



**PROBLEMS ENCOUNTERED BY FEMALE EMPLOYEES IN 5 STAR HOTELS IN ISTANBUL**

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**Abstract**

Employment, which is an indispensable element of economic and social life, has become an important issue that should be emphasized by all countries of the world. The importance of women's employment in the economy of every country is increasing. Women, who have positive contributions to both society and the economy, have achieved their current position in the business world as a result of various struggles. However, this struggle is not over yet and it is observed that it continues in different ways. This study aims to identify the problems experienced by women in accommodation establishments and to offer possible solutions to these problems. The population of the study consists of 5-star hotel businesses operating in Istanbul. During the study period, 224 employees could be reached as a sample due to the Covid-19 Pandemic. The data obtained by the survey technique were subjected to frequency and chi-square analysis with the help of SPSS statistical analysis program. Many different results were obtained in the research. The most important of these results is that women are discriminated against in the recruitment process of enterprises. Therefore, it can be concluded that women have more difficulties in planning their careers. The duties and responsibilities attributed to women make women's business lives more difficult. In the light of these results, various suggestions were tried to be made within the scope of the study.

**Keywords:** Women's Employment; Accommodation Business; Women's Employment Issues; Gender Discrimination; Istanbul Province

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## 1. Introduction

The changing social structure in today's world, brings along the changing in labour force with globalization and various developments. The increasing participation of working women in the workforce day by day can be shown as one of these development indicators that necessitate a change in the workforce. The high level of female employment is one of the indicators of the level of development. As a matter of fact, some countries that cannot offer an equal level of development for all segments of society are countries with a low human development index. In a society, the per capita income, education level or accessibility to high level health service are not adequate for a developed society and the protection of women's rights are also seen as a criterion of such a society (Deniz and Hobikoğlu: 2012, p. 123; Stabier, Berghammer and Haa., 2016, pp. 246-248; Torosyan and Pignatti, 2020: 3-4). Thus, it can be said that the degree of development is directly proportional to the equality of men and women. Participation of women in business life in developed societies is accepted as an important element of the development of the country. The low participation rate of women in business life is a striking factor in developing countries. However, the situation is changing in both developing and developed countries (Kogut, Luse, and Short, 2016: 19-20). In addition to the role of education, low wages also have an effect on this situation (Lei, Desai and Vanneman, 2019: 9). As one of the basic principles of development, it can be shown that women participate more in business life and get a higher share from economic growth. Ignoring, underestimating, or keeping the female workforce out of production processes among the factors of production should be seen as an economic loss (Ozdemir, Yalman and Bayrakdar, 2012: 115; Tejani and Milberg, 2016: 25). Inclusion of women in the workforce and consequently in the economy will play an important role on both maintaining a stable income for families for the whole country.

The employment participation rate of the country's population is seen as one of the important factors that have an impact on economic development. In countries which have high employment rates, production, and national income increase, and so does, the welfare level of the country. Women constitute half of the population in Turkey, and insufficient or no participation in the employment of the female population constituting the potential labor force is a negative situation in terms of economic development and prosperity (Love and Peace, 2016: 64). While women in our country can participate in urban labor markets at a very low rate, more than 80% of those working in rural labor markets where participation rates are, higher are unpaid family workers (Özer and Biçerli, 2014: 56). In other saying, although women work at a certain rate, they cannot be considered members of the workforce because they work within their family.

Many studies in the field of women's employment have determined that employment in the tourism industry is based on gender discrimination, and it has been determined that women's access to full-time, well-paid, qualified managerial positions is limited and that gender differences are considered in determining management positions. The services provided in such enterprises are categorized according to their traditional outlook as "men" or "woman" jobs. Tourism personnel employment is interesting from the point of view of attractiveness (Bıyıklı, 2015: 19; Krumbiegel, Maertens and Wollni, 2020, pp. 76-77).

In this study, which was designed to identify the problems faced by women working in accommodation enterprises, which is a sub-sector of the tourism industry, and to offer solutions, firstly, literature research was included. Then, data were collected with the questionnaire technique, one of the quantitative research methods. Statistical analysis of the collected data was carried out with the help of SPSS computer package program. Findings obtained according to the results of the analysis were interpreted with the help of tables, and the results obtained from these comments were explained in the conclusion part.

