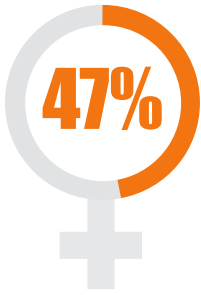


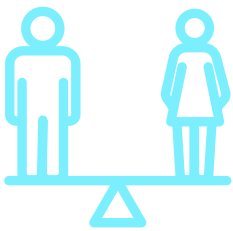
## Main findings – Türkiye



**Gender representation across the legal profession:**  
**47 per cent** of all senior lawyers are female.



**Coaching and mentoring programmes** are the most popular initiative, and perceived to be the most effective.



**Gender monitoring:**  
**95 per cent** of respondents monitor gender balance overall.  
**Only 91 per cent** monitor gender balance within senior positions.



**The three most popular initiatives across the legal profession are:**

- coaching/mentoring programmes
- leadership training for women
- flexible working arrangements



Within law firms, women make up **61 per cent** of lawyers and **45 per cent** of women in senior role positions.



**Unconscious bias training**, despite being one of the least popular policies, is seen as one of the most effective.



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