

Contents

Part I Introduction

1	Historical Background	3
1.1	The Pre-republic Period	3
1.2	Republic Period	4
1.2.1	Until the 1961 Constitution	4
1.2.2	The 1961 Constitution and the Period Up to the 1982 Constitution	5
1.2.3	The 1982 Constitution and Afterwards	6
	References	7
2	Legal Sources	9
2.1	National Sources of Turkish Labour Law	9
2.1.1	Statutory Sources	9
2.1.1.1	The Constitution	9
2.1.1.2	Labour Legislation	11
2.1.1.3	Executive Sources	12
2.1.1.4	The Judiciary	12
2.1.2	Private Sources	12
2.1.2.1	Collective Labour Agreements	12
2.1.2.2	Employment Contract	13
2.1.2.3	Internal Directives	13
2.1.2.4	Workplace Practices	14
2.1.2.5	Employer's Right to Manage	14
2.1.3	Hierarchical Rank in Labour Law Sources	15
2.2	International Sources of Turkish Labour Law	16
2.2.1	International Labour Conventions	16
2.2.1.1	ILO: Turkey Relations	16
2.2.1.2	Effects of the ILO Conventions on Turkish Labour Legislation	17
2.2.2	United Nations Instruments	18

2.2.3	European Conventions	19
2.2.3.1	European Convention on Human Rights . . .	19
2.2.3.2	European Social Charter	19
2.2.3.3	EU Labour Law	19
2.2.4	Bilateral Agreements	20
	References	20
3	Personnel and Agencies	23
3.1	Administrative Organization	23
3.1.1	Interior Organization	23
3.1.1.1	Central Organization	23
3.1.1.2	Country Organization	24
3.1.1.3	Associations	24
3.1.1.4	Relevant Institutions	24
3.1.2	Exterior Organization	25
3.2	Judicial Organization	25
3.2.1	Organizational Structure of Labour Judicial Bodies . . .	25
3.2.2	Tasks of Labour Courts	26
3.2.3	Jurisdiction of Labour Courts	27
	References	27
4	Basic Concepts	29
4.1	The Concept 'Worker'	29
4.1.1	Classification of Employees	29
4.1.2	Definition and Elements of Worker	31
4.1.2.1	Work in Reliance on the Employment Contract	31
4.1.2.2	Working at any Job	32
4.1.2.3	Work for Consideration	32
4.1.2.4	Subordination to an Employer	33
4.1.3	Worker-Like Individuals	33
4.1.3.1	Apprentice	33
4.1.3.2	Trainee	34
4.2	The Concept 'Employer'	34
4.2.1	Definition of the Employer	34
4.2.2	Employer Status of a Legal Person	36
4.2.2.1	Body of the Legal Person	36
4.2.2.2	Holding Companies and Conglomerates . . .	36
4.2.2.3	General Manager as Board Member	36
4.2.2.4	A Limited Liability Company Employed at the Company as a Shareholder	37
4.2.2.5	Co-employment	37
4.2.2.6	Organic Link Between the Companies . . .	38
4.2.3	The Employer's Liability	38
4.2.3.1	Legal Liability	38

	4.2.3.2	Criminal Liability	39	
4.2.4		Principal Employer/Sub-employer Relation	39	
	4.2.4.1	'Sub-employer' Concept	39	
	4.2.4.2	Establishment of the Principal Employer/ Sub-employer Relation	40	
	4.2.4.3	Collusive Subcontractor Relation	42	
	4.2.4.4	Subcontractor Concept in Public Sector	44	
	4.2.4.5	Inspection and Audit by the Administration for Collusive Acts	45	
4.3		The Concept 'Employer's Representative'	45	
	4.3.1	Definition of the Employer's Representative	45	
	4.3.2	Elements of Employer's Representative Concept	46	
		4.3.2.1 Representation Power	46	
		4.3.2.2 Management Tasks	47	
	4.3.3	Liability of the Employer's Representative	47	
		4.3.3.1 Legal Liability	47	
		4.3.3.2 Criminal Liability	48	
		References	48	
5		Area of Implementation	51	
	5.1	Scope Regarding the Premises Covered	51	
		5.1.1 The Concept of the Establishment	51	
			5.1.1.1 Definition of the Establishment	51
			5.1.1.2 Extent of the Establishment	52
			5.1.1.3 Founding the Establishment	53
			5.1.1.4 Transfer of the Establishment	55
			5.1.1.5 A Change to the Scope of Business	57
			5.1.1.6 Close-Down	57
	5.2	Scope Regarding the Activities Covered	58	
		5.2.1 Scope of the LA	58	
			5.2.1.1 Marine Transportation Works	58
			5.2.1.2 Air Transportation Works	59
			5.2.1.3 Agricultural and Forestry Works	59
			5.2.1.4 Agriculture-Related Constructional Works	60
			5.2.1.5 Handicraft Works	60
			5.2.1.6 Housekeeping Services	60
			5.2.1.7 Apprenticeship	61
			5.2.1.8 Athletes	61
			5.2.1.9 Works of Those Undergoing Rehabilitation	61
			5.2.1.10 Works of Tradesmen and Artisans	61
	5.2.2	Scope of the Maritime LA	62	
	5.2.3	Scope of the Press LA	62	

