms of level of education. Due to these disparities between men and women in selected indicators in the field of education, Turkey performs lower than the G-20 average in the field of education. On the other hand, the narrowing of the gap between men and women in expected years of schooling compared to mean years of schooling is a positive development for Turkey. Nevertheless, in terms of GNI per capita, Turkey lags behind the OECD average, with the gap widening between men and women. While Turkey

is placed in the 4th group in terms of gender equality, the majority of the G-20 countries are in the 1st, 2nd, or 3rd groups where gender inequality is lower, and the gender gap between men and woman is smaller.^{10 11 12 13}

Table 2 - Heat map showing the 2019 performances of Turkey, G-20 countries, and the OECD average in the Gender Development Index by the United Nations Development Programme, indicator values

	Human Development Index Rank	Gender Development Index									
		Value	Group	Life expectancy at birth, years		Expected years of schooling		Mean years of schooling		GNI per capita (2011 PPP \$)	
				Female	Male	Female	Male	Female	Male	Female	Male
Turkey	59	0.924	4	80.3	74.4	15.9	16.9	6.9	8.4	15921	34137
Russia	49	1.015	1	77.6	66.9	15.9	15.2	11.9	12.1	19969	30904
Brazil	79	0.995	1	79.4	72.0	15.8	15.0	8.1	7.6	10432	17827
USA	15	0.991	1	81.4	76.3	16.9	15.7	13.5	13.4	44465	68061
Canada	13	0.989	1	84.3	80.3	16.6	15.6	13.5	13.1	35118	52221
Argentina	48	0.988	1	79.9	73.1	18.9	16.4	10.7	10.5	12084	23419
France	26	0.984	1	85.4	79.6	15.8	15.2	11.2	11.6	33002	48510
South Africa	113	0.984	1	67.4	60.5	14.0	13.3	10.0	10.5	9035	14554
Japan	19	0.976	1	87.5	81.3	15.2	15.3	13.0	12.6	28784	53384
Australia	6	0.975	1	85.3	81.3	22.6	21.6	12.7	12.6	35900	52359
Germany	4	0.968	2	83.6	78.8	17.0	17.2	13.7	14.6	38470	55649
UK	15	0.967	2	83.0	79.5	18.0	17.1	12.9	13.0	28526	50771
Italy	29	0.967	2	85.4	81.1	16.6	15.9	10.0	10.5	26471	46360
China	85	0.961	2	79.1	74.5	14.1	13.7	7.5	8.3	12665	19410
Mexico	76	0.957	2	77.8	72.1	14.6	14.0	8.4	8.8	11254	24286
Indonesia	111	0.937	3	73.7	69.4	12.9	12.9	7.6	8.4	7672	14789
South Korea	22	0.934	3	85.8	79.7	15.8	16.9	11.5	12.9	23228	50241
Saudi Arabia	36	0.879	5	76.6	73.8	15.8	17.6	9.0	10.1	18166	72328
India	129	0.829	5	70.7	68.2	12.9	11.9	4.7	8.2	2625	10712
OECD		0.976		83.0	77.7	16.6	16.0	11.9	12.1	31016	50530

Performances lower than Turkey

Turkey's performance

Performances higher than Turkey

Source: United Nations Development Programme Human Development Database (1990-2018), updated on October 22, 2019, TEPAV calculations

Note: The indicators are colored in accordance with their contribution to the index value.

Adopting a different methodology from the GII and the GDI, the WEF has been publishing the Global Gender Gap Index since 2006, assessing the differences in the levels of gender equality/inequality across countries based on the following 4 sub-indexes: (i) economic participation and opportunity, (ii) educational attainment, (iii) health and survival, and (iv) political empowerment. The UNDP and WEF methodologies differ in many technical aspects. The main difference consists in the construction of the indexes in that in the GII and GDI indexes by the UNDP, the female and male indicator values are first calculated separately and then combined through sub-indexes only at the last stage. However, in the WEF methodology, all indicators are

¹⁰ United Nations Development Programme. (2019). Briefing Note for Countries on the 2019 Human Development Report: Turkey.

¹¹ United Nations Development Programme. (2019). Human Development Report 2019.

¹² United Nations Development Programme. (2019). Human Development Report 2019: Technical Notes.

¹³ United Nations Development Programme. (2019). Human Development Report 2019: Gender Development Index FAQs.

converted into female-to-male ratios during the first stage. This approach does not focus on the differences between the conditions of women across countries, instead allows us to compare the magnitude of gender disparities across countries from the very beginning. To illustrate this difference in approach, we can cite the following example: the level of education of women in different countries varies in line with the level of development of the country. However, within the framework of the WEF methodology, higher level of education of women in a particular country does not provide that country with an added-value in the calculation of the index score in comparison with other countries. The WEF methodology focuses on the disparities between men and women. In this way, it is easier to distinguish the opportunities presented to women in line with the level of development of a country and the gender equality performance of that country. Moreover, in contrast to the GII using both geometric and harmonic mean calculations and the GDI using geometric mean calculations after normalization, the WEF methodology relies on weighted average calculations which makes the sub-indexes easier to interpret.

In the 2019 WEF Global Gender Gap Index, Turkey ranked 130 out of 153 countries, and the heat map in analyses Turkey's 2019 performance in comparison with the G-20 countries. The heat map presents colored rankings of each indicator in female-to-male ratios. As depicted on the table, in order to catch up with the performances of the G-20 countries in terms of the gender gap in labor force participation, Turkey must prioritize policies in this area. While Turkey ranks 135th in labor force participation, the country performs better even among the G-20 countries in other indicator assessing the wage equality for similar work and ranks in at 106th. Turkey ranks 132nd and 111th respectively in share of women in senior executive positions, and professional and technical posts. Turkey's overall rank in the economic participation and opportunity sub-index is 136th. Turkey's rankings in the other sub-indexes are as follows: 113th in educational attainment, 64th in health and survival, and 109th in the political empowerment sub-index. These rankings demonstrate that Turkey has a long way to go in attaining the same ranking in gender equality in all indexes except for the health and survival sub-index) that the country attained in terms of income per capita. As was the case in the GII and the GDI, Turkey, once again, delivers a better performance in health compared to other sub-indexes, and economic participation requires the most improvement. Following economic participation, the biggest shortcomings experienced by Turkey are in the fields of educational attainment and political participation. Although the indicator sets and methodologies are different, all 3 indexes by the UNDP and the WEF produce akin results in similar areas that measure gender equality in Turkey. In short, one of the most striking findings of these country-level studies is that the primary exigency areas to improve gender equality in Turkey fall under the category of economic participation.

Table 3 - Heat map showing the 2020 performances of Turkey and G-20 countries in the Global Gender Gap Index by the World Economic Forum, ranking based on female-to-male ratios

Country	Global Gender Gap Index Rank	Economic Participation and Opportunity			Educational Attainment			Health and Survival		Political Empowerment								
		Economic Participation and Opportunity Sub-Index	Labor force participation rate, % (ages 15-64)	Wage equality (survey), 1-7 scale	Estimated earned income, (PPP, int. \$) managers, %	Legislators, senior officials and managers, %	Professional and technical workers, %	Educational Attainment Sub-Index	Literacy rate, % (ages 15 and over)	Enrollment in primary education, %	Enrollment in secondary education, %	Enrollment in tertiary education, %	Health and Survival Sub-Index	Sex ratio at birth, %	Healthy life expectancy, years	Political Empowerment Sub-Index	Women in Parliament, %	Women in ministerial positions, %
Turkey	130	136	135	106	130	132	111	113	118	118	112	64	1	77	109	104	113	45
Germany	10	48	38	68	41	89	1	103	1	138	1	86	1	98	12	42	17	8
France	15	65	45	127	47	59	1	1	1	1	1	78	1	90	15	16	1	56
South Africa	17	92	82	121	81	84	1	67	106	1	1	1	1	1	10	9	10	72
Canada	19	30	29	49	46	55	1	1	n/a	1	1	105	1	114	25	54	1	64
UK	21	58	49	76	102	47	71	38	1	88	1	112	1	123	20	36	76	7
Mexico	25	124	128	129	127	48	76	54	79	1	1	46	1	62	14	4	15	73
Argentina	30	103	102	112	115	70	1	64	1	113	1	1	1	1	22	20	57	16
Australia	44	49	53	70	89	41	1	1	1	1	1	104	1	113	57	43	78	41
USA	53	26	61	47	60	22	1	34	1	78	1	70	1	82	86	67	76	73
Italy	76	117	95	125	101	99	97	55	101	1	1	118	126	114	44	30	47	73
Russia	81	32	59	37	95	19	1	1	1	1	1	1	1	1	122	112	111	73
Indonesia	85	68	115	51	16	1	112	105	91	131	1	79	1	91	82	105	67	38
Brazil	92	89	93	130	96	27	1	35	1	79	1	1	1	1	104	114	122	27
China	106	91	70	75	79	125	1	100	90	n/a	124	153	153	136	95	62	132	36
South Korea	108	127	92	119	121	142	88	101	1	84	107	120	1	1	79	108	73	29
India	112	149	145	117	144	136	132	112	127	1	1	150	149	134	18	122	69	4
Japan	121	115	79	67	108	131	110	91	1	1	128	40	1	59	144	135	139	73
Saudi Arabia	146	148	146	60	141	127	146	92	100	76	122	139	1	146	136	95	145	73

Performances lower than Turkey

Turkey's performance

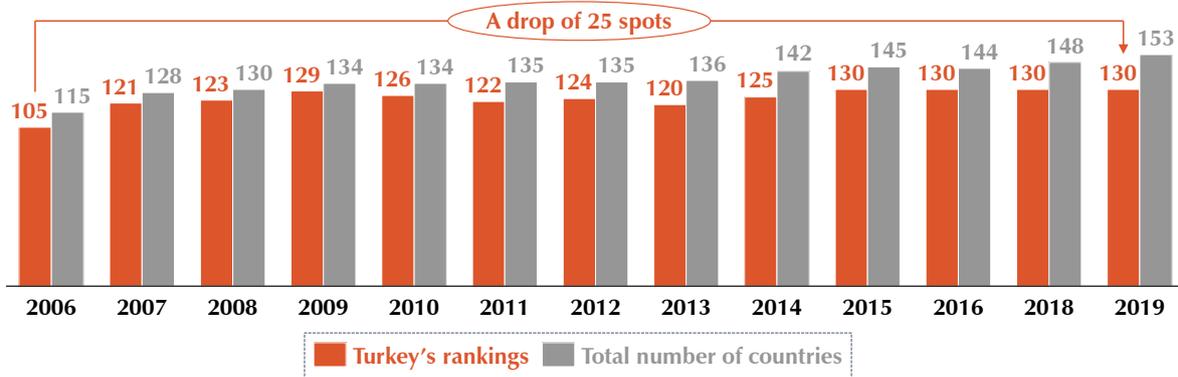
Performances higher than Turkey

Source: World Economic Forum Global Gender Gap Report, 2020, tabulated by TEPAV

Note: n/a refers to the areas excluded from the index due to inaccessible data. The indicators are colored in accordance with their contribution to the index value.

Figure 2 examines the performance of Turkey in the WEF Global Gender Gap Index over the years. While Turkey ranked 105 out of 115 countries in 2006 in terms of gender equality, the country's ranking in 2019 dropped to 130 out of 153 countries. These findings indicate that Turkey needs to take new steps towards gender equality.

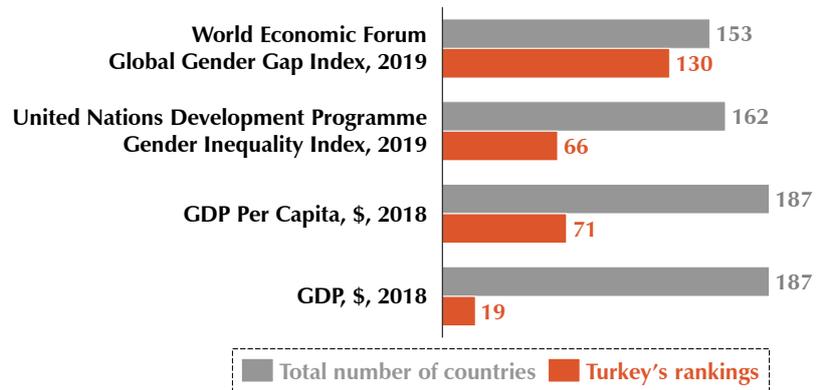
Figure 2 - Turkey's 2006-2019 rankings in the Global Gender Gap Index by the World Economic Forum



Source: World Bank, World Economic Forum Global Gender Gap Report 2006-2020, TEPAV calculations

According to the international indexes under examination, Turkey is yet to reach the desired point in terms of the position of women in social life. In fact, while Turkey is the 19th-largest economy in the world, the country ranks 59 out of 189 countries in the UNDP Human Development Index, 66 out of 162 countries in the UNDP GII, and 130 out of

Figure 3 - Comparison of Turkey's performance in economy and in gender equality



Source: United Nations Development Programme Human Development Report 2019, World Bank World Development Indicators, World Economic Forum Global Gender Gap Report 2020, TEPAV calculations

153 countries in the WEF Global Gender Gap Index.^{14 15} The fact that Turkey ranks 71 out of 187 countries in terms of GDP per capita according to the World Bank's World Development Indicators and likewise ranks much behind in gender equality demonstrates that Turkey needs policies aimed at fighting against gender inequality as much as it needs policies for economic development.¹⁶ While the reports published by the UNDP and the WEF assess countries on their policy outcomes, other studies evaluating countries based on policy inputs affirm the need for policy-design aimed

¹⁴ World Bank World Development Indicators, TEPAV calculations

¹⁵ World Economic Forum. (2019). Global Gender Gap Report 2020.

¹⁶ United Nations Development Programme. (2019). Human Development Report 2019, World Bank World Development Indicators, TEPAV calculations

at gender equality in Turkey. For instance, Turkey ranks 81 out of 187 countries in the Women, Business and the Law Report by the World Bank that analyses the legal rights in the business world as policy-inputs in the context of gender equality.¹⁷

In addition to international indexes, there are also various indexes aimed at assessing gender equality at the regional level. For example, The European Institute for Gender Equality (EIGE), established by the EU to fight against gender discrimination and raise the awareness of EU citizens on gender equality, developed the Gender Equality Index (GEI) to measure gender equality in EU countries. This index evaluates gender equality in 6 main areas, namely work, money, knowledge, time, power, and health. International indexes, which attempt to evaluate a large number of countries without any common data production processes, adhere to indicators that are accessible for all countries.¹⁸ On the other hand, the GEI which analyzes the 28 EU member states is able to base its findings on a much larger indicator set compared to the UNDP and WEF due to the diversity of common data collection mechanisms within the EU and ease of access to standardizable indicators.^{19 20}

As illustrated through international examples and the studies discussed above, many of these studies on gender equality around the world are prepared at the country-level rather than at the local level. These country-level studies demonstrate that Turkey needs to develop policies aimed at promoting gender equality. However, when it comes to designing these policies, it is also necessary to acknowledge the fact that Turkey's 81 provinces have drastically different performances in terms of gender equality. Within this framework, measuring, evaluating, and monitoring the overall situation at the local level by using analytical tools is essential for making meaningful contributions to policy development aimed at promoting gender equality.

Since 2014, TEPAV has been publishing a biennial "Gender Equality Scorecard" study in order to measure, evaluate and monitor gender equality activities at the provincial level and to make contributions to the development of policies. TEPAV's Gender Equality Scorecards have been prepared by adapting the UNDP Gender Inequality Index (GII) to the provincial level and are built upon the following 4 main indicators at the provincial level: health, representation in parliament, education, and labor force participation.^{21 22 23}

In order for Turkey to make progress in gender equality at the national, regional, and local levels, it is essential to develop measurement and evaluation tools for gender equality that reveal the extent of gender inequality and contribute to the development of policy proposals in line with the

¹⁷ World Bank. (2019). Women, Business and the Law 2019, TEPAV calculations

¹⁸ Gaye, A., Klugman, J., Kovacevic, M., Twigg, S. Zambrano, E. (2010). Measuring Key Disparities in Human Development: The Gender Inequality Index. Human Development Research Paper 2010/46.

¹⁹ EIGE. (2017). Gender Inequality Index 2017 Methodological Report.

²⁰ EIGE. (2019). Gender Inequality Index 2019 Report.

²¹ TEPAV. (2014). 81 İl İçin Toplumsal Cinsiyet Eşitliği Karnesi [Gender Equality Scorecard of 81 Provinces]. Demirdirek H., Şener, Ü.

²² TEPAV. (2016). 81 İl İçin Toplumsal Cinsiyet Eşitliği Karnesi -2016. [Gender Equality Scorecard of 81 Provinces - 2016]. 2016. Kavas, A.

²³ TEPAV. (2018). 81 İl İçin Toplumsal Cinsiyet Eşitliği Karnesi -2018. [Gender Equality Scorecard of 81 Provinces - 2018]. Kavas, A.

identified shortcomings. Previous scorecards, prepared by TEPAV by adapting the UNDP GII to the provincial level based on 4 indicators, were revamped in terms of the indicator set and the methodology to prepare the “Gender Equality Scorecard of Turkey's 81 Provinces” under the leadership of TOBB and TSKB in collaboration with TEPAV. In this report card, incorporating Turkey's first-ever local index set, the number of indicators in the index went up from 4 to 11 with increased access to data due to cooperation with partner institutions. The expanded indicator set allowed for meaningful updates to the methodology as well. Within the scope of this study, an original gender equality scorecard for Turkey has been developed following the methodology adopted from the WEF Global Gender Gap Report and by utilizing an expanded indicator set at the provincial level.

The Gender Equality Scorecard of Turkey's 81 Provinces embodies the following objectives: **(i)** revealing the current gender equality situation in the provinces via using an analytical measurement and evaluation tool, **(ii)** establishing a baseline to comparatively track the gender equality development of provinces over the years, and **(iii)** offering guidance to gender-equality-based policy-making processes at the local level. Within this framework, the aim of this study is to serve as a guide that evaluates gender equality/inequality at the local, regional and national levels by using its original dataset and to create a guide for policies and measurement tools directed towards gender equality. The scorecard also aims to promote the diversification of participation in decision-making mechanisms by allowing institutions and individuals from different fields such as academia, non-governmental organizations, development banks, and financial institutions to monitor, evaluate, and compare the local gender-equality based policies and their implementations. In addition to being a tool for designating gender equality policy-design priorities on a local and national scale, this scorecard also serves as a roadmap contributing to the review of intervention tools and mechanisms used to resolve the issues causing gender inequality at the local level.

The Gender Equality Scorecard of Turkey's 81 Provinces consists of 4 main sections. Following the first section titled “Background,” the second section of the study is the “Gender Equality Index of Turkey's 81 Provinces.” This section broadly introduces the index developed within the scope of this study and presents the 2019 index results. The third section of the study is titled “Gender Equality Index of Turkey's 81 Provinces: Individual Indicators.” This section incorporates the key findings related to gender equality across 81 provinces based on individual indicators. Following this section, you may find the “Discussion,” “Methodology and Technical Notes” and “Bibliography” segments of the study. At the conclusion of the report, titled “Scorecards of 81 Provinces”, is a concise list of compiled index data for each individual province.

B. Gender Equality Index of Turkey's 81 Provinces



The Gender Equality Index of Turkey's 81 Provinces (TCE), developed under the leadership of TOBB and TSKB in collaboration with TEPAV, is designed to consist of 3 sub-indexes and 11 indicators. The 3 sub-indexes, all equally weighted on the index value, are: (i) representation in politics and economy, (ii) participation in production, and (iii) educational attainment. The indexes developed by the EU, UNDP, WEF and the United Nations Minimum Set of Gender Indicators constitute the basis for the developed indicator set. The indicators incorporated in these international indexes aimed at comparatively measuring the gender equality/inequality levels of different countries were expanded within the scope of this new index by taking into account not only expert opinions but also accessibility of data in 81 provinces. For indicator selection, indicators which can guide policy-makers and act as a basis for measuring policy-performances or concrete outcomes were chosen. Moreover, the 3 sub-indexes discussed in the scorecard share thematic similarities with international indexes. In the design-stage of the index, health indicators were taken into account. However, it became apparent as the study progressed and during the calculation of the index value that health indicators do not exhibit significant variation across various provinces in Turkey. Therefore, the TCE opted to not include health indicators which are otherwise addressed in international studies. The "Individual Indicators" section provides further details and similar technical explanations regarding indicators. This section also presents the indicators that were considered as potential candidates to be included in the index and the analytical justifications for their inclusion or exclusion from the study.

The 11 indicators, grouped under 3 sub-categories that constitute the basis of the study have been developed after conducting a literature review and compiling expert opinions. Table 4 presents these indicators along with the date and their sources. In the table, the color orange represents the newly-added indicators that are different from the ones used in previous TEPAV studies since 2014. While the 3 indicators (excluding the health field) presented on this table constitute variables used in previous TEPAV studies, the remaining 8 indicators have been newly added to the indicator set and to the index in the new scorecard, prepared through this collaborative study. Although it was preferred to compile publicly-available data to ensure the sustainability of the study over the years, for certain indicators that fall under representation and economic structure, certain datasets were compiled from the Republic of Turkey Ministry of Family, Labor, and Social Services and the Republic of Turkey Social Security Institution (SGK) by obtaining special permissions through the collaboration of TOBB.

Table 4 -Gender Equality Index of Turkey's 81 Provinces: Indicator set and data sources

Sub-index	Indicator	Date	Source
Representation in Politics and Economy	Gender distribution of municipal council members	31 March 2019	TÜİK
	Gender distribution of district heads of political parties	8-9 November 2019	Online compilation by TEPAV by reviewing the websites of political parties
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB	December 2019	TOBB*
	Unionization rate by gender	January 2019	Republic of Turkey Ministry of Family, Labor, and Social Services*
	Gender distribution of authorized signatories of companies	September 2019	TOBB*
Participation in Production	Gender distribution of the working population	14-16 October 2019	SGK*, TÜİK
	Gender distribution of executive positions	14-16 October 2019	SGK*
	Wage equality for similar work	14-16 October 2019	SGK*
Educational Attainment	Literacy rate by gender	2018	TÜİK
	Secondary education graduation rate by gender	2018	TÜİK
	Tertiary education graduation rate by gender	2018	TÜİK

Source: TEPAV calculations

Note: While indicators constituting the basis for TEPAV studies in the 2014-2018 period are colored in white, the color orange represents the indicators newly-added to the indicator set.

Note: * indicates the data compiled through special permissions.

The “**representation in politics and economy**” sub-index at the provincial level consists of 5 indicators including: (i) gender distribution of municipal council members, (ii) gender distribution of district heads of political parties, (iii) average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB, (iv) unionization rate by gender and, (v) gender distribution of authorized signatories of companies. In line with the selected indicators, the representation in politics and economy sub-index aims to evaluate the level of equality between women and men within the context of their participation in decision-making processes. Representation in decision-making processes is of prime importance for gender equality in terms of women’s participation in all aspects of social life. The “representation in politics and economy” sub-index constructed within the scope of the present study includes not only women’s participation in political life in the broadest sense but also their participation in policy-making processes and decision-making mechanisms in the private sector.

The “**participation in production**” sub-index at the provincial level consists of 3 indicators including: (i) gender distribution of the working population, (ii) gender distribution of executive positions, and (iii) wage equality for similar work. In line with the selected indicators, the participation in production sub-index aims to evaluate the level of equality between men and women within the context of women’s participation in labor force, economic structure, participation in production, and access to opportunities in professional life.

The “**educational attainment**” sub-index at the provincial level consists of 3 indicators including: (i) literacy rate by gender, (ii) secondary education graduation rate by gender, and (iii) tertiary education graduation rate by gender. In line with the selected indicators, the educational attainment sub-index aims to evaluate the level of equality between men and women within the context of their educational attainment. As a matter of fact, the level of education is one of the primary factors that directly impact women’s participation in economic, social, and political life and plays a role in women’s empowerment to reveal their full potential.²⁴

In converting the compiled indicators into index values, 3 preliminary steps were followed with reference to the methodology adopted in the Global Gender Gap Report by the WEF (World Economic Forum). Within this framework, the indicators compiled for women and men were first converted into female-to-male ratios, truncated at the equality benchmark, and assigned specific weights. At the end of these 3 steps, first, the indicators were converted into sub-indexes through weighted average calculation by the determined weighting coefficients, then the sub-indexes were converted into the main index value through arithmetic mean calculation. As the main index value is an average value based on female-to-male ratios, it holds a value between 0 and 1. The value of 1 indicates a scenario where women and men have the same performance in all indicators and are equal. On the other hand, an index value closer to 0 signifies a scenario where women are more at a disadvantage compared to men and where equality is compromised. Details and

²⁴ TEPAV. (2014). 81 İl İçin Toplumsal Cinsiyet Eşitliği Karnesi [Gender Equality Scorecard of 81 Provinces]. Demirdirek H., Şener, Ü.

justifications concerning this 3-step process conducted within the above framework are provided under the section titled “Methodology and Technical Notes.”

Using the indicators shortlisted as candidates within the scope of the study, measurements were performed based on both the WEF and the UNDP GII methodologies. Upon comparison of these measurements, the WEF methodology was selected out of the 3 options. The section titled “Methodology and Technical Notes” provides further details on the GII methodology adopted by the UNDP and its replication using the expanded dataset within the scope of the present study. This section also summarizes the justifications for the selection of the WEF methodology through these comparisons.

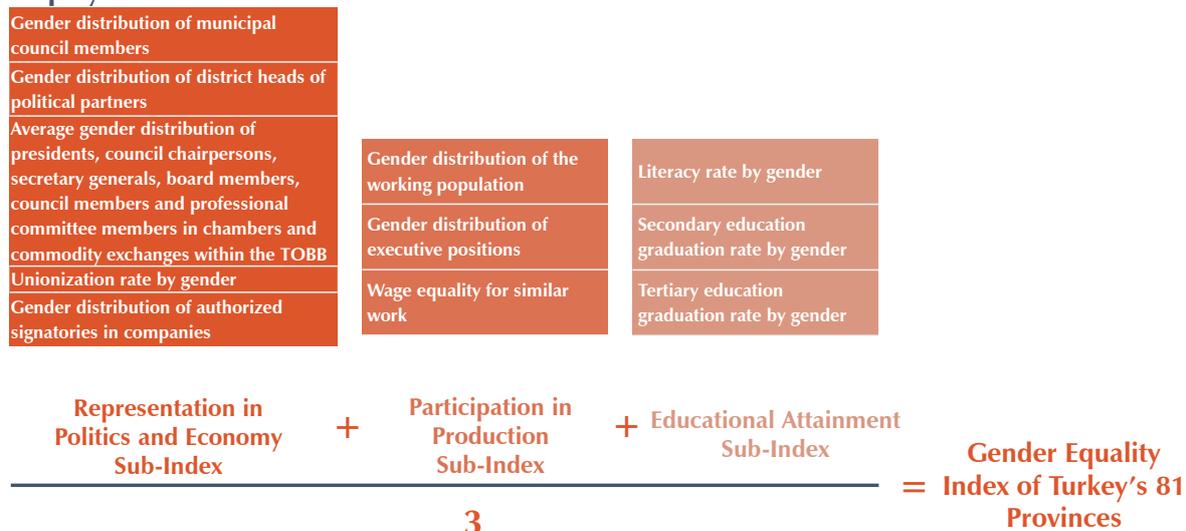
In determining the weights for individual indicators used in building the sub-indexes, standard deviations of the indicators were taken into account in line with the WEF methodology. Within this framework, indicators that exhibit great levels of variability or no variability across provinces contribute to the sub-index in proportion to their variability. Similar to the approach adopted in the WEF Global Gender Gap Report, the standard deviation values per 1 percent point change are summed and proportioned to calculate the weighting coefficients for each indicator within the sub-index. This approach ensures that any improvement in an indicator with normally small variability does not lose its impact in relation to another indicator with larger variability.

Table 5 - Gender Equality Index of Turkey's 81 Provinces: Indicator set and weights

Sub-Index	Indicator	Standard deviation	Standard deviation (per 1 percent change)	Weight
Representation in Politics and Economy	Gender distribution of municipal council members	0.074	0.135	0.124
	Gender distribution of district heads of political parties	0.047	0.214	0.196
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB	0.029	0.349	0.321
	Unionization rate by gender	0.151	0.066	0.061
	Gender distribution of authorized signatories of companies	0.031	0.324	0.298
Participation in Production	Gender distribution of the working population	0.076	0.132	0.555
	Gender distribution of executive positions	0.160	0.063	0.264
	Wage equality for similar work	0.232	0.043	0.182
Educational Attainment	Literacy rate by gender	0.029	0.349	0.653
	Secondary education graduation rate by gender	0.109	0.091	0.171
	Tertiary education graduation rate by gender	0.107	0.094	0.175

Source: TEPAV calculations

Figure 4 - Construction of the Gender Equality Index of Turkey's 81 Provinces: A graphical display



Source: TEPAV compilations

B.1. Gender Equality Index of Turkey's 81 Provinces: 2019 Findings



According to the index findings, calculated on the basis of 11 main indicators within the scope of the Gender Equality Index of Turkey's 81 Provinces (TCE), the average score of 81 provinces stands at 0.471. Considering the fact that an index value of 1 in TCE signifies gender parity within

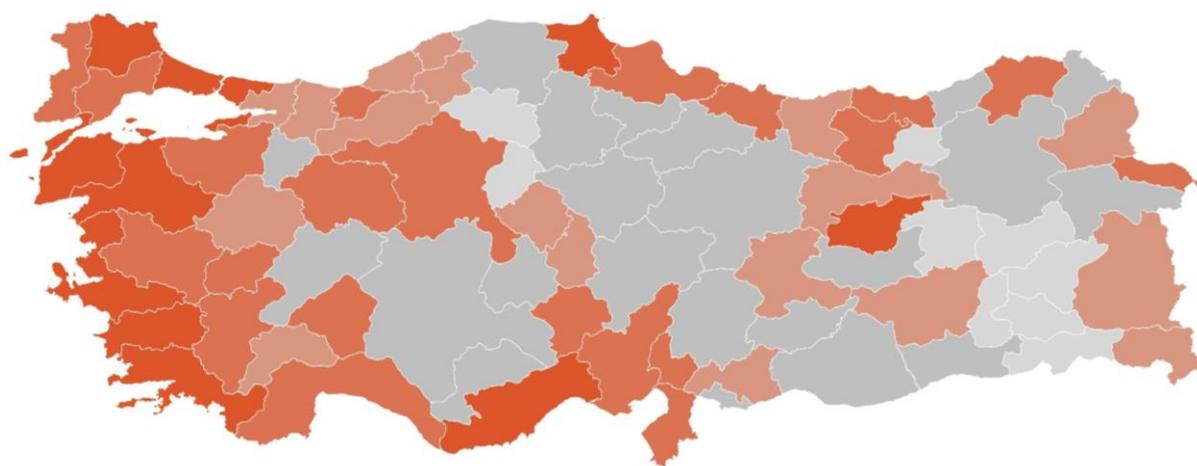
the context of the main indicators of the index, it is established that the average score in Turkey in gender equality remains far from parity.

The province with the highest level of gender equality is Muğla, with a score of 0.542. However, this score is also not close to parity. As the province with the highest level of gender equality, Muğla is followed by İzmir, Yalova, İstanbul, Kırklareli, Çanakkale, Sinop, Tunceli, Aydın, and Balıkesir, respectively.

The province with the highest level of gender inequality is Muş with a score of 0.395. In inequality rankings, Muş is followed by Bingöl, Bayburt, Şırnak, Batman, Bitlis, Kırıkkale, Siirt, Çankırı, and Erzurum respectively.

While 43 provinces in Turkey perform lower than the Turkey's average in terms of gender equality, the performance of the remaining 38 provinces remains higher than the average in Turkey. The map in Figure 5 presenting the provincial TCE values, while (i) darker orange and its shades represent provinces with better performances in gender equality, (ii) lighter orange and its shades represent provinces with higher gender inequality. The lightest shade of orange categorizes the average value for 81 provinces in the range of "+/-". Following the lightest shade of orange, the grey shades represent the other provinces that remain below the average in terms of gender equality. The level of gender inequality decreases as the scale moves from lighter to darker shades in both orange and grey color scales. With the exception of certain provinces, the map demonstrates that the provinces located along the coastlines of Marmara, Aegean, and Mediterranean regions of Turkey deliver better performances in terms of gender equality compared to other provinces and regions.

Figure 5 - Gender Equality Index of Turkey's 81 Provinces: Main index values



0.39 - 0.43

0.43 - 0.46

0.46 - 0.48

0.48 - 0.51

0.50 - 0.55

Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value displays a better performance in terms of gender equality.

Table 6 - Gender Equality Index of Turkey's 81 Provinces: Top and bottom 10 provinces

Top 10 provinces			Bottom 10 provinces		
Province	Rank	Value	Province	Rank	Value
Muğla	1	0.542	Muş	81	0.395
İzmir	2	0.532	Bingöl	80	0.400
Yalova	3	0.531	Bayburt	79	0.401
İstanbul	4	0.528	Şırnak	78	0.403
Kırklareli	5	0.527	Batman	77	0.417
Çanakkale	6	0.526	Bitlis	76	0.419
Sinop	7	0.523	Kırkkale	75	0.428
Tunceli	8	0.517	Siirt	74	0.428
Aydın	9	0.517	Çankırı	73	0.429
Balıkesir	10	0.512	Erzurum	72	0.434
Average	-	0.471	Average	-	0.471

Source: TEPAV calculations

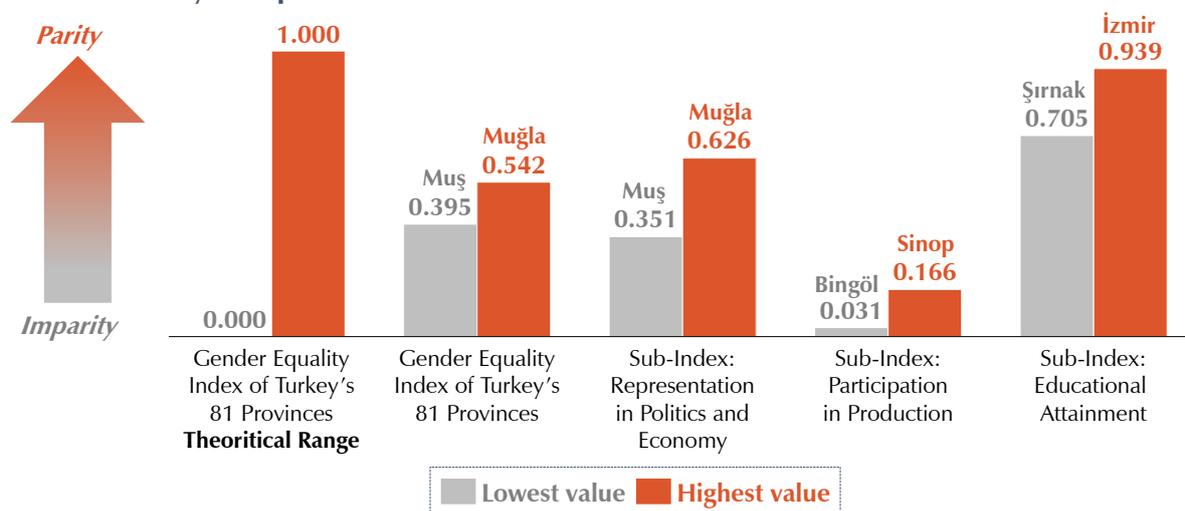
A simple average of 3 sub-index scores is used to calculate the TCE main index score. Taking the highest and lowest values in the sub-indexes into consideration, the main area with the maximum level of gender disparity across 81 provinces is women's "participation in production." In fact, while the lowest sub-index value based on the sum of individual indicators in this area is 0.031, the highest value stands at 0.166. Within this framework, while Sinop is the province with the lowest level of gender disparity in participation in production with a score of 0.166, the province with the maximum level of gender disparity in participation in production is Bingöl with a score of 0.031. Considering the fact that parity would equal to a value of "1", these findings indicate that in the fight against gender inequality, Turkey needs to attribute primary importance to policies at the national and local levels that promote women's participation in production.

Following the participation in production sub-index, comes the "representation in politics and economy" sub-index as the priority area with the second-highest level of gender disparity in Turkey. Muş and Muğla, as the bottommost and topmost provinces in the main index measuring gender equality, have the lowest and highest values respectively in this sub-index as well. Compared to the scores ranging from 0.031 to 0.166 in the participation in production sub-index, the gender disparity values range from 0.351 to 0.626 in the representation in politics and economy sub-index. As parity would equal to a value of "1" in this sub-index as well, the representation in politics and economy sub-index stands as the second priority area in terms of gender equality in Turkey.

Although parity is not achieved, the "educational attainment" sub-index is the area with the minimum level of gender disparity in Turkey. The highest and the lowest values range from 0.705 to 0.939 in this sub-index. Within this framework, Şırnak ranks at the bottom of the list with a score of 0.705 in the educational attainment sub-index. With a score of 0.930, İzmir stands as the province with the highest level of equality in Turkey in the educational attainment sub-index.

Nevertheless, it is necessary to note that İzmir still fails to achieve gender parity in educational attainment.

Figure 6 - Highest and lowest values and corresponding provinces in the Gender Equality Index of Turkey's 81 provinces and its sub-indexes



Source: TEPAV calculations

Table 7 presents the provinces ranking in the top 5 in at least one sub-index and/or in the main index in accordance with their gender equality performances in the 3 sub-indexes. For each indicator, while dark green represents the province with the best performance in terms of gender equality, the performance of the province deteriorates in a particular indicator compared to other provinces as the scale moves from dark green to light green and from light green to yellow. In this color scale based on the comparison of values within each column, the color transitions in each row allow for observing how a particular province performs better or worse in a specific indicator of gender equality in comparison to other provinces.

- Upon examining the colors corresponding to Muğla's performance in each sub-index as the top-ranking province according to the main index score, it is possible to see that it is the representation in politics and economy and educational attainment areas that make Muğla rise to prominence in terms of gender equality. As such, the table demonstrates that Muğla has higher scores compared to other provinces both in representation in politics and economy and educational attainment areas.
- Despite not ranking in the top 5 in the main index, Aydın and Artvin are the two provinces with highest levels of gender parity in the representation in politics and economy sub-index after Muğla.
- İzmir, ranking 2nd in the main index, is the highest performing province in terms of gender equality in the educational attainment sub-index. With the exception of the educational attainment sub-index, İzmir delivers relatively lower performances in the other two sub-indexes.

- In the educational attainment sub-index, İstanbul and Muğla rank 2nd and 3rd respectively after İzmir as the provinces with lowest levels of gender disparity. Moreover, İzmir has a score of 0.939 in the educational attainment sub-index, marking this as the narrowest gender gap value in any province and in any sub-index in Turkey. Despite not achieving parity, this value demonstrates that it is possible to bridge the gender gap in educational attainment across the country more so than in the other two sub-indices.
- Despite not ranking in the top 5 in the main index, Sinop ranks 1st in the participation in production sub-index in terms of gender equality with a score of 0.626. Sinop, the province with highest level of parity in participation in production, is followed by Tunceli and Iğdır, neither of which ranks in the top 5 in the main index.

Table 7 - Gender Equality Index of Turkey's 81 Provinces: Provinces ranking in the top 5 in at least one sub-index and/or in the main index, heat map

Province	Gender Equality Index of Turkey's 81 Provinces		Sub-Indexes		
	Rankings	Value	Representation in Politics and Economy	Participation in Production	Educational Attainment
Muğla	1	0.542	0.166	0.527	0.933
İzmir	2	0.532	0.123	0.535	0.939
Yalova	3	0.531	0.127	0.567	0.897
İstanbul	4	0.528	0.118	0.529	0.938
Kırklareli	5	0.527	0.115	0.571	0.896
Sinop	7	0.523	0.084	0.626	0.859
Tunceli	8	0.517	0.120	0.596	0.836
Aydın	9	0.517	0.144	0.498	0.908
Balıkesir	10	0.512	0.128	0.527	0.881
Iğdır	13	0.508	0.119	0.577	0.830
Antalya	14	0.507	0.123	0.479	0.918
Denizli	15	0.506	0.133	0.476	0.910
Tekirdağ	17	0.504	0.124	0.474	0.914
Gümüşhane	21	0.493	0.090	0.569	0.821
Artvin	27	0.488	0.138	0.492	0.832

Source: TEPAV calculations

Note: Colors corresponding to different values in a given column change based on the within-category comparisons of indicators in line with the level of gender equality. While dark green represents the province with the best performance in terms of gender equality, the performance of provinces deteriorates in terms of gender equality as the scale moves from dark green to light green and from light green to yellow.

Following the logic of Table 7, **Hata! Başvuru kaynağı bulunamadı.** presents the provinces ranking in the bottom 5 in at least one sub-index and/or in the main TCE index.

- According to the main index value, Muş stands as the province with the lowest level of gender equality. Upon examining the colors marking the gender equality sub-index values of Muş, it is possible to observe that the province has a relatively low performance in terms

of representation in politics and economy. Scoring a value of 0.031 in this sub-index where parity equals 1, Muş paints a picture in which women have almost no representation in politics and economy compared to men. Furthermore, while the province ranks towards the bottom of the list in the educational attainment sub-index with a score of 0.739, compared to other provinces, Muş also delivers a poor performance in terms of participation in production with a score of 0.413.

- In the participation in production sub-index, Bingöl has the highest level of gender disparity with a score of 0.351. Bingöl has a sub-index score of 0.074 in representation in politics and economy. While this score marks a poor performance compared to the parity value of 1, Bingöl's performance in representation in politics and economy is relatively better than its performance in participation in production. It is also possible to observe this situation in the Bingöl's row on Table 8 where the lightest shade corresponds to the participation in production column, and the other 2 sub-indexes are shaded in light green rather than yellow.
- Despite not ranking in the bottom 5 in the main index in terms of high levels of gender disparity, the provinces such as Çankırı, Kayseri, and Konya rank towards the bottom of the list among 81 provinces in terms of equal participation of men and women in production.
- Despite not ranking in the bottom 5 in the main index in terms of high levels of gender disparity, Bitlis and Siirt deliver poorer gender equality performances in representation in politics and economy and educational attainment areas compared to other provinces.
- Şırnak stands as the province with the lowest level of gender equality in educational attainment with a score of 0.705. Hakkâri, ranking 41st in the main index, delivers a below-average performance in educational attainment in terms of gender equality with a score of 0.738. Mardin, ranking 61st in the main index, experiences the same situation as Hakkâri. On the other hand, unlike Hakkâri and Mardin, Yozgat, which ranks 63rd in the main index, falls back in gender equality with its low score in representation in politics and economy.

Table 8 - Gender Equality Index of Turkey's 81 Provinces: Provinces ranking in the bottom 5 in at least one sub-index and/or in the main index, heat map

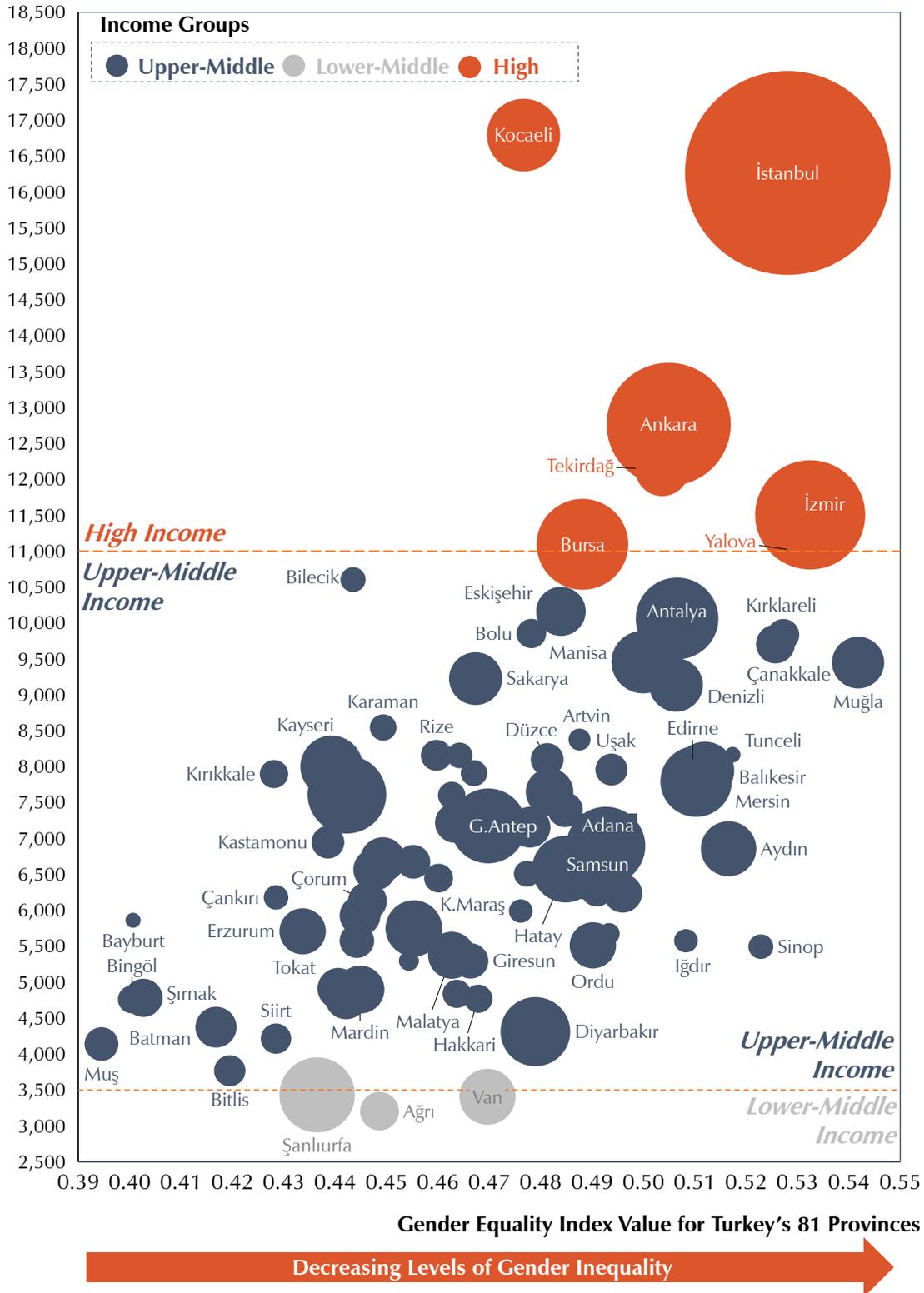
Province	Gender Equality Index of Turkey's 81 Provinces		Sub-Indexes		
	Rankings	Value	Representation in Politics and Economy	Participation in Production	Educational Attainment
Muş	81	0.395	0.031	0.413	0.739
Bingöl	80	0.400	0.074	0.351	0.776
Bayburt	79	0.401	0.056	0.374	0.772
Şırnak	78	0.403	0.064	0.439	0.705
Batman	77	0.417	0.065	0.411	0.774
Bitlis	76	0.419	0.033	0.474	0.751
Siirt	74	0.428	0.041	0.520	0.724
Çankırı	73	0.429	0.092	0.377	0.816
Kayseri	68	0.439	0.067	0.381	0.870
Konya	65	0.442	0.085	0.391	0.851
Yozgat	63	0.444	0.052	0.479	0.801
Mardin	61	0.445	0.068	0.519	0.747
Hakkâri	41	0.468	0.106	0.559	0.738

Source: TEPAV calculations

Note: Colors corresponding to different values in a given column change based on the within-category comparisons of indicators in line with the level of gender equality. While dark green represents the province with the best performance in terms of gender equality, the performance of provinces deteriorates in terms of gender equality as the scale moves from dark green to light green and from light green to yellow.

