

Female worker in European Union Labor Law and Turkish Labor Law

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Abstract: *The European Union social policy includes issues like increasing employment rate, ensuring free movement of labor, improving working conditions and living conditions, providing temporary assistance for unemployed, and freedom of social security and organization within the general lines. Besides all these applications, other European Union social policies can be considered as treating men and women equally, preventing discrimination and social exclusion. Even though the European Union policy developed policies just for workers and unemployed initially, today this policy has become a policy which covers everyone who is economically weak.*

The first policy which is related to treating women and men equally takes place in Treaty of Rome and according to the provision no. 119. Some arrangements were made which is about balancing the charges for men and women. And this first step taken for equity of wages paved the way for regulations in order to be equal between men and women in the other areas like social security and social welfare. Also European Union Community is established for the purpose of economically this caused many regulations for women. And in this context, up to present EU, there are many legislative work and action programs in order to protect women workers, ensure equal treatment for women and men, and provide equal opportunities for women, increase women employment rate, improve family life and working life. Along these studies, the new approach which is adopted by EU within the framework of equality of women and men is about exposing equality of women and men under the main plan and policies.

When we examine Turkish law system, the principle of equal treatment for everyone is guaranteed by the constitution. In true sense, the first embodiment in Turkish work life for women who gained worker status with the industrial revolution took place in Public Health Law in 1930. Although there is no special law for women in our country, there are some provisions to prevent discrimination between men and women. At the same time, in the process of harmonization of Turkish legislation with union acquires, the arrangements for women workers have taken place in Turkish labor legislation. In this paper, the arrangements towards women workers in the context of both European Union labor law and Turkish labor law will be discussed.

Keywords: *female labor, working life, European Union labor law.*