## 2. Conceptual Framework

From past to present, women have attracted attention with their responsibilities and jobs, whether they are in business life or not. However, these responsibilities were mostly limited to unpaid housework (Demirbilek, 2007: 42). Instead of the single-earner household model, the double-earner household model has been promoted in the global economy within the poverty alleviation strategies. Transition to the double-earning household model with the participation of women in employment will increase the opportunity for women to have more say in their homes, while increasing the household income level. It will help women reduce the risk of poverty by enhancing their creativity, skills and abilities. It is argued that the society will develop rapidly if women are more effective and productive. For this reason, the value given to women go hand in hand with the value given to the development of society. The issue of women's participation in the labor force in ensuring development has been one of the important factor that the developing countries should pay attention to. At the present time, it is observed that women cannot benefit from employment opportunities as much as men. Women's participation in the workforce is regarded as an important requirement of sustainable development.

(Korkmaz at al., 2013, p. 1848). Therefore, it is known that women's employment is very important for maintaining the economic development.

The Industrial Revolution brought a change and innovation in every field, and also made a radical change in women's employment. The Revolution is considered as the most important historical development that ensured the emergence of the concept of waged female labor, for the first time. In other saying, in the 19th century, England being one of the prime examples, women started to constitute an important place in total workforce in Western countries. Although women constitute an important part of the workforce, they were employed in low wages and poor working conditions in the early stages of industrialization (Hobsbawm, 2003: 76). This situation primarily has occurred in the weaving sector, which women were more inclined to. Later on, due to the World War II breaking out many of the male workforce enlisting to their country's army, women started to take the place of men in economy, and therefore they demonstrated increase in employment (Gregory and Ruffin, 1989). This labor shortage that emerged in the Second World War required women to participate in the labor force. In fact, some encouraging studies were conducted to persuade women to work, during this period (Reynolds, Stanley and Moser, 1998). In this period, the foundations of today's women's employment were laid, and a visible increase in female employment occurred.

Apart from developed countries such as European countries, female employment is also created in developing countries. However, it is observed that the rate of the women participation to labour force in developing countries falls behind its counterpart in developed countries (Standing, 1999: pp. 586-599). In today's world, although the position of women in the labor market in developed countries is better compared to developing countries, it is not possible to claim that gender equality is fully achieved in the labor market worldwide (Kılıç and Öztürk, 2014: 111). It is observed that the women employment cannot reach the intended level, even in the developed countries.

In Turkey, policies, and various studies to ensure gender equality has been developed and considerable steps has been taken, yet still there is a long way to go to achieve a completely gender equal society. It is observed that due to researches that women take a smaller part in work life when compared to men, they work in lower positions, and they benefit from the opportunities of health and education less, in Turkey (Şener, Demirdirek, Çakın, 2013: 4). It is seen that the employment of women is among many other duties of the Ministry of Labor and Social Services units. Within the scope of the duties of the Ministry: "To prevent discrimination against women, to protect and develop women's human rights and social status, to coordinate the determination of national policies and strategies to make women active in all areas of social life, to implement the determined policies and strategies, to monitor and evaluate their implementation. It also has the function of "making efforts to ensure the advancement of women and increase their participation in decision-making mechanisms in all fields such as health, education, culture, work and social security" (Altunok, 2014: 94-95).

According to 2019 data of Turkey Statistics Institute (TSI), 49.8% of Turkey's population are women, (40 million 863 thousand people). The results of the household labor force, in Turkey, which has such a fair proportion, the total rate of the ages 15 and over who's employed is 47,1%. In this ratio, 65,6% of men and 28,9% of women are in the work life. The household labor force survey results shows that the duration of stay in working life was 16,7 years for women aged 15 and over in 2013, it was 37,7 years for men. In 2019, the length of stay in working life increased by 19 years for women and 39,3 years for men (Web1, 2020). The reasons for not being included in the labor force differ in terms of gender. While men cannot participate to labor force due to certain reasons such as continuation of education, military service, or retirement, 55% of women cannot participate to labor force because of the business of house works. The biggest reason behind this thought is the view that in a household, men are income earners and women are the responsibility taker of the houseworks (Web2, 2020).