The next section of the study provides further details on individual indicators which make up each sub-index. The findings so far demonstrate that the provinces in Turkey can have drastically different performances in terms of gender equality. In addition, the sources of parity and disparity may vary from one province to another. However, when the GDP per capita values corresponding to each province as an indicator of economic development are compared with their performances in gender equality, it is seen that gender equality, in general terms, follows a similar trend with economic development levels. It must be noted that this parallel trend is not equal to a directly proportional relationship between the two. As a matter of fact, the provinces in the upper-middle income group in terms of GDP per capita such as Muğla, Kırklareli, Çanakkale, and Sinop outperform and rank higher than the high-income provinces such as Ankara, Tekirdağ, Bursa, and Kocaeli when it comes to gender equality.

Figure 7 - Gender Equality Index of Turkey's 81 Provinces and GDP per capita values
 GDP Per Capita, \$, 2018



Source: TÜİK, World Bank, TEPAV calculations

Note: The bubble size represents the 2018 population volume of each province. Horizontal lines crossing the vertical axis mark the separation between different income groups. The World Bank Atlas methodology was used to calculate the income groups.

C. Gender Equality Index of Turkey's 81 Provinces: Individual Indicators



This section of the study provides detailed evaluations for each individual indicator, which make up the sub-indexes, in conjunction with the following: **(i)** general description, **(ii)** tables corresponding to the top and bottom 5 provinces in terms of their gender equality performances in the relevant indicator and **(iii)** maps presenting the indicator findings for “81 provinces” to evaluate the variations across provinces in Turkey. In the color scale used in these maps, while the darkest shade stands for the best gender equality performance, the lightest shade points to the lowest performance in terms of gender equality. Within this framework, while (i) darker orange and its shades represent provinces with better performances in gender equality, (ii) lighter orange and its shades represent provinces with higher gender inequality. The lightest shade of orange categorizes the average value for 81 provinces in the range of “+/-”. Following the lightest shade of orange, the grey shades represent the other provinces that remain below the average in terms of gender equality. The level of gender inequality decreases as the scale moves from lighter to darker shades in both orange and grey color scales.

In the index design based on the WEF methodology, all ratios compiled separately by gender (for example, for municipal council membership, separate ratios would be: female/(female+male) and male/(female+male)) were converted into female-to-male ratios in the subsequent stages before being included in the index. On the other hand, for indicators such as municipal council membership, the interpretation of the female/(female+male) ratio indirectly conveys information on the male ratio as well. To illustrate, the 30 percent female representation in municipal council membership indirectly conveys the fact that male representation is 70 percent. For such indicators that relay information on both men and women, the female ratio, i.e., the female/(female+male) ratio, was used in the report while interpreting the provincial-level data as this is easier to

understand and follow. On the other hand, such indicators as the female labor force participation rate are first analyzed within the category of women with the (working women/total female population) ratio and then incorporated into the index after being converted into female-to-male ratios. For this reason, in such indicators, interpretation of gender equality is based on female-to-male ratios, and the figures demonstrate gender equality on the basis of female-to-male ratios. In addition to the individual indicators within the index, the following section also provides details on complementary findings based on additional indicators that were taken into account during the index-design stage in line with the literature.

C.1. Representation in Politics and Economy



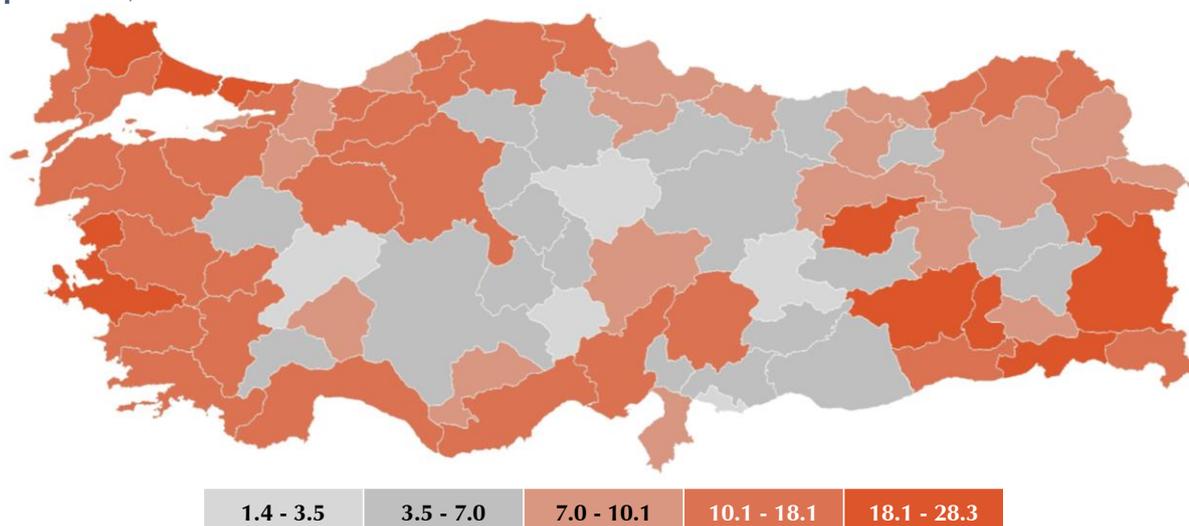
Gender distribution of municipal council members

Gender equality studies take into account the female representation rate in municipal councils in order to analyse women's active participation in local decision-making and policy processes. While both UNDP and WEF indexes address the absence of this indicator, the EU index, which has an advantage in terms of data compatibility due to its limited country-set, also incorporates indicators for participation in local politics, which are more difficult to compile in international indexes. Within this framework, the present study compiled the municipal council membership election results in the last local elections held on March 31, 2019, through the Turkish Statistical Institute (TÜİK) database on the basis of the gender of the winning candidate in 81 provinces, 973 districts, and 386 towns so as to evaluate the female and male representation rates in local politics. Gender distribution of municipal council members was included in the index by aggregating the relevant district and town-level data at the provincial level.

In gender distribution of municipal council members, Diyarbakır stands as the province with the highest level of female representation in municipal councils with a female representation rate of 28.3 percent, followed by Van (26.5 percent), Tunceli (23 percent), Batman (21.5 percent) and Şırnak (19.3 percent) respectively. The average female representation rate in municipal councils in these provinces is higher than the country average (81 provinces) of 10.4 percent. While these 5 provinces have the highest rate of women council members in Turkey, they are far from parity in gender equality rankings. On the other hand, the provinces that remain below-average and that have the lowest level of female representation in municipal councils among 81 provinces are listed as follows in line with the rate of female representation in municipal councils: Niğde (1.4 percent), Yozgat (2.4 percent), Malatya (3 percent), Kilis (3.4 percent) and Afyonkarahisar (3.5 percent).

The average female representation rate in municipal councils in Turkey is calculated as 11.0 percent (calculated based on the number of elected women municipal council members in relationship to the total number of municipal council members in Turkey expressed as a percentage, instead of averaging the provincial-level scores of 81 provinces). On the other hand, according to the gender equality index incorporating a similar indicator, the EU-average stands at 28.5 percent. While Sweden has the highest level of female representation in local councils among the EU member states with 48.2 percent, Turkey lags behind Hungary, which has the lowest level of female representation in local politics in the EU with a female representation rate of 11.8 percent.²⁵

Figure 8 - Gender distribution of municipal council members, share of women in 81 provinces, %



Source: TEPAV calculations

Not: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

²⁵ EIGE. (2019). Gender Equality Index Data from 2005 - 2019.

Table 9 - Gender distribution of municipal council members, share of women, top and bottom 5 provinces

Top 5 Provinces				Bottom 5 Provinces			
Province	Overall Rank	Indicator Rank	Value	Province	Overall Rank	Indicator Rank	Value
Diyarbakır	33	1	28.3%	Niğde	23	1	1.4%
Van	40	2	26.5%	Yozgat	63	2	2.4%
Tunceli	8	3	23.0%	Malatya	48	3	3.0%
Batman	77	4	21.5%	Kilis	54	4	3.4%
Şırnak	78	5	19.3%	Afyonkarahisar	56	5	3.5%
Average	-	-	10.4%	Average	-	-	10.4%

Source: TEPAV calculations

The female representation rate in the parliament is one of the indicators for women's participation in decision-making processes and in the development of government policies. This indicator is also among the common indicators of the EU, UNDP, and WEF country-level indexes. For the gender distribution of Member of Parliaments (MPs) in Turkey, the present study compiled the results of the last general election held on June 24, 2018, through the TÜİK database on the basis of the gender of the 600 elected MPs in 87 constituencies in 81 provinces and aggregated the 87 constituencies at the provincial level. According to international studies, there is at least one woman MP in almost every country. However, when this indicator is applied to the local instead of the national level, it is found that there are no women MPs in 34 provinces in Turkey.²⁶ Within this framework, the indicator of municipal council membership was used to assess the female representation rate at the local level; the data corresponding to the gender distribution of MPs was excluded from the index due to the lack of any significant variation.

Figure 9 - Gender distribution of MPs, share of women in 81 provinces, %



Source: TEPAV calculations

Note: Red dot density represents the percentage of female representation in the total number of MPs from a specific province. The absence of any red dots in a province corresponds to the value of 0.

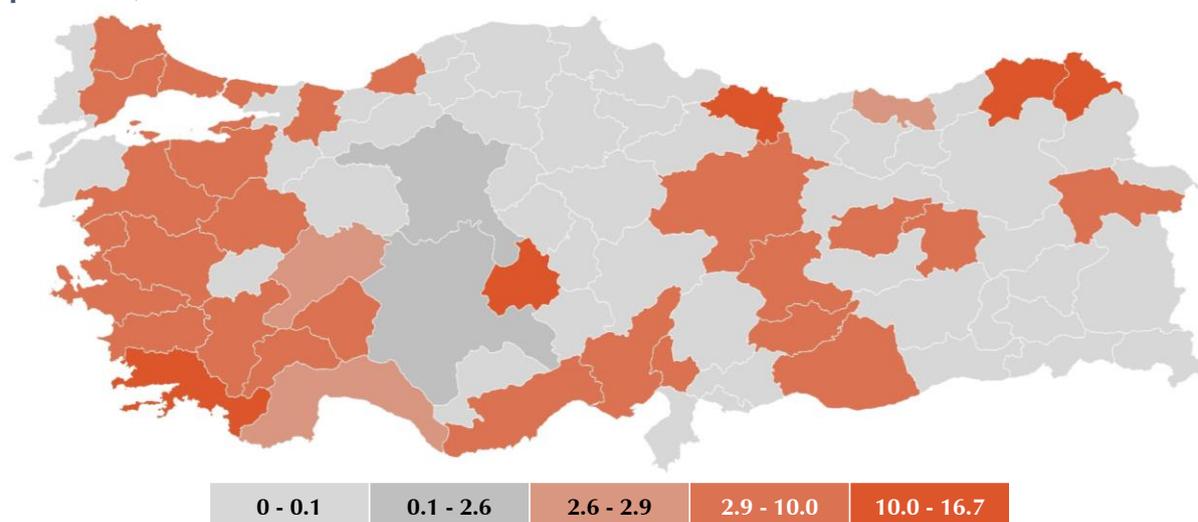
²⁶ United Nations Development Programme. (2019). Human Development Report 2019: Gender Inequality Index FAQs.

Gender distribution of district heads of political parties

In addition to the data on municipal council membership, the study compiled data on the gender distribution of district heads of political parties as part of the local organizational structure in order to assess women's participation in political decision-making processes. With the online research conducted on November 8-9, 2019, it was determined that the institutional websites of the ruling and main opposition parties contain information on their district heads as part of their intra-party organizational structure. Within this framework, the websites of these 2 political parties were used to compile data on the gender distribution of district heads in 973 districts in Turkey.²⁷ Upon aggregating the district-level data at the provincial level, the gender distribution of district heads of political parties at the provincial level was included in the index.

According to the gender distribution of district heads of political parties, the overall average rate of female representation in Turkey stands at 2.8 percent. The provinces with the highest level of female representation in terms of gender distribution of district heads of political parties are Ardahan and Artvin, with a female representation rate of 16.7 percent each. Ardahan and Artvin are followed by Aksaray (12.5 percent), Muğla (11.5 percent), and Ordu (10.5), respectively. On the other hand, 46 out of 81 provinces have no female district heads in any district, scoring a value of 0.0 percent in this indicator.

Figure 10 - Gender distribution of district heads of political parties, share of women in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

²⁷ It was impossible to access information on the district heads of 35 provinces in total through the institutional websites of political parties.

Table 10 - Gender distribution of district heads of political parties, share of women, top and bottom 5 provinces

Top 5 Provinces				Bottom 5 Provinces*			
Province	Overall Rank	Indicator Rank	Value	Province	Overall Rank	Indicator Rank	Value
Ardahan	71	1	16.7%	Amasya	58	1	0.0%
Artvin	27	1	16.7%	Bartın	38	1	0.0%
Aksaray	53	3	12.5%	Batman	77	1	0.0%
Muğla	1	4	11.5%	Bayburt	79	1	0.0%
Ordu	24	5	10.5%	Bilecik	64	1	0.0%
Average	-	-	2.8%	Bitlis	76	1	0.0%
				Bolu	34	1	0.0%
				Çanakkale	6	1	0.0%
				Çankırı	73	1	0.0%
				Çorum	60	1	0.0%
				Diyarbakır	33	1	0.0%
				Düzce	32	1	0.0%
				Edirne	12	1	0.0%
				Elazığ	62	1	0.0%
				Erzincan	45	1	0.0%
				Erzurum	72	1	0.0%
				Eskişehir	30	1	0.0%
				Gaziantep	39	1	0.0%
				Giresun	44	1	0.0%
				Gümüşhane	21	1	0.0%
				Hakkâri	41	1	0.0%
				Hatay	28	1	0.0%
				Iğdır	13	1	0.0%
				Kahramanmaraş	52	1	0.0%
				Karabük	43	1	0.0%
				Karaman	55	1	0.0%
				Kars	46	1	0.0%
				Kastamonu	69	1	0.0%
				Kayseri	68	1	0.0%
				Kırıkkale	75	1	0.0%
				Kırşehir	36	1	0.0%
				Kilis	54	1	0.0%
				Kocaeli	37	1	0.0%
				Mardin	61	1	0.0%
				Muş	81	1	0.0%
				Nevşehir	50	1	0.0%
				Niğde	23	1	0.0%
				Rize	51	1	0.0%
				Samsun	25	1	0.0%
				Siiirt	74	1	0.0%
				Sinop	7	1	0.0%
				Şırnak	78	1	0.0%
				Tokat	67	1	0.0%
				Uşak	20	1	0.0%
				Van	40	1	0.0%
				Yozgat	63	1	0.0%
				Average	-	-	2.8%

Source: TEPAV calculations

Note: * As the indicator value for 46 provinces is calculated as 0.0, all 46 provinces are listed under the bottom 5 ranking.

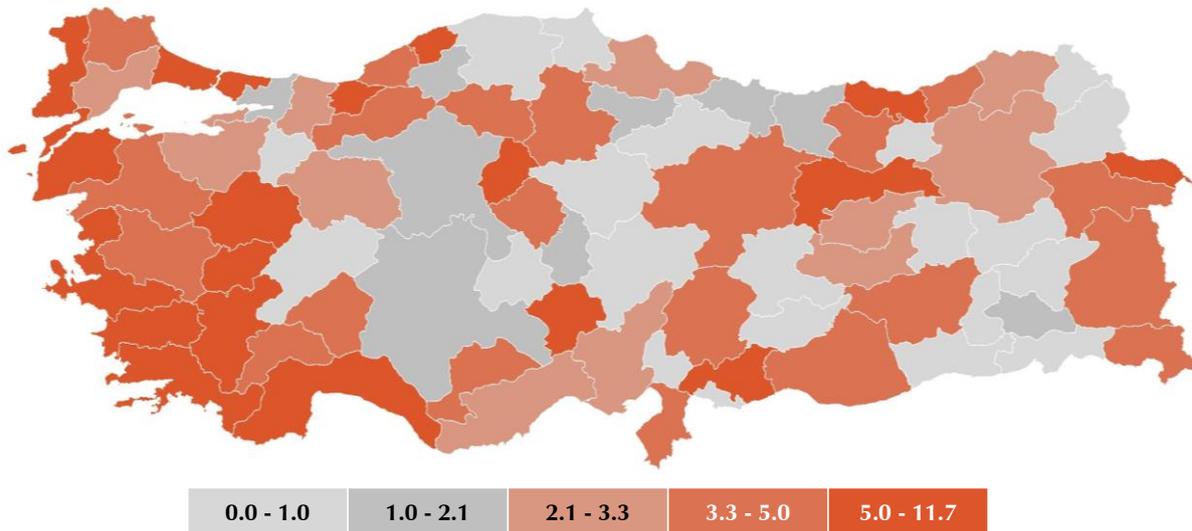
Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB

This section of the study compiled gender distribution data on the presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in the 365 chambers and commodity exchanges within TOBB across 81 provinces. The female representation rate for each position was calculated separately, and then, the rates were averaged.

This indicator is important as it demonstrates the current situation of men and women in terms of their participation in policy-making processes and decision-making mechanisms in the private sector.

In terms of the gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB, the female representation rate in Turkey stands at 3.3 percent. The province with the highest level of female representation, according to this indicator, is Iğdır, with a female representation rate of 11.7 percent. Iğdır is followed by Aydın (10.7 percent), Denizli (8.4 percent), Çanakkale (7.7 percent), and Muğla (7.6 percent) respectively. On the other hand, in 8 out of 81 provinces (Ardahan, Bayburt, Batman, Bingöl, Bitlis, Kars, Muş, and Şırnak), the female representation rate in selected positions is 0 percent, marking them as the provinces with the highest level of gender disparity according to this indicator.

Figure 11 - Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB, share of women in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 11 - Gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB, share of women, top and bottom 5 provinces

Top 5 Provinces				Bottom 5 Provinces*			
Province	Overall Rank	Indicator Rank	Value	Province	Overall Rank	Indicator Rank	Value
İğdır	13	1	11.7%	Ardahan	71	1	0.0%
Aydın	9	2	10.7%	Batman	77	1	0.0%
Denizli	15	3	8.4%	Bayburt	79	1	0.0%
Çanakkale	6	4	7.7%	Bingöl	80	1	0.0%
Muğla	1	5	7.6%	Bitlis	76	1	0.0%
Average	-	-	3.3%	Kars	46	1	0.0%
				Muş	81	1	0.0%
				Şırnak	78	1	0.0%
				Average	-	-	3.3%

Source: TEPAV calculations

Note: *As the indicator value for 8 provinces is calculated as 0.0, all 8 provinces are listed under the bottom 5 ranking.

Unionization rate by gender

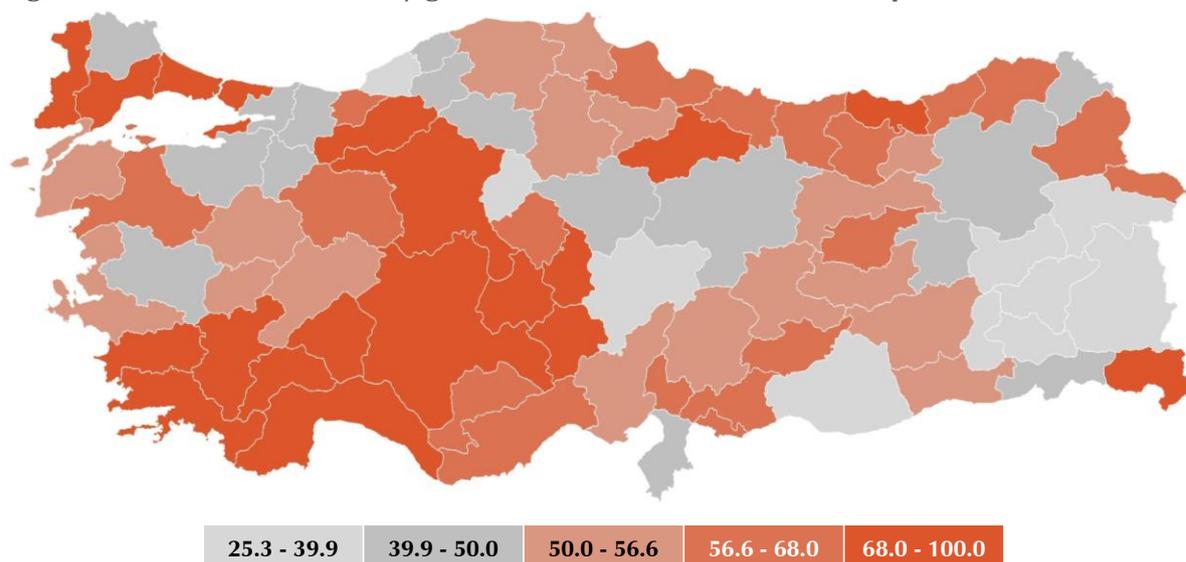
A labor union is an association established in accordance with the law in order to protect and further economic and social rights and interests in the labor relations between the workers and the employers.²⁸ In unions which try to generate solutions for numerous issues including health and social rights in professional life, equal representation of women is important in terms of gender equality as it indicates equal participation of men and women in decisions that concern them. The present study gained access to the relevant data on the gender distribution of the total number of workers and the total number of unionized workers at the provincial level as of January 2019 through the Republic of Turkey Ministry of Family, Labor, and Social Services. The unionization rate by gender was calculated by dividing the number of unionized workers for each gender by the total number of workers. Similar to other data compiled within the scope of the study, the ratios calculated separately by gender were converted into female-to-male ratios in the subsequent stages before being included in the index. In comparison, in indicators such as the municipal council membership, it is possible to interpret the level of gender equality based on separate gender-ratios. In fact, in municipal council membership, a female representation rate of 30 percent directly indicates a male representation rate of 70 percent. On the other hand, the unionization rate is first calculated within each gender category, independent of the other gender. For instance, a female unionization rate of 30 percent does not provide a direct insight into the rate of male unionization or into the level of gender equality. For this reason, in this indicator and other similar indicators, the study evaluates the level of gender equality in Turkey based on female-to-male ratios.

In light of the above information, when comparing the unionization rates by gender, according to the average of 81 provinces, while the female unionization rate is 9.8 percent, the male

²⁸ Gürbüz, T. (2014). 6356 Sayılı Sendikalar ve Toplu İş Sözleşmesi Kanunu'nun Avrupa Birliği ve Uluslararası Çalışma Örgütü Normları Bakımından Değerlendirilmesi. T.C. Çalışma ve Sosyal Güvenlik Bakanlığı Avrupa Birliği Koordinasyon Dairesi Başkanlığı Avrupa Birliği Uzmanlık Tezi. [Evaluation of the Law No 6356 on Unions and Collective Bargaining Agreements in accordance with the Norms of the European Union and the International Labour Organization. Republic of Turkey Ministry of Labour and Social Security, Department of European Union Coordination. European Union Specialization Dissertation]. March 2014.

unionization rate is 18.1 percent. Hâkkari stands as the province with the highest female-to-male ratio with female and male unionization rates of 5.5 and 0.2 percent, respectively (a female-to-male ratio of 3153 percent). In calculating the index score developed within the scope of the study, a higher level of representation for women compared to men does not hold more significance than the equal representation of men and women. Within this framework, the ratios such as this one holding a value greater than “1”, which is the ratio of parity, were rounded down to “1” as the value of gender parity. In terms of gender equality in the rate of unionization, Hâkkari is followed by Burdur (a ratio of 87.5 percent), Yalova (a ratio of 85.7 percent), Aydın, and Aksaray (a ratio of 80.4 percent for both). The average of 81 provinces in terms of the disparity between the unionization rates by gender stands at 56.6 percent. According to the relevant indicator, among the provinces that remain below the general average, the ones with the highest levels of disparity in unionization rates by gender are: Bitlis, Ağrı, Şanlıurfa, Muş, and Siirt, respectively.

Figure 12 - Unionization rate by gender, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 12 - Unionization rate by gender, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
Hakkâri	41	1	5.5%	0.2%	100.0%	Bitlis	76	1	6.0%	23.5%	25.3%
Burdur	49	2	13.1%	15.0%	87.5%	Ağrı	57	2	5.9%	22.5%	26.2%
Yalova	3	3	7.0%	8.1%	85.7%	Şanlıurfa	70	3	5.4%	18.9%	28.5%
Aydın	9	4	9.5%	11.8%	80.4%	Muş	81	4	5.9%	19.8%	29.9%
Aksaray	53	5	14.2%	17.7%	80.4%	Siirt	74	5	5.4%	17.0%	31.8%
Average	-	-	9.8%	18.1%	56.6%	Average	-	-	9.8%	18.1%	56.6%

Source: TEPAV calculations

Gender distribution of authorized signatories of companies

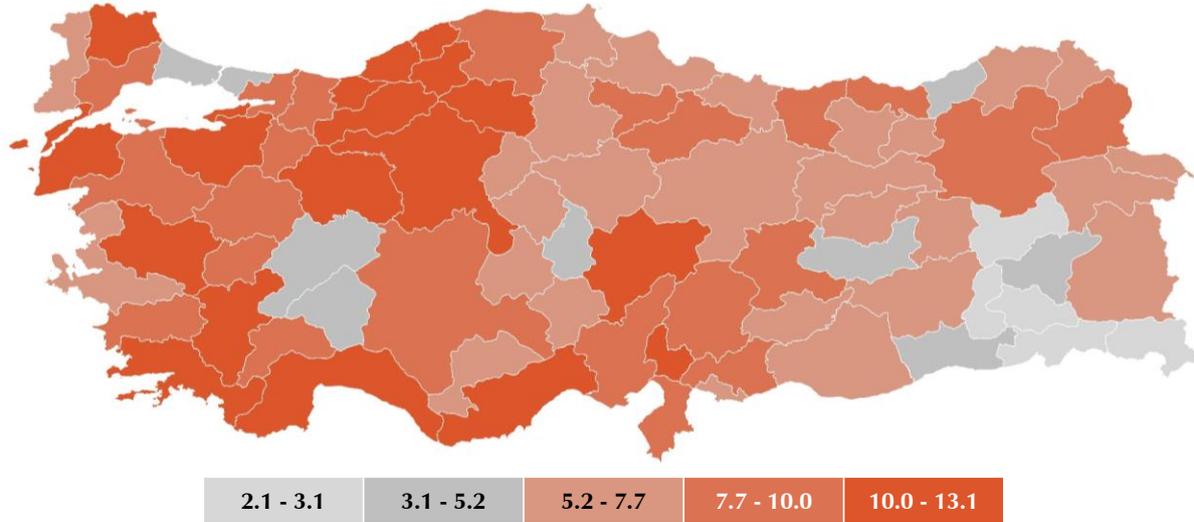
In the gender equality index studies for EU-28, the “women’s share of members of boards in largest quoted companies” is one of the main indicators in the representation in economy sub-index. Although it is possible to use different indicators to assess the participation in decision-making mechanisms in economy, many companies in Turkey are not quoted. Within this framework, with the aim of analyzing the general picture using analytical tools, the present study based its assessment on the gender distribution of the signatories in the authorized signatures lists of companies registered in the TOBB member database as of September 2019 across 81 provinces. In cases where it was possible to have more than one signature on the authorized list, the female representation rate at the provincial level as per signing authority in companies was calculated based on the ratio of companies with at least one woman’s signature on the authorized list to the total number of companies in the province. The ratio of companies where only men have signing authority was obtained by subtracting the value calculated for women from 1.

According to the gender distribution of authorized signatories of companies, the province with the highest level of female representation in terms of signing authority is Muğla, with a score of 13.1 percent. Muğla is followed by Çankırı (12.8 percent), Bursa (12.4 percent), Ankara (11.9 percent), and Düzce (11.6 percent) respectively. The general average of companies where women have signing authority across 81 provinces stands at 7.7 percent. While the top 5 provinces remain above the average, they do not deliver a performance anywhere near the parity. On the other hand, the province remaining below the general average with the lowest level of female representation in terms of signing authority is Siirt, where women have a share of 2.1 percent in signing authority. Siirt is followed by Hâkkari (2.2 percent), Muş (2.4 percent), Batman (2.8 percent), and Şırnak (3.1 percent).

The analysis of the gender distribution of authorized signatories of companies is one of the newly added indicators to be examined in this study. Moreover, the overall findings of this indicator overlap with the international studies on Turkey. For instance, according to the data shared by Mastercard through the ILO database, while only 9.2 percent of the companies in Turkey are owned by women, this number reaches 35.1 percent in the United States of America (USA).²⁹

²⁹ Mastercard. (2019). Mastercard Index of Women Entrepreneurs 2019.

Figure 13 - Gender distribution of authorized signatories of companies, share of women in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 13 - Gender distribution of authorized signatories of companies, share of women, top and bottom 5 provinces

Top 5 Provinces				Bottom 5 Provinces			
Province	Overall Rank	Indicator Rank	Value	Province	Overall Rank	Indicator Rank	Value
Muğla	1	1	13.1%	Siirt	74	1	2.1%
Çankırı	73	2	12.8%	Hakkâri	41	2	2.2%
Bursa	26	3	12.4%	Muş	81	3	2.4%
Ankara	16	4	11.9%	Batman	77	4	2.8%
Düzce	32	5	11.6%	Şırnak	78	5	3.1%
Average	-	-	7.7%	Average	-	-	7.7%

Source: TEPAV calculations

C.2. Participation in Production



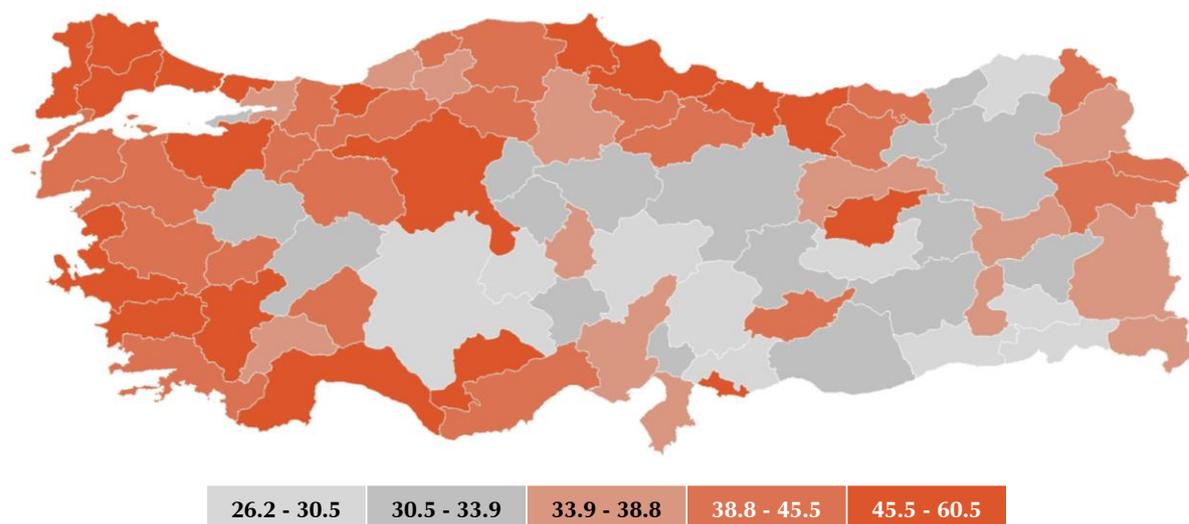
Gender distribution of the working population

Labor force participation stands out as one of the common indicators widely incorporated into international gender equality indexes. The labor force participation rate is calculated by dividing the working or actively job-hunting, i.e., the unemployed population, by the non-institutional working-age population. The provincial-level labor force participation statistics in Turkey are not publicly available and accessible. TÜİK publishes the labor force participation statistics in Turkey as per its Level 2 Statistical Regions classification composed of 26 regions instead of 81 provinces. On the other hand, the labor force participation rate, by definition, includes the number of unemployed, and being unemployed requires persons to actively be looking for jobs. In this case, it is necessary to compile survey data in addition to the official institutional statistics in order to calculate the labor force participation rate. For this reason, instead of the labor force participation rate, the present study compiled the number of private sector employees by gender at the provincial level as of October 14-16, 2019, through the SGK; and calculated the gender distribution of the working population at the provincial level by dividing the compiled numbers for women and men by the TÜİK data on populations ages 15+ in 2018.

In Turkey, the average distribution of the working population by gender across 81 provinces stands at 11.3 percent for women and 28.8 percent for men. When comparing these rates at the provincial level, the province with the highest female-to-male ratio is Edirne, with 60.5 percent (with 14.8 percent employment rate for women and 24.4 percent employment rate for men). Within this framework, Edirne is the province with the lowest level of gender disparity in the

distribution of the working population. In terms of female-to-male equality ratios, Edirne is followed by Ordu, Kırklareli, Denizli, and Antalya, respectively. The provinces with the highest level of gender disparity in the distribution of the working population are listed as Kahramanmaraş, Mardin, Gaziantep, Siirt, and Şırnak.

Figure 14 - Gender distribution of the working population, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 14 - Gender distribution of the working population, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
Edirne	12	1	14.8%	24.4%	60.5%	Kahramanmaraş	52	1	8.1%	30.9%	26.2%
Ordu	24	2	10.6%	18.8%	56.4%	Mardin	61	2	6.4%	24.2%	26.4%
Kırklareli	5	3	17.8%	32.9%	54.1%	Gaziantep	39	3	9.6%	36.2%	26.4%
Denizli	15	4	17.5%	32.7%	53.6%	Siirt	74	4	6.6%	24.1%	27.4%
Antalya	14	5	20.9%	41.8%	49.9%	Şırnak	78	5	6.6%	23.8%	27.7%
Average	-	-	11.3%	28.8%	38.8%	Average	-	-	11.3%	28.8%	38.8%

Source: TEPAV calculations

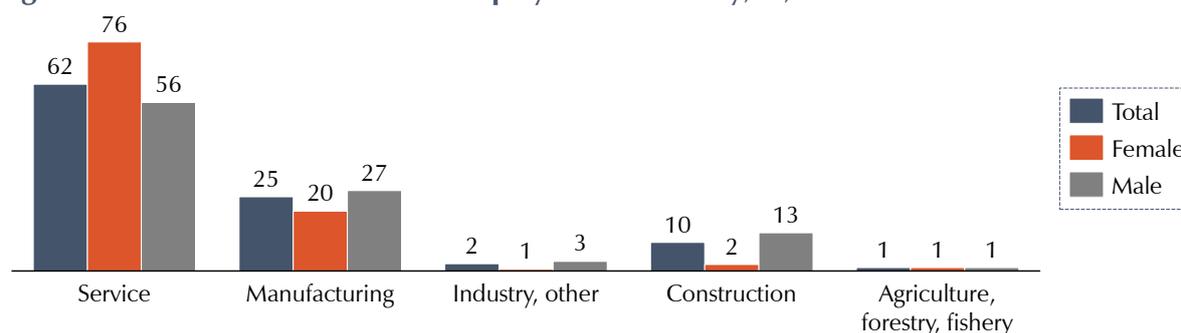
According to the employment data as of October 14-16, 2019, collected through the SGK, the sectoral distribution of the working population in Turkey is as follows: 62 percent in service, 25 percent in manufacturing, 2 percent in industry (other), 10 percent in construction and 1 percent in agricultural sectors. Unlike the TÜİK employment statistics, the above statistics are based on the active insured employees who are included within the 4/a social insurance system. Within this framework, while the SGK data provides information on active formal employment, it does not incorporate informal employment. On the other hand, it is observed worldwide that the level of informal employment tends to be higher in the agricultural sector compared to the other sectors.³⁰

³⁰ ILO. (2018). Women and Men in the Informal Economy: A Statistical Picture.

Within the scope of the present study, the employment statistics based on the SGK data demonstrate a highly low level of employment in agriculture, most probably due to informal employment practices in this sector. Moreover, while the rate of informal employment for women is lower than the rate for men across the world, this situation shifts in the agricultural sector with higher levels of informal employment of women in agriculture.^{31 32} This situation may present a threat to women's participation in decision-making mechanisms, their access to information and technology, and protection of their rights. Thus, it is important to evaluate this issue through the lens of gender equality, as well.

The SGK data suggests that while 30 percent of the working population is comprised of women, men make up the remaining 70 percent. It is also established that women are more likely to be employed in the service sector compared to men. In fact, 76 percent of the working women are employed in the service sector, whereas this rate is 56 percent for men. While 20 percent of working women are employed in the manufacturing sector, 27 percent of men work in this sector. Only 2 percent of women work in the construction sector, whereas 13 percent of men are employed in construction. Among the agricultural sector employees who are generally covered within the scope of 4/b instead of 4/a, no significant difference was observed between men and women in terms of formal employment as part of 4/a.

Figure 15 - Sectoral distribution of employment in Turkey, %, 2019*



Source: Data from the SGK database as of October 14-16, 2019, TEPAV calculations

Note: In the NACE Rev. 2 statistical classification system, the "Industry, other" category covers the letters B-D-E and includes: Mining and quarrying; electricity, gas, steam and air conditioning supply; water supply; sewerage, waste management, and remediation activities.

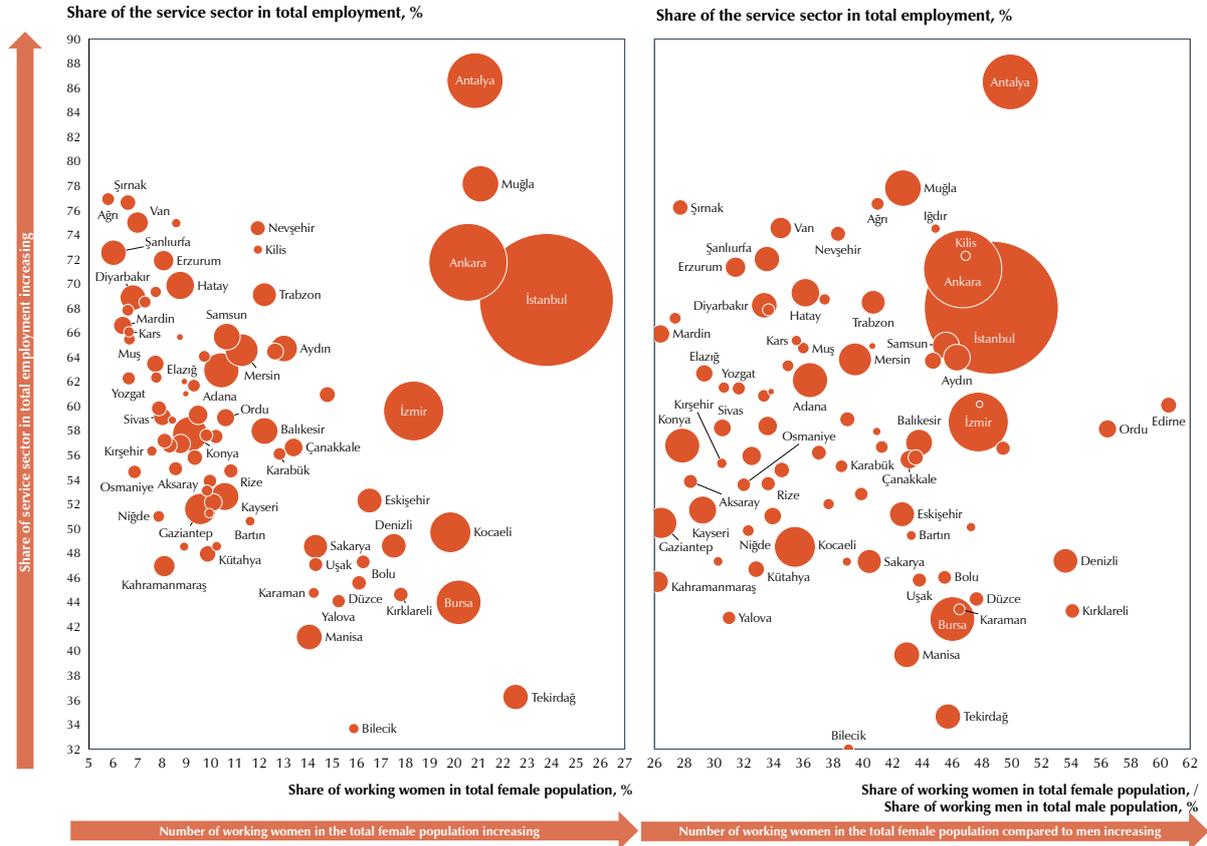
The provinces where the service sector holds the largest share of employment are Antalya and Muğla, with 87 and 78 percent, respectively. The provinces with the highest share of working women in total female population are listed as: İstanbul, Tekirdağ, Muğla, Antalya, Ankara, Bursa, Kocaeli, İzmir, Kırklareli, and Denizli. Antalya, Muğla, Ankara, and İstanbul stand out among the rest as the provinces where the share of the service sector is higher than the Turkey's average of 62 percent. Within this framework, it may be assumed that the share of working women increases as the share of the service sector increases within the production structure of the province and that this situation results in an increase in the ratio, calculated by converting the rates of the working

³¹ ILO. (2018). Global Commission on the Future Work. Cluster 2: Bringing an End to Pervasive Global Women's Inequality in the Workplace: Empowering Women Working in the Informal Economy. 15-17 Şubat 2018.

³² ILO. (2018). Women and Men in the Informal Economy: A Statistical Picture.

population into female-to-male ratios within the scope of the TCE. On the other hand, although the increase in the service sector in certain provinces may seem to parallel the increase in the number of women employees and the increase in the female-to-male ratio, Figure 16 demonstrates that this trend cannot be generalized to all provinces.

Figure 16 - Share of the service sector in total employment and share of working women in total female population, 2019*



Source: TÜİK, Data from the SGK database as of October 14-16, 2019, TEPAV calculations

Note: The bubble size represents the volume of the total working population in each province.

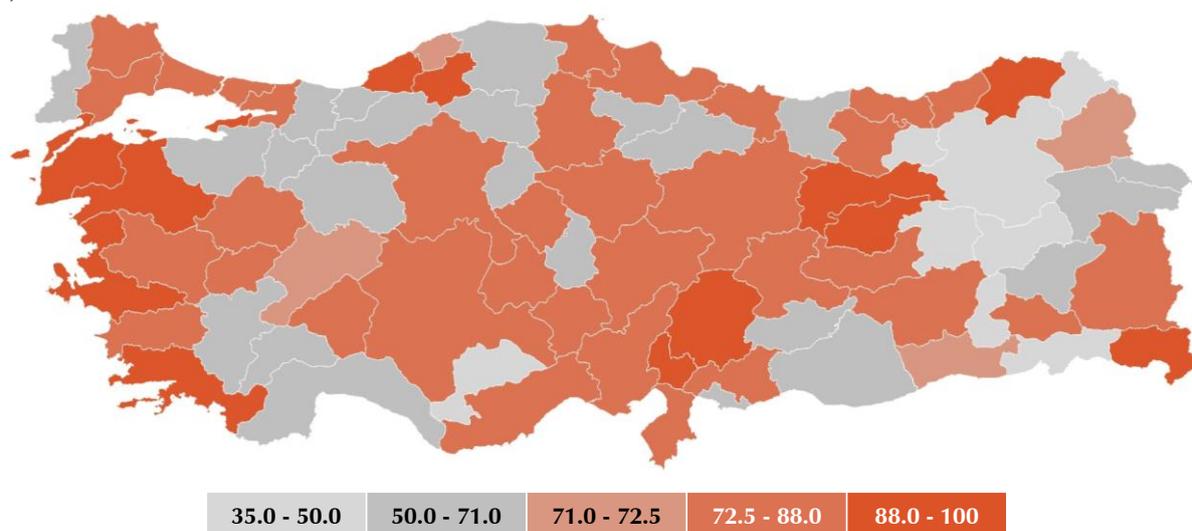
Gender distribution of executive positions

It is possible to examine the level of gender equality in labor force participation of men and women through the gender distribution of the working population. In order to analyse gender equality in production activities, the WEF index also evaluates whether men and women have equal seats in higher executive positions within decision-making mechanisms. Within this framework, the ISCO classification, used for coding jobs into a set of groups according to the tasks and duties undertaken by the employees, was taken as the basis for the present study; and the number of employees working in senior executive positions, defined as major group 1 in ISCO-08 classification, was divided by the total working population by gender and on a provincial basis. The relevant data were collected through the SGK data on a provincial basis as of October 14-16, 2019.³³

³³ The rate of female representation in executive positions across Turkey, as reported in the SGK database, stands at 26.8 percent and is different from what the TÜİK data suggest.

