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April 2024

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*analık izni*) (responsibility of the Ministry of Labour and Social Security)

Length of leave (before and after birth)

- Sixteen weeks: 3 to 8 weeks before the birth and 8 to 13 weeks after the birth.
- It is obligatory to take all the leave.
- At the end of paid Maternity leave, mothers can take a further 6 months of unpaid Maternity leave (*ücretsiz analık izni*).

Payment and funding

- Employees employed under law no.4857 and civil servants employed under law no.657: 100 per cent of earnings with no upper limit on payment.
- Employees in the press and photography agencies employed under law no.5963: 50 per cent of earnings.
- Maternity leave payment is officially known as 'pension against incapacity to work' (*analık halinde iş görmezlik ödeneği*).
- Maternity leave payment is described as maternity insurance. It is treated as a form of temporary incapacity to work, same as having an occupational accident or an occupational hazard or other illness.
- Payments are paid directly to mothers by the Department of Social Security.
- Payments are not taxed.

⁵⁶⁰ Please cite as: Uzunalioglu, M. (2024) 'Türkiye country note', in Dobrotić, I., Blum, S., Kaufman, G., Koslowski, A., Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2024*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

- Funded through the maternity insurance fund (*analık sigortası*), which is financed by employee social security contributions (coming from those who hold 4/a and 4/b insurance status).

Flexibility in use

- The mother has the option to work until the last three weeks prior to childbirth, in which case the remaining pre-natal 5 weeks of leave are added to the post-natal leave period. With a medical certificate, the mother can work up to 3 weeks before the birth, adding the ante-natal period not used to the post-natal leave.
- In the case of premature birth, unused pre-natal leave is added to the post-natal leave period.

Eligibility (e.g., related to employment or family circumstances)

- Women must be employed under the law no.657 (civil servants) or no.4857 (private sector workers) or law no. 5693 (journalists, press workers)
- Women must hold 4/a or 4/b insurance status.
- Women must have paid at least 90 days of contributions to social security during the 12 months prior to childbirth.
- Women must be under the social security scheme at the time of the start of leave.
- Self-employed are eligible if they hold 4/b insurance status.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the mother

- Additional 2 weeks of leave in the case of multiple births.
- If the mother dies in childbirth, her post-natal leave is transferred to the father.
- Depending on the health of the pregnant worker, the total leave length (for both pre-and post-natal periods) can be extended if proof is provided by a doctor. The length of the extended leave is not prescribed by the legislation but is defined by the doctor.
- In the case of a premature birth, all unused pre-birth leave will be added to the post-natal leave period; for example, if the child was born on the 29th week, three weeks between the premature birth and the official start of ante-natal Maternity leave (32nd week) will be added to the entire Maternity leave period, so that mother will have 19 weeks of Maternity leave due to the early arrival of the baby.
- In the case of late births, i.e., a child arriving later than the due date, this additional ante-natal period will not affect the post-natal leave period.

b. Paternity leave (*babalık izni*)(responsibility of the Ministry of Labour and Social Security)

Length of leave

- Ten calendar days for civil servants (i.e., those who are employed under labour law no. 657) and five calendar days for private sector workers (i.e., those who are employed under labour law no. 4857).
- The civil servants' labour law (no.657) defines the leave as Paternity leave, whereas the private workers' labour law (no.4857) refers to 'compassionate leave' (*mazeret izni*).

Payment and funding

- One hundred per cent of earnings, with no upper limit on payment.
- Payments are made to the parent by the employer.
- Payments are taxed.
- Funded by the employer.

Flexibility in use

- None. Leave must be taken at the time of the birth.

Eligibility (e.g., related to employment or family circumstances)

- Employees must be employed under law no.657 (civil servants) or no. 4857 (private sector workers). The leave is not compulsory. The law states 'if the civil servant desires', they can opt for ten days of paternity leave.
- Self-employed are eligible if they hold 4/b insurance status.

c. Parental leave

- No statutory entitlement. However, parents are entitled to work part-time for a period after Maternity leave; for details, see Section 1e, 'Flexible working'.

d. Childcare leave or career breaks

- A mother who is a civil servant or a civil servant whose partner gives birth can demand unpaid leave for up to 24 months. For private sector employees, unpaid leave can be requested for up to 6 months.

e. Other types of leave and flexible working

Adoption leave and pay

- In the case of an adoption of a child younger than 3 years old, one of the parents (the sex of the parent is not specified in the legislation) is given 8 weeks of paid leave starting from the child's arrival; a further period of 6 months unpaid leave is available for one of the parents or the parent who adopted the child.

