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The Challenges Faced by Working Mothers in Turkey: A Sociological Perspective

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Abstract

This research deals with the advantages and disadvantages of the women who started to work outside the home with the Industrial Revolution in addition to the housework they were responsible for in the traditional period. With industrialization, the employment rate of women who began to work to support their family financially, gain economic independence and self-confidence, and fulfill their education requirements has increased exponentially to date.

The research emphasizes that working women are stuck between their roles in working life and home. Expectations are increasing from the women who have started to take part in working life, and different roles are expected from her such as being a good wife, a good mother, a good housewife as well as being a good worker. The reflection of these expectations in families constitutes this study's main subject. The study aims to reveal how women working reflect on themselves, their children, their spouses, and their home from the working women's perspective.

This study has emerged by interviewing 25 working women residing in the province of Karabuk, Turkey with a qualitative research model. The conditions such as being married and having at least one child were mandatory while assigning the research group's persons. Also, attention has been paid to ensure that the subjects included in the study work in different professions.

As a result of the study, women have generally highlighted negative aspects of their work. However, the working women feel good with her contribution to home economics, has a separate economic income, and offering a better life for her children. The study shows that, despite the difficulties in working life, women who receive support from their spouses maintain a happier marriage. In contrast, those who have weak bonds with their spouses become lonely at home. At the same time, some women try to carry out this process with psychological support.

Keywords: Working women, Working mothers, Challenges for working women, Women in Turkey, Marriage, Family.

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Türkiye'de Çalışan Annelerin Karşılaştığı Zorluklar: Sosyolojik Bir Bakış

Öz

Bu araştırma, geleneksel dönemde ev işlerinden sorumlu olan kadının, Sanayi Devrimi'yle birlikte ev dışında da çalışmaya başlamasının kendisine sağladığı avantaj ve dezavantajları ele almaktadır. Sanayileşmeyle birlikte gerek ailesine maddî anlamda destek olmak gerek ekonomik bağımsızlık ve özgüven elde etmek gerek aldığı eğitimin gereğini yerine getirmek için çalışma hayatına başlayan kadının istihdam oranı günümüze kadar katlanarak artmıştır.

Araştırma, çalışan kadınların iş hayatı ile evdeki rolleri arasında sıkışıp kaldığını vurgulamaktadır. Çalışma hayatına atılan kadından beklentiler artmakta, iyi bir eş, iyi bir anne ve iyi bir ev hanımı olmanın yanı sıra iyi bir işçi olmak gibi farklı roller beklenmektedir. Bütün bunların aileye yansımaları çalışmanın omurgasını oluşturmaktadır. Araştırmanın amacıysa, çalışan kadınların gözünden, kadının ev dışında da çalışıyor olmasının kendisine, çocuğuna, eşine ve evine, kısacası evliliğine nasıl yansıdığını ortaya koymaktır.

Bu çalışma, nitel bir araştırma modeliyle Türkiye'nin Karabük ilinde ikamet eden 25 çalışan kadınla mülakat gerçekleştirilerek ortaya çıkmıştır. Araştırma grubunu oluşturan kişiler tayin edilirken evli ve en az bir çocuklu olması gibi şartlar aranmıştır. Ayrıca çalışmada yer alacak deneklerin olabildiğince farklı mesleklerde çalışıyor olmasına dikkat edilmiştir.

Araştırma sonucunda elde edilen verilere göre; kadınlar, çalışıyor olmalarının çoğunlukla olumsuz taraflarını öne çıkarmıştır. Ancak çalışan kadın, eve katkı sağladığını, ayrı bir ekonomik gelire sahip olduğunu ve çocuklarına daha iyi bir yaşam sunduğunu düşünerek kendisini iyi hissetmektedir. Çalışma hayatında yaşanan zorluklara rağmen eşinden destek alan kadınlar daha mutlu bir evlilik sürdürürken eşiyle arasındaki bağ zayıf olanlar, ev içinde yalnızlaşmıştır. Hatta bu süreci psikolojik destek olarak yürütmeye çalışan kadınlar da söz konusudur.

Anahtar Kelimeler: Çalışan kadınlar, Çalışan kadınların sorunları, Çalışan kadınların çocukları ile ilişkileri, Çalışma hayatı ve evlilik.

Introduction

Just as the idea of "freedom" expressed only the opposite of slavery before the French Revolution, the concept of "work" did not have the meanings it has today until the Industrial Revolution. At that time, the employees were slaves or captives or serfs. Therefore, work at that time meant that a person should work for his master. Even though people worked on their masters' behalf, it was only an act they carried out to meet their daily needs. The working life in this period can be expressed as the period of agriculture and village life, which is close to a primitive lifestyle (Oren, 2018; 18; 30).

In this context, in the traditional societies before the Industrial Revolution, women worked for domestic works without any wage. However, in the 18th century, the radical change in social life from production to consumption, from domestic relations to social life order, brought women into business life (Kocacık and Gokkaya, 2005; 197). The massive migration from rural areas to the cities caused an excess of labor in the cities, which provided an excuse for employers to employ lower-cost workers. Unemployment triggered poverty, and men alone were not enough to provide for the family (Zencirkıran, 2019; 166). In such a medium, women, in a sense, went out of their traditional roles. With the status of "employee", she began to get the reward for her labor in her business life first time (Ozer and Bicerli, 2003-2004; 56). However, the social dimension of this change has been very painful and brutal. Business-people in European countries have been enriched by exploiting their people indiscriminately for more than 150 years (until 1950). The social cost of industrialization was very high. Europe, in this period, can be defined as an infernal environment (Zencirkıran, 2013; 5).

Differences have emerged over time in working conditions. For example, employees considered that they had obtained a great blessing when they got the right to work 12 hours a day in the early 19th century due to technical developments in production. Before that, they worked 16 hours a day (Arslanturk and Amman, 1999; 304). When the number of employees increased with the Industrial Revolution, the concept of summer holiday emerged for the first time in the 19th century. Thus,

employees gained the right to leave for free (Ozguc, 1998; 218). While the right to paid vacation was not very common before the First World War, these rights were enacted in about 20 countries in 1937. Governments started to recognize these rights to all workers in time (Goksan, 1978; 10). As a result, a worker worked 4,000 hours a century ago, and today this number has been reduced to 1,600 hours as a result of the rights received (Arslanturk and Amman, 1999; 305).

Although women entered the working life as a paid labor after the Industrial Revolution, they were heavily employed during the 1st and 2nd World War years. Wars have caused a decrease in the male workforce, and women have started to fill this gap (Soysal, 2020; 398). The idea that earning money and supporting the family is only the man's duty started to lose its validity (Maiconis, 2012; 334).

As for the woman's presence in work life, we see that it progresses in parallel with the home duties. Accordingly, women's power was employed in the woven and textile sector (Katkat Ozcelik, 2017; 52). Sectors, where the female workforce is heavily utilized, are called *pink-collar* jobs (Maiconis, 2012; 335).