According to the average gender distribution of executive positions across 81 provinces, while 1 percent of women are employed in executive positions, 1.4 percent of men hold executive seats. Therefore, the average female-to-male ratio for 81 provinces is 72.4 percent, delivering a performance much closer to parity compared to other indicators. Zonguldak and Osmaniye, where 1.5 percent of women and 1.2 percent of men are employed in executive positions, stand out as the provinces with the lowest levels of gender disparity. In addition to Zonguldak and Osmaniye, Yalova and Artvin also achieve parity in this indicator with equal representation of men and women in executive positions. The provinces with the highest levels of gender disparity in terms of gender distribution of executive positions are listed as Ardahan, Bingöl, Karaman, Şırnak, and Batman.

Figure 17 - Gender distribution of executive positions, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 15 - Gender distribution of executive positions, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
Zonguldak	35	1	1.5%	1.2%	100.0%	Ardahan	71	1	0.4%	1.3%	34.6%
Osmaniye	19	1	1.5%	1.2%	100.0%	Bingöl	80	2	0.2%	0.6%	36.6%
Yalova	3	1	1.7%	1.6%	100.0%	Karaman	55	3	0.5%	1.3%	37.8%
Artvin	27	1	0.7%	0.7%	100.0%	Şırnak	78	4	0.3%	0.9%	39.2%
Çanakkale	6	5	1.3%	1.3%	95.7%	Batman	77	5	0.4%	0.9%	43.1%
Average	-	-	1.0%	1.4%	72.4%	Average	-	-	1.0%	1.4%	72.4%

Source: TEPAV calculations

Wage equality for similar work

Another factor that undermines gender equality in terms of participation in production is the failure to implement a wage equality (equal pay) policy between men and women who do similar work and have similar educational backgrounds. As a matter of fact, in the Global Wage Report

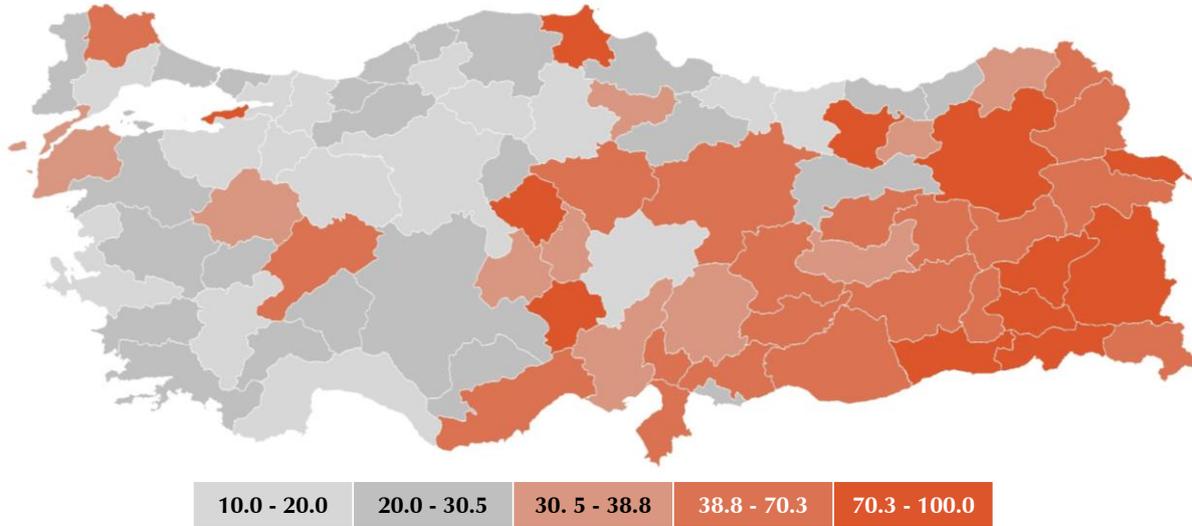
published by the International Labour Organization (ILO), it is indicated that while the gender pay gap has been in decline, yet it is still a persisting issue.³⁴

The Global Gender Gap Report by the WEF uses country-level surveys to analyze wage equality, whereas in the present study, wage equality was calculated based on the number of employees in different fields of activity and corresponding average amounts of income. The relevant data were collected through the SGK as of October 14-16, 2019. Within this framework, the study compiled data separately for women and men regarding the number of employees and the average amounts of income in different economic activity areas (NAVE Rev. 2, 4 levels). The study analyzed the number of women in each province, who do similar work as men and who receive equal or higher wages compared to men, in proportion to the total population of working women in that province. In the same way, the study also calculated the number of men in each province, who do similar work as women and who receive equal or higher wages compared to women, in proportion to the total population of working men in that province. Similar job descriptions were analyzed in accordance with the NACE Rev. 2 classification of economic activities, covering the same 4 levels.

The average rate of wage equality for similar work across Turkey stands at 23.6 percent for women and 66.1 percent for men. It is possible to interpret this as 23.6 of women receiving equal or higher wages compared to men who do similar work, according to the average of 81 provinces. Mardin and Şırnak rank at the top of the list as the provinces with highest levels of gender wage equality. While 55 percent of working-women in Mardin receive equal or higher wages compared to men who work in the same activity area, this rate is 30 percent for men. In Şırnak, the rates for women and men are 39.6 and 28.7 percent, respectively. These two provinces are followed by Iğdır, Van, and Siirt in terms of gender wage equality. On the other hand, the provinces with the highest levels of gender pay gap are Tekirdağ, Kayseri, Denizli, Bursa, and Karabük.

³⁴ ILO. (2018). Global Wage Report 2018/19.

Figure 18 - Gender wage equality for similar work, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 16 - Gender wage equality for similar work, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
Mardin	61	1	55.0%	30.0%	100.0%	Tekirdağ	17	1	8.7%	87.5%	10.0%
Şırnak	78	1	39.6%	28.7%	100.0%	Kayseri	68	2	9.4%	82.7%	11.4%
Iğdır	13	3	48.5%	54.3%	89.3%	Denizli	15	3	9.7%	82.1%	11.8%
Van	40	4	41.2%	50.4%	81.7%	Bursa	26	4	10.0%	83.1%	12.0%
Siirt	74	5	31.7%	39.3%	80.6%	Karabük	43	5	10.5%	81.1%	13.0%
Average	-	-	23.6%	66.1%	38.8%	Average	-	-	23.6%	66.1%	38.8%

Source: TEPAV calculations

C.3.Educational Attainment

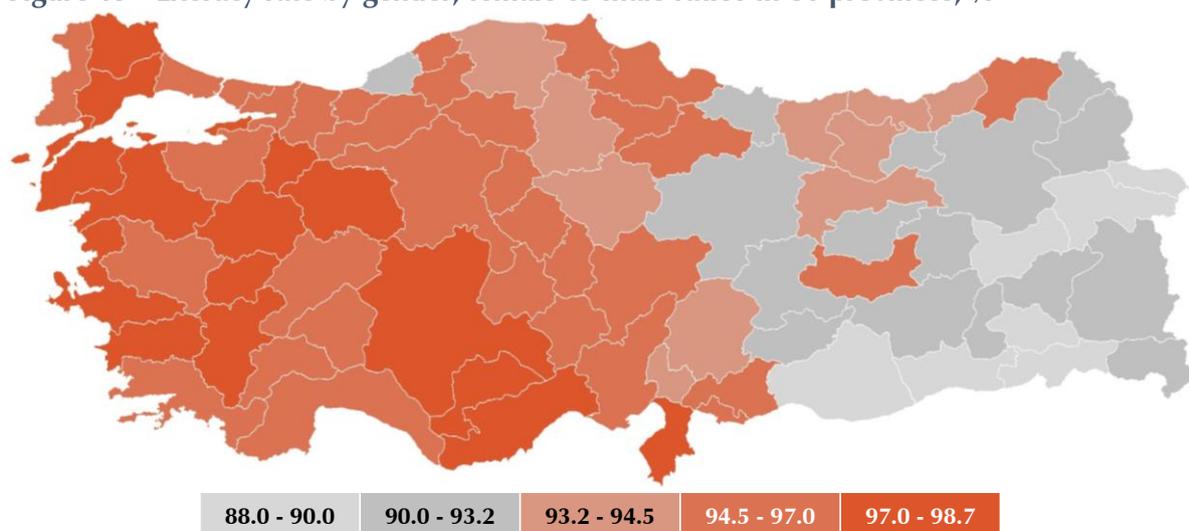


Literacy rate by gender

Gender disparity in literacy rates is one of the main indicators of gender inequality. As a matter of fact, as the starting point of the other educational attainment indicators, literacy impacts the levels of representation in politics and economy and participation in production in terms of gender equality. This indicator, which is also incorporated into the WEF methodology, is based on the literacy status of the population (ages 6+). The relevant data were collected through 2018 TÜİK provincial-level statistics, and the literacy rate was calculated separately for men and women. The WEF methodology focuses on the population over 15 years of age for the same indicator, whereas in the present study, the indicator description was updated to include not only adults but the entire population over 6 years of age, because, in theory, this population group is expected to have learned how to read and write within the scope of compulsory education.

Upon analyzing the gender disparity in literacy rates, it is possible to see that the overall average of this indicator in Turkey stands at 94.5 percent. This indicator is the one closest to achieving parity. The province with the smallest gender gap in literacy is Çanakkale, followed by Denizli, İzmir, Tekirdağ, and Uşak. The province with the widest gender gap in literacy is Şanlıurfa, with a female-to-male ratio of 88 percent. This situation stems from the fact that while the female literacy rate is 85.1 percent in Şanlıurfa, the male literacy rate is 96.7 percent. In terms of the gender gap in literacy, Şanlıurfa is followed by the provinces of Şırnak, Mardin, Ağrı, and Muş, which remain below the overall average.

Figure 19 - Literacy rate by gender, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 17 - Literacy rate by gender, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
Çanakkale	6	1	96.3%	97.6%	98.7%	Şanlıurfa	70	1	85.1%	96.7%	88.0%
Denizli	15	2	96.0%	97.9%	98.1%	Şırnak	78	2	85.4%	96.9%	88.1%
İzmir	2	3	96.2%	98.3%	97.9%	Mardin	61	3	84.5%	95.8%	88.2%
Tekirdağ	17	4	96.4%	98.5%	97.8%	Ağrı	57	4	86.0%	96.9%	88.8%
Uşak	20	5	93.9%	96.1%	97.8%	Muş	81	5	86.3%	97.2%	88.8%
Average	-	-	91.5%	96.9%	94.5%	Average	-	-	91.5%	96.9%	94.5%

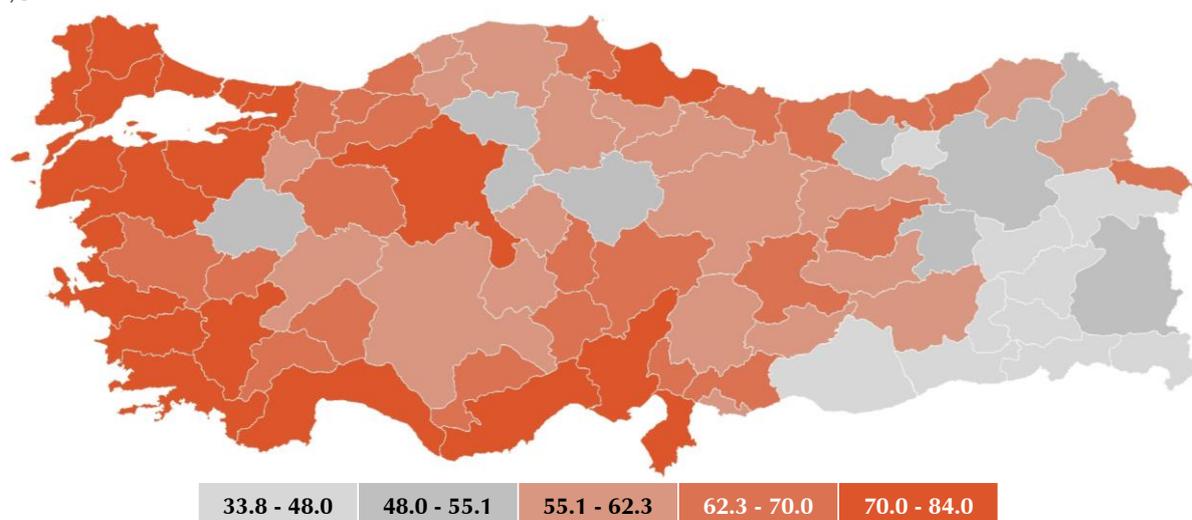
Source: TEPAV calculations

Secondary education graduation rate by gender

Current enrolment rates provide valuable insights to assessing women's current access to educational services compared to men. However, instead of focusing on current enrolment rates on a provincial basis, this study analyses the "level of educational attainment" as the highest level of education completed by the population over 25 years of age as it offers a long-term perspective into gender equality in educational attainment. Within this framework, this indicator looks at the highest level of education attained by the population over the age of 25 based on 2018 TÜİK statistics, and calculates the secondary education graduation rate separately for men and women. While the UNDP GII also incorporates similar calculations, the WEF index evaluates the current access to education of men and women through current enrolment rates. The present study does not solely assess the school-age populations for men and women but compares the highest level of education attained by men and women with a long-term perspective into gender equality in educational attainment at the provincial level.

The average secondary education graduation rate of the total population over at least 25 years of age across 81 provinces in Turkey is 39 percent, with an average of 33 percent for women and 46 percent for men. The average female-to-male ratio in terms of secondary education graduation rate by gender stands at 62.3 percent. This finding demonstrates that the gender gap in secondary education graduation rates is larger than in the literacy rates. The provinces with the smallest gender gap in secondary education graduation rates are İstanbul, Muğla, İzmir, Ankara, and Antalya. The provinces with the highest levels of gender disparity in secondary education graduation rates are Şırnak, Siirt, Hakkâri, Bitlis, and Muş.

Figure 20 - Secondary education graduation rate by gender, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 18 - Secondary education graduation rate by gender, female-to-male ratios, top and bottom 5 provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
İstanbul	4	1	41.7%	49.7%	84.0%	Şırnak	78	1	14.4%	42.7%	33.8%
Muğla	1	2	38.3%	45.8%	83.7%	Siirt	74	2	17.1%	44.5%	38.4%
İzmir	2	3	41.6%	49.7%	83.6%	Hakkâri	41	3	21.6%	52.6%	41.1%
Ankara	16	4	48.0%	60.6%	79.3%	Bitlis	76	4	17.4%	41.9%	41.6%
Antalya	14	5	37.9%	48.0%	79.0%	Muş	81	5	14.8%	35.3%	42.0%
Average	-	-	27.0%	43.1%	62.3%	Average	-	-	27.0%	43.1%	62.3%

Source: TEPAV calculations

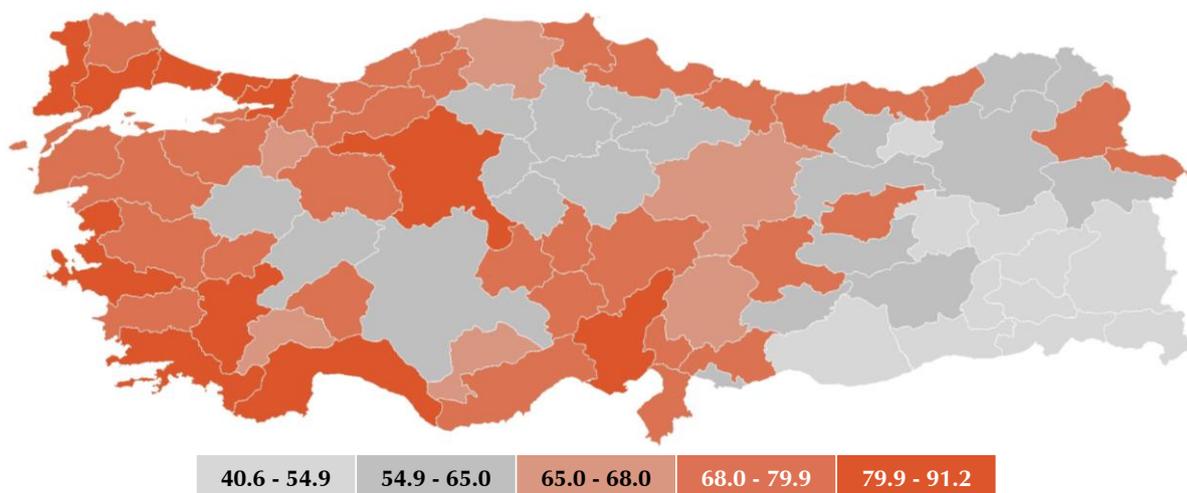
Tertiary education graduation rate by gender

In addition to secondary education graduation rates, the tertiary education graduation rate by gender was also incorporated into the index with a long-term perspective on gender equality in educational attainment. Within this framework, based on the 2018 TÜİK statistics on the highest

level of education completed by the population over at least 25 years of age, tertiary education graduation rates were calculated separately for men and women.

The province with the smallest gender gap in tertiary education graduation rates is İstanbul with 91.2 percent, followed by İzmir, Muğla, Antalya, and Tekirdağ. On the other hand, the provinces that remain below the overall average within the scope of the index are listed as Şırnak, Hakkâri, Siirt, Bitlis, and Muş, respectively.

Figure 21- Tertiary education graduation rate by gender, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

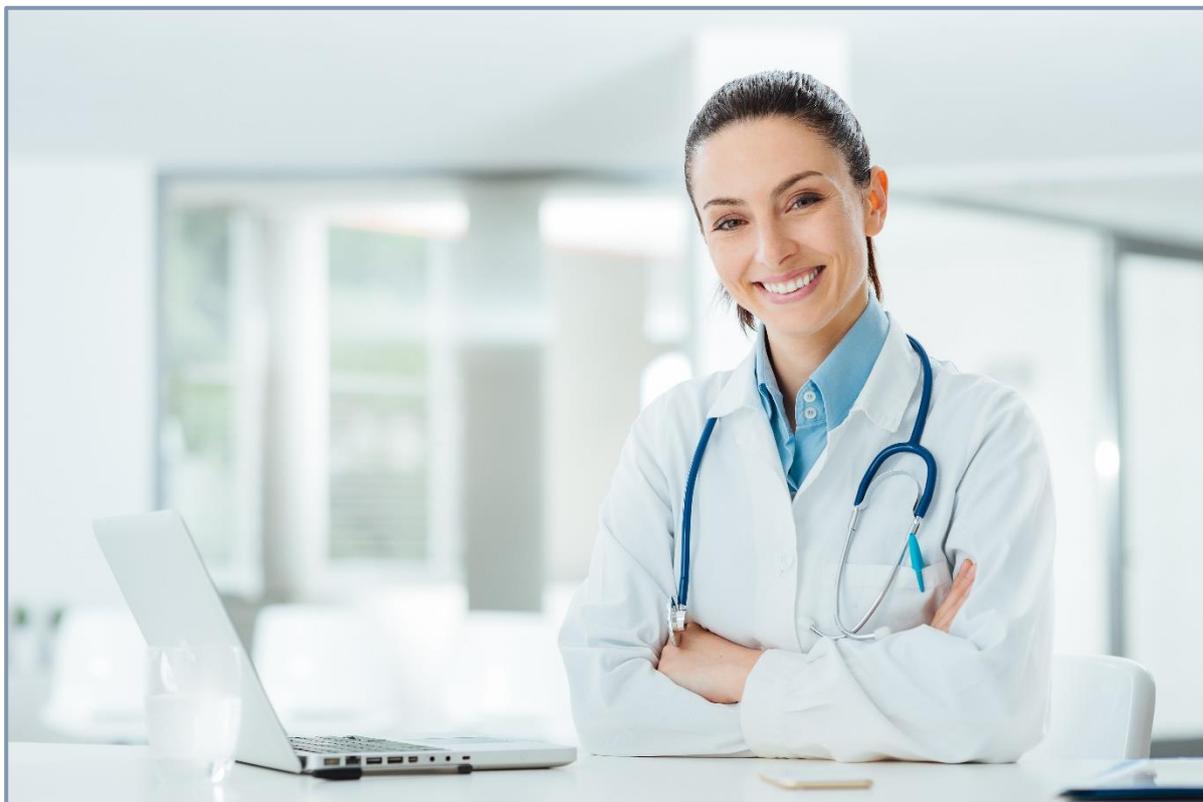
Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Table 19 - Tertiary education graduation rate by gender, female-to-male ratios, top and bottom provinces

Top 5 Provinces						Bottom 5 Provinces					
Province	Overall Rank	Indicator Rank	Female	Male	Female/Male	Province	Overall Rank	Indicator Rank	Female	Male	Female/Male
İstanbul	4	1	22.7%	24.9%	91.2%	Şırnak	78	1	8.4%	20.8%	40.6%
İzmir	2	2	21.9%	24.6%	89.0%	Hakkâri	41	2	10.4%	24.3%	42.7%
Muğla	1	3	19.9%	22.4%	89.0%	Siirt	74	3	10.0%	22.5%	44.5%
Antalya	14	4	18.9%	22.2%	85.3%	Bitlis	76	4	9.6%	19.9%	48.5%
Tekirdağ	17	5	15.1%	17.8%	84.5%	Muş	81	5	8.1%	16.3%	49.5%
Average	-	-	13.5%	19.7%	68.0%	Average	-	-	13.5%	19.7%	68.0%

Source: TEPAV calculations

C.4. Health, Human Rights and Social Life



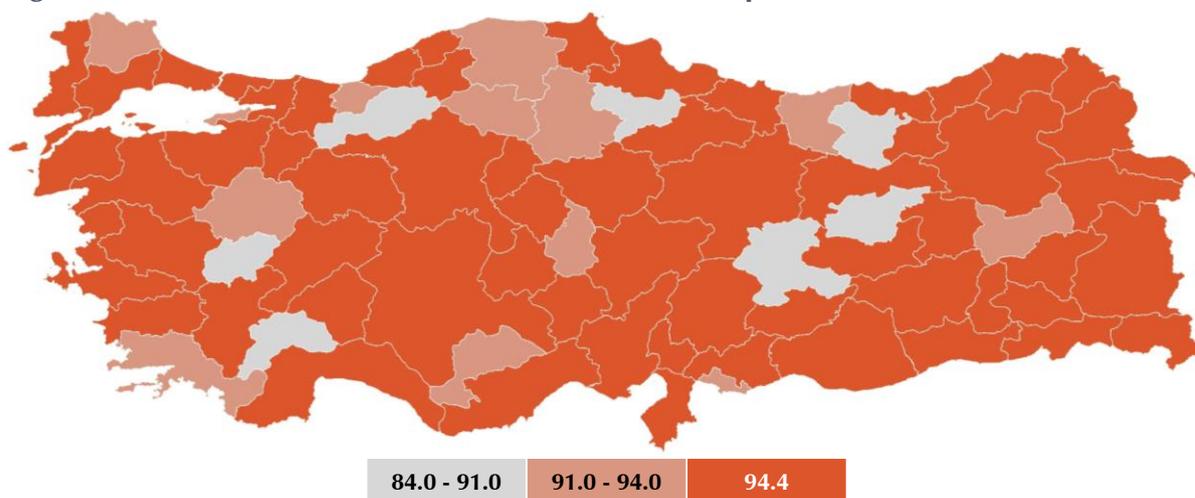
Health is one of the most important factors determining a person's quality of life. Women's access to healthcare services is a fundamental human right. This particular right is also indispensable for ensuring women's participation in and contributions to private and social life. Article 12 of the Convention on the Elimination of All Forms of Discrimination against Women stipulates that all appropriate measures must be taken to eliminate discrimination against women in the field of healthcare in order to ensure, on a basis of equality of men and women, access to healthcare services and participation in all aspects of social life. Within this framework, in determining the indicator set in line with the existing literature, the indicators specified in the following paragraphs were taken into consideration in the fields of health, human rights, and social life. However, these indicators are excluded from the main indicator set due to their limited significant contribution to the index value or due to overall incompatibility with the index methodology.

For the "sex ratio at birth" indicator, which is one of the main indicators of the WEF index, the study compiled the province-level sex ratios at birth based on the 2018 TÜİK statistics. Biologically, female births should be about 94.4 percent of male births, and the WEF interprets any significant departure from this ratio as an indication of differences in treatment between new-born girls and new-born boys, and evaluates this ratio in the context of gender equality.³⁵ The analysis of the sex ratios at birth across 81 provinces demonstrates that 51 provinces meet the biological parity benchmark. The remaining 30 provinces hold values close to parity, and the indicator only has a

³⁵ Klasen, S. and Wink, C. (2003). Missing Women: Revisiting the Debate. *Feminist Economics*. 9:2-3, 263-299.

low standard deviation of 0.0188. For these reasons, the indicator was excluded from the main index of the present study.

Figure 22 - Sex ratio at birth, female-to-male ratios in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

In parallel with the changes in economic, cultural and social structures, and norms over time, other indicators may also achieve results closer to gender parity, as is the case with the indicator of sex ratio at birth. In response to such possible changes, it is necessary to periodically update the indicators within the scope of the index. In this context, the required duration to update an indicator would also vary depending on the capacity of the policies to produce solutions to the disparities in relevant areas. Therefore, it would be useful to periodically review and update the indicator set in order to monitor and evaluate the policies and services.

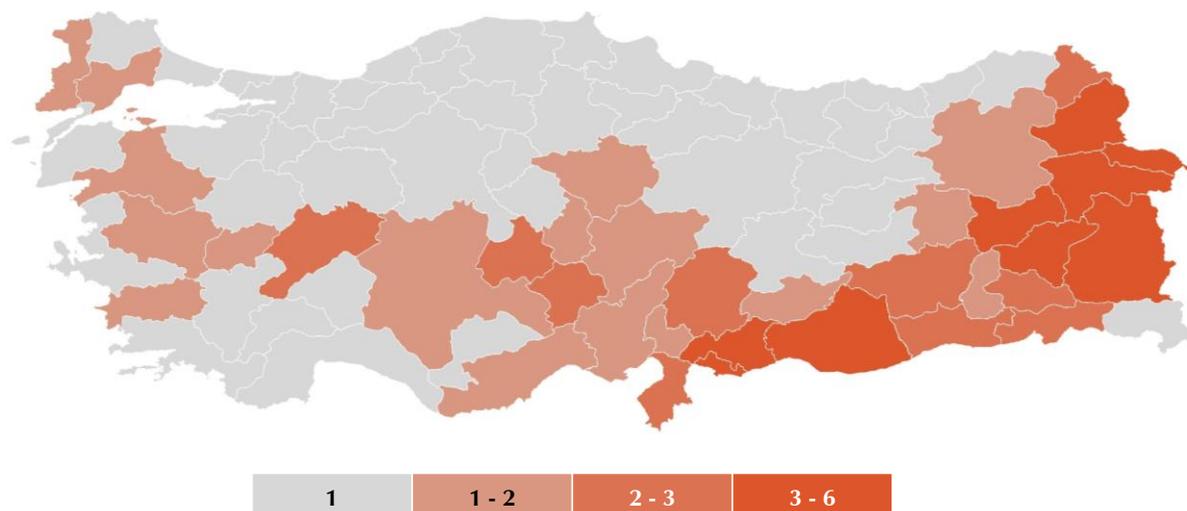
For the "healthy life expectancy" indicator, which is used by both EU and WEF, the study analyzed the healthy life expectancy at birth by gender for each province based on the 2015-2017 TÜİK statistics. In the case of healthy life expectancy, the equality benchmark is set at 1.06, in line with the literature, and taking into account the fact that women tend to naturally live longer than men.³⁶ Accordingly, while 78 out of 81 provinces achieve parity in the female-to-male ratio set for healthy life expectancy, 3 provinces come highly close to the parity benchmark (1.06) with a ratio of 1.058. This indicator was also excluded from the main index as it showed no variation in equality across the provinces.

Adolescent pregnancy or birth rate occurring as a result of child marriages is one of the important indicators for gender inequality studies. On the assumption that women who give birth at an early age may be in a disadvantageous position in terms of health and seizing future opportunities, the GII also incorporates the adolescent birth rate as a separate indicator in the main index. For this indicator, the study compiled the province-level adolescent birth rates for the female population between the ages of 15-19, based on the 2018 TÜİK statistics. This indicator, which only analyses

³⁶ United Nations Development Programme. (2018). Human Development Report 2018.

female ratios, was excluded from the index as it cannot be analyzed on the basis of a female-to-male ratio within the scope of the WEF methodology.

Figure 23 - Adolescent birth rate in 81 provinces, %



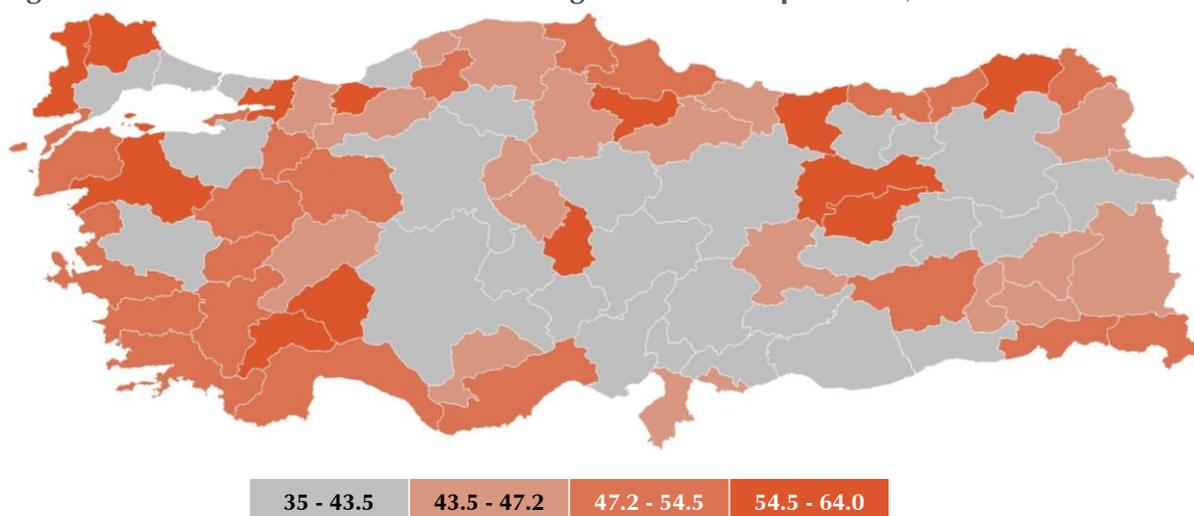
Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

Attributing childcare, as a social role only for women, poses a significant obstacle to women's participation in labor force and in social life. It is necessary to diversify the policy instruments for childcare services in order to facilitate women's equal integration into social and economic life in a way that changes the perception of seeing childcare only as women's responsibility. In Turkey, outside the family and home, pre-school childcare services are provided in kindergarten and day-care facilities. Within this framework, the study compiled the net enrolment rate of children aged 3 to 5 based on the statistics provided by the Republic of Turkey Ministry of National Education.³⁷ The average rate of children aged 3 to 5 who benefit from pre-school kindergarten or day-care services is 47.2 percent across 81 provinces. While the province with the highest net pre-school enrolment rate of children is Erzincan with 63.9 percent, the province with the lowest net pre-school enrolment rate of children is Kahramanmaraş with 34.7 percent. Since it was not possible to calculate this indicator separately for each gender, it was excluded from the index to ensure compatibility with the WEF methodology. Moreover, the WEF methodology is formulated to assess gender inequality in different countries on the basis of outcomes rather than inputs. Within this framework, while the inputs are defined as the policy instruments such as the duration of parental leave that determine gender equality in a given country, the outcomes consist of indicators such as the gender distribution of executive positions. As a result, childcare was not included within the scope of the index as it is a policy instrument rather than an outcome, and since it has a different characteristic from the other indicators already-included in the index.

³⁷ MEB. (2019). Milli Eğitim İstatistikleri Örgün Eğitim 2018/2019. [National Education Statistics Formal Education 2018/2019]

Figure 24 - Net enrolment rate of children aged 3 to 5 in 81 provinces, %



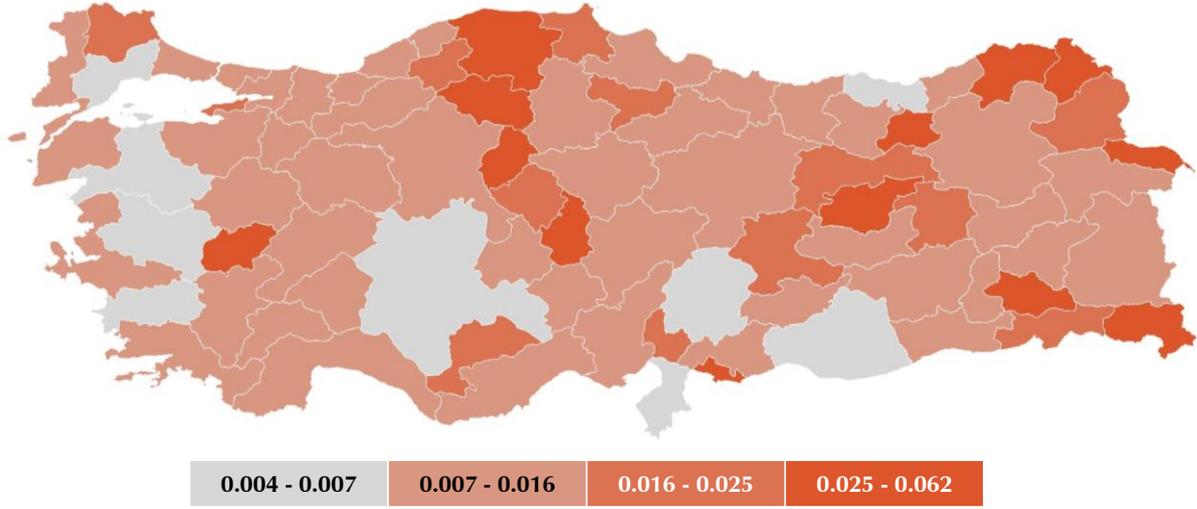
Source: TEPAV calculations

Not: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

The distribution of women's shelters across provinces, which are considered as specialized services for women, is one of the indicators that reveal the level of sensitivity towards women's issues in a given province. Within this framework, the study collected data on the number and capacity of women's shelters in Turkey as of December 9, 2019, through the Republic of Turkey Ministry of Family, Labor, and Social Services. It is found that there is at least one women's shelter in all 81 provinces. The research established that while the number of women's shelters is "1" in 62 out of 81 provinces, there are more than one women's shelter in the remaining 19 provinces. The province with the highest number of women's shelters and with the largest total capacity in shelters is İstanbul. İzmir ranks 2nd in terms of the number of women's shelters, whereas Ankara ranks 2nd in terms of the total capacity in shelters. The capacity of women's shelters in proportion to the population was calculated based on the ratio of the number of women's shelters in a given province to the female population over the age of 18. Accordingly, the provinces with the largest capacity in proportion to their population are Tunceli, Kırıkkale, and Artvin, respectively. On the other hand, the provinces with the smallest capacity of women's shelters in proportion to their population are Şanlıurfa, Kahramanmaraş, and Tekirdağ, respectively.

Since it was not possible to calculate this indicator separately for each gender, it was excluded from the index to ensure compatibility with the WEF methodology. As is known, the WEF methodology is formulated to assess gender equality in different countries on the basis of outcomes rather than inputs. Therefore, the capacity of women's shelters was not included within the scope of the index as it is a policy instrument rather than an outcome and since it has a different characteristic from the other indicators already-included in the index.

Figure 25 - Capacity of women's shelters in proportion to the female population over the age of 18 in 81 provinces, %



Source: TEPAV calculations

Note: The color scale moves from light grey to dark orange as the indicator value represents higher levels of gender equality.

D. Evaluation



Turkey's relatively weak performance in the international indexes of gender equality demonstrates that Turkey needs policies aimed at fighting against gender inequality as much as it needs policies for economic development. These country-level studies demonstrate that Turkey needs to develop policies aimed at promoting gender equality. However, when it comes to designing these policies, it is also necessary to acknowledge the fact that Turkey's 81 provinces have drastically different performances in terms of gender equality. Within this framework, measuring, evaluating, and monitoring the overall situation of gender equality at the local level by using analytical tools is essential in order to make meaningful contributions to policy development aimed at promoting gender equality. To this end, the "Gender Equality Scorecard of Turkey's 81 Provinces," prepared under the leadership of TOBB and TSKB in collaboration with TEPAV, aims to reveal the current situation of the provinces in terms of gender equality and to offer guidance to gender-equality-based policy-making processes at the local level. The index and the scorecard developed within the scope of the study evaluates the gender equality/inequality levels in 81 provinces based on 11 indicators and 3 sub-indexes (representation in politics and economy, participation in production, and educational attainment) and allows for making comparisons across provincial-level performances. The study produced important findings depicting the overall situation of gender equality at the provincial level. These findings are essential in terms of (i) pinpointing the strengths and weaknesses in terms of gender equality at the local and national levels, (ii) identifying the priority areas among the weaknesses, (iii) developing strategies to address the issues in these areas in order of priority, and (iv) providing guidance to policy-making processes aimed at fighting against gender inequality.

The main evaluations and striking findings of the study regarding gender equality are presented below with the aim of analytically assessing Turkey's current performance in gender equality and in the hope of guiding policy processes.

- 1. According to the TCE findings, the average index score of 81 provinces is 0.471.** Considering the fact that the value of "1" reflects gender parity in the TCE scale, Turkey's gender equality score establishes the need for Turkey to take steps to ensure equality. The notion of equal participation must be reflected in all aspects of society by developing policies and decisions aimed at promoting gender equality.
- 2. All 81 provinces have drastically different performances in terms of gender equality. In addition, the sources of parity and disparity may vary from one province to another. However, when the GDP per capita values corresponding to each province as an indicator of economic development are compared with their performances in terms of gender equality, it is seen that gender equality, in general terms, follows a similar trend with economic development levels.** On the other hand, it must be noted that this parallel trend is not equal to a directly proportional relationship between the two. As a matter of fact, the provinces in the upper-middle income group in terms of GDP per capita such as Muğla, Kırklareli, Çanakkale, and Sinop outperform and rank higher than the high-income provinces such as Ankara, Tekirdağ, Bursa, and Kocaeli when it comes to gender equality.
- 3. According to the sub-index scores in "representation in politics and economy," "participation in production," and "educational attainment" that measure the overall performance of 81 provinces in terms of gender equality, it is indicated that Turkey must prioritize national and local-level policies for participation in production in the fight against gender inequality.** The highest and lowest values in the "participation in production" sub-index at the provincial level remain far below the highest and lowest values of other sub-indexes. Following the participation in production sub-index, comes the "representation in politics and economy" sub-index as the priority area with the second highest level of gender disparity in Turkey. Although parity is not achieved, the "educational attainment" sub-index is the area with the minimum level of gender disparity in Turkey. These findings demonstrate that Turkey needs to ensure equal participation of men and women in production and must immediately develop policy instruments to encourage such participation. The policy instruments to be developed must serve the purposes of increasing women's share in the working population, achieving parity in the gender distribution of executive positions, and ensuring gender wage equality for similar work.
- 4. Turkey delivers the best performance in terms of gender equality in the "educational attainment" area.** The educational attainment sub-index is the area in which Turkey is the most successful in terms of gender equality. According to the scorecard rankings, the highest and the lowest values range from 0.705 to 0.939 in this sub-index. However, the average scores for individual provinces demonstrate that Turkey is far from gender parity

in the educational attainment field. In the field of educational attainment, which has a strong and directly proportional relationship to other indicators making up the other sub-indexes, Turkey's performance is relatively better compared to other sub-fields. However, in the 21st century, when the quality of education and skill sets are being re-evaluated through the lens of adaptation to innovation, it is necessary for policy-makers to urgently incorporate policies aimed at eliminating inequality in provinces with performances far from parity in the field of educational attainment.

- 5. The participation rate of women in political life at the local and national levels in Turkey is below the EU average.** The study assessed the representation rate of women in municipal councils to analyze women's active participation in local decision-making and policy processes. Accordingly, the average female representation rate in municipal councils in Turkey is calculated as 11.0 percent while the EU-average stands at 28.5 percent. While Sweden has the highest level of female representation in local councils among the EU member states with 48.2 percent, Turkey lags behind Hungary, which has the lowest level of female representation in local politics in the EU with a female representation rate of 11.8 percent.³⁸ This finding demonstrates that women's participation in local decision-making processes remains low in Turkey. As is the case with at the local level, the rate of female participation in political life and in decision-making processes at the national level is also low in Turkey. The analysis shows that while there is at least one woman MP in almost every country according to the international studies, there are no women MPs in 34 provinces in Turkey.³⁹ In addition to political participation, the participation rate of women in policy-making processes and decision-making mechanisms in the private sector in Turkey also remains low. This disparity in terms of representation in politics and economy may not only result in the neglect of gender equality in local, regional and national policies, but it can also prevent decisions from being taken that would promote the equal accordance of fundamental human rights. Therefore, it is urgent and essential for Turkey to develop policies that would promote women's participation in mechanisms of representation.
- 6. The province with the highest level of gender equality is Muğla, with a score of 0.542.** It is the representation in politics and economy and educational attainment areas that make Muğla rise to prominence in terms of gender equality. According to the main index score, Muğla is followed by İzmir, Yalova, İstanbul, Kırklareli, Çanakkale, Sinop, Tunceli, Aydın, and Balıkesir, respectively. Even though Muğla has the highest gender equality score, this score is not close to the parity value of 1. This finding indicates that Turkey must take important steps in the fight against gender inequality even in the provinces that deliver relatively better performances in terms of gender equality.
- 7. İzmir, ranking 2nd in the main index, is the highest performing province in terms of gender equality in the educational attainment sub-index. With the exception of the**

³⁸ EIGE. (2019). Gender Equality Index Data from 2005 - 2019.

³⁹ United Nations Development Programme. (2019). Human Development Report 2019: Gender Inequality Index FAQs.

educational attainment sub-index, İzmir delivers relatively lower performances in the other two sub-indexes. İstanbul and Muğla rank 2nd and 3rd respectively after İzmir as the provinces with lowest levels of gender disparity in the educational attainment sub-index. Moreover, İzmir has a score of 0.939 in the educational attainment sub-index, marking this as the narrowest gender gap value in any province and in any sub-index in Turkey. Despite not achieving parity, this score demonstrates that it is possible to bridge the gender gap in educational attainment across the country more so than in the other two sub-indexes.

8. The province with the highest level of gender inequality is Muş, with a score of 0.395.

In inequality rankings, Muş is followed by Bingöl, Bayburt, Şırnak, Batman, Bitlis, Kırıkale, Siirt, Çankırı, and Erzurum, respectively. While 43 provinces in Turkey perform lower than the Turkey's average in terms of gender equality, the performance of the remaining 38 provinces remains higher than the average in Turkey. Accordingly, the provinces located in the Eastern Anatolia, South-eastern Anatolia, Eastern Black sea, Central Anatolia and Central-western Anatolia regions (with exceptions) have the highest levels of gender disparity in selected indicators. In terms of provincial development levels, the moderately-developed, less-developed and the least developed provinces (with exceptions) have the worst cases of gender inequality and disparity in the fields of education, production, economy, and politics.⁴⁰ With the exception of certain provinces, it is also observed that the provinces which are located along the coastlines of Marmara, Aegean and Mediterranean regions of Turkey and which have medium-high to high levels of development deliver better performances in terms of gender equality compared to other provinces and regions.

9. In Turkey, only 23 percent of women receive equal wages for equal work. Another factor that undermines gender equality in terms of participation in production is the wage gap between men and women who do similar work and have similar educational backgrounds. The gender wage gap not only leads to a loss of revenue by decreasing the productivity of the female labor force but it can also cause a spike in disguised unemployment. Furthermore, the wage gap also has a negative effect on the women could potentially join the workforce and may deter women from entering the workforce since they cannot receive the wages that they deserve. The global situation paints a negative picture when it comes to wage equality between genders. In fact, according to the Global Gender Gap Report by the World Economic Forum, it will take at least 100 years for women and men to have equal rights and at least 257 years to close the gender gap in participation in production.⁴¹ In the Global Wage Report published by ILO in 2018, it is indicated that, on average, women are paid 20 percent less than men across the world according to research conducted in various countries. Within the scope of the present

⁴⁰ T.C. Kalkınma Bakanlığı [Republic of Turkey Ministry of Development]. (2013). İllerin ve Bölgelerin Sosyo-Ekonomik Gelişmişlik Sıralaması Araştırması: SEGE-2011 [Research on the Ranking of Provinces and Regions in terms of Socio-Economic Development: SEGE-2011]. Bölgesel Gelişme ve Yapısal Uyum Genel Müdürlüğü [Directorate of Regional Development and Structural Adjustment]. Ankara.

⁴¹ World Economic Forum. (2019). Global Gender Gap Report 2020.

study, it has been established that in Turkey, only 23 percent of women receive equal wages for similar work. As is seen, the issue of gender wage equality constitutes one of the central problems and areas of intervention in terms of gender inequalities observed in all countries, including Turkey. As a matter of fact, the “Report on the Conditions of Women Workers in Turkey” (Türkiye’de Kadın İşçi Gerçeği Raporu) published by DİSK-AR, identifies the 3 main issues faced by women in Turkey in their participation into the workforce: low wages, unemployment, and informal work. In the report, 78.7 percent of women workers define low wages as the most crucial problem in their work life.⁴² It is necessary to establish an international joint structure and impose various sanctions in order to ensure that women and men have equal working conditions across the world. Moreover, it is also essential to raise awareness about and create a public opinion against wage inequalities. It is important to keep in mind that eliminating the wage gap would lead to an increase in productivity and production for women and result in economic development, economic freedom, a decrease in poverty, and an increase in the rates of labor force participation and employment.⁴³

10. In Turkey, women are less unionized than men. A labor union is an association established in accordance with the law in order to protect and further economic and social rights and interests in the labor relations between the workers and the employers. Equal representation of women in unions, which try to generate solutions for numerous issues including health and social rights in professional life, signifies better representation of women in decision-making mechanisms in terms of gender equality. However, the findings of the present study demonstrate that in Turkey, women are less unionized than men. While the average unionization rate for women is 9.8 percent across 81 provinces, 18.1 percent of men are unionized. This particular snapshot of the union structure reflects the gender discriminations in the labor market and reveals the low level of representation of women in labor unions.

