

Article

A study on the innovation policies of the local governments targeting to increase women's employment: Bursa Yıldırım Municipality case

Sanem Berkün

Department of Political Science and Public Administration, Faculty of Economics and Administrative Sciences Bilecik Şeyh Edebali University, Bilecik 111000, Turkey; sanem.berkun@bilecik.edu.tr

CITATION

Berkün S. (2024). A study on the innovation policies of the local governments targeting to increase women's employment: Bursa Yıldırım Municipality case. *Journal of Infrastructure, Policy and Development*. 8(8): 6021. <https://doi.org/10.24294/jipd.v8i8.6021>

ARTICLE INFO

Received: 25 April 2024
Accepted: 20 May 2024
Available online: 16 August 2024

COPYRIGHT



Copyright © 2024 by author(s).
Journal of Infrastructure, Policy and Development is published by EnPress Publisher, LLC. This work is licensed under the Creative Commons Attribution (CC BY) license. <https://creativecommons.org/licenses/by/4.0/>

Abstract: This paper, with its focus on national legislative regulations that have come into force and governments developed policies designed to clear away numerous problems regarding women's employment has a threefold contribution to the existing literature. First, it summarizes the salient features of the new legislation and administrative measures adopted by the government of Turkey, with special reference to Bursa Yıldırım Municipality. Second, we draw attention to the increasing recognition of the valuable potential of females in the workplace. Over recent decades and the implications for the central administration but also the private sector, local administration and voluntary agencies. Third, policy syndromes about livelihoods, and hardship alleviation policies, are examined and policy implications are discussed. This paper does not aim to provide definitive answers, yet intends to scrutinize the data and re-examine the trends in the light of key drivers such as economics, demographics, and urbanization. This was done mainly by reviewing the literature government reports and statistical data but was augmented by our fieldwork. There is an attempt to reach a conclusion about recent developments and make suggestions about countermeasures that could be implemented.

Keywords: women employment; women entrepreneurship; municipality; local social policy; innovation policy; Turkey

1. Introduction

Women have been an invaluable asset in the economy for ages, though often they have encountered discriminatory and unfair practices in the workplace (Ecevit, 1987). They had incurred a significant increase in their time spent on paid work mainly coming from the family enterprise during the industrialization (Topçuoğlu, 2012). Yet, they remained the primary bearer of unpaid household work (Yılmaz and Zoğal, 2015). Among the reasons for higher women's employment are: the rise of educational attainment, closing the gender pay gaps, new way of work choices, and financial need (Acar, 1992).

While women all over the world continue to battle significantly, workforce gender-related barriers and gaps persist, much more than in men. In line with the ILO, unemployment rates for women are worse and way above men's rates ranging from 10.5% to 15% across the world according to the working age groups. Shortages are even more severe in developing countries, where economies are not as capable. There are persistent inequalities that are mentioned in gender-based employment, patriarchal social norms, and production systems.

Employment of women is highly affected in underdeveloped and developing States where key issues such as education, health care and urban infrastructure are just coming their way (Aşkın, 2015). Agricultural economies see less growth and

employment opportunities than for example the unregistered workforce or have a problem with unplanned urbanization or with equal access to education (Zaim, 1997). Turkey represents the difficulties that the OECD encounters as a member country with the lowest female employment rate (Berber and Eser, 2008; Çınar and Dalaman, 2022). Mainationally, until the end of 2022, Turkey's employment rate was 65.4% for men compared to 31.3% for women.

Studies indicate that the far-reaching influence of education is well connected to the potential of women to join the workforce (Karabıyık, 2012; Kocacık and Gökçaya, 2005). While social requirements on women to supposedly choose house duties above the profession as a career stand still, particularly in rural areas where unpaid family work prevails, it may be considered problematic over the cultural context of Turkey (Gustafsson and Jacobsson, 1985; Shimada and Higuchi, 1985). Another problem is that there is pay inequality, the laws do not protect workers against discrimination and also there are not adequate flexible working situations provided (Berkün et al, 2015; Dayıođlu, 2000; Genre et al, 2010).

Among the successful employment strategies in the post all over the world are providing hiring incentives, assisting women on their own, creating flexible working regulations and education as well as skills training investments for women (Baydur,1999; Kırıl and Karlılar, 2017; TUIK, 2022). Besides entrepreneurship stimulation, women's contribution to the economy will be also a lot.

