

## FEMALE UNEMPLOYMENT IS ALARMING

Seyfettin Gürsel\*, Hamza Mutluay\*\*, Mehmet Cem Şahin\*\*\*

### Executive Summary

Since the number of unemployed persons increased by 39 thousand and employment rose by 228 thousand, labor force rose by 267 thousand. As a result, the unemployment rate stayed at 11.2%. According to the sectorial data, the employment levels in all sectors increased. The employment levels of the industrial and construction sectors rose as opposed to the monthly decreases in those sectors in the last month. Employment level of industrial sector increased by 73 thousand and employment level of construction sector by 10 thousand. Employment levels of agricultural and services sectors rose by 49 thousand and 96 thousand, respectively. The cumulative increase in the services sector reached 480 thousand in the last three months.

Seasonally adjusted female unemployment rate rose by 0.6 percentage point (pp) MoM to 14.5% because of the increases in the female employment and female labor force by 74 thousand and 156 thousand, respectively. On the other hand, seasonally adjusted male unemployment rate decreased by 0.3 pp to 9,6% following the rise in the employment and the labor force by 153 thousand and 111 thousand, respectively. In November, female labor force increased more than female employment the number of unemployed females rose by 80 thousand. Following these developments, the gender gap in the unemployment rates of females and males surged by 0.9 pp to 4.9%.

### Unemployment rate did not change

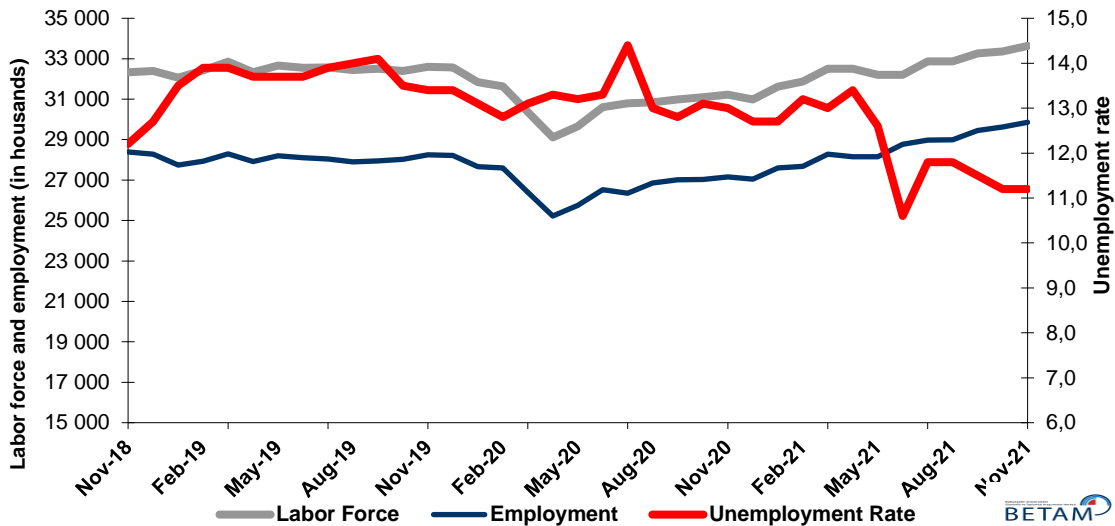
According to the monthly seasonally adjusted data, the number of employed persons rose by 228 thousand MoM to 29 million 855 thousand and the number of unemployed persons increased by 39 thousand to 3 million 777 thousand. Therefore, labor force rose by 267 thousand to 33 million 632 thousand (Figure 1, Table 1). As a result, the unemployment rate stayed at 11.2%.

\* Prof. Dr. Seyfettin Gürsel, Betam, Director, [seyfettin.gursel@eas.bau.edu.tr](mailto:seyfettin.gursel@eas.bau.edu.tr)

\*\* Hamza Mutluay, Betam, Research Assistant, [hamza.mutluay@eas.bau.edu.tr](mailto:hamza.mutluay@eas.bau.edu.tr)

\*\*\* Mehmet Cem Şahin, Betam, Research Assistant, [mehmetcem.sahin@eas.bau.edu.tr](mailto:mehmetcem.sahin@eas.bau.edu.tr)

