



SCREENING CHAPTER 19 SOCIAL POLICY AND EMPLOYMENT

AGENDA ITEM: LABOUR LAW

**Country Session: The Republic of TURKEY
21 March 2006**



Scope of the Labour Law*

Labour Law applies to all businesses, except those provided in the Article 4, employers and employer representatives and workers of these businesses, regardless of sector.

**There are two other labour laws with regard to maritime and press.*



Major exceptions (Art.4) *:

- Maritime and air transport
- Businesses or enterprises in the field of agriculture and forestry, which employ less than 50 workers
- Apprentices (with the exception of occupational health and safety provisions of the Law)
- Tradesmen and craftsmen businesses, which employ less than three persons

are excluded from the scope of the Law.

* *non-exhaustive list.*



Exceptions to Exceptions * :

- Loading and unloading businesses from ships to shore and from shore to ships at the landing stages or ports and quays,
- Businesses performed at all ground facilities in aviation sector,

are subject to the provisions of this Law.

** non-exhaustive list.*



Scope of the Laws Related with Civil Servants

- Civil Servants
- Military Personnel
- Judges and Prosecutors
- University academic personnel
- Public economic enterprise personnel

Great majority of civil servants and other public employees are employed under the Law on Civil Servants.



WORKING TIME

(2003/88/EC)

(Workers)



DEFINITIONS

Working Time:

Any period during which the worker is at work.
(By-law on Working Time, Art.3)

Rest Period:

No definition

Night time:

Period starting at 20.00 hours at the latest and ending at 06.00 a.m.
at the earliest , and in any case lasting maximum for eleven hours.
(Labour Law, Art.69)



DEFINITIONS (cont.)

Night worker:

No definition (night worker is understood as the worker working during the defined night time.)

If half of its working time occurs at the night time, shift work is considered as night work. (By-law on Shift Work, Art. 7)

There are no definitions regarding shift work, shift worker, mobile worker, offshore work and adequate rest.



DAILY REST

Breaks are determined by taking into account 12 hours uninterrupted rest period in any 24 hour (By-law on Working Time, Art. 3).

DAILY REST FOR SHIFT WORKERS

Worker who is to change his/her shift may not be forced to work in another shift before having a rest for at least 11 hours uninterrupted (Labour Law, Art. 69).



BREAKS (Labour Law, Art.68)

The workers are granted a break of:

- 15 minutes for 0-4 hours
- 30 minutes for 4-7 ½ hours
- 1 hour for more than 7 ½ hours



WEEKLY REST PERIOD

At least 24 hours of rest period is given to the workers within a period of 7 days (Labour Law, Art.46)

MAXIMUM WEEKLY WORKING TIME

The working period is maximum 45 hours a week.

This period shall be divided equally to the working days of the week, unless agreed otherwise by the parties (Labour Law Art.63).



ANNUAL LEAVE (Labour Law, Art.53)

Duration of annual paid leave given to workers cannot be less than;

- 14 business days for 1- 5 years of service
- 20 business days for 5- 15 years service
- 26 business days for more than 15 years service

Duration of annual paid leave given to workers of eighteen years old and younger and fifty years old and older cannot be less than 20 business days.



NIGHT WORK

May not exceed 7 ½ hours. (Labour Law, Art.69)

TRANSFER OF NIGHT WORKERS TO DAY WORK

Before recruitment, a health report certifying that the health condition of worker is suitable for night work is required.

Where it is possible, the employer transfers the worker, whose health has been damaged due to night work, from night work to day work.

(Labour Law Art.69)



NOTIFICATION ON REGULAR USE OF NIGHT WORKERS

The employer is obliged to submit the list of workers to be employed in nightshifts and copies of health reports for these workers obtained before recruitment and of the periodic health reports to respective regional directorate (Labour Law Art.69).



REFERENCE PERIOD

Reference period for weekly working time is 2 months. This period can be extended to 4 months by collective agreements (Labour Law, Art.63, By-law on Working Time, Art.5).

There is no other reference period with regard to weekly rest period, paid annual leave and night work.



WORKING TIME

(2003/88/EC)

(Civil Servants)



WEEKLY WORKING TIME

In general, weekly working time of civil servants is 40 hours and daily working time is 8 hours. However, different working time periods can be determined through legislation by taking into account the needs of the institutions and nature of the services in question.

WEEKLY REST PERIOD

Rest period for civil servants is 48 hours a week (Saturday and Sunday).