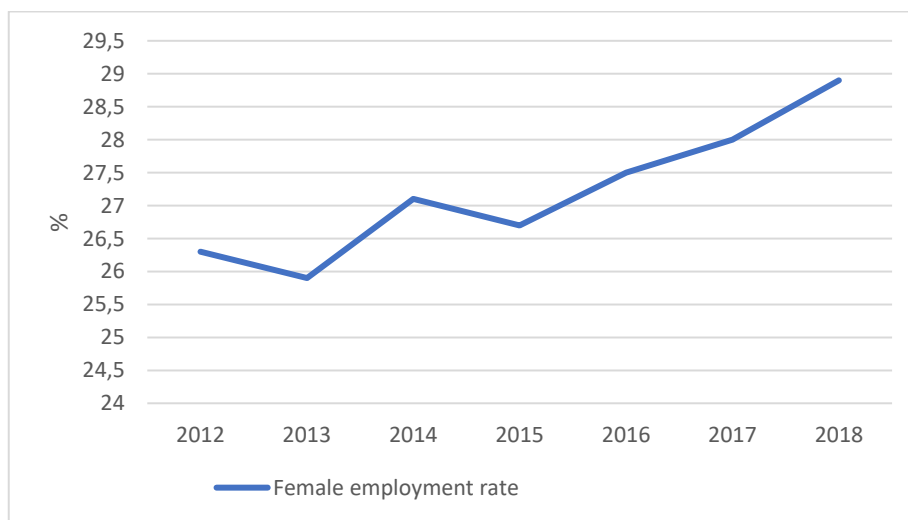
Woman's Place in Working Life in Turkey

Turkey's population has reached 83,614,262 people, according to the report Turkish Statistical Institute published on February 4, 2021 *Address-Based Population Registration System*. The number of men is slightly higher than women. Accordingly, men constitute 50.2% of the population (41 million 915 thousand 985), while women have 49.8% rate (41 million 698 thousand 377) (TURKSTAT, 2019).

Turkey was behind 28 countries in the European Union, despite women's employment rate increased day by day (Selek Oz and Peri, 2019; 9). It is also the last among 36 OECD (Industrialized and Developing Countries) countries (Ozcan, 2019; 12-13). One of the reasons for these is that Turkey didn't experience an industrialization process like the West did. Therefore, women's employment outside home was delayed as there was no development in the labor market. Women began to work out of the house during the wars (Balkan War, World War I, War of Independence, and even World War II) at the beginning of the 20th century. Women have necessarily been included in the labor force due to men joining the army and heavy losses at the front lines (Zeren and Savrul, 2017; 91).

In Turkey, the rate of women finding a place in business life has been increasing day by day since the Industrial Revolution. According to TURKSTAT data, although specific decreases were recorded in the female employment rate between 2012 and 2018, it is clear that there was an increase over the years in general.

Graph-1: Female Employment Rate (%)



Although woman has begun to earn a wage outside the home, her maternity roles and responsibilities continued, because it is accepted that the woman has a natural tendency for domestic work. This role assigned to women in terms of gender has also been decisive for women's jobs. Women come to the fore for cleaning work, babysitting, cookery, tea making, kindergarten teaching, secretary, nursing, etc.

According to the 2017 TURKSTAT Social Structure and Gender Statistics, the number of male police in Turkey is 16 times higher than that of female police officers, while preschool women teachers are 18 times more than male teachers (Gokcen and Buyukgoze Kavas, 2018; 49). These roles were attributed to women since childhood. Even the abilities of the individual are gender-oriented. For example, girls are not particularly desired in strength-based sports (Koca, 2006; 84). This situation also brought limitations to the occupational fields that women could choose. Only a small number of women could select higher-status jobs. Of course, it must be underlined that gender is not the only reason for this case. Most women have had to work in jobs with lower status and less salary, as they have jobs to do at home and outside work.

Factors such as marital status, number of children, education level, and age affect women's participation in business life. As the education level of women increases, their participation in business life regularly increases as well. Studies show that divorced women are more likely to be engaged in business than married women, widows, or those who never get married (Ozer and Bicerli, 2003-2004; 70). However, in the world, including developed societies, no women can get the same wages as men who work on equal terms with them.

Factors such as taking care of children, housework, having an older person in need of care at home are always considered women's responsibilities. They are expected to fulfill these duties. Sometimes there are multiple intersectionalities. However, while married women try to establish an order between their responsibilities both in business life and at home, they can ignore one of their options. Hence essential duties of the family still belong to the woman.

After these elucidations, the methodology and findings of the research will be mentioned. This section, which deals with working women's situation personally, constitutes the backbone of the study.

Methodology of the Research

The qualitative research model was determined as the research method. The technique applied aims to obtain in-depth information and data by revealing the subjects' thoughts and opinions. One of the qualitative data collection techniques was chosen as the most appropriate data acquisition method for this research. The research was carried out with a semi-structured interview form. Thus, according to the interview course, the issue will be examined in-depth with some new questions. It will be possible to reach various information. The hypotheses created after the literature review are as follows:

- Men approach positively for working of their wives.
- Working outside the home has a positive effect on women's social relations.
- Working outside the home negatively affects the mental and physical health of women.
- Working and not taking care of her children cause a woman to feel guilty towards them.

These hypotheses will be checked in the research, and it will be determined whether they are verified or not.

The universe of the research consists of women residing in the province of Karabuk. The sample in this population is 25 female subjects who are working, married, and have children. Because in the context of gender, the woman has more than one responsibility only in the home, both for the house organization and for the child's care.

Before the interview, closed-ended questions were asked to determine personal and demographic information, such as age, education, occupation, labor, duration of the marriage, and the

number of children they have. Then, 20 questions were prepared by the researchers and applied to the participants in a face-to-face interview. Three of the questions were later removed from the research scope, and the number was reduced to 17. In the context of work-life and home life, interview questions are grouped under three headings as the responsibilities of women towards themselves, their husbands, and children. In addition to these data sources, the subjects were contacted via social media applications when needed.

Participants were mainly reached using the snowball sampling technique. Sociodemographic diversity was tried to be achieved by paying attention to the fact that the group that constitutes the research sample is from different age categories, professions, education levels, and economic income groups. The interviews lasted about 20 minutes on average, and 68% of them were recorded with the subjects' permission.

The data obtained as a result of the interviews were transcribed and compared with similar studies conducted before. The concepts hidden between the lines of the data obtained and repeating were reached with the content analysis. The interpretation technique was used where necessary to make sense and associate the obtained findings. Besides, the responses from the interviews were classified, and statistical tables were obtained. Research findings are limited to the research group.

The Findings of the Study

1- Personal and Demographic Information

Since we conducted a specific study, all of the 25 female subjects included in our study were married, with at least one child, and employees. When we completed the interview, 56% of the subjects were in the age range of 22-40, which is called first adulthood, and 44% were in the age range of 41-60, which we title as the middle age.

28% of the subjects are primary school graduates, 20% are high school graduates, and 52% are university graduates. Therefore, the group of subjects is well above the average education level of Turkey. University graduates in Turkey are approximately 15% of the total population while the women's rate is 13.1%. (<https://www.bbc.com/turkce/haberler-turkiye-39191972>, 04.17.2020).

36% of the subjects in this study are tradesmen, 16% are teachers, 16% are workers, and 12% are civil servants. The remaining 20% group is from other occupational groups. This category includes lawyer, occupational health and safety specialist, bank employee, and bank clerk.

When the study was conducted, 24% of the subjects had an income below the current minimum wage (1,603 TL). In comparison, 32% had an income between 1,604-3,000 TL, 24% 3,001-5,000 TL, and 20% had a gain of 5,001 TL and above. Accordingly, 76% of them have a monthly income higher than the minimum wage.

