

TÜRKİYE'DE ÜCRETİN VE ÜCRET DAĞILIMININ BÖLGESEL DİNAMİKLERİ

Taylan AKGÜL



© Copyright 2023

Bu kitabin, basim, yayin ve satis hakları Akademisyen Kitabevi A.Ş.'ne aittir. Anılan kuruluşun izni alınmadan kitabın tümü ya da bölümleri mekanik, elektronik, fotokopi, manyetik kağıt ve/veya başka yöntemlerle çoğaltılamaz, basulamaz, dağıtılamaz. Tablo, şekil ve grafikler izin alınmadan, ticari amaç kullanılamaz. Bu kitap T.C. Kültür Bakanlığı bandrolü ile satılmaktadır.

*Bu Kitap, Prof. Dr. Verda CANBEY ÖZGÜLER'in danışmanlığında yürütülen Taylan AKGÜL'e ait "Türkiye'de Ücretin ve Ücret Dağılımının Bölgesel Dinamikleri: 2004-2014 Dönemi" adlı doktora tezinden üretilmiştir.

ISBN Sayfa ve Kapak Tasarımı
978-625-399-237-8 Akademisyen Dizgi Ünitesi

Kitap Adı Yayıncı Sertifika No
Türkiyede Ücretin ve Ücret Dağılımının Bölgesel 47518
Dinamikleri

Yazar Baskı ve Cilt
Taylan AKGÜL Vadi Matbaacılık
ORCID iD: 0000-0003-0753-8615

Editör Bisac Code
Prof. Dr. Verda CANBEY ÖZGÜLER BUS000000
ORCID iD: 0000-0002-0662-4039 DOI
10.37609/akya.2669

Yayın Koordinatörü
Yasin DİLMEN

Kütüphane Kimlik Kartı
Akgül, Taylan.

Türkiyede Ücretin ve Ücret Dağılımının Bölgesel Dinamikleri: 2004-2014 Dönemi / Taylan

Akgül, editör: Verda Canbey Özgüler.

Ankara : Akademisyen Yayınevi Kitabevi, 2023.

204 s. : tablo, şekil ; 160x235 mm.

Kaynakça var.

ISBN 9786253992378

1. İşletme--Ekonomi.

GENEL DAĞITIM

Akademisyen Kitabevi A.Ş.

Halk Sokak 5 / A

Yenişehir / Ankara

Tel: 0312 431 16 33

siparis@akademisyen.com

www.akademisyen.com

ÖNSÖZ

Tezin her aşamasında büyük bir sabır ve özenle desteğini esirgemeyen ve bana yol gösteren değerli tez danışmanlarım Prof. Dr. Naci GÜNDÖĞAN ve Prof. Dr. Verda CANBEY ÖZGÜLER'e, jüri üyeleri Prof. Dr. Özcan DAĞDEMİR, Prof. Dr. M. Kemal BİÇERLİ, Doç. Dr. Mustafa Çağlar ÖZDEMİR ve Doç. Dr. Ekrem ERDOĞAN'a çok teşekkür ederim.

Tez yazım sürecinde istemeden ihmali ettiğim, değerli eşim Şerife ve oğullarım Kerem ile Güney'e anlayışları ve destekleri için teşekkür ederim.

Taylan AKGÜL

İÇİNDEKİLER

GİRİŞ 1

BÖLÜM 1

Teorik Çerçeve

1.1. Ücret Kavramı ve Kapsamı.....	5
1.2. Sektör Kavramı ve Kapsamı	12
1.3. Türkiye'de Bölgesel Sınıflandırma	14
1.4. Ücret Farklılıklarını Belirleyen Faktörler	16
1.4.1. Araştırma kapsamında ücret farklılıklarını belirleyen faktörler	19
1.4.1.1. Eğitim	19
1.4.1.2. Cinsiyet.....	28
1.4.1.3. Medeni durum ve hane büyülüğu.....	39
1.4.1.4. Yaş ve tecrübe.....	43
1.4.1.5. Sektör ve bölge etkisi	44
1.4.2. Araştırma kapsamında olmayan ücret farklılıklarını belirleyen faktörler	61
1.4.2.1. Teknolojik gelişmeler, dış ticaret ve ücret.....	61
1.4.2.2. Sendikalar ve toplu sözleşmelerin etkisi	65
1.4.2.3. Makro iktisadi değişkenler	77
1.4.2.4. İşgücü arz ve talebi ile diğer ücretlerin etkisi	78
1.4.2.5. İş ve performans değerlendirmesi	79
1.4.2.6. Yasal ve sosyal düzenlemeler	80
1.4.2.7. Göçmenler, azınlıklar ve ücret	80
1.5. Türkiye'de Ücret Farklılıklarıyla İlgili Çalışmalar	86