5.2.4	Scope of the TCO	63
5.2.5	Scope of the UCLAA	63
References		64

Part II The Individual Labour Law: Employment Relationship

6	The Notion of 'Employment Contract'	67
6.1	The Employment Relationship	67
6.1.1	Definition of the 'Employment Contract'	67
6.1.2	Elements of the Employment Contract	67
6.1.2.1	Performance of Work	67
6.1.2.2	Consideration	68
6.1.2.3	Dependency	69
6.1.3	Characteristics of the Employment Contract	69
6.1.3.1	Establishing Personal Relations	69
6.1.3.2	Creation of Mutual Obligations	70
6.1.3.3	Creation of a Continuous Relation of Obligation	70
6.2	Types of Contract and Employment	70
6.2.1	Temporary/Permanent Employment	70
6.2.2	Employment for a Definite or Indefinite Term	71
6.2.2.1	Freedom to Set a Term for the Employment Contract	71
6.2.2.2	Conditions for an Employment Contract with a Definite Term	71
6.2.2.3	Successive Employment Contracts	73
6.2.2.4	Employment Contracts for a Temporary Term	73
6.2.2.5	Employment Contracts for Minimum and Maximum Terms	74
6.2.2.6	Seasonal Employment Contracts	74
6.2.2.7	Ban on Unfair Discrimination	74
6.2.3	Full-/Part-Time Employment	75
6.2.3.1	Difference Between Full- and Part-Time Employment	75
6.2.3.2	Classic Part-Time Employment Contract	75
6.2.3.3	Employment Contract for Side (Additional) Jobs	77
6.2.3.4	On-Call Work Employment Contract	77
6.2.3.5	Telecommuting Employment Contract	78
6.2.4	Employment on Probation	78
6.2.4.1	Function of a Probation Period	78
6.2.4.2	Freedom for Determination	79
6.2.4.3	Length of Probation Term	79

6.2.4.4	Termination of the Employment Contract with Probation Term	80
6.2.5	Employment Under Team Contract	80
6.2.5.1	Definition of 'Team Contract'	80
6.2.5.2	Parties to Team Contract	80
6.2.5.3	Form of the Team Contract	80
6.2.5.4	Provisions of the Team Contract	81
6.2.6	Employment by Means of Home Work	81
6.2.6.1	Concept of 'Home Work Contract'	81
6.2.6.2	Provisions of the Home Work Contract	82
6.2.7	Employment of Marketing Staff	82
6.2.7.1	Concept of 'Marketing Agreement'	82
6.2.7.2	Provisions of Marketing Contract	82
6.2.8	Indentured Labour and Private Employment Agencies	83
6.2.8.1	Concept	83
6.2.8.2	Conditions of Indentured Labour	84
	References	85
7	Establishment of the Employment Contract	87
7.1	Interviews for an Employment Contract	87
7.1.1	Respective Obligations of the Parties	87
7.1.2	Negligence in the Course of Interviews	88
7.2	Competence of the Parties	88
7.3	Form of the Employment Contract	88
7.3.1	Freedom of Form	88
7.3.2	Written Form Condition	89
7.3.2.1	Employment Contracts That Should Be Signed in Writing	89
7.3.2.2	Breach of Written Form	89
7.4	Freedom of Employment Contract and Its Limits	90
7.4.1	Freedom to Enter into an Employment Contract	90
7.4.2	Bans of Employment	90
7.4.2.1	Minors	90
7.4.2.2	Women	91
7.4.2.3	Foreigners	92
7.5	Obligatory Employment	96
7.5.1	The Obligation to Employ	96
7.5.1.1	Scope	96
7.5.1.2	Conditions	96
7.5.1.3	Provisions	97
7.5.2	The Obligation to Re-employ	97
7.5.2.1	Employment of Laid-off Workers	98
7.5.2.2	Employment of a Former Worker Who Resigns Due to the Disability	98

	7.5.2.3	Employment of a Labour Union Manager Whose Office Term Expires	98
	7.5.2.4	Employment of Those Who Quit the Job for the Performance of a Statutory Duty	99
	7.5.2.5	Employment of a Journalist Who Recovers from a Medical Condition	99
7.6		Invalidity of the Employment Contract	99
	7.6.1	Nullity of the Employment Contract	99
	7.6.1.1	Invalid Employment Contract Before the Performance	99
	7.6.1.2	Invalid Employment Contract Whose Performance Is Started	100
	7.6.2	Cancellation of the Employment Contract	100
	7.6.2.1	Cancellation of the Employment Contract Prior to the Performance	100
	7.6.2.2	Cancellation of the Employment Contract Following the Performance	101
	References		101
8		Obligations of the Parties Throughout the Employment Contract	103
8.1		Obligations of the Worker	103
	8.1.1	Duty to Work	103
	8.1.1.1	Duty to Personally Work	103
	8.1.1.2	Designation of the Work To Be Done . . .	104
	8.1.1.3	Change of the Works To Be Done	104
	8.1.1.4	Determination of the Place of Work	105
	8.1.1.5	Duty of Care in Work	106
	8.1.1.6	Obligation of Delivery and Accountability	106
	8.1.1.7	Overtime Work Obligation	106
	8.1.2	Duty of Loyalty	106
	8.1.2.1	Subject Matter	107
	8.1.2.2	Scope	107
	8.1.2.3	Non-competition	108
	8.1.2.4	Confidentiality Obligation	109
	8.1.3	Duty of Compliance	109
	8.1.3.1	Contents	109
	8.1.3.2	No Smoking at Workplace	109
	8.1.3.3	Gate Control and Body Search	110
8.2		Obligations of the Employer	110
	8.2.1	Wage Payment Obligation	110
	8.2.1.1	Concept of 'Wage'	110
	8.2.1.2	Work at Time Rates	111
	8.2.1.3	Piecework or Lump Sum Wage	111

8.2.1.4	Percentage Fee and Tips	112
8.2.1.5	Bonus	113
8.2.1.6	Premium	113
8.2.1.7	Finder's Fee (Commission Fee)	114
8.2.1.8	Claiming a Share from the Results of the Intermediated Job	114
8.2.1.9	Minimum Wage	115
8.2.1.10	Wage Payment	117
8.2.1.11	Non-payment of the Wage	119
8.2.1.12	Securing the Wage	120
8.2.1.13	Wage Without the Performance of the Job	121
8.2.2	Obligation to Take Care of the Worker	123
8.2.2.1	Scope	123
8.2.2.2	Obligation to Take Measures for Occupational Health and Safety	123
8.2.2.3	Obligation to Protect the Personality of the Worker	125
8.2.2.4	Protection Against the Harassment at the Workplace	125
8.2.2.5	Protection of Personal Data	125
8.2.2.6	Breach of the Obligation to Protect the Personality of the Worker	126
8.2.2.7	Timebar in the Liability	128
8.2.3	Obligation of Equal Treatment	128
8.2.3.1	Meaning	128
8.2.3.2	Conditions	129
8.2.3.3	Scope	129
8.2.3.4	Ban on Unfair Discriminations	129
8.2.3.5	Major Areas of Application	130
8.2.3.6	Unequal Treatment Due to Unfair Reasons	131
8.2.4	Obligation to Accept the Work	131
8.2.4.1	Employer's Personal Request to do the Job	131
8.2.4.2	Transfer by the Employer of the Right to Ask the Performance of the Job	132
8.2.5	Obligation to Deliver Work Tools and Materials	133
8.2.6	Obligation to Issue 'Employment Certificate'	133
8.2.7	Obligation to Pay a Consideration to a Designer or an Inventor Worker	134
References		135

