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**Labor Market Outlook:**

**February 2023**

**10 February 2023**

**HIGH INCREASE IN FEMALE UNEMPLOYMENT**

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**Executive Summary**

Since the number of unemployed persons increased by 62 thousand and the number of employed persons increased by 18 thousand, the labor force grew by 80 thousand. As a result, the overall unemployment rate increased by 0.1 percentage points from November to December, reaching a level of 10.3 percent.

The seasonally adjusted female unemployment rate increased by 1.3 percentage points from November to December, reaching 14.4 percent, as a result of an 80,000 decrease in employment and a 166,000 increase in the number of unemployed females. On the other hand, the male unemployment rate decreased by 0.5 percentage points to 8.2 percent, following a 98,000 increase in employment and a 105,000 decrease in the number of unemployed males. While female labor force increased by 87,000, male labor force decreased by 7,000 in December. Similar to last three months, female labor force growth in December exceeded male labor force growth. Additionally, due to the decline in female employment, the gender gap in unemployment rates reached its highest level since 2005, with a 1.8 percentage point increase, standing at 6.2 percentage points.

# Limited increase in employment

According to seasonally adjusted monthly data, the number of employed individuals increased by 18,000 from November to December, reaching a total of 31,573,000 people. The number of unemployed individuals also increased by 62,000 to 3,633,000 people. As a result, the labor force increased by 80,000 to reach 35,208,000 people. (Figure 1, Table 1). The unemployment rate increased by 0,1 pp to 10.3%

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

Source: Turkstat, Betam

# Developments in the alternative unemployment rates

Box 1 reports the methods Turkstat used to calculate the alternative unemployment rates. These measures consider both the time-related underemployment (those who are employed for less than 40 hours a week but would like to increase their working hours but 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 seasonally adjusted data, the "overall unemployment rate" increased by 0.1 percentage points from November to December, reaching a level of 10.3 percent. In a month where the increase in the labor force and employment was limited, the potential labor force also increased, and the "combined rate of unemployment and the potential labor force" increased by 0.3 percentage points to 17.2 percent. In this month with low employment growth, the "combined rate of time-related underemployment and unemployment ratio" increased significantly by 0.6 percentage points to 14.9 percent. The "composite measure of labor underutilization ratio," which is composed of the combined rates of the last two alternative unemployment rates, continued its uninterrupted increase from August to November and increased by 0.6 percentage points to reach 21.4 percent in December. (Figure 2, Table 4).

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

Source: Turkstat, Betam

**Gender gap in unemployment broke a record**

Figure 3 shows the seasonally adjusted unemployment rate for males and females. From November to December, female employment decreased by 80,000, while the number of unemployed females increased by 167,000. As a result of the significant increase in the number of unemployed individuals accompanying the decline in female employment, the female unemployment rate experienced a strong increase of 1.3 percentage points, reaching 14.4 percent from November to December. On the other hand, male employment increased by 98,000 in December, following an increase of 147,000 in October and 96,000 in November, while the male labor force decreased by 7,000. Consequently, the male unemployment rate also decreased from 8.7 percent to 8.2 percent. These contrasting developments resulted in the gender gap in the unemployment rate reaching its highest level in history, with a difference of 6.2 percentage points (Figure 3).

Figure 3: Seasonally adjusted unemployment rate by gender (%)

Source: Turkstat, Betam

As a result of the decrease of 80,000 in female employment in November, the female employment rate decreased by 0.3 percentage points, reaching 31.3 percent. On the other hand, the male employment rate continued its upward trend in December and reached 66.0 percent, maintaining the increase observed since September. (Figure 4).

