

# Legal 500

## Country Comparative Guides 2025

**Türkiye**

**Corporate Immigration**

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This country-specific Q&A provides an overview of corporate immigration laws and regulations applicable in Türkiye.

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# Türkiye: Corporate Immigration

## 1. What are the relevant government entities relating to immigration in your jurisdiction?

In Turkey, the primary institution responsible for immigration matters is the **Directorate General of Migration Management (DGMM)** under the Ministry of Interior. Provincial Directorates of Migration Management handle residence permits, deportation procedures, and asylum processes.

The **Ministry of Labour and Social Security** evaluates and grants work permits for foreigners.

The **Ministry of Foreign Affairs** handles visa applications submitted abroad.

The **General Directorate of Population and Citizenship Affairs** is responsible for citizenship procedures.

## 2. What are the options available for sponsor-based employment in your jurisdiction and timelines involved in securing a work permit?

**Sponsored Employment Options and Work Permit Timeline** Employer-sponsored employment is regulated by Law No. 6735 on International Labour Force. Employers may apply on behalf of foreign nationals through:

- Standard work permits
- Intra-company transfers (for multinational corporations)
- Highly skilled expert permits (e.g., engineers, doctors, IT specialists)

The application must justify why a Turkish citizen cannot fill the position. For in-country applications, processing takes approximately 2–3 weeks. For applications from abroad, an additional 1–2 weeks is required due to consular procedures.

## 3. What are the primary options available for unsponsored work and investment in your jurisdiction?

**Self-Employment and Investment Without Sponsorship** Foreign nationals may establish businesses in Turkey. For work permit issuance, a reference number must be

obtained from a Turkish consulate abroad. Purchasing real estate worth at least USD 200,000 grants a one-year renewable residence permit, while property valued at USD 400,000 makes one eligible for citizenship, provided all security and legal conditions are met. The Turquoise Card system offers long-term residency rights for investors and highly skilled professionals.res.

## 4. What are the requirements for becoming a sponsor of employment-based migrants and what are the role and reporting duties of sponsors?

- Employ at least five Turkish citizens per foreign employee (with exceptions for long-term residents)
- Demonstrate financial capacity (minimum paid-in capital of TRY 500.000)
- Ensure payment of salary and social security contributions

## 5. Are applications filed electronically, or paper base? Is a physical visa/work permit document issued or is an electronic approval issued?

Application Format and Documentation Work permit applications are entirely electronic via the e-Government and e-Permit platforms. Approved applicants receive both an electronic notification and a physical permit card. Applications from abroad require in-person consular submission to obtain a reference number. Residence permits also begin electronically but require an in-person appointment.

## 6. Is an in-person attendance/interview required as part of the visa/work permit application process? Is an individual required to enrol their biometrics (digital photo, fingerprint scan) as part of the visa/work permit process?

In-Person Attendance and Biometric Data Work permits generally do not require interviews. However, consular visits are mandatory for out-of-country applicants. Residence permit applicants must visit the migration office to provide biometric data (fingerprints and a digital photo).

## 7. What persons qualify as dependants? Can dependants work based on their dependant visa status? Are there any restrictions?

Definition of Dependents and Work Rights Dependents include minors (under 18) and individuals requiring permanent care due to medical conditions. Dependents must apply separately for a work permit if they wish to be employed.

## 8. What is the general time frame and processes for obtaining permanent residence and citizenship for sponsored and unsponsored business-related immigration?

Permanent Residency and Citizenship Timeline Foreigners legally employed for eight years may qualify for an indefinite work permit. After five years of lawful residence and employment, one may apply for citizenship—provided specific types of residence permits (e.g., family, long-term, or property-based) are held.

## 9. What productive type activities can a business visitor undertake and for how long?

Permitted Activities for Business Visitors Business visitors may participate in commercial meetings, conferences, training, factory visits, and business development activities. However, they cannot engage in income-generating activities. Activities must align with the visa purpose and duration.

## 10. Can remote work be carried out from your country?

Remote Work From Turkey Remote work is permissible if it aligns with the foreign national's legal residency status. Although Turkey does not yet offer a dedicated digital nomad visa, discussions are ongoing.

## 11. Are there any productive work / revenue generating activities that can be carried out as a visitor and without the need for a work permit? If so, what activities and for how long?

Income-Generating Activities Without Work Permit Visitors may engage in preliminary business activities such as investment planning and market research. Income-generating work without a permit is strictly prohibited.

## 12. Is there a remote work or nomad visa category in your jurisdiction? If not, how likely is it that this will be implemented in future?

Digital Nomad Visas There is currently no official digital nomad visa. However, individuals working remotely often utilize tourist or short-term residence permits. Given global trends, Turkey is expected to introduce relevant visa types in the near future.

## 13. How easy is it to switch visa categories/jobs/employer from within country? And/or if made redundant, can the individual regularise their stay in another capacity and what is the timeframe allowable?

Changing Employer or Visa Status Work permits are tied to a specific employer and position. Changing either requires a new application. In the event of termination, the foreigner must notify DGMM within 10 days and apply for a new residence status.