9	Organization of Work	137
9.1	Protection in Terms of Work Time	137
9.1.1	Scheduling the Work Time	137
9.1.2	Actual Work Time	137
9.1.3	Equal Distribution of the Work Time	138
9.1.4	Unequal Distribution of the Work Time	138
9.1.4.1	45 Work Hours Every Week	138
9.1.4.2	45 Hours Work Time on Average a Week	138
9.1.4.3	Making Up the Non-worked Time	139
9.1.5	Notional Work Time	139
9.1.5.1	Time Spent to Go Down Underground and to Exit	139
9.1.5.2	Time Spend on Travel	140
9.1.5.3	Time Spent During the Default by the Employer	140
9.1.5.4	Time Spent Idle Due to the Put-off by the Employer	140
9.1.5.5	Breastfeeding Leave	140
9.1.5.6	Collective Travel Times	140
9.1.6	Increasing Work Time	141
9.1.6.1	Overtime Concept	141
9.1.6.2	Overtime in Long-Lasting Works	141
9.1.6.3	Constant Overtime	141
9.1.6.4	Temporary Overtime	142
9.1.7	Reducing the Work Time	145
9.1.7.1	Underemployment	145
9.1.7.2	Short-Term Work	145
9.2	Protection in Terms of Daily Rest	146
9.2.1	Rest Break	146
9.2.1.1	Duration of Rest Break	146
9.2.1.2	Worker's Right in the Rest Break Duration	147
9.2.1.3	Assignment of a Work to the Worker at the Rest Break	147
9.2.1.4	Rest Break Does Not Count Towards the Work Time	147
9.2.2	Rest Breaks During Night Time	147
9.2.2.1	Definition of 'Night Time'	147
9.2.2.2	Bans and Restrictions on the Work During Night Time	148
9.2.2.3	Restrictions to Works in Night Shift	148
9.2.2.4	Breach of Ban on Work on Night Time	148

9.2.3	Rest Break on Weekends	149
9.2.3.1	Presence of an Establishment Covered by the Scope	149
9.2.3.2	Working on Work Days Prior to Holiday	149
9.2.3.3	Right to Get a Rest	150
9.2.3.4	Right to Demand a Fee	150
9.2.4	Rest on National and Public Holidays	151
9.2.4.1	Presence of a National or Public Holiday	151
9.2.4.2	Being Subject to the LA	151
9.2.4.3	Right to Get a Rest	151
9.2.4.4	Right to Demand a Fee	152
9.3	Protection in Terms of Annual Rest and Paid Leave	152
9.3.1	Concept	152
9.3.2	Conditions	153
9.3.2.1	Presence of a Business Subject to the LA	153
9.3.2.2	Employment at a Continuous Work for a Specific Term	153
9.3.2.3	Working in a Continuous Work	154
9.3.2.4	Deemed to Have Worked	154
9.3.3	Right to Demand Leave	154
9.3.3.1	Length of Leave Term	155
9.3.3.2	Days Not Counted Towards the Leave Term	155
9.3.3.3	Addition of Travel Leave	156
9.3.3.4	Indivisibility of the Leave Term	156
9.3.3.5	Time to Use the Leave	156
9.3.3.6	Leave Fee	156
9.3.3.7	No Work on Leave	157
9.3.4	Not Reducing the Scope of Holidays and Paid Leave Rights	158
9.4	Protection of Special Worker Groups	158
9.4.1	Women Workers	158
9.4.1.1	Eligibility to General Protection	158
9.4.1.2	Equality in Wages	159
9.4.1.3	Ban on Night Time Work	159
9.4.1.4	Ban on Underground and Underwater Works	160
9.4.1.5	No-work During the Maternity	160
9.4.1.6	Breastfeeding Leave for a Breastfeeding Female Worker	160
9.4.1.7	Post-natal Unpaid Leave	160

	9.4.1.8	Breach of Protective Provisions for Female Workers	161
9.4.2		Children and Young Workers	162
	9.4.2.1	General Protection	162
	9.4.2.2	Ban to Employ Children	162
	9.4.2.3	Ban on Underground and Underwater Works	163
	9.4.2.4	Ban on Night Time Work	163
	9.4.2.5	Ban on Granting Annual Leave for a Period Less Than 20 Days	164
	9.4.2.6	Sanctions Against the Breach of Exclusive Protection	164
	References		164
10		The Ending of the Employment Contract	167
10.1		Terminating or Suspending Causes of the Employment Contract	167
	10.1.1	Causes of Suspension	167
		10.1.1.1 Temporary Military Service or Another Statutory Duty	167
		10.1.1.2 Sickness of the Worker	168
		10.1.1.3 Maternity for Female Workers	169
		10.1.1.4 Strike and Lockout	169
	10.1.2	Causes of Termination	169
		10.1.2.1 Collective Look	169
		10.1.2.2 Death	170
		10.1.2.3 Expiry of the Term	170
10.2		Notice for the Termination of the Employment Contract	171
	10.2.1	Concept of 'Notice of Termination'	171
	10.2.2	Notice of Termination in Absence of Job Security	172
		10.2.2.1 In Case the Employment Contract Is for an Indefinite Term	172
		10.2.2.2 In Case the Employment Contract Is for a Continuous Work	172
		10.2.2.3 Notice of Termination by Either Party	172
		10.2.2.4 Effects of the Termination Notice	174
		10.2.2.5 Provisions of a Valid Termination Notice	175
		10.2.2.6 Provisions of an Invalid Termination Notice	175
		10.2.2.7 Consequences of Abused Termination Notice	176
	10.2.3	Termination Notice in an Environment of Job Security	177

