



REPUBLIC OF TÜRKİYE
MINISTRY OF TRADE

ANALYSIS OF THE ROLE AND CONTRIBUTION OF WOMEN IN EXPORTS

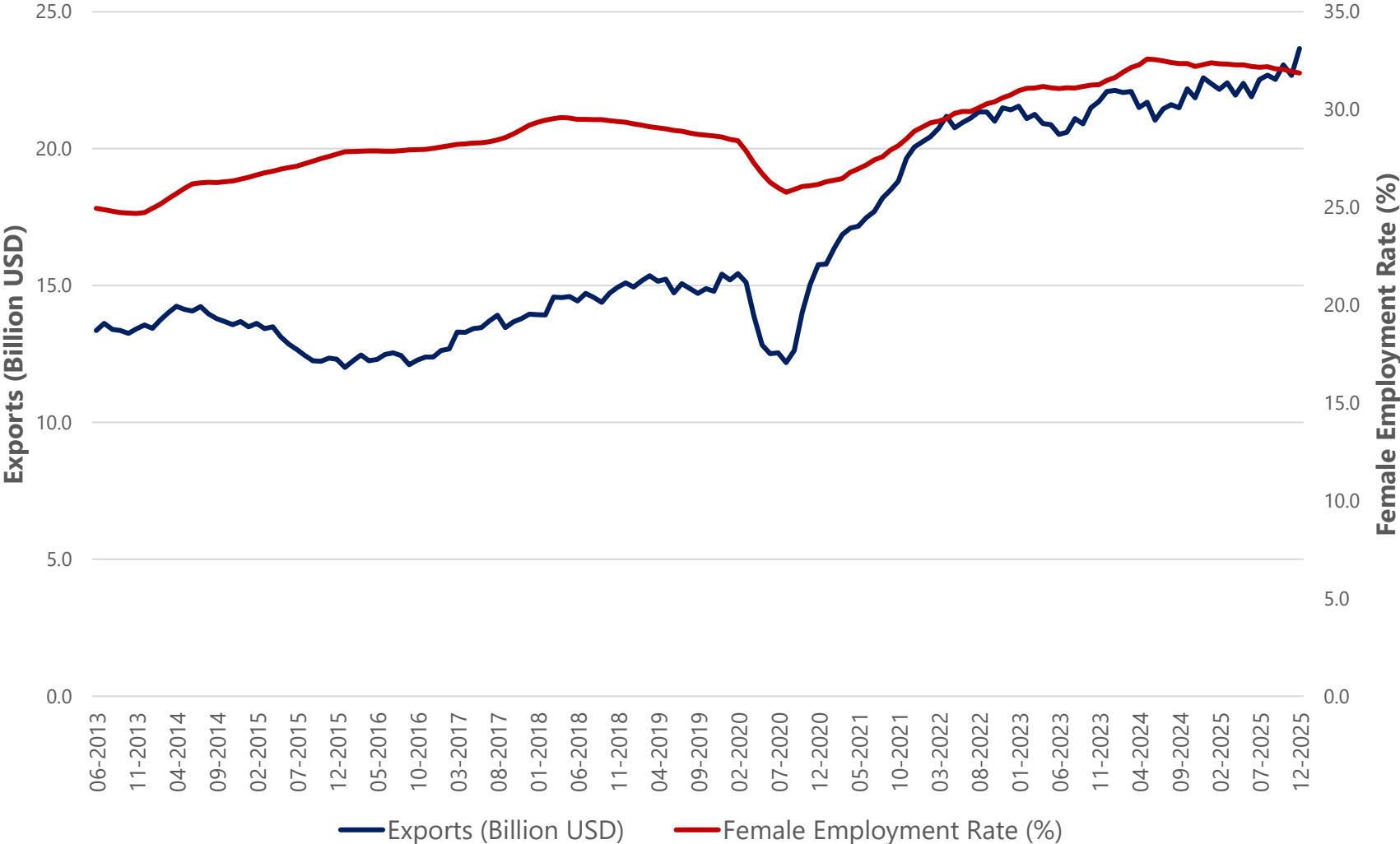
**DIRECTORATE GENERAL OF
TRADE RESEARCHES AND RISK ANALYSIS**

DEPARTMENT OF STATISTICS

28.09.2026

EXPORT AND WOMEN

Türkiye's Exports and the Female Employment Rate (%)



Contents

1. METHODOLOGY: MEASURING WOMEN’S CONTRIBUTION TO TÜRKİYE’S EXPORTS	4
2. THE KEY FINDINGS OF THE STUDY	10
2.1. Female Employees’ Contribution to Export	11
2.2. The Contribution of Women in Decision-Making Roles in Exporting Firms to Exports	17
2.3. Female Executives’ Contribution to Export	19
2.4. Female Shareholders’ Contribution to Export	21
3. DISCUSSION & CONCLUSION	23

SECTION 1

METHODOLOGY: MEASURING WOMEN'S CONTRIBUTION TO TÜRKİYE'S EXPORTS

Measuring Women's Contribution to Türkiye's Exports

An Administrative-data Framework and Evidence for 2013–2025

Main Objective

Traditional studies typically compile statistics based on the “number of employees / executives / shareholders” using a sample of exporting firms.

This study integrates various datasets from official institutions in Türkiye to measure the shares of female employees, executives, and shareholders in the Türkiye's total exports.

Main Formula

Firm export value

×

Calculated women's share

= attributed export contribution

Measuring Women's Contribution to Türkiye's Exports

Three perspectives capture distinct economic roles

Employment

Employees

Women's share of employment in all type of companies producing exported goods

2013–2025

Women in Decision-Making Role in Exporting Firms

Executives

Women's share of board-member **days** in multi-shareholder joint-stock companies

