

## Responses to Anonymous Assessment

*We thank very much to the anonymous reader for his/her valuable comments and suggestions.*

The paper is well-organized and clear. Further, the authors use the JMP as a decomposition method in addition to the “traditional” Oaxaca-Blinder method. The importance of using the JMP decomposition method in the Turkish labor market context is twofold. First, it is an important contribution to the existing literature in ...[more]

... terms of being the first attempt. Second, it is an important instrument to check the sensitivity of the results.

However, there are a few issues deserving attention. First, the literature review section should include examples from all over the world not only from Turkey. **We will expand the literature review section to include studies from other countries.**

Second, the references may be updated to include more recent papers conducted for Turkey. Finally, “exclusion restriction” may be mentioned in the context of Heckman procedure. **We will update the references to include more recent papers on Turkey. Exclusion restrictions are variables that affect the selection process (the probability to work), but not the wage rate ‘directly’. Practical examples for such variables could be marital status, presence of young children in the household, indicator of the head of household, income of the spouse, household wealth, non-labour household income, etc. (see: Puhani, P. A. (2000). “Heckman Correction for Sample Selection and its Critique”, *Journal of Economic Surveys*, 14(1): 64). In our study, we use marital status, the presence of young children in the household, household head status, and non-labour household income as our exclusion restrictions. We will mention it in the manuscript.**

(Note that following the suggestion of an anonymous reader, we will reestimate all models for each year between 2004 and 2014 by using a different data source, the Labor Force Survey.)