10.2.3.1	Working in a Business with Minimum 30 Workers	177
10.2.3.2	Six-Month Length of Service	178
10.2.3.3	Not Being Categorized as a Specific Employer Representative	178
10.2.3.4	In Case the Employment Contract Is for an Indefinite Term	178
10.2.3.5	Valid Cause of the Employer for Termination	179
10.2.3.6	Circumstances That Do Not Cause a Valid Cause	180
10.2.3.7	Procedures to be Observed in the Course of Termination	181
10.2.3.8	Objection Against the Termination	181
10.2.4	Collective Layoff	183
10.3	Termination of the Employment Contract with Just Cause	184
10.3.1	Conditions	184
10.3.1.1	Presence of a Permanent Employment Contract	184
10.3.1.2	Presence of Just Cause	185
10.3.2	Worker's Right to Terminate the Contract for Just Cause	185
10.3.2.1	Risking the Worker's Health	185
10.3.2.2	A Contagious Disease or a Disease That Cannot be Tolerable at Work	186
10.3.2.3	Misleading the Worker	186
10.3.2.4	Offensive and Indignant Words and Behaviour of the Employer	187
10.3.2.5	Sexual Harassment to the Worker	187
10.3.2.6	Bullying or Imputations Likely to Constitute a Crime or Hurt One's Dignity	187
10.3.2.7	Sexual Abuse in the Workplace	188
10.3.2.8	Failure to Pay the Worker's Wage	188
10.3.2.9	Less Work Assignment or Failure to Observe Work Conditions	188
10.3.2.10	Force Majeure Events	189
10.3.3	Employer's Right to Terminate the Contract for Just Cause	189
10.3.3.1	Sickness Attributable to the Worker's Fault	189
10.3.3.2	Sickness Not Attributable to the Worker's Fault	189
10.3.3.3	Incurable Diseases	190

	10.3.3.4	Misleading the Employer	190
	10.3.3.5	Offensive and Indignant Words and Behaviour of the Worker	190
	10.3.3.6	Sexual Harassment Against the Employer's Worker	191
	10.3.3.7	Bullying or the Use of Intoxicating Substances or Drugs at the Workplace . . .	191
	10.3.3.8	Acts in Breach of Honesty and Loyalty . . .	192
	10.3.3.9	Committing a Crime in the Workplace . . .	193
	10.3.3.10	Absenteeism	193
	10.3.3.11	Failure to do the Assumed Job	194
	10.3.3.12	Prejudicing the Occupational Safety or Damage to Goods	194
	10.3.3.13	Force Majeure Events	195
10.3.4		Termination Notice	195
	10.3.4.1	Explanation of Termination Will in the Notice	195
	10.3.4.2	Serving a Notice Within a Specific Period of Time	196
10.3.5		Effects of Termination with Just Cause	197
	10.3.5.1	Revocation of the Employment Contract	197
	10.3.5.2	Compensation	198
	10.3.5.3	Severance Pay	198
10.3.6		Effects of the Unfair Termination	198
10.4		Severance Pay	199
	10.4.1	Conceiving of 'Severance Pay'	199
	10.4.2	Relation Between the Severance Pay Fund and Unemployment Insurance	199
	10.4.2.1	Paying the Severance Pay Out of the Fund	199
	10.4.2.2	Future of Severance Pay in Face of the Unemployment Insurance	200
10.4.3		Conditions	201
	10.4.3.1	Termination of the Employment Contract with Just Cause	201
	10.4.3.2	Termination Notice for the Employment Contract	201
	10.4.3.3	Worker's Death	203
	10.4.3.4	Minimum One-Year Work Requirement	203
10.4.4		Amount	206
	10.4.4.1	Minimum Amount	206
	10.4.4.2	Maximum Amount	206

10.4.5	Calculation of the Severance Pay	206
10.4.5.1	Wage to be Taken as Basis	206
10.4.5.2	Calculating the Severance Pay	207
10.4.6	Failure to Pay or a Timely Basis and Interest	207
10.4.6.1	Late Payment Interest	207
10.4.6.2	Time-Bar Period	208
10.4.7	Breach of Severance Pay Provisions	208
	References	208

Part III The Collective Labour Law: Unions

11	Union Freedom and Protection	213
11.1	Concept of 'Union Freedom'	213
11.1.1	Individual Union Freedom	213
11.1.1.1	Individual Positive Union Freedom	213
11.1.1.2	Individual Negative Union Freedom	214
11.1.2	Collective Union Freedom	214
11.1.2.1	Protection against the State	214
11.1.2.2	Protection against Its own Members	214
11.1.2.3	Protection against Third Parties	215
11.1.2.4	Protection against Other Unions	215
11.1.2.5	Protection of Union Activities	215
11.2	Protection of Union Freedom	216
11.2.1	Protection at National Scale	216
11.2.2	International Protection	217
11.3	Breach of Union Freedom	217
11.3.1	Breach of Positive Union Freedom	217
11.3.1.1	Limits Imposed by the State	217
11.3.1.2	Limits by Economic and Social Powers	217
11.3.1.3	Limitation by Way of Contract	218
11.3.1.4	Off-Contract Limits	218
11.3.2	Breach of Negative Union Freedom	218
11.3.2.1	Restricting Contracts	218
11.3.2.2	Restrictive Measures	219
11.3.2.3	Dissident or Contradictory Worker Attitudes	219
11.4	Consequences of Breach of Union Freedom	219
11.4.1	Effects of Dissident or Contradictory State Acts	219
11.4.2	Invalidity of the Dissident Legal Acts	220
11.4.3	Restraining Lawsuit	221
11.4.4	Penal Sanction	221
	References	221