BÖLÜM 2

Türkiye'de 2004-2014 Döneminde Bölgesel ve Sektörel Ücret Farklılıklarını Belirleyen Araştırma Kapsamındaki Faktörlerin Hane halkı İşgücü Anketi Verilerine Göre Analizi

2.1. Bölgelere Dair Genel Değerlendirme ve Karşılaştırmalar.....	91
2.2. Ücret Yaşı/Tecrübe İlişkisi	105
2.3. Ücret Cinsiyet İlişkisi	108
2.4. Ücret Medeni Durum İlişkisi	110
2.5. Ücret Hane Büyüklüğü İlişkisi.....	111
2.6. Ücret Sektör İlişkisi	113

BÖLÜM 3**Türkiye'de Bölgesel ve Sektörel Ücret Farklılıklarının Heckman Seçim Modeli İle Belirlenmesi**

3.1. Araştırmanın Amacı	115
3.2. Araştırmanın Kapsamı	116
3.3. Araştırmanın Yöntemi (Heckman Örneklem Seçim Modeli)	116
3.4. Veri Setinin Sınırlılıkları	126
3.5. Bulgular.....	127
3.5.1. Cinsiyetin iş bulma olasılığı ve ücret üzerindeki etkisi.....	128
3.5.2. Medeni durumun iş bulma olasılığı ve ücret üzerindeki etkisi.....	139
3.5.3. Hanehalkı büyülüğünün iş bulma olasılığı ve ücret üzerindeki etkisi.....	143
3.5.4. Eğitim düzeyinin iş bulma olasılığı ve ücret üzerindeki etkisi.....	145
3.5.5. Çalışılan sektörün iş bulma olasılığı ve ücret üzerindeki etkisi	153
3.6. Bölgesel ve Sektörel Ücret Farklarının Marjinal Emek Verimliliği Yaklaşımı ile Analizi.....	154
3.7. Kadınlara Yönelik Ayrımcılığın Blinder-Oaxaca ve Juhn-Murphy-Pierce Ayırıştırma Yöntemleriyle Analizi.....	163
3.8. GINI Katsayısı Bağlamında Ücret Dağılımının Analizi	172
Sonuç ve Öneriler.....	183
Sonuçlar	183
Öneriler	185
KAYNAKÇA.....	189
ÖZGEÇMİŞ.....	198

KAYNAKÇA

- Acemoglu, D., Johnson, S. ve Robinson, J. (2002). Reversal of fortune: geography and institutions in the making of the modern world. *The Quarterly Journal of Economics*, 117 (4), 1231-1294.
- Acemoğlu, D. ve Autor, D. (2011). Skills, tasks and technologies: implications for employment and earnings. *Handbook of Labor Economics, Volume 4b*, s. 1043-1172.
- Acker, J. (1991). Thinking about Wages: The gendered wage gap in Swedish banks. *Gender and Society, Special Issue: Marxist Feminist Theory*, 5 (3), 390-407.
- Akerlof, G. ve Yellen, J. (1990). The fair wage-effort hypothesis and unemployment. *The Quarterly Journal of Economics*, 105(2), 255-283.
- Aktaş, A. ve Uysal, G. (2012). Explaining the gender wage gap in Turkey using the wage structure survey. *Betam Working Paper Series*, 1-25.
- Albertini, M. ve Radl, J. (2012). Intergenerational transfers and social class: inter-vivos transfers as means of status reproduction? *Acta Sociologica*, 55 (2), 107-123.
- Albouy, D. (2008). The wage gap between Francophones and Anglophones: a Canadian perspective, 1970-2000. *The Canadian Journal of Economics / Revue Canadienne d'Economique*, (41) 4, 1211-1238.
- Alkan, Y. (2015). Türkiye'de tarımsal işletmelerde ücret ile işgücüne katılma ilişkisinin ekonometrik analizi. *Ardahan Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi Sayı: 2*, 155-171.
- Altan, Ö. Z. (2007). Sosyal politika. Eskişehir: Anadolu Üniversitesi.
- Antecol, H. ve Bedard, K. (2004). The racial wage gap: the importance of labor force attachment differences across black, Mexican, and white men. *The Journal of Human Resources*, 39 (2), 564-583.
- Ashraf, J. (1991). The effects of unions on wages: findings from pooled data. *Eastern Economic Journal*, 17 (2), 245-252.
- Autor, D. H., Dorn, D. ve Hanson, G. H. (2013). The China syndrome: local labor market effects of import competition in the United States. *The American Economic Review*, (103) 6, 2121-2168.
- Avolio, B. J., Waldman, D. A., ve McDaniel, M. A. (1990). Age and work performance in nonmanagerial jobs: the effects of experience and occupational type. *The Academy of Management Journal*, 33(2), 407-422.
- Balkan, B. ve Tümen, S. (2014). Firm-size wage gaps along the formal-informal divide: theory and evidence. *Central Bank Working Paper*, 14 (34), 1-39.
- Bardhan, K. (1973). Factors affecting wage rates for agricultural labour. *Economic and Political Weekly*, 8 (26), 56-64.
- Begg, D., Vernasca, G., Fischer, S., ve Dornbusch, R. (2011). Economics. London: McGraw-Hill Education.
- Belman, D. ve Heywood, J. S. (2004). Public wage differentials and the treatment of occupational differences. *Journal of Policy Analysis and Management*, 23 (1), 135-152.

