

# Termination prohibition, unilateral unpaid leave and short-time working allowance extended again

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## Introduction

### Extension of termination prohibition and unilateral unpaid leave

### Extension of short-time working allowance

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Shortly after the publication of Law 7252 on the Establishment of Digital Platforms Commission and Amendment of Certain Laws in the *Official Gazette* (Number 31199, dated 28 July 2020), two presidential decrees (Numbers 2810 and 2811) were published in the *Official Gazette* (Number 31202) on 31 July 2020, extending the termination prohibition, unilateral unpaid leave and the short-time working allowance for one month (for further details please see "[Termination prohibition, unilateral unpaid leave and short-time working allowance extended](#)").

Following these developments, on 31 August 2020 another presidential decree (Number 2915) was published in the *Official Gazette* (Number 31230), which extended the short-time working allowance for a further two months from the expiry of the previous one-month extension.

Lastly, with Presidential Decree 2930 published in the *Official Gazette* (Number 31234) on 4 September 2020, the termination prohibition and unilateral unpaid leave have been extended for a further two months as of 17 September 2020.

Key amendments regarding the termination prohibition and unilateral unpaid leave introduced by Law 7252 include the following:

- The president can extend the termination prohibition and unilateral unpaid leave until 30 June 2021, for a maximum of three months per extension.
- The scope of exceptions to the termination prohibition have been expanded, with the following items now regulated as exceptions:
  - the expiry of the term in fixed-term employment or service agreements;
  - the closure of the workplace for any reason and termination of the employer's activities; and
  - the termination of work-in-service procurements and construction works conducted in accordance with the relevant legislation.

## Extension of termination prohibition and unilateral unpaid leave

In accordance with Presidential Decree 2930, published in the *Official Gazette* (Number 31234) on 4 September 2020, the termination prohibition and unilateral unpaid leave, which were to expire by 17 September 2020, have been extended for a further two months until 17 November 2020. Therefore, employers:

- are prohibited from terminating employment contracts until 17 November 2020; and
- can impose unpaid leave without employee consent until 17 November 2020.

As per the amendments introduced by Law 7252, the president is expected to extend these terms.

## Extension of short-time working allowance

Presidential Decree 2810, published in the *Official Gazette* (Number 31202) on 31 July 2020, provides that payment of the short-time working allowance for employers that applied for short-time working on grounds of compelling reasons due to COVID-19 by 30 June 2020 (inclusive) has been extended for one month until 1

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Moreover, Presidential Decree 31230, published in the *Official Gazette* on 31 August 2020, extended this term for a further two months. At the time of writing, employers that fulfil the abovementioned requirements can benefit from the short-time working allowance until 31 October 2020 (inclusive).

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