2018–2025

Shareholders

Women's **day-weighted capital share** in other company types

2018–2025

Measuring Women's Contribution to Türkiye's Exports

From Women's Share to Women's Contribution

Employees

female employees ÷ total employees



firm exports × female employment share

Executives

female board-member days ÷ all board-member days



firm exports × female board-day share

Shareholders

day-weighted female capital ÷ attributable capital

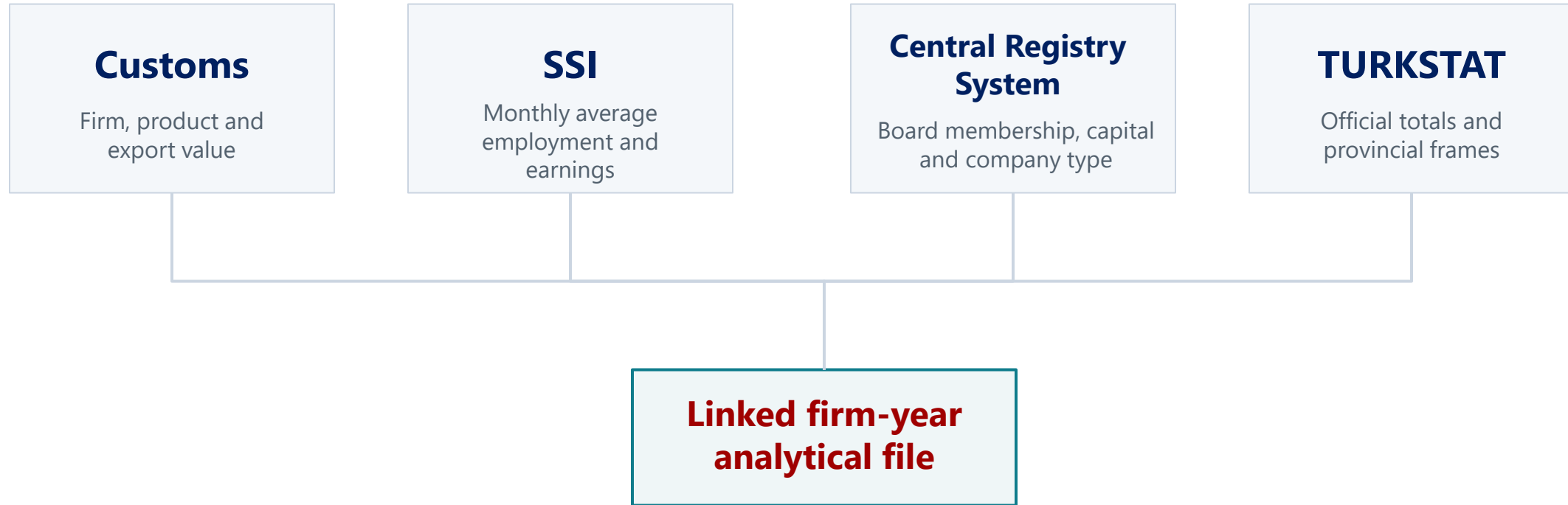


firm exports × female capital share

Ownership chains are resolved recursively; foreign legal-person ownership is identified separately before gender attribution.

Measuring Women's Contribution to Türkiye's Exports

Firm-level links integrate administrative records



Common keys allow export value to be attributed and then aggregated by year, sector, technology and province.

Measuring Women's Contribution to Türkiye's Exports

The results are presented by product, technology and place

CLASSIFICATION PATH

**Customs product code
(HS-12)**

→ CPA 2008 sector
→ Technology group

GEOGRAPHIC CONCEPT

Employees

Activity / production province

**Executives &
Shareholders**

Registered head-office province

Coverage Choices

- General Trade System (GTS)
- The analysis includes only merchandise exports
- Official annual trade data

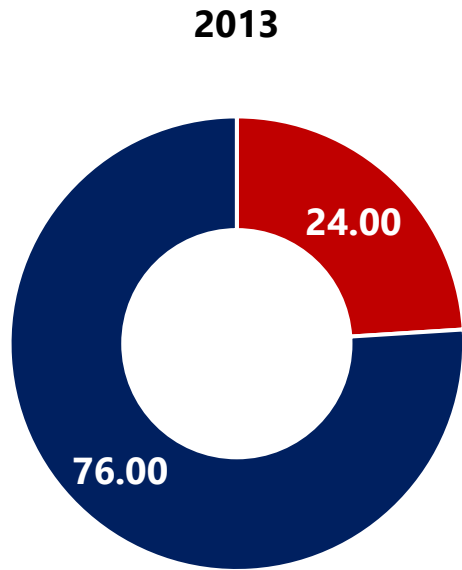
SECTION 2

THE KEY FINDINGS OF THE STUDY

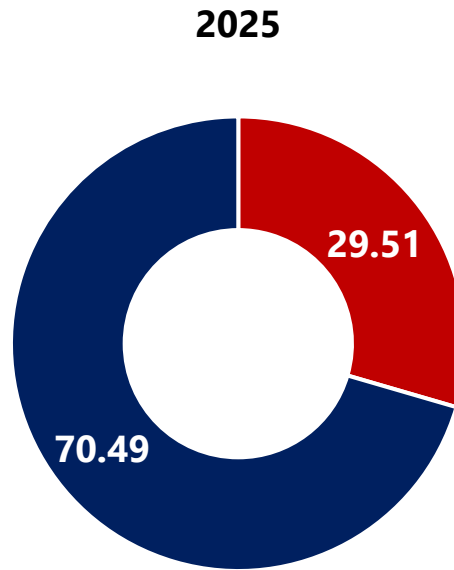
2.1. Female Employees' Contribution to Export

Percentage of Female Employees in Exporting Firms

Figure 1: Percentage of Female Employees in Exporting Firms (%)



■ % of Female Employees
■ % of Male Employees



■ % of Female Employees
■ % of Male Employees

Women's Employment Share:

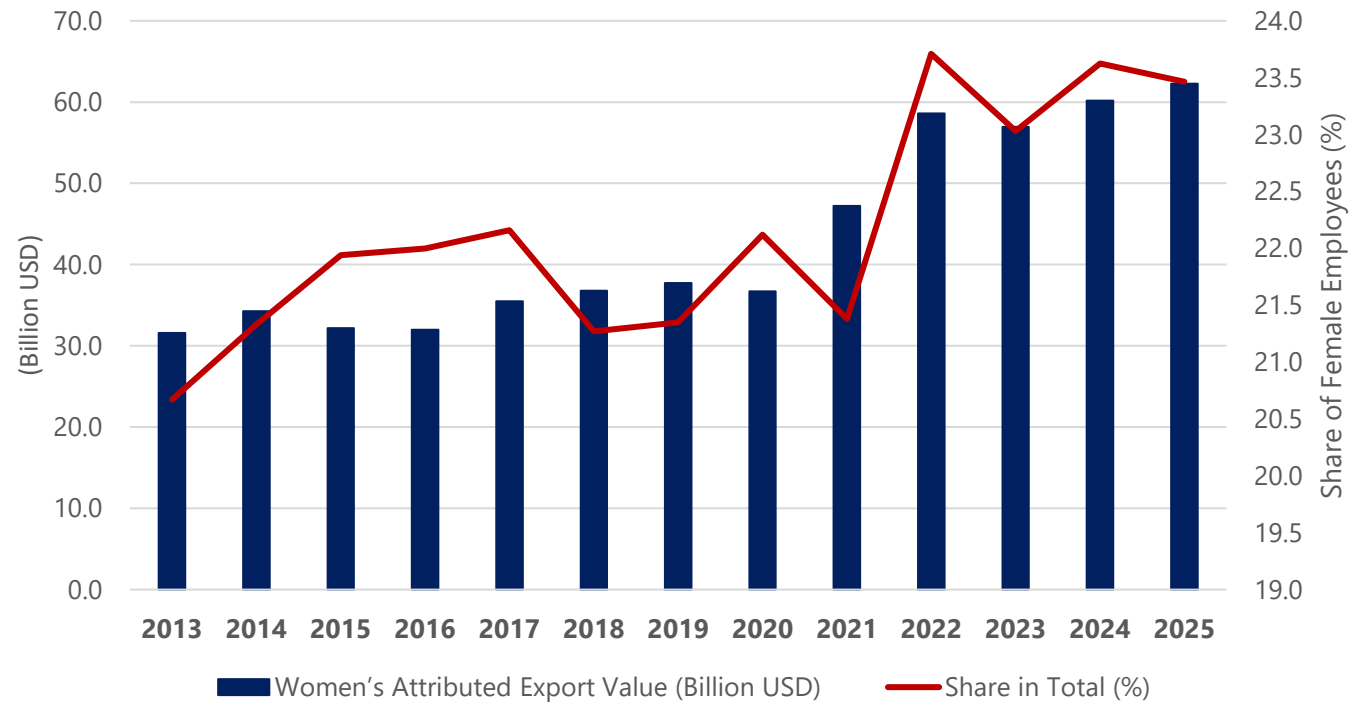
+5.5pp

Source: Ministry of Trade of the Republic of Türkiye

2.1. Female Employees' Contribution to Export

Women's Contribution to Exports (Billion USD)

Figure 2: Women's Contribution to Exports (Billion USD) and the Share of Women's Contribution in Exports (%)



+97.2%

**Women employees'
contribution to export value**

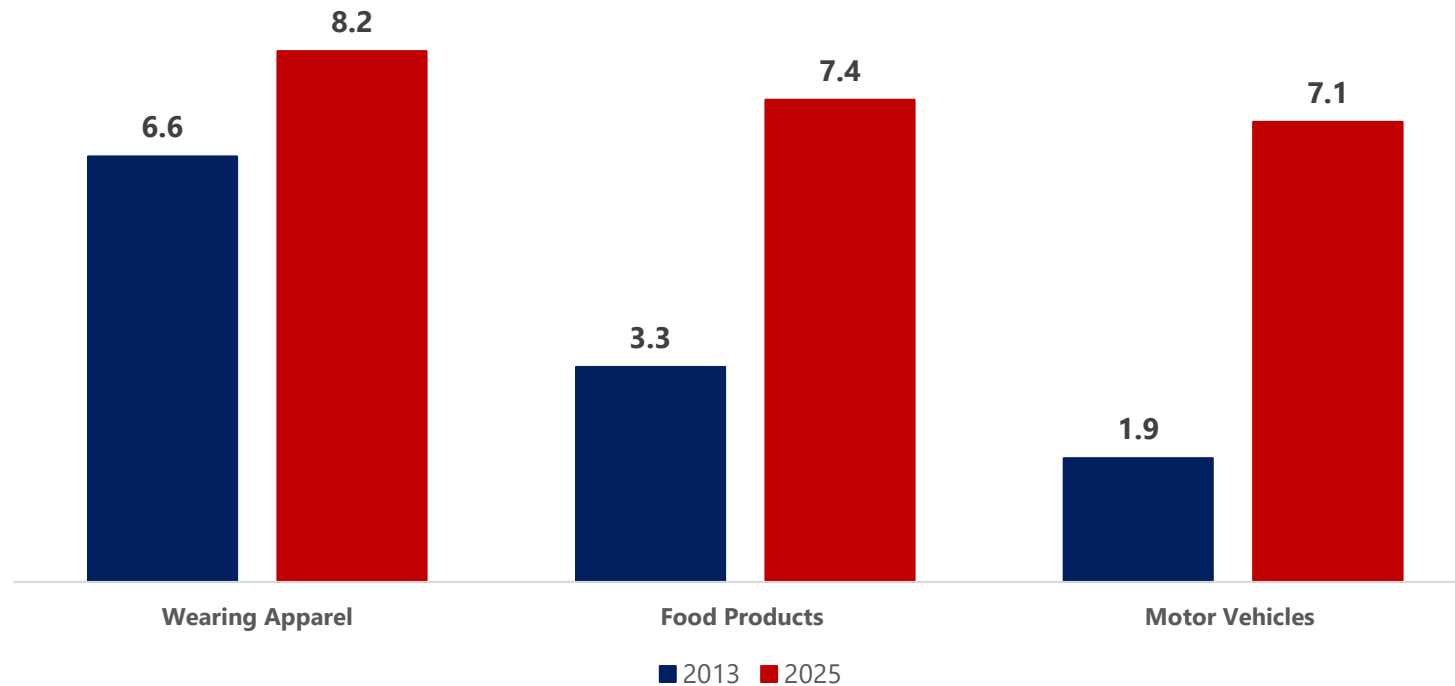
2013–2025 growth

Source: Ministry of Trade of the Republic of Türkiye

2.1. Female Employees' Contribution to Export

Sector-Based Analysis

Figure 3: Sectors with the Highest Contribution of Female Employees to Exports (Billion USD)



Source: Ministry of Trade of the Republic of Türkiye

2.1. Female Employees' Contribution to Export

High and Medium-High Technology Products

Table 1: Share of Female Employees in Exports by High and Medium-High Technology Products (2013–2025)

Year	Total Exports (Billion USD)	Contribution of Female Employees (Billion USD)	Share of Female Employees
2013	51.1	8.1	15.8%
2014	54.0	8.6	16.0%
2015	49.8	8.2	16.5%
2016	51.0	8.3	16.2%
2017	58.5	9.5	16.3%
2018	65.3	10.6	16.3%
2019	66.5	11.0	16.5%
2020	61.3	10.7	17.5%
2021	76.0	13.2	17.4%
2022	86.7	17.8	20.6%
2023	95.0	18.4	19.3%
2024	99.2	20.0	20.1%
2025	110.3	22.2	20.2%