- Bewerunge, P., ve Rosen, H. (2012). Wages, pensions, and public-private sector compensation differentials. *Griswold Center for Economic Policy Studies Working Paper No. 227*, 1-45.
- Biçerli, M. K. (2007). Çalışma ekonomisi. İstanbul: Beta.
- Bishop, J., Formby, J. ve Thistle, P. (1994). Convergence and divergence of regional income distributions and welfare. *The Review of Economics and Statistics*, 76 (2), 228-235.
- Black, D., Haviland, A., Sanders, S. ve Taylor, L. (2006). Why do minority men earn less? A study of wage differentials among the highly educated. *The Review of Economics and Statistics*, (88) 2, 300-313.
- Blanchflower, D. ve Bryson, A. (2010). The wage impact of trade unions in the UK public and private sectors. *Economica, New Series*, 77 (305), 92-109.
- Blinder, A. S. (1973). Wage discrimination: reduced form and structural estimates. *The Journal of Human Resources*, 8 (4), 436-455.
- Blom, A., Holm-Nielsen, L. ve Verne, D. (2001). Education, earnings, and inequality in Brazil, 1982-1998: Implications for education policy. *Peabody Journal of Education, Global Issues in Education*, 76 (3/4), 180-221.
- Blundell, R. ve MacCurdy, T. (1999). Handbook of Labor Economics, Elsevier, 1559-1695.
- Borjas, G. J. (2013). Labor Economics, 6th Edition. New York: McGraw-Hill.
- Bosch, A. (2006). Determinants of public and private-sector wages. *Research Department, South African Reserve Bank*.
- Bourbeau, E., Lefebvre, P. ve Me, P. (2012). The evolution of the returns to education for 21- to 35-year-olds in Canada and across provinces: results from the 1991-2006 analytical census files. *Canadian Public Policy / Analyse de Politiques*, 38 (4), 531-549.
- Broder, I. ve Langbein, L. (1989). Wage differentials among regulated, private and government sectors: a case study. *Eastern Economic Journal*, 15 (3), 189-201.
- Budría, S. (2011). Are educational mismatches responsible for the 'inequality increasing effect' of education? *Social Indicators Research*, 102 (3), 409-437.
- Burnette, J. (1997). An investigation of the female-male wage gap during the industrial revolution in Britain. *The Economic History Review, New Series*, 50 (2), 257-281.
- Butcher, K. F. ve Rouse, C. E. (2001). Wage effects of unions and industrial councils in South Africa. *Industrial and Labor Relations Review*, 54 (2), 349-374.
- Canbey, V. (1998). Ücret farklılıklarının ekonomik analizi: Türkiye örneği. Eskişehir: Anadolu Üniversitesi Sosyal Bilimler Enstitüsü.
- Card, D. (1996). The effect of unions on the structure of wages: a longitudinal analysis. *Econometrica*, 64 (4), 957-979.
- Card, D. (2001). The effect of unions on wage inequality in the U.S. labor market. *Industrial and Labor Relations Review*, 54 (2), 296-315.
- Carneiro, P., Heckman, J. J. ve Masterov, V. D. (2005). Labor market discrimination and racial differences in premarket factors. *The Journal of Law & Economics*, 48 (1), 1-39.
- Chiswick, B. R. (1988). Differences in education and earnings across racial and ethnic groups: tastes, discrimination, and investments in child quality. *The Quarterly Journal of Economics*, 103 (3), 571-597.
- Clark, G. L. ve Ballard, K. P. (1981). The demand and supply of labor and interstate relative wages: an empirical analysis. *Economic Geography*, 57 (2), 95-112.

