

## Chapter 5

### WOMEN'S CAREER MANAGEMENT TO ENSURE PUBLIC JUSTICE

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#### INTRODUCTION

While there is a natural balance of female and male population worldwide, gender inequality in terms of public justice is a situation seen in almost every country. However, the social policies of countries regarding woman's education, occupation and employment should be seen as a requirement of human rights (Mertsoy-Bilgin, 2020). While these policies are sometimes imposing quotas on the rate of female deputies; sometimes it can be in the form of positive discrimination for women. However what is essential in women's career management is the implementation of proactive initiatives and policies. Accordingly, education and career management of woman should be taken as a basis.

In terms of public justice, problems such as the burden of family and childcare, and inequality in the working environment make women disadvantaged (Kordeve, 2017). Although women do not have quality and capacity problems, their rise is delayed due to glass ceiling obstacle, mobbing and problems related to

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of gender equality in areas such as employment, participation in decision-making processes, research and financial policies has not yet been established. However, gender equality in Turkey is provided by the Constitution and laws. Many international agreements have been signed in this regard. Policies and legal regulations are made in accordance with EU directives. In practice, Turkish women should not be expected to stay away from traditional culture. Moreover, women may face various institutional difficulties and problems.

Consequently, for public justice, opportunities and options should be given to women as well as to those provided to men. For this, it should be ensured that women have sufficient presence in working life. Unless women can balance work-family and work-life due to the traditional roles that society places on women, problems in their career management intimidate them. For this reason, women try to be super women, super wives, super mothers and super workers in order to overcome the obstacles they face in career management, and they are physically and psychologically worn out.

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