**Figure 1 : Seasonally adjusted labor force, employment, and unemployment**



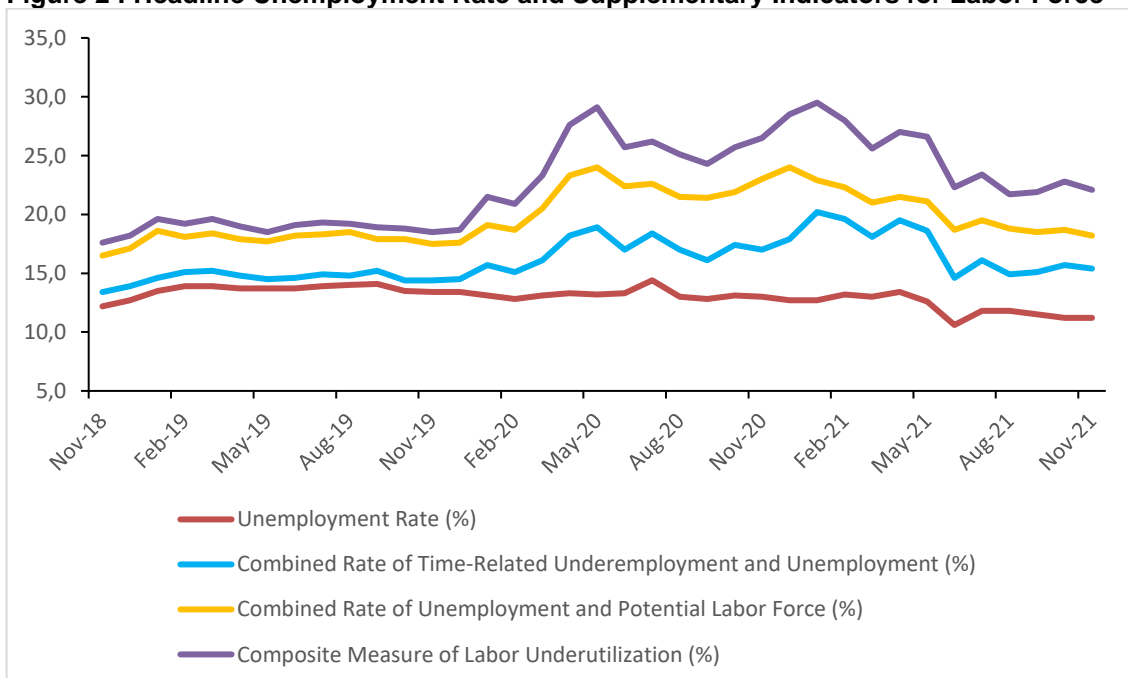
Source: Turkstat, Betam

**Developments in the alternative unemployment rates**

Box 1 reports the methods how Turkstat calculates the alternative unemployment rates. These measures consider both the time-related underemployment (those who are employed less than 40 hours a week but would like to increase their working hours, nevertheless, fail to do so) and the potential labor force (the individuals who are neither employed nor looking for a job but wish to work).

According to the seasonally adjusted data, unemployment rate (11.2%) did not change from October to November as noted above. "The combined rate of unemployment and the potential labor force" decreased by 0.5 pp to 18.2%. The underlying reason of the drop is the reduction in the potential labor force which stems from the rise in the labor force. On the other hand, "the combined rate of time-related underemployment and unemployment" dropped by 0.3 pp to 15.4%. "The composite measure of labor underutilization", which combines the two previous alternative unemployment measures, dropped by 0.7 pp to 22.1% (Figure 2, Table 4).

**Figure 2 : Headline Unemployment Rate and Supplementary Indicators for Labor Force**

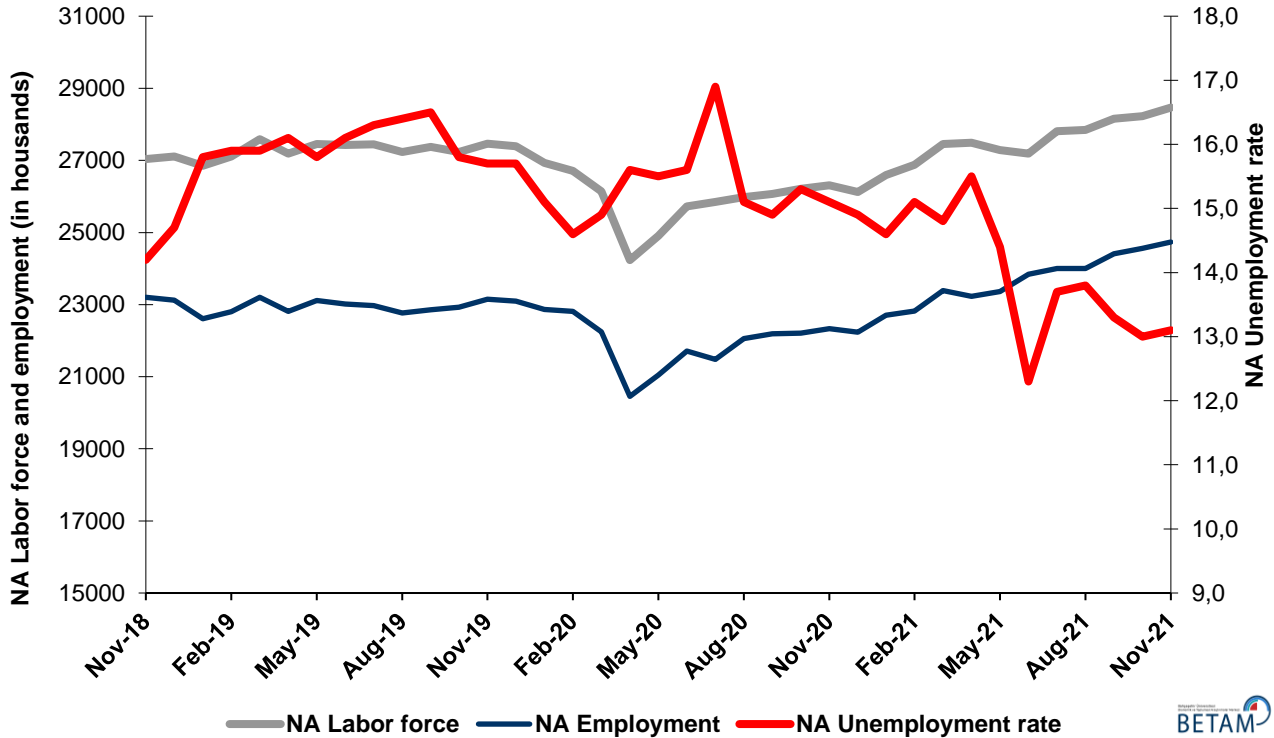


Source: Turkstat, Betam

## Moderate rise in non-agricultural unemployment rate

Seasonally adjusted non-agricultural employment rose by 179 thousand to 24 million 736 thousand (Figure 3, Table 2). The number of non-agricultural unemployed persons increased by 59 thousand to 3 million 729 thousand. As a result, non-agricultural unemployment rate increased by 0.1 pp to 13.1%.

