

## Client Alert

Turkey | July 2025

### **Recent Changes on Weekly Rest Day Flexibility in the Tourism Industry**

The rule is to grant weekly rest days within a seven-day period. However, an exception to this rule has been introduced exclusively for accommodation facilities certified as tourism establishments by the Ministry of Culture and Tourism. Accordingly, under the amendments to Labor Law numbered 4857 published in the Official Gazette dated 14 July 2025, employees working at such facilities may now take their weekly rest day within four days following the day it is earned, based on their written request or prior consent. In this case, if the employee works during the originally earned rest day, the portion of work corresponding to the daily normal working hours will not be considered as overtime. Employees may withdraw their consent regarding the deferral of the rest day by providing thirty days' prior written notice.

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