

Global Immigration alert

October 2024



Türkiye

Türkiye implements new requirements for employers that sponsor foreign nationals

Executive summary

Effective 1 October 2024, Türkiye reduced the minimum salary requirements for foreign nationals working in certain professions. The authorities also announced new requirements for employers that seek to sponsor work permits for foreign nationals.

Key developments

Effective 1 October 2024, the following categories of foreign workers are subject to the salary thresholds below:

- ▶ Senior executives: at least five times the minimum wage (as of October 2024, the minimum wage is a monthly gross salary of TRY 20,002 or approx. USD 548). Previously, these individuals were required to earn at least 6.5 times the minimum wage.
- ▶ Unit or branch managers: at least three times the minimum wage. Previously, these individuals were required to earn at least four times the minimum wage.
- ▶ Individuals holding positions that require expertise and proficiency: at least two times the minimum wage. Previously, these individuals were required to earn at least three times the minimum wage.

Effective 1 January 2025, certain companies that seek to hire foreign nationals or bring them in as partners will be required to meet the following requirements in order to sponsor Turkish work permits for these individuals:

- ▶ *Capital requirements*
 - ▶ New businesses and startups that hire foreign nationals will be required to have a minimum paid-in capital amount of TRY 500,000 (approx. USD 14,600). If a

foreign national becomes a partner, the individual's capital amount must be at least TRY 500,000 (approx. USD 14,600), and they must hold at least a 20% share in the company.

- ▶ Established businesses that hire a foreign national or bring them in as a partner will be required to have: (1) a minimum paid-in capital amount of TRY 500,000 (approx. USD 14,600); (2) net sales of at least TRY 8,000,000 (approx. USD 233,600); or (3) at least USD 150,000 (approx. TRY 5,131,500) in exports.
- ▶ *Employment of Turkish nationals:* Companies (including new businesses, startups and established businesses) will be required to employ at least five Turkish citizens per foreign national that they hire or bring in as a partner. Some exemptions apply:
 - ▶ High-revenue companies (i.e., companies with a revenue of at least TRY 50,000,000, or approx. USD 1,460,000) that hire foreign nationals will be exempt from this requirement for up to five foreign employees (the requirement will apply if these companies hire six or more foreign employees).
 - ▶ Companies that bring in foreign nationals as partners will be exempt if the individual has a capital amount of at least USD 100,000 (approx. TRY 3,421,000).

Companies that sponsor foreign nationals to work in the following sectors may be exempt from the capital requirements and the requirement to employ a minimum number of Turkish nationals: information technology, education, aviation, health,

tourism and domestic services (e.g., babysitters, caretakers). Organizations that sponsor foreign workers for roles that require expertise relating to advanced technology, public projects and investments may also benefit from exemptions.

Impact on employers

Employers may consider the new requirements when sponsoring foreign workers and adapt their recruitment and hiring policies as required to ensure ongoing compliance.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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