



# Understanding Collective Bargaining Agreements In Turkey

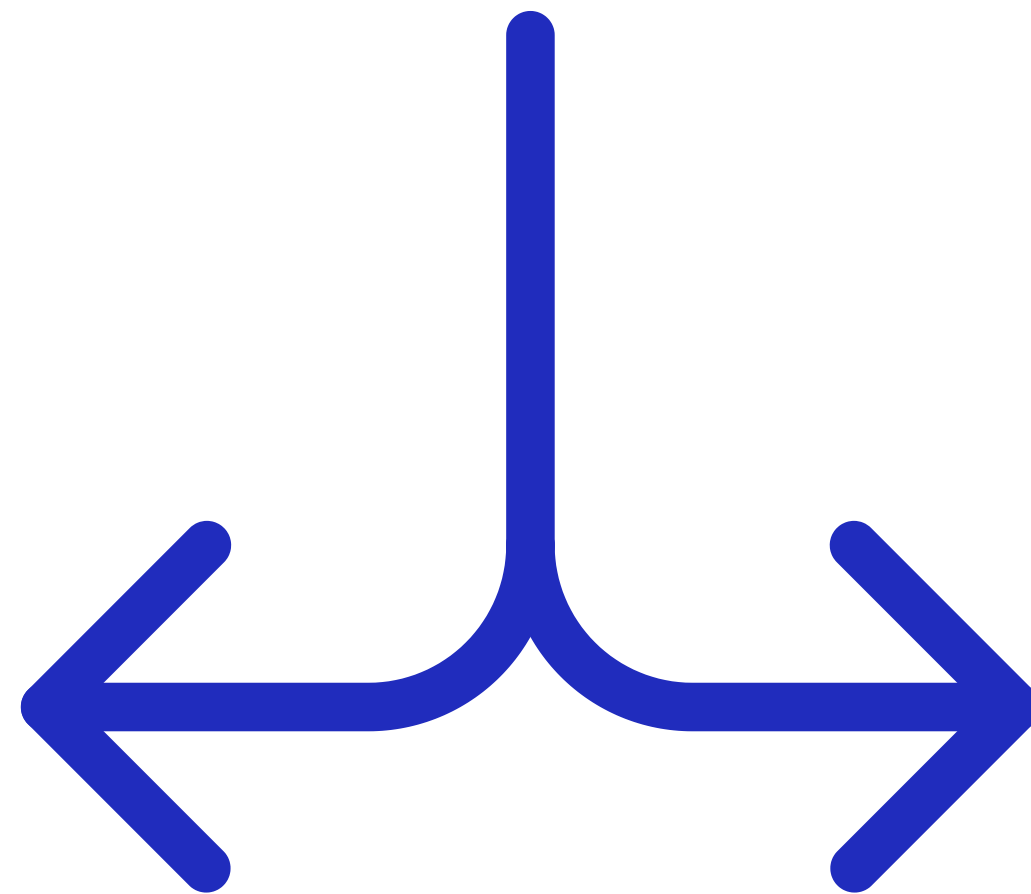
*Prepared for “8th Conference of the Regulating for Decent  
Work Network”  
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## Two different collective bargaining regimes



For workers  
Law No. 6356



For civil servants  
Law No. 4688

## Scope and Level of Collective Bargaining Agreement



For workers Law No. 6356	For civil servants Law No. 4688
Workplace or enterprise level	Sectoral or national level
Group collective bargaining agreement	Service branches
Cover trade union member workers (Solidarity Fee)	Cover all civil servants

# Duration of collective agreements

**For workers**  
**Law No. 6356**  
*1-3 Years*

**For civil servants**  
**Law No. 4688**  
*2 years*

*The vast majority of CBAs, which annotated through the Cobra System, are for 2 years.*

# Collective agreement signing authority



## For workers

### Law No. 6356

- *Industry threshold*
- *Enterprise threshold*
- *Workplace threshold*



## For civil servants

### Law No. 4688

- *Trade union confederation with the highest number of members*
- *Trade union with the highest number of members*