11. In Turkey, 47.2 percent of children benefit from pre-school kindergarten or day-care services. Attributing childcare as a social role only for women poses a significant obstacle to women’s participation in labor force and in social life. The average rate of children aged 3 to 5 who benefit from pre-school kindergarten or day-care services is 47.2 percent across 81 provinces. The rest of the children spend their time with their families or with a baby-sitter instead of attending a kindergarten or a day-care center. Within this framework, it is necessary to diversify the policy instruments for childcare services in order to facilitate women’s equal integration into social and economic life in a way that changes the perception of seeing childcare only as women’s responsibility.

In conclusion, for establishing gender equality across the country, it is essential to measure gender equality at the local level, evaluate the findings and develop gender-sensitive policies based on the

⁴² DİSK-AR. (2018). Türkiye’de Kadın İşçi Gerçeği Raporu. [Report on the Conditions of Women Workers in Turkey].

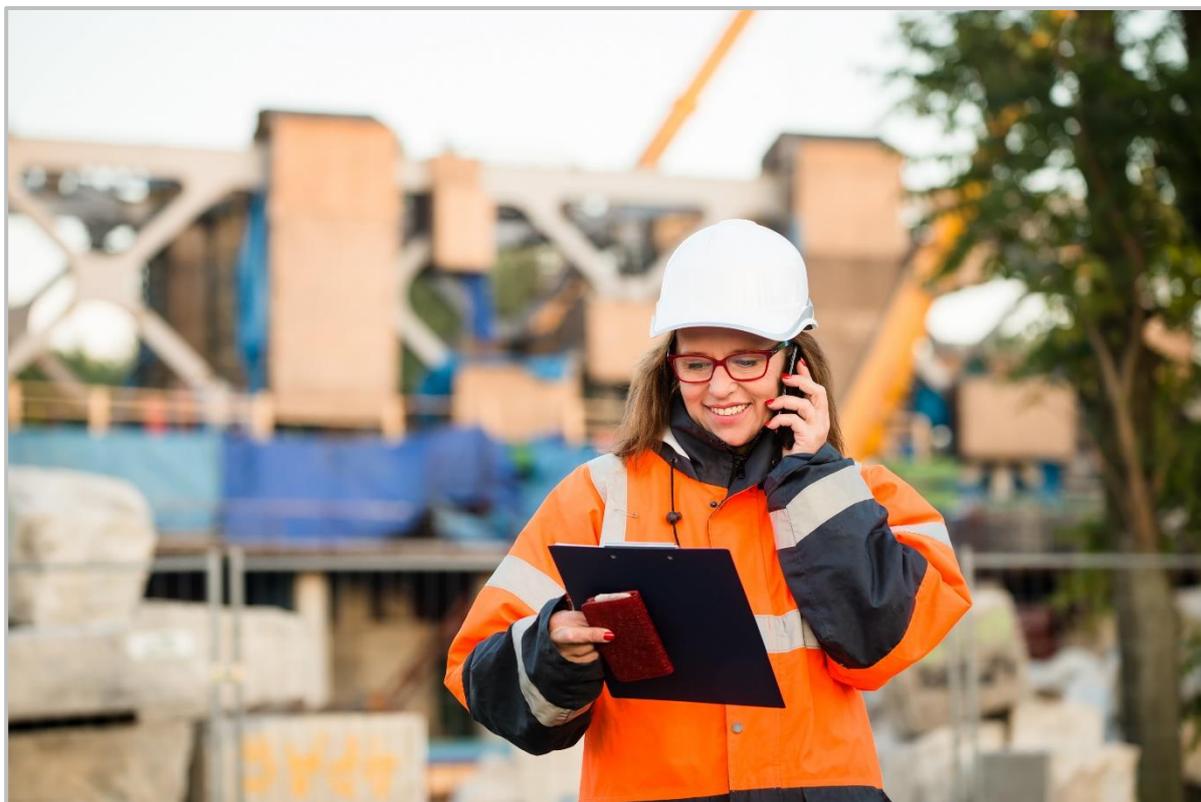
⁴³ Şen, M. (2018). Cinsiyete Dayalı Ücret Eşitsizliğinin Avrupa Birliği ve Türkiye Kapsamında Değerlendirilmesi. [Evaluation of Gender-Based Wage Inequality in Turkey and in the European Union]. Sosyal Politika Çalışmaları Dergisi, Year: 18 Issue: 41.

findings. Within this framework, the present study, conducted with the aim of measuring gender inequality and providing an overview of how gender equality is perceived at the local level in Turkey, is not simply calling for increasing the number of women in politics, economy and civil society. Instead, it must be interpreted as a call for gender-equality-based transformation in social life.

The individual indicators compiled within the scope of the study are summarized separately for each province in the following section titled “Scorecards of 81 Provinces”. These scorecards, which provide each province with the opportunity to comparatively evaluate its own performance, constitute crucial inputs for policy-design processes. However, it is necessary to note that gender equality can be analyzed using many different indicators not included among the 11 indicators compiled for 81 provinces in this study, and that the present study was prepared on the basis of accessible and standardizable indicators with definite policy outcomes for all 81 provinces. Therefore, in order to be able to take the next step in the fight against gender inequality, the provinces must evaluate their policy inputs, action plans, and the benefits of potential steps to be taken in relevant areas.

Moreover, it is necessary to keep in mind that the required duration to update an indicator would vary depending on the capacity of the policies to produce solutions to the disparities in relevant areas. Thus, it is essential to periodically review and update the indicator set in order to not only monitor and evaluate gender-equality-based policies and services but also to ensure the sustainability of the study.

E. Methodology and Technical Notes



Following two sections detail the processes of determining the index methodology and constructing the index for the Gender Equality Index of Turkey's 81 Provinces.

E.1. Determination of Index Methodology

In international studies developed to measure gender equality, while the indicator sets are aggregated to form the sub-indexes, the main index value is calculated by weighting the sub-indexes. Within the scope of the present study, the UNDP GII and WEF methodologies have been examined in detail and these methodological approaches are summarized below with comparisons based on the data collected as part of the study.

UNDP GII: the original method of calculation

In the UNDP GII, two separate values for men and women are calculated and the main index value is computed by comparing these values. Within this framework, the first step is calculating the values for women and men by taking geometric average and then calculating the harmonic mean of these values. The main index value is computed as the ratio of the harmonic mean to the geometric average of the combined values for women and men, subtracted from 1.

If an indicator takes the value of "0", the geometric mean cannot be calculated. To use the geometric mean method in the calculation of the index, the UNDP GII, therefore, replaces

observations with a value of "0" with "0.01". In this index, where all indicators are expressed as ratios, there is no separate process of normalization implemented.

You may find below the mathematical notation for the original UNDP GII method of calculation. In the main index value based on 3 sub-indexes, while the health indicators consist of (i) adolescent birth rate and (ii) maternal mortality ratio, the women empowerment sub-index includes (i) share of parliamentary seats and (ii) population (ages 25 and older) with at least secondary education. Labor force participation, on its own, forms the last sub-index.

$w = \text{woman}$

$m = \text{man}$

$AB = \text{Adolescent birth rate}$

$MM = \text{Maternal mortality ratio}$

$PS = \text{Share of parliamentary seats}$

$LF = \text{Labor force participation rate}$

$SE = \text{Population (ages 25 and older) with at least secondary education}$

$$G_w = \sqrt[3]{\left(\frac{1}{AB} \cdot \frac{10}{MM}\right)^{\frac{1}{2}} \cdot (PS_w \cdot SE_w)^{\frac{1}{2}} \cdot (LF_w)^{\frac{1}{1}}}$$

$$G_m = \sqrt[3]{(1)^{\frac{1}{1}} \cdot (PS_m \cdot SE_m)^{\frac{1}{2}} \cdot (LF_m)^{\frac{1}{1}}}$$

$$G_{harm} = \left[\frac{G_w^{-1} + G_m^{-1}}{2} \right]^{-1}$$

$$G_{health} = \frac{\sqrt{\frac{1}{AB} \cdot \frac{10}{MM}} + 1}{2}$$

$$G_{empowerment} = \frac{\sqrt[2]{PS_w \cdot SE_w} + \sqrt[2]{PS_m \cdot SE_m}}{2}$$

$$G_{labourforce} = \frac{LF_w + LF_m}{2}$$

$$G_{wm} = \sqrt[3]{G_{health} \cdot G_{empowerment} \cdot G_{labourforce}}$$

$$G_{gii} = 1 - \frac{G_{harm}}{G_{wm}}$$

Updating the UNDP GII original method of calculation with data accessible at the provincial level

The UNDP GII index was updated for use at the provincial level by taking into account the significance and the accessibility of the data at the provincial level and by altering a limited number of indicators. Since the data on maternal mortality ratios was inaccessible at the provincial level, the methodology was rearranged to exclude this indicator. Moreover, there are 0 (zero) women MPs in 34 provinces according to the latest general election results held on June 24, 2018 in Turkey. In the GII methodology, the presence of an indicator that takes the value of 0 for many observations requires manipulating these values in order to calculate the index values. Hence, the present study replaced the MP indicator with municipal council membership. Lastly, since the labor force participation rates were not accessible at the provincial level, the present study updated this indicator to reflect gender distribution of the working population. Within the scope of the study, the original GII methodology was replicated for 81 provinces using the below formula. This method of calculation also corresponds to the methodological approach adopted in previous TEPAV studies.

$w = \text{woman}$

$m = \text{man}$

$AB = \text{Adolescent birth rate}$

$MC = \text{Share of municipal council seats}$

$WP = \text{Share of working population}$

$SE = \text{Population (ages 25 and older) with at least secondary education}$

$$G_w = \sqrt[3]{\left(\frac{1}{AB}\right)^{\frac{1}{1}} \cdot (MC_w \cdot SE_w)^{\frac{1}{2}} \cdot (WP_w)^{\frac{1}{1}}}$$

$$G_m = \sqrt[3]{(1)^{\frac{1}{1}} \cdot (MC_m \cdot SE_m)^{\frac{1}{2}} \cdot (WP_m)^{\frac{1}{1}}}$$

$$G_{harm} = \left[\frac{G_w^{-1} + G_m^{-1}}{2} \right]^{-1}$$

$$G_{health} = \frac{\frac{1}{AB} + 1}{2}$$

$$G_{empowerment} = \frac{\sqrt[2]{MC_w \cdot SE_w} + \sqrt[2]{MC_m \cdot SE_m}}{2}$$

$$G_{laborforce} = \frac{WP_w + WP_m}{2}$$

$$G_{wm} = \sqrt[3]{G_{health} \cdot G_{empowerment} \cdot G_{laborforce}}$$

$$G_{gii} = 1 - \frac{G_{harm}}{G_{wm}}$$

Updating the UNDP GII original method of calculation with additional indicators and indicator grouping accessible at the provincial level

The UNDP GII methodology has been updated and replicated at the provincial level based on the indicators compiled within the scope of the study and the resulting indicator grouping within the framework of the approach detailed below in mathematical notation. In this context, the new indicators added to the indicator set are as follows: (i) gender distribution of district heads of political parties, (ii) average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members, and professional committee members in chambers and commodity exchanges within the TOBB, (iii) unionization rate by gender, (iv) gender distribution of authorized signatories of companies, (v) gender distribution of executive positions, (vi) wage equality for similar work, (vii) literacy rate by gender, (viii) tertiary education graduation rate by gender and (ix) net enrolment rate of children aged 3 to 5. The UNDP GII, originally consisting of 5 indicators had to be evaluated on 4 indicators at the provincial level due to lack of data, while the updated version incorporates a total of 13 indicators.

The UNDP GII sub-indexes have also been updated with the addition of new indicators. Within this framework, the health sub-index consists of (i) adolescent birth rate and (ii) net enrolment rate of children aged 3 to 5; whereas the representation in politics and economy sub-index include the following: (i) municipal council membership, (ii) distribution of district heads of political parties, (iii) gender distribution of various positions in chambers and commodity exchanges within the TOBB, (iv) unionization rate and (v) distribution of signatory authority. While the participation in production sub-index includes indicators related to the working population, executive positions and wage equality, the educational attainment sub-index incorporates indicators reflecting literacy rates along with secondary and tertiary education graduation rates.

w = woman

m = man

AB = Adolescent birth rate

ER = Net enrolment rate of children aged 3 to 5

MC = Share of municipal council seats

DH = Distribution of district heads of political parties

*TO = Average distribution of presidents, council chairpersons,
secretary – generals, board members, council members, and,*

professional committee members in chambers and commodity exchanges within the TOBB

UN = Unionization rate

SA = Signatory authority rate

WP = Share of working population

EP = Share of executive positions

WE = Wage equality for similar work

LT = Literacy rate

SE = Secondary education graduation rate (ages 25 and over)

TE = Tertiary education graduation rate (ages 25 and over)

$$G_w = \sqrt[4]{\left(\frac{1}{AB} \cdot ER\right)^{\frac{1}{2}} \cdot (MC_w \cdot DH_w \cdot SA_w \cdot TO_w \cdot UN_w)^{\frac{1}{5}} \cdot (WP_w \cdot EP_w \cdot WE_w)^{\frac{1}{3}} \cdot (LT_w \cdot SE_w \cdot TE_w)^{\frac{1}{3}}}$$

$$G_m = \sqrt[4]{1 \cdot (MC_m \cdot DH_m \cdot SA_m \cdot TO_m \cdot UN_m)^{\frac{1}{5}} \cdot (WP_m \cdot EP_m \cdot WE_m)^{\frac{1}{3}} \cdot (LT_m \cdot SE_m \cdot TE_m)^{\frac{1}{3}}}$$

$$G_{harm} = \left[\frac{G_w^{-1} + G_m^{-1}}{2} \right]^{-1}$$

$$G_{health} = \frac{\sqrt{\frac{1}{AB} \cdot ER} + 1}{2}$$

$$G_{representation} = \frac{\sqrt[5]{MC_w \cdot DH_w \cdot SA_w \cdot TO_w \cdot UN_w} + \sqrt[5]{MC_m \cdot DH_m \cdot SA_m \cdot TO_m \cdot UN_m}}{2}$$

$$G_{production} = \frac{\sqrt[3]{WP_w \cdot EP_w \cdot WE_w} + \sqrt[3]{WP_m \cdot EP_m \cdot WE_m}}{2}$$

$$G_{education} = \frac{\sqrt[3]{LT_w \cdot SE_w \cdot TE_w} + \sqrt[3]{LT_m \cdot SE_m \cdot TE_m}}{2}$$

$$G_{wm} = \sqrt[4]{G_{health} \cdot G_{representation} \cdot G_{production} \cdot G_{education}}$$

$$G_{gii_n} = 1 - \frac{G_{harm}}{G_{wm}}$$

WEF: the original method of calculation

The Global Gender Gap Index by the WEF is computed as the arithmetic mean of 4 sub-indexes: economic participation and opportunity, educational attainment, health and survival and political

empowerment. While the economic participation and opportunity sub-index consists of the indicators of labor force participation, wage equality, estimated earned income, legislators, senior officials and managers, professional and technical workers; the educational attainment sub-index includes the indicators of literacy rate, enrolment in primary education, enrolment in secondary education and enrolment in tertiary education. The health and survival sub-index evaluates the sex ratio at birth and the healthy life expectancy whereas the political empowerment sub-index looks at the indicators of women in parliament, women in ministerial positions and years with female head of state (last 50 years).

The WEF calculates the weighting coefficients of indicators based on the standard deviation for each indicator. Within this framework, the WEF first determines what a 1 percent point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. The standard deviation values per 1 percent change are, then, summed within each sub-index and proportioned to have a value of 1 in total, thus calculating the weighting coefficients for each indicator. These values are then used as weights for indicators to calculate the sub-index score. Individual indicators contribute to the sub-index in direct proportion to their weighting coefficients, and these weights have not been altered since 2006 with the first edition of the index. This way of weighting indicators makes sure that each indicator has the same relative impact on the sub-index. For example, a change in an indicator with a small variability gets a larger weight within the sub-index than a change in an indicator with a larger variability. A simple average of each sub-index score, without weighting, is used to calculate the overall index score. As the index uses female-to-male ratios with the same unit for all indicators, there is no need for a separate process of normalization.

Unlike the UNDP methodology which analyses indicators separately and combines two separate calculations, the WEF methodology initially converts all data into female-to-male ratios to track the disparities between women and men. Within this framework, for all indicators, except the 2 health indicators, the equality benchmark is considered to be "1". In the case of "sex ratio at birth", the equality benchmark is set at 0.944 in line with female-to-male ratios although the benchmark is generally considered to be 1.06 in the literature under normal circumstances.⁴⁴ In the case of healthy life expectancy, the equality benchmark is set at 1.06 to capture the fact that women tend to naturally live longer than men.⁴⁵ You may find below the mathematical notation corresponding to the original method of calculation for the WEF Global Gender Gap Index.

$$w = \text{woman}$$

$$m = \text{man}$$

$$\text{Economy} = \text{Economic participation and opportunity sub – index}$$

$$\text{Education} = \text{Educational attainment sub – index}$$

⁴⁴ Klasen, S. and Wink, C. (2003). Missing Women: Revisiting the Debate. *Feminist Economics*. 9:2-3, 263-299.

⁴⁵ United Nations Development Programme. (2018). Human Development Report 2018.

Health = Health and survival sub – index

Empowerment = Political empowerment sub – index

LF = Labor force participation rate

WE = Wage equality for similar work

EI = Estimated earned income

EP = Share of executive positions

PP = Share of professional and technical positions

LT = Literacy rate

PE = Enrolment in primary education

SE = Enrolment in secondary education

TE = Enrolment in tertiary education

SB = Sex ratio at birth

HL = Healthy life expectancy

PS = Share of parliamentary seats

MP = Share of ministerial positions

HS = Years as the head of state (last 50 years)

$$Economy = 0.199 \frac{LF_w}{LF_m} + 0.310 \frac{WE_w}{WE_m} + 0.221 \frac{EI_w}{EI_m} + 0.149 \frac{EP_w}{EP_m} + 0.121 \frac{PP_w}{PP_m}$$

$$Education = 0.191 \frac{LT_w}{LT_m} + 0.459 \frac{PE_w}{PE_m} + 0.230 \frac{SE_w}{SE_m} + 0.121 \frac{TE_w}{TE_m}$$

$$Health = 0.693 \frac{SB_w}{SB_m} + 0.307 \frac{HL_w}{HL_m}$$

$$Empowerment = 0.310 \frac{PS_w}{PS_m} + 0.247 \frac{MP_w}{MP_m} + 0.443 \frac{HS_w}{HS_m}$$

$$WEF \text{ Global Gender Gap Index} = \frac{Economy + Education + Health + Empowerment}{4}$$

Updating the WEF original method of calculation with additional indicators and indicator grouping accessible at the provincial level

3 sub-indexes were constructed based on the updated set of indicators compiled for 81 provinces with the approach detailed below in mathematical notation. This constitutes the new version of the WEF methodology expanded to include provincial-level data.

$w = \text{woman}$

$m = \text{man}$

Economy = Participation in production sub – index

Education = Educational attainment sub – index

Representation = Representation in politics and economy sub – index

TCE = Gender Equality Index of Turkey's 81 Provinces

WP = Share of working population

EP = Share of executive positions

WE = Wage equality for similar work

LT = Literacy rate

SE = Secondary education graduation rate (ages 25 and over)

TE = Tertiary education graduation rate (ages 25 and over)

MC = Share of Municipal Council seats

DH = Distribution of district heads of political parties

TO = Average distribution of presidents, council chairpersons,

secretary – generals, board members, council members, and

professional committee members in chambers and commodity exchanges within the TOBB

UN = Unionization rate

SA = Signatory authority rate

$$\text{Economy} = 0.555 \frac{WP_w}{WP_m} + 0.264 \frac{EP_w}{EP_m} + 0.182 \frac{WE_w}{WE_m}$$

$$\text{Education} = 0.653 \frac{LT_w}{LT_m} + 0.171 \frac{SE_w}{SE_m} + 0.175 \frac{TE_w}{TE_m}$$

$$Representation = 0.124 \frac{MC_w}{MC_m} + 0.196 \frac{DH_w}{DH_m} + 0.321 \frac{TO_w}{TO_m} + 0.061 \frac{UN_w}{UN_m} + 0.298 \frac{SA_w}{SA_m}$$

$$TCE = \frac{Economy + Education + Representation}{3}$$

In short, the 3 index calculation methods updated at the provincial level are as follows: (i) UNDP GII, adapted to provincial-level calculations, (ii) UNDP, adapted to provincial-level calculations with an expanded dataset and (iii) WEF, adapted to provincial-level calculations with an expanded dataset. 3 different index scores were computed following these three different methodological approaches. Afterwards, it was determined that while the (ii) and (iii) methodologies deliver similar ranking results in the index, the (i) methodology included a limited number of indicators and attributed higher levels of equality to provinces that are actually marked by inequality in descriptive analyses based on newly-added indicators. Next, the (ii) and (iii) approaches were compared to identify the provinces whose ranking shifted the most between the two indexes. The differences in performance between the provinces whose ranking shifted the most and the other provinces positioned in-between the shifting rankings under the two methodologies were analyzed by directly comparing the indicators without following any index calculation method. Within this framework, it was concluded that the WEF methodology produces more significant results. Although both indexes subject to analysis here are well-accepted indexes in the literature, it is possible to describe the formula structure of the GII as “unnecessarily complex”.⁴⁶ For these reasons, the study adopted the version of WEF methodology which was adapted to provincial-level calculations with an expanded dataset. The following sub-section provides further details on the general approach of this index used within the scope of the study.

E.2. Construction of the Index

The 11 main indicators of the study, developed after conducting a literature review and compiling expert opinions, are grouped under 3 sub-categories. In converting the compiled indicators into index values, 3 preliminary steps were followed with reference to the methodology adopted in the Global Gender Gap Report by the WEF. Within this framework, the indicators compiled for women and men were first converted into female-to-male ratios, truncated at the equality benchmark and assigned specific weighting coefficients. At the end of these 3 steps, first, the indicators were converted into sub-indexes through weighted average calculation by the determined coefficients, then the sub-indexes were converted into the main index value through arithmetic mean calculation. As the main index value is an average value based on female-to-male ratios, it holds a value between 0 and 1. The value of “1” indicates a scenario where women and men have the same performance in all indicators and are equal. On the other hand, an index value closer to 0 signifies a scenario where women are more at a disadvantage compared to men and where equality is compromised. The following sub-sections summarize this 3-step process with justifications.

⁴⁶ Permanyer, I. (2013). A Critical Assessment of the UNDP's Gender Inequality Index. *Feminist Economics*. 19-2, 1-32.

Converting indicators to female-to-male ratios

In the construction of the index, all indicators are, first, converted into female-to-male ratios. With this approach, the aim is to assess gender equality based on the disparity between different ratios instead of the ratios themselves. Developed countries/provinces may provide both men and women with more opportunities in many areas. In this case, if we directly focus on the levels at which men and women benefit from these opportunities, it is possible to conclude that women are more empowered in developed countries/provinces compared to less-developed countries/provinces. In other words, the ratio-based approach means comparing the ratios at which women benefit from different services across different countries/provinces. However, we are better able to analyze the level of gender equality if we compare the ratios at which women and men benefit from services by converting them into female-to-male ratios and then making comparisons between countries/provinces based on these female-to-male ratios (i.e., comparing the female-to-male ratios instead of the separate ratios by gender). For instance, with this approach, the countries/provinces gain or lose index scores in accordance with the level of disparity between men and women in a country/province in terms of educational attainment, instead of the differences in women's level of education across different countries/provinces.

Truncating indicator values at equality benchmark

Another core approach in constructing the index is focusing on gender equality instead of women's empowerment. In approaches rewarding women's empowerment, the index assigns additional scores to situations where women surpass men in certain indicators in some countries/provinces. However, the index constructed within the scope of this study rewards gender equality and assigns the same score to a country/province where women have higher levels of enrolment compared to men and a country/province where men and women have equal levels of enrolment. Within this framework, for all indicators, the equality benchmark is considered to be "1" and the female-to-male ratios are truncated at the equality benchmark of "1" if they end up being greater than 1.

Assigning weighting coefficients to indicators

A simple average of each sub-index score is used to calculate the overall index score. Each of the four sub-indexes is computed as the weighted average of the underlying individual indicators. In calculating the weighted average of individual indicators to form the sub-index, standard deviations for all indicators are taken into account. According to this approach, an indicator with a large variability and an indicator with no variability across countries/provinces contribute to the sub-index in proportion to their variability. To this end, the index first determines what a 1 percent point change would translate to in terms of standard deviations by dividing 0.01 by the standard deviation for each indicator. The standard deviation values per 1 percent change are, then, summed and proportioned to calculate the weighting coefficients for each indicator within the sub-index. This way of weighting indicators makes sure that each indicator has the same relative impact on the sub-index. For example, an indicator with a small variability or standard deviation gets a larger weight within the same sub-index than an indicator with a larger variability. Thus, an improvement in an indicator with normally small variability does not lose its impact against an indicator with normally larger variability.

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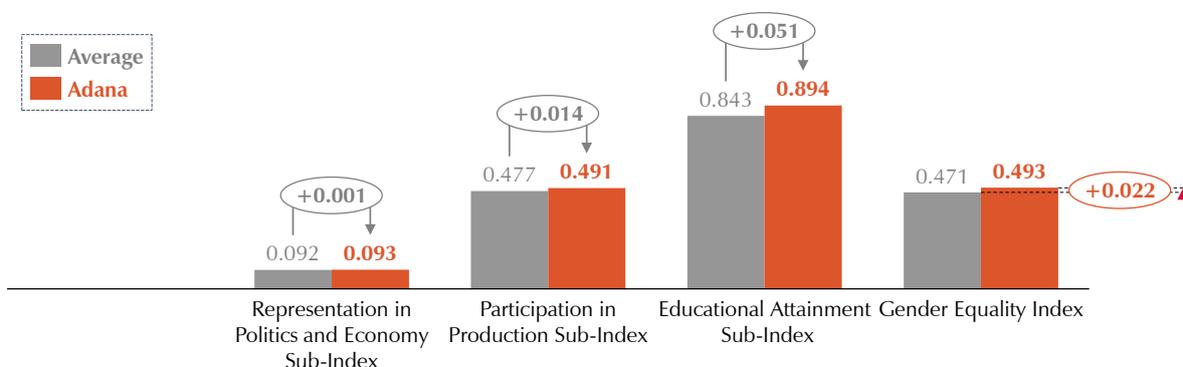
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Scorecards of 81 Provinces

Adana	Overall Ranking	22
	(81 provinces)	
	Overall Score	0.493
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	2.2 million	1.1 million	1.1 million	15 billion 293 thousand \$	6 thousand 894 \$	Upper-middle

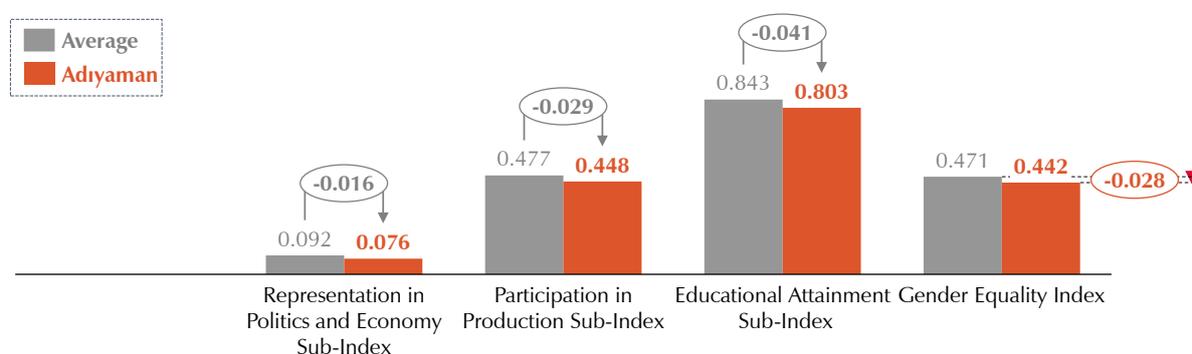


Sub-Index	Indicator	Ratio	Average	Adana
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	12.8%
		Female to male	12.0%	14.7%
	Gender distribution of district heads of political parties	Female	2.8%	3.3%
		Female to male	3.1%	3.4%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.5%
		Female to male	3.5%	2.5%
Participation in Production	Unionization rate by gender	Female	9.8%	6.8%
		Female to male	56.6%	53.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.5%
		Female to male	8.4%	9.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.4%
		Female to male	38.8%	36.4%
	Gender distribution of executive positions	Female	1.0%	1.6%
		Female to male	72.4%	87.7%
	Wage equality for similar work	Female	23.6%	21.3%
		Female to male	38.8%	31.7%
Educational Attainment	Literacy rate by gender	Female	91.5%	92.9%
		Female to male	94.5%	95.1%
	Tertiary education graduation rate by gender	Female	27.0%	35.2%
		Female to male	62.3%	77.2%
	Undergraduate graduation rate by gender	Female	13.5%	16.2%
		Female to male	68.0%	80.2%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Adıyaman	Overall Ranking	66
	(81 provinces)	
	Overall Score	0.442
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	625 thousand	315 thousand	310 thousand	2 billion 957 thousand \$	4 thousand 771 \$	Upper-middle

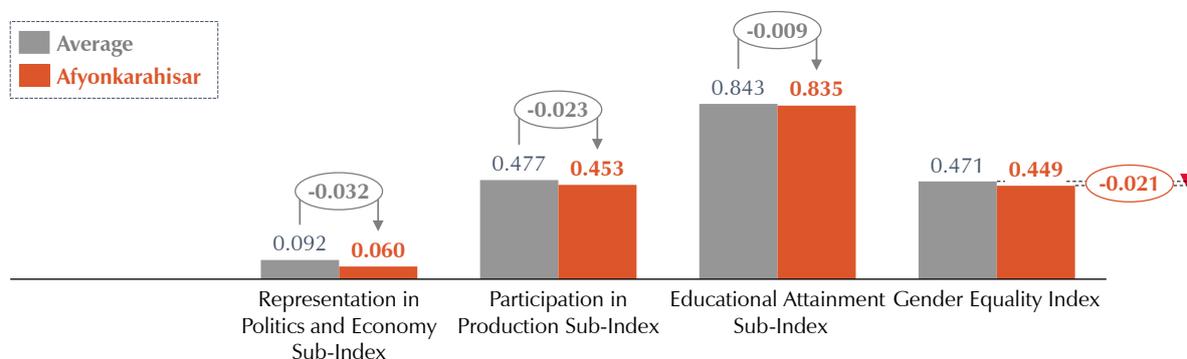


Sub-Index	Indicator	Ratio	Average	Adıyaman
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.8%
		Female to male	12.0%	4.0%
	Gender distribution of district heads of political parties	Female	2.8%	5.6%
		Female to male	3.1%	5.9%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.9%
		Female to male	3.5%	0.9%
Participation in Production	Unionization rate by gender	Female	9.8%	10.3%
		Female to male	56.6%	59.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.4%
	Female to male	8.4%	6.9%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	7.9%
		Female to male	38.8%	39.0%
	Gender distribution of executive positions	Female	1.0%	0.5%
	Female to male	72.4%	58.7%	
Educational Attainment	Wage equality for similar work	Female	23.6%	26.8%
		Female to male	38.8%	42.3%
	Literacy rate by gender	Female	91.5%	88.9%
	Female to male	94.5%	91.3%	
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	23.7%
		Female to male	62.3%	57.3%
	Undergraduate graduation rate by gender	Female	13.5%	12.1%
	Female to male	68.0%	61.6%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Afyonkarahisar	Overall Ranking	56
	(81 provinces)	
	Overall Score	0.449
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	726 thousand	360 thousand	365 thousand	4 billion 831 thousand \$	6 thousand 704 \$	Upper-middle

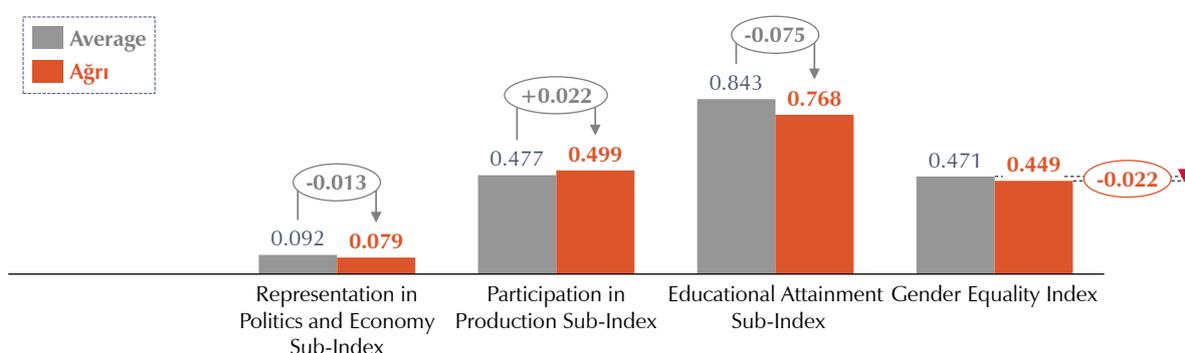


Sub-Index	Indicator	Ratio	Average	Afyonkarahisar
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.5%
		Female to male	12.0%	3.6%
	Gender distribution of district heads of political parties	Female	2.8%	2.8%
		Female to male	3.1%	2.9%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.9%
		Female to male	3.5%	0.9%
Participation in Production	Unionization rate by gender	Female	9.8%	7.6%
		Female to male	56.6%	55.1%
	Gender distribution of authorized signatories in companies	Female	7.7%	4.3%
	Female to male	8.4%	4.5%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	9.5%
		Female to male	38.8%	33.6%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	72.4%
	Wage equality for similar work	Female	23.6%	27.2%
		Female to male	38.8%	41.8%
Educational Attainment	Literacy rate by gender	Female	91.5%	93.8%
		Female to male	94.5%	96.3%
	Tertiary education graduation rate by gender	Female	27.0%	21.4%
		Female to male	62.3%	55.4%
	Undergraduate graduation rate by gender	Female	13.5%	10.5%
		Female to male	68.0%	63.1%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Ağrı	Overall Ranking	57
	(81 provinces)	
	Overall Score	0.449
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	540 thousand	281 thousand	259 thousand	1 billion 723 thousand \$	3 thousand 204 \$	Lower-Middle

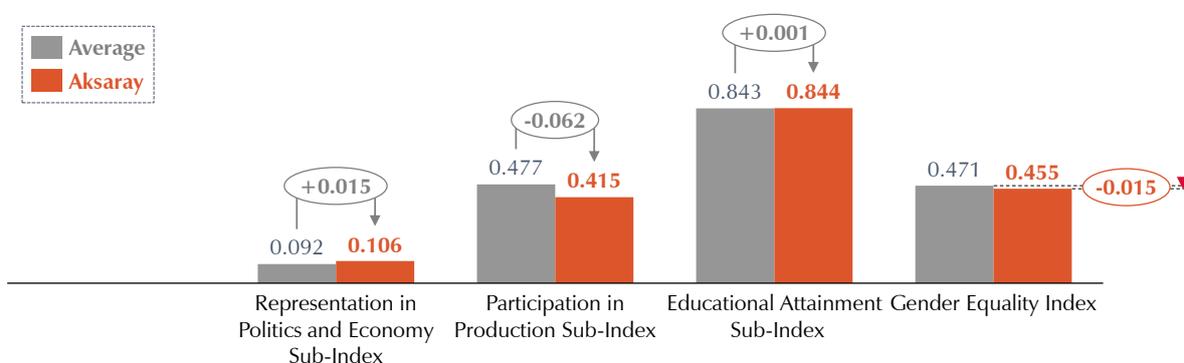


Sub-Index	Indicator	Ratio	Average	Ağrı
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.6%
		Female to male	12.0%	11.8%
	Gender distribution of district heads of political parties	Female	2.8%	6.3%
		Female to male	3.1%	6.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.5%
		Female to male	3.5%	4.7%
Participation in Production	Unionization rate by gender	Female	9.8%	5.9%
		Female to male	56.6%	26.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.3%
		Female to male	8.4%	6.7%
Educational Attainment	Gender distribution of the working population	Female	11.3%	5.8%
		Female to male	38.8%	41.0%
	Gender distribution of executive positions	Female	1.0%	0.4%
		Female to male	72.4%	56.1%
	Wage equality for similar work	Female	23.6%	37.7%
		Female to male	38.8%	68.2%
Educational Attainment	Literacy rate by gender	Female	91.5%	86.0%
		Female to male	94.5%	88.8%
	Tertiary education graduation rate by gender	Female	27.0%	14.0%
		Female to male	62.3%	47.0%
	Undergraduate graduation rate by gender	Female	13.5%	8.4%
		Female to male	68.0%	61.4%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Aksaray	Overall Ranking	53
	(81 provinces)	
	Overall Score	0.455
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	412 thousand	205 thousand	207 thousand	2 billion 718 thousand \$	6 thousand 674 \$	Upper-middle

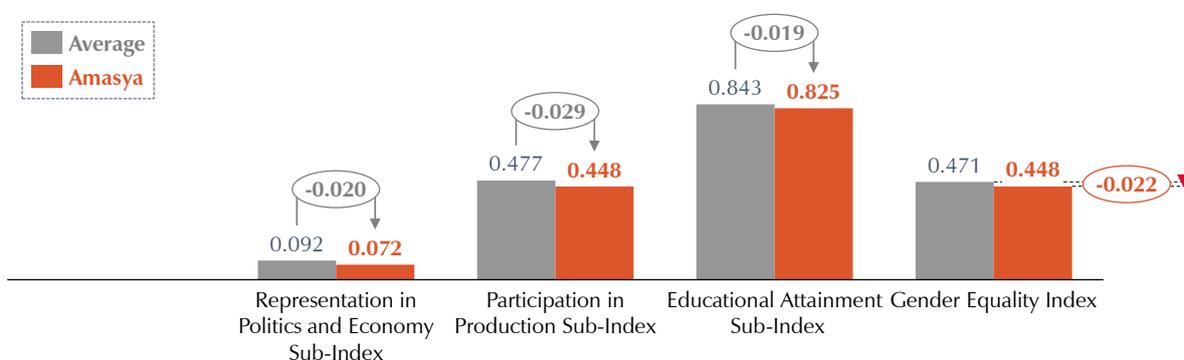


Sub-Index	Indicator	Ratio	Average	Aksaray
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.5%
		Female to male	12.0%	3.7%
	Gender distribution of district heads of political parties	Female	2.8%	12.5%
		Female to male	3.1%	14.3%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.4%
		Female to male	3.5%	0.4%
Participation in Production	Unionization rate by gender	Female	9.8%	14.2%
		Female to male	56.6%	80.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.3%
		Female to male	8.4%	7.9%
	Gender distribution of the working population	Female	11.3%	8.6%
		Female to male	38.8%	28.4%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	76.1%
	Wage equality for similar work	Female	23.6%	19.5%
		Female to male	38.8%	31.1%
	Literacy rate by gender	Female	91.5%	89.2%
		Female to male	94.5%	94.7%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	20.9%
		Female to male	62.3%	60.8%
	Undergraduate graduation rate by gender	Female	13.5%	10.6%
		Female to male	68.0%	69.3%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Amasya	Overall Ranking	58
	(81 provinces)	
	Overall Score	0.448
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	338 thousand	170 thousand	168 thousand	2 billion 251 thousand \$	6 thousand 745 \$	Upper-middle

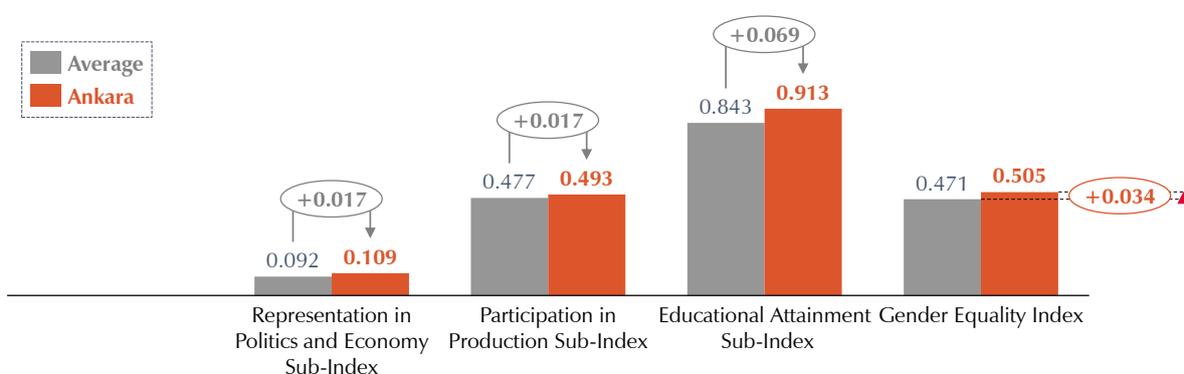


Sub-Index	Indicator	Ratio	Average	Amasya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.5%
		Female to male	12.0%	8.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.0%
		Female to male	3.5%	1.0%
	Unionization rate by gender	Female	9.8%	9.8%
	Female to male	56.6%	53.8%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	8.0%
		Female to male	8.4%	8.7%
	Gender distribution of the working population	Female	11.3%	9.8%
		Female to male	38.8%	41.3%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.8%
		Female to male	72.4%	62.0%
	Wage equality for similar work	Female	23.6%	20.3%
		Female to male	38.8%	30.5%
Educational Attainment	Literacy rate by gender	Female	91.5%	93.3%
		Female to male	94.5%	95.9%
	Tertiary education graduation rate by gender	Female	27.0%	25.7%
		Female to male	62.3%	57.2%
	Undergraduate graduation rate by gender	Female	13.5%	12.4%
		Female to male	68.0%	57.1%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Ankara	Overall Ranking	16
	(81 provinces)	
	Overall Score	0.505
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	5.5 million	2.7 million	2.8 million	69 billion 878 thousand \$	12 thousand 764 \$	Higher

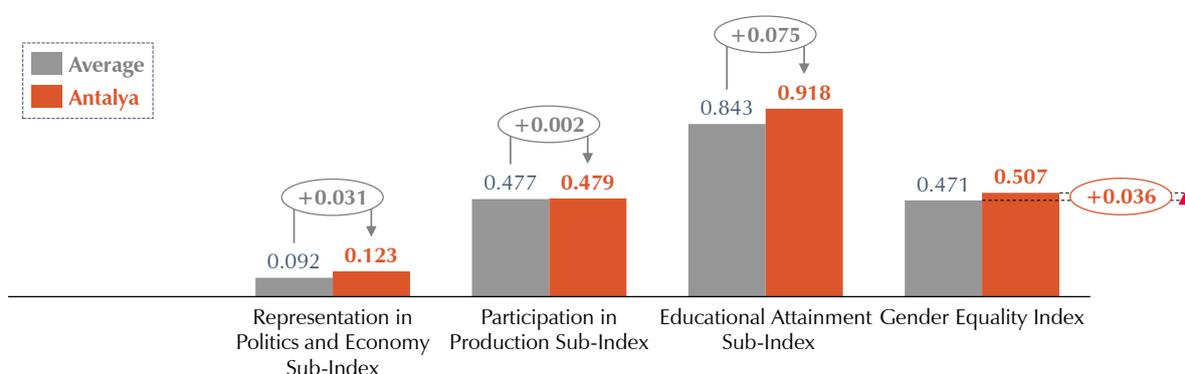


Sub-Index	Indicator	Ratio	Average	Ankara
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	13.5%
		Female to male	12.0%	15.6%
	Gender distribution of district heads of political parties	Female	2.8%	2.0%
		Female to male	3.1%	2.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.1%
		Female to male	3.5%	1.1%
Participation in Production	Unionization rate by gender	Female	9.8%	10.6%
		Female to male	56.6%	69.1%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.9%
		Female to male	8.4%	13.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	20.6%
		Female to male	38.8%	46.7%
	Gender distribution of executive positions	Female	1.0%	1.9%
		Female to male	72.4%	78.7%
Educational Attainment	Wage equality for similar work	Female	23.6%	11.7%
		Female to male	38.8%	14.6%
	Literacy rate by gender	Female	91.5%	93.6%
		Female to male	94.5%	97.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	48.0%
		Female to male	62.3%	79.3%
	Undergraduate graduation rate by gender	Female	13.5%	27.1%
		Female to male	68.0%	81.7%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Antalya	Overall Ranking	14
	(81 provinces)	
	Overall Score	0.507
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	2.4 million	1.2 million	1.2 million	24 billion 102 thousand \$	10 thousand 62 \$	Upper-middle

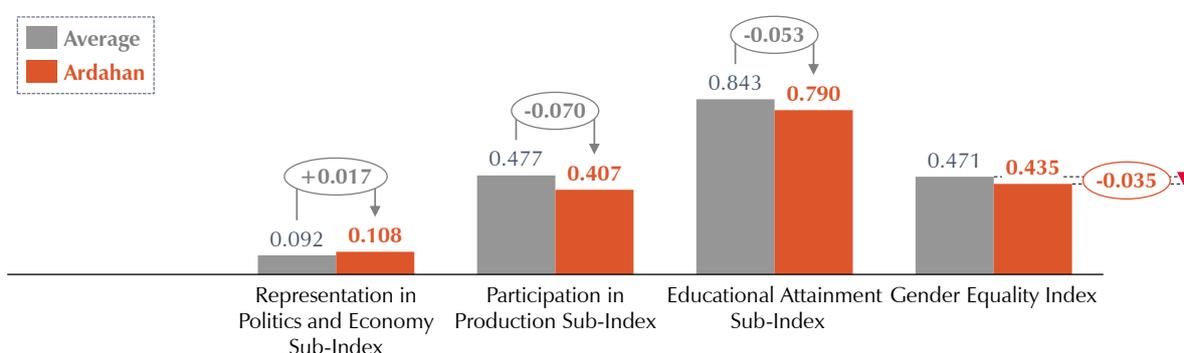


Sub-Index	Indicator	Ratio	Average	Antalya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	13.3%
		Female to male	12.0%	15.3%
	Gender distribution of district heads of political parties	Female	2.8%	2.6%
		Female to male	3.1%	2.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	5.1%
		Female to male	3.5%	5.4%
Participation in Production	Unionization rate by gender	Female	9.8%	6.7%
		Female to male	56.6%	71.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.2%
		Female to male	8.4%	12.7%
Educational Attainment	Gender distribution of the working population	Female	11.3%	20.9%
		Female to male	38.8%	49.9%
	Gender distribution of executive positions	Female	1.0%	2.0%
		Female to male	72.4%	64.9%
Educational Attainment	Wage equality for similar work	Female	23.6%	13.9%
		Female to male	38.8%	17.1%
	Literacy rate by gender	Female	91.5%	92.9%
		Female to male	94.5%	96.9%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	37.9%
		Female to male	62.3%	79.0%
	Undergraduate graduation rate by gender	Female	13.5%	18.9%
	Female to male	68.0%	85.3%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Ardahan	Overall Ranking	71
	(81 provinces)	
	Overall Score	0.435
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	99 thousand	52 thousand	47 thousand	554 million \$	5 thousand 648 \$	Upper-middle