Considering the duration of marriage of the experimental subjects are seen 16% were married for 1-5 years, 12% for 6-10 years, 40% for 11-20 years, and 32% for 21 years or more. Besides, 24% have a single child, 40% have two children, and 36% have three children.

2- Analysis of Working Women from Different Aspects

Table-1: Reasons for Women are Working

Reason of work	Number of people	Percent %
For financial support	12	48
As a requirement of her education	6	24
For economic independence and self-confidence	5	20
Because it's her own business	2	8
Total	25	100

When asked why they work, 48% stated that they work for financial support, 24% as a requirement of the education received, 20% for economic independence and self-confidence, and 8% because they have their own business. However, when we asked subjects a question like "Would you still work if there weren't any financial difficulties?" 60% answered "Yes" 40% of them said, "No, I would not work." These figures support the 48% group states that they work for financial support.

In İlkkaracan's study (1998; 296), it was revealed that women worked for 37% economic freedom and 32% because of contribution to the family budget. Although the rates are different, the total rate of assistance to the financial space and family budget in İlkkaracan's work is the same as the figures in this study.

Therefore, despite having essential responsibilities at home, the woman was expected to contribute economically to her family by working outside the home. Because of this, the economy is the basis of women's participation in business life.

W6 sees working as an opportunity to meet different people in different environments, thus expresses that his social circle expands. He leads a more comfortable life financially: *"If you are married and have children, it is complicated to make a living today. Both health care and education, in short, life is now costly. Considering all these, I studied and worked because I wanted to live a more comfortable life."*

W1 says believing that a woman should stand on her own feet:

It is obvious nowadays. All our girls should educate and be able to stand on their own feet. They should not be economically dependent on anyone, including their parents. Today, a girl needs to improve herself in every way. I also have a daughter, and I offer her every opportunity to grow up in the style that I describe.

W2 declares that women should work for their economic independence and self-confidence, not because of financial difficulties:

Because I believe a woman should work and stand on her own feet, women should evaluate and get the opportunities offered to them in the best way possible. If options are limited, they should create chances themselves. That's why I completed my education in the way I thought it is best, and I stood on my feet. School and work first, then our other wishes. At least now, it must be like for girls in present-day Turkey.

W3 and W4 explained that they would not work if there weren't financial difficulties. They want to spend the remaining time with their children, which indicates that every mother who has to work always thinks of her children in one corner of her mind.

While W3 was explaining the subject in this form, *"I would like to raise my child myself, take care of my home, and spend time with my husband when he arrives in the evening."* W4 said, *"I would like to spend time at home doing something for my children or cooking their favorite foods. The job gives confidence, but a mother always wants to do more for her children."*

Table-2: Men's Reaction to Woman's Working

Men's reaction	Number of people	Percent %
Positive	18	72
Negative	2	8
Other	5	20
Total	25	100

The vast majority (72%) of the subjects registered in this study reacted positively to their spouse about working. In comparison, a small portion (8%) did not approve of their spouse working. Four of

the other option subjects stated that they had to consent to their spouse's employment, and one said that she could work because she was in her workplace.

The data obtained by Akcam (1996; 25-26) largely overlaps with our study. Accordingly, 73% of the women reflected that their husbands approved their work due to economic difficulties, 13% would not interfere with it, and 9% did not want her to work.

W2, who has clear lines about working and argues that working is vital for a girl or a woman, expresses her husband's opinion as follows:

He is positive, but if I thought he was an opposing spouse candidate, I wouldn't marry him. My thoughts on this subject are apparent. After all, a woman can be alone very quickly tomorrow or after, even if she is not dead. In this country, in such a situation, the woman should work no matter what.

Being a bank employee W5, discoursed that her husband never wanted her to work because he thought it harmed the family union. Similarly, W7 reports that her husband gave such reactions as "What is the reason for women doing something outside?"

W9 says that she had to work due to economic difficulties: *"If our financial situation were good, he would not allow me to work. He is approaching well now compulsorily."*

Table-3: The Effect of Working on Domestic Work

The effect of working on homework	Number of people	Percent %
It doesn't effect	5	20
Not so bad	2	8
Negative	18	72
Total	25	100

72% of the subjects affirmed that being employed has a negative effect on domestic work. In comparison, 20% stated that it does not have any effect. An 8% group also said that the effect is not too bad. Subjects who were not affected at all or very severely added that they usually have an assistant or live with their elders such as mothers or mothers-in-law.

Working women are trapped between businesswoman and housewife roles, and these two roles affect each other negatively. Oakley (1974) emphasized in his study that although both spouses are working, most of the housework is done by women (Strangleman & Warren, 2015; 234).

After all these explanations, W1 explains that she did not have much difficulties thanks to her assistant:

I have an assistant at home. That's why my work is not very interrupted, as you can see in the pharmacy, I'm not alone. If I have a guest, at our children's birthday party or special occasions like this, I can leave early. Therefore, there is no disruption in domestic work. However, if I did not have an assistant or was alone in the pharmacy, I would not be talking about this much comfort.

W10 argues that it does not reflect negatively, considering that she has an ideal job for women:

Yes, the profession has no gender in our age. Everyone can do whatever career she wants, but some occupations are more suitable for some genders. For example, teaching is the ideal profession for women who want to work and become housewives. This is my opinion, and I do not claim such a thing, I do not want to be misunderstood. Therefore, it did not reflect negatively on my domestic work.

However, although W11 is a teacher like W10, she does not share the same opinion with her:

It reflects negatively, very much. Three children, a husband, myself, all the house's responsibilities, these are weighty responsibilities. It is necessary to maintain this balance. The workload of women is always hefty compared to men. You have to be well-groomed, you should not disrupt things, and take care of your children. Who can achieve them? A machine, a robot? Whether you're helping or not, housework and these things never go smoothly.

W4 says: *"It reflects negatively, and I skip the housework."* W5 summarizes the subject by saying: *"I have never had a clean house."*

W6 complained that, apart from the interruption of domestic work, her eating habits were necessarily changing:

It reflects negatively. Housework is disrupted, our eating patterns are changing. Since we are in the healthcare industry, we pay attention to these things. We are not eating out or preparing a table with soup and salad. These are very important for our children's health, but this is not possible because we work.

Saying that working outside the home is very tiring, W8 does not realize how time passes: *"I wake up before the children in the morning and prepare breakfast. I dress them up, get their breakfast, and often leave them at the table and go to work. Then, when I come back, I think of cooking again, tidying around, and it is night. I do not understand anything."*

W12 states that it reflects negatively on this issue:

The house is very messy, and it doesn't tidy up itself. We eat a meal, and the dishes are left in the middle. I cannot remove all, and I cannot keep up with all of them. The children tore the paper and tore it aside, opened a pencil sharpener on it, their rubbish remained there. If I left the dishes after breakfast in the morning, think about the rest.

Table-4: Men's Level of Help for Domestic Work

Help level of husbands	Number of people	Percent %
He helps in all matters.	13	52
He helps rarely.	7	28
He doesn't help at all.	5	20
Total	25	100

While 52% of the subjects participating in our study registered that their spouses helped them in all matters, 28% said they rarely helped. According to the subjects' statements, heavy works such as painting-whitewash and repairs are seldom included in the aid class. A group of 20% said that their spouses did not help them.

While men generally have a positive attitude towards women working and earning income, they do not show the same amount of self-devotion in sharing housework.

