

Regulation on Remote Working, Determination of Working Time

26/09/2026

Prior to the amendment, Article 9 of the Regulation on Remote Working consisted of a single paragraph.

Regulation on Remote Working

Determination of Working Time

ARTICLE 9 - (1) The time frame and duration of remote working shall be specified in the employment contract. Subject to the limitations set forth in the legislation, the parties may change the working hours. Overtime work shall be performed upon the employer's written request, with the employee's consent, and in accordance with the legislation.

By the regulation published in the Official Gazette dated 25 September 2026, a second paragraph has been added to Article 9 of the Regulation on Remote Working, which reads as follows:

“(2) It may be agreed that the obligation to perform work shall be fulfilled partly at the workplace and partly through remote working. In such case, the days on which the employee will work at the workplace and remotely, as well as the working hours, shall be determined in the employment contract.”

Prior to the amendment, there was no express provision governing the fulfilment of the obligation to perform work partly at the workplace and partly through remote working, in other words, the hybrid working model. The amendment now requires the employment contract to expressly specify the days on which the employee will work at the workplace, the days on which the employee will work remotely, and the working hours applicable on those days.