12	Organization of Unions	223
12.1	Concept of 'Union'	223
12.1.1	Elements of Union	223
12.1.1.1	Common Goal	224
12.1.1.2	A Freely Established Association Subject to Private Law	224
12.1.1.3	Independent Union Established by Workers or Employers	224
12.1.1.4	Relying on Democratic Basis	225
12.1.2	Types of Union	225
12.1.2.1	Company Union	225
12.1.2.2	Industrial Union	225
12.1.2.3	Craft Union	226
12.2	Founding the Unions	226
12.2.1	Being a Worker or an Employer	227
12.2.1.1	Employees in Reliance on the Employment Contract	227
12.2.1.2	Employees Working Under Transport Contract	227
12.2.1.3	Employees Working in Line with Contract for Work	228
12.2.1.4	Employees Working in Reliance on an Attorney Agreement	228
12.2.1.5	Those Who Work in Reliance on the Publishing Contract	228
12.2.1.6	Those Who Work in Reliance on Commission Contract	228
12.2.1.7	Those Who Work in Reliance on Ordinary Partnership Contract	228
12.2.1.8	Concepts of Employer and Employer's Representative for Union-Related Purposes	229
12.2.2	Meeting Certain Qualifications	229
12.2.2.1	Actual Work	229
12.2.2.2	Having a Legal Capacity to Act	229
12.2.2.3	Not to be Convinced or Sentenced for Specific Crimes	230
12.2.2.4	Qualifications That the Founder of an Employer's Union Should Have	230
12.2.3	Pursuing a Common Professional Purpose	230
12.2.3.1	Common Professional Goals of Workers	230
12.2.3.2	Common Professional Purposes of Employers	231

12.2.4	Drafting of the Charter by Founders	231
12.2.5	Submission of the Charter to the Governor's Office	231
12.2.6	Publication of the Charter	231
12.2.7	Founding Union Branch	232
12.2.8	Founding Union Regional Branch	232
12.2.9	Founding Confederation	232
12.2.10	Merger, Participation and Withdrawal of Unions	233
	12.2.10.1 Merger of Unions	233
	12.2.10.2 Merger of Confederations	234
	12.2.10.3 Membership to Confederation	234
	12.2.10.4 Withdrawal from the Membership to Confederation	235
12.2.11	Participation to International Entities	235
	12.2.11.1 Membership and Withdrawal	235
	12.2.11.2 Confederation Membership of an International Entity in Turkey	235
	12.2.11.3 Cancellation of Membership and Cease of Representation Activities	235
12.3	Bodies of the Union	236
12.3.1	General Assembly	236
	12.3.1.1 Meeting Periods	236
	12.3.1.2 Convention of the General Assembly Meeting	237
	12.3.1.3 Resolutions to be Adopted by a General Assembly	237
	12.3.1.4 Cancellation of a General Assembly Resolution	238
	12.3.1.5 Powers of the General Assembly	239
12.3.2	Administrative Board	240
	12.3.2.1 Its Composition	240
	12.3.2.2 Number of Members	240
	12.3.2.3 Remuneration of the Members	241
	12.3.2.4 Board Meetings	241
	12.3.2.5 Powers of the Administrative Board	241
	12.3.2.6 Liability of the Administrative Board	242
	12.3.2.7 Obligation to Report Assets and Properties	243
	12.3.2.8 Termination of the Administrative Board	243
	12.3.2.9 Termination of the Manager Capacity	243
12.3.3	Board of Auditors	244
12.3.4	Disciplinary Board	244

12.3.5	Elective Bodies	244
12.3.6	Confederation and Branch Bodies	245
References		245
13	Membership and Union Activities	247
13.1	Union Membership	247
13.1.1	Eligibility to Union Membership	247
13.1.1.1	Announcement of the Wish to be a Member	247
13.1.1.2	Meeting Certain Qualifications/Criteria . . .	247
13.1.1.3	Acceptance of the Application by the Union	248
13.1.1.4	No Simultaneously Multiple Memberships	249
13.1.1.5	Membership in Case of Merge	250
13.1.2	Rights of a Union Member	250
13.1.2.1	Eligibility to the Services of the Union	250
13.1.2.2	Right to Demand Equal Treatment	250
13.1.2.3	Right to Participate in Union Rights	251
13.1.2.4	Right to Protect the Purpose of the Union	252
13.1.3	Obligations of the Union Member	252
13.1.3.1	Obligation to Pay Dues	252
13.1.3.2	Obligation to Comply with the Union's Charter	253
13.1.4	Protection of Union Membership	254
13.1.4.1	Protection at the Time of Recruitment . . .	254
13.1.4.2	Protection of Membership During the Employment	254
13.1.4.3	Protection at Union Activities	254
13.1.4.4	Penalties Against the Breaches at the Time of Recruitment and Employment . . .	254
13.1.4.5	Penalties Against the Breach in Connection with the Termination of the Employment Contract	255
13.1.5	Termination of the Union Membership	255
13.1.5.1	Automatic Termination of the Membership	255
13.1.5.2	Resignation from Membership	256
13.1.6	Removal from the Union Membership	257
13.1.6.1	Conditions of the Removal	257
13.1.6.2	Opposition Against the Removal and Disqualification	258
13.1.6.3	Effects of Dismissal	259

13.2	Activities of Unions	259
13.2.1	Operations of General Nature	259
13.2.2	Operations Unique to Unions	259
13.2.2.1	Execution of Collective Labour Agreement	259
13.2.2.2	Representation of Workers and Employers in a Litigation	260
13.2.2.3	Investments in Industrial and Economic Enterprises	260
13.2.2.4	Setting Up a Solidarity and Assistance Fund	260
13.2.2.5	Representation in Boards that Convene Pursuant to the Applicable Law and International Conventions	261
13.2.2.6	Appointment of Union Shop-Stewards	261
13.2.3	Banned Operations	263
13.2.3.1	Violation of the Principles of the Republic and Democracy	263
13.2.3.2	Committing Political Activities	264
13.2.3.3	Bans in Relations Between Workers and Employers	264
13.2.3.4	No Commercial Operation	265
13.2.4	Assets of a Union or a Confederation	265
13.2.4.1	Properties	265
13.2.4.2	Revenues	265
13.2.4.3	Donations and Grants Received	266
13.2.4.4	Obligation to Deposit Revenues to Bank	266
13.2.5	Expenses of a Union or a Confederation	266
13.2.5.1	Overhead Expenses	266
13.2.5.2	Facility Building Expenses	267
13.2.5.3	Fund Expenses	267
13.2.6	Registration of Fixed Assets and Furniture	267
13.2.7	Spending Restrictions	267
13.2.7.1	Ban on Grants and Donations	267
13.2.7.2	Bans on Lending	268
13.2.8	Audit of Unions	268
13.2.8.1	Audit by the State	268
13.2.8.2	Internal Audit	269
13.2.8.3	Independent Audit	269
13.2.8.4	Publications of Reports and Decisions	269
13.2.8.5	Obligation of Bookkeeping	269
13.2.9	Cease of Union Operations	269
13.2.9.1	Reasons of Cease	269

