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A New Era in Hybrid Work

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The hybrid work model, which has long been widely used in practice, has now gained an explicit legal basis. The Regulation Amending the Remote Work Regulation was published in the Official Gazette on 25 September 2026 and entered into force.

The amendment adds a new paragraph to Article 9, titled "Determination of working hours", of the Remote Work Regulation published in the Official Gazette on 10 March 2021. This new paragraph expressly provides that parties may agree for the employee to perform part of their work at the workplace and part remotely. In this case, the days and working hours during which the employee will work at the workplace and remotely must be specified in the employment agreement.

The Regulation already defined a remote worker as an employee who performs all or part of the work obligation remotely. Therefore, the amendment does not create a new type of employment; rather, it provides an explicit legal basis for a model already applied in practice. The real novelty is the requirement that the hybrid arrangement be concretely specified in the employment agreement on a day-and-hour basis.

In this context, employers applying the hybrid model need to review their existing employment agreements and remote working addenda. It is also important to align internal hybrid work policies, work equipment and expense arrangements, and occupational health and safety and personal data protection with the new regulation.