

Global Immigration alert

January 2025

Türkiye

Türkiye increases minimum salary requirements for all employees, including foreign nationals

Executive summary

Effective 1 January 2025, Türkiye revised its minimum salary requirements, impacting foreign nationals who seek to work in the country.

Key developments

The gross minimum monthly salary for 2025 is TRY 26,005.50 (approx. USD 740), and the net minimum monthly salary is TRY 22,104.67 (approx. USD 630). The revised minimum salary requirements for different categories of foreign employees are as follows:

- ▶ Senior managers and pilots: at least five times the minimum wage amount (i.e., TRY 130,027.50 or approx. USD 3,687.50), up from TRY 100,012.50 or approx. USD 2,830
- ▶ Engineers and architects: at least four times the minimum wage amount (i.e., TRY 104,022 or approx. USD 2,950), up from TRY 80,010 or approx. USD 2,270
- ▶ Other managers: at least three times the minimum wage amount (i.e., TRY 78,016.50 or approx. USD 2,212.50), up from TRY 60,007.50 or approx. USD 1,700
- ▶ Those who hold jobs requiring expertise and mastery: at least two times the minimum wage amount (i.e., TRY 52,011 or approx. USD 1,470), up from TRY 40,005 or approx. USD 1,130
- ▶ Domestic workers and other workers (e.g., cleaners, waiters, other restaurant staff): at least the minimum wage amount (i.e., TRY 26,005.50 or approx. USD 737.50), up from TRY 20,002.50 or approx. USD 570

All individuals who apply to obtain new work permits or extend their current permits on or after 1 January 2025 are subject to the updated salary requirements.

The USD values are based on the prevailing exchange rate (TRY 1=USD 0.028) as of 8 January 2025.

Impact on employers

Employers may amend their internal policies as required to ensure impacted individuals comply with the revised requirements.

Key steps

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



Shape the future
with confidence

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 000177-25Gbl

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Mehmet Küçükkaya
Partner - Law
Tel: +90 212 315 30 00
Email: mehmet.kucukkaya@tr.ey.com

Necla Birol
Director - Law
Tel: +90 212 315 30 00
Email: necla.birol@tr.ey.com

Ben Willis
Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi
Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com