According to the OECD 2024 report, Turkey is on its pathway to development, other policy responses are called to cope with the problem of continuous women inequalities in terms of decent jobs, especially in a global competition for jobs (Ak, 2019; ILO, 2022; Kılıç & Öztürk, 2014; Şahinođlu and Ađırkaya, 2021). The governance-oriented reforms that are multi-stakeholder and include people from the public sector, the private sector and non-governmental organizations can be employed to help promote inclusion and competitiveness (Çiftçi,1982; OECD, 2024; TÜİK, 2023). Turkish municipalities have been given authority by both constitutional provisions and local government laws to realize social programs that equalize women in economic terms. Local governments in Turkey predominantly focus on projects intended to increase the education and qualification level of women. In this context, they organize vocational courses and facilities mostly. These courses intended for women are mostly jewelry design, wood painting, embroidery, sewing, secretarial, patient care, elderly care and childcare, housework assistance, telephone operator, hairdressing, skincare/manicure/pedicure, styling, public relations, sales assistant, computing, etc. Several local administrations cover the expenses of the women attending the courses for transportation and other similar ones. Care services are also provided for the dependents of the women attending the courses like children, the elderly and patients. On the other hand, there is also consultancy for women applying for a job, looking for a job, having a job interview, preparing a CV, etc. (Çakır, 2011).

Bursa is in the 6th rank as a developing and constantly immigrant-receiving city according to the 2017 Turkey Socio-Economic Development Rating Survey for provinces and areas (SEGE, 2017). According to the 2022 Socio-Economic Development Rating of the Districts Survey, Yıldırım district is in the 3rd rank in Bursa City (SEGE, 2022). The context of this study is formed by the ongoing projects of Yıldırım Municipality on women's employment and the chosen samples among the

beneficiaries. The study aims to reach clues to increase the success of municipalities - specific to Bursa Yıldırım Municipality- in women's employment and entrepreneurship in Turkey. Literature search and semi-structured interview methods are used in the study. Municipalities are prominent in Turkey since they are relatively stronger among local administrations. The success of the municipalities' projects on women's employment would reflect on macroeconomic indicators and level of welfare. The ultimate aim of the study is to light the way for this road that will contribute to the increase in social welfare starting from women's employment.

2. Materials and methods

According to Address-based Population Registration System data 2023, Bursa is among the developed cities with a population of 3 million 194 thousand 729 residents. Geographical location, fertile plains, natural beauties, historical values, and developing industry are effective on Bursa's development and fast growth receiving migration. There are 17 districts in Bursa and Yıldırım district is the second most populated one after Osmangazi district. The population of Yıldırım district according to Address-based Population Registration System data 2023 is 655,856. 50,31% of the population is male while 49,69% is female. Bursa became a Metropolitan Municipality in 1987 and three central municipalities were constituted: Osmangazi at the center, Yıldırım in the East and Nilüfer in the West and they started their active facilities after the local elections in 1989. Gökdere Valley in the West, Kestel and Gürsu districts in the East, skirts of Uludağ in the South and Bursa plain in the North constitute the borders of Yıldırım Municipality (Bursa Yıldırım Municipality).

According to the data from İŞKUR, 69.755 (65.3%) men and 37.067 (34.7%) women were employed through İŞKUR all over Turkey in 3 January 2024. 113 people were employed through İŞKUR in Bursa (İŞKUR, 2024). Employment data based on districts couldn't be reached. As for the 2022 Provincial Employment and Vocational Training Board Facility Report data for Bursa, 220.534 of the women in Bursa Yıldırım district are within the working population of 15–64 age range. 100.078 registered unemployed individuals in the city and 50.014 are men and 50.064 are women in this total number. The most unemployment among the registered unemployed individuals is in the 'Elementary Occupation' group. The occupational areas where unemployed women are more than unemployed men are as follows (Bursa Provincial Employment and Vocational Training Facility Report, 2022):

- Employees working in office services.
- Professionals
- Elementary occupations
- Service employees and salespersons.

In this study, the projects of Bursa Yıldırım Municipality on women's employment are examined and it is aimed to get clues about what can be done to increase women's employment. The hypothesis of the study is constituted as 'The local administrations can determine the local needs more accurately. This condition increases the responsibility of the local administrations in overcoming the obstacles to women's employment and brings advantages for the local administrations. In this context, extensive information and documents related to the ongoing projects were

obtained from the Bursa Yıldırım Municipality Section of the Social Services Directorate in December 2023. Projects were observed on site. Moreover, semi-structured interviews were held with 10 volunteer participants who benefited from the projects. Through the interviews, answers were sought to the questions of what impact these projects had on increasing women's employment and what was required to increase success in women's employment. Literature search and semi-structured interview techniques were used in the study. Findings were recorded by the researcher and evaluated by the research and publication ethics rules. Regarding the subject, permission numbered E-37379779-804.01-395 dated 12 April 2024 was received from Bursa Yıldırım Municipality.

