

Client Alert

Turkey | July 2025

Employers may now serve Labor Law notifications via registered e-mail.

On 24 July 2025, pursuant to Law No. 7555 on the Protection of the Value of the Turkish Currency and Amendments to Certain Laws and Decree Law No. 635, significant amendments were introduced to Labor Law No. 4857. These amendments notably expand the scope of valid communication methods between employers and employees. Key changes introduced under the Law are as follows:

- Notifications required under the Labor Law -except for the notifications that result in the termination of the employment contract- may now be delivered not only in writing with a signature, but also via Registered Electronic Mail (KEP), provided that the employee has given prior written consent. In order for KEP to be used as a valid notification method, (i) the employee must have explicitly consented in writing to receive notifications through KEP, (ii) a valid KEP address must be available, and (iii) all KEP-related costs must be borne by the employer. In addition, all electronic notifications must comply with the applicable KEP regulations.
- Notifications that result in the termination of the employment contract, on the other hand, must be made in written form. If an employee refuses to sign a written notification, the refusal must be documented by an official record.

These changes allowed employers to deliver documents such as payroll slips, warnings, and other notifications to employees via KEP.

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