- Cohen, P. N. ve Huffman, M. L. (2007). Working for the woman? Female managers and the gender wage gap. *American Sociological Review*, 72 (5), 681-704.
- Cousineau, J.-M. ve Lacroix, R. (1983). Structural effect and regional market effect in inter-regional wage differentials: The case of Toronto and Montreal. *The Canadian Journal of Economics / Revue Canadienne d'Economique*, 16 (4), 655-668.
- Cozzi, G. ve Impullitti, G. (2010). Government spending composition, technical change and wage inequality. *Journal of the European Economic Association*, 8 (6), 1325-1358.
- Çelik, O. ve Selim, S. (2014). Türkiye'de kamu ve özel sektör ücret farklılıklarının kantil regresyon yaklaşımı ile analizi. *Yönetim ve Ekonomi*, 21 (1), 205-232.
- Datta, R. C. (1985). Family background, education and earnings: transmission of inequality. *Indian Journal of Industrial Relations*, 20 (4), 381-391.
- Dayioğlu, M. ve Kasnakoğlu, Z. (1997). Kentsel kesimde kadın ve erkeklerin işgücüne katılımları ve kazanç farklılıklarları. *Metu Studies in Development* 24, 329-361.
- Dayioğlu, M. ve Tunalı, İ. (2005). Falling behind while catching up: Changes in the female-male differential in urban Turkey, 1988 to 1994. *Eale/Sole*.
- Daymont, T. N. ve Andrisani, P. (1984). Job preferences, college major, and the gender gap in earnings. *The Journal of Human Resources*, 19 (3), 408-428.
- Devereux, P. J. (2004). Changes in relative wages and family labor supply. *Journal of Human Resources*, 39(3).
- Dirks, D. (1998). Experimenting with standardization and individualization: human resource management and restructuring in Japan. *Management International Review*, 38, 89-103.
- Du Caju, P., Lamo, A., Nicolitsas, D. ve Poelhekke, S. (2010). Inter-industry wage differentials in EU countries: What do cross-country time varying data add to the picture? *Journal of the European Economic Association, Proceedings of the Twenty-Fourth Annual Congress of the European Economic Association*, 8 (2/3), 478-486.
- Dubow, E., Boxer, P. ve Huesmann, L. (2009). Long-term effects of parents' education on children's educational and occupational success: mediation by family interactions, child aggression, and teenage aspirations. *Merrill-Palmer Quarterly, Special Issue: Educational Attainment in Developmental Perspective*, 55 (3), 224-249.
- Duman, A. ve Duman, A. (2016). Türkiye'de sendika üyeliğinin kamu ve özel sektördeki ücretler üzerindeki etkileri. *Çalışma ve Toplum*, 2016/1, 11-30.
- Fairris, D. ve Jonasson, E. (2008). What accounts for intra-industry wage differentials? results from a survey of establishments. *Journal of Economic Issues*, 42 (1), 97-114.
- Farber, H. S. (2005). Nonunion wage rates and the threat of unionization. *Industrial and Labor Relations Review*, 58 (3), 335-352.
- Farber, S. C. ve Newman, R. J. (1989). Regional wage differentials and the spatial convergence of worker characteristic prices. *The Review of Economics and Statistics*, 71 (2), 224-231.
- Farkas, G., Barton, M. ve Kushner, K. (1988). White, black, and Hispanic female youths in central city labor markets. *The Sociological Quarterly, Gender and Aging*, 29 (4), 605-621.
- Filer, R. K. (1985). Male-female wage differences: the importance of compensating differentials. *Industrial and Labor Relations Review*, 38 (3), 426-437.
- Fortin, N., Lemieux, T., ve Firpo, S. (2011). Handbook of labor economics. Amsterdam: Elsevier.

- Friedland, R., ve Sanders, J. (1986). Private and social wage expansion in the advanced market economies. *Theory and Society*, 15(1), 193-222.
- Gallaway, L. E. (1963). The north-south wage differential. *The Review of Economics and Statistics*, 45 (3), 264-272.
- Gera, S. ve Grenier, G. (1994). Inter-industry wage differentials and efficiency wages: some Canadian evidence. *The Canadian Journal of Economics / Revue Canadienne d'Economie*, 27 (1), 81-100.
- Gittleman, M. ve Pierce, B. (2011). Inter-industry wage differentials, job content and unobserved ability. *Industrial and Labor Relations Review*, 64 (2), 356-374.
- Gong, X. ve van Soest, A. (2002). Family structure and female labor supply in Mexico City. *The Journal of Human Resources*, 37 (1), 163-191.
- Goux, D. ve Maurin, E. (1999). Persistence of Inter-industry Wage Differentials: A Re-examination Using Matched Worker-Firm Panel Data. *Journal of Labor Economics*, 17 (3), 492-533.
- Goux, D. ve Maurin, E. (2000). The decline in demand for unskilled labor: an empirical analysis method and its application to France. *The Review of Economics and Statistics*, 82 (4), 596-607.
- Grey, A. (1993). Inter-industry wage differentials in manufacturing: rents and industrial structure. *The Canadian Journal of Economics / Revue Canadienne d'Economie*, 26 (3), 525-535.
- Grossman, J. B. (1983). The impact of the minimum wage on other wages. *The Journal of Human Resources*, 18(3), 359-378.
- Guisinger, S. ve Irfan, M. (1975). Inter-industry differentials in wages and earnings in Pakistan's manufacturing sector. *The Pakistan Development Review*, 14 (3), 274-295.
- Güriş, S., Çağlayan, E. ve Saçaklı, İ. (2009). Education, experience and male-female wage differentials after 2001 crisis. *Springer, Quality & Quantity*, 46 (5), 1407-1416.
- Güven, E., ve Aydin, U. (1996). İş hukuku dersleri. Eskişehir: Anadolu Üniversitesi.
- Hanson, G. H. (1997). Increasing returns, trade and the regional structure of wages. *The Economic Journal*, 107 (440), 113-133.
- Harrison, B. ve Durbin, E. (1970). Education and earnings in ten urban ghettos. *The American Economist*, 14 (1), 12-21.
- Hartog, J. ve Winkelmann, R. (2003). Comparing migrants to non-migrants: the case of Dutch migration to New Zealand. *Journal of Population Economics*, 16 (4), 683-705.
- Haworth, C. ve Reuther, C. J. (1978). Industrial concentration and inter-industry wage determination. *The Review of Economics and Statistics*, 60 (1), 85-95.
- Heckman, J. J. (1979). Sample selection bias as a specification error. *Econometrica*, 47 (1), 153-161.
- Heckman, J. ve Robb, R. (1986). Alternative identifying assumptions in econometric models of selection bias. *Advanced Econometrics*, 243-287.
- Helwege, J. (1992). Sectoral shifts and inter-industry wage differentials. *Journal of Labor Economics*, 10 (1), 55-84.
- Hersch, J. ve Stratton, L. (1997). Housework, fixed effects, and wages of married workers. *The Journal of Human Resources*, 32 (2), 285-307.
- Hill, M. S. (1979). The wage effects of marital status and children. *The Journal of Human Resources*, 14(4), 579-594.
- Himmelweilt, S., Simonetti, R. ve Trigg, A. (2006). Neoclassical and institutionalist perspectives on economic behavior microeconomics. *London: Thomson Learning*.

