



# Turkey clarifies requirements for remote working

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Measures to clarify the requirements around remote working in Turkey feature in a regulation effective 10 Mar 2021, and include procedures, health and safety considerations, the provision of necessary equipment, and jobs that cannot be performed remotely.

## Highlights

- **Remote working.** Employees can be hired to work remotely, either wholly or partly, or they can submit a written request to their employer to change to remote working, or to reverse their decision. Employers must respond within 30 days and evaluate such requests in line with workplace procedures.
- **Working conditions.** Employment contracts must specify the arrangements for remote working, including duration; the place of work; working time; salary; expenses that will be reimbursed; data protection rules; the equipment to be provided by the employer; the employee's duty to take appropriate care of the equipment; how the employer will communicate; and any special working provisions. The employer and remote worker can agree to changes in working hours, including overtime work.
- **Arrangement of the remote work space.** The employer and remote worker must agree on the costs involved to arrange the employee's workspace and enable remote working; any changes should be completed prior to the start of remote work.
- **Supply of equipment.** The employer must provide a list of the necessary equipment and tools and their costs to the remote worker; a copy of the equipment list must be signed by the employee and retained in the employee's personnel file.

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- **Roles that cannot be worked remotely.** Jobs involving hazardous chemicals, radioactive materials or exposure to biological agents cannot be performed remotely. Certain jobs that have national strategic importance also are excluded.

### Related resource

- [Regulation on remote working \(Turkish\)](#) (Turkish official gazette, 10 Mar 2021)

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