

Amendments to Parental Leave Entitlements

Recent amendments to the Turkish Labor Law have revised several parental leave entitlements. The key changes are summarized below.

Extension of maternity leave

The statutory maternity leave period has been extended from 16 weeks to 24 weeks. For multiple pregnancies, the total maternity leave period has been increased from 18 weeks to 26 weeks.

Revision of the pre-natal working period

Under the previous regime, female employees could, subject to medical approval and confirmation of their health condition, continue working until three weeks prior to the expected date of childbirth. Under the new regulation, this period has been shortened, to two weeks before childbirth.

Extension of paternity leave

The paid leave granted to male employees upon the birth of a child has been increased from five days to 10 days.

Introduction of unpaid leave for foster parents

Employees who become foster parents, whether jointly with a spouse or individually, to one or more children are now entitled to request 10 days of unpaid leave commencing on the date the child is placed in their care.

Transitional provision regarding maternity leave

A transitional provision has been introduced for employees whose maternity leave had expired as of 1 May 2026 but who had not completed the newly introduced 24-week maternity leave period as of 1 April 2026. Such employees may request an additional eight weeks of maternity leave, provided that the request is submitted within 10 business days from 1 May 2026.

Please contact us if you need further information on this matter.

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JURISDICTION

Turkey

PRACTICE AREA

Employment