DAILY REST PERIOD

Minimum daily rest period is not defined in the legislation.

Period following the 8 hours of work is accepted as daily rest periods in practice.

BREAKS

One hour of break is given at noon in practice.



ANNUAL LEAVE

Annual leave for civil servants is:

- 20 days for the ones who have been working 1-10 years (10 years included)
- 30 days for the ones who have been working more than 10 years.



EXCEPTIONAL PROVISIONS

Working time for civil servants who work in services continuing for 24 hours in a day (security, health, fire brigade services) is regulated by their institutions.



**ORGANISATION OF WORKING TIME
OF SEAFARERS
(1999/63/EC)**



RELEVANT LEGISLATION

- Maritime Labour Law



SCOPE

Maritime Labour Law applies to the seafarers who work under contract in the ships (100 gross tons and over), flying Turkish flag and sailing on seas, lakes and rivers, and to the employers of the seafarers.

Vessels such as boats, barges, flat-bottomed boats, small lighters will also be considered as ships.



DEFINITIONS

Employer

Owner of the ship or the person operating on behalf of him/her.

Seafarer

Master, officer and sailors and other persons working in the ship under an employment contract.

Hours of Work

Time during which a seafarer works or is in the shift.



WORKING TIME

- Working time is 8 hours a day and 48 hours per week.
- This working time will be divided evenly into the workdays of the week.



EXTRA WORKING HOURS

The work carried out by exceeding the work time laid down in the Law is considered as overtime work.

The fee to be paid for each extra hour of work cannot be less than the amount calculated by increasing the normal fee per hour by 25 %.



ANNUAL LEAVE

Annual leave period cannot be less than:

- 15 days for the seafarers who has worked between six months and one year
- 1 month for the seafarers who has worked longer than one year.



SUPERVISION AND INSPECTION

Necessary supervisions, inspections and monitoring in order to implement the provisions of the Law will be carried out by the Ministry of Labour and Social Security.

Provisions of the Labour Law regarding the supervision and inspection of the work life are applicable here.



**ORGANISATION OF WORKING TIME OF
MOBILE WORKERS IN CIVIL AVIATION
(2000/79/EC)**



GENERAL OVERVIEW

There is no provision in the Labour Law with regard to the working time in civil aviation. Employees in civil aviation are outside the scope of the Labour Law.

However, a Draft Labour Law on Civil Aviation is in the agenda of Parliament.

Definitions in the Draft Law are made in line with the Directive and provisions regarding paid annual leave, free health assessment, maximum annual working time block flying time, free days and other aspects are also laid down by taking into account thereof.



PROTECTION OF YOUNG PEOPLE AT WORK (94/33/EC)



Relevant Legislation*

- Labour Law
- By-law on Procedures and Principles for Child and Adolescent Labour

* Those who have completed the age of 18 can be a civil servant.



LABOUR LAW

Age of employment and prohibition on employment of children

It is prohibited to employ children who did not complete the age of fifteen.

However, those children who have completed the age of fourteen and primary education may be employed in light positions which do not obstruct their physical, mental and moral development, and education of those who attend schools (Art. 71).



Age of employment and prohibition on employment of children (cont.)

Security, health, physical, mental and psychological development, personal inclination and capability aspects are considered in employment of children and young workers.

Employment of the child should not obstruct him/her to attend his/her school, professional education and follow regularly his/her courses (Art. 71).



Age of employment and prohibition on employment of children (cont.)

Working hours for children who completed their basic education and do not attend school may not be longer than 7 hours a day and 35 hours a week.

Working hours during the education term of the children attending school may be maximum 2 hours a day and 10 hours a week, outside the education hours.

The working hours for holiday terms may not exceed 7 hours a day and 35 hours a week. (Art. 71).



Prohibition on employing at night-time

It is prohibited to employ children and young workers below the age of 18 at night-time in industrial works (Art. 73).

Report on workers under age of 18

Children and young workers between 14 and 18 (including 18) are required to be examined for medical surveillance prior to recruitment and in every six months until completing the age of 18. (Art. 87)



DEFINITIONS (By-law, Art. 4)

Adolescent worker

Any person over 15 years of age but not having completed 18 years of age.

Child worker

Any person over 14 years of age but not having completed 15 years of age yet and who completed compulsory full-time schooling.

Light work;

All work which is not;

- likely to be harmful to the safety, health or development of children, and
- such as to be harmful to their attendance at school, their participation in vocational guidance or training programmes.