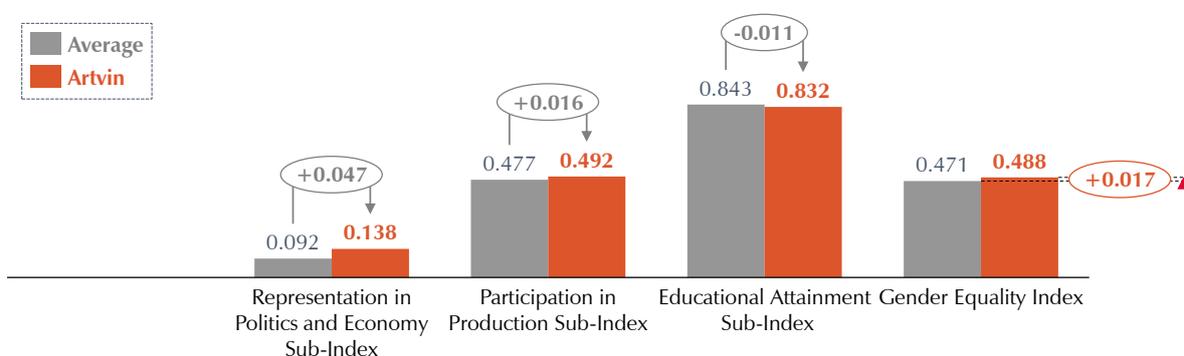


Sub-Index	Indicator	Ratio	Average	Ardahan
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	13.0%
		Female to male	12.0%	15.0%
	Gender distribution of district heads of political parties	Female	2.8%	16.7%
		Female to male	3.1%	20.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	14.6%
		Female to male	56.6%	45.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.2%
	Female to male	8.4%	7.8%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.7%
		Female to male	38.8%	40.6%
	Gender distribution of executive positions	Female	1.0%	0.4%
		Female to male	72.4%	34.6%
	Wage equality for similar work	Female	23.6%	30.6%
	Female to male	38.8%	49.8%	
Educational Attainment	Literacy rate by gender	Female	91.5%	87.9%
		Female to male	94.5%	90.5%
	Tertiary education graduation rate by gender	Female	27.0%	19.0%
		Female to male	62.3%	50.8%
	Undergraduate graduation rate by gender	Female	13.5%	9.8%
	Female to male	68.0%	64.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Artvin	Overall Ranking	27
	(81 provinces)	
	Overall Score	0.488
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	174 thousand	88 thousand	86 thousand	1 billion 425 thousand \$	8 thousand 376 \$	Upper-middle

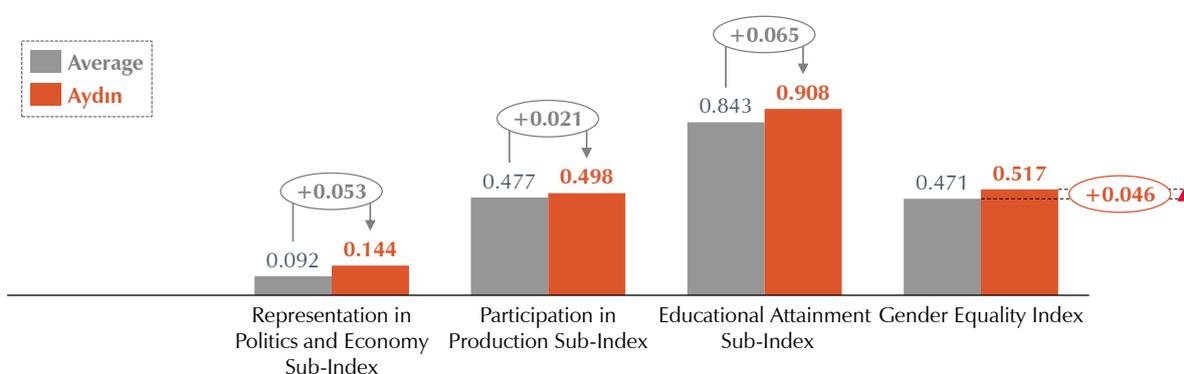


Sub-Index	Indicator	Ratio	Average	Artvin
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	17.5%
		Female to male	12.0%	21.2%
	Gender distribution of district heads of political parties	Female	2.8%	16.7%
		Female to male	3.1%	20.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.8%
		Female to male	3.5%	2.8%
Participation in Production	Unionization rate by gender	Female	9.8%	13.8%
		Female to male	56.6%	63.9%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.7%
	Female to male	8.4%	8.3%	
Educational Attainment	Literacy rate by gender	Female	91.5%	93.3%
		Female to male	94.5%	94.7%
	Tertiary education graduation rate by gender	Female	27.0%	30.3%
	Female to male	62.3%	57.9%	
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	13.6%
		Female to male	68.0%	65.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Aydın	Overall Ranking	9
	(81 provinces)	
	Overall Score	0.517
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	1.1 million	546 thousand	552 thousand	7 billion 468 thousand \$	6 thousand 856 \$	Upper-middle

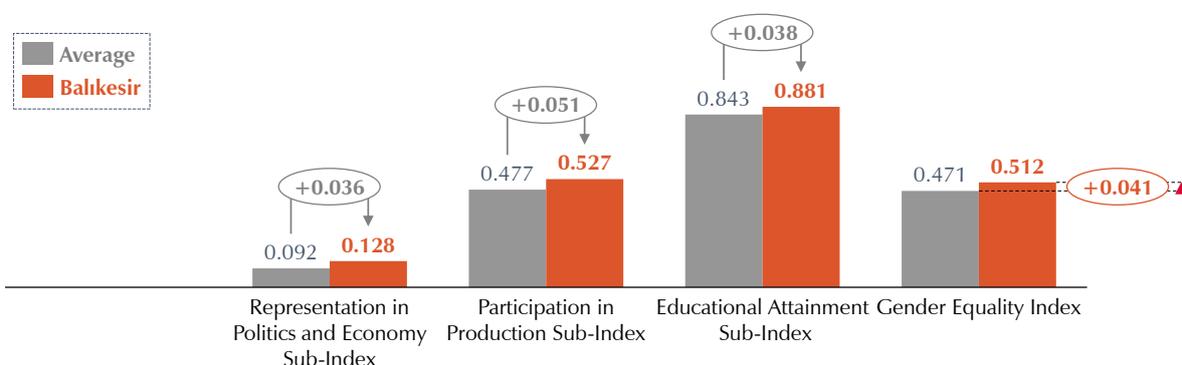


Sub-Index	Indicator	Ratio	Average	Aydın
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	12.8%
		Female to male	12.0%	14.6%
	Gender distribution of district heads of political parties	Female	2.8%	2.9%
		Female to male	3.1%	3.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	10.7%
		Female to male	3.5%	12.0%
Participation in Production	Unionization rate by gender	Female	9.8%	9.5%
		Female to male	56.6%	80.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	10.0%
		Female to male	8.4%	11.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	13.0%
		Female to male	38.8%	46.3%
	Gender distribution of executive positions	Female	1.0%	1.4%
	Female to male	72.4%	77.2%	
Educational Attainment	Wage equality for similar work	Female	23.6%	14.7%
		Female to male	38.8%	20.4%
	Literacy rate by gender	Female	91.5%	95.0%
		Female to male	94.5%	97.1%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	32.0%
		Female to male	62.3%	78.0%
	Undergraduate graduation rate by gender	Female	13.5%	15.7%
	Female to male	68.0%	79.6%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Balıkesir	Overall Ranking	10
	(81 provinces)	
	Overall Score	0.512
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	1.2 million	613 thousand	614 thousand	9 billion 656 thousand \$	7 thousand 943 \$	Upper-middle

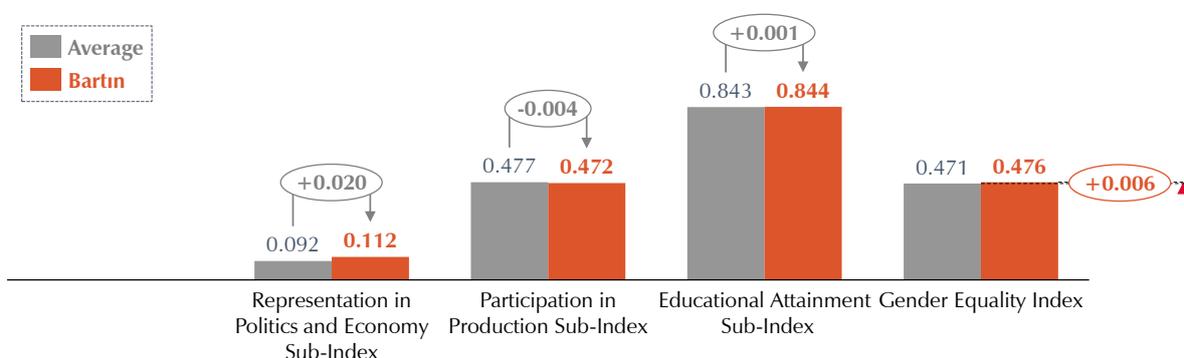


Sub-Index	Indicator	Ratio	Average	Balıkesir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	16.1%
		Female to male	12.0%	19.2%
	Gender distribution of district heads of political parties	Female	2.8%	10.0%
		Female to male	3.1%	11.1%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.7%
		Female to male	3.5%	4.9%
Unionization rate by gender	Female	9.8%	8.7%	
	Female to male	56.6%	61.2%	
Gender distribution of authorized signatories in companies	Female	7.7%	8.9%	
	Female to male	8.4%	9.7%	
Participation in Production	Gender distribution of the working population	Female	11.3%	12.2%
		Female to male	38.8%	43.8%
	Gender distribution of executive positions	Female	1.0%	1.5%
Female to male		72.4%	93.0%	
Wage equality for similar work	Female	23.6%	17.8%	
	Female to male	38.8%	21.5%	
Educational Attainment	Literacy rate by gender	Female	91.5%	95.1%
		Female to male	94.5%	97.4%
	Tertiary education graduation rate by gender	Female	27.0%	30.8%
		Female to male	62.3%	70.3%
Undergraduate graduation rate by gender	Female	13.5%	14.7%	
	Female to male	68.0%	71.0%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bartın	Overall Ranking	38
	(81 provinces)	
	Overall Score	0.476
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	199 thousand	99 thousand	100 thousand	1 billion 176 thousand \$	5 thousand 989 \$	Upper-middle

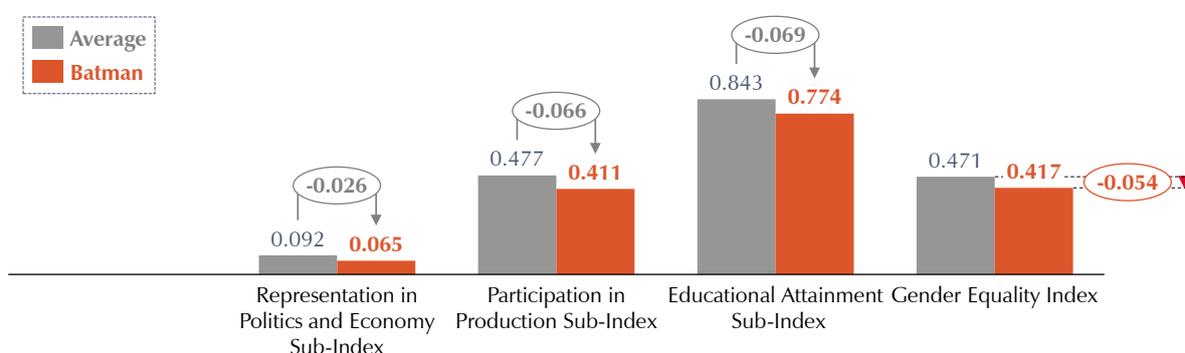


Sub-Index	Indicator	Ratio	Average	Bartın
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	12.5%
		Female to male	12.0%	14.3%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	7.4%
		Female to male	3.5%	8.0%
Participation in Production	Unionization rate by gender	Female	9.8%	7.9%
		Female to male	56.6%	49.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.5%
		Female to male	8.4%	13.0%
Educational Attainment	Gender distribution of the working population	Female	11.3%	11.6%
		Female to male	38.8%	43.3%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	71.8%
Wage equality for similar work		Female	23.6%	18.5%
		Female to male	38.8%	23.8%
	Literacy rate by gender	Female	91.5%	92.4%
		Female to male	94.5%	95.1%
Tertiary education graduation rate by gender		Female	27.0%	21.2%
		Female to male	62.3%	60.3%
	Undergraduate graduation rate by gender	Female	13.5%	10.3%
		Female to male	68.0%	68.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Batman	Overall Ranking	77
	(81 provinces)	
	Overall Score	0.417
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	599 thousand	301 thousand	298 thousand	2 billion 589 thousand \$	4 thousand 373 \$	Upper-middle

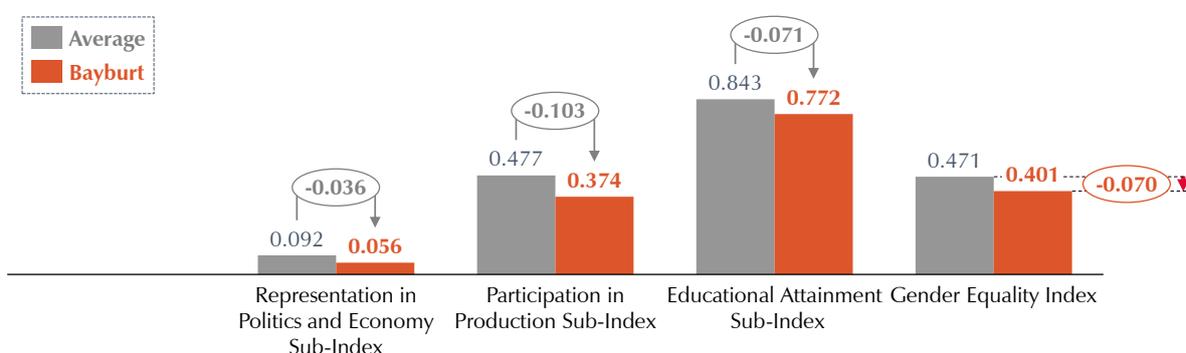


Sub-Index	Indicator	Ratio	Average	Batman
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	21.5%
		Female to male	12.0%	27.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	5.5%
		Female to male	56.6%	37.6%
	Gender distribution of authorized signatories in companies	Female	7.7%	2.8%
	Female to male	8.4%	2.9%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.3%
		Female to male	94.5%	91.7%
	Tertiary education graduation rate by gender	Female	27.0%	21.0%
	Female to male	62.3%	46.9%	
	Undergraduate graduation rate by gender	Female	13.5%	11.5%
	Female to male	68.0%	54.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bayburt	Overall Ranking	79
	(81 provinces)	
	Overall Score	0.401
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	82 thousand	41 thousand	41 thousand	477 million \$	5 thousand 861 \$	Upper-middle

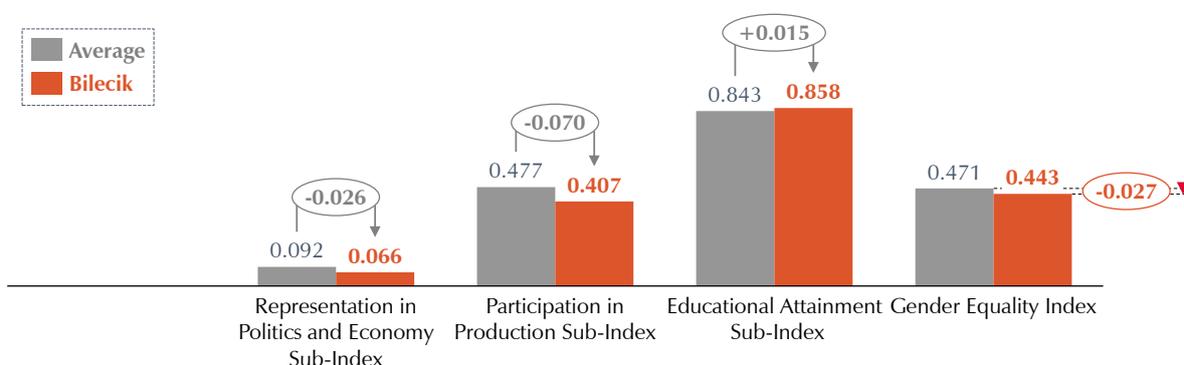


Sub-Index	Indicator	Ratio	Average	Bayburt
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.9%
		Female to male	12.0%	4.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	11.8%
		Female to male	56.6%	50.7%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.3%
		Female to male	8.4%	6.8%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.9%
		Female to male	38.8%	33.8%
	Gender distribution of executive positions	Female	1.0%	0.3%
		Female to male	72.4%	45.1%
Wage equality for similar work		Female	23.6%	22.2%
		Female to male	38.8%	36.9%
	Literacy rate by gender	Female	91.5%	90.1%
		Female to male	94.5%	92.8%
Tertiary education graduation rate by gender		Female	27.0%	19.5%
		Female to male	62.3%	45.1%
	Undergraduate graduation rate by gender	Female	13.5%	10.1%
		Female to male	68.0%	50.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bilecik	Overall Ranking	64
	(81 provinces)	
	Overall Score	0.443
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	223 thousand	117 thousand	107 thousand	2 billion 360 thousand \$	10 thousand 603 \$	Upper-middle

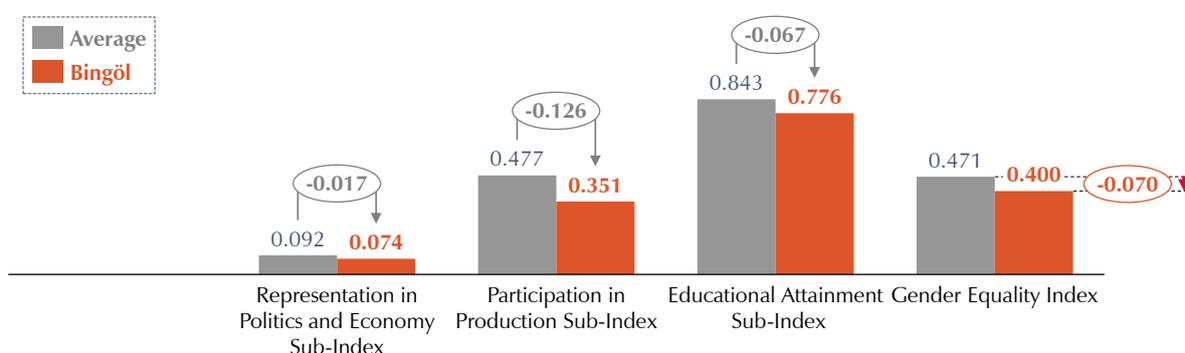


Sub-Index	Indicator	Ratio	Average	Bilecik
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	9.6%
		Female to male	12.0%	10.7%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.6%
		Female to male	3.5%	0.6%
Participation in Production	Unionization rate by gender	Female	9.8%	10.3%
		Female to male	56.6%	40.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.0%
		Female to male	8.4%	8.7%
Educational Attainment	Gender distribution of the working population	Female	11.3%	15.9%
		Female to male	38.8%	39.0%
	Gender distribution of executive positions	Female	1.0%	0.8%
		Female to male	72.4%	58.9%
Educational Attainment	Wage equality for similar work	Female	23.6%	15.9%
		Female to male	38.8%	19.2%
	Literacy rate by gender	Female	91.5%	94.9%
		Female to male	94.5%	97.4%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	29.8%
		Female to male	62.3%	61.9%
	Undergraduate graduation rate by gender	Female	13.5%	13.2%
	Female to male	68.0%	65.7%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bingöl	Overall Ranking	80
	(81 provinces)	
	Overall Score	0.400
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	281 thousand	144 thousand	138 thousand	1 billion 320 thousand \$	4 thousand 759 \$	Upper-middle

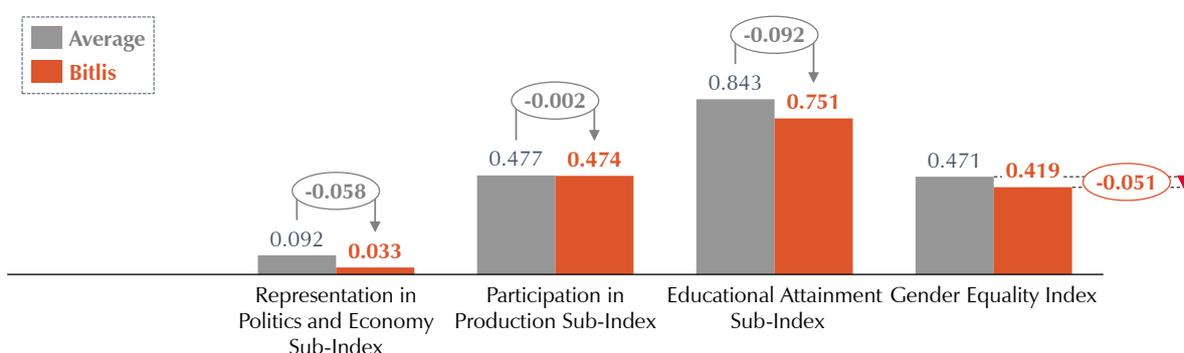


Sub-Index	Indicator	Ratio	Average	Bingöl
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.8%
		Female to male	12.0%	9.6%
	Gender distribution of district heads of political parties	Female	2.8%	6.3%
		Female to male	3.1%	6.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	8.4%
		Female to male	56.6%	43.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.2%
	Female to male	8.4%	7.7%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	7.8%
		Female to male	38.8%	30.7%
	Gender distribution of executive positions	Female	1.0%	0.2%
		Female to male	72.4%	36.6%
Educational Attainment	Wage equality for similar work	Female	23.6%	21.7%
		Female to male	38.8%	46.3%
	Literacy rate by gender	Female	91.5%	88.6%
		Female to male	94.5%	91.3%
	Tertiary education graduation rate by gender	Female	27.0%	22.1%
	Female to male	62.3%	51.3%	
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	10.7%
		Female to male	68.0%	52.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bitlis	Overall Ranking	76
	(81 provinces)	
	Overall Score	0.419
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	349 thousand	182 thousand	167 thousand	1 billion 301 thousand \$	3 thousand 767 \$	Upper-middle

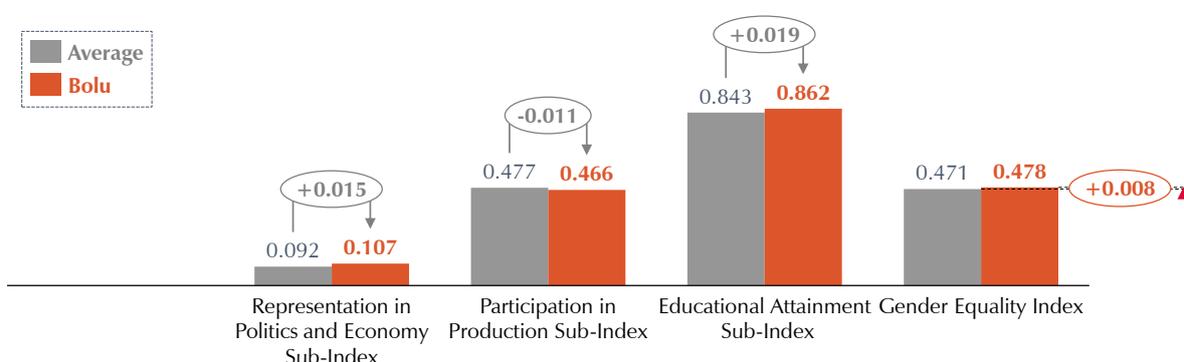


Sub-Index	Indicator	Ratio	Average	Bitlis
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.6%
		Female to male	12.0%	3.8%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	6.0%
		Female to male	56.6%	25.3%
	Gender distribution of authorized signatories in companies	Female	7.7%	4.2%
		Female to male	8.4%	4.4%
	Gender distribution of the working population	Female	11.3%	7.3%
		Female to male	38.8%	33.7%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.4%
		Female to male	72.4%	58.7%
	Wage equality for similar work	Female	23.6%	33.0%
		Female to male	38.8%	73.1%
	Literacy rate by gender	Female	91.5%	89.2%
		Female to male	94.5%	91.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	17.4%
		Female to male	62.3%	41.6%
	Undergraduate graduation rate by gender	Female	13.5%	9.6%
		Female to male	68.0%	48.5%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bolu	Overall Ranking	34
	(81 provinces)	
	Overall Score	0.478
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	312 thousand	155 thousand	157 thousand	3 billion 30 thousand \$	9 thousand 852 \$	Upper-middle

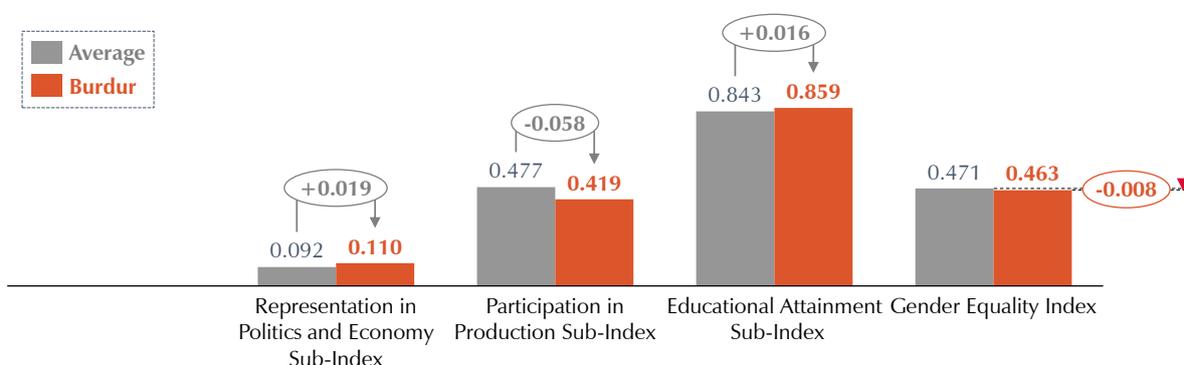


Sub-Index	Indicator	Ratio	Average	Bolu
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	11.0%
		Female to male	12.0%	12.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.5%
		Female to male	3.5%	4.7%
Unionization rate by gender	Female	9.8%	12.0%	
	Female to male	56.6%	68.6%	
Gender distribution of authorized signatories in companies	Female	7.7%	10.3%	
	Female to male	8.4%	11.5%	
Participation in Production	Gender distribution of the working population	Female	11.3%	16.3%
		Female to male	38.8%	45.5%
	Gender distribution of executive positions	Female	1.0%	1.0%
		Female to male	72.4%	66.8%
Wage equality for similar work	Female	23.6%	17.2%	
	Female to male	38.8%	20.6%	
Educational Attainment	Literacy rate by gender	Female	91.5%	92.1%
		Female to male	94.5%	95.9%
	Tertiary education graduation rate by gender	Female	27.0%	29.3%
		Female to male	62.3%	62.8%
Undergraduate graduation rate by gender	Female	13.5%	15.3%	
	Female to male	68.0%	72.8%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Burdur	Overall Ranking	49
	(81 provinces)	
	Overall Score	0.463
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	270 thousand	135 thousand	135 thousand	2 billion 32 thousand \$	7 thousand 599 \$	Upper-middle

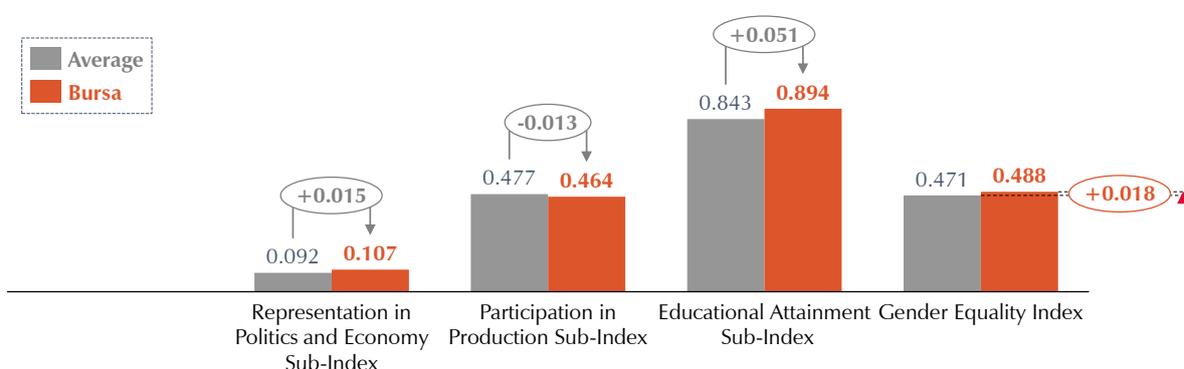


Sub-Index	Indicator	Ratio	Average	Burdur
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.9%
		Female to male	12.0%	7.4%
	Gender distribution of district heads of political parties	Female	2.8%	4.5%
		Female to male	3.1%	4.8%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.1%
		Female to male	3.5%	4.3%
Participation in Production	Unionization rate by gender	Female	9.8%	13.1%
		Female to male	56.6%	87.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.7%
		Female to male	8.4%	8.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	9.8%
		Female to male	38.8%	37.7%
	Gender distribution of executive positions	Female	1.0%	0.6%
		Female to male	72.4%	63.2%
Educational Attainment	Wage equality for similar work	Female	23.6%	16.6%
		Female to male	38.8%	23.5%
	Literacy rate by gender	Female	91.5%	94.2%
		Female to male	94.5%	96.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	26.4%
		Female to male	62.3%	64.4%
	Undergraduate graduation rate by gender	Female	13.5%	13.9%
	Female to male	68.0%	66.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Bursa	Overall Ranking	26
	(81 provinces)	
	Overall Score	0.488
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	3 million	1.5 million	1.5 million	32 billion 905 thousand \$	11 thousand 95 \$	High

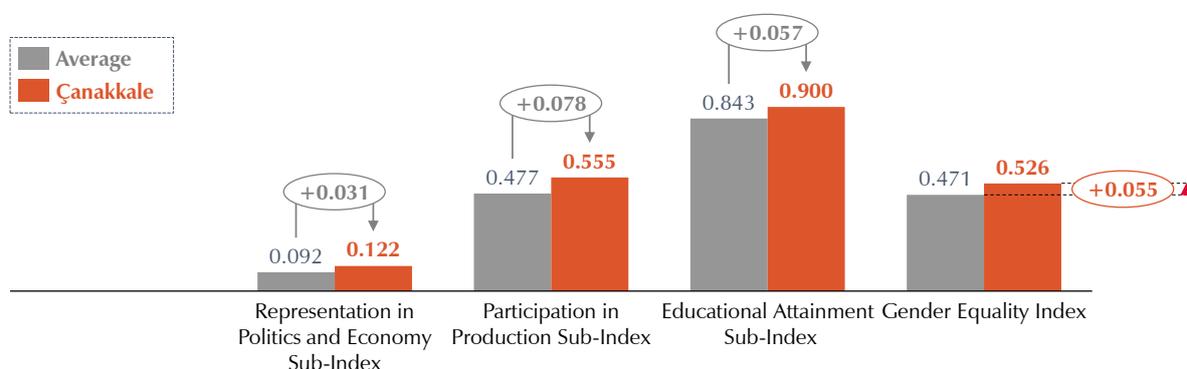


Sub-Index	Indicator	Ratio	Average	Bursa
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	14.8%
		Female to male	12.0%	17.3%
	Gender distribution of district heads of political parties	Female	2.8%	2.9%
		Female to male	3.1%	3.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.4%
		Female to male	3.5%	2.5%
Participation in Production	Unionization rate by gender	Female	9.8%	9.6%
		Female to male	56.6%	48.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	12.4%
		Female to male	8.4%	14.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	20.2%
		Female to male	38.8%	46.0%
	Gender distribution of executive positions	Female	1.0%	1.5%
		Female to male	72.4%	70.8%
Educational Attainment	Wage equality for similar work	Female	23.6%	10.0%
		Female to male	38.8%	12.0%
	Literacy rate by gender	Female	91.5%	93.7%
		Female to male	94.5%	96.6%
	Tertiary education graduation rate by gender	Female	27.0%	34.6%
		Female to male	62.3%	72.1%
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	16.4%
		Female to male	68.0%	79.3%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Çanakkale	Overall Ranking	6
	(81 provinces)	
	Overall Score	0.526
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	541 thousand	273 thousand	268 thousand	5 billion 197 thousand \$	9 thousand 705 \$	Upper-middle

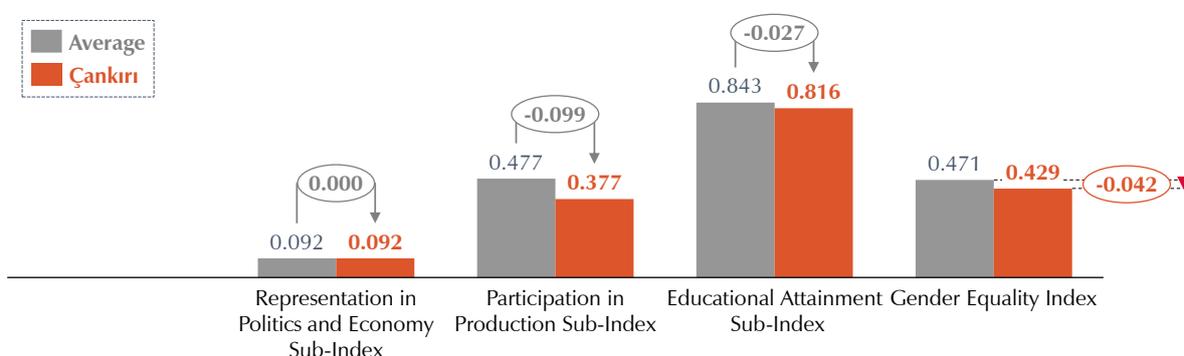


Sub-Index	Indicator	Ratio	Average	Çanakkale
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	15.9%
		Female to male	12.0%	18.9%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	7.7%
		Female to male	3.5%	8.3%
Participation in Production	Unionization rate by gender	Female	9.8%	9.6%
		Female to male	56.6%	54.1%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.6%
		Female to male	8.4%	13.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	13.4%
		Female to male	38.8%	43.1%
	Gender distribution of executive positions	Female	1.0%	1.3%
		Female to male	72.4%	95.7%
Educational Attainment	Wage equality for similar work	Female	23.6%	24.1%
		Female to male	38.8%	34.8%
	Literacy rate by gender	Female	91.5%	96.3%
		Female to male	94.5%	98.7%
	Tertiary education graduation rate by gender	Female	27.0%	31.7%
		Female to male	62.3%	71.8%
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	16.9%
		Female to male	68.0%	75.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Çankırı	Overall Ranking	73
	(81 provinces)	
	Overall Score	0.429
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	216 thousand	110 thousand	107 thousand	1 billion 243 thousand \$	6 thousand 178 \$	Upper-middle

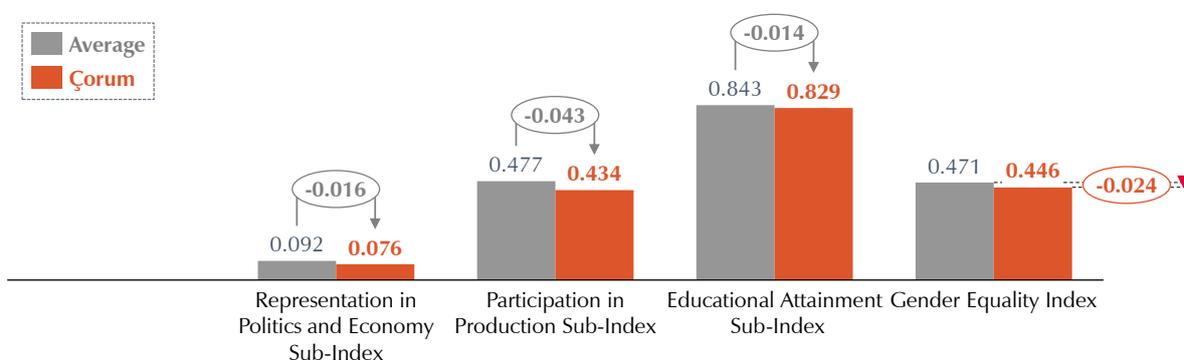


Sub-Index	Indicator	Ratio	Average	Çankırı
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	4.6%
		Female to male	12.0%	4.9%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.2%
		Female to male	3.5%	4.3%
Participation in Production	Unionization rate by gender	Female	9.8%	10.6%
		Female to male	56.6%	46.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	12.8%
		Female to male	8.4%	14.6%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.9%
		Female to male	38.8%	38.9%
	Gender distribution of executive positions	Female	1.0%	0.6%
		Female to male	72.4%	50.3%
Educational Attainment	Wage equality for similar work	Female	23.6%	12.4%
		Female to male	38.8%	15.8%
	Literacy rate by gender	Female	91.5%	90.7%
		Female to male	94.5%	94.5%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	22.4%
		Female to male	62.3%	54.5%
	Undergraduate graduation rate by gender	Female	13.5%	10.0%
	Female to male	68.0%	60.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Çorum	Overall Ranking	60
	(81 provinces)	
	Overall Score	0.446
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	536 thousand	266 thousand	271 thousand	3 billion 262 thousand \$	6 thousand 126 \$	Upper-middle

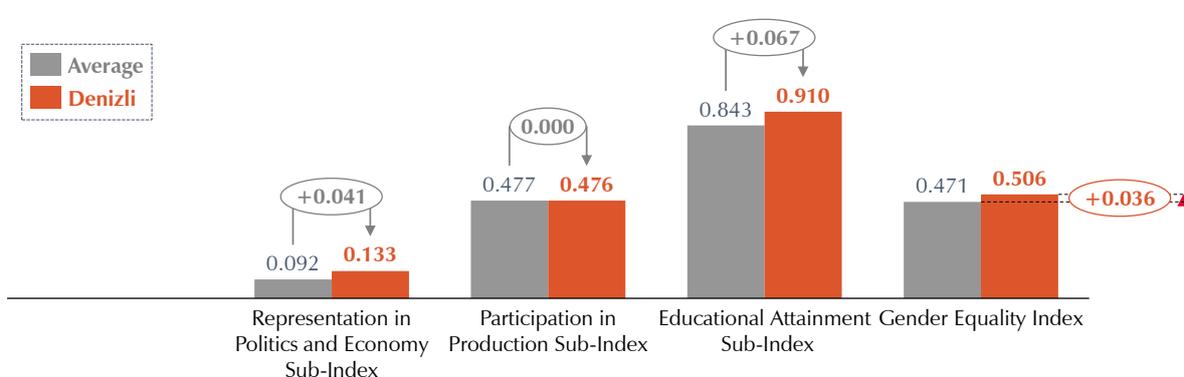


Sub-Index	Indicator	Ratio	Average	Çorum
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.9%
		Female to male	12.0%	7.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.2%
		Female to male	3.5%	4.4%
	Unionization rate by gender	Female	9.8%	8.3%
Female to male	56.6%	54.6%		
Gender distribution of authorized signatories in companies	Female	7.7%	6.0%	
	Female to male	8.4%	6.4%	
Participation in Production	Gender distribution of the working population	Female	11.3%	8.1%
		Female to male	38.8%	37.0%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	75.0%
Wage equality for similar work	Female	23.6%	13.4%	
	Female to male	38.8%	16.8%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.8%
		Female to male	94.5%	94.2%
	Tertiary education graduation rate by gender	Female	27.0%	21.5%
		Female to male	62.3%	60.9%
	Undergraduate graduation rate by gender	Female	13.5%	10.3%
Female to male		68.0%	62.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Denizli	Overall Ranking	15
	(81 provinces)	
	Overall Score	0.506
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	1 million	512 thousand	516 thousand	9 billion 348 thousand \$	9 thousand 135 \$	Upper-middle

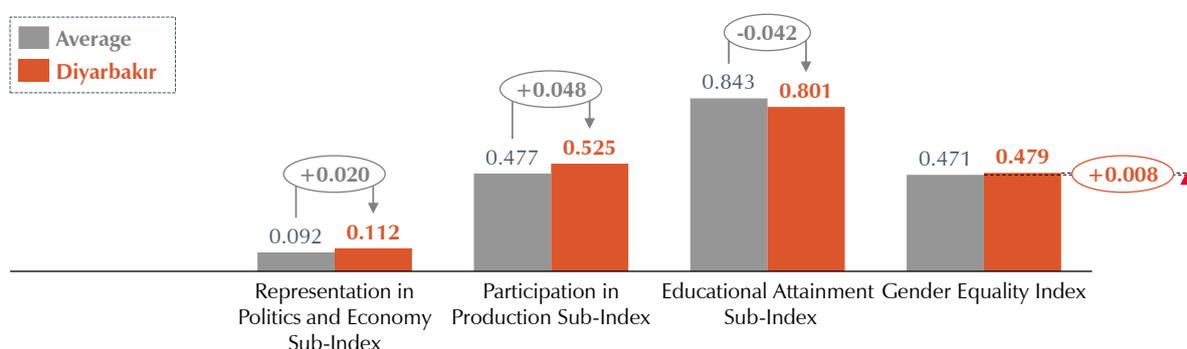


Sub-Index	Indicator	Ratio	Average	Denizli
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	11.4%
		Female to male	12.0%	12.9%
	Gender distribution of district heads of political parties	Female	2.8%	5.3%
		Female to male	3.1%	5.6%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	8.4%
		Female to male	3.5%	9.2%
Participation in Production	Unionization rate by gender	Female	9.8%	5.0%
		Female to male	56.6%	71.3%
	Gender distribution of authorized signatories in companies	Female	7.7%	10.0%
		Female to male	8.4%	11.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	17.5%
		Female to male	38.8%	53.6%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	59.8%
Educational Attainment	Wage equality for similar work	Female	23.6%	9.7%
		Female to male	38.8%	11.8%
	Literacy rate by gender	Female	91.5%	96.0%
		Female to male	94.5%	98.1%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	32.0%
		Female to male	62.3%	75.1%
	Undergraduate graduation rate by gender	Female	13.5%	15.5%
		Female to male	68.0%	79.9%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Diyarbakır	Overall Ranking	33
	(81 provinces)	
	Overall Score	0.479
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	1.7 million	875 thousand	857 thousand	7 billion 397 thousand \$	4 thousand 310 \$	Upper-middle

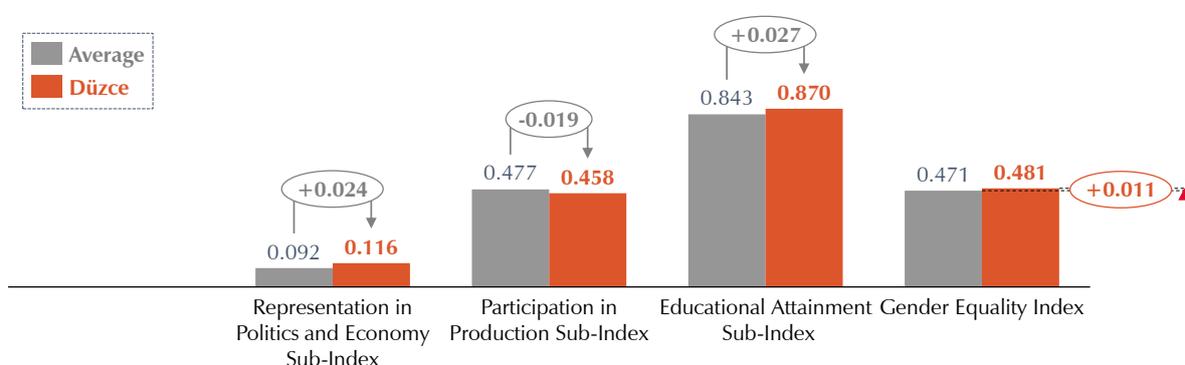


Sub-Index	Indicator	Ratio	Average	Diyarbakır
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	28.3%
		Female to male	12.0%	39.6%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.9%
		Female to male	3.5%	4.1%
Participation in Production	Unionization rate by gender	Female	9.8%	7.7%
		Female to male	56.6%	53.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	5.3%
	Female to male	8.4%	5.7%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	6.8%
		Female to male	38.8%	33.4%
	Gender distribution of executive positions	Female	1.0%	1.0%
	Female to male	72.4%	80.3%	
Educational Attainment	Wage equality for similar work	Female	23.6%	40.3%
		Female to male	38.8%	70.3%
	Literacy rate by gender	Female	91.5%	88.2%
	Female to male	94.5%	90.5%	
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	23.3%
		Female to male	62.3%	57.0%
	Undergraduate graduation rate by gender	Female	13.5%	12.8%
	Female to male	68.0%	63.9%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Düzce	Overall Ranking	32
	(81 provinces)	
	Overall Score	0.481
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	388 thousand	194 thousand	194 thousand	3 billion 99 thousand \$	8 thousand 98 \$	Upper-middle