High + Medium-High technology

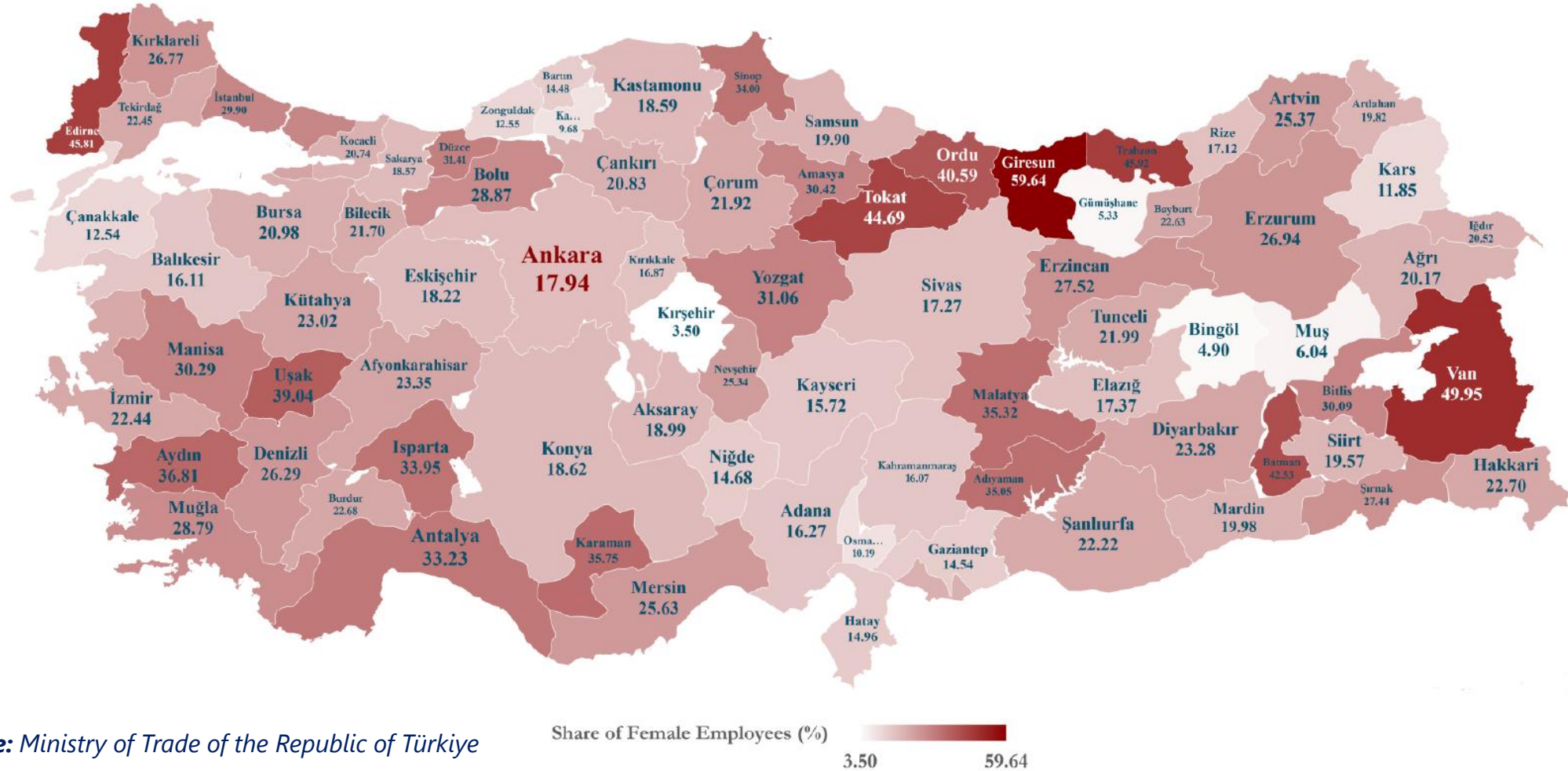
+176%

Contribution of Female Employees vs.
+116% total exports

Source: Ministry of Trade of the Republic of Türkiye

2.1. Female Employees' Contribution to Export

Share of Female Employees in Exports by Province of Production (%)