According to the study of Ozcatal (2011; 32) the men did not help at all with cooking, washing dishes and laundry, cleaning, taking care of the elderly and patients. However, it has been determined that 85% of them follow the works with official institutions such as bill payment, and 64% are interested in domestic home repair works. In other words, in this study, the statements that are rarely included in the option of helping are the only area in Ozcatal's work where men help their wives.

W6 conveys her thoughts as follows, emphasizing that she is in great harmony with her husband on this issue:

He helps in all matters. For example, we come together from work, and we prepare the table together. Or if I am on duty, he does the work that should be done at home. On the days we are on leave, we clean the house together. So my husband takes care, I'm lucky in this matter. I think this is due to the fact that my husband shared a house with flatmates during his student years.

Most of the subjects formulated that they did not want to see a second woman as a helper or carer at their home. W11, one of these women, demonstrates the level of her husband’s help with the following words:

So very little. Sometimes when we come home in the evening, my husband will help me clean the dishes. Other than that, I don't remember any help. But he offers that “If you're having a hard time, let's get a helper.”, but I don't want to see a second foreign woman in my house.

W4 says her husband does not usually help her: *“Our house is equipped with a stove and I occasionally burn the stove. When I am working, if he comes early, even if he has a ready meal in the fridge, he will not heat it.”* W25 emphasizes that, ironically, her husband's only role at home is to hang the curtains that she washes every two months.

W5 explains that her husband does not support her work in any way: *“He doesn't help at all. I wonder if he follows a policy of intimidation in his way, what is he doing? I don't understand much, and he doesn't help at all. He complains, observes from a distance, only criticizes. He says why this dish is without salt, why didn't you wipe the house, if you couldn't manage it, you didn't work.”*

Table–5: Reflection of Work on Social Relations

Social relations	Number of people	Percent %
Positive	17	68
Negative	5	20
Other	3	12
Total	25	100

While 68% of the study subjects pointed out that the work reflected positively to social relations, 20% drew attention to the negative results. The group of 12% who remained inside the other option declared that they behave according to the person, are selective, and want to get to know people better.

The subjects said that working reflected positively on their relations. They also emphasized that they are generally more social, know many people, and communicate with everyone. Thus they can recognize the natural face of people more easily.

W4 is emphasizing that the work reflects negatively on her social relations: *“It reflects badly. I cannot spare enough time for my relatives. I miss days like weddings, holidays, funerals. It makes me unhappy, which sometimes leaves me and sometimes my children depressed. My relationships with people remain superficial.”*

Table–6: The Effect of Working on Mental and Body Health

Effect of work	Number of people	Percent %
Positive	4	16
Negative	13	52
Positive in spirit, negative in body	8	32
Total	25	100

While 52% of the subjects stated that the effect of working on mental and physical health was negative, the rate of those who answered the question positively was only 16%. A group of 32% mentioned a positive effect on the spirit and a negative impact on the body. Accordingly, most working women (84%) emphasized that working wears them out physically. Among the subjects who stated that working affected them negatively both mentally and physically, the highest proportion (16%) belonged to the traders category, while those who said that working affected them positively were in the traders (8%) category too. Although, 16% of subjects have been working less than five years, 32% 6-10 years, 12% 11-15 years, and 40% more than 15 years.

The results found by Akcam (1996; 46-50) are far different from the figures revealed in this study. Accordingly, working women's effect on mental health was found 44% positive and 22% negative. The impact of working on physical health was 47% positive and 13% negative. There is a similarity only in the positive reflection results on mental health.

In Dogan's (2016; 52) research, it was revealed that working has many adverse effects on women's mental and physical health. However, the fact that a woman is paid for her labor makes her more self-confident. Although she is physically tired, her feeling of being valued in society and beneficial to her family reflects positively on the woman.

W7 says working motivates positively both mentally and physically: *"Most backward people think women have no place in business, and you look into their eyes and sign their papers that wouldn't work without your signature."*

Pharmacist W1 says that working affects her negatively mentally and physically, and she worries that this is mainly reflected in children:

That strong stance it has kept alive, it is constant tiredness apart from economic independence. You think that you cannot take care of your children spiritually, and you get tired. I cannot make pickles, tarhanas, jams like my mother. It feels like I always feed my children unhealthily. I am tired of standing physically in the workplace and trying to talk to many people. Someone you never expected is coming with considerable trouble. He is also tiring psychologically. It's hard indeed.

W2, who works as a lawyer, explains that she was affected negatively in both ways and that her mind fills with other people's problems. *"Witnessing other people's lives, especially divorce cases. It causes people to be afraid, so my psychology is affected. I try to avoid the same problems in my family and have a good family happiness. They tire me both physically and spiritually."*

It seems that the majority of women working outside the home, regardless of their profession, feel severe physical and mental fatigue.

W10 explains that she feels positive in spirit, but she is tired physically: *"I am tired, of course. It is not very easy to work outside or at home, but that psychological pleasure is wonderful. The woman's self-confidence increases, and you feel like a valuable, important person with a function. It's a great feeling and doesn't change for anything."*

W14, who is in the teaching profession, which society sees as the ideal profession for women, responds to what all the subjects say and summarizes what they say: *"It is indescribably tiring. This situation has nothing to do with loving your job. I love my job more than anything, put it above everything else, but I am exhausted. I mean, working woman has a very disadvantageous situation."*

Physicians say that more than one role of a woman affects her psychological health negatively. Physicians explain this situation's reasons: long working hours, taking orders from more than one manager, extra working, female manager, and working in shifts. Again, women have little control over the work. However, the same self-control and doing repetitive tasks also cause adverse effects on mental health. In particular, women who have many children with long working hours were also psychologically affected by these multiple roles (Gezegen Unlu, 2019; 108-109).

Table-7: The Negative Aspects of the Work

Negative aspects	Number of people	Percent %
Inability to take care of children as they wish	9	36
Limited activities	6	24
Tiredness	4	16
No downside	2	8

Other	4	16
Total	25	100

The subjects highlighted not being able to take care of their children as they would like as the most negative (36%) aspect of working. It is followed by the limited family activities (24%), where the main concern is again the children. Another negative side was stated as fatigue (16%). 8% of the subjects affirmed that working did not have any negativity reflected on them. The group of 16% who remained in the other option drew attention to environmental pressure, having to wake up early in the morning, domestic dispute, and conflict with the spouse. Accordingly, most working women (88%) mentioned that working affected them negatively somehow.

When the data are analyzed in terms of age, the most damaging aspect of working for women between 22-40 can not be taking care of children as they wish (32%). Middle-aged women between 41-60 age cannot spend time as a family (12%). The preference of different answers for both age ranges is related to the fact that middle-aged women raised their children.

In the study conducted by Arpacı and Ersoy (2007; 48) on healthcare workers, the most damaging aspect of women working was determined to be the inability to spare enough time for family members at a rate of 44%. The second place was not being able to spare time for herself (28%), and the third was the option of getting tired and reflecting this on the home (27%). These ratios support this research; however, the working woman's sensitivity towards her child is prominent in this study.

W6, who has been working as a nurse for 19 years, only thinks about her children:

I could not spend time with my children, could not take care of them and make the best contribution to their development. When we were child my mother used to make even our bread, we are trying to grow them healthy now with the most unhealthy foods and leave them alone in unsafe environments.

W1, who grew up in a traditional family in the village, complains about not being able to show her children the attention she received from her mother:

Undoubtedly, my children are the answer to this question. Not being able to spend time with them, growing up in the nursery at the age they should be in my lap, is not a good feeling. Maybe because I have received much attention from my own family on this subject, I would like to let my children experience this as well. It is also not a good thing for a foreign woman to enter the house.

