

The Gender Wage Gap in Turkey: A Matching Analysis

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Abstract:

This study aims to provide a new set of empirical evidence on the gender wage gap in Turkey. Widely used wage decomposition technique shows some weaknesses to estimate the gender wage gap in heterogeneous samples. So, the choice of estimation technique has utmost importance for countries like Turkey where male and female workers display different labor force participation behaviors. And also, the level of education is an important determinant of female employment and this clearly distorts the distribution of working females, hence their wage distributions. But this is not a concern for Turkish male workers. Therefore, we exploit a set of different matching techniques to overcome the heterogeneity problem and attain the most possible “like with like” comparison. We additionally assess the impact of informal working, being a parent and being a member of a union on the gender wage gap in Turkey and their interaction with being female. Our preliminary results for the gender wage gap estimated by the matching techniques significantly differentiate with the findings of the standard decomposition technique.

Keywords: Gender wage gap, Matching, Turkey

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