

TÜRKİYE NATIONAL REPORT

FOR

IER MEETING 25 JUNE 2026

1. New Legislation on Maternity and Paternity Leave

On 1 May 2026, Law No. 7578 on Amendments to the Social Services Law and Certain Other Laws entered into force upon publication in the Official Gazette.

Under the amendments to the Labour Law, postnatal maternity leave for female employees was extended from 8 weeks to 16 weeks, while the total maternity leave period was increased from 16 weeks to 24 weeks. In parallel with this change, the entitlement to unpaid leave following maternity leave was preserved, and it is now explicitly regulated that female employees may take up to 6 months of unpaid leave after the expiry of the 24-week period, or 26 weeks in the case of multiple pregnancy.

Another amendment concerns the period during which a pregnant employee may continue working before childbirth with medical approval. Previously, a female employee could work until 3 weeks before childbirth, whereas this period has now been reduced to 2 weeks before childbirth.

The new law also introduced an entitlement to 10 days of unpaid leave for employees who become foster parents, either jointly with their spouse or individually, as from the date the child is placed with them. In addition, paid paternity leave in the event of childbirth was increased from 5 days to 10 days.

Amendments to Social Insurance and General Health Insurance Law aligned the duration of maternity-related temporary incapacity benefit with the new maternity leave periods. Accordingly, insured female employees who meet the contribution conditions are entitled to temporary incapacity benefit during the 8 weeks before and 16 weeks after childbirth, with an additional 2 weeks before childbirth in the case of multiple pregnancy.

Finally, amendments to the Social Services Law introduced a 5-year social security premium incentive for the private-sector employment of persons covered by the relevant provision, with both employee and employer shares of social security and unemployment insurance premiums, calculated over the minimum earnings base, to be covered by the Treasury subject to the fulfilment of legal conditions.

2. MESS Collective Agreements

The Group Collective Bargaining Agreement, with an effective date of 1 September 2025, was signed on 21 January 2026. Group Collective Agreement will expire on 31 August 2027.

The current term collective agreements of four MESS member companies will expire on 31 August 2026, and a new round of collective bargaining negotiations will therefore commence. The documents confirming the competence of the relevant trade unions to conclude these collective agreements are expected to be notified to MESS by the Ministry of Labour and Social Security once the relevant procedures have been completed. The collective bargaining negotiations are expected to begin in the third quarter of 2026.

3. Trade Union Dialogue Meetings

MESS will organise trade union dialogue meetings with Turkish Metalworkers' Union on 23 June 2026 and with United Metalworkers' Union on 9 July 2026. These meetings are intended to provide a platform for exchanging views on current industrial relations issues and for maintaining regular and constructive dialogue between the employers' side and trade unions. The meetings are expected to address recent developments in the industrial relations, expectations regarding collective labour relations and other priority issues relevant to the metal industry.

4. IndustriALL meeting

Within the framework of the “Labour Rights in Automotive Supply Chains in Türkiye Project”, a business sector roundtable meeting will be held on 18 June 2026 at MEXT (MESS Technology Center) in cooperation with MESS and IndustriALL Global Union. The meeting is designed to comprehensively address the current and emerging needs of the automotive industry.

The agenda includes updates on the EU Corporate Sustainability Due Diligence Directive (CSDDD), cooperation on sustainability and supply chains, and the current status of the project, followed by a discussion session. The meeting brings together representatives from MESS, MESS member companies, MEXT, IndustriALL Global Union and relevant counterparts.