

Turkey¹

Merve Uzunalioglu (University College London and LISER)

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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)

- 16 weeks: three to eight weeks to be taken before childbirth and eight to 13 weeks after childbirth. It is obligatory to take the full period.
- At the end of paid Maternity leave, mothers can take a further six 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 earnings².
- Employees in the press and photography agencies employed under law no.5963: 50 per cent of earnings.
- Maternity leave payment is known as pension against incapacity to work (*analık halinde iş görmezlik ödeneği*).
- No information on whether payment is taxed.
- Funded through the maternity insurance fund (*analık sigortası*). This fund is financed by employee social security contributions (coming from those who hold 4/a and 4/b insurance status)

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² Conversion of currency undertaken for 21 June 2022, using: https://www.ecb.europa.eu/stats/policy_and_exchange_rates/euro_reference_exchange_rates/html/index.en.html

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 five weeks of leave is added to the post-natal leave period.
- In the case of a premature birth, the 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; lone parent); or delegation of leave to person other than the mother

- Additional two 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 situation of the pregnant worker, the total leave length (for both pre- and post-childbirth period) can be extended if proof is provided by a doctor. The length of the extension is not prescribed by the legislation, but is defined by the doctor.

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

Length of leave

- 10 days for civil servants; 5 days for private sector workers
- 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'.

Payment and funding

- 100 per cent of earnings, paid by employers.

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)
- Self-employed are eligible if they hold 4/b insurance status.

c. Parental leave

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

d. Childcare leave or career breaks

No statutory entitlement.

e. Other employment-related measures

Adoption leave and pay

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

Time off for the care of dependants

- No statutory entitlement.

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.
- At the end of the maternity leave and the following unpaid leaves, parents can request a further period of part-time leave until their child starts compulsory primary education at 6 years; the employer has to agree 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 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.

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 six 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 1.5 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 TL316 (€17.26). 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 the law no.657).

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

The maximum period of well-paid post-natal leave is 9 months, of which 3 months is well paid. There is no entitlement to Early Childhood Education and Care (ECEC) and the compulsory school age is six years though the Ministry of National Education aims to reduce this to 5 years starting from 2023. Publicly provided ECEC services are available from 36 months and services for younger children are only available from private providers.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' on cross-country comparisons page.

3.Changes in policy since April 2021 (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 father of young children.

c. Parental leave

No statutory parental leave entitlement.

d. Other employment-related measures

No information available.