In Turkey, much of the women's employment work in the agricultural sector (%27). The agricultural sector has played an important role in the economic and social development of the country. It has both become the basic element of the economy, and has a significant share in the national income. In this sense, the size of the employment rate should not be surprising. The second sector with the highest employment rate (21%) is wholesale and retail trade, hotels and restaurants. Other sectors with high employment are manufacturing industry with 19% and community services with 16%, respectively. The sectors with the lowest employment rate are electricity, gas and water works with 0,4%, mining and quarries with 0,6%. The reasons for low female employment in these sectors are specified in the 72nd Article of the Labor Law No.4857, the Law on Working Under Ground and Under Water (Güzel, 2009: 41). On the other hand, it is not preferred because these jobs are very heavy and require a lot of strength, as they will physically force women.

In Turkey, according to the population, the rate of the participation to work life is 47,5%. This rate is 69,2% for men and 25,9% for women. According to TSI reports in 2019, the candidate country to European Union which has the lowest female labor force participation rate is unfortunately Turkey. The share of tourism in the country's employment is 6,8% with 835,000 people. 25% of the registered employees consist of women in the tourism industry (Web3, 2020). The distribution of female employees by subfields within the tourism industry is as follows 24,000 people in accommodation industry, 27,000 people in food and beverage industry, 2,000 people in aviation area and 12,000 people in travel agency, yet in 835,000 of the employees, there were only 65,000 women (the numbers are rounded). In addition, the rate of female managers in the sector is 9.3% (Web4, 2020). Despite the low numbers in these data, one of the leading sectors in which women are employed is the tourism sector (Bayram, 2019: 58). As a result of the research, it has been found that women mostly take part in this sector due to reasons such as the fact that tourism is service-oriented and there are too many areas that match women's knowledge and skills.

### **3. Methodology**

#### **The Importance and Purpose of the Research**

The importance of women's employment in the economy of every country is an undeniable fact. Therefore, regardless of industry or sector, it can be said that if women are more effective and productive in work life, the welfare of the society will increase. The low participation rate of women in the labor force in developing countries such as Turkey proves this situation. The more participation of women to work life the higher share they get from economic growth, is seen as one of the necessities of development. In order to solve this issue or deficiency, firstly, the problem should be determined well and clearly. For this reason, this study is very important as it aims to offer solutions to the problems in women's employment. The main purpose of the research is to identify the problems faced by women in the accommodation sector and to offer possible solutions. Another aim is to identify the problems between business life and social / family life. In addition, data of the study was collected before 2020 February. During that time, it was not an obligation to take permission for ethics committee. Hence, there is no ethics committee decision for this research.

#### **Research Methodology**

The research is a quantitative study, and the "survey" technique, one of the quantitative data collection methods, was used to collect data. The scale used in the research was prepared by using the scale that Tümen used in her master's thesis titled "Features of Women's Employment in the Tourism Sector and Encountered Problems" in 2009. The prepared questionnaire was put into practice after receiving expert opinion and approval. The questionnaire consists of 24 statements constructed with a 5-point Likert scale. It consists of 2 parts in total with demographic variables. In the second part of the questionnaire, "1- Strongly disagree" option stands for the lowest level of agreement to the questions and "5- Strongly Agree" options with the highest level of agreement are ranked. The obtained data were subjected to Chi-square analysis with the help of SPSS package program. In the study, the widely accepted (Field, 2013: 686) level of 0.05 was determined as the significance level of Chi-Square. The findings obtained as a result of the analysis were interpreted and possible solution suggestions were presented in the conclusion part.

#### **The Universe, Sample and Constraints of the Research**

In Turkey, the women who work in 5-star accommodation establishments, create the general universe of the research. According to data from the Ministry of Culture and Tourism, as of March 2020, there are 809 5-star accommodation establishments which have Tourism Investment and Management Certificate, in Turkey. Due to the difficulty of reaching a universe of this size and creating time and cost constraints, the universe of the research was narrowed and 138 5-star accommodation businesses operating in Istanbul were selected as the application universe. Interviews were held with 11 of the 138 hotels before 2020. In this way, approximately 12 percent of the universe has been reached. The reason for choosing Istanbul is because one of every six businesses operates in Istanbul. On the other hand, to determine the exact number of the employees in these hotels, various interviews have been done with the Ministry of Culture and Tourism, the Social Security Administration and Turkey Statistical Institute. As a result of the interviews conducted to obtain data of the number of 5-star accommodation businesses in Istanbul, it was learned that no provincial-based data were kept, so it was not possible to reach an exact number about the application universe. On the other hand, due to the Covid19 epidemic, many accommodation businesses either dismissed their personnel or decided to stop their activities completely for a certain period of time. Therefore, because of the sharp decreasing in employment rates, there has been great difficulties in obtaining data.