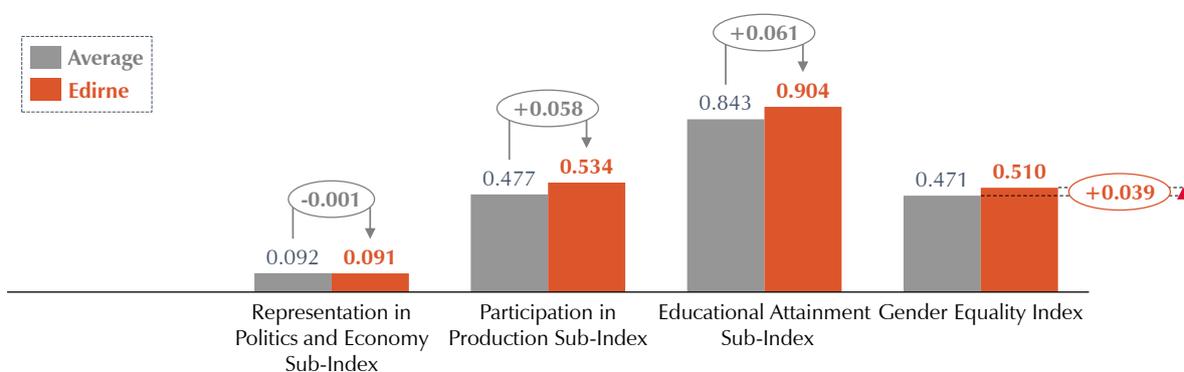


Sub-Index	Indicator	Ratio	Average	Düzce
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	11.7%
		Female to male	12.0%	13.2%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	6.0%
		Female to male	3.5%	6.4%
Participation in Production	Unionization rate by gender	Female	9.8%	12.1%
		Female to male	56.6%	65.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.6%
		Female to male	8.4%	13.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	16.1%
		Female to male	38.8%	47.6%
	Gender distribution of executive positions	Female	1.0%	1.0%
		Female to male	72.4%	56.4%
Educational Attainment	Wage equality for similar work	Female	23.6%	18.3%
		Female to male	38.8%	24.6%
	Literacy rate by gender	Female	91.5%	93.1%
		Female to male	94.5%	96.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	28.5%
		Female to male	62.3%	65.9%
	Undergraduate graduation rate by gender	Female	13.5%	13.6%
		Female to male	68.0%	74.5%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Edirne	Overall Ranking	12
	(81 provinces)	
	Overall Score	0.510
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	412 thousand	209 thousand	202 thousand	3 billion 219 thousand \$	7 thousand 866 \$	Upper-middle

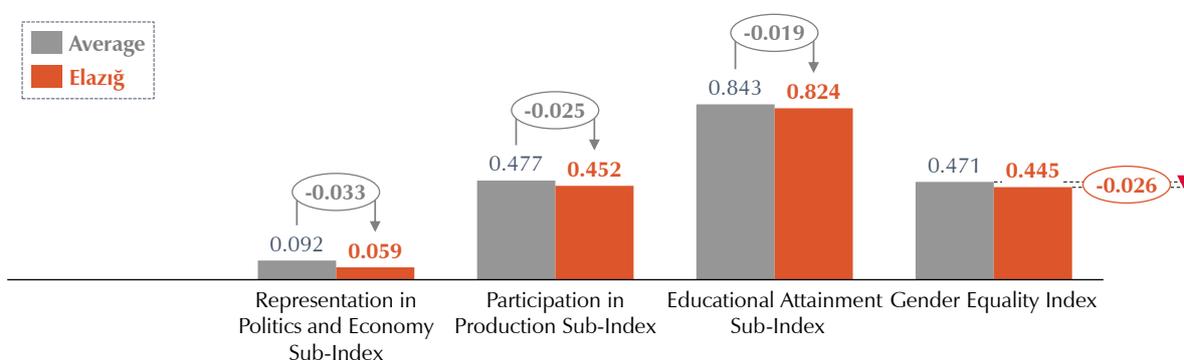


Sub-Index	Indicator	Ratio	Average	Edirne
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	11.2%
		Female to male	12.0%	12.6%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	5.0%
		Female to male	3.5%	5.3%
Participation in Production	Unionization rate by gender	Female	9.8%	11.9%
		Female to male	56.6%	68.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	5.3%
		Female to male	8.4%	5.6%
Educational Attainment	Gender distribution of the working population	Female	11.3%	14.8%
		Female to male	38.8%	60.5%
	Gender distribution of executive positions	Female	1.0%	1.0%
		Female to male	72.4%	59.1%
Educational Attainment	Wage equality for similar work	Female	23.6%	17.0%
		Female to male	38.8%	23.4%
	Literacy rate by gender	Female	91.5%	94.7%
		Female to male	94.5%	96.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	31.7%
		Female to male	62.3%	75.3%
	Undergraduate graduation rate by gender	Female	13.5%	15.5%
	Female to male	68.0%	81.3%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Elazığ	Overall Ranking	62
	(81 provinces)	
	Overall Score	0.445
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	596 thousand	297 thousand	299 thousand	3 billion 494 thousand \$	5 thousand 925 \$	Upper-middle

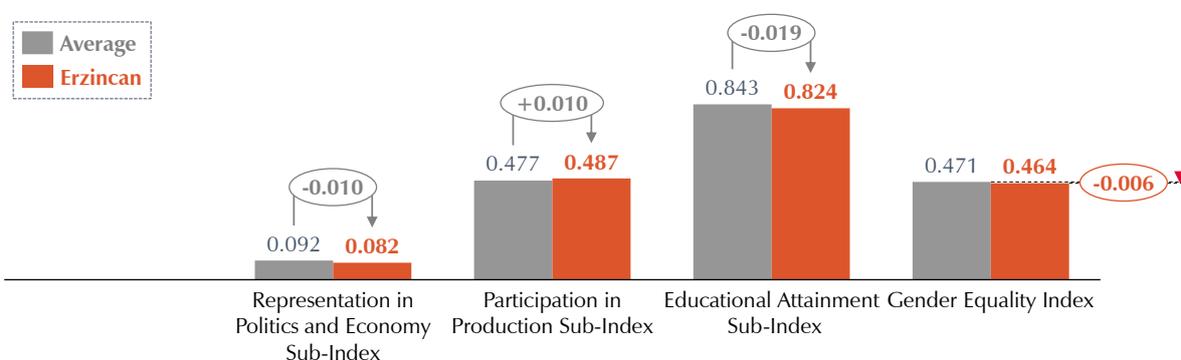


Sub-Index	Indicator	Ratio	Average	Elazığ
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	5.1%
		Female to male	12.0%	5.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.1%
		Female to male	3.5%	2.1%
	Unionization rate by gender	Female	9.8%	9.8%
	Female to male	56.6%	52.4%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	4.4%
		Female to male	8.4%	4.6%
	Gender distribution of the working population	Female	11.3%	7.7%
		Female to male	38.8%	29.3%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.9%
		Female to male	72.4%	82.8%
	Wage equality for similar work	Female	23.6%	23.9%
		Female to male	38.8%	38.8%
Educational Attainment	Literacy rate by gender	Female	91.5%	92.6%
		Female to male	94.5%	95.2%
	Tertiary education graduation rate by gender	Female	27.0%	27.0%
		Female to male	62.3%	55.1%
	Undergraduate graduation rate by gender	Female	13.5%	14.1%
	Female to male	68.0%	61.4%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Erzincan	Overall Ranking	45
	(81 provinces)	
	Overall Score	0.464
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	236 thousand	120 thousand	116 thousand	1 billion 907 thousand \$	8 thousand 156 \$	Upper-middle

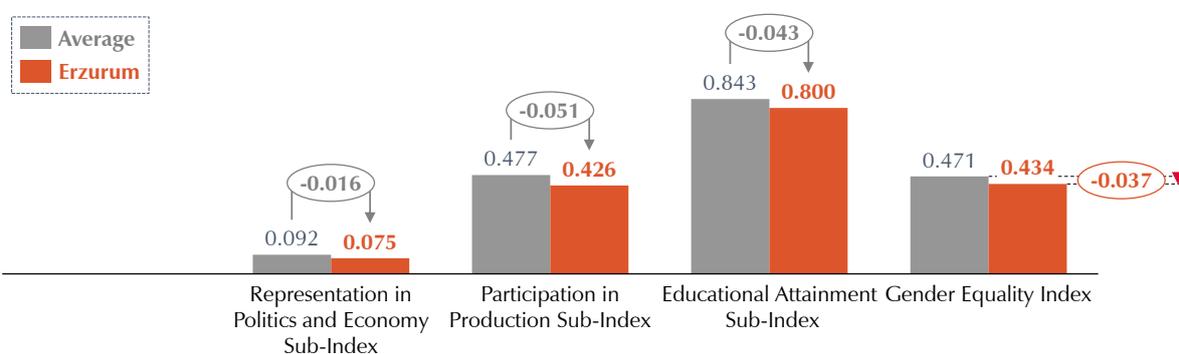


Sub-Index	Indicator	Ratio	Average	Erzincan
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.0%
		Female to male	12.0%	7.5%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	5.4%
		Female to male	3.5%	5.7%
Participation in Production	Unionization rate by gender	Female	9.8%	12.6%
		Female to male	56.6%	51.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.0%
		Female to male	8.4%	7.5%
Educational Attainment	Gender distribution of the working population	Female	11.3%	9.7%
		Female to male	38.8%	35.0%
	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	95.0%
Wage equality for similar work		Female	23.6%	13.9%
		Female to male	38.8%	23.1%
	Literacy rate by gender	Female	91.5%	89.4%
		Female to male	94.5%	93.3%
Tertiary education graduation rate by gender		Female	27.0%	28.6%
		Female to male	62.3%	60.7%
	Undergraduate graduation rate by gender	Female	13.5%	14.6%
		Female to male	68.0%	63.3%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Erzurum	Overall Ranking	72
	(81 provinces)	
	Overall Score	0.434
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	768 thousand	383 thousand	384 thousand	4 billion 361 thousand \$	5 thousand 707 \$	Upper-middle

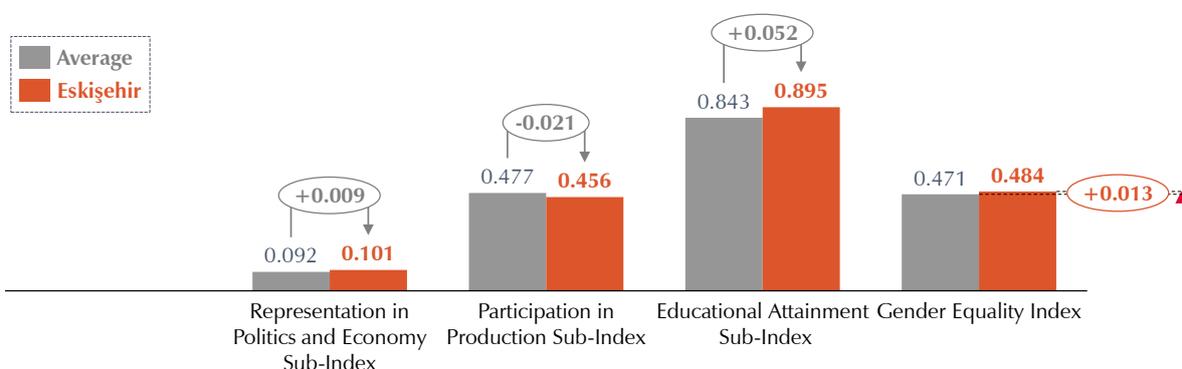


Sub-Index	Indicator	Ratio	Average	Erzurum
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.7%
		Female to male	12.0%	8.3%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.3%
		Female to male	3.5%	2.4%
Participation in Production	Unionization rate by gender	Female	9.8%	12.0%
		Female to male	56.6%	48.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.6%
	Female to male	8.4%	9.4%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.6%
		Female to male	94.5%	92.1%
	Tertiary education graduation rate by gender	Female	27.0%	24.2%
	Female to male	62.3%	52.7%	
	Undergraduate graduation rate by gender	Female	13.5%	13.3%
	Female to male	68.0%	61.7%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Eskişehir	Overall Ranking	30
	(81 provinces)	
	Overall Score	0.484
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	871 thousand	434 thousand	437 thousand	8 billion 799 thousand \$	10 thousand 161 \$	Upper-middle

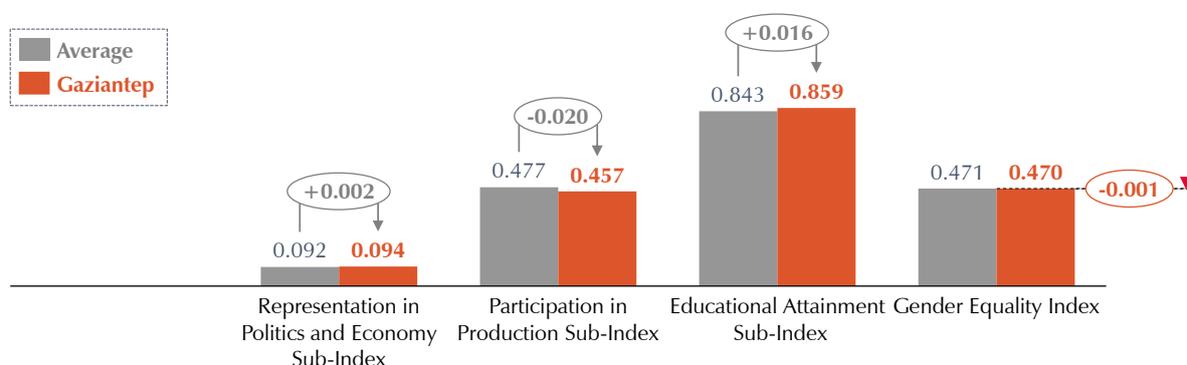


Sub-Index	Indicator	Ratio	Average	Eskişehir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	13.9%
		Female to male	12.0%	16.2%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.1%
		Female to male	3.5%	2.2%
Participation in Production	Unionization rate by gender	Female	9.8%	16.8%
		Female to male	56.6%	60.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	11.0%
		Female to male	8.4%	12.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	16.5%
		Female to male	38.8%	42.6%
	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	70.6%
Educational Attainment	Wage equality for similar work	Female	23.6%	13.6%
		Female to male	38.8%	18.5%
	Literacy rate by gender	Female	91.5%	94.1%
		Female to male	94.5%	97.5%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	38.9%
		Female to male	62.3%	69.7%
	Undergraduate graduation rate by gender	Female	13.5%	20.6%
	Female to male	68.0%	79.0%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Gaziantep	Overall Ranking	39
	(81 provinces)	
	Overall Score	0.470
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	2 million	1 million	1 million	14 billion 470 thousand \$	7 thousand 174 \$	Upper-middle

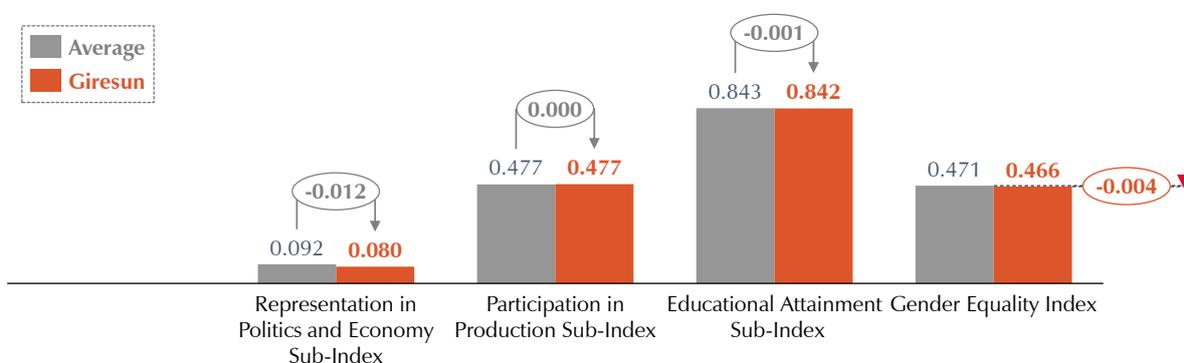


Sub-Index	Indicator	Ratio	Average	Gaziantep
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.0%
		Female to male	12.0%	6.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	5.4%
		Female to male	3.5%	5.7%
	Unionization rate by gender	Female	9.8%	5.7%
	Female to male	56.6%	64.6%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	8.7%
		Female to male	8.4%	9.5%
	Gender distribution of the working population	Female	11.3%	9.6%
		Female to male	38.8%	26.4%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	88.1%
	Wage equality for similar work	Female	23.6%	23.0%
	Female to male	38.8%	42.8%	
Representation in Politics and Economy	Literacy rate by gender	Female	91.5%	92.4%
		Female to male	94.5%	94.8%
	Tertiary education graduation rate by gender	Female	27.0%	24.0%
		Female to male	62.3%	66.2%
	Undergraduate graduation rate by gender	Female	13.5%	12.1%
	Female to male	68.0%	72.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Giresun	Overall Ranking	44
	(81 provinces)	
	Overall Score	0.466
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	454 thousand	226 thousand	228 thousand	2 billion 359 thousand \$	5 thousand 294 \$	Upper-middle

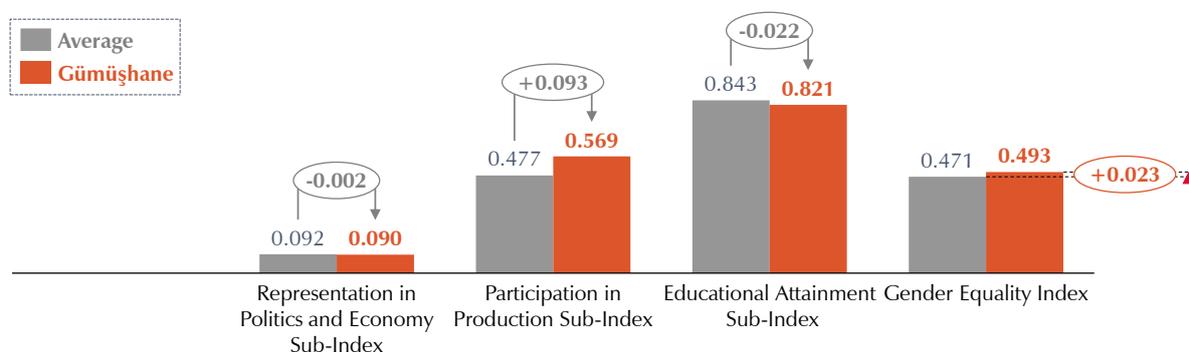


Sub-Index	Indicator	Ratio	Average	Giresun
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	5.9%
		Female to male	12.0%	6.2%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.2%
		Female to male	3.5%	1.2%
Participation in Production	Unionization rate by gender	Female	9.8%	9.4%
		Female to male	56.6%	66.6%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.5%
		Female to male	8.4%	9.3%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.2%
		Female to male	38.8%	49.4%
	Gender distribution of executive positions	Female	1.0%	0.9%
		Female to male	72.4%	65.1%
Educational Attainment	Wage equality for similar work	Female	23.6%	13.7%
		Female to male	38.8%	17.3%
	Literacy rate by gender	Female	91.5%	90.2%
		Female to male	94.5%	93.5%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	25.8%
		Female to male	62.3%	64.0%
	Undergraduate graduation rate by gender	Female	13.5%	12.1%
		Female to male	68.0%	69.3%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Gümüşhane	Overall Ranking	21
	(81 provinces)	
	Overall Score	0.493
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	163 thousand	82 thousand	80 thousand	944 million \$	5 thousand 673 \$	Upper-middle

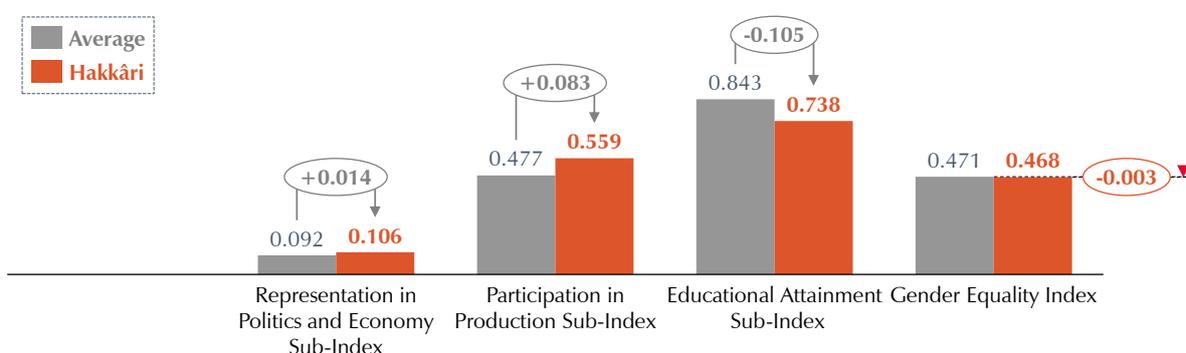


Sub-Index	Indicator	Ratio	Average	Gümüşhane
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.8%
		Female to male	12.0%	9.7%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.5%
		Female to male	3.5%	4.7%
Participation in Production	Unionization rate by gender	Female	9.8%	16.4%
		Female to male	56.6%	65.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.1%
	Female to male	8.4%	7.6%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.9%
		Female to male	94.5%	94.3%
	Tertiary education graduation rate by gender	Female	27.0%	24.3%
		Female to male	62.3%	54.7%
	Undergraduate graduation rate by gender	Female	13.5%	12.5%
	Female to male	68.0%	63.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Hakkâri	Overall Ranking	41
	(81 provinces)	
	Overall Score	0.468
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	286 thousand	157 thousand	129 thousand	1 billion 341 thousand \$	4 thousand 769 \$	Upper-middle

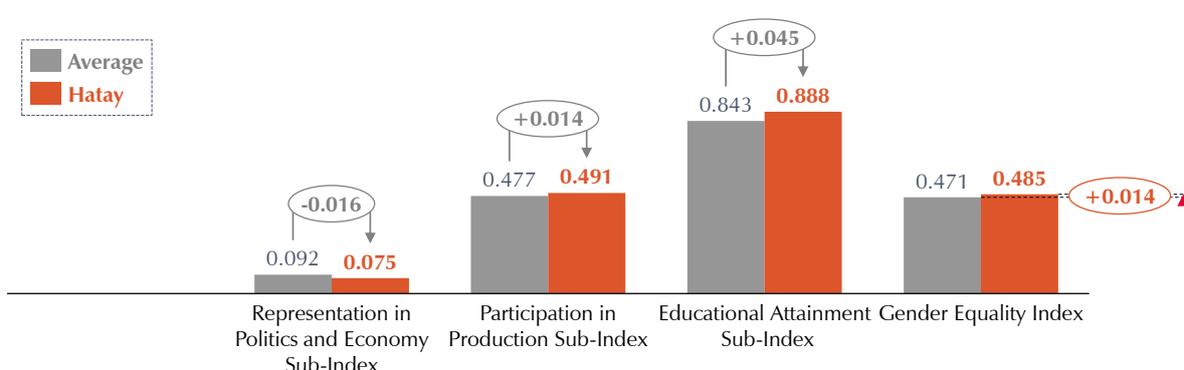


Sub-Index	Indicator	Ratio	Average	Hakkari
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	16.7%
		Female to male	12.0%	20.0%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.2%
		Female to male	3.5%	4.3%
Participation in Production	Unionization rate by gender	Female	9.8%	5.5%
		Female to male	56.6%	100.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	2.2%
	Female to male	8.4%	2.2%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	7.7%
		Female to male	38.8%	37.4%
	Gender distribution of executive positions	Female	1.0%	0.4%
	Female to male	72.4%	93.3%	
Educational Attainment	Wage equality for similar work	Female	23.6%	35.0%
		Female to male	38.8%	58.1%
	Literacy rate by gender	Female	91.5%	88.1%
		Female to male	94.5%	90.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	21.6%
		Female to male	62.3%	41.1%
	Undergraduate graduation rate by gender	Female	13.5%	10.4%
	Female to male	68.0%	42.7%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Hatay	Overall Ranking	28
	(81 provinces)	
	Overall Score	0.485
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	1.6 million	809 thousand	800 thousand	10 billion 467 thousand \$	6 thousand 573 \$	Upper-middle

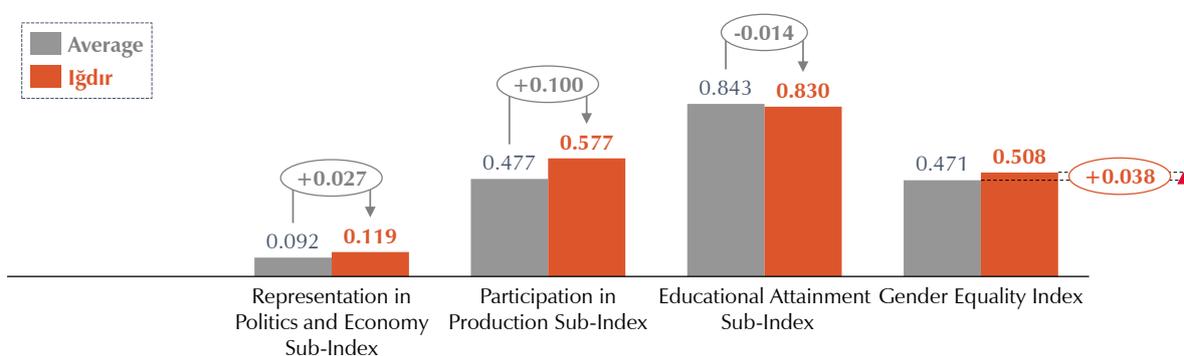


Sub-Index	Indicator	Ratio	Average	Hatay
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.2%
		Female to male	12.0%	7.7%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.9%
		Female to male	3.5%	4.0%
Participation in Production	Unionization rate by gender	Female	9.8%	6.9%
		Female to male	56.6%	45.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.8%
		Female to male	8.4%	8.5%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.7%
		Female to male	38.8%	36.1%
	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	79.8%
Educational Attainment	Wage equality for similar work	Female	23.6%	31.6%
		Female to male	38.8%	44.0%
	Literacy rate by gender	Female	91.5%	95.1%
		Female to male	94.5%	97.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	27.3%
		Female to male	62.3%	71.7%
	Undergraduate graduation rate by gender	Female	13.5%	13.0%
	Female to male	68.0%	72.4%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

İğdir	Overall Ranking	13
	(81 provinces)	
	Overall Score	0.508
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	197 thousand	102 thousand	95 thousand	1 billion 93 thousand \$	5 thousand 575 \$	Upper-middle

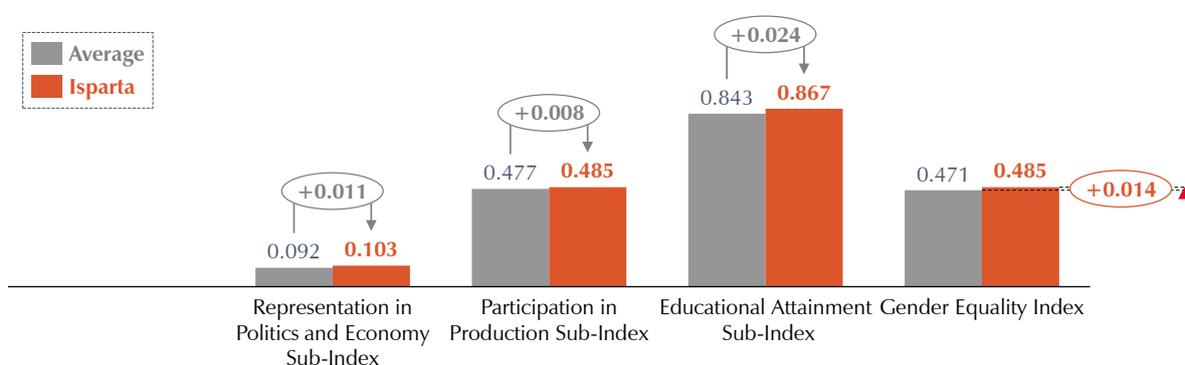


Sub-Index	Indicator	Ratio	Average	İğdir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.9%
		Female to male	12.0%	9.7%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	11.7%
		Female to male	3.5%	13.2%
Unionization rate by gender	Female	9.8%	11.4%	
	Female to male	56.6%	65.9%	
Gender distribution of authorized signatories in companies	Female	7.7%	7.4%	
	Female to male	8.4%	8.0%	
Participation in Production	Gender distribution of the working population	Female	11.3%	8.6%
		Female to male	38.8%	44.9%
	Gender distribution of executive positions	Female	1.0%	0.6%
		Female to male	72.4%	62.7%
Wage equality for similar work	Female	23.6%	48.5%	
	Female to male	38.8%	89.3%	
Educational Attainment	Literacy rate by gender	Female	91.5%	86.4%
		Female to male	94.5%	89.4%
	Tertiary education graduation rate by gender	Female	27.0%	24.3%
		Female to male	62.3%	67.4%
Undergraduate graduation rate by gender	Female	13.5%	12.4%	
	Female to male	68.0%	74.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Isparta	Overall Ranking	29
	(81 provinces)	
	Overall Score	0.485
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	441 thousand	220 thousand	222 thousand	3 billion 238 thousand \$	7 thousand 399 \$	Upper-middle

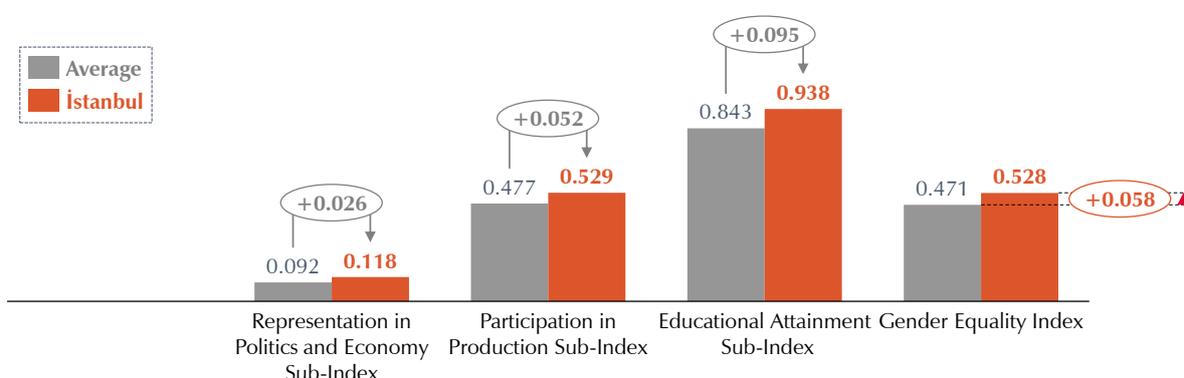


Sub-Index	Indicator	Ratio	Average	Isparta
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	9.1%
		Female to male	12.0%	10.0%
	Gender distribution of district heads of political parties	Female	2.8%	7.7%
		Female to male	3.1%	8.3%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.7%
		Female to male	3.5%	3.8%
Unionization rate by gender	Female	9.8%	13.9%	
Participation in Production	Gender distribution of the working population	Female	11.3%	12.6%
		Female to male	38.8%	44.7%
	Gender distribution of executive positions	Female	1.0%	0.9%
		Female to male	72.4%	74.8%
	Wage equality for similar work	Female	23.6%	16.1%
		Female to male	38.8%	21.6%
Educational Attainment	Literacy rate by gender	Female	91.5%	93.8%
		Female to male	94.5%	96.8%
	Tertiary education graduation rate by gender	Female	27.0%	33.1%
		Female to male	62.3%	67.2%
Undergraduate graduation rate by gender	Female	13.5%	16.3%	
	Female to male	68.0%	68.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

İstanbul	Overall Ranking	4
	(81 provinces)	
	Overall Score	0.528
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	15.1 million	7.5 million	7.5 million	244 billion 750 thousand \$	16 thousand 264 \$	High

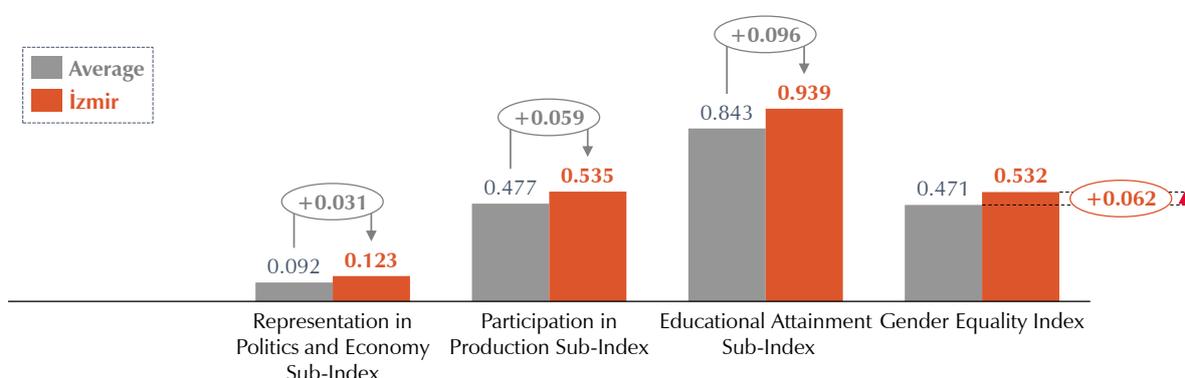


Sub-Index	Indicator	Ratio	Average	İstanbul
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	18.2%
		Female to male	12.0%	22.3%
	Gender distribution of district heads of political parties	Female	2.8%	7.7%
		Female to male	3.1%	8.3%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	6.4%
		Female to male	3.5%	6.9%
Participation in Production	Unionization rate by gender	Female	9.8%	5.9%
		Female to male	56.6%	68.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	3.2%
		Female to male	8.4%	3.3%
	Gender distribution of the working population	Female	11.3%	23.8%
		Female to male	38.8%	48.6%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	3.2%
		Female to male	72.4%	84.1%
	Wage equality for similar work	Female	23.6%	15.7%
		Female to male	38.8%	20.6%
	Literacy rate by gender	Female	91.5%	92.8%
		Female to male	94.5%	97.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	41.7%
		Female to male	62.3%	84.0%
	Undergraduate graduation rate by gender	Female	13.5%	22.7%
		Female to male	68.0%	91.2%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

İzmir	Overall Ranking	2
	(81 provinces)	
	Overall Score	0.532
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	4.3 million	2.2 million	2.2 million	49 billion 472 thousand \$	11 thousand 505 \$	High

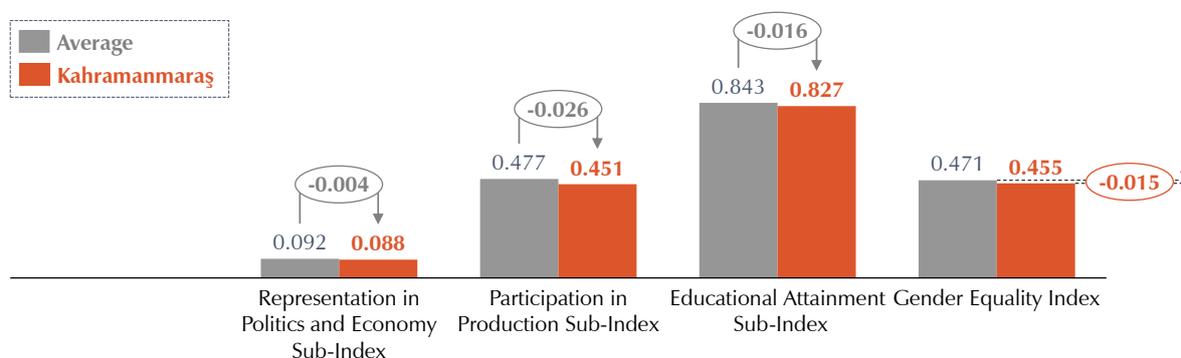


Sub-Index	Indicator	Ratio	Average	İzmir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	18.9%
		Female to male	12.0%	23.3%
	Gender distribution of district heads of political parties	Female	2.8%	8.3%
		Female to male	3.1%	9.1%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	6.3%
		Female to male	3.5%	6.8%
Participation in Production	Unionization rate by gender	Female	9.8%	7.7%
		Female to male	56.6%	51.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.2%
		Female to male	8.4%	7.7%
Educational Attainment	Gender distribution of the working population	Female	11.3%	18.3%
		Female to male	38.8%	47.8%
	Gender distribution of executive positions	Female	1.0%	2.2%
		Female to male	72.4%	90.1%
	Wage equality for similar work	Female	23.6%	13.7%
		Female to male	38.8%	18.2%
Educational Attainment	Literacy rate by gender	Female	91.5%	96.2%
		Female to male	94.5%	97.9%
	Tertiary education graduation rate by gender	Female	27.0%	41.6%
		Female to male	62.3%	83.6%
	Undergraduate graduation rate by gender	Female	13.5%	21.9%
		Female to male	68.0%	89.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kahramanmaraş	Overall Ranking	52
	(81 provinces)	
	Overall Score	0.455
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	1.1 million	580 thousand	564 thousand	6 billion 530 thousand \$	5 thousand 747 \$	Upper-middle

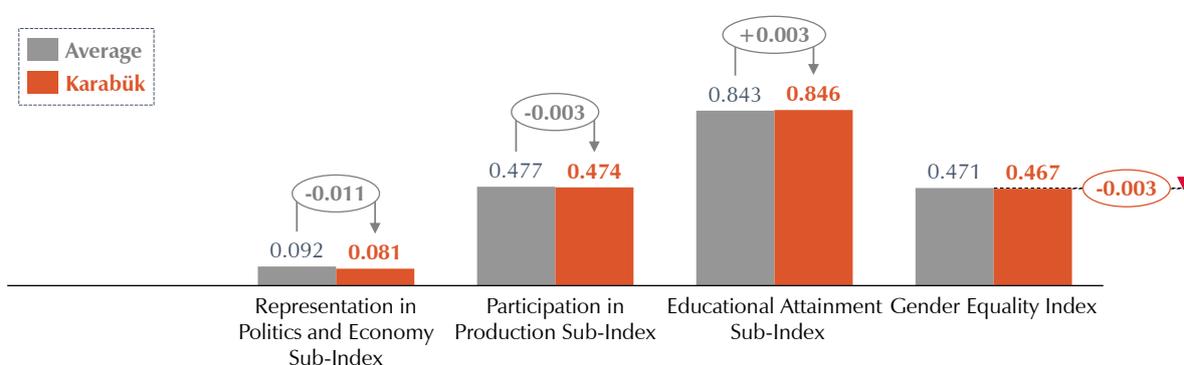


Sub-Index	Indicator	Ratio	Average	Kahramanmaraş
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.8%
		Female to male	12.0%	12.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.4%
		Female to male	3.5%	4.6%
Participation in Production	Unionization rate by gender	Female	9.8%	7.6%
		Female to male	56.6%	51.6%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.1%
		Female to male	8.4%	8.9%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.1%
		Female to male	38.8%	26.2%
	Gender distribution of executive positions	Female	1.0%	1.0%
		Female to male	72.4%	93.9%
Educational Attainment	Wage equality for similar work	Female	23.6%	23.7%
		Female to male	38.8%	31.9%
	Literacy rate by gender	Female	91.5%	90.6%
		Female to male	94.5%	93.4%
	Tertiary education graduation rate by gender	Female	27.0%	23.6%
		Female to male	62.3%	59.6%
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	11.4%
		Female to male	68.0%	65.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Karabük	Overall Ranking	43
	(81 provinces)	
	Overall Score	0.467
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	248 thousand	125 thousand	123 thousand	1 billion 947 thousand \$	7 thousand 908 \$	Upper-middle

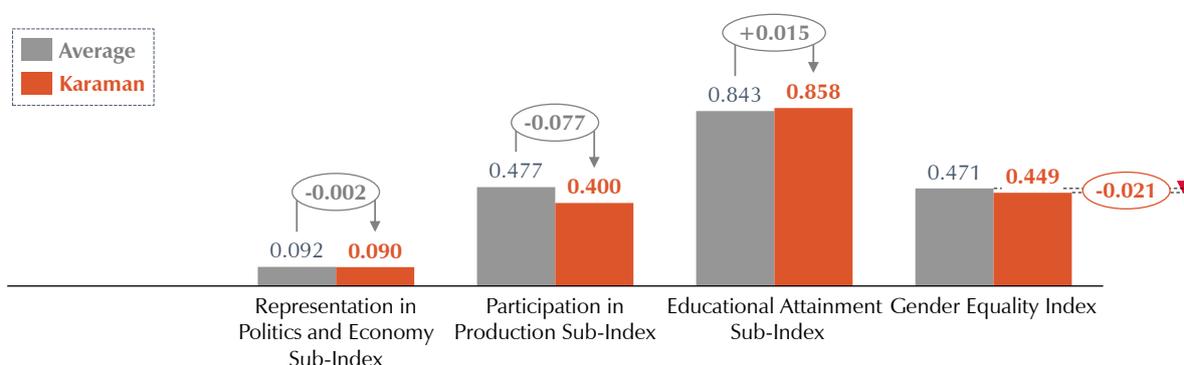


Sub-Index	Indicator	Ratio	Average	Karabük
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.9%
		Female to male	12.0%	12.2%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.9%
		Female to male	3.5%	1.9%
Participation in Production	Unionization rate by gender	Female	9.8%	10.9%
		Female to male	56.6%	42.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	10.2%
		Female to male	8.4%	11.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	12.8%
		Female to male	38.8%	38.6%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	89.6%
Educational Attainment	Wage equality for similar work	Female	23.6%	10.5%
		Female to male	38.8%	13.0%
	Literacy rate by gender	Female	91.5%	90.0%
		Female to male	94.5%	94.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	28.5%
		Female to male	62.3%	62.3%
	Undergraduate graduation rate by gender	Female	13.5%	14.8%
		Female to male	68.0%	68.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Karaman	Overall Ranking	55
	(81 provinces)	
	Overall Score	0.449
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	252 thousand	126 thousand	126 thousand	2 billion 130 thousand \$	8 thousand 544 \$	Upper-middle

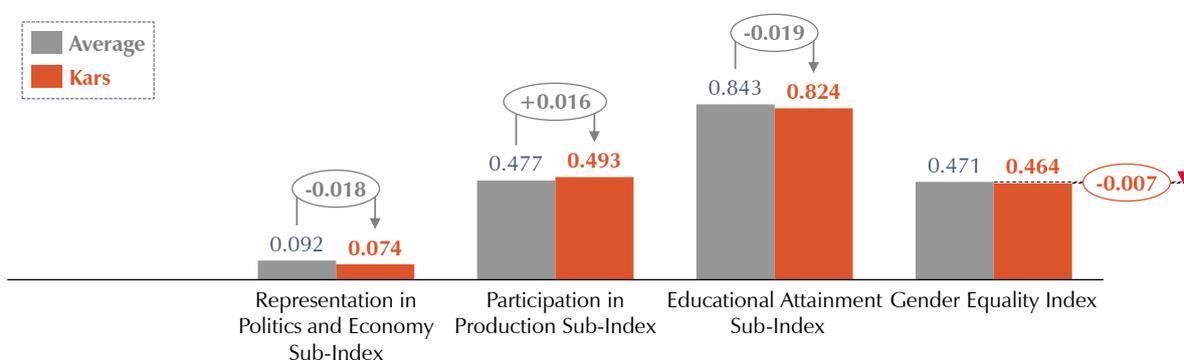


Sub-Index	Indicator	Ratio	Average	Karaman
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.1%
		Female to male	12.0%	8.8%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.2%
		Female to male	3.5%	4.3%
Participation in Production	Unionization rate by gender	Female	9.8%	11.4%
		Female to male	56.6%	67.7%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.5%
		Female to male	8.4%	8.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	14.2%
		Female to male	38.8%	46.5%
	Gender distribution of executive positions	Female	1.0%	0.5%
		Female to male	72.4%	37.8%
Educational Attainment	Wage equality for similar work	Female	23.6%	17.4%
		Female to male	38.8%	23.3%
	Literacy rate by gender	Female	91.5%	94.4%
		Female to male	94.5%	97.3%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	24.1%
		Female to male	62.3%	62.6%
	Undergraduate graduation rate by gender	Female	13.5%	12.3%
	Female to male	68.0%	65.6%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kars	Overall Ranking	46
	(81 provinces)	
	Overall Score	0.464
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	289 thousand	150 thousand	139 thousand	1 billion 394 thousand \$	4 thousand 837 \$	Upper-middle

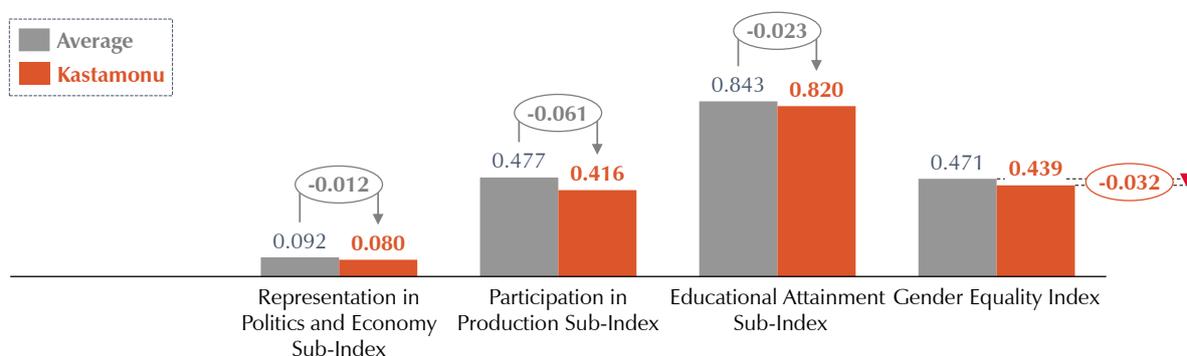


Sub-Index	Indicator	Ratio	Average	Kars
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.9%
		Female to male	12.0%	8.6%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	15.5%
		Female to male	56.6%	61.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.1%
		Female to male	8.4%	8.8%
Educational Attainment	Gender distribution of the working population	Female	11.3%	6.6%
		Female to male	38.8%	35.5%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	72.3%
Wage equality for similar work		Female	23.6%	29.1%
		Female to male	38.8%	57.8%
	Literacy rate by gender	Female	91.5%	87.9%
		Female to male	94.5%	90.8%
Tertiary education graduation rate by gender		Female	27.0%	21.7%
		Female to male	62.3%	59.5%
	Undergraduate graduation rate by gender	Female	13.5%	11.5%
		Female to male	68.0%	73.4%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kastamonu	Overall Ranking	69
	(81 provinces)	
	Overall Score	0.439
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	383 thousand	191 thousand	192 thousand	2 billion 625 thousand \$	6 thousand 947 \$	Upper-middle