W14 also suffers from the same problem, emphasizing that she wants to work for economic independence but has many downsides:

It has multiple downsides; how can I explain it. I have to work and cannot do my housework appropriately. When I have to work, my children want to play and want to do something together. I have to snub them. Even though I hand them over to my parents and someone I trust, I think of them. There are never any opportunities for personal care. There are many negative aspects like this. Generally, the reason is my children.

Working mothers forget themselves, cannot participate in social life, and spend productive time because of their multiple roles. The squeezing of women between working and being a mother caused her not to find time individually.

At the same time, the subjects were asked, "**What are the positive aspects of the work?**". They answered, respectively, such as economic independence (36%), financial comfort (36%), self-confidence (16%), getting to know different people, gaining status, and being active (12%). Answers are based on the economy at a rate of 72%, and the figures overlap primarily with the data in Table-1.

Bank manager W15 says regarding the positive aspects of working: "*The most positive aspect is to be successful... It gives you tremendous strength, self-confidence. You feel good. You succeed as a*

response to people who speak like, "A woman can not be a high-status employee." I think every woman should experience this feeling and happiness."

The only daughter of a family with six children, W7 says she has been restored her confidence: "I was an insecure, quiet, withdrawn child in my high school years. However, this situation changed when I started working in different jobs during my student years. If I hadn't worked, I would have been a woman who would disappoint her husband, be insecure, and exert herself."

Working women are generally not being able to spare time for their spouse and children, also disrupt housework. In other words, the most critical problems for working women arise from the fact that women have more than one role. However, as the status and education level of women in business life increases, it is observed that the situations defined as problems differ. Women who look at business life professionally have internalized their personal life and professional life. These women don't feel guilty when they don't pay enough attention to their children. Working overtime is also not a problem because their spouses support them in this regard. Working life is not so difficult for those who receive support from their family (Fidan, 2005; 195).

Table–8: The Emotion of a Working Woman’s Inability to Care for Her Child

Emotion	Number of people	Percent %
Guilt and regret	17	68
Feeling inadequate and sad	5	20
Other	3	12
Total	25	100

68% of the subjects stressed that they felt guilty and regret not taking care of their child/children themselves, and 20% felt inadequacy and sadness. The group of 12% who remained inside the other option some tradesmen bring their children to the shop, look after them, experience all negative emotions, and devour themselves with anger. In general, it cannot be said that a working woman, whether voluntarily or due to circumstances, feels guilt, remorse, or inadequacy for not taking care of her child. Hence maternal love and affection is an inalienable effort. Although domestic work can be delegated to a female employee, childcare and especially child tenderness, or in other words, mother-child relationship, is felt as an inalienable feeling.

However, Yesilyaprak (2015; 106-107) states that the working mother does not need to feel guilty and remorse; otherwise, these negative feelings will reflect the child. She emphasizes that working does not prevent being a good mother because no proven study shows that housewife mothers are better than working mothers.

W14 is one of the subjects who felt intense guilt because of not being able to take care of her child by herself:

First of all, I have to say that no matter whom you entrust your child to, your mother or sister, you always worry about them. Did he/she eat well and sleep well? Is he/she good and happy? These once remain in your mind as the most significant question mark. Then you cannot be with him/her when he/she experienced his/her first feeling etc. For example, I could not hear my child’s first "Mother" word, and I could not see his/her first step. I think I haven't been with them enough and I regret it all day.

W6 says, "Both guilt and sadness. It sometimes exhausts me to let go of them and take care of people outside, and I feel like I'm tormenting them like that just for money."

W16, whose kids grew up with grandmother and nursery, had a hard time:

It creates an awful feeling. Once I was at work, my little boy was with his grandmother. They also went to the fields altogether. This situation is difficult for them. While they were boiling

molasses there, my son got into the cauldron and got burnt. I cry still while I'm telling. I didn't want to go to work for a long time after hearing this, and I had a hard time recovering. I am not angry with anyone here, and God bless my mother. It could have been with me. But I was not there, there is no description of that regret, so I experienced those feelings quite profoundly.

W8 expresses the feelings of not being able to care for her children with the following words:

It creates sadness, my children grow up on their own, and I look after the other people's children. At first, I wanted my children to be with me in the house where I was working or take the child I looked after to my own home, but the family did not accept it. We remained separate like this. Educated parents make their hearts sharp on these issues, and in my opinion, their hearts do not ache. I could not break it. I would allow it. My child is getting sick, and my mother-in-law is caring. The woman already has a disability, and if my daughter's fever rises suddenly, she will take her to the hospital. What can she do? It's not specific to her, and I wouldn't want to leave my child to anyone. That's why I always try to be careful about the child.

W17 emphasizes that although she has wrapped up at home, she must work not to beg for anyone: *"I get angry. I wonder whether I am harming my child for my ambitions, but I work for them."*

When the feelings of all subjects who could not take care of their children while working were superimposed on the subject; It has been observed that concepts such as guilt, regret, incompetence, sadness, distress, thought, anger, heartache, nasty, disgusting, torment, selfishness, and confusion of emotions are the most frequently used expressions.

Table-9: The Effect of the Working on the Relationship with Children

The impact of working	Number of people	Percent %
Positive	9	36
Negative	16	64
Total	25	100

The subjects reflected that working as a woman affects relationships with children by 36% positively, 64% negatively. Accordingly that two out of every three mothers signed that their relationship with their children was negative. Some of the subjects (16%) who said that the relationship was positive were tradesmen and had the opportunity to take their children to the workplace.

In Ozcatal's (2011; 33) study, it was revealed that women could not spare enough time for housework and their children due to their employment and argued with their spouses due to the disruption of the order at home. The negativity starts with the children becoming a problem between spouses, and children suffer the most from this situation.

W18 explains how her work affected her relationship with her children, defining a mother's profession as an exemplary behavior for her children: *"It affects positively, my children see how much importance even an old profession such as tailoring adds to the individual in today's conditions. It naturally gives them the desire to have a good job."*

W4, who behaves more comfortably in this regard because her children are old, explains her thoughts as follows: *"It affects positively and in a good way. Because our kids are going to college, if they were little, I couldn't cope with it. We go to dinner together and do other social activities."*

While our subjects, who work in their own workplace or had grown up their children, stated that working affects their children positively, many subjects cannot have the same experience.

W9 says with a sad expression: *"We cannot be concerned with them. I can even say that my child is growing by himself."* W16 adds: *"They had to start school earlier because I was working."*

While W6 accounts that she sees this issue as the biggest problem of working, she complains about not being able to spend time with her children as she wants:

It is a real problem. I would love to say that we spend quality time with our children, we grow up together, but this is hardly possible. They get sick, and they come from school. How are their days passing? What are they doing? Sometimes I don't have the opportunity to learn, and, sadly, I'm working at these times.

W1 compares her children to her childhood, saying that she grew up with very caring parents:

My father was a teacher. My mother graduated from primary school with difficulty, but she was equal to my father. As if my mother had received special child development knowledge. She would not force us, and she would secretly follow us through her work. So let me explain more clearly. You are now in the village; your mother-in-law, father-in-law, and sister-in-law all live together. You have fieldwork, housework, you have three kids on one side, but you follow them with simple tactics. It always has seemed genius to me.