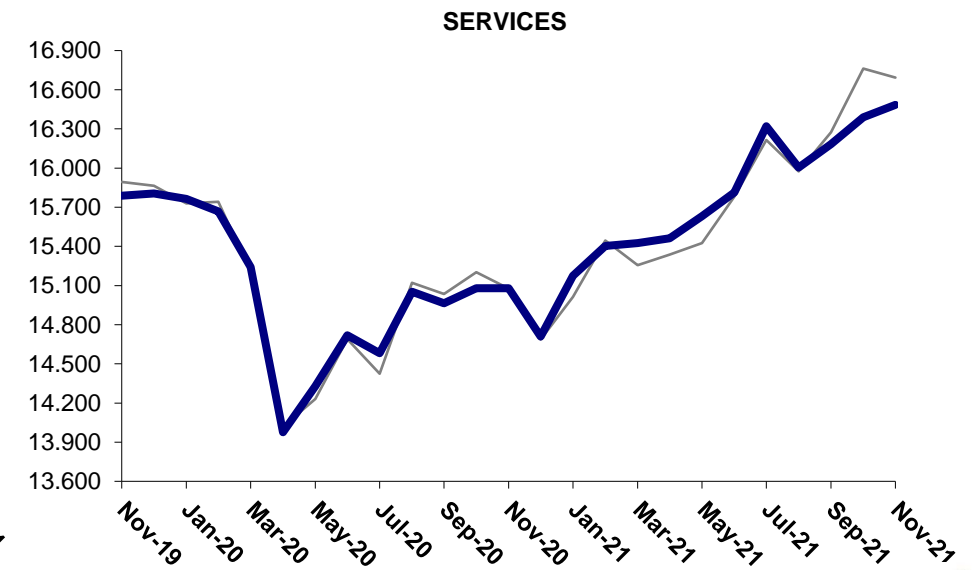
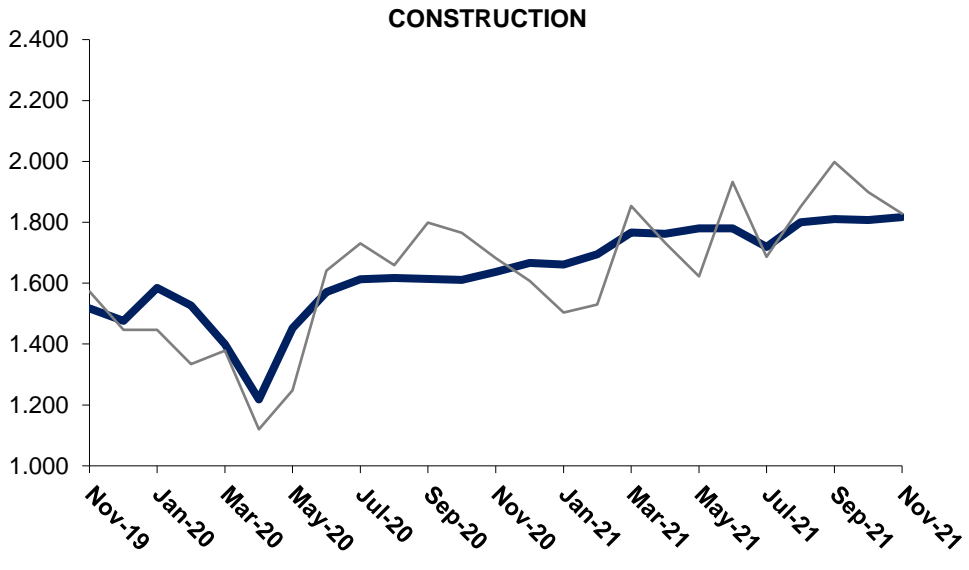
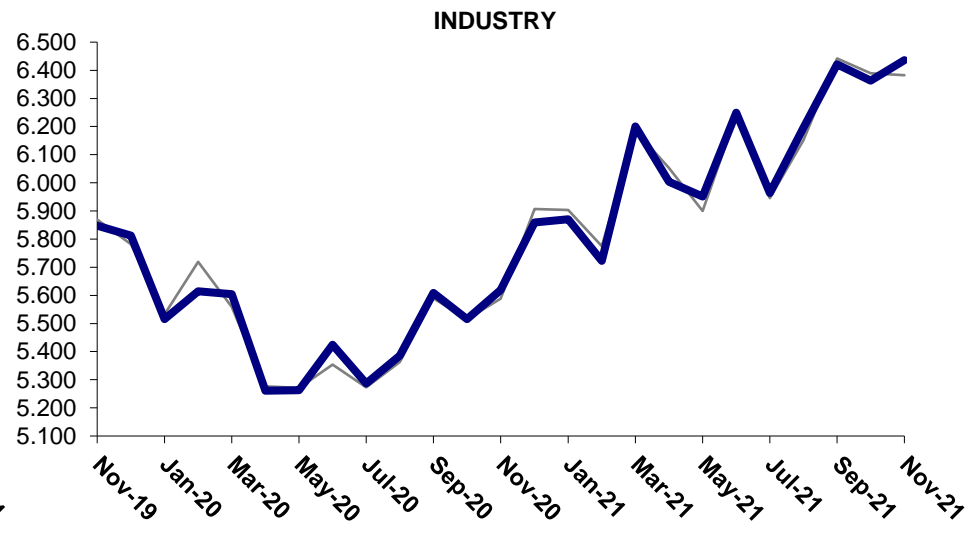
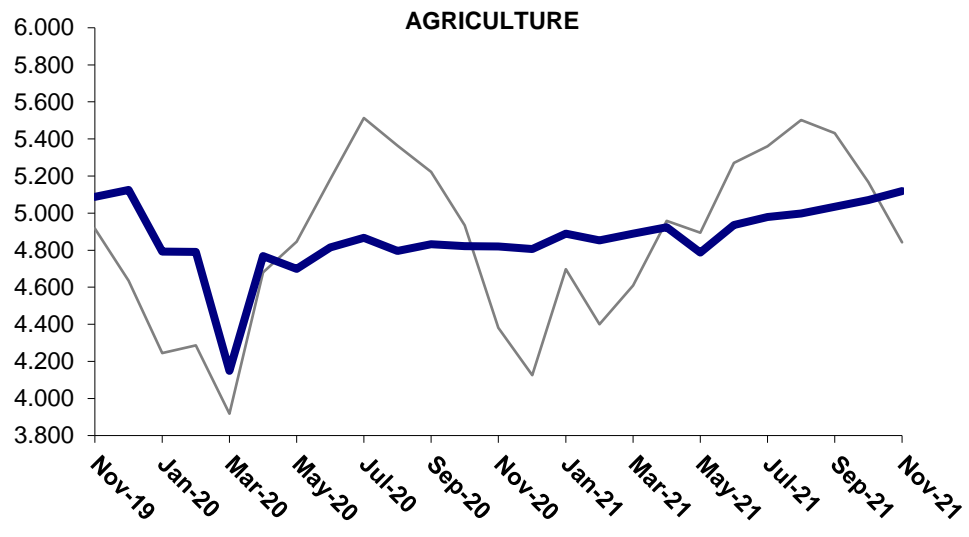
**Figure 3 : Seasonally adjusted labor force, employment, and unemployment rate**



