

Turkey

Worker Classifications

There are no official subcategories of Workers in Turkey.

Fixed Term Contracts

Fixed-term contracts are only permissible when there is an objective reason to make it a fixed-term. If there isn't, it will be deemed indefinite. Successive fixed-term contracts that are not accompanied by objective justification will also be deemed indefinite.

Probationary Periods

Probationary periods are permitted up to two months. It can be extended up to four months with the Worker's agreement. During the probationary period, the contract can be terminated without notice and there is no obligation for severance.

Holidays

In Turkey, Workers are entitled to 8 paid public holidays, which are recognized over approximately 14 days.

Vacation

After one year of service, Workers are entitled to annual leave as follows: 1 – 5 years: 14 days; 5 – 15 years: 20 days. Workers under the age of 18 or over the age of 50 must receive at least 20 days of annual leave. Annual leave can be carried over to subsequent years. Any accrued but unused leave must be paid at the time of termination.

Sick Leave

Workers are entitled to sick pay from the government equal to either two-thirds or one-half of the daily gross wage depending on the nature of the injury or illness. That sick pay is paid by the employer and recouped from the government. Workers must provide a medical note and if the injury or illness exceeds ten days, the medical note must be from a doctor's panel rather than a single doctor.

Working Hours

There is no standard workweek in Turkey. Workers must be provided at least 24 hours of rest each week.

Overtime

Work must not exceed 11 hours in one day or 45 hours per week. Otherwise, they must consent in writing. All overtime beyond the normal weekly hours to the 45-hour cap is payable at 125%. Overtime beyond the 45-hour cap is payable at 150%. Time off instead of payment for overtime is permissible. Overtime cannot exceed 270 hours per year.

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Mandatory Bonuses

There are no mandatory bonuses in Turkey.

Termination

Workers are entitled to notice of termination based on length of service: 0 - 6 months of service: 2 weeks' notice; 6 - 18 months of service: 4 weeks' notice; 18 months - 3 years of service: 6 weeks' notice; and 3 years or more of service: 8 weeks' notice. If the Worker has worked for at least one year and termination is not for cause, that Worker is entitled to severance equal to 30 days' gross salary for each year of service subject to applicable caps. Severance is not due if the termination is due to immoral, dishonorable, or malicious conduct. When good cause exists for termination, termination must be effectuated within six working days of learning of the conduct justifying the termination.