

**Name:** Seyma IPEK KOSTEKLI  
**Post Title:** Ph D  
**Current Position:** Consultant (Istanbul Chamber of Industry, full-time)  
Assistance Professor (Beykent University, adjunct)  
**Institution:** Istanbul Chamber of Industry  
**Postal Address:** Mesrutiyet Cad. No. 62 34430 Tepebasi/Istanbul/Turkey  
**Email:** [skostekli@iso.org.tr](mailto:skostekli@iso.org.tr)  
**Phone:** +90 212 252 2900/308  
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## **ABSTRACT**

### **SHORTER WORKING TIME AND ITS PAY AS AN EFFECTIVE SOCIAL POLICY MEASURE AGAINST THE ECONOMIC CRISIS**

The World and Turkish economies have been under the influence of the Global Economic Crisis for three years. Turkey was not affected by the crisis very negatively from a financial perspective. This aspect distinguishes Turkey from other countries. That said, due to the Global Economic Crisis, Turkey took a significant hit in manufacturing and employment areas. It must be noted that Turkey had serious unemployment issues before the crisis. The crisis has intensified those issues even more.

During the crisis, the Government has established various social policies to expand and motivate additional employment opportunities. Amongst those policies, “shorter working time and its pay” has particular significance for the industrial sector and its workers. This arrangement was introduced by Labor Law No. 4857 (2003). However, as with other flexible working arrangement regulations, the rules regarding “shorter working time and its pay” lack any flexibility, and shorter working time have not been utilized sufficiently since its enactment.

The purpose of this study is to discuss the shorter working time experience that was put in place as a social policy to mitigate negative impacts of the crisis and to establish a resolution regarding the consequences of shorter working time policy's implementation. First, the definition and features of part-time work will be discussed. Second, the legal foundation of this social policy will be analyzed. Then, in Section 3, the focus will be the preventive measures taken by the Government to better this social policy. Finally, in Section 4, we will discuss how the improvements made to shorter working policy in 2008, 2009 and 2010 can be rendered as permanent improvements.

This study was based on relevant laws, regulations, published research papers and official Employment Agency statistics. Publications, legislation and regulations that are directly or indirectly related to the subject matter were researched and scanned.