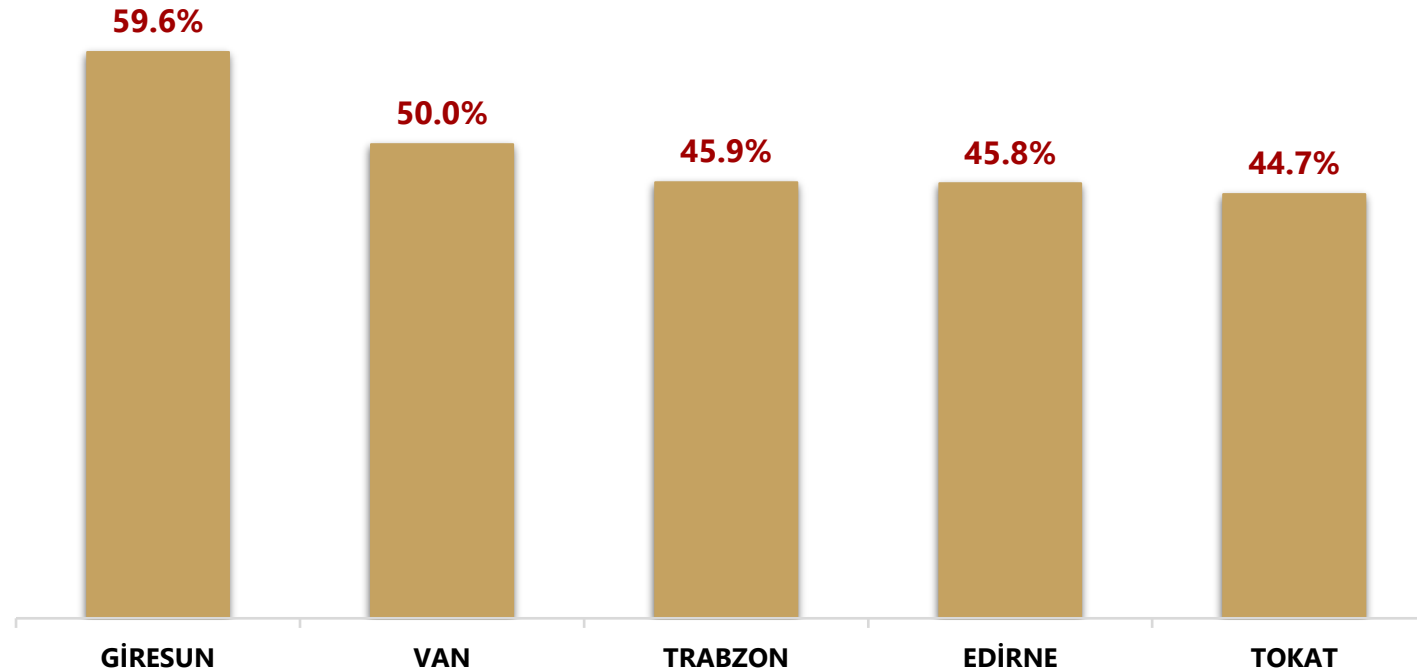


Source: Ministry of Trade of the Republic of Türkiye

2.1. Female Employees' Contribution to Export

Analysis Based on Provinces of Operation

Figure 4: Top Five Provinces with the Highest Share of Female Employees in Exports (2025, Provinces of Operation)

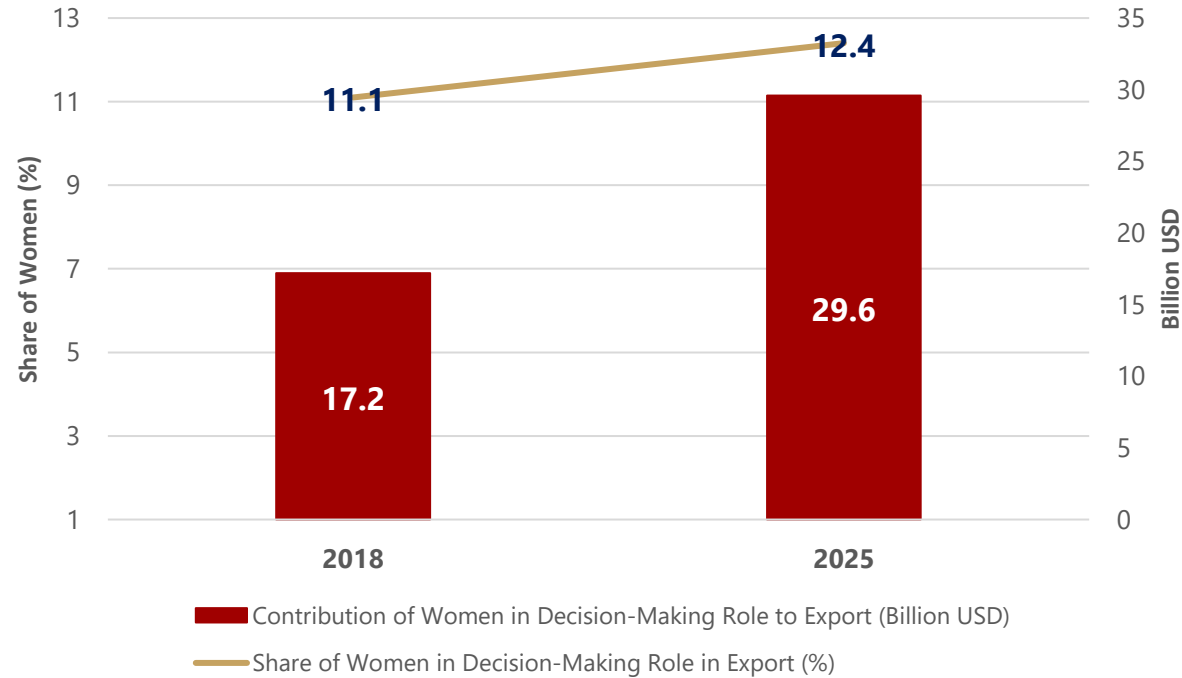


Source: Ministry of Trade of the Republic of Türkiye

2.2. The Contribution of Women in Decision-Making Roles in Exporting Firms to Exports

Women in Decision-Making Roles (Executives + Shareholders)

Figure 5: Contribution of Women in Decision-Making Roles to Exports (Billion USD)