Source: Turkstat, Betam

In November, employment in all the sectors increased. Employment in the industrial sector rose by 73 thousand following the decrease of 58 thousand in October. In the last three months, the cumulative increase in employment in the industrial sector is 240 thousand. Employment in the services sector increased by 96 thousand in November following the increase of 206 thousand in October. There was a limited increase in employment in construction sector by 10 thousand in November as opposed to the moderate decrease in the previous month. Employment in agricultural sector continued to increase following its trend in the recent months. Employment in agricultural sector rose by 49 thousand.

**Figure 4 : Employment by sectors (in thousands)**

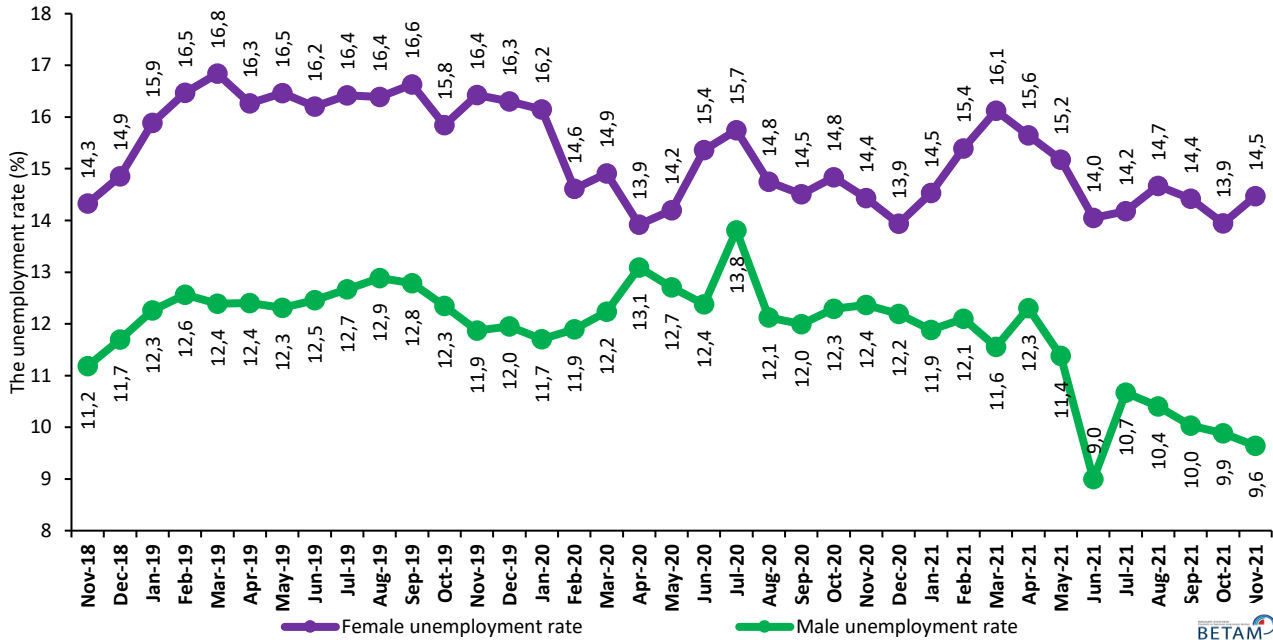


Source: Turkstat, Betam

## Female unemployment rate surges

Figure 5 shows seasonally adjusted unemployment rate for males (green) and for females (purple). Female employment rose by 74 thousand while the number of unemployed females increased by 80 thousand. Consequently, female labor force rose by 156 thousand MoM. Since female labor force increased faster than female employment, female unemployment rate rose sharply by 0.6 pp to 14.5% in November. As for the male employment, it increased by 153 thousand and the number of unemployed males dropped by 43 thousand. Hence, unemployment rate of males dropped by 0.3 pp to 9.6% (Table 5). As a result of these changes, the gender gap in the unemployment rates of females and males increased by 0.9 pp to 4.9%.

