

Your employees need to receive a certain level of compensation to accept a position with your company, and you need to meet Turkey's compensation laws. In addition, your Turkey benefits management plan must provide statutory benefits so that you can stay compliant. Unfortunately, sourcing benefits and learning the country's compliance laws can prove challenging on top of handling an entire expansion.

Globalization Partners can save you time and unnecessary stress through Turkey compensation and benefits outsourcing. Our goal is to help you expand across the globe without worrying about compliance. When you choose us, you won't have to set up a subsidiary or spend months waiting until you can begin working.

Turkey Compensation Laws

Turkey has a national minimum wage included in Article 39 of the Turkish Labor Code that applies to all employees. In 2019, the minimum wage was changed to 2,020 Turkish Lira a month. However, the commission of the Ministry of Labor and Social Security meet twice every year to revise the minimum wage. Plus, coal and lignite mining industries have to pay at least double the national minimum wage set by the commission.

Statutory Benefits in Turkey

Adding guaranteed benefits to your Turkey benefit management plan first is a great way to ensure you stay compliant. We recommend starting with Turkey's eight mandated paid holidays and paid annual leave depending on how long the employee has worked for your company. Individuals working between one to five years should get 14 working days off, while those with 15 years or more of service should get 26 days off each year.

Turkey also provides maternity and paternity leave benefits. Pregnant women should get eight weeks of maternity leave before and after childbirth. During that time, they should also receive lump-sum pregnancy, childbirth, and nursing benefits. Although Turkey's labor law doesn't have any statutory paternity leave requirements, most employers do give out some

sort of paternity leave after the birth of a child.

Dispersing Benefits to Employees

After you include all guaranteed benefits in your employment contract, you can disperse supplemental benefits that employees may expect. Employers in Turkey often provide the following additional benefit options:

- Meal vouchers
- Cash allowances
- Company cars
- Private healthcare

Supplemental benefits can encourage greater retention rates and employee happiness. If you're not sure what kind of benefits to provide, you can poll employees and ask what would mean the most to them or check to see what other companies are providing.

Restrictions for Compensation and Benefits

Companies looking to pay employees and provide benefits can't do so until they have a registered entity in Turkey. However, setting up a subsidiary can take months and delay your operations, cause you to lose talented candidates, and even forfeit important business contracts. Globalization Partners will allow you to use our registered Turkey PEO to start working immediately. We'll add your employees to our payroll and benefits plan through Turkey compensation and benefits outsourcing.

Trust the Globalization Partners Team

Globalization Partners wants to make it as easy as possible for you to expand. Contact us today to learn more about how Turkey benefits and compensation outsourcing can help you.