	13.2.9.2	Decision to Cease Operations	270
	13.2.9.3	Results of the Decision to Cease the Operations	270
13.3	Ending of the Unions		271
	13.3.1	Automatic Dissolution of the Union	271
	13.3.1.1	Insolvency	271
	13.3.1.2	Failure to Compose an Administrative Board	271
	13.3.1.3	Failure to Convene Two Consecutive Annual General Assembly Meetings	272
	13.3.2	Termination of the Union	272
	13.3.2.1	Termination of the Union Pursuant to the General Assembly Resolution	272
	13.3.2.2	Closing Down the Union by Court Order	272
	13.3.2.3	Effects of Termination	273
	References		273

Part IV The Collective Labour Law: Collective Bargaining

14	Concluding of Collective Labour Agreement	277
14.1	Concept of 'Collective Labour Agreement'	277
	14.1.1 Related Terms to 'Collective Labour Agreement' . . .	277
	14.1.2 Description of a Collective Labour Agreement	277
	14.1.2.1 Definition	277
	14.1.2.2 Elements	278
	14.1.2.3 Autonomy of Collective Bargaining	278
	14.1.2.4 Provisions Governing a Collective Labour Agreement	279
14.2	Accomplishment of Collective Labour Agreement	279
	14.2.1 Subject Matter of the Collective Labour Agreement . .	279
	14.2.2 Regulatory Part in a Collective Labour Agreement . .	280
	14.2.2.1 Scope	280
	14.2.2.2 Employment Contract and Labour Relation	280
	14.2.2.3 Collective Labour Agreement as a Private Law Relation	281
	14.2.2.4 Groups of Rules	281
	14.2.3 Obligation Inducing Part of the Collective Labour Agreement	283
	14.2.3.1 Assumption by the Parties of Obligations Under Collective Labour Agreement Only	283
	14.2.3.2 Major Obligations to be Established Under a Collective Labour Agreement	283

- 14.2.4 Types of the Collective Labour Agreement 285
 - 14.2.4.1 Collective Labour Agreement for the Establishment 285
 - 14.2.4.2 Collective Labour Agreement for the Branch of Activity 286
 - 14.2.4.3 Collective Labour Agreement for the Enterprise 286
 - 14.2.4.4 Collective Labour Agreement for the Group 286
 - 14.2.4.5 Frame Agreement 287
- 14.3 Competence and Authorization 287
 - 14.3.1 Capacity for the Collective Labour Agreement 287
 - 14.3.1.1 Capacity of the Employer Side 288
 - 14.3.1.2 Capacity of the Worker Side 289
 - 14.3.2 License to Enter into a Collective Labour Agreement 289
- 14.4 Conclusion of the Collective Labour Agreement 289
 - 14.4.1 Determination of the Capacity 289
 - 14.4.2 Determination of the License 290
 - 14.4.2.1 Application 290
 - 14.4.2.2 Determination of the Ministry 291
 - 14.4.2.3 Reporting the Determination to the Concerned Parties 292
 - 14.4.2.4 Objection to the Ministry's Determination 292
 - 14.4.2.5 Outcome of the Objection, and Issue and Delivery of the Certificate of License 294
- 14.5 Collective Bargaining Phase 294
 - 14.5.1 Call for Collective Negotiation 294
 - 14.5.2 No or Late Call 295
 - 14.5.3 Adding All Proposals to the Call 295
 - 14.5.4 Commencing, Proceeding with and Terminating the Bargaining Negotiations 296
 - 14.5.4.1 Time, Place and Date for the First Negotiation 296
 - 14.5.4.2 Duration of Negotiations 296
 - 14.5.4.3 Conclusion of Negotiations 296
 - 14.5.5 Condition of Form in a Collective Labour Agreement 297
 - 14.5.5.1 Form in the Execution of the Collective Labour Agreement 297
 - 14.5.5.2 Form in Changes to and Participation in a Collective Labour Agreement 297

14.5.5.3	Form of the Collective Labour Agreement Made Via Mediator	298
14.5.5.4	Form of the Collective Labour Agreement Made by the Arbitrator	298
14.5.6	Term of the Collective Labour Agreement	298
14.5.7	Submission of the Text of the Collective Labour Agreement to the Incumbent Authority	299
14.5.8	Publication and Announcement in the Establishment	299
14.5.9	Effects of the Collective Labour Agreement	299
14.5.9.1	The Time When the Regulatory Part Yields Effects	299
14.5.9.2	Effective Time of the Obligation Inducing Part	300
14.5.10	Unlicensed Execution of the Collective Labour Agreement	301
	References	301
15	Duration and Termination of Collective Labour Agreement	303
15.1	Making Use of Collective Labour Agreement	303
15.1.1	Concept of 'Loyalty' to the Collective Labour Agreement	303
15.1.1.1	Loyalty to the Collective Labour Agreement	303
15.1.1.2	Effectiveness of the Collective Labour Agreement	303
15.1.2	Narrowing Down the Scope of Use	303
15.1.3	The Failure to Enhance the Scope of Eligibility	304
15.1.4	Loyalty of the Employer Who Enters into a Collective Labour Agreement	304
15.1.4.1	Loyalty of the Employer(s)	304
15.1.4.2	Loyalty of the New Employer in Case of the Establishment Transfer	305
15.1.4.3	Eligibility of Labour Union Members	305
15.1.4.4	Eligibility of the Worker Upon the Payment of the Solidarity Dues	306
15.1.4.5	Workers to be Covered by Way of Extension Decision	309
15.1.5	End of the Binding Effect of the Collective Labour Agreement	311
15.2	Performance of the Collective Labour Agreement	311
15.2.1	Implementation of the Regulatory Part	311
15.2.1.1	Direct Impact of the Regulatory Part	312
15.2.1.2	Imperative Effect of the Regulatory Part	312
15.2.2	Implementation of the Obligation Inducing Part	313