3. Results and discussion

The activities and projects carried out by Bursa Yıldırım Municipality Social Services Directorate between the years of 2019–2023 and continuing in 2024 can be listed with the following headings;

Employment-oriented vocational training services: Vocational training was organized in 8 main headings and 71 sub-modules at Women's Training and Entrepreneurship Centers and Yıldırım Social Innovation and Entrepreneurship Center in **Table 1** and **Figure 1**. During the 2022–2023 period, training continued in 4 Basic branches and 33 sub-modules at the Women's Education and Entrepreneurship Centers in 24 Neighborhoods. In the workshops at Yıldırım Innovation and Entrepreneurship Center, trainees were trained in 38 modules in 4 main branches. The branches are as follows.

- Accounting and Logistics Courses (innovation center)
- Clothing Production Technology Courses (women's education and entrepreneurship centers)
- Computer-aided mold-making (innovation center)
- Textile Courses (Women's education and entrepreneurship centers/innovation center)
- Weaving Courses (women's education and entrepreneurship centers)
- Agricultural Practices Courses (innovation center)
- Food Technology Courses (women's education and entrepreneurship centers)
- Technical Training Courses (innovation center)

E-commerce training courses were given to the women who graduated from the Women's Education and Entrepreneurship Center and they were supported to sell their handmade products through their social media accounts and website. Technical training courses were offered to young people between the ages of 18 and 40 by the Yıldırım Social Innovation and Entrepreneurship Center, and graduate trainees were given priority in employment. Employment-oriented vocational training activities are planned to continue in 2024.

Table 1. The vocational training activities organized at the women’s training and entrepreneurship centers and Yıldırım social innovation and entrepreneurship center during the 2022–2023 period.

Centers and Courses	Main Branches	Sub-modules	Target Audience	Additional Support
Women’s Education and Entrepreneurship Centers (24 Neighbourhoods)	4 Basic branches	33 sub-modules	Women in 24 neighborhoods	E-commerce training and support for selling handmade products
Yıldırım Social Innovation and Entrepreneurship Center	4 main branches	38 sub-modules	Young people aged 18–40, women	Priority employment for graduate trainees

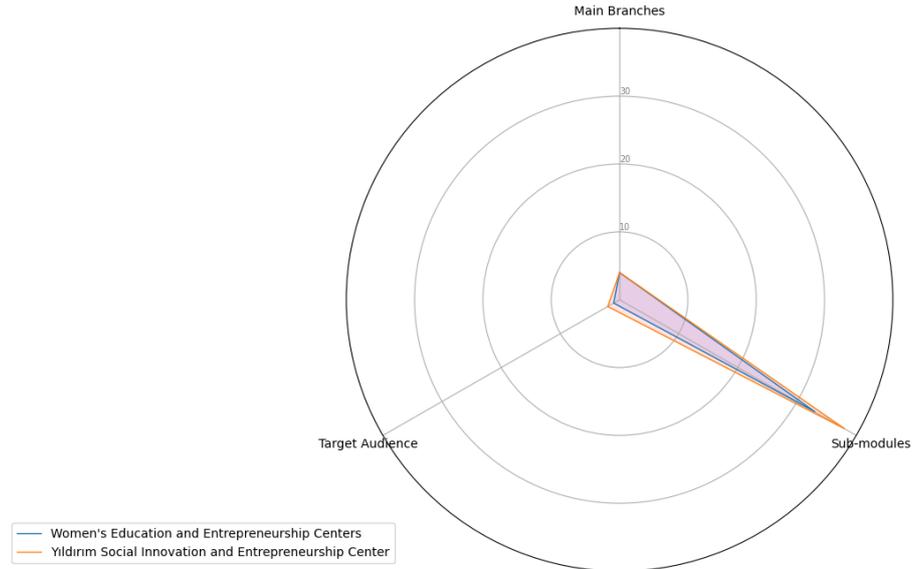


Figure 1. Spider chart of the vocational training activities.