Figure 4: 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 | | |
| December-19 | 32555 | 28204 | 4352 | 13.4% | Labor Force | Employment | Unemployment |
| January-20 | 31787 | 27615 | 4172 | 13.1% | -768 | -589 | -180 |
| February-20 | 31599 | 27615 | 3984 | 12.6% | -188 | 0 | -188 |
| March-20 | 30397 | 26482 | 3915 | 12.9% | -1202 | -1133 | -69 |
| April-20 | 29265 | 25334 | 3931 | 13.4% | -1132 | -1148 | 16 |
| May-20 | 29832 | 25849 | 3983 | 13.4% | 567 | 515 | 52 |
| June-20 | 30616 | 26497 | 4119 | 13.5% | 784 | 648 | 136 |
| July-20 | 30526 | 26199 | 4327 | 14.2% | -90 | -298 | 208 |
| August-20 | 30877 | 26904 | 3972 | 12.9% | 351 | 705 | -355 |
| September-20 | 31022 | 27080 | 3942 | 12.7% | 145 | 176 | -30 |
| October-20 | 31120 | 27039 | 4081 | 13.1% | 98 | -41 | 139 |
| November-20 | 31235 | 27151 | 4084 | 13.1% | 115 | 112 | 3 |
| December-20 | 30962 | 27000 | 3962 | 12.8% | -273 | -151 | -122 |
| January-21 | 31468 | 27501 | 3967 | 12.6% | 506 | 501 | 5 |
| February-21 | 31766 | 27564 | 4202 | 13.2% | 298 | 63 | 235 |
| March-21 | 32414 | 28261 | 4154 | 12.8% | 648 | 697 | -48 |
| April-21 | 32640 | 28243 | 4397 | 13.5% | 226 | -18 | 243 |
| May-21 | 32408 | 28185 | 4224 | 13.0% | -232 | -58 | -173 |
| June-21 | 32271 | 28748 | 3523 | 10.9% | -137 | 563 | -701 |
| July-21 | 32632 | 28872 | 3760 | 11.5% | 361 | 124 | 237 |
| August-21 | 32897 | 28991 | 3906 | 11.9% | 265 | 119 | 146 |
| September-21 | 33269 | 29474 | 3794 | 11.4% | 372 | 483 | -112 |
| October-21 | 33287 | 29571 | 3716 | 11.2% | 18 | 97 | -78 |
| November-21 | 33436 | 29692 | 3744 | 11.2% | 149 | 121 | 28 |
| December-21 | 33736 | 29988 | 3748 | 11.1% | 300 | 296 | 4 |
| January-22 | 33615 | 29851 | 3764 | 11.2% | -121 | -137 | 16 |
| February-22 | 33576 | 29989 | 3587 | 10.7% | -39 | 138 | -177 |
| March-22 | 33716 | 30005 | 3711 | 11.0% | 140 | 16 | 124 |
| April-22 | 34220 | 30458 | 3762 | 11.0% | 504 | 453 | 51 |
| May-22 | 34523 | 30832 | 3692 | 10.7% | 303 | 374 | -70 |
| June-22 | 34344 | 30778 | 3566 | 10.4% | -179 | -54 | -126 |
| July-22 | 34102 | 30643 | 3459 | 10.1% | -242 | -135 | -107 |
| August-22 | 34397 | 31036 | 3361 | 9.8% | 295 | 393 | -98 |
| September-22 | 34488 | 31005 | 3484 | 10.1% | 91 | -31 | 123 |
| October-22 | 34796 | 31251 | 3545 | 10.2% | 308 | 246 | 61 |
| November-22 | 35126 | 31555 | 3571 | 10.2% | 330 | 304 | 26 |
| December-22 | 35206 | 31573 | 3633 | 10.3% | 80 | 18 | 62 |