As in every study, there were some constraints in this one. Among them, besides the time and cost constraint, the most important constraint is the Covid-19 epidemic, which affects our country as well as the world. Although the study design was pre-pandemic, the emergence of the pandemic during the study made it very difficult to collect data. The fact that the authorities took various measures (curfew, flexible / partial working implementations, and reducing contact as much as possible by putting distance, etc.) to combat the virus epidemic that has turned into a pandemic, has severely limited the possibility of reaching more samples. Due to these constraints, the scale distributed to represent the implementation universe to 246 people was distributed by hand, and the questionnaires were filled in. 22 of the collected questionnaires were not included in the analysis due to incomplete or incorrect filling, and analyzes were carried out over 224 questionnaires.

#### 4. Research Findings and Interpretation

In this section, the results of the analyzes made on the collected data are included. First, the results of demographic characteristics are explained. The "Cronbach's Alpha" coefficient was examined by analyzing the reliability condition of the expressions in the questionnaire. This coefficient value was determined as 0,861. The alpha value takes values between 0 and 1 and it is desirable that an acceptable good value is at least 0,7 (Coşkun at al., 2015: 126). Since the Cronbach's Alpha value of the expressions of this research is above 0.7, it has been determined that the survey expressions are reliable.

Table 1, which includes demographic characteristics, shows that the sample consists of 121 people with 54% women and 46% men. Looking at the marital status of the people participating in the study, it was seen that the majority (almost twice) consisted of singles (66,1%). The reason for this can be the age profile of the participants. Because it has been determined that the majority of the participants (68,3%) are under the age of 33 while small minority (14,7%) is 41 and over. In this study, due to the majority of single people, most of the participants (68,3%) have no children. The education level of the participants was determined to be at the highest (35,7%) undergraduate and higher, and at the lowest (%20,1) as associate degree. In addition, the fact that the rates are close to each other may show that there is an equal distribution about the level of education in establishments. In the questions we asked in order to learn the salaries of the participants, some of the participants did not answer this question because some institutions did not find it right to show the salary information in accordance with their principles of company, and on the other hand, asking about one's wage is not very welcome in Turkey. Among the respondents, the highest salary is 31.7%, with salaries below 2.500 TL (The minimum wage was 2.324 TL at the time the data were collected).

**Table 1. Demographic Features Distribution Table**

VARIABLES	N	%	VARIABLES	N	%
<b>Gender</b>			<b>Marital Status</b>		
Male	103	46	Single	148	66,1
Female	121	54	Married	76	33,9
<b>Total</b>	<b>224</b>	<b>100</b>	<b>Total</b>	<b>224</b>	<b>100</b>
<b>Age</b>			<b>The Department Where She/He Works</b>		
18-25	66	29,5	Front Office	38	17
26-33	87	38,8	Food & Beverage	46	20,5
34-41	38	17	Housekeeping	75	33,5
42 and over	33	14,7	Marketing	65	29
<b>Total</b>	<b>224</b>	<b>100</b>	<b>Total</b>	<b>224</b>	<b>100</b>
<b>Number of Children</b>			<b>I Think Male Employee is Preferred!</b>		
None	153	68,3	Front office	56	25
1 child	39	17,4	Food&beverage	46	20,5
2 and more children	32	14,3	Kitchen	46	20,5
<b>Total</b>	<b>224</b>	<b>100</b>	Human resources	57	25,4
<b>Educational Background</b>			Housekeeping	19	8,5
Primary education	52	23,2	<b>Total</b>	<b>224</b>	<b>100</b>
Secondary education	47	21	<b>Criteria Affecting Hotel Selection</b>		
Associate degree	45	20,1	Salary	82	36,6
Undergraduate & above	80	35,7	Transportation	38	17
<b>Total</b>	<b>224</b>	<b>100</b>	Safeguarding of job	32	14,3
<b>Salary</b>			Career	36	16,1
I don't want to indicate	58	25,9	Working hours	36	16,1
2500 and below	71	31,7	<b>Total</b>	<b>224</b>	<b>100</b>
2501-3500	43	19,2			
3501 and above	52	23,2			
<b>Total</b>	<b>224</b>	<b>100</b>			

It has been determined that most of the people that participated in this research are in housekeeping department. One of the most remarkable and important questions of the research was “In which department do you think male employees are preferred the most?”, and participants gave a common answer to the question and stated that they are mostly human resources and front office departments. It has been stated that the housekeeping department is the lowest in terms of male employment. Participants stated that the most important criteria in hotel selection is the salary criterion, as can be expected, followed closely by transportation facilities are important, and finally the job security criterion is also essential.