Service to support women’s entrepreneurship: To support women entrepreneurship, 12 women’s cooperatives were established in the district, 4 of which are agricultural and 8 of which are commercial. data about these cooperatives is as follows:

- 1) S.S. Zeyniler Women’s Agricultural Development Cooperative operates a breakfast hall and sells local products.
- 2) S.S. Balaban Women’s Agricultural Development Cooperative: It operates a breakfast hall and sells aromatic plant oils and local products
- 3) S.S. Cumalıkızık Women’s Agricultural Development Cooperative: It operates a breakfast hall and sells local products.
- 4) Esebey Women’s Agricultural Development Cooperative: It operates a Breakfast Hall and sells local products.
- 5) S.S. Emirsultan Women’s Enterprise Production and Business Cooperative: The cooperative produces noodles, silor, pastry and Turkish pancakes.
- 6) S.S. Karapınar Women’s Enterprise Production and Business Cooperative: It works on Home Textiles, Baby Textiles and women’s clothing
- 7) S.S. Kaplıkaya Women’s Enterprise Production and Management Cooperative: It carries out personalized design work on flannel fabric.
- 8) S.S. Fidyekızık Women’s Enterprise Production and Management Cooperative: A fully equipped kitchen workshop was established in the cooperative within the scope of the project. There is a silk-weaving wooden loom workshop. UN

UNHCR provided project support. It is planned to produce breakfast and hot meals and to weave and sell silk loincloths.

- 9) S.S. Herdem Women's Enterprise Production and Business Cooperative: The cooperative works on home textiles.
- 10) S.S. Vatan Women's Enterprise Production and Management Cooperative: The cooperative plans to provide cafeteria service with flatbread and toast, local products.
- 11) S.S. Hamamlıkızık Women's Enterprise Production and Management Cooperative: The cooperative operates a breakfast room.
- 12) S.S. Yıldırım Women's Enterprise Production and Management Cooperative (Yılkaoop): The cooperative works on Home Textiles.

As a result of the upper union application made to the Ministry of Commerce in September 2023, S.S. Gülçiçek Hatun Women's Enterprise Production and Business Association was established as of October 2023. The upper union covering Bursa and surrounding provinces is the first and only in the province. It continues its work with a management approach including the participation of all commercial cooperatives.

Grant Support Service: 12 projects received grant support in the 2021–2022 period and 8 projects in the 2022–2023 period in **Table 2**. Information about ongoing projects is as follows.

- 1) Supported Employment Model: It is a project initiated within the scope of the 2020 Adaptation of Disabled Persons to Work and Workplace Grant Program with the support of İŞKUR and continues its activities within the scope of sustainability after being implemented for 12 months. The project received support with the intent that disabled individuals participate in employment and for the elimination of discrimination. It started to be implemented in Yıldırım Municipality for the first time on a municipal basis in Turkey. With the scope of the project; 3 municipal staff were trained as Job Coaches and 120 disabled individuals were provided job adaptation and on-the-job techniques training. There withdrawal and training were organized for the families of disabled individuals on behavioral methods and support for the individual. These trainings continue. 50 trained disabled individuals were placed in jobs in companies that had previously received commitments and approvals. In the workplaces of employed disabled individuals, trainings are given on how to behave towards disabled individuals.
- 2) UN ILO Assessment of Decent Work Opportunities Project: It is a multi-stakeholder project initiated at Yıldırım Social Innovation and Entrepreneurship Center to ensure the integration of disadvantaged groups into society. The project, which is carried out in cooperation with ILO, KFW, Ministry of Labor and Social Security, and SGK and supports decent job opportunities for Syrian and Turkish citizens under temporary protection, continues in 2 separate areas of activity. (İŞMEP-On-The-Job Training Program and BİLMER-Information and Communication Centre). The first phase of the project has been completed. In this context.
 - (1) 6 months' salary and SSI premium support for new employment of 225 people (İŞ-MEP)
 - (2) New employment for 352 people and SSI premium support (BİL-MER)

- (3) Sectoral consultancy to 335 companies
 - (4) Individual counseling for 1012 employees
 - (5) Licensing and registration support for 30 companies
 - (6) Work permit payment support for 125 employees
 - (7) 6 months of SSI premium support was provided to 40 unregistered employees for their transition to registered employment. The contract for the 2nd Phase of the project was signed on 25 July 2023. The project was extended for 29 months.
- 3) RESLOG—Resilience Project in Local Government: The project is carried out in cooperation with the Swedish Local Government, the Union of Municipalities of Turkey and the Union of Marmara Municipalities. RESLOG Turkey aims to develop local governance mechanisms together with municipal unions and municipalities. As a result of the Local Economic Development Workshop held within the scope of the project, it is planned to support women entrepreneurship within the borders of Yildirim and for the municipality to support the work to be done in local economic development.

