

Abstract

This paper examines the extent to which International Human Rights Law and European Human Rights Law effectively address discrimination against women in Turkey, with an emphasis on the implementation of legal protections addressing workplace gender discrimination. This study underscores the great gap between legal commitments and implementation of treaties by analyzing international treaties, domestic legislation, European human rights mechanisms, and case studies; notably *Hülya Ebru Demirel v. Turkey* with the European Court of Human Rights, and *R.K.B. v. Turkey* under CEDAW.

Introduction

Workplace gender discrimination remains a significant issue in Turkey despite international and domestic legal protections. Women continue to face discrimination in recruitment, promotions, pay, and workplace mobbing. This study examines to what extent international human rights law effectively addresses gender-based discrimination against women in Turkish workplaces, focusing on the gap between legal protections and their implementation in practice. Existing literature and legal frameworks, including CEDAW, ILO Conventions, the ECHR, and Turkish law, show that weak enforcement, gender stereotypes, institutional limitations, and ineffective complaint mechanisms continue to hinder equality.

Methods

This study used a qualitative, desk-based research method, analyzing international treaties, Turkish legislation, academic literature, statistical data, and relevant legal cases. Sources were selected from official, international, and academic publications to examine the gap between legal protections and their implementation in Turkey.

Results

The findings show that Turkey has strong legal protections against workplace gender discrimination, but implementation remains limited. Weak enforcement, gender stereotypes, institutional barriers, and ineffective complaint mechanisms contribute to a persistent gap between law on paper and practice.

Discussion

The cases of *Hülya Ebru Demirel v. Turkey* and *R.K.B. v. Turkey* demonstrate that legal protections alone are insufficient. Their outcomes highlight the importance of effective enforcement, accessible complaint mechanisms, and institutional support in translating legal rights into meaningful protection. Thus, the gap between law and practice is not primarily a lack of legal rules, but a problem of implementation.

Conclusion

International and domestic laws provide strong protections against workplace gender discrimination in Turkey, but their effectiveness remains limited by weak enforcement and social and institutional barriers. Further research should examine women’s experiences directly, while stronger enforcement, complaint mechanisms, and institutional support are needed to close the gap between law and practice.