My mother used to cook all of us our favorite meals for our birthday. I do not remember our birthday was not celebrated in any year. My mother gave us notebooks covered with color caps for writing a diary when we all learned how to read and write. She would teach, "You will write whatever you have done today, but no one else will know the location of this notebook, and you will not even read each other's." We liked this was writing, tying it with ribbons, and putting it on the shelf. You are a child, you are in the village, and you have beautiful things that no one else has. It was precious for us. When we went to bed every night, my mother read those diaries; of course, we almost learned this at university. I still keep that notebook, and when I saw it remember my mother's warm saying form, "I'm always with you." I think about this every evening when I go home, to see if I can make my children feel the love that my mother deals with so many people and her three children. I guess we can't give our children the warmth there. I don't think they feel that warm love even though I'm not far away from my kids.

Table–10: The Reaction of a Working Woman to her Child in the Face of a Mistake

Reaction to mistake	Number of people	Percent %
Reaction by behavior	9	36
Indulgence	6	24
Correction by speaking	5	20
To scold, yell, punish	5	20
Total	25	100

36% of the subjects react according to the mistake, 24% spoil them because they are working, 20% try to correct them by speaking, and 20% scold, yell or punish when their children make a mistake.

Some working mothers feel guilty towards their children, making them forgive in a sense by buying gifts. This situation creates a selfish and spoiled child profile, who is constantly forgiven for his mistakes. Some mothers do the opposite. Accordingly, the working woman, thinking that her child is out of discipline, behaves harder and more oppressive, which causes the child to be introverted.

W15 explains that she does not succumb to her feelings in her reactions to her children:

How I react at that moment is up to him/her. I cannot ignore a bad behaviour, but I cannot impose harsh punishments. I can't afford it, but I won't spoil them either. Their successes and proper behaviour do not go without awards. For example, they found an injured bird on the road and took it to the veterinarian with their means. I was very happy with their behavior. They are very sensitive to their environment.

W3, she is susceptible to her child-like every mother, feels an intense regret for not taking care of her child and reflecting her reactions with this intensity of emotion: *"He's not big enough yet, but I can't stand it. I spoil him, but I leave him alone enough. If he does something wrong, I will feel responsible for it because I haven't taken care of him enough."*

W7 has promised to adjust her reactions and especially not to shout: *“I cannot shout at my children, I have promised myself. When my children make mistakes, I talk to them and tell them what is right and wrong. Young people will make mistakes yet, but the important thing is that they come and talk to me about it.”*

W19, who has been married for 22 years and has three children, draws a strict mother profile: *“I use a little yelling method. I am an irate person. I don't like to pamper, but I want everything to be balanced.”*

Table–11: Institution/Person Caring for A Child In Need of Care

Institution/Person	Number of people	Percent %
Family elders	13	52
The woman herself	5	20
Babysitter/ Kindergarten	4	16
Family elders and kindergarten	3	12
Total	25	100

52% of the subjects entrusted their children to their mother or mother-in-law. 20% of them have raised them personally either because they work in their workplace or because they expect their children to grow up to start work. 16% preferred a caregiver or nursery for their children, thinking that caring for the child by any family member may cause problems in the family. 12% verbalized that their children were raised with their family elders and given to nursery schools.

According to the Work and Family Life Study (2018) of TURKSTAT, most working mothers (62%) did not receive childcare services; they responded that they cared for their children or carried out with their spouses. 15% of women who do not receive child care services are cared for by grandparents, 15% of them noticed that the child can now take care of himself/herself, and 12% of them find care service expensive. The rates announced by TURKSTAT do not coincide with this study. We think that the social structure of Karabuk province plays a part in this issue. It is possible to say that even if the families do not live here with their parents, they have a close relationship and are cooperative.

W9 said that she did not have any difficulties in taking care of the child due to her family elders' help. However, after coming to the city from the village, she started to have difficulties in communicating with him:

We were living in the village when we got married. Our child grew up with his grandmother. We could not take care of our child there, but we were comfortable. Now he has grown, he prepares his breakfast by himself, he gets up and leaves. We do not share much or are not very dependent on each other, and he has a life disconnected from us. On the days we are on leave, if he doesn't go to school, he goes out with his friends, not with us.

W20 says that he does not want to entrust his children to anyone and takes care of him: *“I went to work, took care of my children, I caught up with all of them. Thank goodness I did not leave my children to anyone. When my children were young, I first worked half a day, then increased my time as my children grew up.”*

W1 opted for a caregiver in childcare because she thought that this situation might create problems among families:

They have a younger caregiver who we always trust, but they also went to the nursery. They are both at school age now, and their caregiver is with them again. My mom wanted to take care of them too. However, we thought this situation could be a problem between the families in the future, and we wanted to have a caregiver.

W14 experienced that nurseries engaged in where the elders of the family are insufficient:

In the first years, my mother took care of it. Currently, the nursery and caretakers are growing up on time, and my mother cannot continue as she is ill. But the caregiver selection process is also a complete madness, and it is not easy. We changed many caregivers and nurseries in metropolitan cities. Kindergartens are pretty problematic because you cannot trust anyone; we had much trouble with this issue. That's why Karabuk is very advantageous, but the traumas of our childhood experiences are permanent.

Table–12: The Affect of Working Women on Family Unity

The effect on family unity	Number of people	Percent %
Positive	10	40
Negative	9	36
Dependent on spouse	6	24
Total	25	100

40% of working women argue that working reflects on family unity positively, while 36% say that it reflects negatively. 24% of the subjects referred to that this situation depends on the attitude of the spouse. Those who discoursed the most harmful effects of working on family unity were those in the worker (12%) category.

According to the study of Arpaci and Ersoy (2007; 49), among the positive effects of women's work on their family; there are reasons such as contributing to the family budget (53%), reducing the male burden (24%), and strengthening the family unity (23%). The woman's participation in business life is accepted as necessary for the family's livelihood, supporting her husband. Therefore, the working of women, especially in economic terms, affects family unity positively.

W21 enjoys the comfort of working in a job of her own:

It does not affect me badly, and we can spend time together. We are already together at the shop. In other words, the woman's work is not an excuse; both working and family unity can be provided, and children could be cared. Such problems can be overcome by tolerating each other, treating each other well.

W5 is saying that: *"I don't know why, but if a woman works outside the home, there is no family unity in that house."* W15 said that the only time they were together was dinners: *"We accepted this. We do not have a family union."* Another subject, W9, who accounted that working hurt family unity, said: *"Of course, it affects negatively. It was as if the house was a hotel, and we were just going in and out to sleep. Sometimes I ask myself, isn't it unfair to say that, but we have very little time to spend as a family, and our activities together are deficient."*

W11 means that working women affects family unity negatively:

I believe it affected me very badly. I cannot focus on my home because I am very worn out physically and psychologically. I was much worse in the first years of my career. My first two children were born in a row, and there is only one year between their ages, I could not recover myself. If I could keep up with the house's chores, I could not be caring for myself, and if I took care of myself, the children and the housework would remain. I had to prepare to lecture at school, and I had no time for my family while I had no time for myself. In the following years, I was able to sort this. There are still things that are missing, I cannot deny this, but I am more experienced in this subject compared to my early years.

W1 clarifies that there is a very fine line between the woman working and her family:

There is a very delicate line here. For men, economic freedom can mean that the woman doesn't need him anymore. The man needs to know that this freedom is only for difficult situations, I think so. Yes, a woman should stand upright on her own feet and give that spiritual support to her husband and children. If she can do this, the family's unity will not be affected negatively.

