Termination of Employment Contracts

2026 | Ayhan Bayar Financial Advisory

Length of service	Notice period
Less than 6 months	2 weeks
6–18 months	4 weeks
18 months–3 years	6 weeks
More than 3 years	8 weeks

Termination with notice

Either party may terminate an indefinite-term contract by observing the statutory notice period. Failure to do so generally results in compensation equal to the pay for that period. During notice, employees receive at least two paid hours per day to seek new employment.

Valid grounds and job security

Generally, in workplaces with at least 30 employees, an indefinite-term employee with at least six months' service is protected against dismissal without valid grounds (the service threshold does not apply to underground workers). Notice of dismissal must be written and state clear grounds; a defence is generally required for performance or conduct dismissals, subject to statutory exceptions.

Immediate termination for just cause

Employees and employers have distinct grounds under Articles 24 and 25 of the Labour Law, including certain health, misconduct and force-majeure circumstances. Not every just-cause termination gives rise to severance pay. For morality and good-faith grounds, the right is generally exercised within six working days of learning of the event and within one year of the event.

Severance pay

Where statutory conditions are met, severance pay is based on 30 days of the final gross wage including regular benefits per full year of service, pro rata for fractions of a year, after at least one year of service. The statutory annual ceiling for 1 July–31 December 2026 is TRY 73,729.87. Payments above the ceiling require separate legal and tax assessment.

Eligibility and retirement

Statutory cases can include military service, retirement, a female employee leaving within one year of marriage, death, qualifying resignation for just cause and certain employer dismissals. The "15 years/3,600 days" retirement route does not apply to every employee; eligibility depends on initial insurance registration and applicable law.

Reinstatement and mediation

For reinstatement, the employee must apply to a mediator within one month of receiving notice of dismissal. If mediation fails, a court claim may be filed within two weeks of the final mediation record. Mandatory pre-litigation mediation also generally applies to employment receivables and compensation claims.

Sources: Turkish Labour Law No. 4857 (Arts. 17–27); former Labour Law No. 1475 (Art. 14); Ministry of Labour and Social Security, severance ceiling 01.07–31.12.2026. Information date: 04.11.2026.