

Work Permit Criteria for Foreigners

The evaluation criteria to be fulfilled by employers and foreigners with regard to foreigners' work permit applications are listed below:

- At the workplace for which work permit is requested, at least five persons who are citizens of the Republic of Turkey must be employed. In case the foreigner requesting work permit is a co-partner of the company, the abovementioned requirement relating to the employment of five persons is sought only for the last six months of a one-year work permit to be granted by the Ministry of Labor and Social Security. In case a work permit application is filed for more than one foreigner at the same workplace, for each foreigner following the first foreigner who is granted a work permit, the abovementioned requirement relating to the employment of five persons who are citizens of the Republic of Turkey applies individually.
- Paid-in capital of the workplace must be at least TRY 100,000 or the lowest amount for its gross sales must be equal to TRY 800,000 or its export amount in the last year must be at least USD 250,000.
- Article 2 will not apply for work permit applications concerning foreigners to be employed by associations and foundations, while Articles 1 and 2 will apply for evaluations regarding work permit applications related to foreigners to be employed in the representative offices of foreign countries' airlines in Turkey, as well as those to be employed in the education sector and household services.
- The foreigner applying for a work permit who is a co-partner of the company must own at least a 20 percent share in the capital, which is no less than TRY 40,000.
- The monthly salary payable to the foreigner as declared by the employer should be commensurate with the position and competence of the foreigner. Accordingly, taking into consideration the minimum wage prevailing on the date of the application, the salary to be paid to a foreigner should be equal to:
 - a) 6.5 times the minimum wage for senior executives and pilots, as well as for engineers and architects applying for a preliminary permit
 - b) 4 times the minimum wage for line or branch managers, as well as for engineers and architects
 - c) 3 times the minimum wage for persons to be employed in occupations requiring expertise and proficiency, as well as for teachers, psychologists, physiotherapists, musicians and performing artists
 - d) Minimum wage for foreigners to be employed in household services, and 1.5 times the minimum wage for foreigners to be employed in occupations other than the aforementioned ones (e.g. salesperson, marketing-export officer, etc.)
 - e) 2 times the minimum wage for foreigners to be employed in tourism-animation organization companies as acrobats or in similar occupations, as well as for foreigners to be employed as masseurs, masseuses and SPA therapists

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- Work permit applications for persons to be employed in occupations requiring expertise and proficiency such as masseurs, masseuses and SPA therapists, by tourism businesses with at least four-stars and holiday resorts, which are certified by the Ministry of Culture and Tourism and prove that a licensed massage parlor is available within their facilities, will be evaluated, while applications of businesses and workplaces that do not meet the foregoing criteria will not be considered eligible.
- For foreigners to be employed in companies operating in the entertainment sector or tourism-animation organization companies for occupations requiring expertise and proficiency, a separate quota will not apply provided that at least 10 persons who are citizens of the Republic of Turkey are employed in these companies.
- In evaluations of work permits for foreigners to be employed in cases specified in bilateral or multilateral agreements in which Turkey is a party, and foreigners to be employed by public institutions and organizations in occupations regarding procurement of goods and services by tender or contract, the requirements referred to in Articles 1 and 2 will not apply.
- In case no Turkish specialist is employed in occupations requiring advanced technology or similar professions, the criteria referred to in Articles 1 and 2 will not apply upon General Directorate's approval.
- For foreigners to be employed apart from the key personnel in businesses that meet the criteria for Special Foreign Direct Investments, the requirement referred to in Article 1 will apply based on the number of the citizens of the Republic of Turkey employed in all workplaces of the business throughout the country.

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