However, if not, there can be a significant conflict at home. The man thinks that the woman does not need himself. The woman somehow has money, mother, and father, so she can behave more comfortably by thinking that she will not go hungry. But thankfully, nothing happened in my family like this.

W14 is highlighting the role of spouses:

Your family unit is not severely affected if your spouse is sensible. If he doesn't always complain about something like your attire and the house being messy, the family unit is not damaged if these are not a problem for him. Everything is easier when your husband understands you. If this is not the case, a working woman's family unit cannot be established, and tension rises in the house. I have witnessed many families like this. Working outside the home affects family unity badly, but this problem disappears if your spouse is understanding.

Table–13: Whether Women's Work Prevents Family Activities or not

Whether or not to interfere with the activity	Number of people	Percent %
Yes, it's getting in the way.	17	68
No, it's not getting in the way.	8	32
Total	25	100

According to subjects, working prevents doing activities as a family with a rate of 68%, and the group of 32% stated that working does not constitute an obstacle.

W1 says that because she is so tired at work, this does not allow her to spend time with her family:

Of course, it prevents. Those who say it does not prevent are lying, and I'm so sure of that. Either I'm on duty, or I'm managing home. I just want to go to bed. The only thing we can do in the evening as a family is to drink tea and read a tale to our children. Apart from that, it is impossible for us to leave the house and do something. The fatigue of the whole day never goes away.

W10 spends time with her children. Even on vacation, she goes only with her child. He explains the effect of working with his family as follows:

Yes, I spend more time with my friends, although there are activities we do together. I've tried hard to fix this ever since I realized it, but one-sided efforts aren't enough. It is as if there were different lives in the same house, two separate lives, even two separate worlds. There is a distance between spouses, not like enjoying the same things or not having a good time together.

W8 says, "We also worked in the village." however, the work in the city is not like in the village:

It's happening, isn't it? When I come home in the evening, I know I sleep without seeing my husband. We end the day without being able to speak. For example, we used to work in the village, but we all worked together. We would go home in the evening and drink a tiredness tea, feel that sincerity and warmth. Now it is not at all, really not. I cannot force my husband to do something on our holidays, because he prefers to rest.

W17 says that her mother-in-law is an obstacle to them rather than work: *"They say what's it for, don't spend your money, don't go or something. But in general, we try not to listen to them. It is difficult to live in the same house."*

Table–14: Ways to Deal With Problems Facing a Working Woman

Ways to deal with problems	Number of people	Percent %
By talking	10	40
With support from her husband	8	32
Solving in their way	6	24

With support from family elders	1	4
Total	25	100

The fact that women take responsibilities both within the family and in business life has brought some difficulties. While 40% of working women try to solve problems by talking personally, 32% get support from their spouses, 24% try to solve it with their methods, and 4% tell the family's elders.

W22 voices that she tries to solve the problems by talking: *"I prefer to solve the problem by talking to whoever has it. I try to figure it out with whatever my mother-in-law, my children, my husband. They ask me, I ask them, we try to negotiate by talking."*

W19 says that she will talk to his husband when there is a problem. She adds, *"as much as you can interact with the male counterpart."*

W16, who got over the difficult times alone, tries to solve the problems with her own methods:

I try to fix it myself as much as I can. If I fail, I try to get help from my husband or family. I share with them; if I can not handle a problem, I often get help from my parents first. Thanks to my family, I overcame the problem I had in my first marriage, and I could stand on my feet thanks to my family.

Although W15 works very intensely due to her business life, she explains that she has a constructive attitude in the face of the problems she faces:

First, I try to figure out what the problem is. Whatever the problem is, whether it is my children, home, husband, or all at once, we'll do something accordingly. For example, I had to get permission when they all gathered and reacted to me about why I worked so hard. So who wants to solve it finds a way.

Table–15: Followed Attitude Towards a Problem Regarding Spouse or Child

The way followed in the face of a problem	Number of people	Percent %
Constructive, calm, agreeable	21	84
A hard attitude	1	4
Other	3	12
Total	25	100

84% of the subjects stated that they would be constructive, calm, accommodating when faced with a problem, and 4% would adopt a harsh attitude. The group of 12% who remained inside the other option said that they could develop a perspective according to the situation or be more brutal to their husbands and more constructive to their children.

W12 teaches those at the beginning of the road, stating that being constructive is very important for marriage:

Be a living lesson to young people. In the marriage, you get offended, you make peace again, and you get offended again, you make peace again. Then one should not be offended if it is not a big thing. If it is a big event, you get offended and do not reconcile again. People get offended by the little trash, things that do not fill the nutshell, uneasiness, and unpleasantness occur. Then more significant problems arise. As long as Allah does not test for health problems, debts and needs can be postponed. But some issues cannot be solved with money. It is vital not to be tested with them. I always try to be constructive in my family, my husband knows this, and he acts accordingly. We have to go on tolerating each other.

Even though W11 does not explain clearly the events she experienced, she expresses that she always had to behave calmly with these sentences:

I try to be constructive and tolerant as much as possible. Maybe you have to forgive most of the things you thought not to ignore before you get married. You cannot make sentences like I cannot overlook this or I cannot accept. To overcome these situations harmlessly, it is necessary to get psychological help instead of sharing it outside. Marriage is a serious responsibility. It is needed to keep everything fresh and alive and always to be sober. Turkish society places a heavy responsibility on women. The woman should be beautiful, have a job, take care of her children alone, and should not reflect the problems to her husband. From what I say, the perception that a woman should not work should not emerge; family life has undergone severe transformations, in my opinion. Spouses look at each other as a life project, and they want the woman or the man to carry him/her forward. Everyone must tell us, "How successful they are, how harmonious, how a happy couple." Even if the storm breaks in the house, everyone outside sees us laughing. There is no sincerity in the house; if there is a child, he is already experiencing severe depression because there is a severe gap between mother and father. They are two different perspectives in the same house, and they are together just in the look, which is very weary. The child who grows up unhappy builds a desperate life for himself; most of the time, he cannot. Our children commit suicide in their defeat, death seems the only solution for them, but it isn't. We must remind our children of these again. Being a parent is a heavy responsibility; if you have a child, you cannot act as you think. Because our actions are the first steps of their life, the better those first steps are, the better the next ones will be, but the worse the next ones may not be. The mother should take care of the child in the best possible way, while the father should take care of both the mother and the child because the child is also aware of the love between parents.

Even though W19 thinks that she is not understood by talking to men much, she declares that she always favors solving problems by talking. *"I try to talk about everything with my children, and I try to talk to my husband as much as he understands. I mean, we try to solve problems ourselves; I try not to reflect it outside. We have to figure it out ourselves."*

W5 conveys that she gives adverse reactions due to her nature with the following sentences: *"I panic, I cannot think calmly. I often overreact, not because I want it to be bad, it is my creation, I can't handle things. Then when I calm down, I try to figure it out."*

Table-16: The Way Followed by the Woman who has Straddled Between her Job and Family

The way followed during the conflict	Number of people	Percent %
Those who seek help from their spouse, friends, and family elders	9	36
Those who try to find a middle ground and put them in order according to priority	7	28
Those who prioritize their family	7	28
Those who prioritize their work	2	8
Total	25	100

28% of working women pointed out that they would prioritize their family when they are between their work and their families' responsibilities. 36% of them declared that in such a case, they would seek help from their spouse, friends, or family elders, and 28% signed that they would give priority to whichever is urgent. 8% of the subjects verbalized that they would prioritize their work.