EDUCATION (By-law, Art. 14)

Ministry of Labour and Social Security (Ministry) shall arrange seminars, meetings, conferences, symposiums and similar educational programmes to inform

- families, labour and employer unions, professional associations, employers and individuals,
- child and adolescent workers

concerning issues like work relations, occupational health and safety, legal rights of child and adolescent workers, necessary precautions, current legal processes and their application.



Inspection

The Ministry shall carry out inspections at workplaces employing child or adolescent workers regarding health, physical, mental, social and career growth, occupational health and safety conditions and work relations. (By-law, Art. 15)



Health and Safety of Child and Adolescent Workers

In the assignment of and throughout the work of the child or adolescent worker, their safety and health, their physical, mental, moral and psychological development, their personal tendencies and talents will be taken into consideration.

Child and adolescent workers can work in workplaces where the activities are not to be harmful to their attendance at school, their participation in vocational guidance or training programmes. (By-law, Art. 5)



Health and Safety of Child and Adolescent Workers (cont.)

Employers shall ensure that child and adolescent workers are protected from any specific risks to their safety, health, development which are a consequence of lack of experience, of absence of awareness of existing or potential risks or of the fact that they have not yet fully matured.

Light works that child workers are allowed to work, types of work allowed for adolescent workers, and prohibited works for child and adolescent workers that are under 18 are defined in the Annexes of the By-law.



Training and other Obligations of the Employer (By-law, Art.13)

The employer shall inform child and adolescent workers about possible risks and their legal rights, and train them for their adaptation to work.

The employer shall assess the necessary arrangements before the child and adolescent worker begin work or during work.

Where this assessment shows that there is a risk to the safety, physical or mental development of child and adolescent worker, an appropriate medical control shall be provided at the earliest time.



Employment Contract and Responsibilities for Documentation (By-law, Art.12)

The employer shall inform the legal representatives of child and adolescent worker of possible risks and all measures adopted concerning children's safety and health.



Working Time and Rest Periods (By-law, Art.6)

Working hours cannot be more than 7 hours a day and 35 hours a week for light work performed by children who are no longer subject to compulsory full-time schooling. These limits may be raised to 8 hours a day and 40 hours a week for children who have reached the age of 15.

The work time shall be applied in such a way as to ensure that, for each 24-hour period, child and adolescent workers are entitled to a minimum rest period of 14 consecutive hours.



Working Time and Rest Periods (cont.)

For children attending school, working time will be at most:

- 2 hours a day
- 10 hours a week.

A break shall be given in the middle of work:

- 30 minutes for work more than 2 hours and less than 4 hours,
- 1 hour for more than 4 hours and less than 7.5 hours.

(By-law, Art.6)



Weekly Rest Period (By-law, Art.8)

Weekly rest periods of child and adolescent workers may not be less than 40 hours of uninterrupted time.

Paid Annual Leave (By-law, Art.10)

Shall not be less than 20 days.

The leave may be at most divided into two parts.

The paid annual leave shall be given in the school holidays.



**EMPLOYERS OBLIGATION TO INFORM EMPLOYEES OF
THE CONDITIONS APPLICABLE TO THE CONTRACT OR
EMPLOYMENT RELATIONSHIP
(91/533/EEC)**



Relevant Legislation

Article 8 of the Labour Law*

** Article 8 is not applied to employees having a contract of which total duration is less than one month.*



Labour Contracts

Labour contract is not subject to a special form.

Labour contracts for one year and longer term shall be made in writing.
(Labour Law, Art. 8)

Informing Employees

In cases where no written contract is made, the employer is obliged to provide the worker with a written document indicating;

- the general and special working conditions,
- daily or weekly work period,
- wage and payment period,
- term of contract, if definite,
- provisions that the parties should observe in case of termination

within two months at the latest.

In case the labour contract is terminated before the expiry of two months, such information should be given to the worker in writing on the date of termination at the latest. (Labour Law, Art. 8)



Change in working conditions and termination of employment contract

The employer can make a fundamental change in working conditions only by notifying the worker in writing.

Changes not made in this manner and not accepted by the worker in writing within 6 business days do not bind the worker.

(Labour Law, Art. 22)



**OBLIGATION TO INFORM EMPLOYEES OF
THE CONDITIONS APPLICABLE TO THE CONTRACT
(91/533/EEC)
(Civil Servants)**



General Overview

- Amount, elements, payment form and date of the salary paid to civil servants were regulated in the relevant laws.
- Civil servants shall take a vocational training with the commencement of employment.
- There is no requirement for giving an informative written document.