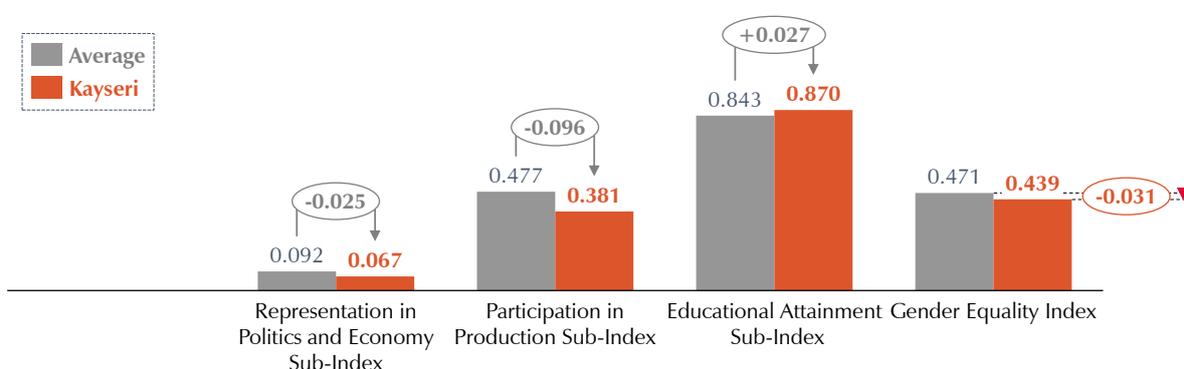


Sub-Index	Indicator	Ratio	Average	Kastamonu
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	12.6%
		Female to male	12.0%	14.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.3%
		Female to male	3.5%	0.3%
	Unionization rate by gender	Female	9.8%	9.3%
	Female to male	56.6%	52.0%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	9.0%
		Female to male	8.4%	9.8%
	Gender distribution of the working population	Female	11.3%	10.0%
	Female to male	38.8%	39.9%	
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.6%
		Female to male	72.4%	57.2%
	Wage equality for similar work	Female	23.6%	17.3%
		Female to male	38.8%	24.1%
Educational Attainment	Literacy rate by gender	Female	91.5%	89.6%
		Female to male	94.5%	93.4%
	Tertiary education graduation rate by gender	Female	27.0%	20.0%
		Female to male	62.3%	55.6%
	Undergraduate graduation rate by gender	Female	13.5%	10.4%
	Female to male	68.0%	65.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kayseri	Overall Ranking	68
	(81 provinces)	
	Overall Score	0.439
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	1.4 million	697 thousand	693 thousand	11 billion 64 thousand \$	7 thousand 999 \$	Upper-middle

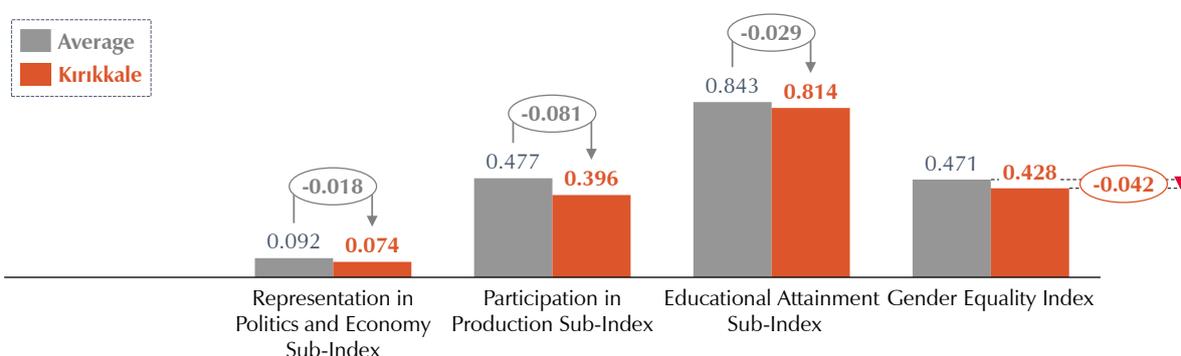


Sub-Index	Indicator	Ratio	Average	Kayseri
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.7%
		Female to male	12.0%	8.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.5%
		Female to male	3.5%	0.5%
Participation in Production	Unionization rate by gender	Female	9.8%	7.2%
		Female to male	56.6%	31.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	10.7%
		Female to male	8.4%	12.0%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.6%
		Female to male	38.8%	29.2%
	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	75.1%
Wage equality for similar work		Female	23.6%	9.4%
		Female to male	38.8%	11.4%
	Literacy rate by gender	Female	91.5%	93.6%
		Female to male	94.5%	96.0%
Tertiary education graduation rate by gender		Female	27.0%	32.3%
		Female to male	62.3%	68.0%
	Undergraduate graduation rate by gender	Female	13.5%	15.8%
		Female to male	68.0%	71.9%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kırıkkale	Overall Ranking	75
	(81 provinces)	
	Overall Score	0.428
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	287 thousand	143 thousand	143 thousand	2 billion 232 thousand \$	7 thousand 896 \$	Upper-middle

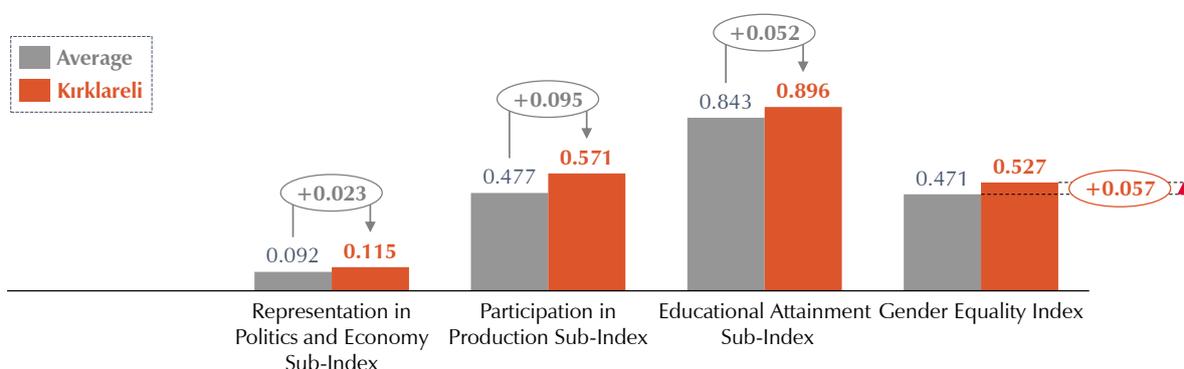


Sub-Index	Indicator	Ratio	Average	Kırıkkale
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.9%
		Female to male	12.0%	4.0%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	5.9%
		Female to male	3.5%	6.3%
Unionization rate by gender	Female	9.8%	10.6%	
	Female to male	56.6%	39.9%	
Gender distribution of authorized signatories in companies	Female	7.7%	7.5%	
	Female to male	8.4%	8.2%	
Participation in Production	Gender distribution of the working population	Female	11.3%	9.3%
		Female to male	38.8%	33.3%
	Gender distribution of executive positions	Female	1.0%	0.8%
		Female to male	72.4%	60.6%
Wage equality for similar work	Female	23.6%	19.3%	
	Female to male	38.8%	28.2%	
Educational Attainment	Literacy rate by gender	Female	91.5%	91.6%
		Female to male	94.5%	94.9%
	Tertiary education graduation rate by gender	Female	27.0%	28.8%
		Female to male	62.3%	53.5%
Undergraduate graduation rate by gender	Female	13.5%	12.7%	
	Female to male	68.0%	58.8%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kırklareli	Overall Ranking	5
	(81 provinces)	
	Overall Score	0.527
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	361 thousand	185 thousand	176 thousand	3 billion 525 thousand \$	9 thousand 834 \$	Upper-middle

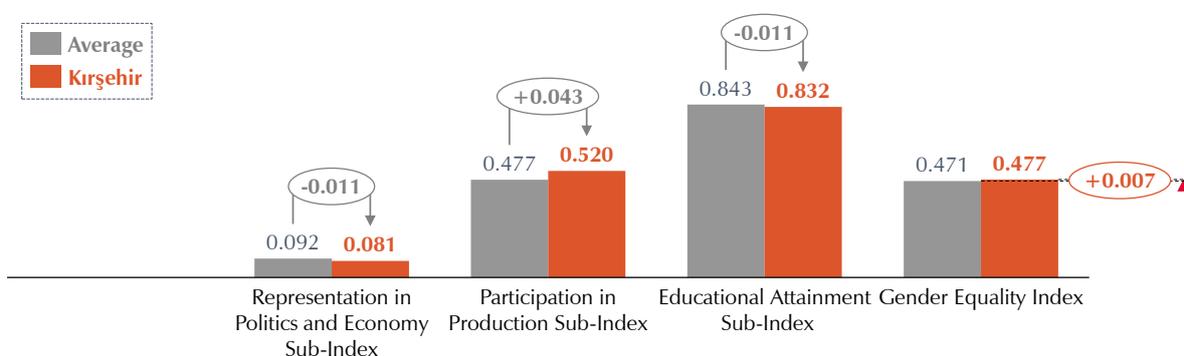


Sub-Index	Indicator	Ratio	Average	Kırklareli
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	18.1%
		Female to male	12.0%	22.2%
	Gender distribution of district heads of political parties	Female	2.8%	6.3%
		Female to male	3.1%	6.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.4%
		Female to male	3.5%	4.6%
Unionization rate by gender	Female	9.8%	10.9%	
	Female to male	56.6%	43.1%	
Gender distribution of authorized signatories in companies	Female	7.7%	10.1%	
	Female to male	8.4%	11.2%	
Participation in Production	Gender distribution of the working population	Female	11.3%	17.8%
		Female to male	38.8%	54.1%
	Gender distribution of executive positions	Female	1.0%	1.1%
Female to male		72.4%	75.6%	
Wage equality for similar work	Female	23.6%	25.9%	
	Female to male	38.8%	39.6%	
Educational Attainment	Literacy rate by gender	Female	91.5%	95.7%
		Female to male	94.5%	97.3%
	Tertiary education graduation rate by gender	Female	27.0%	33.4%
		Female to male	62.3%	72.7%
Undergraduate graduation rate by gender	Female	13.5%	14.8%	
	Female to male	68.0%	77.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kırşehir	Overall Ranking	36
	(81 provinces)	
	Overall Score	0.477
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	242 thousand	120 thousand	122 thousand	1 billion 550 thousand \$	6 thousand 508 \$	Upper-middle

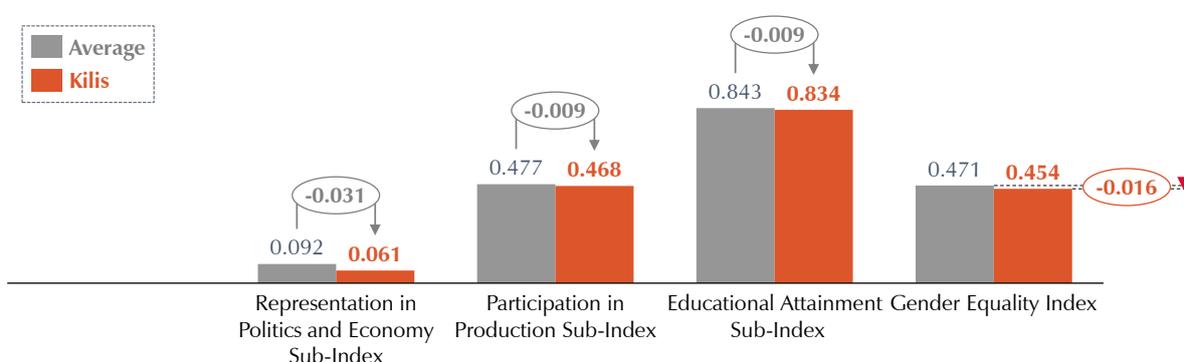


Sub-Index	Indicator	Ratio	Average	Kırşehir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.7%
		Female to male	12.0%	7.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.8%
		Female to male	3.5%	4.0%
Unionization rate by gender	Female	9.8%	17.5%	
	Female to male	56.6%	57.8%	
Gender distribution of authorized signatories in companies	Female	7.7%	7.3%	
	Female to male	8.4%	7.9%	
Participation in Production	Gender distribution of the working population	Female	11.3%	7.6%
		Female to male	38.8%	30.5%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	79.8%
Wage equality for similar work	Female	23.6%	43.3%	
	Female to male	38.8%	77.1%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.6%
		Female to male	94.5%	95.3%
	Tertiary education graduation rate by gender	Female	27.0%	27.6%
		Female to male	62.3%	59.8%
Undergraduate graduation rate by gender	Female	13.5%	13.1%	
	Female to male	68.0%	61.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kilis	Overall Ranking	54
	(81 provinces)	
	Overall Score	0.454
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	143 thousand	73 thousand	70 thousand	738 million \$	5 thousand 296 \$	Upper-middle

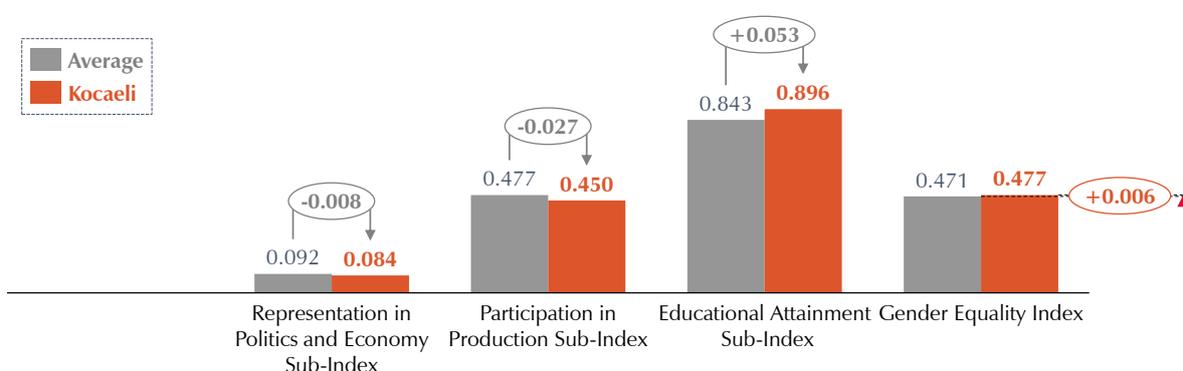


Sub-Index	Indicator	Ratio	Average	Kilis
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.4%
		Female to male	12.0%	3.6%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.4%
		Female to male	3.5%	0.4%
	Unionization rate by gender	Female	9.8%	7.3%
	Female to male	56.6%	61.1%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	5.6%
		Female to male	8.4%	6.0%
	Gender distribution of the working population	Female	11.3%	11.9%
		Female to male	38.8%	46.9%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.5%
		Female to male	72.4%	61.4%
	Wage equality for similar work	Female	23.6%	12.2%
		Female to male	38.8%	25.4%
Educational Attainment	Literacy rate by gender	Female	91.5%	92.2%
		Female to male	94.5%	95.5%
	Tertiary education graduation rate by gender	Female	27.0%	23.0%
		Female to male	62.3%	60.2%
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	11.7%
		Female to male	68.0%	61.1%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kocaeli	Overall Ranking	37
	(81 provinces)	
	Overall Score	0.477
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	1.9 million	963 thousand	943 thousand	31 billion 815 thousand \$	16 thousand 791 \$	High

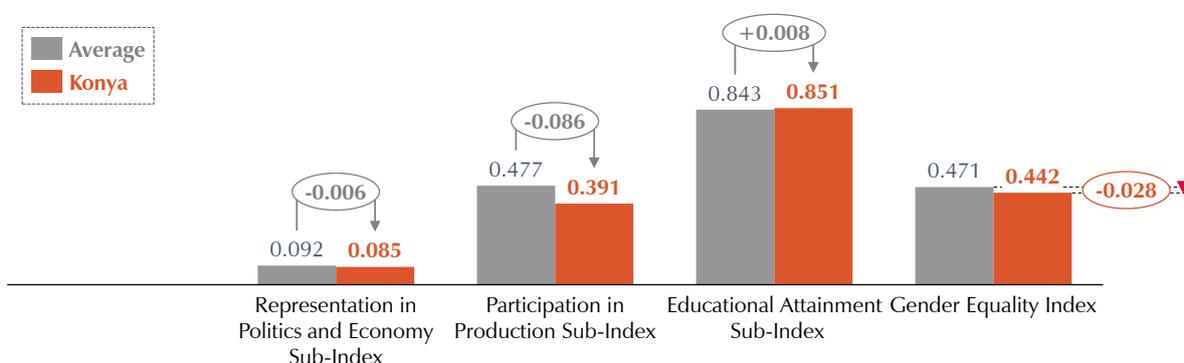


Sub-Index	Indicator	Ratio	Average	Kocaeli
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	14.0%
		Female to male	12.0%	16.3%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.5%
		Female to male	3.5%	1.5%
Participation in Production	Unionization rate by gender	Female	9.8%	9.9%
		Female to male	56.6%	45.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	9.6%
		Female to male	8.4%	10.6%
Educational Attainment	Gender distribution of the working population	Female	11.3%	19.8%
		Female to male	38.8%	35.4%
	Gender distribution of executive positions	Female	1.0%	2.0%
		Female to male	72.4%	84.7%
Educational Attainment	Wage equality for similar work	Female	23.6%	13.4%
		Female to male	38.8%	16.6%
	Literacy rate by gender	Female	91.5%	95.4%
		Female to male	94.5%	96.9%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	37.4%
		Female to male	62.3%	71.1%
	Undergraduate graduation rate by gender	Female	13.5%	18.2%
		Female to male	68.0%	80.4%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Konya	Overall Ranking	65
	(81 provinces)	
	Overall Score	0.442
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	2.2 million	1.1 million	1.1 million	16 billion 688 thousand \$	7 thousand 610 \$	Upper-middle

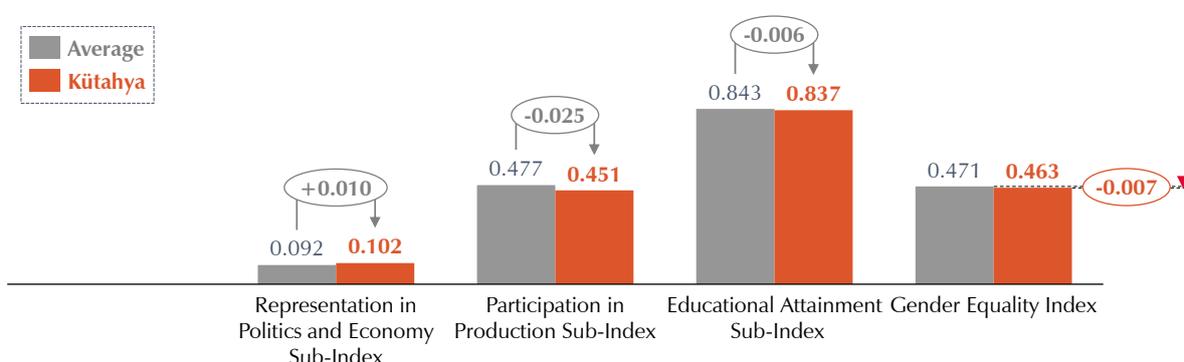


Sub-Index	Indicator	Ratio	Average	Konya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.2%
		Female to male	12.0%	6.7%
	Gender distribution of district heads of political parties	Female	2.8%	1.6%
		Female to male	3.1%	1.6%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.5%
		Female to male	3.5%	1.6%
	Unionization rate by gender	Female	9.8%	9.0%
	Female to male	56.6%	70.5%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	8.0%
		Female to male	8.4%	8.7%
	Gender distribution of the working population	Female	11.3%	9.2%
		Female to male	38.8%	27.9%
Educational Attainment	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	73.0%
	Wage equality for similar work	Female	23.6%	18.1%
	Female to male	38.8%	24.0%	
Educational Attainment	Literacy rate by gender	Female	91.5%	94.8%
		Female to male	94.5%	97.1%
	Tertiary education graduation rate by gender	Female	27.0%	24.5%
		Female to male	62.3%	60.3%
	Undergraduate graduation rate by gender	Female	13.5%	13.2%
	Female to male	68.0%	64.4%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Kütahya	Overall Ranking	47
	(81 provinces)	
	Overall Score	0.463
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	578 thousand	285 thousand	293 thousand	4 billion 150 thousand \$	7 thousand 215 \$	Upper-middle

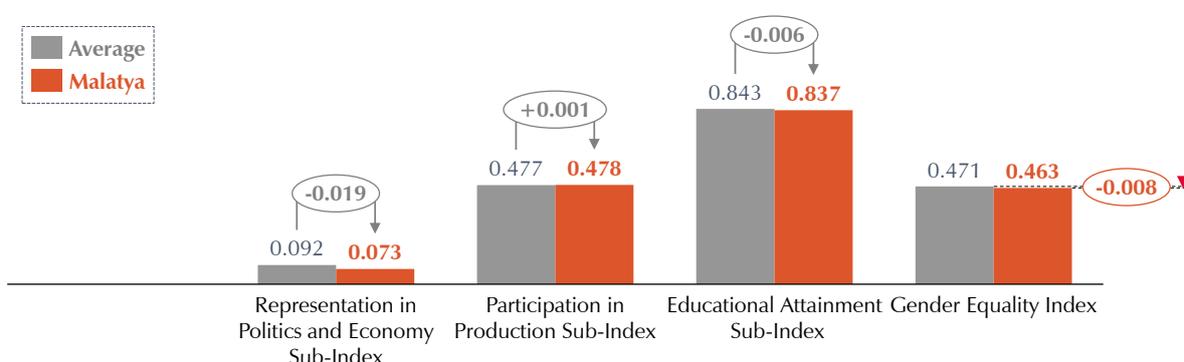


Sub-Index	Indicator	Ratio	Average	Kütahya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.9%
		Female to male	12.0%	7.4%
	Gender distribution of district heads of political parties	Female	2.8%	3.8%
		Female to male	3.1%	4.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	7.0%
		Female to male	3.5%	7.5%
Unionization rate by gender	Female	9.8%	15.1%	
Participation in Production	Gender distribution of the working population	Female to male	38.8%	32.8%
		Female	1.0%	1.0%
	Gender distribution of executive positions	Female to male	72.4%	77.5%
Educational Attainment	Wage equality for similar work	Female	23.6%	24.2%
		Female to male	38.8%	35.6%
	Literacy rate by gender	Female	91.5%	94.8%
Female to male		94.5%	97.5%	
Tertiary education graduation rate by gender		Female	27.0%	22.1%
	Female to male	62.3%	51.8%	
	Undergraduate graduation rate by gender	Female	13.5%	11.5%
	Female to male	68.0%	63.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Malatya	Overall Ranking	48
	(81 provinces)	
	Overall Score	0.463
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	797 thousand	397 thousand	400 thousand	4 billion 255 thousand \$	5 thousand 374 \$	Upper-middle

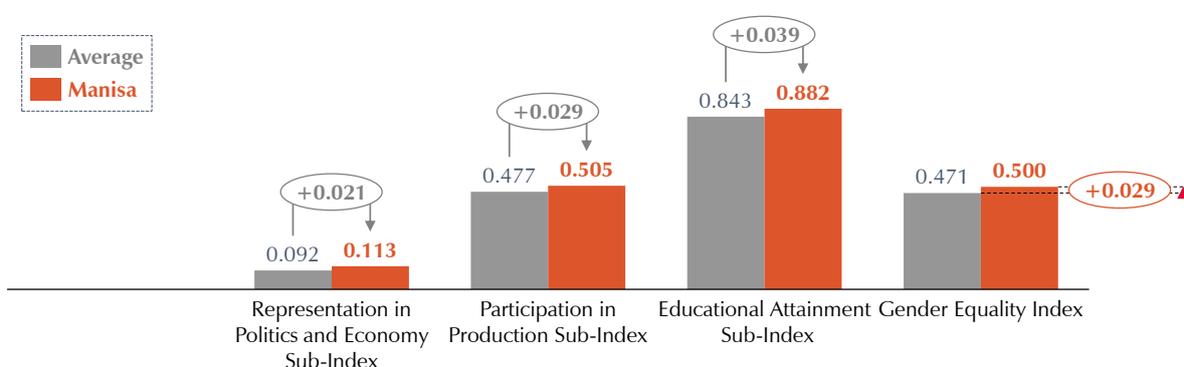


Sub-Index	Indicator	Ratio	Average	Malatya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	3.0%
		Female to male	12.0%	3.0%
	Gender distribution of district heads of political parties	Female	2.8%	3.8%
		Female to male	3.1%	4.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.5%
		Female to male	3.5%	0.5%
Participation in Production	Unionization rate by gender	Female	9.8%	9.3%
		Female to male	56.6%	50.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.9%
		Female to male	8.4%	9.8%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.8%
		Female to male	38.8%	32.5%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	80.0%
Educational Attainment	Wage equality for similar work	Female	23.6%	28.9%
		Female to male	38.8%	47.4%
	Literacy rate by gender	Female	91.5%	89.7%
		Female to male	94.5%	92.3%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	31.6%
		Female to male	62.3%	65.3%
	Undergraduate graduation rate by gender	Female	13.5%	16.0%
		Female to male	68.0%	70.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Manisa	Overall Ranking	18
	(81 provinces)	
	Overall Score	0.500
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	1.4 million	720 thousand	709 thousand	13 billion 439 thousand \$	9 thousand 455 \$	Upper-middle

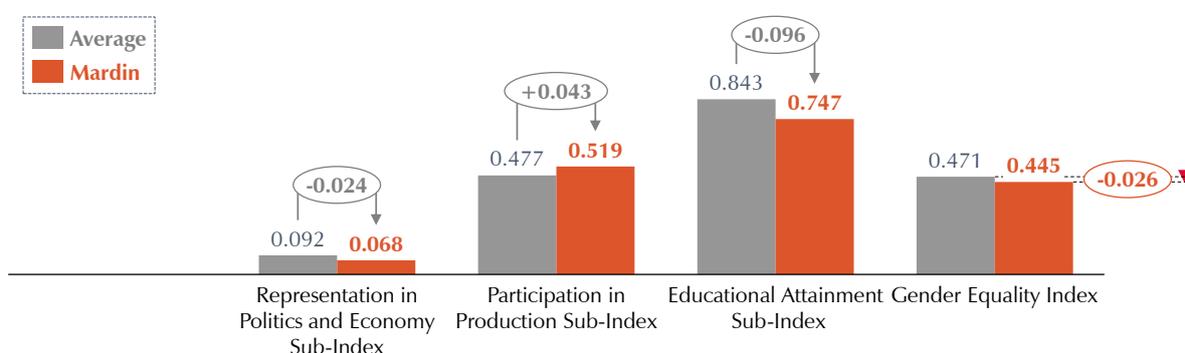


Sub-Index	Indicator	Ratio	Average	Manisa
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.1%
		Female to male	12.0%	11.3%
	Gender distribution of district heads of political parties	Female	2.8%	8.8%
		Female to male	3.1%	9.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.7%
		Female to male	3.5%	5.0%
		Unionization rate by gender	Female	9.8%
	Female to male	56.6%	42.7%	
Gender distribution of authorized signatories in companies	Female	7.7%	11.3%	
	Female to male	8.4%	12.7%	
Participation in Production	Gender distribution of the working population	Female	11.3%	14.0%
		Female to male	38.8%	42.9%
	Gender distribution of executive positions	Female	1.0%	1.3%
		Female to male	72.4%	85.5%
Wage equality for similar work	Female	23.6%	15.4%	
	Female to male	38.8%	22.9%	
Educational Attainment	Literacy rate by gender	Female	91.5%	95.4%
		Female to male	94.5%	97.0%
	Tertiary education graduation rate by gender	Female	27.0%	25.6%
		Female to male	62.3%	70.0%
	Undergraduate graduation rate by gender	Female	13.5%	12.2%
Female to male		68.0%	73.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Mardin	Overall Ranking	61
	(81 provinces)	
	Overall Score	0.445
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	829 thousand	417 thousand	412 thousand	4 billion 12 thousand \$	4 thousand 896 \$	Upper-middle

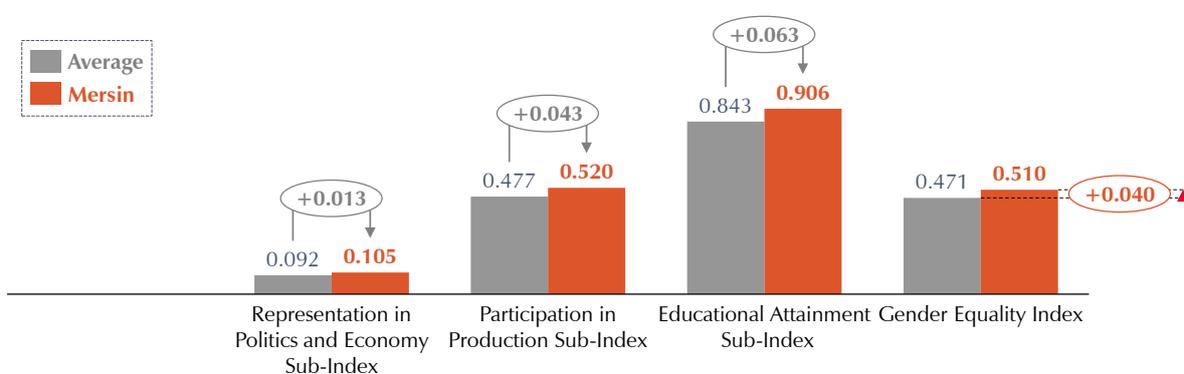


Sub-Index	Indicator	Ratio	Average	Mardin
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	15.8%
		Female to male	12.0%	18.7%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.2%
		Female to male	3.5%	0.2%
	Unionization rate by gender	Female	9.8%	5.1%
	Female to male	56.6%	53.9%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	3.7%
		Female to male	8.4%	3.8%
	Gender distribution of the working population	Female	11.3%	6.4%
	Female to male	38.8%	26.4%	
Educational Attainment	Gender distribution of executive positions	Female	1.0%	0.9%
		Female to male	72.4%	72.5%
	Wage equality for similar work	Female	23.6%	55.0%
	Female to male	38.8%	100.0%	
Educational Attainment	Literacy rate by gender	Female	91.5%	84.5%
		Female to male	94.5%	88.2%
	Tertiary education graduation rate by gender	Female	27.0%	18.7%
		Female to male	62.3%	47.5%
	Undergraduate graduation rate by gender	Female	13.5%	9.4%
	Female to male	68.0%	51.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Mersin	Overall Ranking	11
	(81 provinces)	
	Overall Score	0.510
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	1.8 million	906 thousand	909 thousand	14 billion 60 thousand \$	7 thousand 793 \$	Upper-middle

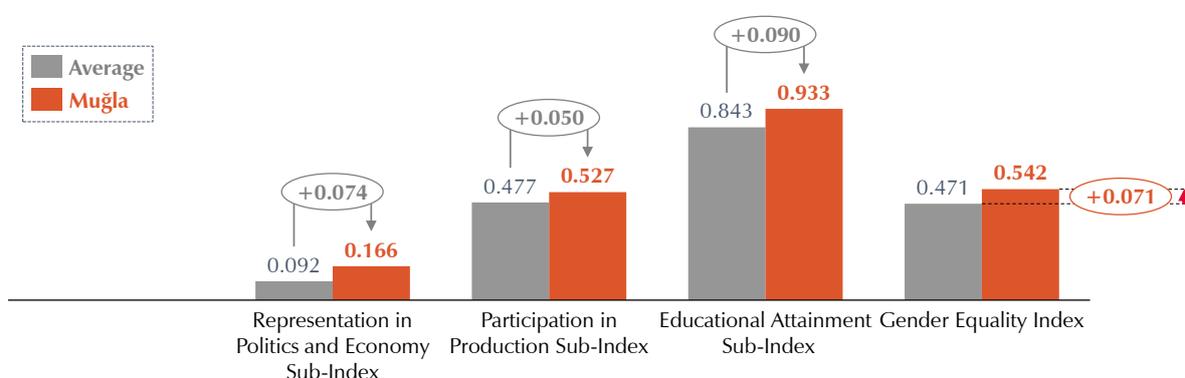


Sub-Index	Indicator	Ratio	Average	Mersin
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.9%
		Female to male	12.0%	12.2%
	Gender distribution of district heads of political parties	Female	2.8%	3.8%
		Female to male	3.1%	4.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.6%
		Female to male	3.5%	2.6%
Unionization rate by gender	Female	9.8%	6.7%	
	Female to male	56.6%	59.5%	
Gender distribution of authorized signatories in companies	Female	7.7%	11.2%	
	Female to male	8.4%	12.6%	
Participation in Production	Gender distribution of the working population	Female	11.3%	11.3%
		Female to male	38.8%	39.5%
	Gender distribution of executive positions	Female	1.0%	1.5%
		Female to male	72.4%	85.9%
Wage equality for similar work	Female	23.6%	26.4%	
	Female to male	38.8%	40.9%	
Educational Attainment	Literacy rate by gender	Female	91.5%	94.6%
		Female to male	94.5%	97.3%
	Tertiary education graduation rate by gender	Female	27.0%	33.6%
		Female to male	62.3%	76.6%
Undergraduate graduation rate by gender	Female	13.5%	16.1%	
	Female to male	68.0%	79.3%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Muğla	Overall Ranking	1
	(81 provinces)	
	Overall Score	0.542
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	967 thousand	493 thousand	474 thousand	9 billion 5 thousand \$	9 thousand 448 \$	Upper-middle

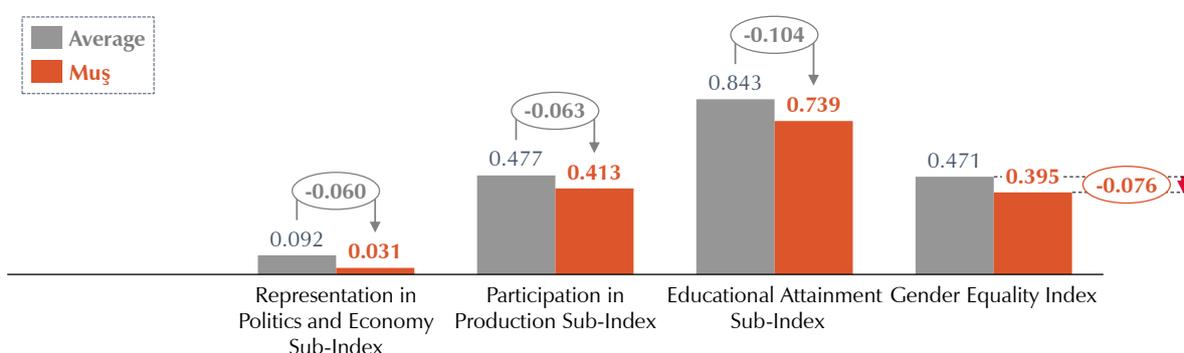


Sub-Index	Indicator	Ratio	Average	Muğla
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	15.3%
		Female to male	12.0%	18.0%
	Gender distribution of district heads of political parties	Female	2.8%	11.5%
		Female to male	3.1%	13.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	7.6%
		Female to male	3.5%	8.2%
Participation in Production	Unionization rate by gender	Female	9.8%	9.3%
		Female to male	56.6%	75.9%
	Gender distribution of authorized signatories in companies	Female	7.7%	13.1%
		Female to male	8.4%	15.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	21.1%
		Female to male	38.8%	42.7%
	Gender distribution of executive positions	Female	1.0%	1.9%
		Female to male	72.4%	90.2%
	Wage equality for similar work	Female	23.6%	21.1%
	Female to male	38.8%	28.8%	
Educational Attainment	Literacy rate by gender	Female	91.5%	94.1%
		Female to male	94.5%	97.0%
	Tertiary education graduation rate by gender	Female	27.0%	38.3%
		Female to male	62.3%	83.7%
	Undergraduate graduation rate by gender	Female	13.5%	19.9%
	Female to male	68.0%	89.0%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Muş	Overall Ranking	81
	(81 provinces)	
	Overall Score	0.395
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	408 thousand	208 thousand	200 thousand	1 billion 681 thousand \$	4 thousand 138 \$	Upper-middle

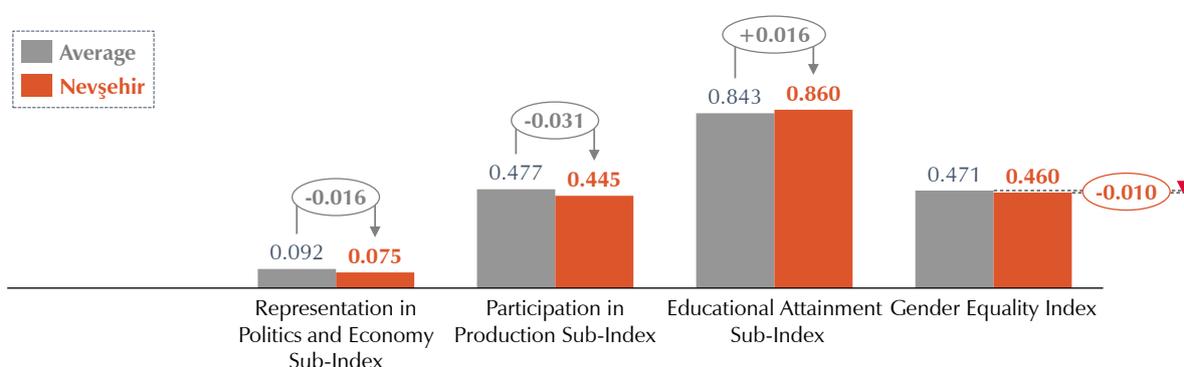


Sub-Index	Indicator	Ratio	Average	Muş
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	4.6%
		Female to male	12.0%	4.8%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	5.9%
		Female to male	56.6%	29.9%
	Gender distribution of authorized signatories in companies	Female	7.7%	2.4%
	Female to male	8.4%	2.4%	
Educational Attainment	Literacy rate by gender	Female	11.3%	6.7%
		Female to male	38.8%	36.0%
	Gender distribution of executive positions	Female	1.0%	0.3%
	Female to male	72.4%	44.4%	
Educational Attainment	Wage equality for similar work	Female	23.6%	28.7%
		Female to male	38.8%	53.2%
	Tertiary education graduation rate by gender	Female	27.0%	14.8%
	Female to male	62.3%	42.0%	
Educational Attainment	Undergraduate graduation rate by gender	Female	13.5%	8.1%
		Female to male	68.0%	49.5%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Nevşehir	Overall Ranking	50
	(81 provinces)	
	Overall Score	0.460
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	298 thousand	147 thousand	151 thousand	1 billion 904 thousand \$	6 bin 447 \$	Upper-middle

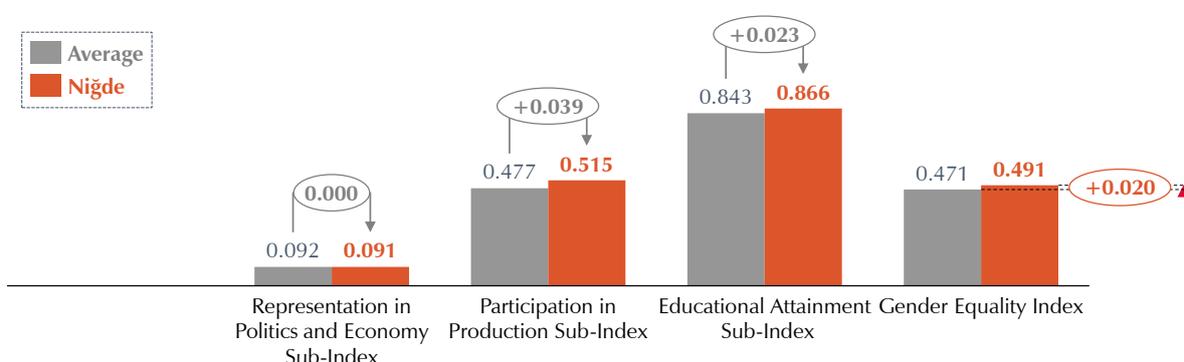


Sub-Index	Indicator	Ratio	Average	Nevşehir
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.6%
		Female to male	12.0%	7.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.8%
		Female to male	3.5%	1.9%
Participation in Production	Unionization rate by gender	Female	9.8%	8.1%
		Female to male	56.6%	74.3%
	Gender distribution of authorized signatories in companies	Female	7.7%	4.9%
		Female to male	8.4%	5.2%
Educational Attainment	Gender distribution of the working population	Female	11.3%	11.9%
		Female to male	38.8%	38.3%
	Gender distribution of executive positions	Female	1.0%	0.9%
		Female to male	72.4%	64.0%
Educational Attainment	Wage equality for similar work	Female	23.6%	22.9%
		Female to male	38.8%	35.2%
	Literacy rate by gender	Female	91.5%	92.3%
		Female to male	94.5%	96.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	25.9%
		Female to male	62.3%	63.3%
	Undergraduate graduation rate by gender	Female	13.5%	12.2%
	Female to male	68.0%	70.7%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Niğde	Overall Ranking	23
	(81 provinces)	
	Overall Score	0.491
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	365 thousand	183 thousand	182 thousand	2 billion 250 thousand \$	6 thousand 273 \$	Upper-middle

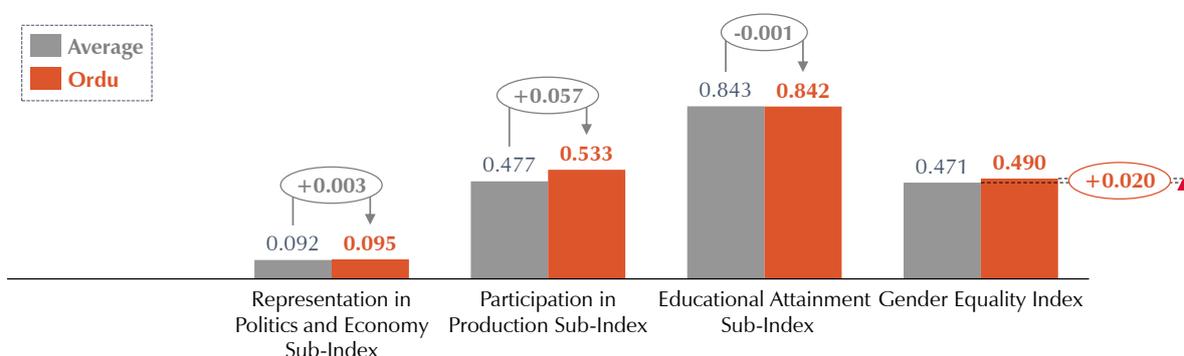


Sub-Index	Indicator	Ratio	Average	Niğde
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	1.4%
		Female to male	12.0%	1.4%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	7.1%
		Female to male	3.5%	7.6%
Participation in Production	Unionization rate by gender	Female	9.8%	13.5%
		Female to male	56.6%	78.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	5.6%
		Female to male	8.4%	6.0%
Educational Attainment	Gender distribution of the working population	Female	11.3%	7.9%
		Female to male	38.8%	32.3%
	Gender distribution of executive positions	Female	1.0%	0.8%
		Female to male	72.4%	76.7%
Educational Attainment	Wage equality for similar work	Female	23.6%	38.5%
		Female to male	38.8%	73.7%
	Literacy rate by gender	Female	91.5%	93.1%
		Female to male	94.5%	95.1%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	24.3%
		Female to male	62.3%	66.2%
	Undergraduate graduation rate by gender	Female	13.5%	12.3%
		Female to male	68.0%	75.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Ordu	Overall Ranking	24
	(81 provinces)	
	Overall Score	0.490
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	772 thousand	387 thousand	385 thousand	4 billion 173 thousand \$	5 thousand 511 \$	Upper-middle

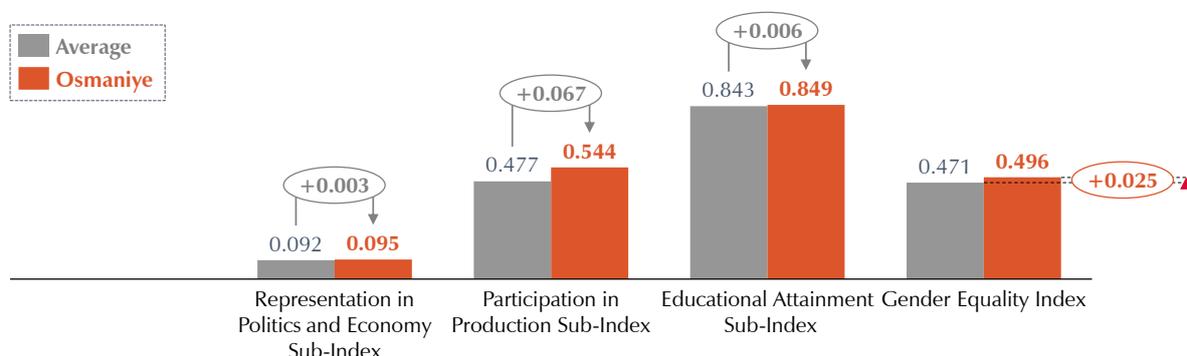


Sub-Index	Indicator	Ratio	Average	Ordu
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.4%
		Female to male	12.0%	8.0%
	Gender distribution of district heads of political parties	Female	2.8%	10.5%
		Female to male	3.1%	11.8%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.5%
		Female to male	3.5%	1.5%
Participation in Production	Unionization rate by gender	Female	9.8%	7.4%
		Female to male	56.6%	59.3%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.6%
		Female to male	8.4%	7.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.6%
		Female to male	38.8%	56.4%
	Gender distribution of executive positions	Female	1.0%	1.1%
		Female to male	72.4%	74.1%
Educational Attainment	Wage equality for similar work	Female	23.6%	10.1%
		Female to male	38.8%	13.7%
	Literacy rate by gender	Female	91.5%	89.1%
		Female to male	94.5%	92.2%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	24.9%
		Female to male	62.3%	65.5%
	Undergraduate graduation rate by gender	Female	13.5%	11.2%
		Female to male	68.0%	72.5%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Osmaniye	Overall Ranking	19
	(81 provinces)	
	Overall Score	0.496
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Mediterranean	534 thousand	270 thousand	265 thousand	3 billion 311 thousand \$	6 thousand 235 \$	Upper-middle