- Hu, T.-W., Lee, M. ve Stromsdorfer, E. W. (1971). Economic returns to vocational and comprehensive high school graduates. *The Journal of Human Resources*, 6 (1), 25-50.
- Huggins, H. D. (1955). Regional differentials in wages: some considerations. *Social and Economic Studies*, 4 (3), 206-215.
- Hunt, E. H. (1986). Industrialization and regional inequality: wages in Britain, 1760-1914. *The Journal of Economic History*, 46 (4), 935-966.
- Hyder, A. (2002). Public-private wage differentials in Pakistan. *The Bangladesh Development Studies*, 28 (4), 79-93.
- Juhn C., Murphy K. and Pierce B. (1991) Accounting for the slowdown in the black white wage convergence, in Kosters M. (Ed) *Workers and their wages*, 107-43, AEI Press.
- Juhn C., Murphy K. and Pierce B. (1993) Wage inequality and the rise in returns to skill. *Journal of Political Economy*, 101 (3), 410-442.
- Juhn, C., Rubinstein, Y. ve Zuppann, C. (2015). The quantity-quality trade-off and the formation of cognitive and non-cognitive skills. *NBER Working Paper Series*, 1-46.
- Kahn, L. M. (1998). Collective bargaining and the inter-industry wage structure: international evidence. *Economica, New Series*, 65 (260), 507-534.
- Kara, O. (2006). Occupational gender wage discrimination in Turkey. *Journal of Economic Studies*, 33 (2), 130-143.
- Katz, L. F. ve Murphy, K. M. (1992). Changes in relative wages, 1963-1987: supply and demand factors. *The Quarterly Journal of Economics*, 107 (1), 35-78.
- Kazgan, G. (2000). İktisadi düşünce veya politik iktisadın evrimi, 9. Baskı. Remzi Kitabevi.
- Keane, M. P. (1993). Individual heterogeneity and inter-industry wage differentials. *The Journal of Human Resources*, 28 (1), 134-161.
- Kessler, D. (1991). Birth order, family size, and achievement: family structure and wage determination. *Journal of Labor Economics*, 9(4), 413-426.
- Kiefer, N. M. ve Smith, S. P. (1977). Union impact and wage discrimination by region. *The Journal of Human Resources*, 12 (4), 521-534.
- Kiren Gürler, Ö. ve Üçdoğruk, Ş. (2007). Türkiye'de cinsiyete göre gelir farklılığının ayrıştırma yöntemiyle uygulanması. *Journal of Yaşar University*, 571-589.
- Killingsworth, M. R. (1984). Labor Supply. Number 9780521299169 in Cambridge Books.Cambridge University Press.
- Kooreman, P. ve Kapteyn, A. (1986). Estimation of rationed and unrationed household labour supply functions using exible functional forms. *The Economic Journal*, 96(382): 398-412.
- Korenman, S. ve Neumark, D. (1992). Marriage, motherhood, and wages. *The Journal of Human Resources*, 27 (2), 233-255.
- Kornfeld, R. (1993). The Effects of union membership on wages and employee benefits: the case of Australia. *Industrial and Labor Relations Review*, 47 (1), 114-128.
- Kornrich, S. ve Furstenberg, F. (2013). Investing in children: changes in parental spending on children, 1972 to 2007. Sydney: University of Sydney United States Studies Centre.
- Kumlin, J. (2007). The sex wage gap in Japan and Sweden: the role of human capital, workplace sex composition, and family responsibility. *European Sociological Review*, 23 (2), 203-221.
- Lee, L. (2012). Decomposing wage differentials between migrant workers and urban workers in urban China's labor markets. *China Economic Review*, 23, 461-470.

