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A grounded gender equality policy model: time to responsiveness and economic autonomy in Turkey

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Abstract:

One phenomenon strongly related to the de-democratization processes worldwide is the institutional resistance to gender equality. However, even though gender and feminist scholars are very much aware of the correlation between the de-democratization processes of political regimes and gender inequality patterns, there is no consensus on how women's participation in governing institutions and the labour market effectively contributes to gender equality. Based on empirical data collected under a grounded theory perspective, and on semi-structured interviews run in Turkey, this article borrows from a critical feminist approach to address what we term the gendered phenomenology of de-democratization. It challenges previous theoretical assumptions on full employment and decision-making positions, by calling autonomy and other forms of representation other than representativeness for the debate. While our findings confirm the importance of a three-pronged strategy based on redistribution, recognition and representation thus demonstrating the relevance of the critical feminist theory of gender justice, it argues that responsiveness and economic autonomy are indispensable and must be considered in any alternative gender equality policy model.