Women's Contribution, 2018–2025

+72,0%

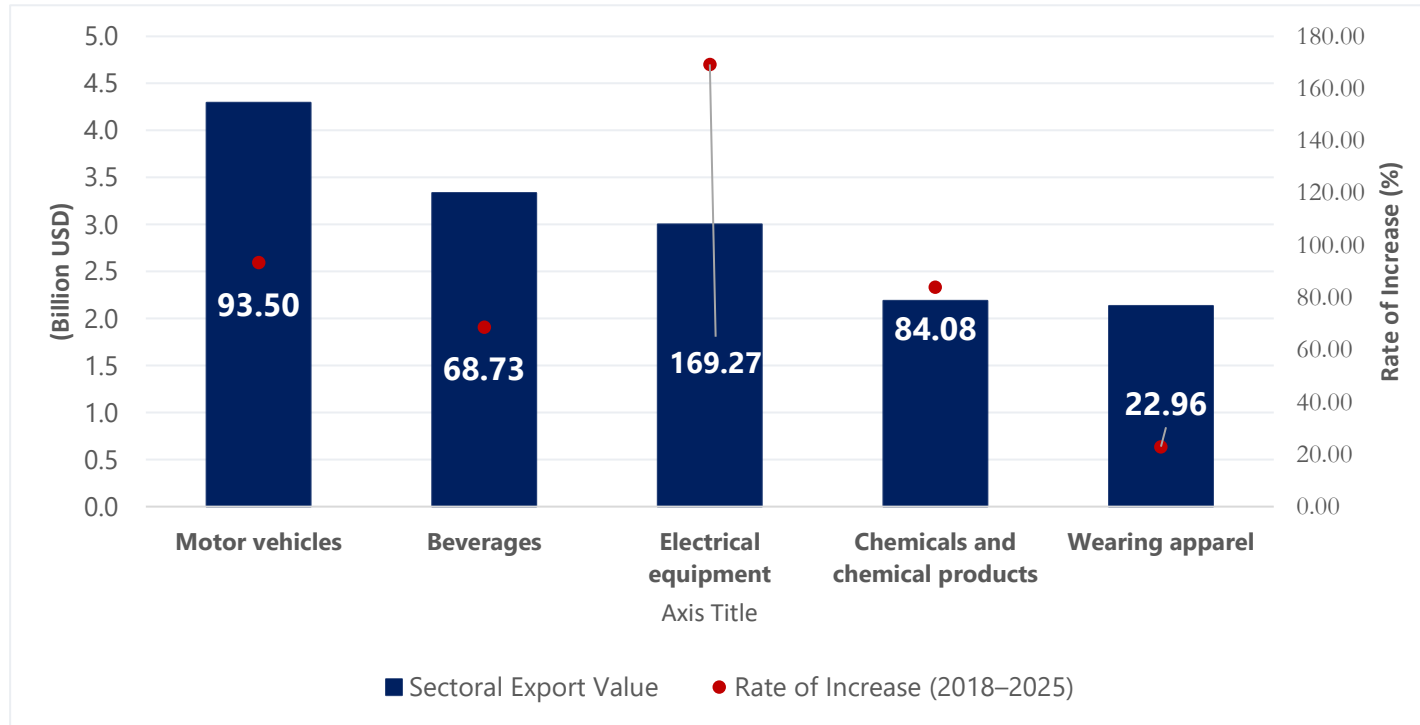
\$17,2B → \$29,6B

Source: Ministry of Trade of the Republic of Türkiye

2.2. The Contribution of Women in Decision-Making Roles in Exporting Firms to Exports

Exports of Women in Decision-Making Roles by Sector

Figure 6: Contribution of Women in Decision-Making Roles to Exports in Selected Sectors and the Rate of Increase



High + Medium-High
Technology
\$6.8B → \$13.2B

+92,9%

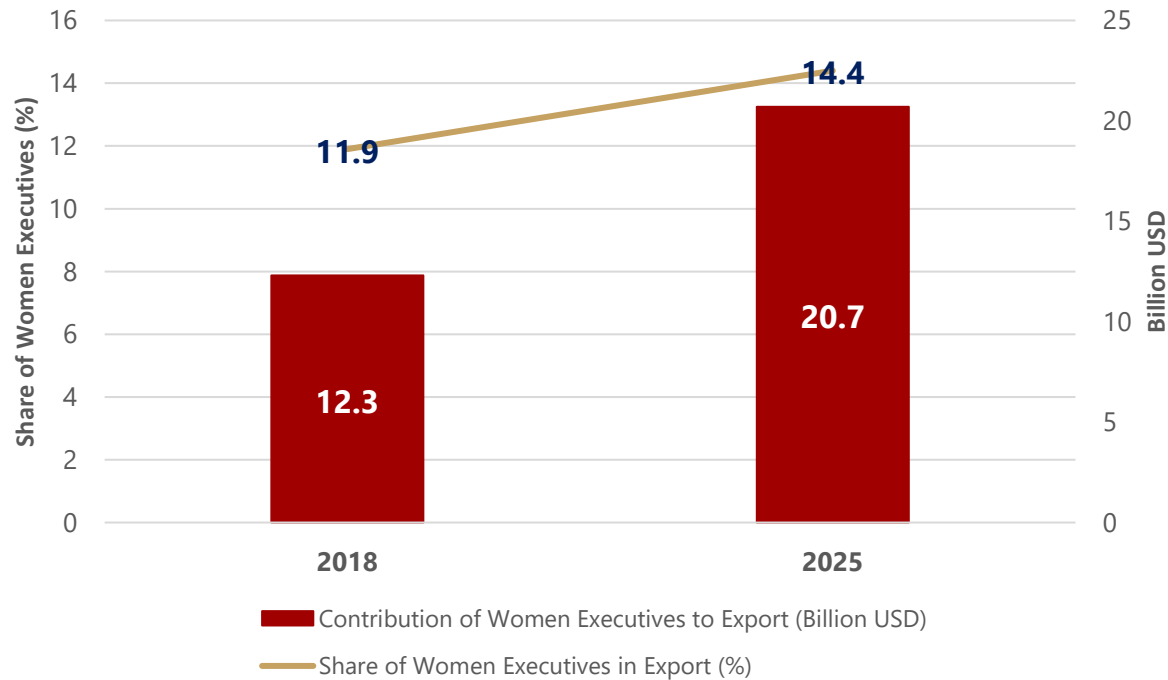
2018-2025

Source: Ministry of Trade of the Republic of Türkiye

2.3. Female Executives' Contribution to Export

Contribution of Women Executives to Export and Their Share in Export

Figure 7: Contribution of Women Executives to Export and Their Share in Export



- In 2025, total exports of multi-shareholder joint stock companies amounted to 143.6 billion USD.