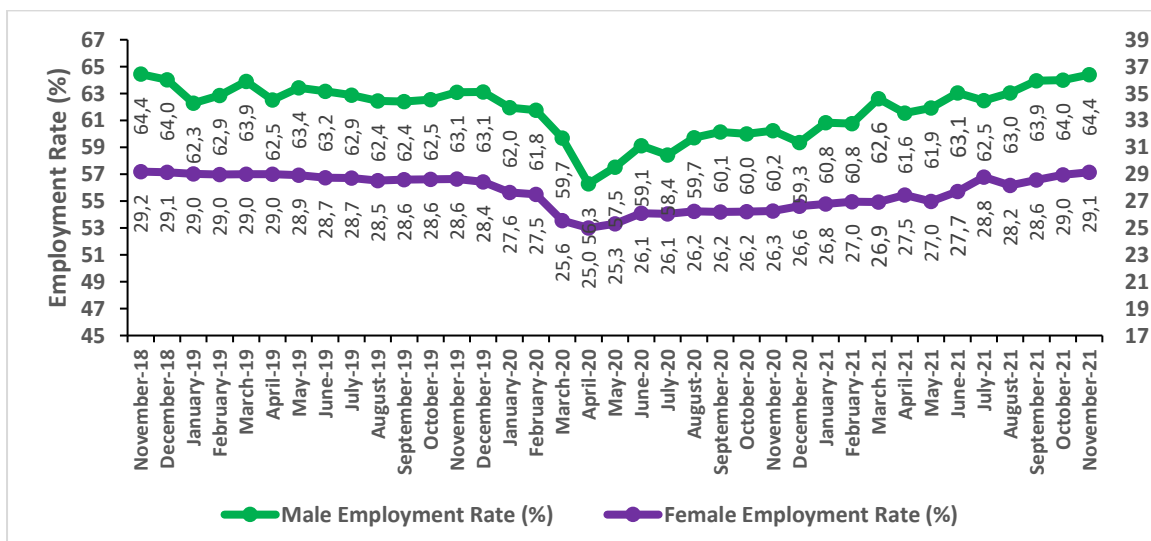
**Figure 5 : Seasonally adjusted unemployment rate by gender (%)**



Source: Turkstat, Betam

Employment rate of females and males rose by 0.1 pp and 0.4 pp, respectively. Following these developments, female employment rate rose from 29% in October to 29.1% in November. Female employment rate exceeded its pre-pandemic level (27.6% in January 2020) by 1.5 pp. It almost reached its historical record 29.2% (November 2018). On the other hand, following a sharp increase of 153 thousand in employment, male employment rate rose by 0.4 pp to 64.4% and reached its highest level in November 2018.

**Figure 6 : Seasonally adjusted employment rate by gender (%)**



Source: Turkstat, Betam

**Table 1 : Seasonally adjusted labor force indicators (in thousands)**

	Labor force	Employment	Unemployment	Unemployment rate	Monthly changes		
					Labor force	Employment	Unemployment
November-18	32331	28386	3945	12,2%			
December-18	32396	28273	4124	12,7%	65	-113	179
January-19	32055	27738	4317	13,5%	-341	-535	193
February-19	32423	27931	4492	13,9%	368	193	175
March-19	32850	28300	4550	13,9%	427	369	58
April-19	32337	27912	4425	13,7%	-513	-388	-125
May-19	32667	28200	4467	13,7%	330	288	42
June-19	32559	28102	4456	13,7%	-108	-98	-11
July-19	32572	28044	4528	13,9%	13	-58	72
August-19	32444	27891	4553	14,0%	-128	-153	25
September-19	32508	27940	4568	14,1%	64	49	15
October-19	32400	28028	4372	13,5%	-108	88	-196
November-19	32599	28240	4359	13,4%	199	212	-13
December-19	32575	28219	4356	13,4%	-24	-21	-3
January-20	31842	27656	4186	13,1%	-733	-563	-170
February-20	31638	27600	4038	12,8%	-204	-56	-148
March-20	30362	26394	3968	13,1%	-1276	-1206	-70
April-20	29108	25222	3886	13,4%	-1254	-1172	-82
May-20	29650	25744	3907	13,2%	542	522	21
June-20	30609	26529	4080	13,3%	959	785	173
July-20	30791	26349	4442	14,4%	182	-180	362
August-20	30846	26851	3995	13,0%	55	502	-447
September-20	30978	27019	3960	12,8%	132	168	-35
October-20	31097	27026	4070	13,1%	119	7	110
November-20	31216	27154	4061	13,0%	119	128	-9
December-20	30990	27039	3951	12,7%	-226	-115	-110
January-21	31620	27598	4022	12,7%	630	559	71
February-21	31864	27673	4191	13,2%	244	75	169
March-21	32505	28280	4225	13,0%	641	607	34
April-21	32499	28153	4346	13,4%	-6	-127	121
May-21	32202	28148	4053	12,6%	-297	-5	-293
June-21	32197	28777	3420	10,6%	-5	629	-633
July-21	32866	28982	3884	11,8%	669	205	464
August-21	32870	28997	3873	11,8%	4	15	-11
September-21	33257	29448	3809	11,5%	387	451	-64
October-21	33365	29627	3738	11,2%	108	179	-71
November-21	33632	29855	3777	11,2%	267	228	39