Source: Turkstat, Betam

Table 2: 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 |
| Dec-19 | 13.4 | 4352 | 14.5 | 368 | 17.6 | 1672 | 18.7 | 6392 |
| Jan-20 | 13.1 | 4172 | 15.7 | 819 | 19.1 | 2348 | 21.5 | 7338 |
| Feb-20 | 12.6 | 3984 | 14.9 | 724 | 18.6 | 2326 | 20.7 | 7034 |
| Mar-20 | 12.9 | 3915 | 15.9 | 918 | 20.3 | 2830 | 23.1 | 7663 |
| Apr-20 | 13.4 | 3931 | 18.2 | 1395 | 23.4 | 3808 | 27.6 | 9134 |
| May-20 | 13.4 | 3983 | 19.1 | 1715 | 24.1 | 4225 | 29.1 | 9923 |
| Jun-20 | 13.5 | 4119 | 17.2 | 1147 | 22.5 | 3574 | 25.9 | 8840 |
| Jul-20 | 14.2 | 4327 | 18.2 | 1229 | 22.4 | 3236 | 26.1 | 8791 |
| Aug-20 | 12.9 | 3972 | 16.9 | 1246 | 21.5 | 3397 | 25.1 | 8615 |
| Sep-20 | 12.7 | 3942 | 16.0 | 1022 | 21.3 | 3387 | 24.2 | 8351 |
| Oct-20 | 13.1 | 4081 | 17.4 | 1334 | 21.9 | 3501 | 25.7 | 8916 |
| Nov-20 | 13.1 | 4084 | 17.1 | 1257 | 23.0 | 4026 | 26.6 | 9367 |
| Dec-20 | 12.8 | 3962 | 18.0 | 1611 | 24.0 | 4564 | 28.5 | 10137 |
| Jan-21 | 12.6 | 3967 | 20.1 | 2358 | 22.9 | 4201 | 29.5 | 10526 |
| Feb-21 | 13.2 | 4202 | 19.7 | 2056 | 22.3 | 3709 | 28.1 | 9967 |
| Mar-21 | 12.8 | 4154 | 17.9 | 1648 | 20.9 | 3313 | 25.5 | 9115 |
| Apr-21 | 13.5 | 4397 | 19.5 | 1968 | 21.6 | 3384 | 27.1 | 9749 |
| May-21 | 13.0 | 4224 | 19.1 | 1966 | 21.5 | 3495 | 26.9 | 9685 |
| Jun-21 | 10.9 | 3523 | 14.9 | 1285 | 19.0 | 3220 | 22.6 | 8029 |
| Jul-21 | 11.5 | 3760 | 15.9 | 1428 | 19.3 | 3145 | 23.2 | 8333 |
| Aug-21 | 11.9 | 3906 | 15.0 | 1029 | 18.9 | 2850 | 21.7 | 7785 |
| Sep-21 | 11.4 | 3794 | 15.1 | 1230 | 18.4 | 2852 | 21.8 | 7876 |
| Oct-21 | 11.2 | 3716 | 15.6 | 1477 | 18.7 | 3086 | 22.8 | 8278 |
| Nov-21 | 11.2 | 3744 | 15.4 | 1405 | 18.2 | 2862 | 22.1 | 8011 |
| Dec-21 | 11.1 | 3748 | 15.3 | 1414 | 18.7 | 3150 | 22.6 | 8311 |
| Jan-22 | 11.2 | 3764 | 15.5 | 1446 | 18.8 | 3147 | 22.7 | 8358 |
| Feb-22 | 10.7 | 3587 | 14.7 | 1349 | 18.1 | 3041 | 21.8 | 7976 |
| Mar-22 | 11.0 | 3711 | 15.2 | 1414 | 18.4 | 3055 | 22.2 | 8180 |
| Apr-22 | 11.0 | 3762 | 14.5 | 1200 | 18.2 | 3015 | 21.5 | 7977 |
| May-22 | 10.7 | 3692 | 15.8 | 1763 | 17.5 | 2848 | 22.2 | 8303 |
| Jun-22 | 10.4 | 3566 | 14.0 | 1242 | 17.2 | 2827 | 20.5 | 7636 |
| Jul-22 | 10.1 | 3459 | 15.1 | 1690 | 18.0 | 3268 | 22.5 | 8417 |
| Aug-22 | 9.8 | 3361 | 13.5 | 1283 | 16.5 | 2772 | 19.9 | 7415 |
| Sep-22 | 10.1 | 3484 | 14.0 | 1344 | 16.7 | 2732 | 20.3 | 7560 |
| Oct-22 | 10.2 | 3545 | 14.2 | 1396 | 16.6 | 2675 | 20.3 | 7616 |
| Nov-22 | 10.2 | 3571 | 14.3 | 1452 | 16.9 | 2846 | 20.8 | 7869 |
| Dec-22 | 10.3 | 3633 | 14.9 | 1613 | 17.2 | 2926 | 21.4 | 8171 |