# Turkish WageIndicator CBA Database



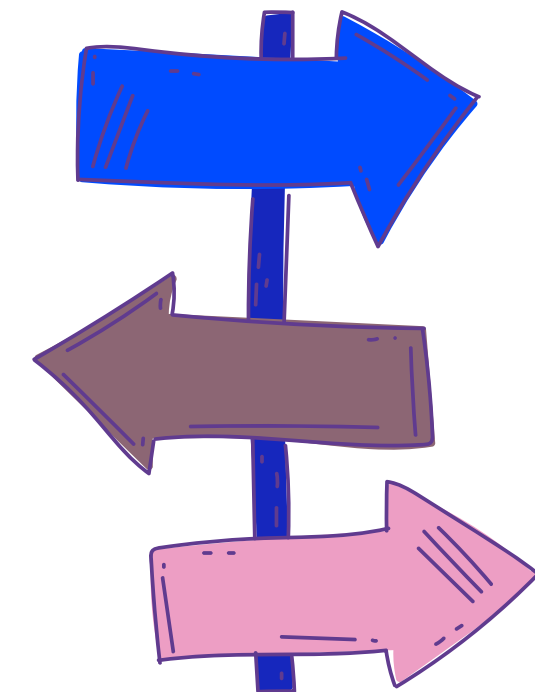
69 CBAs for which annotations were entered within the COBRA system (25 of the cover civil servants/ 44 of them cover workers)



CBAs concluded for civil servants are excluded from the scope in order to make a sound evaluation



There is no significant difference between the renewed CBA and the expired CBA in terms of the provisions



**14 of these CBAs belong to private sector and 14 of them belong to public and semi-public.**

**11 of these CBAs were signed after 2020.**

**8 belong to the energy sector**

**5 to transportation, 9 to Commerce Bureau Education, 3 to general industry**

**1 to metal, 1 to food industry and 1 to communication sector**

**Total of 28 CBAs for which explanations were entered into the COBRA system.**





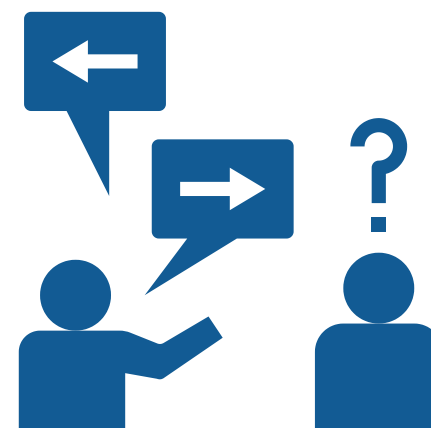
### JOB DESCRIPTION OR JOB CLASSIFICATION SYSTEM

- 11 OF 28 CBAS INCLUDE
- JOB DESCRIPTION WAS INCLUDED IN ONLY ONE CBA
- JOB CLASSIFICATION WAS INCLUDED IN 10 CBAS



### TRAINING AND APPRENTICESHIP

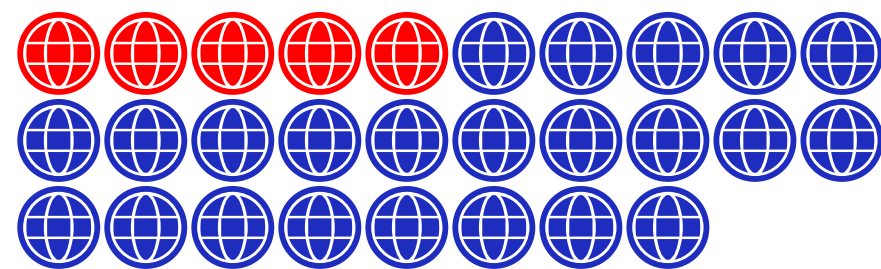
- 16 OF 28 CBAS INCLUDE
- TRAINING IN ALL OF THE 16 CBAS
- ONLY 7 OF THEM MENTIONED APPRENTICESHIP