Employment Practices: With the protocol of Yildirim Municipality, İŞKUR, and BTSO, citizens looking for a job at Yildirim Employment Center are directed to employer representatives of the private sector. The total number of people employed is 30,847. (12,822 of these people are women. On the other hand, 1535 disabled people, 578 of whom are women and 957 are men, were employed.)

Psychosocial Consultancy and Training Services: Training and seminars are provided for disabled individuals, including women. The number of students receiving education in this context is 7559. Online and face-to-face training are provided in 12 different branches (Guitar, violin, piano, bağlama, folk dances, barrier-free handicrafts, barrier-free cuisine, choir, rhythm, theatre, rug weaving and painting).

Pocket money support: Female trainees attending employment-oriented vocational training are provided with pocket money during the training to cover their transportation expenses.

Care support: Care support is provided for children and elderly relatives in need of care of the women who are employed as a result of vocational training.

Bursa Yildirim Municipality contacts with women and receives opinions on what can be done to improve and diversify its efforts to increase women's employment.

3.1. Purpose, scope and method of the research

This study aims to collect information on what local governments should pay attention to when developing strategies to increase women's employment and entrepreneurship, based on Bursa Yildirim Municipality's projects for women. In this context, semi-structured interviews were held with 10 volunteer participants who benefited from Bursa Yildirim Municipality women's employment and entrepreneurship projects in December 2023. Answers were sought for the questions of what impact the projects implemented by the municipality for women's employment and entrepreneurship had in increasing women's employment and what was needed to increase success. A formal interview technique was used in the research. Pre-structured questions were asked during the interviews, and questions that were not

planned were also included depending on the course of the interview. Interviews were conducted face-to-face with 7 people and over the phone with 3 people. The findings were recorded by the researcher and evaluated by scientific research and publication ethics rules.

Table 2. The information about the ongoing projects and their respective details.

Project Name	Description	Key Activities and Outcomes	Duration and Support
Supported Employment Model	A project aimed at integrating disabled individuals into employment and eliminating discrimination, supported by İŞKUR under the 2020 Adaptation of Disabled Persons to Work and Workplace Grant Program.	Training for 3 municipal staff as Job Coaches Job adaptation and on-the-job techniques training for 120 disabled individuals Training for families on behavioral methods 50 trained disabled individuals employed	Implemented for 12 months and continues under sustainability First implemented in Yıldırım Municipality on a municipal basis in Turkey
UN ILO Assessment of Decent Work Opportunities Project	A multi-stakeholder project at Yıldırım Social Innovation and Entrepreneurship Center to integrate disadvantaged groups into society, in cooperation with ILO, KFW, Ministry of Labour and Social Security, and SGK.	6 months' salary and SSI premium support for 225 new employees (İŞ-MEP) New employment for 352 people with SSI support (BİL-MER) Sectoral consultancy to 335 companies Individual counseling for 1012 employees	Phase 1 completed Phase 2 contract signed on July 25, 2023, extended for 29 months
RESLOG_Resilience Project in Local Government	A project in cooperation with the Swedish Local Government, the Union of Municipalities of Turkey, and the Union of Marmara Municipalities to develop local governance mechanisms.	Support for women entrepreneurship in Yıldırım Local Economic Development Workshop outcomes Employment practices with 30,847 people employed (12,822 women, 1,535 disabled individuals)	Ongoing
Employment Practices	An initiative by Yıldırım Municipality, İŞKUR, and BİSO to direct job seekers to employer representatives in the private sector.	Employment of 30,847 people (12,822 women, 1,535 disabled individuals)	Ongoing
Psychosocial Consultancy and Training Services	Training and seminars for disabled individuals, including women, in various branches.	Education for 7,559 students Training in 12 different branches (e.g., music, folk dances, barrier-free handicrafts, theatre, rug weaving, painting)	Ongoing
Pocket Money Support	Support for female trainees attending employment-oriented vocational training to cover transportation expenses.	Pocket money provided during training	Ongoing
Care Support	Support for childcare and elderly care for women employed through vocational training programs.	Care support for children and elderly relatives of employed women	Ongoing
Community Engagement	Yıldırım Municipality engages with women to receive feedback and improve efforts to increase women's employment.	Regular consultations with women	Ongoing

3.2. Research findings

60% of the participants are between the ages of 25–35 and 10% are between the ages of 35–45. 30% are aged 45 and over in **Table 3** and **Figure 2**. In terms of the educational status variable, it is seen that the majority of the participants (80%) are secondary school graduates in **Table 4**. Only one of the participants who graduated from secondary education was a vocational high school graduate (child development department), while the others were regular high school graduates. 20% are primary school graduates. There are no participants in the sample who are illiterate or have a higher education degree. 80% of the participants are married and have children. 20% are single in **Table 5**. There are 2 participants with children in the preschool age group.