Family-work balance is vital. Disrupting the work by giving importance to the family or worn-out family relationships by prioritizing the job or the person's wear-out will cause unhealthy relationships.

W20 says she gets support from her husband when she experiences such a conflict:

We find a way to compromise because we have an agreement with my spouse, and we carry out every business together. We support each other in every way. So, the most crucial issue is that

the husband and wife support each other. If there is no support, working life is tough for a woman. It is difficult if the spouse does not keep her because all the burden is on the woman.

W22 also says that she will prioritize whichever is more urgent, with the comfort of being with her mother-in-law and thinking that she can take care of the problem at home.

Indicating that she has such dilemmas a lot, W11 prefers to seek help from her husband when her responsibilities conflict:

I try to get my job in order as much as possible, we have experienced such things a lot. You don't have a chance to queue up or put forward what you care about; you compensate. For example, I had a class on the day and hour of my little son's reading festival, and I had to go to the lesson. But as a mother, I shouldn't have left him alone there. So what did I do then? When I got home, we went to dinner with my kids. There may be situations of compensation like this, but I don't know to what extent this is possible.

Another subject, W10, who experienced this situation very much, says, *"But you have to know how to put it in order."* She adds: *"At least I think so. Which one is more important, how big is the problem? It's easier to move forward with these types of questions. As such, I think the solutions you get are healthy."*

W4 has given priority to her family: *"I don't ever try to find a middle ground. I directly choose my family. It is how we learned from our elders. Family always comes before everyone else."*

W23 expresses that she will prioritize her profession with the following sentences:

My job is significant to me, and problems will be solved somehow. First, I do my job, then I spare time for family. Everything must be in order, and you cannot always give priority to the family. Since my job is as a teacher, I also benefit children and the state. After all, this is not a place for me to go and back whenever I want.

Table-17: Whether an Unmissable Opportunity should be Transfer or not

Transfer the opportunity	Number of people	Percent %
Yes, I transfer	18	72
No, I don't transfer	7	28
Total	25	100

72% of the subjects said they would transfer it when they had an unmissable opportunity in their job, and 28% would not transfer it. Most of the subjects who said that they would not share the opportunities responded with the comfort of having raised their children, while those who said that they would transfer this opportunity their priority belonged to their families.

Usen and Gungor Delen (2011; 171) asked women, "What is the most important thing in your life?" and have received 82% "Family" answer. Only 18% of the women in the study preferred the "Career" option. According to both studies, it is possible to say that a woman's priority in life is her family. So, it should be regarded as usual for her to turn down any opportunity in her career.

Although W1's husband has never objected to her work, she says she will not take advantage when she gets such an opportunity: *"I'll hand it over. I mean, I don't have such academic career plans; of course, they existed before I got married, but now they don't. People see work only as material and cannot attribute its spiritual meanings. So, I hand it over, even without thinking."*

W14, who approaches the issue more socially, is one of the subjects who will renounce her right:

I'll hand it over, and I don't have such grand ambitions. Family is essential to me. If we are a healthy family, we bring healthy individuals to society. If we are healthy, our children will be healthy too. The family is significant for the child, and the future life will shape according to the

education here. Therefore, let my profession be right beside me as a job that does not need anyone else. There is no more for me.

W15 emphasizes that she will not miss the opportunities thinking that she can be a woman with both children and a career:

I have come to these days by ambition. I am aware of the importance attached to the family. However, our society needs successful women, and why wouldn't I be one of these successful women. I will be an exemplary mother to my children, and I believe that I am. A woman can have both children and a career. Everyone should accept it, and women should be confident. Anyone who wants to be successful, she does that.

W17, who feels more comfortable in this regard as she shares the same home environment with her family elders, answers this question with the following sentences: *"I try to take advantage of unmissable opportunities under all circumstances. Maybe I will be more beneficial for my family later. Now I cannot take care of my son as I want. At least it will do."*

W5 says that she has already lost until this hour, so she will not transfer her right, stating that there is a possibility of winning one day.

Working as a babysitter, W8 expresses that she does not have the chance to transfer, but also brings a different perspective to the issue:

When you work in such jobs, you cannot transfer anything to anyone. They immediately call over the phone, "W8, we will come late in the evening. Ali will take you home." they say and close. They don't even ask, "Are you available or okay?" Or they phone and say, "A guest will come, would you cook and go after that?" I have to accept it. But if I worked like them, I would quit my job if I could leave it to someone else to go home.

Working women who think to take advantage of the opportunities they will encounter in business life is only 28%. However, it is striking that most of those who prefer business life to family life (70%) are women in their first adulthood (22-40 age range).

Result

Interviews are preferred as a qualitative research model in this field study, which was carried out with 25 married, with children, and working women residing in the province of Karabuk in 2018. The data obtained as a result of the research can be explained as follows in general terms.

A little more than half of the participants, who mainly were reached with the snowball sampling technique, were between the ages of 22-40. Almost half of them between the ages of 41-60. More than half of them are university graduates. Only a quarter of the subjects earn less than the minimum wage that day (1.603 TL). Therefore, sociodemographic diversity has been tried to be achieved by paying attention to the fact that the group constituting the research sample is from different categories as much as possible.

Almost half of the women responded that they were working to provide financial support to the family. Because the rate of women who would not work without financial difficulties was measured as 40%. One of the hypotheses determined before the study is confirmed by the fact that most men positively accept that their spouses work outside the home.

In the context of gender, holding women both responsible for domestic work and working outside the home expands women's responsibility. A tiny proportion of women (20%) accounted that working outside the house did not hurt domestic work. In comparison, the majority (80%) mentioned a negative picture. Therefore, the thesis, which is the research's main argument, that the working woman stuck between the work at home and working life has been confirmed. This negativity is mainly related to working women's inability to take care of their children as they wish. Because of work, children will either be cared for by family elders or caregivers will be hired. In this case, the working

woman feels a great deal of guilt and regret, which is another verified study thesis. It also revealed that this situation negatively affects the relationship between working mothers and children. All negativities may affect the families of the children who will marry and even their children. Hence no other person or institution can provide the love, trust, and social support that the family gives to the child.

Slightly more than half of the women stressed that their husbands helped them with household chores. The participants who registered that working outside the home does not hurt domestic work includes in this group probably.

According to the data obtained, the study affected women's social relations mostly positively confirmed one of the research's thesis. Another hypothesis confirmed is that the working woman's mental and physical health was seriously affected negatively.

After all these results, some studies can be foreseen, especially to establish healthier future generations. A flexible working model, which is frequently seen in industrialized countries and applied in our country during the pandemic period, can be used. Like mothers with children younger than ten years old are considered on administrative leave during the pandemic period, mothers with children who have not reached school age can also accept administrative leave at other times. Because if it is thought that the child's first teacher is his/her mother, they must be together in this period. Likewise, rotational or home working models can be supported. Also, the period of non-working years is deemed to have been paid, and the elapsed period can be counted as a woman's working life. Nursery support may also be considered for institutions where female employees with children are above a certain number. Because what is in question is the future of a society, it is new generations. As revealed by the research, the woman stuck between work outside the home and work at home cannot communicate well with her children. Although the working mother has a financial contribution to the family, it should not be ignored that she takes from the family spiritually.

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