Source: Turkstat, Betam

**Table 2 : Seasonally adjusted non-agricultural labor force indicators (in thousands)**

	Labor force	Employment	Unemployment	Unemployment rate	Monthly changes		
					Labor force	Employment	Unemployment
November-18	27.041	23.201	3.840	14,2%			
December-18	27.106	23.121	3.985	14,7%	65	-80	145
January-19	26.853	22.610	4.243	15,8%	-253	-511	258
February-19	27.109	22.799	4.310	15,9%	257	189	68
March-19	27.586	23.200	4.386	15,9%	477	401	76
April-19	27.188	22.811	4.377	16,1%	-398	-389	-9
May-19	27.456	23.118	4.338	15,8%	268	307	-39
June-19	27.431	23.015	4.416	16,1%	-25	-103	78
July-19	27.446	22.972	4.474	16,3%	14	-43	57
August-19	27.237	22.770	4.467	16,4%	-209	-202	-7
September-19	27.377	22.860	4.517	16,5%	140	90	50
October-19	27.230	22.928	4.302	15,8%	-147	68	-215
November-19	27.464	23.152	4.312	15,7%	233	224	9
December-19	27.395	23.094	4.301	15,7%	-69	-58	-11
January-20	26.929	22.863	4.066	15,1%	-466	-231	-235
February-20	26.708	22.809	3.899	14,6%	-221	-54	-167
March-20	26.140	22.245	3.895	14,9%	-569	-564	-5
April-20	24.235	20.454	3.781	15,6%	-1905	-1791	-114
May-20	24.904	21.044	3.860	15,5%	670	590	80
June-20	25.727	21.714	4.013	15,6%	823	670	153
July-20	25.851	21.482	4.369	16,9%	123	-232	355
August-20	25.978	22.055	3.923	15,1%	127	573	-446
September-20	26.072	22.187	3.885	14,9%	94	132	-38
October-20	26.216	22.205	4.011	15,3%	144	18	126
November-20	26.306	22.334	3.972	15,1%	90	129	-39
December-20	26.126	22.233	3.893	14,9%	-181	-101	-80
January-21	26.590	22.708	3.882	14,6%	464	475	-11
February-21	26.879	22.820	4.059	15,1%	289	112	177
March-21	27.454	23.391	4.063	14,8%	576	571	5
April-21	27.490	23.229	4.261	15,5%	36	-162	198
May-21	27.290	23.360	3.930	14,4%	-200	131	-331
June-21	27.185	23.841	3.344	12,3%	-105	481	-586
July-21	27.813	24.003	3.810	13,7%	629	162	467
August-21	27.841	23.999	3.842	13,8%	28	-4	32
September-21	28.159	24.414	3.745	13,3%	318	415	-97
October-21	28.226	24.557	3.669	13,0%	67	143	-76
November-21	28.465	24.736	3.729	13,1%	238	179	59

Source: Turkstat, Betam

**Table 3 : Seasonally adjusted employment by sectors (in thousands)**

	Agriculture	Manufacturing	Construction	Service	Monthly changes			
					Agriculture	Manufacturing	Construction	Service
November-18	5185	5659	1764	15778				
December-18	5152	5630	1787	15705	-33	-29	23	-73
January-19	5128	5195	1676	15741	-24	-435	-111	36
February-19	5132	5369	1653	15778	4	174	-23	37
March-19	5100	5609	1719	15872	-32	240	66	94
April-19	5101	5366	1597	15848	1	-243	-122	-24
May-19	5082	5618	1628	15871	-19	252	31	23
June-19	5087	5663	1546	15806	5	45	-82	-65
July-19	5072	5615	1535	15822	-15	-48	-11	16
August-19	5121	5589	1472	15709	49	-26	-63	-113
September-19	5080	5519	1486	15855	-41	-70	14	146
October-19	5100	5644	1522	15762	20	125	36	-93
November-19	5088	5848	1517	15787	-12	204	-5	25
December-19	5125	5812	1476	15806	37	-36	-41	19
January-20	4793	5516	1584	15764	-332	-296	108	-42
February-20	4791	5615	1527	15667	-2	99	-57	-97
March-20	4149	5604	1399	15242	-642	-11	-128	-425
April-20	4768	5261	1218	13976	619	-343	-181	-1266
May-20	4700	5263	1452	14329	-68	2	234	353
June-20	4815	5424	1571	14719	115	161	119	390
July-20	4867	5287	1613	14582	52	-137	42	-137
August-20	4796	5386	1617	15052	-71	99	4	470
September-20	4832	5609	1614	14964	36	223	-3	-88
October-20	4821	5515	1611	15079	-11	-94	-3	115
November-20	4820	5619	1637	15079	-1	104	26	0
December-20	4806	5859	1666	14709	-14	240	29	-370
January-21	4890	5871	1661	15176	84	12	-5	467
February-21	4853	5722	1695	15403	-37	-149	34	227
March-21	4889	6200	1766	15425	36	478	71	22
April-21	4924	6004	1762	15463	35	-196	-4	38
May-21	4788	5951	1780	15630	-136	-53	18	167
June-21	4936	6249	1780	15813	148	298	0	183
July-21	4979	5964	1719	16320	43	-285	-61	507
August-21	4998	6196	1800	16004	19	232	81	-316
September-21	5034	6421	1811	16182	36	225	11	178
October-21	5070	6363	1807	16388	36	-58	-4	206
November-21	5119	6436	1817	16484	49	73	10	96