FIXED-TERM WORK

(1999/70/EC)



DEFINITIONS

Fixed-term Employment Contract

Employment contract depending on objective conditions such as;

- Fixed- term works
- Completion of a certain work
- Occurrence of a specific event

(Labour Law, Art.11)



DEFINITIONS

Fixed-Term Worker

No definition exists

Comparable permanent worker

Worker employed on the basis of an indefinite-term employment contract at the workplace in the same or a similar work. (Labour Law, Art.12)



Principle of non-discrimination

Any worker employed with a fixed-term employment contract cannot be subjected to a different treatment compared to an equivalent worker employed with an indefinite-term employment contract merely on the grounds that his/her employment contract has a definite term, unless a reason justifying discrimination exists. (Labour Law, Art.12)

Employer cannot treat differently any worker employed with a part-time employment contract compared to a full-time worker and any worker employed with a fixed-term employment contract compared to a worker employed with an indefinite employment contract, unless a reason justifying such discrimination exists. (Labour Law, Art. 5)



Principle of non-discrimination

Divisible benefits regarding the wage and money payable to a worker employed on a fixed-term employment contract are given in proportion to the period that the worker has worked (*pro rata temporis*).

(Labour Law Art.12)



Measures to prevent abuse

Fixed-term employment contract cannot be made successively more than once (in chain) without any founded reason. Otherwise, the employment contract is considered as indefinite-term from the beginning.

Successive fixed-term employment contracts based on objective reasons justifying their renewal maintain their nature of being fixed-term.
(Labour Law, Art.11)



FIXED TERM WORKING

(1999/70/EC)

(Civil Servant)



General Overview

Fixed-term working is applicable to contractual and temporary personnel.

Contractual Personnel

Public employees who are employed on a contractual basis where special knowledge and expertise is needed (only in compulsory and exceptional situations).

Temporary Personnel

Employees who are employed by a contract in works which continue less than one year or are accepted as seasonal works.



Preventing Discrimination

In terms of social rights, there are certain less favourable provisions exist for contractual and temporary personnel.

(e.g.)

- Sickness leave is limited with 30 days in a year.
- Any additional wage is not paid to contractual personnel for extra working.

Contracts of these personnel can be renewed by objective reasons.



FRAMEWORK AGREEMENT ON PART-TIME WORK (97/81/EC)



Relevant Legislation

- Labour Law
- By-law on Working Time



DEFINITIONS

Part-time workers

No definition exists

Part-time labour contract

Work which is made up to 2/3 of the comparable work pursued in the work place with a full time contract. (By-law, Art.6)

Comparable full-time worker

One employed for the full-time in the workplace for the same or a similar work.

In case no such worker exists at the workplace, a worker employed on an indefinite-term employment contract in the same sector, conforming conditions and pursuing the same or similar work is taken into consideration.



Principle of non-discrimination

Worker employed on a part-time employment contract cannot be subjected to any procedure different than a full-time comparable worker, merely on the grounds that his/her employment contract is a part-time one, unless a reason justifying such discrimination exists.

(Labour Law, Art.13)

Principle of *pro rata temporis*

Divisible benefits of the part-time worker pertaining to wage and money are paid in proportion to the duration of employment compared to the full-time worker.

(Labour Law, Art.13)



Opportunities for part-time work

Requests by workers to transfer from part-time to full-time or from full-time to part-time work when there are vacant positions matching their qualifications should be taken into consideration by the employer, and vacant positions are announced in due time.

(Labour Law, Art.13)



Refusal to transfer from full-time to part-time work or vice versa

The employer can make a fundamental change in the working conditions only by notifying the worker in writing.

Changes that are not made in this manner and not accepted by the worker in writing within 6 business days do not bind the worker. (Labour Law, Art.22)



**FRAMEWORK AGREEMENT ON PART-TIME WORK
(97/81/EC)
(Civil Servants)**



General Overview

Contractual personnel can be employed on part-time basis in public enterprises which carry out economic activities.

Moreover, certain professionals such as engineers, lawyers, doctors can be employed as contractual personnel in Ministries and local administrations.



INSOLVENCY OF EMPLOYER

(80/987/EEC and 2002/74/EC)



Relevant Legislation

- Labour Law
- By-law on Wage Guarantee Fund



Payment Inability of the Employer

A separate Wage Guarantee Fund is established to meet the last three monthly wages of workers, for the cases where the employer becomes unable to make payments due to

- declaration of composition of debts,
- receiving an instrument of incapability,
- bankruptcy.

