

Termination Prohibition, Unpaid Leave and Durations of Short-Term Employment Allowance have been Extended Again

3 Nov 2020

Durations of certain precautions that have been taken within the field of Employment Law as a result of COVID-19 has been elongated pursuant to Presidential Decrees number 3134 and number 3135. Both decrees were published in the Official Gazette dated 27 October 2020. In this regard;

- The duration of the short-term employment allowance was extended by one month. This extension period begins by the end of the two-month period until 31 December 2020.
- In addition, in accordance with the President's Decree published in the Official Gazette dated 4 October 2020 and numbered 31234, termination prohibition was extended for two months, until 17 January 2021, pursuant to the authority given to the President to extend the terms in the Provisional Article 10 of the Employment Law.

Presidential Decree number 3134:

In accordance with the Presidential Decree numbered 2706; if the employer has applied for a short-time employment allowance until the date of 30 June 2020, the duration of the allowance was extended by one month without the need of a re-application or a new compliance inspection, provided that the allowance will be paid under the same conditions to employees who have already earned the right to receive it. The extended duration was effective as of;

- 1 July 2020 for the workplaces which have completed the short-term allowance period,
- The completion date for the workplaces which still benefit from the short-term allowance.

Pursuant to the Presidential Decree number 2810 published on 30 July 2020, the periods for short-term employment allowances were extended for another one month after the end of the first one-month period stated above, within the framework of the principles stated above.

Lastly, pursuant to Presidential Decree number 2915 published on 31 August 2020, the periods for short-term employment allowances was extended for another two months after the end of the first one-month period stated above, within the framework of the principles stated above.

According to Presidential Decree numbered 3134 dated 26 October 2020, the periods for short-term employment allowances has been extended for a period of two months until 31 December 2020, within the framework of the principles specified in Presidential Decree numbered 2706.

Presidential Decree number 3135:

In accordance with the decree, the durations of;

- The prohibition regarding the termination of employment agreements and
- The rights of employers to put employees in unpaid leaves wholly or partially

have been extended by two months until 17 January 2021.

The full text of the Presidential Decree number 3134 is available at this [link](#) and the full text of the Presidential Decree number 3135 is available at this [link](#) (links only available in Turkish).

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