## 14. What common issues or concerns may arise for employers under business immigration in your jurisdiction?

Common Challenges for Employers Challenges include lack of qualified local labor, administrative errors invalidating applications, unexplained rejections, and uncertainty around managing remote workers.

## 15. Is there a fast track process / certification that business can obtain to expedite visa / permit processing?

Fast-Track Processing or Certification for Employers No official fast-track exists. All employers are subject to the same procedures. Exceptions may apply for investors, public interest projects, and multinational corporations. Turquoise Card applications receive priority.

## 16. What are the recent trends, both political and social that have impacted (or are anticipated to impact) your jurisdiction with regard to immigration policy and law?

Recent Political and Social Trends Due to rising irregular migration, immigration policies have become stricter. Document scrutiny and permit renewals are more rigorous. Some districts impose residency caps.

Meanwhile, policies remain favorable for high-skilled professionals and investors

### 17. How has the COVID-19 pandemic shaped current immigration landscape in your jurisdiction?

Impact of COVID-19 The pandemic led to temporary suspension of visa services and flexibility in legal stay enforcement. Online systems became prevalent. Currently, biometric submissions remain mandatory for residence permits.

### 18. Are there any new and / or anticipated changes impacting immigration law and / or policy in your jurisdiction?

Anticipated Legal Changes Amendments include tightened residence eligibility, digital nomad and freelancer categories, and expanded rights for investors and Turquoise Card holders.

### 19. How do you see technology developing and evolving to support immigration process in the future?

Future of Technology in Immigration Turkey is expanding e-Government integration and aims for contactless, AI-supported applications, with biometric authentication and digital document uploads.

### 20. What are the Right to Work requirements in your jurisdiction?

Legal Employment Requirements A valid work permit or legal status (e.g., Turquoise Card) is required. Employers must report employees to social security and meet tax obligations.

### 21. What are the types of civil and criminal penalties employers may face for non-compliance with immigration rules i.e. employing an individual who does not have the Right to Work?

Penalties for Illegal Employment Employers face fines, potential closure, retroactive tax and SGK liabilities, and possible deportation of foreign workers. Repeat offenses carry heavier penalties.

### 22. Are there labour market testing requirements in your jurisdiction and if so, what do they involve?

Labor Market Test No formal labor market test exists, but employers must justify foreign hires in sectors where local talent is available. Priority is given to Turkish citizens.

### 23. Are there quota requirements, restrictions or a cap on the numbers of foreign nationals hired per company in your jurisdiction?

Foreign Worker Quotas Standard rule: one foreigner per five Turkish employees. For long-term residents, the ratio may temporarily adjust to 1:1 (up to three foreign workers).

### 24. Are there any exit procedures in your jurisdiction, if an individual is departing permanently?

Exit Procedure No formal procedure is required for foreigners permanently leaving Turkey.

### 25. Are there any requirements for medical certificates or vaccinations for your jurisdiction?

Medical Certificates and Vaccinations Generally not required, unless arriving from high-risk countries. Residence permits require valid health insurance.

### 26. Are there any language requirements for your jurisdiction?

Language Requirements No general language requirement exists. Certain regulated professions (e.g., healthcare, education) may require Turkish proficiency.

### 27. What are the government costs associated with a typical employment based visa?

- Work permit fee: TRY 10,571.60, card fee: TRY 810.00
- Visa fees (abroad): USD 60–100 depending on country

### 28. Is a local contract of employment required in order to obtain a work based visa or work permit? Are there salary or other thresholds to be met by

## the migrant?

**Employment Contracts and Salary Thresholds** Local employment contracts are mandatory. Minimum salary thresholds:

- Specialists: 1.5x minimum wage
- Managers/technicians: 2x
- Partners/shareholders: 4x

## 29. What are the maximum periods of stay for individuals on an employment based visa / work permit?

Maximum Duration of Stay on a Work Permit Initial permits: 1 year. Renewals: 2 and then 3 years. After 4 years: eligible for an indefinite permit.

## 30. Does your jurisdiction allow dual nationality?

Dual Citizenship Permitted by Turkish law. Applicants should verify compatibility with their home country's laws.

## 31. What are the most positive aspects of your immigration system compared to the rest of the world?

## Advantages Compared to Other Systems

- Fast-track residency via investment
- Turquoise Card offers long-term rights
- Lower costs and bureaucracy than the EU
- Flexible family reunification
- Application results in 1–3 weeks upon proper documentation

## 32. Are you facing any challenges resulting from a shortage of skills. If yes, which skills?

### Skills Shortages in Key Sectors

- Software and IT
- Healthcare services
- High-tech industries
- International law and trade

## 33. Are there any plans in place to address green skills and/or to support transition to green economies'?

Green Economy Transition and Migrant Labor Post-Paris Agreement, Turkey is fostering green economy initiatives. EU-supported programs promote green skills in energy, construction, and transportation. Migrant labor is seen as a strategic asset in this transition.

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