These participants stated that their children were looked after by their elders. They stated the reason for not benefiting from preschool institutions was “their children are too young”.

Table 3. The distribution of participants by age group.

Age Group	Percentage of Participants
25–35 years	60%
35–45 years	10%
45 and over	30%

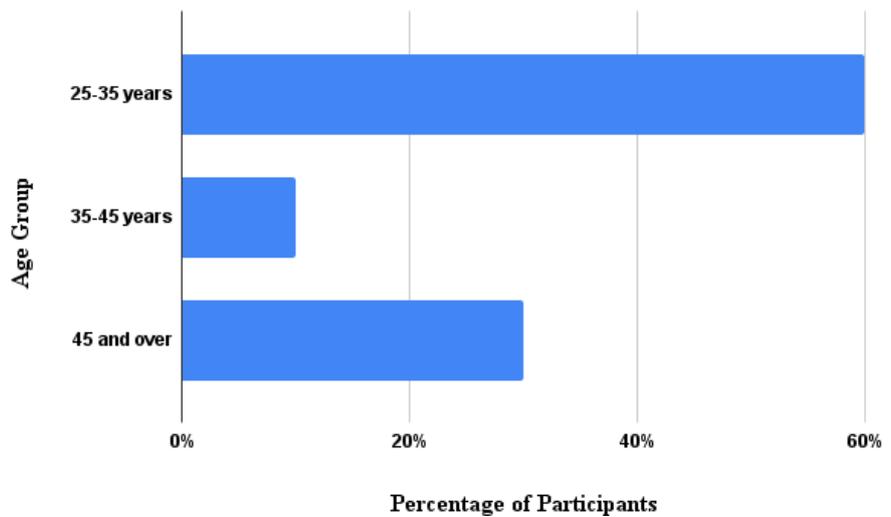


Figure 2. Bar chart of the distribution of participants by age group.

Table 4. A clear overview of the educational status of the participants.

Educational Status	Details
Secondary school graduates	80%
Regular high school graduates	Majority of secondary school graduates
Vocational high school graduates	1 (Child Development Department)
Primary school graduates	20%
Illiterate or higher education graduates	None

Table 5. The marital and family status of the participants.

Marital and Family Status	Details
Married with children	80%
Single	20%
Participants with preschool-age children	2 (children looked after by elders, not in preschool)

All of the women employed within the scope of the projects stated that they attended training to acquire a profession and earn economic income and that they were subsequently employed. In addition, all participants stated that they earned income, felt psychologically well and socialized due to the training they received and the employment provided.

Since I have started going to work in the morning, I have no pain anymore. I feel

useful. I am very happy to work. It's also nice to earn my own money. "We meet children's requests and needs more easily." (G2)

80% of the participants stated that they became aware of the projects through their acquaintances. 20% stated that they were involved in the project because they followed the municipal announcements in **Table 6**. There is a consensus that increasing project announcements will increase participation.

Table 6. Overview of how participants learned about the projects.

Awareness of Projects	Percentage
Through acquaintances	80%
Through municipal announcements	20%

"My next door neighbor told me. That's how I learned sewing. Now I earn my living. If advertisements increase, participation will increase as well." (G7)

40% of the participants stated that they did not think they could be employed when they started the training and that they thought they would not be successful in **Table 7**. They stated that they were able to have a profession thanks to the support of the instructors and the warmth of the environment.

Table 7. The participants' initial doubts, family opposition, and the role of support in their professional success.

Perception and Attitudes	Details
Initial doubts about employment and success	40%
The family initially opposed participation	20%
Support from instructors and the environment helped participants gain a profession	Qualitative observation (not quantified)

"The teacher is so patient and knowledgeable. Besides, our environment is very nice. Everyone cooks jam, for example. We write our names on the bottom of the plates without showing them. Then we all taste it. The one who makes the most popular jam explains and teaches how it is made" (G1)

20% of the participants stated that their family members did not want them to participate in the training at the beginning. The allowance given during education and the employment provided after education changed the perspectives of family members. The same participants stated that providing transportation expenses for women during vocational training is necessary for their participation in training. 40% of the participants stated that they were supported by their families in participating due to the training and employment provided by the municipality. They explained the reason for this as their family's belief that a more reliable environment and working conditions could be provided through the municipality.