### Crosstabs and Chi-Square Analysis Results

According to the answers given by the people participating in the study, it was found that there is a significant relationship between gender and negative discrimination during the recruitment process ( $X^2 = 11,04$ ;  $p = 0,03$ ).

**Table 2. Cross-tab Analysis of Discrimination Thought and Gender in Recruitment**

		Negative discrimination is made during the recruitment process.				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	15	32	18	17	21
	%	14,6	31,1	17,5	16,5	20,4
Female	N	7	13	27	37	37
	%	5,8	10,7	22,3	30,6	30,6

$p < 0,05$

Table 2 shows that 61,2% of women stated that there is negative discrimination during the recruitment process, on the other hand, the rate of women who disagree with this opinion is 5.8%. It is seen that this idea is expressed in different ways for men. The highest rate on this issue is that there is no negative discrimination with 31,1% percent. However, the rate of men who think that they are discriminated is 20.4% with the second highest rate.

According to the answers given by the participants in the research, there is no significant relationship was found between gender and negative discrimination while promotion and appointment processes ( $X^2 = 16,09$ ;  $p = 0,799$ ). In line with the answers given by the participants, no significant relationship was found between gender and negative discrimination in using in-house training ( $X^2 = 11,5$ ;  $p = 0,367$ ). In accordance with the analysis results, no significant relationship was found between gender and negative discrimination in wages and various payments ( $X^2 = 9,19$ ;  $p = 0,362$ ). It was found that there is a significant relationship between gender and the idea of choosing women primarily during dismissal ( $X^2 = 8,78$ ;  $p = 0,039$ ). Table 3 shows that 34,2% of women strongly agree with the idea that women are selected first in dismissal, while 29,2% stated that women are often considered first. The rate of women who disagree with this opinion is 7,5%. While 27,5% of the men think that there is no discrimination in dismissal, 10,8% of them stated that they absolutely agree with the idea that there is discrimination in dismissal.

**Table 3. Cross-tab Analysis of Thoughts of Dismissal and Gender**

		Women are primarily selected during dismissal.				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	24	28	25	14	11
	%	23,5	27,5	24,5	13,7	10,8
Female	N	9	14	21	35	41
	%	7,5	11,7	17,5	29,2	34,2

$p < 0,05$

The analysis results of the participants' answers, it was found that there is a significant relationship between gender and the opinion that the leadership characteristics of women are insufficient ( $X^2 = 6,44$ ;  $p = 0,024$ ). According to the Table 4, 58,3% of women are disagreeing with the idea that leadership qualities in women are insufficient, on the other hand, 17,3% are agree with that statement. The ratio of women who are undecided that women cannot lead is determined to be 15,1%. In this statement, the males mostly (47,6%) stated that they were indecisive. Although there is almost equality among those who expressed their opinions, the rate of those who think that the leadership qualities of women are insufficient is slightly higher.

**Table 4. Cross-tab Analysis of Women's Insufficient Leadership Characteristics and Gender**

		I think the leadership qualities of women are insufficient.				
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		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	14	15	49	7	18
	%	13,6	14,6	47,6	6,8	17,5
Female	N	59	27	14	7	14
	%	58,3	22,7	15,1	7,6	17,3

$p < 0,05$

Participants states that there is a significant relationship between gender and women's family responsibilities to prevent their careers ( $X^2 = 9,2$ ;  $p = 0,028$ ). Table 5, 40,5% of the women participating in the study did not agree with the view that women's family responsibilities overweight their careers, 23,1% were indecisive, and 12,4% strongly agreed with this view. On the other hand, 42,7% of the men think that the familyresponsibilities of women negatively their careers, 12,6% of them are indecisive and 13,6% of them do not agree with this view.