The contribution of female executives to exports rose by

+68.3%

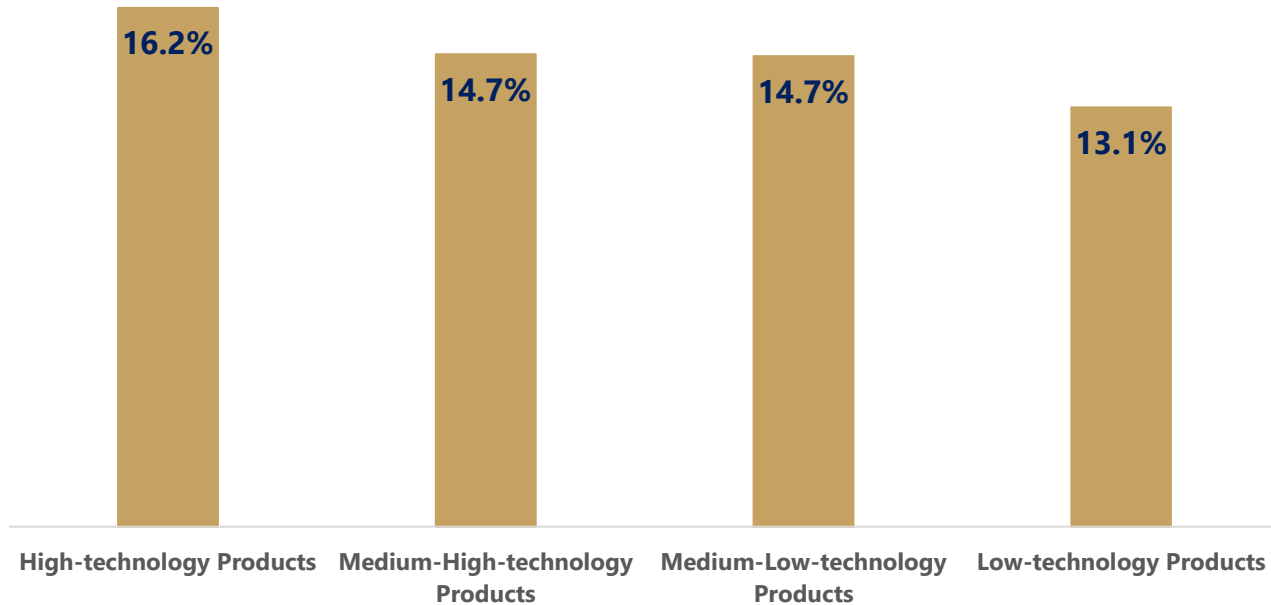
2018-2025

Source: Ministry of Trade of the Republic of Türkiye

2.3. Female Executives' Contribution to Export

Exports of Female Executives by Sector

Figure 9: Share of Female Executives in Exports by Manufacturing Industries Based on Technology Intensity (2025) (%)



Source: Ministry of Trade of the Republic of Türkiye

Largest 2025 sector contributions

- Motor Vehicles \$3.9B
- Electrical Equipment \$2.5B
- Basic Metals \$2.4B

Provinces with the Highest Share of Female Executives

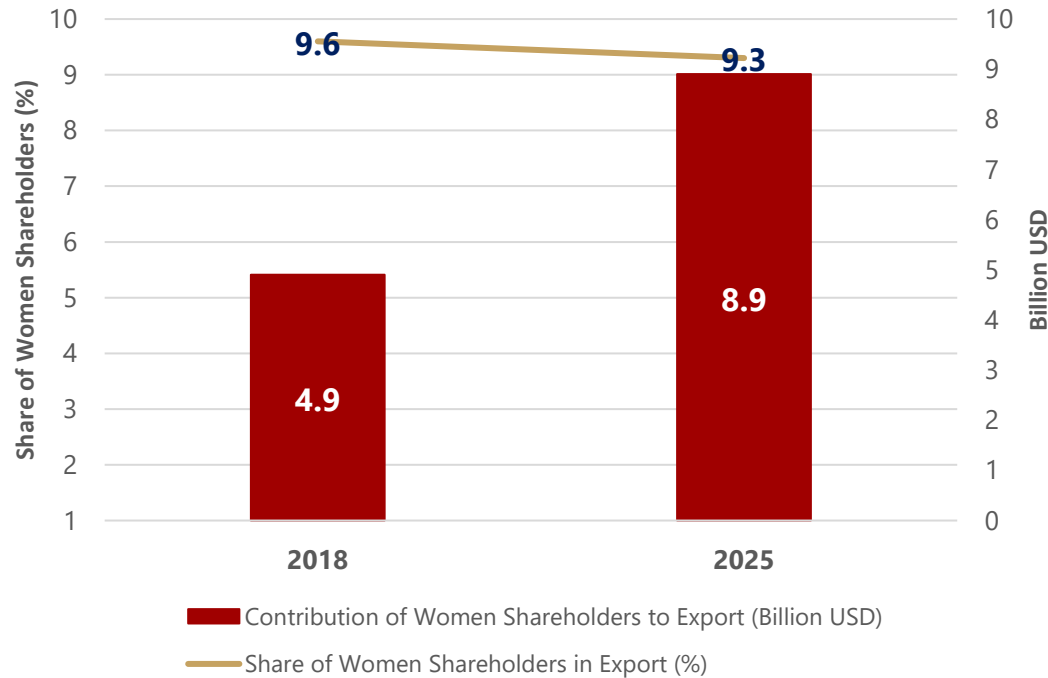
- Kütahya %46
- Kırklareli %32
- Muğla %21.6

* For the provinces with exports exceeding 100 million USD

2.4. Female Shareholders' Contribution to Export

Contribution of Women Shareholders to Export and Their Share in Export

Figure 7: Contribution of Women Shareholders to Export and Their Share in Export



- In 2025, the total exports of shareholders amounted to 119.7 billion USD.

The contribution of female shareholders to exports rose by

+81.6%

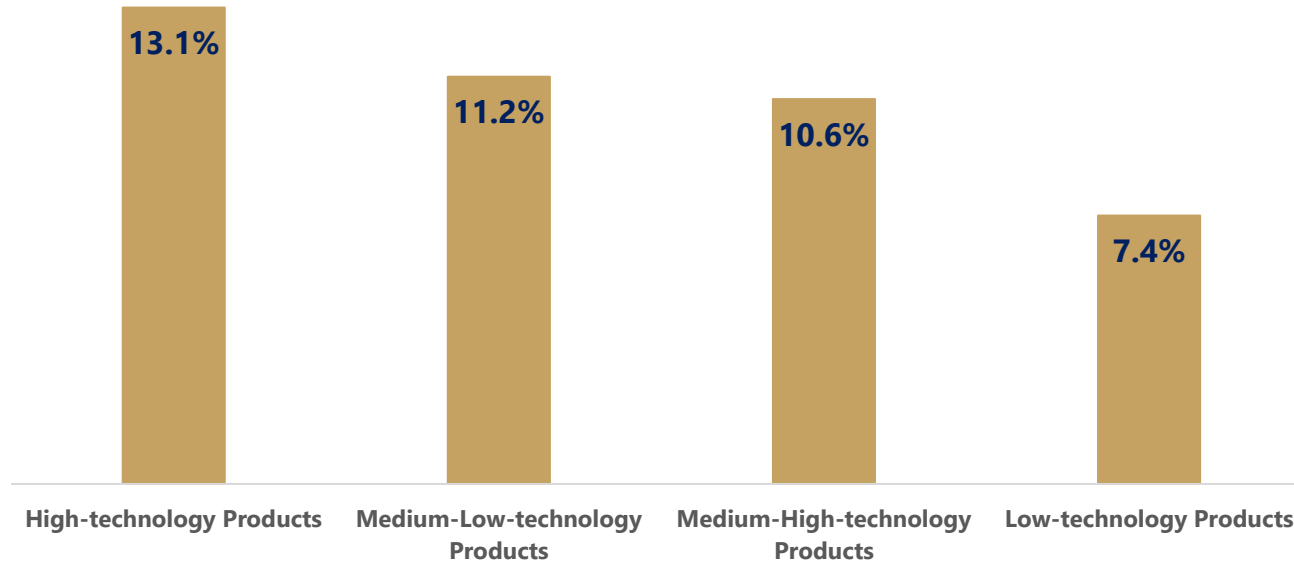
2018-2025

Source: Ministry of Trade of the Republic of Türkiye

2.4. Female Shareholders' Contribution to Export

Exports of Female Shareholders by Sector

Figure 12: Share of Female Shareholders in Exports by Manufacturing Industries Based on Technology Intensity (2025) (%)