All participants stated that the income they earned contributed to their family income but was not sufficient. In this context, they share the opinion that there is a need to develop additional projects and increase in-kind and financial support for the projects. On the other hand, they emphasized the need to support cooperatives with advertising and promotion regarding products and marketing, in addition to hot sales.

They also stated that the support of Bursa Yıldırım Municipality had a positive impact on this issue. In addition, all participants are very pleased with the development of the ongoing projects, with their opinions consulted by Bursa Yıldırım Municipality.

4. Conclusion

The inclusion of women in the employment field is a fundamental step in the usage of available human resources in the country. It is the case of toughest overcoming obstacles as means are so limited; that is why a multi-dimensional policy should be proposed. Through their laws and policies which are set up by Turkey governments which are on the stage of development, local governments are being given significant duties.

The research was to find Bursa Yıldırım Municipality's efforts to allow women into employment through training in vocational trades, support of entrepreneurs, governmental grants, employment programs, counseling, financial aid, and childcare provision. Communication channels include women's views to perfect programs and adjust programs to community needs.

Through these municipal projects, the interviews focused on women's productivity to establish the effectiveness and obtain suggestions. Through vocational training projects, much employment has been created as well as overall social, psychological and economic benefits. Help in marketing, promoting, and selling were the offers that helped a lot for the female entrepreneurs. Suggestions for local governments included:

- Involve women in creation of the employment projects while paying due attention to their needs.
- Perform ads for different types of events.
- Keep websites updated
- Tend to train and market the persons employed constantly.
- Collateralize a physical store where women's merchandise can be sold and displayed.
- Create programs for qualified women unemployed within the pool of applicants.
- Broadening to include helpful childcare and eldercare services.
- Utilize technology by supporting virtual learning and e-services.
- To maximize effectiveness, increase collaboration of municipalities.

To increase the effectiveness of academic studies on municipal women's employment projects, additional best practices in this area need to be implemented. Through the exploration of Bursa Yıldırım's experience, this paper wants to encourage further attempts in this part of policy.

Conflict of interest: The author declares no conflict of interest.

References

- Acar, A. C. (1992). A Research on Women's Employment in Enterprises and Attitudes Towards Women's Work [PhD thesis]. Istanbul University Institute of Social Sciences Department of Personnel Management Unpublished, Istanbul.
- Ak, A. (2019). "Obstacles to Women's Participation in the Labor Force in Turkey and Solution Proposals [Master's thesis]. Uludag University Institute of Social Sciences, Department of Economics, Unpublished work.