**Table 5. Cross-tab Analysis of Gender With Priority of Family Responsibilities Over Career**

		I believe women's family responsibilities take precedence over their careers.				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	14	5	13	44	27
	%	13,6	4,9	12,6	42,7	26,2
Female	N	18	49	28	11	15
	%	14,9	40,5	23,1	9,1	12,4

$p < 0,05$

According to the answers given by the people participating in the study, a meaningful relationship between gender and motivation for success was not detected. ( $X^2 = 10,12$ ;  $p = 0,871$ ). There was no significant relationship found between gender and the other statement that women have no sufficient education and experience level ( $X^2 = 9,20$ ;  $p = 0,283$ ). Another statement that does not have a significant difference between gender is the statement that there are not enough female managers that women can recruit as role models ( $X^2 = 12,42$ ;  $p = 0,209$ ). According to the answers given by the people who participated in the study, a significant relationship was not found between gender and the thought that people are less in management because they are female ( $X^2 = 13,26$ ;  $p = 0,572$ ).

**Table 6. Cross-tab Analysis of Gender and the Scarcity of Persons in Management Due to Being Women**

		I think that people are few in management positions because they are women.				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	25	28	17	17	15
	%	24,5	27,5	16,7	16,7	14,7
Female	N	31	32	12	27	19
	%	25,6	26,4	9,9	22,3	15,7

$p < 0,05$

Table 6 shows that the rates of the responses of the participants to the statement "I think that women are few in management positions because they are women" are very close to each other. While 31 women did not agree with the statement in question, 32 of them did not agree and 27 of them agreed with this statement. On the other hand, 25 of the males stated that they strongly disagreed, 28 of them disagreed, and an equal number (17) of them stated that they were indecisive and agreed with this opinion.

Analysis of the findings obtained in the study, there is no significant relationship between the gender of the sample and the opinion that duties in professions and organizations should be divided into "men's job" and "women's job" in general ( $X^2 = 15,24$ ;  $p = 0,165$ ).

**Table 7. Cross-tabulation Analysis of Gender with the Separation of Jobs in Professions and Organizations as "Male Job" and "Female Job"**

		In general, duties in professions and organizations should be divided into "men's job" and "women's job".				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
Male	N	29	17	25	19	13
	%	28,2	16,5	24,3	18,4	12,6
Female	N	24	30	19	27	20
	%	23,8	29,4	18,6	26,4	19,8

<b>Female</b>	<b>%</b>	20	25	15,8	22,5	16,7
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$p < 0,05$

According to Table 7, with the answers given by the people participating in the study, no significant relationship was found between gender and gender differences in recruitment. ( $X^2 = 17,93$ ;  $p = 0,788$ ). The statement that the distribution of tasks within the organization differs for female and male employees, there was no significant difference between gender ( $X^2 = 12,81$ ;  $p = 0,758$ ). To participants in the study, it was determined that there is no significant relationship between gender and the fact that female employees are married and having children negatively affect their performance ( $X^2 = 12,42$ ;  $p = 0,052$ ). Answers given by the participants, no significant relationship was found between gender and the problems of female employees in promoting within the organization ( $X^2 = 12,88$ ;  $p = 0,435$ ). There is a significant relationship between gender and the wages of the female and male employees which have the same status working in organizations ( $X^2 = 13,79$ ;  $p = 0,047$ ).

**Table 8. Cross-tabulation Analysis of Wage Differences and Gender between Female and Male Employees with the Same Status within the Organization**

		There are wage differences between female and male employees have the same status within the organization.				
		I Strongly Disagree	I Do Not Agree	Neutral	I Agree	I Absolutely Agree
<b>Male</b>	<b>N</b>	15	27	31	14	16
	<b>%</b>	14,6	26,2	30,1	13,6	15,5
<b>Female</b>	<b>N</b>	36	29	21	16	19
	<b>%</b>	29,8	24	17,4	13,2	15,7

$p < 0,05$

According to Table 8, the majority of the men participating in the study (30,1%) stated that they were undecided about the wage differences between women and men in the same status within the organization, while the rate of those who disagree with this statement was 26,2% and the rate of those who agree was 13,6%. Strangely, the highest rate (29,8%) among women was determined to belong to those who strongly disagree with this idea. The rate of those who said that they absolutely agreed was 15,7%, and the rate of undecided was 17,4%.

Answers given by the participants in the study, no significant relationship was found between gender and the fact that female employees were pregnant, negatively affected the employer's preference when hiring. ( $X^2 = 11,04$ ;  $p = 0,223$ ). The last statement of the study, the appearance of women, is very important in recruitment, and there was no significant relationship between gender ( $X^2 = 11,04$ ;  $p = 0,223$ ).