Source: Turkstat, Betam



**Table 4 : Unemployment, alternative unemployment rates (%) levels (in thousand)**

	Unemployment Rate (%)	Persons in Unemployment (in thousands)	Combined Rate of Time-Related Underemployment and Unemployment (%)	Time-Related Underemployed (in thousands)	Combined Rate of Unemployment and Potential Labor Force (%)	Potential Labor Force (in thousands)	Composite Measure of Labor Underutilization (%)	Total
<b>Nov-18</b>	12,2	3945	13,4	387	16,5	1664	17,6	5997
<b>Dec-18</b>	12,7	4124	13,9	379	17,1	1708	18,2	6211
<b>Jan-19</b>	13,5	4317	14,6	363	18,6	2021	19,6	6701
<b>Feb-19</b>	13,9	4492	15,1	404	18,1	1681	19,2	6577
<b>Mar-19</b>	13,9	4550	15,2	443	18,4	1831	19,6	6825
<b>Apr-19</b>	13,7	4425	14,8	361	17,9	1661	19,0	6446
<b>May-19</b>	13,7	4467	14,5	270	17,7	1598	18,5	6335
<b>Jun-19</b>	13,7	4456	14,6	298	18,2	1797	19,1	6550
<b>Jul-19</b>	13,9	4528	14,9	325	18,3	1754	19,3	6607
<b>Aug-19</b>	14,0	4553	14,8	249	18,5	1778	19,2	6580
<b>Sep-19</b>	14,1	4568	15,2	373	17,9	1524	18,9	6465
<b>Oct-19</b>	13,5	4372	14,4	294	17,9	1739	18,8	6404
<b>Nov-19</b>	13,4	4359	14,4	335	17,5	1631	18,5	6326
<b>Dec-19</b>	13,4	4356	14,5	367	17,6	1671	18,7	6395
<b>Jan-20</b>	13,1	4186	15,7	813	19,1	2343	21,5	7343
<b>Feb-20</b>	12,8	4038	15,1	739	18,7	2310	20,9	7088
<b>Mar-20</b>	13,1	3968	16,1	920	20,5	2838	23,3	7726
<b>Apr-20</b>	13,3	3886	18,2	1412	23,3	3776	27,6	9074
<b>May-20</b>	13,2	3907	18,9	1697	24,0	4222	29,1	9826
<b>Jun-20</b>	13,3	4080	17,0	1124	22,4	3578	25,7	8781
<b>Jul-20</b>	14,4	4442	18,4	1224	22,6	3252	26,2	8917
<b>Aug-20</b>	13,0	3995	17,0	1249	21,5	3359	25,1	8603
<b>Sep-20</b>	12,8	3960	16,1	1027	21,4	3396	24,3	8384
<b>Oct-20</b>	13,1	4070	17,4	1341	21,9	3509	25,7	8920
<b>Nov-20</b>	13,0	4061	17,0	1246	23,0	4050	26,5	9357
<b>Dec-20</b>	12,7	3951	17,9	1596	24,0	4588	28,5	10135
<b>Jan-21</b>	12,7	4022	20,2	2365	22,9	4175	29,5	10562
<b>Feb-21</b>	13,2	4191	19,6	2054	22,3	3751	28,0	9997
<b>Mar-21</b>	13,0	4225	18,1	1658	21,0	3292	25,6	9176
<b>Apr-21</b>	13,4	4346	19,5	1991	21,5	3365	27,0	9702
<b>May-21</b>	12,6	4053	18,6	1937	21,1	3475	26,6	9464
<b>Jun-21</b>	10,6	3420	14,6	1281	18,7	3199	22,3	7900
<b>Jul-21</b>	11,8	3884	16,1	1407	19,5	3136	23,4	8428
<b>Aug-21</b>	11,8	3873	14,9	1025	18,8	2841	21,7	7738
<b>Sep-21</b>	11,5	3809	15,1	1213	18,5	2876	21,9	7897
<b>Oct-21</b>	11,2	3738	15,7	1500	18,7	3077	22,8	8315
<b>Nov-21</b>	11,2	3777	15,4	1402	18,2	2866	22,1	8045