15.2.2.1	Contents of the Obligation Inducing Part	313
15.2.2.2	Parties to the Obligation Inducing Part . . .	314
15.2.3	Performance of the Obligation Inducing Part	314
15.2.3.1	Obligation of Omission	314
15.2.3.2	Obligations of Performance	315
15.2.4	Failure to Perform the Obligation Inducing Part	315
15.2.4.1	Consequences of Non-performance	315
15.2.4.2	Responsible Persons	315
15.3	Termination of the Collective Labour Agreement	316
15.3.1	Causes for Termination	316
15.3.1.1	Expiry of the Term	316
15.3.1.2	Termination Contract	317
15.3.1.3	Replacement of the Parties	318
15.3.2	Effects of the Termination	319
15.3.2.1	Effects on the Regulatory Part	319
15.3.2.2	Effects on the Obligation Inducing Part . . .	319
	References	319
16	Amicable Ways of Settlement in Collective Labour Disputes	321
16.1	Labour Disputes	321
16.1.1	Types of Labour Disputes	321
16.1.1.1	Individual Labour Dispute/Collective Labour Dispute	321
16.1.1.2	Collective Interest Dispute/Collective Right Dispute	321
16.1.2	Factors of a Collective Labour Dispute	322
16.1.2.1	Parties are Made of Collective Groups . . .	322
16.1.2.2	Working Conditions to Constitute the Dispute	322
16.1.3	System to Settle Collective Labour Disputes	323
16.1.3.1	Adopting a Mixed System	323
16.1.3.2	Characteristics of the Mixed System	323
16.2	Mediation	324
16.2.1	Official (Compulsory) Mediation	324
16.2.1.1	Organization for Mediation	324
16.2.1.2	Determination and Tasks of the Official Mediator	324
16.2.1.3	Office Term of the Official Mediator	325
16.2.1.4	Execution of Dispute Protocol	325
16.2.2	Private Mediation	326
16.2.3	Mediation of a Political Figure	327
16.3	Arbitration	328
16.3.1	Compulsory Arbitration	328
16.3.1.1	Conditions of the Compulsory Arbitration	328

16.3.1.2	Compulsory Arbitration Body: Supreme Arbitration Board	329
16.3.2	Voluntary Arbitration	330
16.3.2.1	Significance of the Voluntary Arbitration in Collective Labour Law	330
16.3.2.2	Voluntary Arbitration in Collective Interest Disputes	330
16.3.2.3	Voluntary Arbitration in Case of Collective Right Disputes	331
16.3.2.4	Voluntary Arbitration in Connection with Individual Labour Dispute	333
	References	334

Part V The Collective Labour Law: Strikes and Lockouts

17	Bans and Restrictions on Strikes and Lockouts	337
17.1	Ban on Strikes and Lockouts	337
17.1.1	Permanent Bans on Strikes and Lockouts	337
17.1.1.1	Life and Property Saving Works	337
17.1.1.2	Funeral Works	337
17.1.1.3	Water, Power, Natural Gas, Oil and Certain Petrochemistry Works	338
17.1.1.4	Finance Works	338
17.1.1.5	Firefighting Services	338
17.1.1.6	Cemeteries	338
17.1.1.7	Hospitals	338
17.1.1.8	Military Businesses	339
17.1.2	Temporary Bans on Strikes and Lockouts	339
17.1.2.1	Natural Events	339
17.1.2.2	Cruising Transportation Vehicles	339
17.1.2.3	Martial Law	340
17.1.3	Bans on Strikes and Lockouts in Respect to Legal Situations	340
17.1.3.1	Entering into a Voluntary Arbitration Agreement	340
17.1.3.2	Court Decision to Cease the Strike or the Lockout	340
17.1.3.3	Postponement by the Council of Ministers of the Strike or the Lockout	341
17.2	Blocking the Strike by the Strike Voting of Workers	342
17.2.1	Concept	342
17.2.2	Request for Strike Voting	343
17.2.3	Holding the Strike Voting	343
17.2.4	Results of the Voting for Strike	344
17.2.5	Objection	344

	17.2.5.1	Duration and Reasons	344
	17.2.5.2	Those with a Right of Objection	345
	References		345
18	Strikes		347
18.1	Concept of 'Strike'		347
18.1.1	Definition of Strike		347
18.1.2	Elements of Strike		347
	18.1.2.1	Collective Cessation of Work	347
	18.1.2.2	Purpose of Ceasing or Interrupting Work in the Workplace	349
	18.1.2.3	Compliance with an Agreement or the Decision of an Institution	349
18.1.3	Types of Strikes		350
	18.1.3.1	Strikes with the Purpose of Labour Law . . .	350
	18.1.3.2	Sympathy Strike	350
	18.1.3.3	Wildcat Strike	350
	18.1.3.4	Political Strike	351
	18.1.3.5	Attack Strike	351
	18.1.3.6	Protection Strike	351
18.2	Lawful Strikes		352
18.2.1	Definition of a Lawful Strike		352
18.2.2	Elements of a Lawful Strike		352
	18.2.2.1	An Unbanned Strike	352
	18.2.2.2	Following a Purpose in Respect to Labour Law	352
	18.2.2.3	Compliance with the Law	353
18.2.3	Effects of a Lawful Strike		356
	18.2.3.1	Suspension of Employment Contracts and Its Consequences	356
	18.2.3.2	Obligation to Leave the Workplace and Its Sanctions	357
	18.2.3.3	Obligation Not to Find Any Other Job . . .	358
	18.2.3.4	Obligation to Start to Work Again at the End of the Strike	358
	18.2.3.5	Authority to Manage the Strike	359
	18.2.3.6	Authority to Post Pickets	359
	18.2.3.7	Authority to Put an End to the Strike . . .	360
	18.2.3.8	Authority to Support the Strikers Financially	361
	18.2.3.9	Suspension of the Obligation to Pay Wage	361
	18.2.3.10	Suspension of the Obligation to Deduct the Union Dues	362

