

## **COVID-19 and Labour Regulations**

### **Turkey – Özgün Law**

#### **1. OBLIGATION TO WORK**

The coronavirus pandemic does not excuse workers from work

#### **2. RIGHT TO TELEWORK**

The workers still must be present at the workplace unless stated otherwise by the employer. Employers may choose to allow his/her employees to work remotely

#### **3. HEALTH AND SAFETY**

Employers must act in accordance with occupational health and safety legislation. Workers may refuse to go the workplace or may leave the workplace if there is a serious, imminent, inevitable danger. Their rights cannot be repressed for doing so.

#### **4. FURLOUGH BENEFITS**

It has been forbidden for employers to terminate labor contracts since March 2020. The prohibition has since been extended twice however it is expected to end in November. Employers can apply for short-term working allowance. If the worker has paid social security contributions for a certain period, the state covers 60% of his/her salary. The employer does not have to cover the gap. Thus, the employer can completely or partially send an employee on unpaid leave during the termination prohibition, without the employee's consent.

## 5. COVID-19 AND HEADCOUNT REDUCTION

Employers cannot terminate labor contracts due to the pandemic. As stated above, it is forbidden to terminate labor contracts for any reason unless the employee acts against good will or immorally. In this case the employer may rightfully terminate the contract.

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