- Leonard, J. S. (1985). The effect of unions on the employment of blacks, Hispanics, and women. *Industrial and Labor Relations Review*, 39 (1), 115-132.
- Levanon, G. ve Raviv, Y. (2007). Decomposing wage gaps between ethnic groups: the case of Israel. *Southern Economic Journal*, 73 (4), 1066-1087.
- Lindbeck, A., ve Snower, D. (2002). The insider-outsider theory: a survey. *IZA Discussion Paper No. 534*, 1-51
- Liu, P.-W., Meng, X. ve Zhang, J. (2000). Sectoral gender wage differentials and discrimination in the transitional Chinese economy. *Journal of Population Economics*, 13 (2), 331-352.
- Magnani, E. ve Zhu, R. (2012). Gender wage differentials among rural–urban migrants in China. *Regional Science and Urban Economics*, 42, 779–793.
- Maki, D. ve Ng, I. (1990). Effects of trade unions on the earnings differential between males and females: Canadian evidence. *The Canadian Journal of Economics / Revue Canadienne d'Economique*, 23 (2), 305-311.
- Markham, J. W. (1943). Regional labor productivity in the textile industry. *The American Economic Review*, 33 (1), 110-115.
- Marks, K. (2003). Kapital I. cilt. Eriş Yayınları.
- Mayhew, A. (1971). Education, occupation, and earnings. *Industrial and Labor Relations Review*, 24 (2), 216-225.
- McCall, L. (1998). Spatial routes to gender wage (in)equality: regional restructuring and wage differentials by gender and education. *Economic Geography*, 74 (4), 379-404.
- McCall, L. (2000). Gender and the new inequality: explaining the college/non-college wage gap. *American Sociological Review*, 65 (2), 234-255.
- Mcconnell, C. R. Unions, purchasing power, and employment. *The Southwestern Social Science Quarterly*, 36(4), 351-364.
- Mercan, M. ve Karakaş, M. (2015). Industry-level female-male wage gap in Turkey. *Bilig*, Spring 2015 (73), 157-170.
- Meurs, D., Pailhé, A. ve Ponthieux, S. (2010). Child-related career interruptions and the gender wage gap in France. *Annals of Economics and Statistics, Measuring Discriminations*, 99 (100), 15-46.
- Millican, P. (1776). An inquiry into the nature and causes of the wealth of nations.
- Mincer, J. (1974). Schooling, experience and earnings. *National Bureau of Economic Research Papers*.
- Mincer, J. ve Ofek, H. (1982). Interrupted work careers: depreciation and restoration of human capital. *The Journal of Human Resources*, 17 (1), 3-24.
- Moore, W. ve Raisian, J. (1987). Union-nonunion wage differentials in the public administration, educational, and private sectors: 1970-1983. *The Review of Economics and Statistics*, 69 (4), 608-616.
- Moser, P., Voena, A. ve Waldinger, F. (2014). German-Jewish emigres and U.S. invention. *NBER Working Paper Series*, 1-45.
- Neumark, D. ve Wachter, M. L. (1995). Union effects on nonunion wages: evidence from panel data on industries and cities. *Industrial and Labor Relations Review*, 49 (1), 20-38.
- Oaxaca, R. L. (1973). Male–female wage differentials in urban labor markets. *International Economic Review*, 14 (3), 693–709.
- Oaxaca, R. L. (1975). Estimation of union/nonunion wage differentials within occupational/regional subgroups. *The Journal of Human Resources*, 10 (4), 529-537.

