Content

Course Code	Course Name	Semester	Theory	Practice	Lab	Credit	ECTS
EHYL-420	Clauses in Employment Contract	2	3	0	0	3	6

Prerequisites	
Admission Requirements	

Language of Instruction	Turkish
Course Type	Elective
Course Level	Masters Degree
Objective	The aim of the course is to ensure that the students have basic knowledge about the clauses in the employment contract, the legislation and the jurisprudence of this subject and develop their legal reasoning skills in this area.
Content	The content of this course covers the following topics: 1. General principles concerning the provisions of employment contracts 2. Amendments to employment contracts and the employer's managerial authority 3. Substantial changes in working conditions 4. Provisions concerning the termination of employment contracts 5. Provisions concerning penalty clauses and non-compete obligations in employment contracts The aim of this course is to provide students with fundamental knowledge of the clauses and provisions of employment contracts and to enable them to accurately interpret and resolve disputes concerning such contractual provisions on the basis of legal doctrine and the case law of the Turkish Court of Cassation (Yargıtay).
References	Sarper Süzek, Süleyman Başterzi: İş Hukuku, Genel Hükümler - Bireysel İş Hukuku (book) Gaye Burcu Yıldız: İş Hukukunda Sözleşmesel Kayıtlar (book) Judicial Decisions

Theory Topics

Week	Weekly Contents
1	Characteristics of labor law
2	Employment contract / Definition, elements & features of employment contract / Distinguishing the employment contract from other employment contracts
3	Establishment of employment contract / Negotiations on the establishment of the employment contract / Freedom of establishment and limits / Invalidity of the employment contract
4	General information about clauses in the employment contract / General terms and conditions (TBK Art. 20-25) / General terms and conditions of employment / Standard form employment contract - Internal regulations - Workplace applications
5	Change clauses / Amendment of the employment contract and management right / Substantial change in working conditions - İşK m. 22
6	Change in wage / Change in feature of work / Change in working time / Workplace change
7	Clauses on overtime and overtime wage
8	Midterm exam
9	Prohibition of working in another job
10	Secrecy and confidentiality clauses
11	Clauses related to rules of conduct in the workplace
12	Clauses regarding termination of employment contract
13	Penal clause in the employment contract
14	Non-competition clauses