- Aşkın, E. Ö. (2015). Factors Affecting Women's Position in the Labor Market. *Gaziosmanpaşa University Journal of Social Science Research*, 10(1), 43–66.
- Baydur, R. (1999). *Women's Labor Force in Turkey*, Ankara: TİSK Publication.
- Berber, M. & Eser, B. Y. (2008). Women's Employment in Turkey: Sectoral Analysis at Country and Regional Level. *ISGUC The Journal of Industrial Relations and Human Resources*, 10(2), 1–16. <https://doi.org/10.4026/1303-2860.2008.0070.x>
- Berkün, S., Alacahan D. N., & Ataklı, Y. R. (2015). An Alternative Evaluation in Increasing Women's Employment: Home Work. *International Anatolia Academic Online Journal IAAOJ*, 2(2), 43–61.
- Bursa Yıldırım Belediyesi. (n.d.). TARİHÇE. Available online: <https://www.yildirim.bel.tr/tr/yildirim/tarihce> (accessed on 20 October 2023).
- Bursa Provincial Employment and Vocational Training Board. (2022). *Bursa Provincial Employment and Vocational Training Board 2022 Annual Report*. Available online: <https://media.iskur.gov.tr/71973/bursa.pdf> (accessed on 29 January 2024).
- Çakır, H. E. (2011). The Role, Duties and Problem Areas of Local Governments in Women's Employment. In: *Proceedings of the Women's Labor Conference*; Ankara: Economic Policy Research Foundation of Turkey (TEPAV) Publication, 75–85.
- Çiftçi, O. (1982). *The Women's Problem and Women in Public Servants in Turkey*. Ankara: Turkey and the Middle East Public Administration Institute Publications.
- Çınar, D. & Dalaman, Z. B. (2022). Barriers to Women's Entrepreneurship in Turkey. *Topkapı Journal of Social Science*, 1(1), 117–130.
- Dayıoğlu, M. (2000). Labor Market Participation of Women in Turkey. In: *Gender and Identity Construction, Women of Central Asia, the Caucasus and Turkey*, Feride Acar, A Güneş-Ayata, Editor. Brill, Leiden, Cologne. pp. 44-73.
- Ecevit, Y. (1987). Women's Labor in the Production and Reproduction Process. *Yapıt Journal of Social Research*, 9, 72–93.
- Genre, V., Salvador, R. G., & Lamo, A. (2010). European women: why Do(n't) they work? *Applied Economics*, 42(12), 1499–1514. <https://doi.org/10.1080/00036840701721547>
- Gustafsson, S., & Jacobsson, R. (1985). Trends in Female Labor Force Participation in Sweden. *Journal of Labor Economics*, 3(1, Part 2), S256–S274. <https://doi.org/10.1086/298084>
- ILO. (2023). *Spotlight on Work Statistics n°12*. Available online: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_870519.pdf (accessed on 20 October 2023).
- İŞKUR. (2024). *January 2024 Statistical Bulletin*. Available online: <https://media.iskur.gov.tr/80432/01-ocak-2024-aylik-istatistik-bulteni.pdf> (accessed on 8 February 2024).
- Karabıyık, İ. (2012). Women's Employment in Working Life in Turkey. *Marmara University Journal of Economics and Administrative Sciences*, 32(1), 231–260.
- Kılıç, D. & Öztürk, S. (2014). Obstacles to Women's Participation in the Labor Force in Turkey and Their Solutions: An Empirical Application. *Journal of Public Administration*, 47(1), 107–130.
- Kıral, G. & Karlılar, S. (2017). Factors Affecting Women's Labor Force Participation in Turkey: An Application on Adana Province. *Journal of the Institute of Social Sciences*, 26(3), 272–286.
- Kocacık, F. & Gökkaya, V. B. (2000). Working Women in Turkey and Their Problems. *C. U. Journal of Economics and Administrative Sciences*, 6(1), 195–219.
- OECD. (2024). *OECD employment rate remains at a record high in the third quarter of 2023*. Available online: <https://www.oecd.org/sdd/labour-stats/labour-market-situation-oecd-01-2024.pdf> (accessed on 20 January 2024).
- SEGE. (2022). *Socio-Economic Development Ranking of Districts Research*. Available online: <https://www.sanayi.gov.tr/merkez-birimi/b94224510b7b/sege/ilce-sege-raporlari> (accessed on 20 January 2024).
- SEGE. (2017). *Research on Socio-Economic Development Ranking of Provinces and Regions*. Available online: <https://www.sanayi.gov.tr/merkez-birimi/b94224510b7b/sege/il-sege-raporlari> (accessed on 20 January 2024).
- Shimada, H., & Higuchi, Y. (1985). An Analysis of Trends in Female Labor Force Participation in Japan. *Journal of Labor Economics*, 3(1, Part 2), S355–S374. <https://doi.org/10.1086/298089>
- Şahinoğlu, T., & Batu Ağırkaya, M. (2021). Factors Affecting Women's Employment and the Relationship of These Factors with Demographic Characteristics: The Case of Erzurum Province. *İktisadi İdari ve Siyasal Araştırmalar Dergisi*, 6(16), 398–421. <https://doi.org/10.25204/iktisad.902806>
- Topçuoğlu, A. R. (2012). Women's Labor in the Process of Globalization and Flexibility of Production. *Turkish Medical Association Journal of Occupational Health and Safety*, 3–9.
- TurkStat. (2023). *Labor Force Statistics November 2023*. Available online: <https://data.tuik.gov.tr/Bulten/Index?p=Isgucu->

Istatistikleri-Kasim-2023-49378 (accessed on 20 January 2024).

TurkStat. (2022). National Education Statistics. Available online: <https://data.tuik.gov.tr/Bulten/Index?p=Ulusal-Egitim-Istatistikleri-2022-49756> (accessed on 20 January 2024).

Yılmaz, M. & Zoğal, Y. (2015). Historical development of female labor force participation and factors affecting women's employment: The Case of Turkey and Europe. *Econ World*, 1–25. Torino.

Zaim, S. (1997). Labor economics. In: Istanbul. Filiz Bookstore.