- Omori, M. (2010). Household expenditures on children, 2007–08. *Monthly Labor Review*, 3-16.
- Özcan, Y., Üçdoğruk, Ş. ve Metin Özcan, K. (2003). Wage differences by gender, wage and self-employment in urban Turkey. *Journal of Economic Cooperation*, 24 (1), 1-24.
- Papola, T. S. (1967). Geographical wage differentials in an industry: the case of cotton textiles in India. *Indian Journal of Industrial Relations*, 3 (1), 3-18.
- Papola, T. S. (1972). Inter-regional variations in manufacturing wages in India: industrial structure and region effects. *Indian Journal of Industrial Relations*, 7 (3), 355-375.
- Parro, F. (2013). Capital-skill complementarity and the skill premium in a quantitative model of trade. *American Economic Journal: Macroeconomics*, 5 (2), 72-117.
- Parsley, C. J. (1980). Labor union effects on wage gains: a survey of recent literature. *Journal of Economic Literature*, 18 (1), 1-31.
- Partridge, M., Rickman, D. ve Ali, K. (2008). Recent immigration and economic outcomes in rural America. *American Journal of Agricultural Economics*, 90 (5), 1326-1333.
- Payne, G., (1989). Social mobility. *The British Journal of Sociology*, 40(3), 471-492.
- Pereira, J. ve Galepo, A. (2007). Regional wage differentials: static and dynamic approaches. *CEFAGE-UE Working Paper*, 1-30.
- Pestieau, P. (1984). The effects of varying family size on the transmission and distribution of wealth. *Oxford Economic Papers, New Series*, 36 (3), 400-417.
- Polachek, S., Wunnava, P. ve Hutchins, M. (1987). Panel estimates of union effects on wages and wage growth. *The Review of Economics and Statistics*, 69 (3), 527-531.
- Polavieja, J. G. (2005). Task specificity and the gender wage gap: theoretical considerations and empirical analysis of the Spanish Survey on Wage Structure. *European Sociological Review*, 21 (2), 165-181.
- Polzin, P. E. (1972). State and regional wage differences. *Southern Economic Journal*, 38 (3), 371-378.
- Psacharopoulos, G., ve Patrinos, H. A. (2002). Returns to investment in education a further update. Washington, DC: The World Bank Latin America and the Caribbean Region Education Sector Un
- Reilly, K. T. (1996). Does union membership matter? The effect of establishment union density on the union wage differential. *The Review of Economics and Statistics*, 78 (3), 547-557.
- Rodgers III, W. M. (2006). Male white-black wage gaps, 1979-1994: a distributional analysis. *Southern Economic Journal*, 72 (4), 773-793.
- Roshholm, M. ve Smith, N. (1996). The Danish gender wage gap in the 1980s: a panel data study. *Oxford Economic Papers, New Series*, 48 (2), 254-279.
- Rumberger, R. W. (1987). The impact of surplus schooling on productivity and earnings. *The Journal of Human Resources*, 22 (1), 24-50.
- Sachs, J. D. (2001). Tropical underdevelopment. *NBER Working Papers*, 8119.
- San, S. (2012). Türkiye'de firma büyülüklüğü ve ücret farklılıklarını ilişkisinin analizi. *Çalışma ve Toplum*, 2012 (4), 217-231.
- Schafgans, M. M. (1998). Ethnic wage differences in Malaysia: parametric and semiparametric estimation of the Chinese-Malay wage gap. *Journal of Applied Econometrics, Special Issue: Application of Semiparametric Methods for Micro-Data*, 13 (5), 481-504.

- Scully, G. W. (1969). Interstate wage differentials: a cross section analysis. *The American Economic Review*, 59 (5), 757-773.
- Segal, M. (1961). Regional Wage Differences in Manufacturing in the Postwar Period. *The Review of Economics and Statistics*, 43 (2), 148-155.
- Selim, R. ve İlkkaracan, İ. (2002). Gender inequalities in the labor market in Turkey: differentials in wages, industrial & occupational distribution of men and women. 1-19.
- Sellekaerts, B. (1982). Effect of minimum wage on inflation and other key macroeconomic variables. *Eastern Economic Journal* 3(3), 177-190.
- Sevimli, A. (2001). İş değerlendirmesinin ücret sistemi içindeki rolü ve eşit davranışma ilkesi açısından önemi. *İş, Güç*, 3 (2).
- Sherwood, S. Book review: the bargain theory of wages. *The Annals of the American Academy of Political and Social Science*, Vol. 11, 103-105.
- Shockey, J. W. (1989). Over-education and earnings: a structural approach to differential attainment in the U.S. labor force (1970-1982). *American Sociological Review*, 54 (5), 856-864.
- Sickle, J. V. (1954). Regional economic adjustments: the role of geographical wage differentials. *The American Economic Review*, 44 (2), 381-392.
- Simpson, W. (1985). The impact of unions on the structure of Canadian wages: an empirical analysis with microdata. *The Canadian Journal of Economics / Revue Canadienne d'Economique, Econometrics Special*, 18 (1), 164-181.
- Sobotka, S. P. (1953). Union influence on wages: the construction industry. *Journal of Political Economy*, 61 (2), 127-143.
- Speare, Jr., A. ve Harris, J. (1986). Education, earnings, and migration in Indonesia. *Economic Development and Cultural Change*, 34 (2), 223-244.
- Stirati, A. (1994). The theory of wages in classical economics: a study of adam smith, david ricardo and their contemporaries. Edward Elgar Publications.
- Stroup, R. H. ve Hargrove, M. B. (1969). Earnings and education in rural south Vietnam. *The Journal of Human Resources*, 4 (2), 215-225.
- Swaffield, J. (2000). Gender, motivation, experience and wages. *Centre for Economic Performance London School of Economics and Political Science*, 1-22
- Sweetland, S. R. (1996). Human capital theory: foundations of a field of inquiry. *Review of Educational Research*, 66 (3), 341-359.
- Tannen, M. B. (1983). Vocational education and earnings for white males: new evidence from longitudinal data. *Southern Economic Journal*, 50 (2), 369-384.
- Tansel, A. (2005). Public-private employment choice, wage differentials, and gender in Turkey. *Economic Development and Cultural Change*, 53 (2), 453-477.
- Taştan, H., Akar, M. (2013). Türkiye imalat sanayinde bölgesel ve sektörel ücret eşitsizlikleri. *İktisat Fakültesi Mecmuası*, 63 (1), 17-49
- Tick, S. L. ve Oaxaca, R. L. (2010). Technological change and gender wage gaps in the US service industry. *Annals of Economics and Statistics, Measuring Discriminations*, 99 (100), 47-65.
- Van Velsor, E. ve O'Rand, A. (1984). Family life cycle, work career patterns, and women's wages at midlife. *Journal of Marriage and Family*, 46 (2), 365-373.
- Viren, M. (2006). Higher wages and capital intensity: a closer look. *Aboe Centre for Economics Discussion Paper No. 13*, 1-16.
- Wellington, A. J. (1993). Changes in the male/female wage gap, 1976-85. *The Journal of Human Resources*, 28 (2), 383-411.