	18.2.3.11	Obligations of the Employer That Are Not Suspended Due to the Strike	362
	18.2.3.12	Obligation Not to Employ Other Workers	362
	18.2.3.13	Obligation Not to Prevent the Use of the Residence	363
	18.2.3.14	Obligation to re-Recruit Strikers at the End of the Strike	364
18.2.4		Non-participation in a Strike, the Freedom of Work and the Employer's Status	365
	18.2.4.1	Works by the Workers Who Are Not Involved in the Strike	365
	18.2.4.2	Provisions Regarding Those Workers Who Do Not Participate in	366
18.2.5		Termination of a Lawful Strike	367
	18.2.5.1	Circumstances that Terminate the Lawful Strike	367
	18.2.5.2	Revocation by the Labour Union of the Strike Decision	368
	18.2.5.3	Automatic Revocation of the Strike Decision	368
	18.2.5.4	Revocation of the Strike by the Labour Court	368
	18.2.5.5	Circumstances Where There Is a Debate as to Whether They Revoke a Lawful Strike	369
	18.2.5.6	Effects of the Termination of a Lawful Strike	370
18.3		Unlawful Strikes	370
	18.3.1	Definition of the 'Unlawful Strike'	370
	18.3.2	Types of Unlawful Strikes	370
	18.3.2.1	Strikes That Go Beyond the Professional Purpose	370
	18.3.2.2	Strikes Organized in Deviation from the Procedure Defined in the Applicable Law	371
18.3.3		Determination that the Strike Is an Unlawful One and Its Stoppage	371
	18.3.3.1	The Court's Determination that the Strike Is Unlawful	371
	18.3.3.2	Effects of the Court Order that the Strike Is an Unlawful One	372

	18.3.3.3	Discontinuation of the Strike Which Is Determined to be Unlawful According to the Court	372
18.3.4		Effects of an Unlawful Strike	373
	18.3.4.1	Liability of the Labour Entity	373
	18.3.4.2	Employer's Right to Dismiss Strikers	374
	18.3.4.3	Effects of Termination	375
	18.3.4.4	Disciplinary Actions Against the Workers on Strike	376
	18.3.4.5	Legal Status of Those Who Do Not Participate in a Strike	376
	18.3.4.6	Penal Consequences	377
	References		377
19	Lockouts		379
19.1		Concept of 'Lockout'	379
	19.1.1	Definition of the Lockout	379
	19.1.2	Elements of a Lockout	379
		19.1.2.1 Collective Removal of Workers from the Job	379
		19.1.2.2 Complete Cease of Operations in the Establishment	380
		19.1.2.3 Self-Decision Making on the Employer's Part or Compliance with an Entity's Decision	381
	19.1.3	Types of Lockout	382
		19.1.3.1 Attack/Defence Lockout	382
		19.1.3.2 Professional/Political Lockout	382
		19.1.3.3 Sympathy (Solidarity) Lockout	382
19.2		Lawful Lockouts	382
	19.2.1	Definition of a Lawful Lockout	382
	19.2.2	Elements of a Lawful Lockout	383
		19.2.2.1 Presence of an Unbanned Lockout	383
		19.2.2.2 Professional Goal	383
		19.2.2.3 Compliance of a Lockout with the Law	383
	19.2.3	Abuse of the Lawful Lockout and Its Provisions	384
		19.2.3.1 Use of Lockout in Breach of Good Faith Rules	384
		19.2.3.2 Where a Lockout's Purpose Is to Keep the Business Closed on a Permanent Basis	385
	19.2.4	Results of a Lawful Lockout	385
		19.2.4.1 Suspension of the Employer's Obligations	385
		19.2.4.2 Obligation Not to Employ Third Parties	386
		19.2.4.3 Obligation to Benefit from the House/Residence	386

19.2.4.4	Obligations to Assign Jobs to the Workers at the End of the Lockout	387
19.2.4.5	Suspension of the Obligations of Workers	387
19.2.4.6	Obligation to Leave the Workplace	387
19.2.4.7	Obligation Not to Work at Any Other job	388
19.2.4.8	Posting Lockout Pickets	388
19.2.4.9	Monetary Support to Member Employers	388
19.2.5	Termination of a Lawful Lockout	388
19.2.5.1	Termination Pursuant to the Decision of the Employer's Union	388
19.2.5.2	Termination Pursuant to the Employer's Decision	389
19.2.5.3	Effects of the Termination of the Lawful Lockout Pursuant to a Decision	389
19.2.5.4	Automatic Termination of the Lawful Lockout	390
19.3	Unlawful Lockouts	390
19.3.1	Definition of the Unlawful Lockout	390
19.3.2	Circumstances of Unlawful Lockout	390
19.3.2.1	Lockout Organized in Spite of Ban or Restriction	390
19.3.2.2	Lockouts Going Beyond the Professional Purpose	391
19.3.2.3	Lockouts in Breach of the Procedure Defined in the Law	391
19.3.2.4	Unlawful Lockout and Business Close-Down	391
19.3.3	Determination of Unlawful Nature and Discontinuation of the Lockout	392
19.3.3.1	Declaratory Action to Determine that the Lockout is an Unlawful One, and Its Consequences	392
19.3.3.2	Discontinuation of a Lockout in Case It Is Determined to be Unlawful	392
19.3.4	Results of the Unlawful Lockout	393
19.3.4.1	Worker's Right to Request Wage in Case of an Unlawful Lockout	393
19.3.4.2	Workers' Right of Termination in Case of Unlawful Lockout	393
19.3.4.3	Penal Provisions of an Unlawful Lockout	394
	References	394