- If both parents are civil servants, both are eligible for eight weeks of adoption leave starting from the arrival of a child younger than 3 years old.
- Parents who are civil servants are allowed to take unpaid leave for up to 24 months in the case of the adoption of a child under 3 years old. If both parents are civil servants, and they want to take this unpaid leave, they can take these 24 months in two consecutive parts.

Time off for the care of dependants

No statutory entitlement.

Specific provision for (breast)feeding (emzirme izni)

- Public sector workers: at the end of Maternity leave, mothers can have 3 hours per day for breastfeeding during the first 6 months and 1.5 hours per day until the child is 12 months old. Mothers decide how to use this leave, e.g., the frequency, the days etc.
- Private sector workers: at the end of Maternity leave, mothers can have 1½ hours per day for breastfeeding until the child is 12 months old. Mothers can also choose to use this leave by reducing their working time to four days per week during this period.
- Breastfeeding leave is paid at 100 per cent of earnings. To be eligible for this breastfeeding allowance (*emzirme ödeneği*), the mother must have paid social security contributions for at least 120 days during the year before childbirth.
- If a mother uses her unpaid Maternity leave (see 1a), she loses her breastfeeding leave entitlement.
- If a mother has lost her social insurance status by the time she starts breastfeeding but has contributed to social security for at least 120 days during the 15 months before the childbirth, then she can claim a reduced, one-off payment of TRY857 [€23.75].⁵⁶¹ This benefit is only for private sector employees (4/a insurance status) and self-employed (4/b insurance status) and not for public sector workers (employed under law no.657).

Flexible working

- After the end of paid and unpaid Maternity leave, parents who are employees can work half their normal weekly working hours for 60 days for the first birth, 120 days for the second birth, and 180 days for subsequent births. There is an additional 30 days in the case of multiple births, and part-time working can be extended to 360 days in the case of a child born with a disability. Only one parent can claim this leave (*çalışma süresinin yarısı kadar ücretsiz izin hakkı*). It is unpaid.
- After the end of paid and unpaid Maternity leave, parents can request a further period of part-time leave until their child starts compulsory primary education at six years; the employer has to agree on the length of the leave and how it is taken. The worker has to file their demand to their employer at least one month before their start date and must provide written proof

⁵⁶¹ Conversion of currency undertaken for 16 June 2024, using: <https://data.ecb.europa.eu/currency-converter>.

that their partner, the other parent, is employed. Only one parent can claim this leave (*kısmi süreli çalışma izni*), and the other parent must be employed. It is unpaid, i.e., the parent taking leave receives reduced earnings.

- Although the law does not specify the sex of the partner, same-sex marriages are illegal in Türkiye. Hence, all co-parents mentioned here should be considered heterosexual couples.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave is nine months, of which three months is well paid. There is no entitlement to Early Childhood Education and Care (ECEC), and the compulsory school age is six years. However, parents can request to start five-year-old children at school if they wish to, i.e., between 60 to 72 months, in which case children are allowed to start formal primary education voluntarily. Publicly provided ECEC services are available from 36 months onwards, and services for younger children are only available from private providers.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2023 (including proposals currently under discussion)

No changes reported.

4. Uptake of leave

a. Maternity leave

No information available.

b. Paternity leave

No information available. The most comprehensive research on the status of fatherhood in Turkey and the determinants of involved fatherhood has been conducted by the leading NGO, Mother and Child Education Foundation (known as ACEV). However, this does not include any information regarding the use of Paternity leave or any other leaves taken for the provision of care by the father of young children.

c. Parental leave

No statutory leave entitlement.

d. Other employment-related measures

No information available.