Zweimüller, J. ve Winter-Ebmer, R. (1994). Gender wage differentials in private and public sector jobs. *Journal of Population Economics*, 7 (3), 271-285.

Raporlar ve İnternet Kaynakları

- Eurostat, Glossary: Nomenclature of territorial units for statistics (NUTS) , [http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Nomenclature_of_terриториal_units_for_statistics_\(NUTS\)](http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Nomenclature_of_terриториal_units_for_statistics_(NUTS))
- Monfort, P. (2008). *Convergence of EU regions measures and evolution*. Brüksel: European Union Directorate General for Regional Policy.
- Özoglu, M. (2011). *Özel dershaneler: gölge eğitim sistemiyle yüzleşmek*. SETA, Siyaset, Ekonomi ve Toplum Araştırmaları Vakfı.
- Psacharopoulos, G. ve Patrinos, H. A. (2002). *Returns to investment in education a further update*. Washington, DC: The World Bank Latin America and the Caribbean Region Education Sector Unit.
- Rural development in the EU, statistical and economic information report. (2013)*. European Commission Directorate-General for Agriculture and Rural Development.
- Tarimsal işletmelerde ücret yapısı*. (2014). Ankara: Türkiye İstatistik Kurumu.
- Tolts, M. (2006). *Migration since World War I*. YIVO Institute for Jewish Research.
- Topsak, F. (2015). *Türkiye'de üniversite mezunu nüfusun işgücü durumu*. Ankara: TBMM Araştırma Hizmetleri Başkanlığı Sosyal Politika Bölümü.
- Türkiye eğitim harcamaları araştırması*. (2002)Ankara: Türkiye İstatistik Kurumu.
- Türkiye tarım sektörü raporu (2013)*. Ankara: Türkiye Odalar ve Borsalar Birliği.
- Vansteenkiste, W. (2014). *The structure of the European education systems*. Brüksel: Avrupa Komisyonu.
- Visser, J., Hayter, S. ve Gammarano, R. (2015). *Trends in collective bargaining coverage: stability, erosion or decline?* ILO.
- 71 trilyonluk sektör: Özel ders. Hürriyet Gazetesi: <http://www.hurriyet.com.tr/71-trilyonluk-sektor-ozel-ders-39024364> (Erişim Tarihi 15.11.2016)
- Bryan D. Palmer, D. F. *Working-class history*. The Canadian Encyclopedia: <http://www.thecanadianencyclopedia.ca/en/article/working-class-history/> (Erişim Tarihi 07.02.2015)
- Meslek Lisesi Memleket Meselesi: <http://www.mesleklisesimemlektmeselesi.com/tr-TR/MLMMNedir/Amac> (Erişim Tarihi 15.10.2016)
- Population ages 0-14 (% of total). The World Bank Data: <http://data.worldbank.org/indicator/SP.POP.0014.TO.ZS> (Erişim Tarihi 15.09.2016)
- Türkiye İstatistik Kurumu. İşgücü İstatistikleri, Kasım 2015. <http://www.tuik.gov.tr/Hb-GetirHTML.do?id=21576> (Erişim Tarihi 15.02.2016)
- United Nations, Department of Economic and Social Affairs, Population Division (2014). *World Urbanization Prospects: The 2014 Revision*, CD-ROM Edition. UN Department of Economic and Social Affairs: <http://esa.un.org/unpd/wup/CD-ROM/Default.aspx> (Erişim Tarihi 20.02.2016)
- Visser, J. (2006). Union Membership. <http://www.bls.gov/opub/mlr/2006/01/art3full.pdf> (Erişim Tarihi 14.03.2016)