

## **Youth labor market dynamics in Turkey: Turnover, wages and gender dynamics**

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“This study examines the wage dynamics of young people (ages 15–25) who began working in Turkey between 2013 and 2022. To this end, we constructed and estimated three multidimensional fixed effects models. These models help us identify the effects of individual- and firm-level variables on wages. The first model includes age, gender, and labor turnover as explanatory variables. The second model adds experience and the number of premium days. The third model includes firm-level variables such as firm age, number of employees, percentage of female employees, and technological level. The results indicate that young men earn more than women with similar characteristics, and the wage gap increases with experience. Labor turnover negatively impacts wages for both men and women equally. Workers in large, old, and high-tech firms earn higher wages, as do those in large establishments. Finally, the gender composition of the labor force affects wages: firms with a high proportion of female workers pay less, and this negative effect is stronger for men.”