(Labour Law Art. 33)



DEFINITIONS

Declaration of composition of debts

Employer submits a plan about payment of the debt and its timing to the court.

If this plan is accepted by the creditor the employer can pay his debt.

Receiving a certification of incapability

A document indicating that employer's assets are not sufficient to pay his debts, which is given by an authorized body.



DEFINITIONS

Bankruptcy

Opening of collective proceedings based on insolvency of employer and involving the partial or total divestment of the employer's assets and the appointment of a liquidator.

Wages of the last three months;

Net monthly wages of the last three months that should be paid to the worker.



Incomes of the Wage Guarantee Fund

Incomes of the Fund shall consist of 1% of annual total of employer share of unemployment insurance contribution.

(By-law, Art.6)



Payment of Wage Arrears

The fact that employers who have not paid the unemployment insurance contributions shall not prejudice the right of workers to benefit from the Fund.



**SAFETY AND HEALTH AT WORK OF WORKERS
WITH A FIXED DURATION OR A TEMPORARY
EMPLOYMENT RELATIONSHIP
(91/383/EEC)**



Related Legislation

- Labour Law
- By-law on Occupational Health and Safety of Workers Working with a Fixed-term or a Temporary Employment Relationship



Temporary Employment

Temporary employment with three pillars, namely worker, temporary employment agency and user undertaking is not regulated in Turkish legislation.

Temporary employment agencies in this sense do not exist at all.

What is generally called “posting of workers” in various foreign legislation is defined as “temporary employment relationship” without transnational dimension, in Article 7 of the Labour Law.

Information presented below concerns the employment relationship as regulated by Article 7 and fixed-term employment relationship stipulated in Article 11.



Temporary employment relationship (cont.)

Temporary employment relationship occurs when the employer temporarily transfers a worker for employment on the condition that it is

- within the holding,
- in another business subsidiary to the same group of companies,
- in works similar to the worker's current work,

provided that the employer receives the written consent of the worker at the time of transfer. (Labour Law, Art. 7)



Temporary employment relationship (cont.)

New employer is obliged to provide necessary training on health and safety risks.

Temporary employment contract, not exceeding six months, shall be made in writing, and can be renewed for maximum two times when necessary.

Old and new employers are collectively responsible for;

- unpaid wage,
- worker supervision liability,
- social insurance premiums.

(Labour Law, Art. 7)



Equal treatment

Employer may not treat differently the workers with an employment relationship contract with respect to working conditions inasmuch as the protection of safety and health at work are involved, especially as regards access to personal protective equipment.

(By-law, Art.4)



Provision of information to workers

- Employer shall provide workers with necessary information concerning the job and the risks.
- This information shall cover, in particular, any special occupational qualifications, skills, experience and special medical surveillance required, and states clearly any increased specific risks that the job may entail.
(By-law, Art.5)



Training

Employer shall give sufficient training appropriate to the particular characteristics of the job, by taking into account their qualifications and experience.
(By-law, Art.6)



Medical Surveillance

- New employer shall provide appropriate special medical surveillance.
- This special medical surveillance, if necessary, shall extend beyond the end of employment contract.
(By-law, Art.7)



Protection and prevention services

Persons or institutions carrying out protection and prevention services related to health and safety shall be informed concerning health and safety of the workers.
(By-law, Art. 8)



Temporary employment relationship: Information

The employer who will employ the worker, shall inform the employer who will transfer the worker about occupational qualifications required and specific features of the job.

The employer who will transfer the worker shall transmit this information to workers.

(By-law, Art. 9)



Temporary employment relationships: Responsibility

Together with the employer who transfers the worker, the new employer is responsible for;

- the duration of the assignment
- the conditions governing the performance of the work (limited to safety, hygiene and health at work)

(By-law, Art.10)



More favourable provisions

The By-law shall be without prejudice to taking and implementing measures which are more favourable for the protection of health and safety of workers. (Art.11)



**SAFETY AND HEALTH AT WORK OF WORKERS
WITH A FIXED DURATION OR A TEMPORARY
EMPLOYMENT RELATIONSHIP**

(91/383/EEC)

(Civil Servants)



General Overview

Although there is no general regulation for safety and health at work in fixed-term or temporary employment relationship, some protective measures for health and safety exist for public employees working in services which have risks for their health and life.

For example; there are special safety and health measures for x-ray technicians employed as contractual personnel in hospitals.