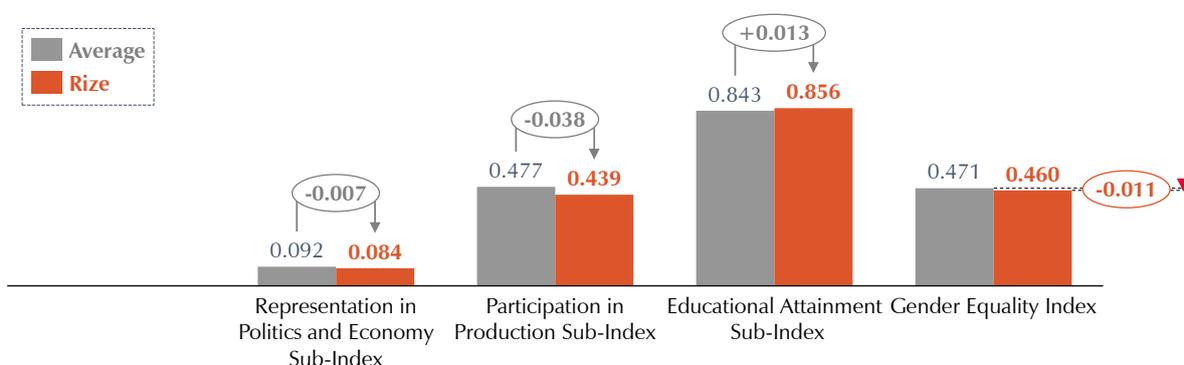


Sub-Index	Indicator	Ratio	Average	Osmaniye
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.0%
		Female to male	12.0%	6.4%
	Gender distribution of district heads of political parties	Female	2.8%	7.1%
		Female to male	3.1%	7.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.4%
		Female to male	3.5%	0.4%
Participation in Production	Unionization rate by gender	Female	9.8%	6.3%
		Female to male	56.6%	60.2%
	Gender distribution of authorized signatories in companies	Female	7.7%	10.2%
		Female to male	8.4%	11.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	6.9%
		Female to male	38.8%	32.0%
	Gender distribution of executive positions	Female	1.0%	1.4%
		Female to male	72.4%	100.0%
Wage equality for similar work		Female	23.6%	28.1%
		Female to male	38.8%	56.7%
	Literacy rate by gender	Female	91.5%	91.0%
		Female to male	94.5%	93.2%
Tertiary education graduation rate by gender		Female	27.0%	32.2%
		Female to male	62.3%	69.6%
	Undergraduate graduation rate by gender	Female	13.5%	14.0%
		Female to male	68.0%	68.8%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Rize	Overall Ranking	51
	(81 provinces)	
	Overall Score	0.460
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	349 thousand	174 thousand	174 thousand	2 billion 772 thousand \$	8 thousand 156 \$	Upper-middle

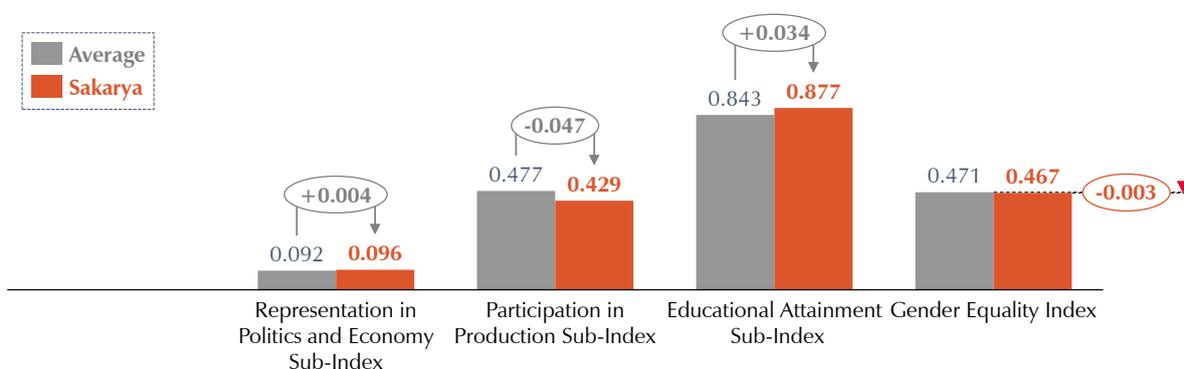


Sub-Index	Indicator	Ratio	Average	Rize
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	13.5%
		Female to male	12.0%	15.6%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.8%
		Female to male	3.5%	5.1%
Participation in Production	Unionization rate by gender	Female	9.8%	16.9%
		Female to male	56.6%	61.1%
	Gender distribution of authorized signatories in companies	Female	7.7%	3.7%
		Female to male	8.4%	3.9%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.8%
		Female to male	38.8%	33.6%
	Gender distribution of executive positions	Female	1.0%	0.8%
		Female to male	72.4%	79.7%
Educational Attainment	Wage equality for similar work	Female	23.6%	16.9%
		Female to male	38.8%	23.2%
	Literacy rate by gender	Female	91.5%	92.9%
		Female to male	94.5%	94.3%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	30.8%
		Female to male	62.3%	65.5%
	Undergraduate graduation rate by gender	Female	13.5%	14.4%
		Female to male	68.0%	73.0%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Sakarya	Overall Ranking	42
	(81 provinces)	
	Overall Score	0.467
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	1 million	506 thousand	505 thousand	9 billion 229 thousand \$	9 thousand 225 \$	Upper-middle

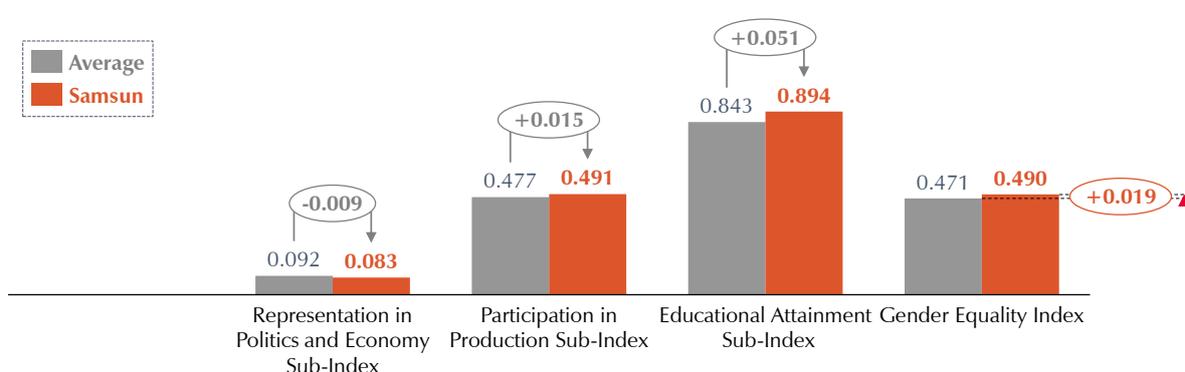


Sub-Index	Indicator	Ratio	Average	Sakarya
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.6%
		Female to male	12.0%	9.4%
	Gender distribution of district heads of political parties	Female	2.8%	9.4%
		Female to male	3.1%	10.3%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.3%
		Female to male	3.5%	3.4%
Unionization rate by gender	Female	9.8%	7.7%	
	Female to male	56.6%	43.5%	
Gender distribution of authorized signatories in companies	Female	7.7%	8.2%	
	Female to male	8.4%	8.9%	
Participation in Production	Gender distribution of the working population	Female	11.3%	14.3%
		Female to male	38.8%	40.4%
	Gender distribution of executive positions	Female	1.0%	1.2%
		Female to male	72.4%	64.6%
Wage equality for similar work	Female	23.6%	13.9%	
	Female to male	38.8%	19.1%	
Educational Attainment	Literacy rate by gender	Female	91.5%	92.9%
		Female to male	94.5%	96.4%
	Tertiary education graduation rate by gender	Female	27.0%	31.0%
		Female to male	62.3%	68.1%
	Undergraduate graduation rate by gender	Female	13.5%	13.9%
		Female to male	68.0%	74.7%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Samsun	Overall Ranking	25
	(81 provinces)	
	Overall Score	0.490
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	1.3 million	662 thousand	674 thousand	8 billion 690 thousand \$	6 thousand 562 \$	Upper-middle

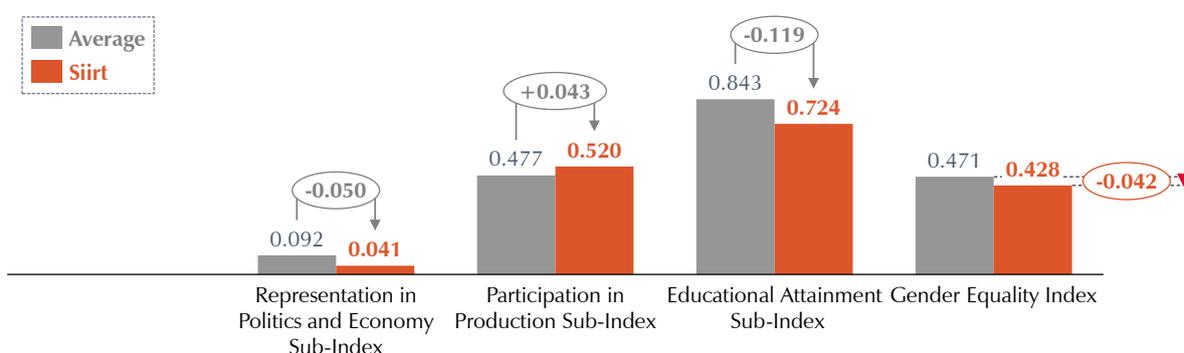


Sub-Index	Indicator	Ratio	Average	Samsun
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	10.0%
		Female to male	12.0%	11.1%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.3%
		Female to male	3.5%	2.4%
Participation in Production	Unionization rate by gender	Female	9.8%	9.5%
		Female to male	56.6%	66.7%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.6%
		Female to male	8.4%	7.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	10.7%
		Female to male	38.8%	45.6%
	Gender distribution of executive positions	Female	1.0%	1.3%
		Female to male	72.4%	73.8%
Educational Attainment	Wage equality for similar work	Female	23.6%	17.0%
		Female to male	38.8%	24.1%
	Literacy rate by gender	Female	91.5%	93.5%
		Female to male	94.5%	97.0%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	29.7%
		Female to male	62.3%	73.8%
	Undergraduate graduation rate by gender	Female	13.5%	14.9%
	Female to male	68.0%	76.8%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Siirt	Overall Ranking	74
	(81 provinces)	
	Overall Score	0.428
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	332 thousand	171 thousand	160 thousand	1 billion 382 thousand \$	4 thousand 214 \$	Upper-middle

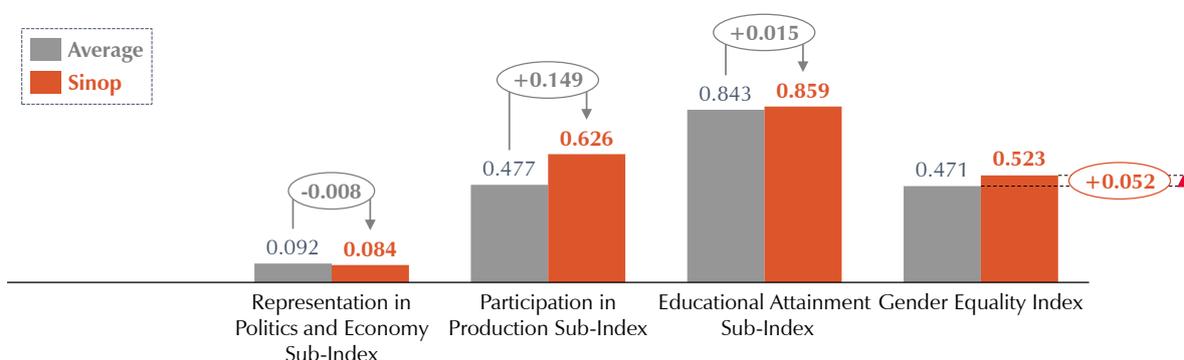


Sub-Index	Indicator	Ratio	Average	Siirt
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.2%
		Female to male	12.0%	7.8%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	1.8%
		Female to male	3.5%	1.9%
Participation in Production	Unionization rate by gender	Female	9.8%	5.4%
		Female to male	56.6%	31.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	2.1%
	Female to male	8.4%	2.2%	
Educational Attainment	Gender distribution of the working population	Female	11.3%	6.6%
		Female to male	38.8%	27.4%
	Gender distribution of executive positions	Female	1.0%	0.5%
	Female to male	72.4%	84.0%	
Educational Attainment	Wage equality for similar work	Female	23.6%	31.7%
		Female to male	38.8%	80.6%
	Literacy rate by gender	Female	91.5%	86.1%
		Female to male	94.5%	88.9%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	17.1%
		Female to male	62.3%	38.4%
	Undergraduate graduation rate by gender	Female	13.5%	10.0%
	Female to male	68.0%	44.5%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Sinop	Overall Ranking	7
	(81 provinces)	
	Overall Score	0.523
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	220 thousand	109 thousand	110 thousand	1 billion 173 thousand \$	5 thousand 493 \$	Upper-middle

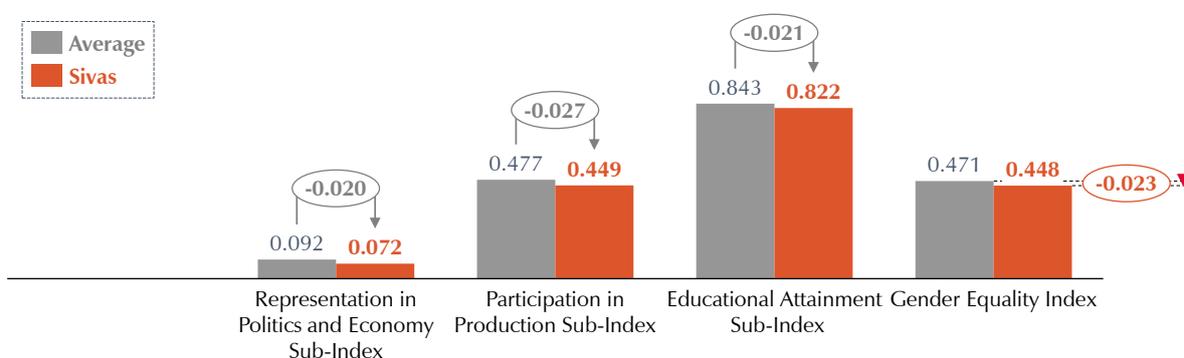


Sub-Index	Indicator	Ratio	Average	Sinop
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	16.8%
		Female to male	12.0%	20.2%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.7%
		Female to male	3.5%	0.8%
Participation in Production	Unionization rate by gender	Female	9.8%	9.6%
		Female to male	56.6%	56.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.9%
		Female to male	8.4%	7.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	9.9%
		Female to male	38.8%	47.3%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	85.2%
Educational Attainment	Wage equality for similar work	Female	23.6%	41.7%
		Female to male	38.8%	76.5%
	Literacy rate by gender	Female	91.5%	91.8%
		Female to male	94.5%	95.2%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	22.1%
		Female to male	62.3%	66.2%
	Undergraduate graduation rate by gender	Female	13.5%	11.4%
		Female to male	68.0%	70.3%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Sivas	Overall Ranking	59
	(81 provinces)	
	Overall Score	0.448
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	647 thousand	324 thousand	323 thousand	4 billion 163 thousand \$	6 thousand 566 \$	Upper-middle

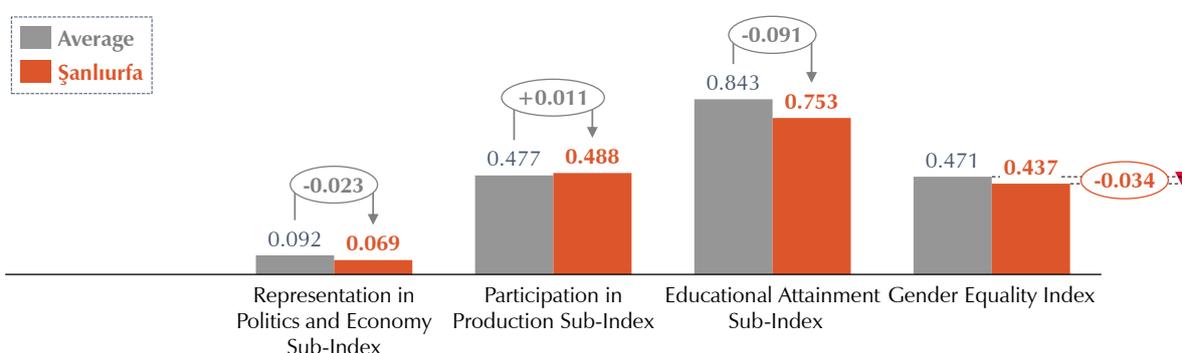


Sub-Index	Indicator	Ratio	Average	Sivas
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	4.2%
		Female to male	12.0%	4.4%
	Gender distribution of district heads of political parties	Female	2.8%	2.9%
		Female to male	3.1%	3.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.6%
		Female to male	3.5%	4.9%
Participation in Production	Unionization rate by gender	Female	9.8%	9.9%
		Female to male	56.6%	46.6%
	Gender distribution of authorized signatories in companies	Female	7.7%	5.2%
		Female to male	8.4%	5.5%
Educational Attainment	Gender distribution of the working population	Female	11.3%	8.0%
		Female to male	38.8%	30.6%
	Gender distribution of executive positions	Female	1.0%	1.0%
		Female to male	72.4%	73.1%
Educational Attainment	Wage equality for similar work	Female	23.6%	30.0%
		Female to male	38.8%	47.9%
	Literacy rate by gender	Female	91.5%	89.2%
		Female to male	94.5%	92.2%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	25.7%
		Female to male	62.3%	58.6%
	Undergraduate graduation rate by gender	Female	13.5%	12.8%
		Female to male	68.0%	67.9%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Şanlıurfa	Overall Ranking	70
	(81 provinces)	
	Overall Score	0.437
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	2 million	1 million	1 million	6 billion 899 thousand \$	3 thousand 431 \$	Lower-Middle

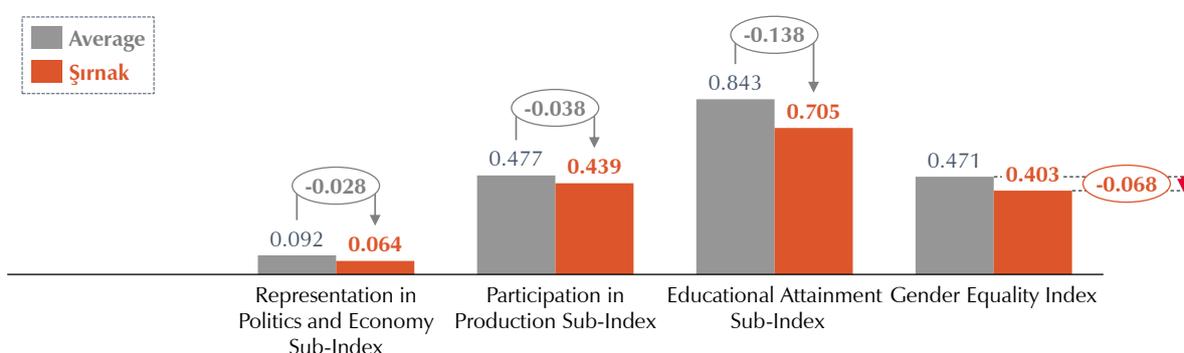


Sub-Index	Indicator	Ratio	Average	Şanlıurfa
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	6.8%
		Female to male	12.0%	7.4%
	Gender distribution of district heads of political parties	Female	2.8%	3.8%
		Female to male	3.1%	4.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.6%
		Female to male	3.5%	4.8%
Participation in Production	Unionization rate by gender	Female	9.8%	5.4%
		Female to male	56.6%	28.5%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.0%
	Female to male	8.4%	6.4%	
Educational Attainment	Literacy rate by gender	Female	91.5%	85.1%
		Female to male	94.5%	88.0%
	Tertiary education graduation rate by gender	Female	27.0%	14.9%
	Female to male	62.3%	48.0%	
	Undergraduate graduation rate by gender	Female	13.5%	8.2%
	Female to male	68.0%	54.3%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Şırnak	Overall Ranking	78
	(81 provinces)	
	Overall Score	0.403
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
South-Eastern Anatolia	524 thousand	278 thousand	247 thousand	2 billion 456 thousand \$	4 thousand 781 \$	Upper-middle

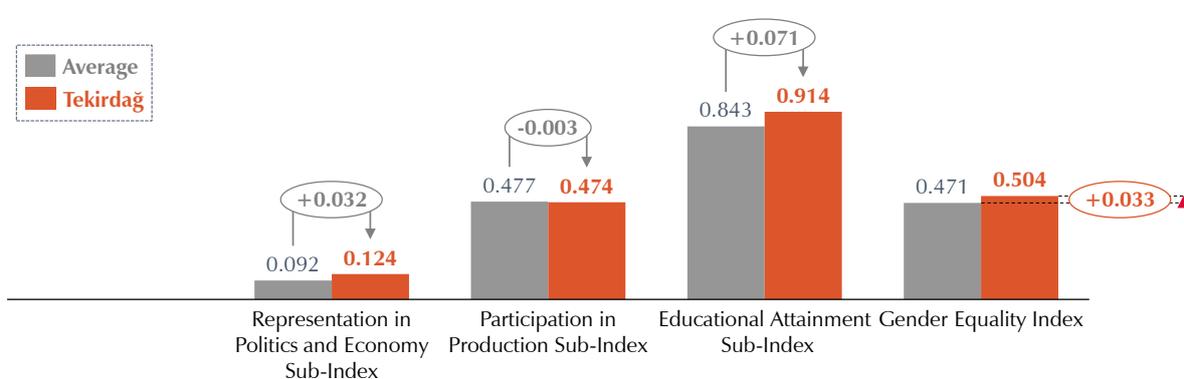


Sub-Index	Indicator	Ratio	Average	Şırnak
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	19.3%
		Female to male	12.0%	23.9%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.0%
		Female to male	3.5%	0.0%
Participation in Production	Unionization rate by gender	Female	9.8%	4.1%
		Female to male	56.6%	41.4%
	Gender distribution of authorized signatories in companies	Female	7.7%	3.1%
		Female to male	8.4%	3.1%
Educational Attainment	Gender distribution of the working population	Female	11.3%	6.6%
		Female to male	38.8%	27.7%
	Gender distribution of executive positions	Female	1.0%	0.3%
		Female to male	72.4%	39.2%
Educational Attainment	Wage equality for similar work	Female	23.6%	39.6%
		Female to male	38.8%	100.0%
	Literacy rate by gender	Female	91.5%	85.4%
		Female to male	94.5%	88.1%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	14.4%
		Female to male	62.3%	33.8%
	Undergraduate graduation rate by gender	Female	13.5%	8.4%
		Female to male	68.0%	40.6%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Tekirdağ	Overall Ranking	17
	(81 provinces)	
	Overall Score	0.504
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	1 million	528 thousand	502 thousand	12 billion 351 thousand \$	12 thousand 137 \$	High

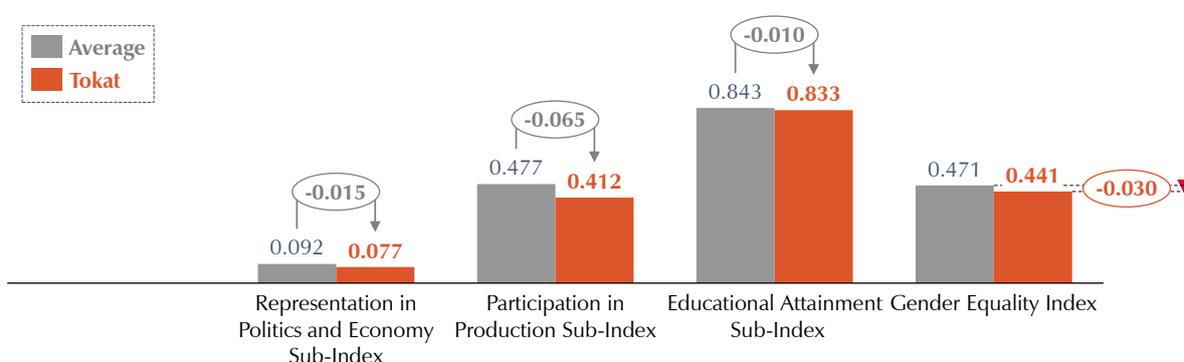


Sub-Index	Indicator	Ratio	Average	Tekirdağ
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	12.5%
		Female to male	12.0%	14.3%
	Gender distribution of district heads of political parties	Female	2.8%	9.1%
		Female to male	3.1%	10.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.9%
		Female to male	3.5%	2.9%
Participation in Production	Unionization rate by gender	Female	9.8%	16.1%
		Female to male	56.6%	75.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	9.4%
		Female to male	8.4%	10.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	22.5%
		Female to male	38.8%	45.7%
	Gender distribution of executive positions	Female	1.0%	1.3%
		Female to male	72.4%	76.6%
Educational Attainment	Wage equality for similar work	Female	23.6%	8.7%
		Female to male	38.8%	10.0%
	Literacy rate by gender	Female	91.5%	96.4%
		Female to male	94.5%	97.8%
Educational Attainment	Tertiary education graduation rate by gender	Female	27.0%	33.7%
		Female to male	62.3%	73.9%
	Undergraduate graduation rate by gender	Female	13.5%	15.1%
		Female to male	68.0%	84.5%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Tokat	Overall Ranking	67
	(81 provinces)	
	Overall Score	0.441
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	613 thousand	306 thousand	307 thousand	2 billion 982 thousand \$	4 thousand 910 \$	Upper-middle

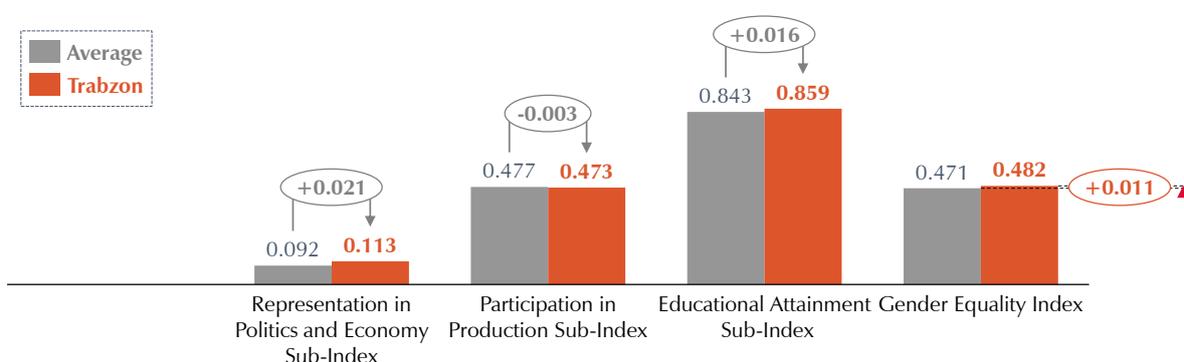


Sub-Index	Indicator	Ratio	Average	Tokat
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	4.8%
		Female to male	12.0%	5.0%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.4%
		Female to male	3.5%	0.4%
Participation in Production	Unionization rate by gender	Female	9.8%	14.5%
		Female to male	56.6%	71.9%
	Gender distribution of authorized signatories in companies	Female	7.7%	7.9%
		Female to male	8.4%	8.6%
Educational Attainment	Literacy rate by gender	Female	91.5%	94.2%
		Female to male	94.5%	96.4%
	Tertiary education graduation rate by gender	Female	27.0%	22.1%
		Female to male	62.3%	56.9%
	Undergraduate graduation rate by gender	Female	13.5%	10.9%
		Female to male	68.0%	60.2%

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Trabzon	Overall Ranking	31
	(81 provinces)	
	Overall Score	0.482
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	808 thousand	399 thousand	409 thousand	6 billion 95 thousand \$	7 thousand 646 \$	Upper-middle

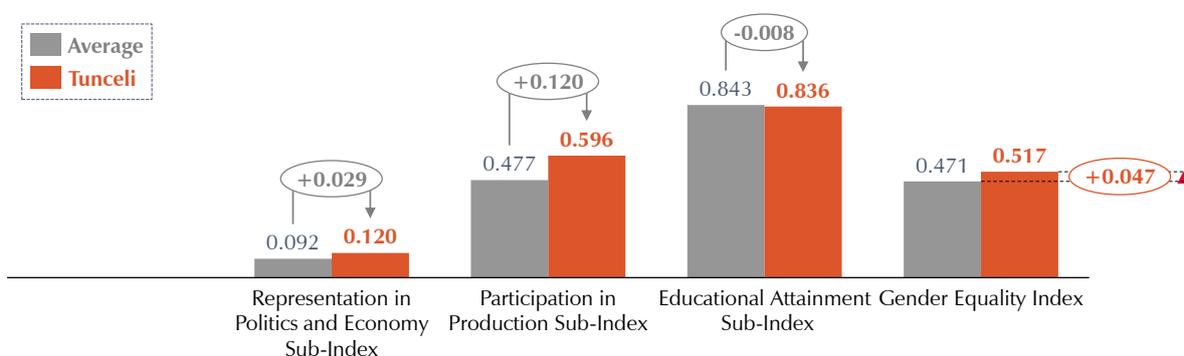


Sub-Index	Indicator	Ratio	Average	Trabzon
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	7.7%
		Female to male	12.0%	8.4%
	Gender distribution of district heads of political parties	Female	2.8%	2.8%
		Female to male	3.1%	2.9%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	6.8%
		Female to male	3.5%	7.3%
Participation in Production	Unionization rate by gender	Female	9.8%	10.8%
		Female to male	56.6%	77.0%
	Gender distribution of authorized signatories in companies	Female	7.7%	8.2%
		Female to male	8.4%	9.0%
Educational Attainment	Literacy rate by gender	Female	91.5%	91.2%
		Female to male	94.5%	94.0%
	Tertiary education graduation rate by gender	Female	27.0%	34.9%
		Female to male	62.3%	69.3%
	Undergraduate graduation rate by gender	Female	13.5%	16.5%
	Female to male	68.0%	72.2%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Tunceli	Overall Ranking	8
	(81 provinces)	
	Overall Score	0.517
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	88 thousand	49 thousand	39 thousand	697 million \$	8 thousand 164 \$	Upper-middle

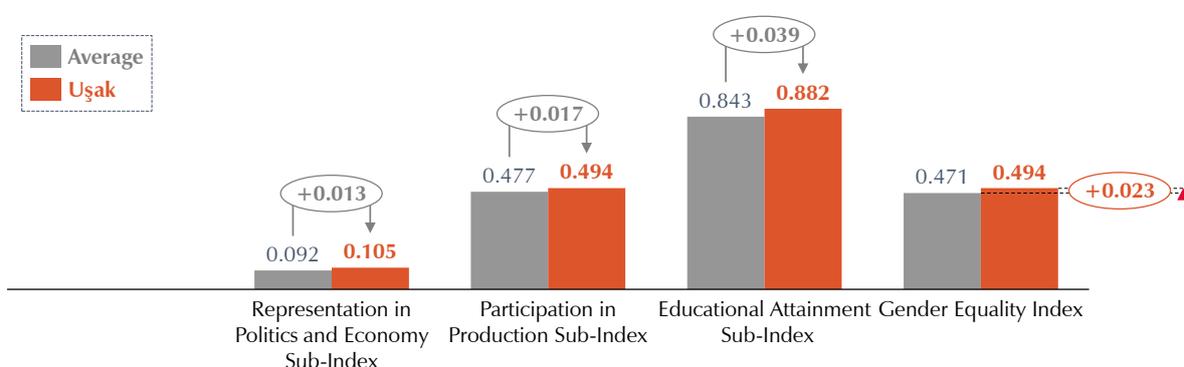


Sub-Index	Indicator	Ratio	Average	Tunceli
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	23.0%
		Female to male	12.0%	29.9%
	Gender distribution of district heads of political parties	Female	2.8%	6.3%
		Female to male	3.1%	6.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	2.7%
		Female to male	3.5%	2.8%
Unionization rate by gender	Female	9.8%	16.6%	
	Female to male	56.6%	62.3%	
Gender distribution of authorized signatories in companies	Female	7.7%	7.3%	
	Female to male	8.4%	7.8%	
Participation in Production	Gender distribution of the working population	Female	11.3%	9.0%
		Female to male	38.8%	47.8%
	Gender distribution of executive positions	Female	1.0%	0.6%
		Female to male	72.4%	91.4%
Wage equality for similar work	Female	23.6%	26.1%	
	Female to male	38.8%	49.5%	
Educational Attainment	Literacy rate by gender	Female	91.5%	87.1%
		Female to male	94.5%	90.0%
	Tertiary education graduation rate by gender	Female	27.0%	35.1%
		Female to male	62.3%	65.5%
Undergraduate graduation rate by gender	Female	13.5%	18.7%	
	Female to male	68.0%	77.1%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Uşak	Overall Ranking	20
	(81 provinces)	
	Overall Score	0.494
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Aegean	368 thousand	183 thousand	185 thousand	2 billion 915 thousand \$	7 thousand 958 \$	Upper-middle

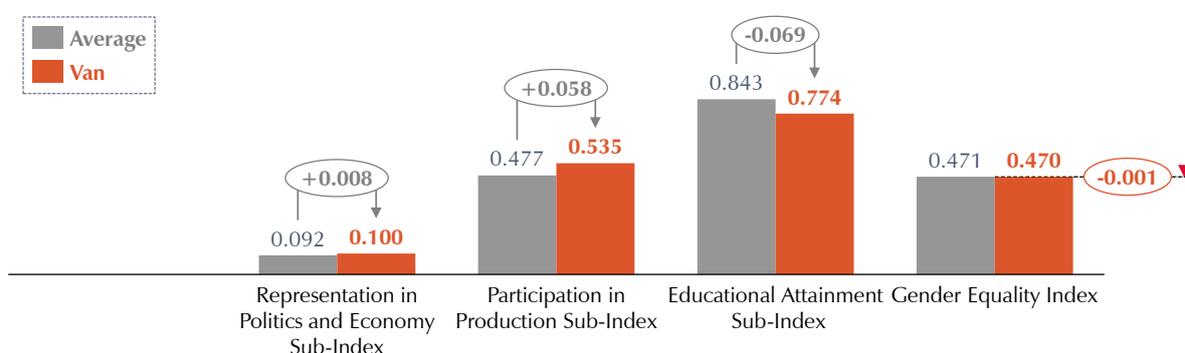


Sub-Index	Indicator	Ratio	Average	Uşak
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	16.0%
		Female to male	12.0%	19.0%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	6.0%
		Female to male	3.5%	6.4%
Unionization rate by gender	Female	9.8%	6.8%	
	Female to male	56.6%	52.1%	
Gender distribution of authorized signatories in companies	Female	7.7%	8.9%	
	Female to male	8.4%	9.8%	
Participation in Production	Gender distribution of the working population	Female	11.3%	14.3%
		Female to male	38.8%	43.8%
	Gender distribution of executive positions	Female	1.0%	1.0%
Female to male		72.4%	81.5%	
Wage equality for similar work	Female	23.6%	15.4%	
	Female to male	38.8%	20.0%	
Educational Attainment	Literacy rate by gender	Female	91.5%	93.9%
		Female to male	94.5%	97.8%
	Tertiary education graduation rate by gender	Female	27.0%	26.1%
		Female to male	62.3%	67.6%
Undergraduate graduation rate by gender	Female	13.5%	12.6%	
	Female to male	68.0%	72.8%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Van	Overall Ranking	40
	(81 provinces)	
	Overall Score	0.470
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Eastern Anatolia	1.1 million	574 thousand	549 thousand	3 billion 797 thousand \$	3 thousand 404 \$	Lower-Middle

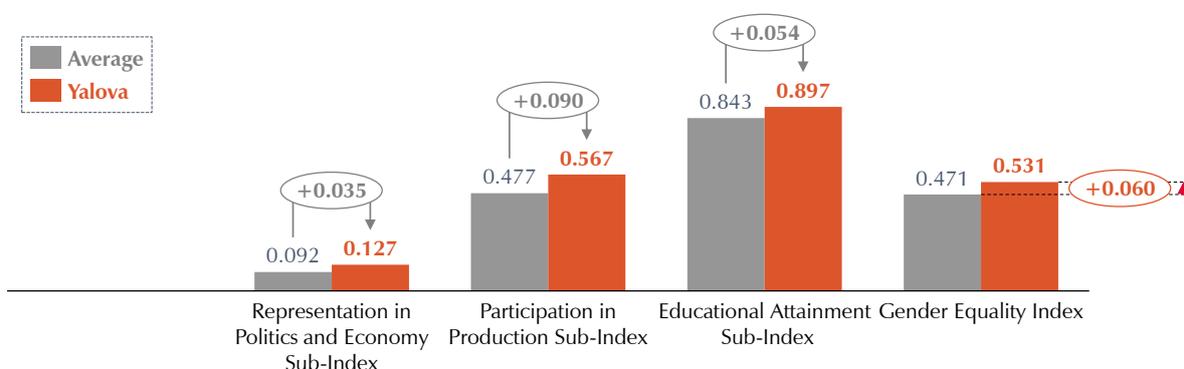


Sub-Index	Indicator	Ratio	Average	Van
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	26.5%
		Female to male	12.0%	36.0%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.8%
		Female to male	3.5%	4.0%
Participation in Production	Unionization rate by gender	Female	9.8%	8.7%
		Female to male	56.6%	38.8%
	Gender distribution of authorized signatories in companies	Female	7.7%	6.0%
		Female to male	8.4%	6.4%
Educational Attainment	Gender distribution of the working population	Female	11.3%	7.0%
		Female to male	38.8%	34.5%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	74.0%
	Wage equality for similar work	Female	23.6%	41.2%
		Female to male	38.8%	81.7%
Educational Attainment	Literacy rate by gender	Female	91.5%	88.7%
		Female to male	94.5%	91.0%
	Tertiary education graduation rate by gender	Female	27.0%	17.5%
		Female to male	62.3%	48.8%
	Undergraduate graduation rate by gender	Female	13.5%	9.4%
	Female to male	68.0%	54.9%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Yalova	Overall Ranking	3
	(81 provinces)	
	Overall Score	0.531
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Marmara	262 thousand	131 thousand	131 thousand	2 billion 824 thousand \$	11 thousand 1 \$	High

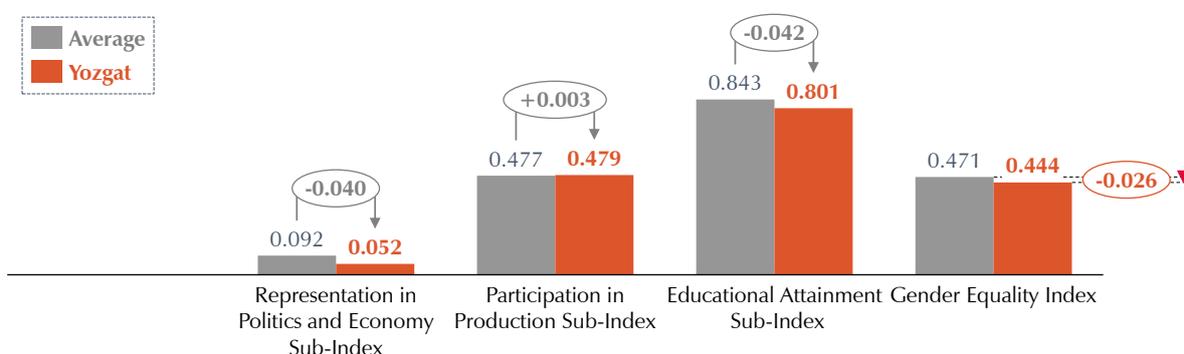


Sub-Index	Indicator	Ratio	Average	Yalova
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	9.0%
		Female to male	12.0%	9.9%
	Gender distribution of district heads of political parties	Female	2.8%	8.3%
		Female to male	3.1%	9.1%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	3.2%
		Female to male	3.5%	3.3%
Unionization rate by gender	Female	9.8%	7.0%	
	Female to male	56.6%	85.7%	
Gender distribution of authorized signatories in companies	Female	7.7%	10.3%	
	Female to male	8.4%	11.5%	
Participation in Production	Gender distribution of the working population	Female	11.3%	15.3%
		Female to male	38.8%	31.0%
	Gender distribution of executive positions	Female	1.0%	1.7%
Wage equality for similar work	Female	23.6%	30.8%	
	Female to male	38.8%	72.3%	
Educational Attainment	Literacy rate by gender	Female	91.5%	88.7%
		Female to male	94.5%	97.4%
	Tertiary education graduation rate by gender	Female	27.0%	36.3%
		Female to male	62.3%	76.1%
Undergraduate graduation rate by gender	Female	13.5%	16.8%	
	Female to male	68.0%	74.4%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Yozgat	Overall Ranking	63
	(81 provinces)	
	Overall Score	0.444
	Disparity= 0.000 Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Central Anatolia	425 thousand	212 thousand	213 thousand	2 billion 351 thousand \$	5 thousand 574 \$	Upper-middle

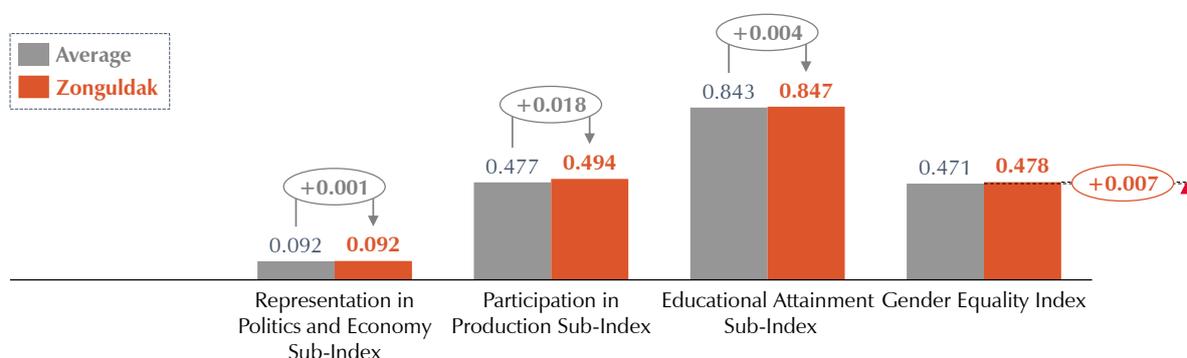


Sub-Index	Indicator	Ratio	Average	Yozgat
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	2.4%
		Female to male	12.0%	2.5%
	Gender distribution of district heads of political parties	Female	2.8%	0.0%
		Female to male	3.1%	0.0%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	0.7%
		Female to male	3.5%	0.7%
Unionization rate by gender	Female	9.8%	12.8%	
	Female to male	56.6%	44.8%	
Gender distribution of authorized signatories in companies	Female	7.7%	6.1%	
	Female to male	8.4%	6.5%	
Participation in Production	Gender distribution of the working population	Female	11.3%	6.6%
		Female to male	38.8%	31.7%
	Gender distribution of executive positions	Female	1.0%	0.7%
		Female to male	72.4%	73.8%
Wage equality for similar work	Female	23.6%	37.6%	
	Female to male	38.8%	60.1%	
Educational Attainment	Literacy rate by gender	Female	91.5%	89.1%
		Female to male	94.5%	94.1%
	Tertiary education graduation rate by gender	Female	27.0%	19.8%
		Female to male	62.3%	51.0%
Undergraduate graduation rate by gender	Female	13.5%	8.7%	
	Female to male	68.0%	56.4%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.

Zonguldak	Overall Ranking	35
	(81 provinces)	
	Overall Score	0.478
	Disparity= 0.000	
	Parity= 1.000	

Region	Population, total	Population, male	Population, female	GDP	GDP per capita	Income group
Black Sea	600 thousand	297 thousand	302 thousand	4 billion 281 thousand \$	7 thousand 156 \$	Upper-middle



Sub-Index	Indicator	Ratio	Average	Zonguldak
Representation in Politics and Economy	Gender distribution of municipal council members	Female	10.4%	8.1%
		Female to male	12.0%	8.9%
	Gender distribution of district heads of political parties	Female	2.8%	6.3%
		Female to male	3.1%	6.7%
	Average gender distribution of presidents, council chairpersons, secretary-generals, board members, council members and professional committee members in chambers and commodity exchanges within the TOBB	Female	3.3%	4.0%
		Female to male	3.5%	4.1%
	Unionization rate by gender	Female	9.8%	10.5%
	Female to male	56.6%	33.5%	
Participation in Production	Gender distribution of authorized signatories in companies	Female	7.7%	10.4%
		Female to male	8.4%	11.6%
	Gender distribution of the working population	Female	11.3%	10.1%
	Female to male	38.8%	33.9%	
Educational Attainment	Gender distribution of executive positions	Female	1.0%	1.5%
		Female to male	72.4%	100.0%
	Wage equality for similar work	Female	23.6%	18.8%
		Female to male	38.8%	23.3%
Educational Attainment	Literacy rate by gender	Female	91.5%	90.0%
		Female to male	94.5%	92.4%
	Tertiary education graduation rate by gender	Female	27.0%	26.6%
		Female to male	62.3%	63.2%
	Undergraduate graduation rate by gender	Female	13.5%	12.5%
	Female to male	68.0%	77.0%	

Note: For each indicator, dark green represents the province with the best performance in terms of gender equality. The performance of the province starts to deteriorate in terms of gender equality compared to other provinces as the scale moves from dark green to light green and from light green to yellow.





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