### TRIAL PERIOD

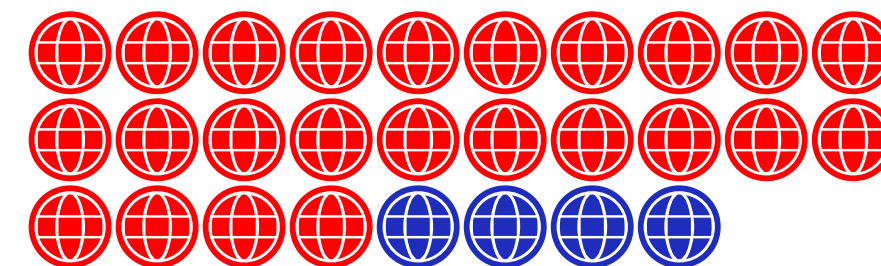
- 27 OF 28 CBAS INCLUDE A TRIAL PERIOD
- 2-4 MONTHS
- 3 OF THESE CBAS HAD A TRIAL PERIOD OF 120 DAYS, 9 OF THEM 30 DAYS, 5 OF THEM 60 DAYS AND 10 OF THEM 90 DAYS OF TRIAL PERIOD.





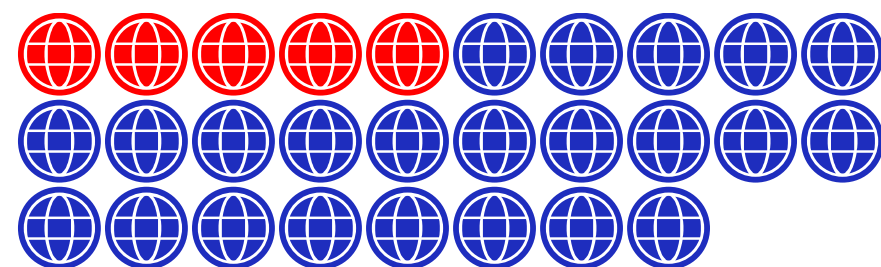
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Social security and pension



24 of 28

Sickness and disability



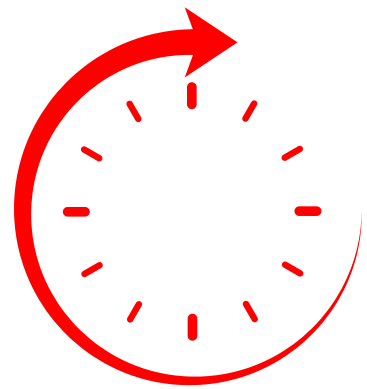
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Employer's contribution  
regarding health insurance



Note: Considering the legal framework regarding working life and the right to social security in Turkey, it should be underlined that all insured workers are covered by health insurance.