COLLECTIVE REDUNDANCIES

(98/59/EC)



DEFINITIONS

Collective Redundancies

The dismissal of the following numbers of workers on the same date or different dates within the same month is considered as collective redundancies:

- at least 10 workers, if 20 to 100 workers are employed,
- at least 10 % of workers, if 101 to 300 workers are employed, and
- at least 30 workers, if more than 301 workers are employed.

(Labour Law, Art. 29)



Information, consultation and procedure

Employer who intends to dismiss workers collectively due to economic, technological, structural and similar enterprise, business or work requirements notifies this to;

- Trade union representative at the workplace,
- Relevant Regional Directorate,
- Turkish Employment Agency

in writing at least 30 days in advance.

This notification shall include information on reasons of collective redundancies, the number and group of workers who will be affected and the period of time that the dismissal procedures will take place in.

(Labour Law, Art. 29)



Information, consultation and procedure

In negotiations between the trade union representatives at the workplace and the employer, prevention of collective redundancies or decreasing the number of workers to be dismissed or minimizing the negative effects of dismissal on workers are to be discussed.

A document containing the conclusions of the meeting is prepared at the end of the negotiation.

Notices of termination become effective 30 days after the notification to regional directorate by the employer of his/her intention of collective redundancies.
(Labour Law, Art. 29)



**SAFEGUARDING OF EMPLOYEES' RIGHTS
IN THE EVENT OF TRANSFER OF UNDERTAKINGS
(2001/23/EC)**



Relevant Legislation;

- Labour Law
- Law on Collective Agreements, Strikes and Lockouts



Transfer of the undertaking

When the undertaking is transferred to another person, ongoing employment contracts are transferred together with all rights and liabilities to transferee .

Transferee is obliged to proceed according to the date of work commencement of the worker with the transferor employer with respect to rights taking the service duration of the worker as a basis.

(Labour Law, Art.6)



Transfer of the undertaking (cont.)

Transferor and transferee are jointly liable for the debts incurred prior to the transfer and have to be settled on the date of transfer.

Transferor or transferee cannot terminate the employment contract merely on the ground of the transfer of the undertaking.

The termination rights of transferor or transferee necessitated by economic and technological reasons, change of work organization or the immediate termination rights of workers and employers based on justified reasons are reserved.

(Labour Law, Art.6)



**PROTECTION OF WORKERS' RIGHTS
IN CASE OF TRANSFER OF UNDERTAKING
(2001/23/EC)
(Civil Servants)**



General Overview

Civil servants and contractual civil servants employed in privatized organizations are transferred to other public institutions.

These persons continue to receive the same salary that they received in the privatized institution.

All economic and social rights are provided by the Privatization Fund until the persons concerned begin to work in another institution.

Civil servants and contractual civil servants who will be transferred have rights to apply to courts against administrative proceedings.



OTHER EU ACQUIS



2000/581/EC: Commission Recommendation of 15 September 2000 on the ratification of International Labour Organization (ILO) Convention No 182

The Convention was ratified by Turkey in 2001.

1999/130/EC: Commission Recommendation of 18 November 1998 on ratification of International Labour Organization (ILO) Convention 180, ILO Convention 147 and Protocol of this Convention (Merchant Shipping (Minimum Standards Convention))

Turkey has not ratified these Conventions and the Protocol.



There is no corresponding legislation with regard to following;

- Posting of Workers (96/71/EC),
- European Work Councils (94/45/EC),
- Supplementing the Statute for a European company with regard to the Involvement of Employees (2001/86/EC),
- Information and Consultation of Workers (2002/14/EC),
- Supplementing the Statute for a European Cooperative Society with regard to the Involvement of Employees (2003/72/EC).



**SCREENING CHAPTER 19
SOCIAL POLICY AND EMPLOYMENT
AGENDA ITEM: LABOUR LAW**



GENERAL DIRECTORATE OF LABOUR AND LABOUR INSPECTION BOARD



One of the main units of MoLSS is General Directorate of Labour which performs its duties through 22 Regional and 1 branch offices.

Main duty of the General Directorate is to implement the laws in the field of labour (Labour Law, Maritime Labour Law and Press Labour Law) and secondary legislation

Labour Inspection Board fulfils its duties through regional units located in 10 provinces .

Labour Inspection Board is composed of technical and social Labour Inspectors. There are 603 Labour Inspectors of which 326 are social and 277 are technical.



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THANK YOU FOR YOUR ATTENTION