Source: Turkstat, Betam

**Table 5 : Seasonally adjusted female and male labor market indicators (thousands)**

	Total labor force, Female	Total Employment, Female	Total Unemployed, Female	Total labor force, Male	Total Employment, Male	Total Unemployed, Male	Women LFPR	Women Employment Rate	Men LFPR	Men Employment Rate
<b>Nov-18</b>	10.492	8.989	1.503	21.839	19.397	2.442	34,1	29,2	72,6	64,4
<b>Dec-18</b>	10.553	8.985	1.568	21.842	19.287	2.555	34,2	29,1	72,5	64,0
<b>Jan-19</b>	10.649	8.957	1.692	21.407	18.782	2.625	34,5	29,0	71,0	62,3
<b>Feb-19</b>	10.718	8.953	1.765	21.705	18.978	2.727	34,7	29,0	71,9	62,9
<b>Mar-19</b>	10.796	8.978	1.818	22.054	19.321	2.733	34,9	29,0	73,0	63,9
<b>Apr-19</b>	10.735	8.989	1.746	21.602	18.923	2.679	34,6	29,0	71,4	62,5
<b>May-19</b>	10.745	8.976	1.769	21.922	19.224	2.698	34,6	28,9	72,3	63,4
<b>Jun-19</b>	10.659	8.932	1.727	21.899	19.170	2.729	34,3	28,7	72,2	63,2
<b>Jul-19</b>	10.693	8.937	1.756	21.879	19.107	2.772	34,4	28,7	72,0	62,9
<b>Aug-19</b>	10.630	8.888	1.742	21.814	19.003	2.811	34,1	28,5	71,7	62,4
<b>Sep-19</b>	10.700	8.920	1.780	21.807	19.019	2.788	34,3	28,6	71,6	62,4
<b>Oct-19</b>	10.629	8.945	1.684	21.771	19.083	2.688	34,0	28,6	71,4	62,5
<b>Nov-19</b>	10.726	8.964	1.762	21.873	19.276	2.597	34,3	28,6	71,6	63,1
<b>Dec-19</b>	10.643	8.908	1.735	21.932	19.311	2.621	34,0	28,4	71,7	63,1
<b>Jan-20</b>	10.340	8.670	1.670	21.502	18.986	2.516	33,0	27,6	70,2	62,0
<b>Feb-20</b>	10.122	8.643	1.479	21.516	18.957	2.559	32,2	27,5	70,1	61,8
<b>Mar-20</b>	9.449	8.040	1.409	20.913	18.354	2.559	30,0	25,6	68,0	59,7
<b>Apr-20</b>	9.153	7.879	1.274	19.956	17.344	2.612	29,0	25,0	64,8	56,3
<b>May-20</b>	9.310	7.988	1.322	20.340	17.756	2.584	29,5	25,3	65,9	57,5
<b>Jun-20</b>	9.744	8.247	1.497	20.865	18.282	2.583	30,8	26,1	67,5	59,1
<b>Jul-20</b>	9.785	8.244	1.541	21.005	18.105	2.900	30,9	26,1	67,8	58,4
<b>Aug-20</b>	9.755	8.316	1.439	21.091	18.534	2.557	30,8	26,2	67,9	59,7
<b>Sep-20</b>	9.726	8.315	1.411	21.253	18.704	2.549	30,6	26,2	68,3	60,1
<b>Oct-20</b>	9.787	8.335	1.452	21.310	18.691	2.619	30,8	26,2	68,4	60,0
<b>Nov-20</b>	9.764	8.355	1.409	21.451	18.799	2.652	30,7	26,3	68,7	60,2
<b>Dec-20</b>	9.856	8.482	1.374	21.135	18.558	2.577	30,9	26,6	67,6	59,3
<b>Jan-21</b>	10.003	8.549	1.454	21.617	19.049	2.568	31,3	26,8	69,0	60,8
<b>Feb-21</b>	10.185	8.617	1.568	21.679	19.056	2.623	31,9	27,0	69,1	60,8
<b>Mar-21</b>	10.278	8.621	1.657	22.228	19.660	2.568	32,1	26,9	70,8	62,6
<b>Apr-21</b>	10.436	8.803	1.633	22.064	19.350	2.714	32,6	27,5	70,2	61,6
<b>May-21</b>	10.211	8.661	1.550	21.990	19.487	2.503	31,8	27,0	69,9	61,9
<b>Jun-21</b>	10.364	8.908	1.456	21.834	19.870	1.964	32,2	27,7	69,3	63,1
<b>Jul-21</b>	10.799	9.268	1.531	22.067	19.713	2.354	33,5	28,8	69,9	62,5
<b>Aug-21</b>	10.643	9.082	1.561	22.228	19.916	2.312	33,0	28,2	70,4	63,0
<b>Sep-21</b>	10.777	9.223	1.554	22.480	20.225	2.255	33,4	28,6	71,1	63,9
<b>Oct-21</b>	10.880	9.363	1.517	22.487	20.265	2.222	33,6	29,0	71,0	64,0
<b>Nov-21</b>	11.034	9.437	1.597	22.597	20.418	2.179	34,1	29,1	71,3	64,4

Source: Turkstat, Betam

## Box 1 : Definitions of alternative unemployment rates<sup>1</sup>

**The time-related underemployment:** Persons employed in the reference week who actually worked less than 40 hours as total (in main job and additional job/s), were willing to work additional hours and were available to do so, but could not find a job for the extra hours.

**The potential labor force:** Persons not in employment who would like to work, but for whom the existing conditions limit active job search and/or availability.

**The unemployed:** The unemployed comprises all persons 15 years of age and over who were not employed during the reference period had used at least one active channel for seeking a job during the last four weeks and were available to start work within two weeks.

**1) Unemployment rate** = [persons in unemployment/labor force]x100

**2) Combined rate of time-related underemployment and unemployment =**

$$[(\text{persons in time-related underemployment} + \text{persons in unemployment}) / \text{labor force}] * 100$$

**3) Combined rate of unemployment and potential labor force =**

$$[(\text{persons in unemployment} + \text{potential labor force}) / (\text{labor force} + \text{potential labor force})] * 100$$

**4) Composite measure of labor underutilization =**

$$[(\text{persons in time-related underemployment} + \text{persons in unemployment} + \text{potential labor force}) / (\text{labor force} + \text{potential labor force})] * 100$$

<sup>1</sup> Detailed information is available in the **Metadata** section of the link : <https://data.tuik.gov.tr/Kategori/GetKategori?p=istihdam-issizlik-ve-ucret-108&dil=1>