Source: Turkstat, Betam

Table 3: 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 |
| Dec-19 | 10629 | 8906 | 1723 | 21926 | 19298 | 2628 | 33.9 | 28.4 | 71.7 | 63.1 |
| Jan-20 | 10347 | 8695 | 1651 | 21440 | 18920 | 2520 | 33.0 | 27.7 | 70.0 | 61.7 |
| Feb-20 | 10160 | 8692 | 1468 | 21439 | 18923 | 2516 | 32.3 | 27.7 | 69.8 | 61.6 |
| Mar-20 | 9449 | 8064 | 1385 | 20948 | 18418 | 2530 | 30.0 | 25.6 | 68.1 | 59.9 |
| Apr-20 | 9185 | 7896 | 1288 | 20081 | 17438 | 2642 | 29.1 | 25.1 | 65.2 | 56.6 |
| May-20 | 9347 | 8013 | 1334 | 20485 | 17836 | 2649 | 29.6 | 25.4 | 66.4 | 57.8 |
| Jun-20 | 9683 | 8183 | 1501 | 20932 | 18314 | 2619 | 30.6 | 25.9 | 67.7 | 59.2 |
| Jul-20 | 9792 | 8251 | 1541 | 20735 | 17948 | 2786 | 30.9 | 26.1 | 66.9 | 57.9 |
| Aug-20 | 9801 | 8343 | 1459 | 21075 | 18562 | 2514 | 30.9 | 26.3 | 67.9 | 59.8 |
| Sep-20 | 9735 | 8313 | 1423 | 21287 | 18767 | 2519 | 30.7 | 26.2 | 68.4 | 60.3 |
| Oct-20 | 9756 | 8295 | 1461 | 21364 | 18743 | 2621 | 30.7 | 26.1 | 68.6 | 60.2 |
| Nov-20 | 9722 | 8315 | 1406 | 21513 | 18836 | 2677 | 30.5 | 26.1 | 68.9 | 60.3 |
| Dec-20 | 9783 | 8419 | 1365 | 21179 | 18582 | 2597 | 30.7 | 26.4 | 67.7 | 59.4 |
| Jan-21 | 10002 | 8566 | 1436 | 21466 | 18935 | 2531 | 31.3 | 26.8 | 68.5 | 60.5 |
| Feb-21 | 10191 | 8634 | 1557 | 21575 | 18930 | 2645 | 31.9 | 27.0 | 68.8 | 60.4 |
| Mar-21 | 10223 | 8602 | 1621 | 22191 | 19658 | 2533 | 31.9 | 26.9 | 70.7 | 62.6 |
| Apr-21 | 10494 | 8866 | 1628 | 22146 | 19377 | 2769 | 32.7 | 27.7 | 70.5 | 61.6 |
| May-21 | 10256 | 8697 | 1560 | 22152 | 19488 | 2664 | 32.0 | 27.1 | 70.4 | 61.9 |
| Jun-21 | 10347 | 8890 | 1457 | 21924 | 19858 | 2066 | 32.2 | 27.7 | 69.6 | 63.0 |
| Jul-21 | 10828 | 9290 | 1537 | 21804 | 19582 | 2222 | 33.6 | 28.9 | 69.1 | 62.1 |
| Aug-21 | 10675 | 9076 | 1599 | 22222 | 19915 | 2307 | 33.1 | 28.2 | 70.3 | 63.0 |
| Sep-21 | 10836 | 9255 | 1580 | 22433 | 20219 | 2214 | 33.6 | 28.7 | 70.9 | 63.9 |
| Oct-21 | 10929 | 9398 | 1531 | 22358 | 20173 | 2185 | 33.8 | 29.1 | 70.6 | 63.7 |
| Nov-21 | 10991 | 9391 | 1600 | 22445 | 20301 | 2144 | 33.9 | 29.0 | 70.8 | 64.0 |
| Dec-21 | 11075 | 9556 | 1519 | 22661 | 20433 | 2229 | 34.2 | 29.5 | 71.4 | 64.4 |
| Jan-22 | 11057 | 9555 | 1503 | 22558 | 20297 | 2261 | 34.1 | 29.4 | 71.0 | 63.9 |
| Feb-22 | 11068 | 9587 | 1481 | 22507 | 20402 | 2105 | 34.1 | 29.5 | 70.7 | 64.1 |
| Mar-22 | 10917 | 9400 | 1517 | 22799 | 20605 | 2194 | 33.5 | 28.9 | 71.6 | 64.7 |
| Apr-22 | 11339 | 9726 | 1614 | 22881 | 20732 | 2149 | 34.8 | 29.9 | 71.7 | 65.0 |
| May-22 | 11501 | 9929 | 1572 | 23022 | 20902 | 2120 | 35.3 | 30.4 | 72.1 | 65.4 |
| Jun-22 | 11497 | 9918 | 1579 | 22847 | 20860 | 1987 | 35.2 | 30.4 | 71.4 | 65.2 |
| Jul-22 | 11425 | 9927 | 1497 | 22677 | 20715 | 1962 | 34.9 | 30.4 | 70.8 | 64.7 |
| Aug-22 | 11491 | 10039 | 1452 | 22906 | 20997 | 1909 | 35.1 | 30.7 | 71.4 | 65.5 |
| Sep-22 | 11565 | 10081 | 1484 | 22924 | 20924 | 2000 | 35.3 | 30.8 | 71.4 | 65.2 |
| Oct-22 | 11736 | 10173 | 1562 | 23060 | 21078 | 1982 | 35.8 | 31.0 | 71.7 | 65.6 |
| Nov-22 | 11944 | 10381 | 1563 | 23182 | 21174 | 2009 | 36.4 | 31.6 | 72.0 | 65.8 |
| Dec-22 | 12031 | 10301 | 1729 | 23175 | 21272 | 1903 | 36.6 | 31.3 | 71.9 | 66.0 |

Source: Turkstat, Betam

**Box 1: Definitions of alternative unemployment rates[[4]](#footnote-4)**

**The time-related underemployment**: Persons employed in the reference week who worked less than 40 hours in 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 =**

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

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

[(persons in unemployment + potential labor force)/ (labor force+ potential labor force)] x 100

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

[(persons in time-related underemployment + persons in unemployment + potential labor force) / (labor force+ potential labor force)] x 100

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4. 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> [↑](#footnote-ref-4)