

Hybrid Working Arrangements Expressly Regulated in Türkiye



Introduction

The Regulation Amending the Regulation on Remote Working (the “**Amendment Regulation**”) was published in the Official Gazette No. 33381 dated 25 September 2026 and entered into force on the same date.

The Amendment Regulation expressly regulates hybrid working arrangements, under which work may be performed partly at the workplace and partly remotely.

Hybrid Working Arrangements Are Now Expressly Regulated

The Amendment Regulation introduces a new paragraph to Article 9 of the Regulation on Remote Working, expressly allowing the parties to agree that an employee will perform part of their work at the workplace and part remotely.

Where the parties agree on a hybrid working arrangements, the employment contract must specify the days on which the employee will work at the workplace and remotely, as well as the applicable working hours.

What Should Employers Consider?

Employers that currently operate or plan to introduce hybrid working arrangements should ensure that the relevant working pattern is clearly reflected in their employment contracts. The new provision does not prescribe a minimum or maximum number of days to be worked at the workplace or remotely, leaving the working pattern to be determined by the parties. Existing contractual arrangements may therefore need to be reviewed to determine whether they specify the workplace and remote working days and the applicable working hours in line with the new requirement.

Conclusion

The amendment provides greater clarity regarding the contractual framework for hybrid working in Türkiye. Employers should review their existing hybrid working arrangements and ensure that new arrangements are documented in accordance with the requirements introduced by the Amendment Regulation.

The full text of the Amendment Regulation is available at this [link](#).