EMPLOYMENT AND WORKING CONDITIONS

Türkiye | 2026 legal overview

Employment conditions

Employment is governed mainly by Labour Law No. 4857, Collective Labour Relations Law No. 6356 and Social Security Law No. 5510. Contracts may be continuous/temporary, fixed/indefinite-term, full/part-time, on-call, probationary or team contracts. Fixed-term contracts require objective grounds. Employment contracts are generally exempt from stamp tax and related charges. Discrimination based on language, race, sex, political opinion, belief or similar grounds is prohibited; equal pay principles apply.

Working hours and overtime

Ordinary working time is capped at 45 hours per week, generally subject to an 11-hour daily limit. Work exceeding 45 hours is paid at 150% of the normal hourly wage, or compensated at the employee's choice by 1.5 hours of time off per hour. Hours above an agreed shorter working week but not exceeding 45 hours attract a 25% premium. Overtime generally requires consent and is limited to 270 hours annually. Work on a public holiday entitles the employee to an additional day's wage for each day worked, on top of the holiday wage.

Paid annual leave

After one year of service including probation, minimum annual leave is 14 working days for 1–5 years (inclusive), 20 days for more than 5 and less than 15 years, and 26 days for 15 years or more. Employees aged 18 or younger or 50 or older receive at least 20 days; underground workers receive four additional days. Weekly rest days and public holidays are excluded from annual leave.

Public holidays in 2026

Statutory public holidays total 15.5 days: 1 January, 23 April, 1 May, 19 May, 15 July, 30 August, 29 October and the afternoon of 28 October; Ramadan Feast from the afternoon of 19 March through 22 March; Sacrifice Feast from the afternoon of 26 May through 30 May. Weekends do not change the statutory total.

Bank payment of wages

Since 1 July 2025, employers with at least three employees nationwide must pay covered wages, bonuses and similar net entitlements through banks. Foreign-currency salary clauses must separately comply with Turkish currency-protection rules; where permitted, payment in Turkish lira may use the exchange rate on the payment date.

2026 minimum wage and social security

The monthly gross minimum wage is TRY 33,030.00 and net minimum wage TRY 28,075.50 (1 January–31 December 2026). Standard employee contributions are 14% social security plus 1% unemployment; employer contributions are 21.75% social security plus 2% unemployment before incentives. The monthly contribution ceiling is TRY 297,270.00. Monthly employer cost at minimum wage is TRY 40,874.63 without relief, TRY 39,223.13 with qualifying 5-point manufacturing relief, or TRY 40,214.03 with qualifying 2-point relief in other sectors.

LEGAL REFERENCES / MEVZUAT KAYNAKLARI

- 4857 sayılı İş Kanunu / Labour Law No. 4857
- 2429 sayılı Kanun / Public Holidays Law No. 2429
- ÇSGB 2026 Asgari Ücret / Ministry of Labour 2026 minimum wage
- SGK 2026 prim oranları ve kazanç sınırları / SSI 2026 contribution rates
- Resmî Gazete 04.06.2025, sayı 32920 (bank payments)