## 5. Conclusion and Recommendations

The world economy had many changes since the 1980's with the effect of globalization and the changes are in progress. One of the most important of these changes is the process of transition of some economies to market economy that emerged in the 1990s. In this process, important results have been emerged for both the country that is experiencing the transition and the world economy. One of these consequences is the changes in the labor markets. The structure of the female labor force and developments in the labor market are also important. The indicator of development women employees and enhance the growth figures had been led to the development of policies on female labor force employment.

Considering the findings regarding the priority of the enterprises, it is expressed as the first priority, by a large difference, as an element of salary. Other elements are listed in almost equal proportions. As can be expected, economic reasons are the biggest factor in the selection of the institution to work with. The lowest selected expression was stated as job guarantee. The reason for this can be shown as the fact that tourism enterprises are part of private sector and the rate of employee changing is high. Participants in the study stated that men are preferred more in the front office. The reason for this can be stated as working in the front office requires more technical knowledge, skills, and training. Findings regarding the responses to the scale of negative discrimination against women in working life was analyzed, differences were found in some expressions between the attitudes of women and men. Women think that they are exposed to negative discrimination, and men are prioritized in the recruitment process of businesses. Men, on the other hand, stated that they disagree with this opinion. When looking at the results of the scale, which examines the attitudes of male and female employees regarding the field of negative discrimination against women in



working life, differences were found in some expressions between the attitudes of women and men. In addition, women think that they are more difficult to recruit than men and that they are selected first in cases such as dismissal. Due to these findings, it can be said that it is caused by the perception that men are breadwinner for family and the women are mainly responsible for housework. Therefore, it can be thought that women have more difficulty in career planning.

Another statement about career planning is about the leadership characteristics of women. While women mostly stated that they have leadership abilities on this issue, the majority of the men were undecided about this statement. As a result of this situation, it can be deduced that men are not really against the female manager, but they think that leadership skills cannot be found in every woman. Therefore, it can be concluded that while men reach higher careers with less effort in their career than women, women should make more effort than men to reach the same career level.

It is a known fact that women play a more important role in the family in Turkish society in terms of traditions and customs. It can be said that the duties and responsibilities attributed to women, such as cleaning, cooking and other daily housework, make women's work life more difficult. However, according to the women's opinion in this study, they do not accept the idea that even if their responsibilities in the family are too many, their careers are neglected. This situation supports the saying "I can also make a child; I can also make a career". It is argued that this argument, in other words, the idea that family responsibilities preclude their careers, is not true and women make more effort in order to prove that family problems are not an obstacle to the development of their careers, even if they pose difficulties.

It is observed that there is an increase of numbers of women who attended work life when it compares with last decade. But this way how women participate in work life is part-time (seasonal or short term) rather than full-time jobs. Reason of this women can put their work life or career into second place in their life because of house things, motherhood responsibilities, duty of women ship in their life. Those women who participated in this study express that even though they want to work full-time job, given reasons force them to work part-time jobs. This means underemployment for economies.

One of the most interesting results of the study is that while the women participating in the study complain about negative discrimination, much more difficulties in the planning and progress of their careers, they think that the jobs in enterprises should be separated into women's jobs and men's jobs. They agree with the men on this matter. In other words, it is thought that women are employed only in certain areas and that the jobs in the enterprise should be separated from women's jobs to men's jobs. The reason why this important and different result is left to the end is to draw attention to the contrast between the attitude of the people by explaining this attitude after the other findings have been explained.

In the light of these results, it is possible to make various suggestions such as; in order to prevent negative gender discrimination, which renders the position of women quite problematic and cause women to be exposed to various injustices, and to improve the conditions of female employees, the people who are more conscious, educated, and able to come up with solutions to these problems should be employed in the sector. If necessary, legal arrangements should be made in order to identify and eliminate the problems and practices in the sector that deprive women of low status, low income, and job in security. For this reason, it may be suggested to include courses on gender issues in the tourism departments of universities in order to increase the awareness of students studying in the relevant departments on this subject.

While this study was being conducted, it had to be carried out in a limited area and with a limited number of participants as a result of a series of measures taken due to the new corona virus (Covid-19) outbreak. A more comprehensive study by enlarging the population and sample of researchers who will turn to similar studies in the future, or a comparative study by including different sectors in the tourism industry (food and beverage, guidance, etc.) can be made. However, considering that the number of research in the national literature is quite limited, it is believed that it can make some contributions to the academics working on the subject and the sector representatives.

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