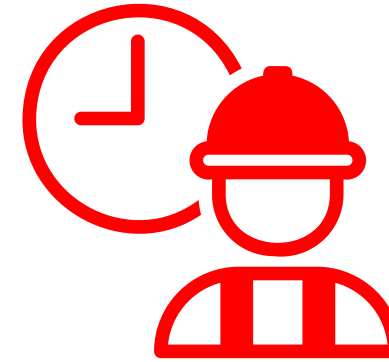
# Working hours



8 hours a day  
is common in  
general



Weekly working hours  
are accepted as 45  
hours in the majority



27 CBAs include  
compensation for  
overtime work

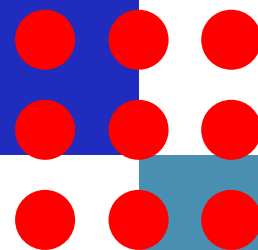
*Sunday*

In case of working on  
Sundays, premium is  
given in 13 CBAs

**WAGES**



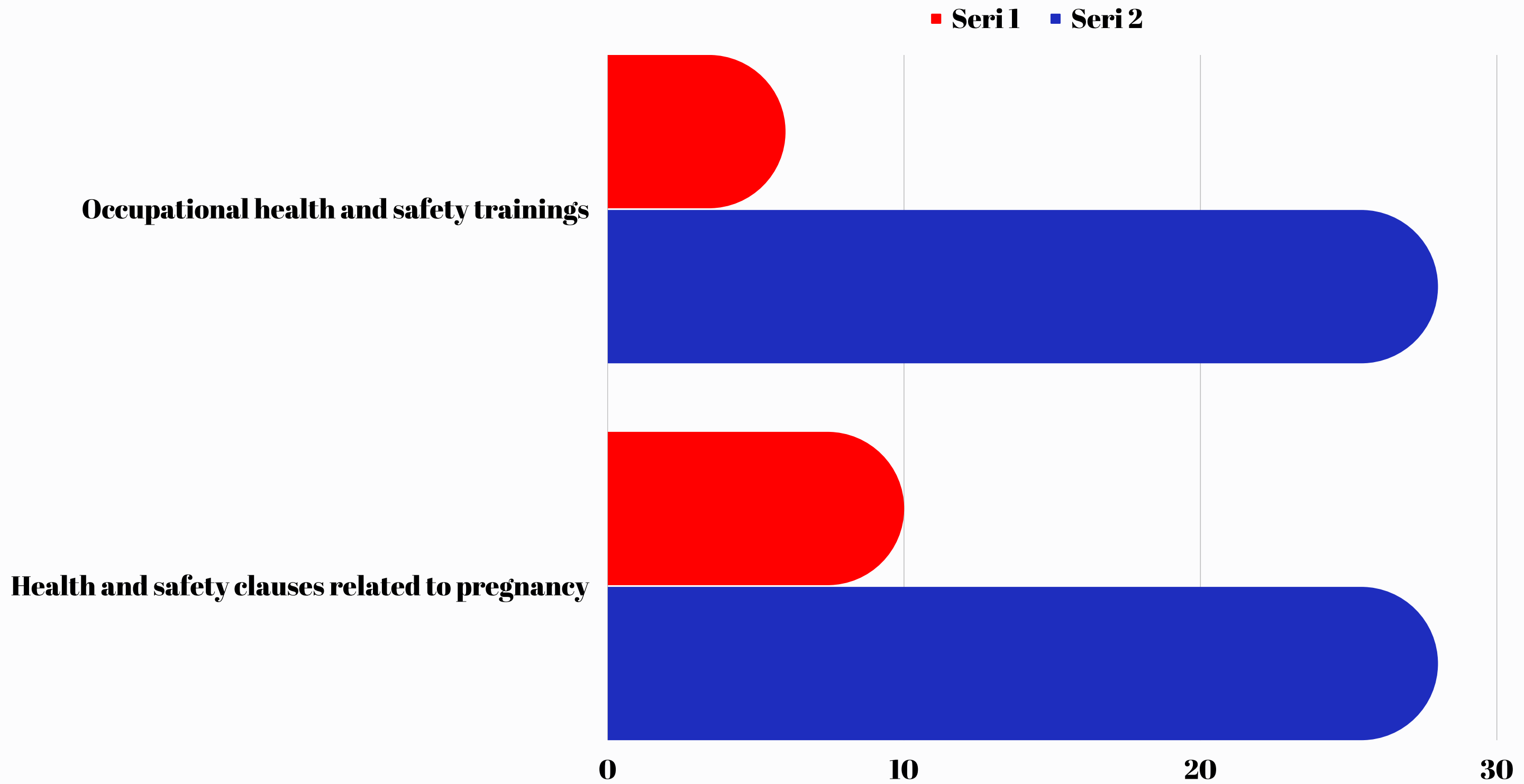
**Four half-months for a two-year  
CBA**



**Increases by seniority**

**Consumer price indexes  
and inflation**

# Occupational health and safety





# REGULATIONS ON SOCIAL RIGHTS

## PAID ALLOWANCES

- Education
- Military
- Marriage
- Maternity
- Paternity
- Death of Relatives

## AIDS AND ASSISTANCES

- Fuel
- Funeral
- Travel
- Disability
- Clothing

## GENDER

- Breast Feeding Rooms
- Nursery
- Discrimination at work



**Thanks for your  
Attention**