Source: Ministry of Trade of the Republic of Türkiye

Largest 2025 Sector Contributions

- Chemicals \$929M
- Basic metals \$926M
- Machinery & equipment \$861M

Provinces with the Highest Share of Female Shareholders

- Nevşehir %93.1
- Giresun %25.5
- Kütahya %20.2

* For the provinces with exports exceeding 100 million USD

SECTION 3

DISCUSSION & CONCLUSION

Results

The share of both women in decision-making roles and women employees in Türkiye's exports is steadily increasing.

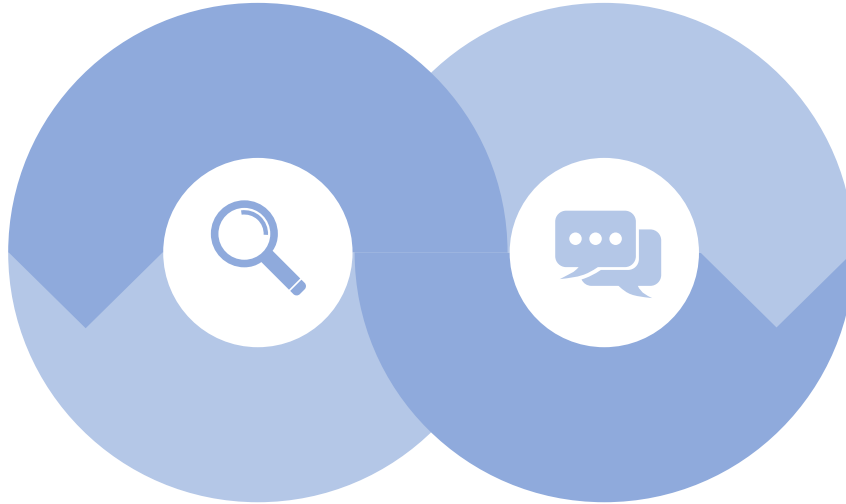
Policies designed to enhance women's participation in Türkiye's foreign trade are delivering positive outcomes.



In recent years, the increasing participation of women in technical professions in Türkiye has contributed to higher exports in the motor vehicles, machinery, and chemicals sectors, both through their roles as decision-makers and as employees.

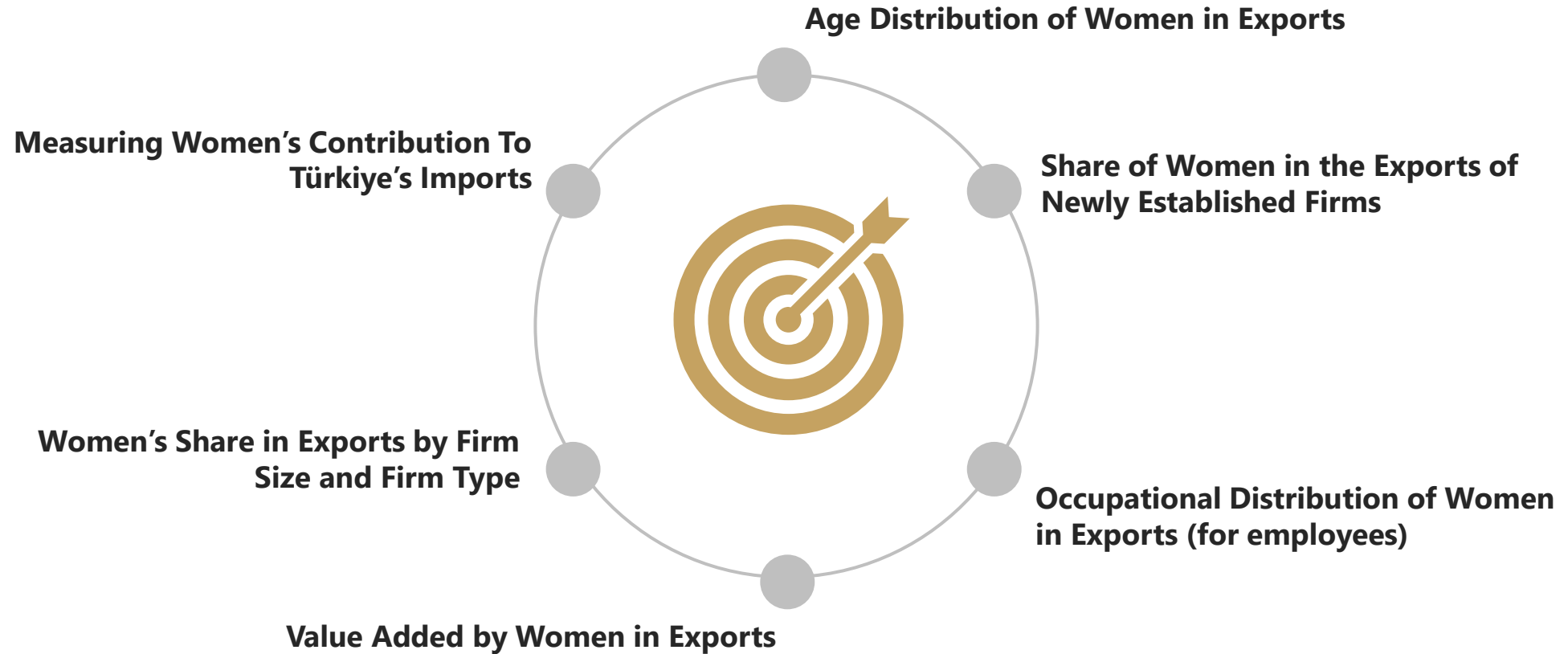
Similarly, it is observed that women are contributing to an increase in exports of high- and medium-high-technology products.

Recommendations



Developing policies to enhance women's participation in international trade in light of the data obtained.

Future Studies



THANK YOU FOR YOUR ATTENTION

For statistical tables, metadata, and bulletin, please visit:

