

Work Permits in Türkiye

A 2026 Legal Guide for Foreign Employees and Employers

Residence Status | Employer Criteria |
Applications | Extensions | Compliance

Written by
Av. Dr. Arzu ONGUR
Attorney at Law | Founder & Managing Partner



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Residence and Work Permits in Türkiye 2026

Av. Dr. Arzu ONGUR

Founder and Managing Partner, ONGUR & PARTNERS International Law Firm

www.ongurpartners.com

Ph.D. in Competition Law | Ankara Bar

Abstract

This article examines the interaction between Turkish residence permission and work authorisation for foreign nationals and employers. It considers permit categories, application routes, employer requirements, professional restrictions, extensions, refusals and the consequences of non-compliance. The legal analysis distinguishes a person's entitlement to remain in the country from the authority to perform a particular job or business activity. Its practical focus is the alignment of the applicant's status, the proposed role, the employer's circumstances and the supporting evidence. Foreign individuals and businesses are encouraged to resolve those issues before employment begins, rather than treating authorisation as a final administrative formality.

Keywords residence permits, work permits, Türkiye, foreign nationals, international employment, immigration compliance

Introduction

A foreign national may be legally entitled to remain in Türkiye without being legally entitled to work here. That distinction is one of the most important points to understand at the beginning of any Turkish immigration or international employment matter.

A residence permit primarily answers the question of whether a foreign national may lawfully remain in Türkiye for a particular purpose and period. A work permit answers a different question: whether that person may lawfully perform work in Türkiye under the terms for which the authorisation was issued.

The two systems interact, but they should not be treated as interchangeable. For an employer, the issue is equally important. Hiring a foreign professional is not simply an HR decision followed by an immigration filing. The proposed role, salary, employer's financial position, number of Turkish employees, professional qualifications, sector-specific requirements and the foreign national's existing immigration status may all affect whether a work permit can be obtained.

For this reason, I prefer to examine the employment structure before the employee is expected to start work.

Two Different Legal Frameworks

Residence permits are governed principally by Law No. 6458 on Foreigners and International Protection, Yabancılar ve Uluslararası Koruma Kanunu. The Law provides six principal residence



permit categories: short-term, family, student, long-term, humanitarian and residence permits for victims of human trafficking.¹

Work permits are governed principally by International Labour Force Law No. 6735, Uluslararası İşgücü Kanunu, together with its implementing legislation and the current evaluation criteria published by the Ministry of Labour and Social Security.²

The relationship between the two systems is particularly important. Article 12 of Law No. 6735 provides that a work permit or work permit exemption issued under the Law is treated as a residence permit in accordance with Article 27 of Law No. 6458.

There are statutory exceptions. Work permits issued to international protection applicants, conditional refugees and persons under temporary protection do not substitute for residence permits in the same manner.³

The reverse rule does not apply. Possession of a residence permit does not, by itself, give a foreign national a right to work in Türkiye.

Short-Term Residence Permits

Articles 31 to 33 of Law No. 6458 regulate short-term residence permits. The category covers several different purposes, including scientific research, ownership of qualifying residential property, establishment of commercial or business connections, certain educational programmes, tourism-related stays and other grounds expressly listed in the legislation.⁴

For a foreign investor, the legal basis should match the real purpose of the stay. For example, a residence application based on ownership of immovable property requires the property to be residential and used for that purpose. A company investment, bank account or commercial activity does not automatically transform every residence application into an investment-based residence right.

A residence permit is therefore not simply a document purchased by satisfying a financial threshold. The legal ground for the application must genuinely correspond to the foreigner's circumstances.

Family Residence Permits

Family residence permits are governed by Articles 34 to 37 of Law No. 6458. They may be granted to the foreign spouse, minor foreign children and dependent foreign children of qualifying sponsors, including Turkish citizens, persons within Article 28 of Turkish Citizenship Law No. 5901, qualifying foreign residence-permit holders, refugees and subsidiary-protection beneficiaries.⁵

¹ Law No. 6458 on Foreigners and International Protection, Official Gazette No. 28615, 11 April 2013, particularly Articles 30 to 45. Presidency of Migration Management, official statutory text and current residence-permit guidance.

² International Labour Force Law No. 6735, particularly Article 12; Law No. 6458, Article 27. Official Gazette No. 29800, 13 August 2016; Ministry of Labour and Social Security and Presidency of Migration Management official guidance concerning work permits as residence permits.

³ International Labour Force Law No. 6735, particularly Article 12; Law No. 6458, Article 27. Official Gazette No. 29800, 13 August 2016; Ministry of Labour and Social Security and Presidency of Migration Management official guidance concerning work permits as residence permits.

⁴ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.

⁵ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.



Dependent parents are not generally included in the family residence permit category under Article 34. A family residence permit may currently be issued for a maximum of three years at a time, but it cannot extend beyond the duration of the sponsor's own residence status where that limitation applies.⁶

The sponsor is also subject to statutory conditions concerning matters such as income, accommodation, health insurance and, in applicable cases, residence history and address registration.

Student and Long-Term Residence Permits

A student residence permit may be issued to qualifying foreign students in primary, secondary and higher education under Articles 38 to 41 of Law No. 6458.⁷

Foreign students should not assume that student status automatically creates unrestricted access to the labour market. Work remains subject to the applicable work permit framework. Current Ministry criteria provide, for example, that associate and undergraduate students may work part-time after completing the first year of study, subject to the applicable rules.⁸

A long-term residence permit is different. A foreign national may become eligible after at least eight years of continuous qualifying residence, provided the remaining statutory conditions are satisfied. These include sufficient and stable income, valid health insurance, absence of specified recent social assistance and absence of a public-order or public-security threat.⁹

The permit is issued indefinitely. Not every form of lawful stay counts in the same way. For example, only half of the time spent under a student residence permit is taken into account in the statutory residence calculation, while certain protection statuses are excluded from transition to long-term residence.¹⁰

Residence Permit Applications Are Made Through e-İkamet

Residence permit applications are initiated through the official e-İkamet system operated by the Presidency of Migration Management. For first and transition applications, the applicant submits the online application and then attends the Provincial Directorate of Migration Management at the appointed date with the required documents. The original passport must generally be presented for first and transition applications.¹¹

The documentary requirements vary according to the category. They may include the passport, biometric photographs, evidence concerning the purpose of stay, address information, health-insurance documentation and other documents generated by the e-İkamet system for the particular application.

⁶ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.

⁷ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.

⁸ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.

⁹ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.

¹⁰ Presidency of Migration Management, current official guidance on short-term, family, student and long-term residence permits, including Articles 31 to 45 of Law No. 6458.

¹¹ Presidency of Migration Management, official e-İkamet and residence application guidance concerning first, extension and transition applications, passport validity, insurance and required documents.



Passport validity also matters. The passport or substitute travel document must generally remain valid for at least 60 days beyond the requested residence permit period.¹²

The authorities may request supplementary evidence during review. This is why a residence application should not be assembled from a generic checklist copied from an earlier case.

Health Insurance and Financial Means

Health-insurance requirements depend on the residence category and the applicant's circumstances. The Presidency of Migration Management states that the duration of the insurance should cover the requested residence period, subject to statutory exceptions and alternative forms of recognised coverage.¹³

Financial evidence also varies. For short-term and student residence permits, the applicant's declaration may be sufficient unless the administration requests documentary proof. Other categories, particularly family and long-term residence, contain more specific financial conditions.¹⁴

For foreign clients, the practical point is that residence-permit evidence should be consistent. Address records, bank information, employment information, insurance documentation and the stated purpose of stay should not tell different stories.

Main Types of Work Permit

The most common work permit is the definite-duration work permit, süreli çalışma izni. At the first successful application, it may be granted for up to one year, subject to the duration of the employment or service contract and the approved employer, workplace and position.¹⁵

If an extension is approved under the same employer, the first extension may be granted for up to two years and subsequent extensions for up to three years.¹⁶

A foreign national moving to another employer does not simply transfer the existing permit. A work permit application for a different employer is generally treated under the rules applicable to a new application.¹⁷

Türkiye also provides for independent work permits, permanent work permits and the Turquoise Card.

¹² Presidency of Migration Management, official e-İkamet and residence application guidance concerning first, extension and transition applications, passport validity, insurance and required documents.

¹³ Presidency of Migration Management, official e-İkamet and residence application guidance concerning first, extension and transition applications, passport validity, insurance and required documents.

¹⁴ Presidency of Migration Management, official e-İkamet and residence application guidance concerning first, extension and transition applications, passport validity, insurance and required documents.

¹⁵ Ministry of Labour and Social Security, Directorate General of International Labour Force, current official Work Permit Types and Work Permit FAQ.

¹⁶ Ministry of Labour and Social Security, Directorate General of International Labour Force, current official Work Permit Types and Work Permit FAQ.

¹⁷ Ministry of Labour and Social Security, Directorate General of International Labour Force, current official Work Permit Types and Work Permit FAQ.



Permanent and Independent Work Permits

A permanent work permit may be applied for by a foreign national who has a long-term residence permit or at least eight years of legal work permit history in Türkiye.

Satisfying the eligibility period does not create an automatic entitlement to the permit.¹⁸ A permanent work permit is not tied to a particular employer in the same way as an ordinary definite-duration permit.

An independent work permit is issued to a foreign national who will work on his or her own behalf and account. The Ministry assesses matters including education, professional experience, contribution to science and technology, impact on the Turkish economy and employment, and, where relevant, the person's capital participation in a business.¹⁹

The Turquoise Card Is Not Simply a Premium Work Permit

The Turquoise Card is intended for qualifying foreign nationals whose education, professional experience, scientific or technological contribution, investment or other characteristics satisfy the relevant statutory and policy criteria.

It should not be described as a status automatically available to anyone earning a high salary. The current system begins with a three-year transition period. If the statutory conditions continue to be satisfied and the appropriate application is made during the prescribed period, the transition annotation may be removed and the card can become indefinite.²⁰

The spouse and dependent children of a Turquoise Card holder may receive documentation that substitutes for a residence permit.

Persons under temporary protection are excluded from Turquoise Card eligibility.²¹

Domestic and Overseas Work Permit Applications

Work permit applications are made electronically through the e-İzin system. For a domestic application, the foreign national must generally hold a residence permit that was issued for at least six months and remains valid on the application date.²²

This is different from saying that the applicant must have six months of remaining residence validity. Where the foreign national does not qualify for a domestic application, the process generally begins

¹⁸ Ministry of Labour and Social Security, Directorate General of International Labour Force, current official Work Permit Types and Work Permit FAQ.

¹⁹ Ministry of Labour and Social Security, Directorate General of International Labour Force, current official Work Permit Types and Work Permit FAQ.

²⁰ Ministry of Labour and Social Security, official Turquoise Card guidance, including the three-year transition period and family rights.

²¹ Ministry of Labour and Social Security, official Turquoise Card guidance, including the three-year transition period and family rights.

²² Ministry of Labour and Social Security, official domestic and overseas work permit application procedures and e-İzin guidance.



through the appropriate Turkish foreign mission abroad. A reference number generated through the consular stage is then used by the employer in the Turkish e-İzin process.²³

The employer plays an active role and submits the employment and corporate information required by the Ministry.

2026 Employer Evaluation Criteria

The current work permit criteria deserve close attention. For employers subject to balance-sheet accounting, the general rule is that at least five Turkish citizens should be employed for each foreign national for whom a work permit is sought, subject to statutory and sector-specific exemptions.²⁴

For a newly established employer subject to the general financial criterion, paid-in capital must ordinarily be at least TRY 500,000. For an existing employer, the general financial criterion may be met through paid-in capital of at least TRY 500,000, net sales of at least TRY 8 million, or exports of at least USD 150,000.²⁵

Salary is also regulated by reference to the gross minimum wage in force on the application date. The Ministry's current criteria require, depending on the role, at least five times the minimum wage for senior executives and pilots, four times for engineers and architects, three times for other managers, twice for positions requiring expertise or mastery, and at least the minimum wage for other qualifying work.²⁶

These figures should be checked again at the time of filing because the criteria can change.

Current Exemptions and Sector-Specific Rules Matter

Not every employer or employee is assessed under the same formula. The Ministry maintains sector-specific provisions for areas including information technology, education, tourism, health, advanced technology, livestock, aviation and other industries.

For example, specified IT positions may be exempt from employment and financial-adequacy requirements under the current criteria. Education and health positions may require prior approval from the competent authority.²⁷

The current criteria also contain exemptions for certain foreign nationals based on their family status, residence history or legal status. A foreign client should therefore not assume that a rejected application at one employer means the same person would necessarily be rejected in another sector or employment structure.

²³ Ministry of Labour and Social Security, official domestic and overseas work permit application procedures and e-İzin guidance.

²⁴ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.

²⁵ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.

²⁶ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.

²⁷ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.



Can the Employee Work While an Application Is Pending?

This question requires an important distinction. For a first work permit application, the foreign national should not start working merely because the application has been filed.

For a valid extension application, however, Turkish law provides a limited continuation mechanism. Where the extension application was filed within the legal period, the foreign national may continue working after expiry of the existing permit while the extension is being evaluated, for up to 90 days, provided the work and workplace do not change.²⁸

Accordingly, the simple statement that a foreign national can never work while an application is pending is too broad.

Work Permits Are Employer and Position Specific

An ordinary dependent work permit is issued for a particular employment relationship. The Ministry expressly states that a foreign national holding a permit under one employer cannot use that permit to work for an unrelated employer.

A new employer requires a new application.²⁹

Changes within the same employer can also require legal review. A change of role, province, workplace or business structure should be checked before implementation rather than after payroll or social security records have already changed.

Work Permit Exemptions Should Be Checked Before Filing

Some activities and foreign nationals may qualify for a work permit exemption rather than an ordinary work permit. The current implementing regulation contains specific exemption categories and time limits.³⁰

An exemption should not be confused with informal permission to work without documentation. Where an exemption application or exemption document is required, the foreign national and employer should comply with the prescribed process.

A valid work permit exemption may also substitute for a residence permit during its valid period, subject to statutory exceptions.³¹

²⁸ Ministry of Labour and Social Security, official Work Permit FAQ and application guidance concerning employer changes and continued work during timely extension applications.

²⁹ Ministry of Labour and Social Security, official Work Permit FAQ and application guidance concerning employer changes and continued work during timely extension applications.

³⁰ Regulation on Implementation of the International Labour Force Law, Article 48; Ministry of Labour and Social Security, official Work Permit Exemption guidance.

³¹ Regulation on Implementation of the International Labour Force Law, Article 48; Ministry of Labour and Social Security, official Work Permit Exemption guidance.



Danıştay: Residence Permit Decisions Require Proper Administrative Examination

Because residence permit disputes belong to administrative jurisdiction, Danıştay, rather than Yargıtay, provides the more relevant high-court jurisprudence.

Danıştay 10th Chamber: E. 2016/12017, K. 2020/5407, 25 November 2020

The case concerned a Ukrainian citizen whose short-term residence application for tourism purposes had been refused. The first-instance administrative court annulled the refusal because the applicant had provided the required address information and the administration had rejected the application principally because she could not be found at the address, without sufficiently examining whether the other statutory conditions for the permit were satisfied.

Danıştay upheld that annulment judgment.³²

The practical significance is important. Residence permit authorities have statutory discretion, but an adverse decision must still rest on a legally adequate examination of the relevant conditions and facts.

For foreign applicants, this reinforces the importance of making the administrative file complete before litigation becomes necessary.

Danıştay on Work Permit Applications and Procedural Rejection

A second useful decision concerns work permits, although it was decided under the legislation that preceded Law No. 6735.

Danıştay 10th Chamber: E. 2008/1143, K. 2011/4297

The Court considered a renewed foreign work permit application after an earlier application had been refused because of a documentary deficiency.

Danıştay held, in substance, that the renewed application could not automatically be treated as though an earlier substantive assessment had already resulted in refusal. The legal consequences attached to a merits-based rejection could not simply be applied to an earlier application rejected for incomplete documentation.³³

The statutory framework has since changed with Law No. 6735, so this decision should not be presented as a statement of the current statutory criteria.

Its continuing value is procedural: a documentary deficiency and a substantive failure to meet eligibility conditions are legally different problems.

That distinction remains important in modern work permit practice.

³² Danıştay 10th Chamber, E. 2016/12017, K. 2020/5407, 25 November 2020, official Danıştay Decision Search database, concerning refusal of a short-term residence permit and adequacy of administrative examination.

³³ Danıştay 10th Chamber, E. 2008/1143, K. 2011/4297, published in the official Danıştay Decisions Journal, concerning the distinction between a documentary deficiency and a substantive refusal in a foreign work permit application under the former legislation.



Refusal of a Work Permit Has a Specific Objection Procedure

A work permit refusal, cancellation or termination should not simply be treated as an ordinary administrative decision without checking the special procedure under Law No. 6735.

The Ministry currently provides that an affected employer or foreign national may object within 30 days from notification. The objection is submitted electronically through the e-İzin system with the supporting petition and evidence.

If the Ministry rejects the objection, administrative judicial review is available.³⁴ For foreign clients, this deadline should be calendared immediately upon receipt of the decision.

Waiting to decide whether the business wants to challenge the refusal can consume a meaningful part of the objection period.

Residence Permit Refusals Are Also Administrative Acts

Residence permit refusals, non-renewals and cancellations are administrative decisions and may be reviewed through the Turkish administrative court system where the legal conditions for proceedings are satisfied.

The correct strategy should nevertheless be determined from the decision itself. The grounds for refusal, notification date, any departure obligation, existing immigration status and whether separate removal or entry-ban measures exist may all affect the required response.

A judicial challenge does not automatically create a substitute residence status in every case. This is why litigation should not be viewed as a routine second stage of every failed application.

The better strategy is usually to identify documentary or eligibility weaknesses before submission.

Working Without Permission Carries Substantial 2026 Penalties

Unlawful work is a serious compliance issue, and the current penalties can be stated precisely.

For 2026, the Ministry publishes the following administrative fines:

An employer employing a foreign national without the required work permit is subject to a fine of TRY 102,503 for each foreign employee. A foreign national working dependently without a permit is subject to a fine of TRY 40,977.

A foreign national working independently without a permit is subject to a fine of TRY 82,010.³⁵

Repeated violations are subject to increased penalties under Law No. 6735.

These amounts are revalued annually.

³⁴ Ministry of Labour and Social Security, official FAQ concerning objection to work permit refusal, cancellation or termination. The current objection period is 30 days from notification, followed by administrative judicial review if the objection is rejected.

³⁵ Ministry of Labour and Social Security, official 2026 administrative fine schedule under Law No. 6735.



Social Security and Notification Duties Continue After Approval

Obtaining the permit is not the end of the employer's obligations. Employers and relevant foreign nationals must comply with social security requirements under Law No. 5510 and with notification obligations under Law No. 6735.

The Ministry states that employers and holders of permanent or independent permits must notify specified commencement, termination and cancellation-triggering events within 15 days.³⁶

For domestic applications, the foreign national must begin work and satisfy the relevant social-security obligations within the prescribed period after the permit begins.

Foreign employees entering Türkiye on an overseas work permit are also subject to specified entry, commencement and address-registration deadlines.³⁷

An employer should therefore manage the work permit and SGK process as one compliance workflow.

What Should a Foreign Employer Look for in Turkish Counsel?

A foreign employer should not select counsel merely because the lawyer can submit an online work permit application. Employment of foreign nationals can involve immigration law, employment law, social security, corporate structure, regulated professions, tax, relocation and family residence issues at the same time.

Counsel should be able to explain whether the proposed person and position are eligible before the employment contract and relocation timetable are finalised.

For an employer, I would want clear answers to questions such as whether the application will be domestic or overseas, whether the employer meets the current five-employee and financial criteria, whether a sector exemption applies, what salary threshold applies, whether prior professional approval is required, whether the employee's dependants need separate residence permits and what happens if the employee changes position or employer.

For an individual applicant, counsel should distinguish clearly between the right to reside and the right to work. The client should also know who will handle a refusal or administrative challenge if the first application is unsuccessful.

A Turkish attorney's registration may be verified through the official Türkiye Barolar Birliği registry.

³⁶ International Labour Force Law No. 6735, Article 22; Ministry of Labour and Social Security, official social security and notification guidance for foreign employees and employers.

³⁷ International Labour Force Law No. 6735, Article 22; Ministry of Labour and Social Security, official social security and notification guidance for foreign employees and employers.



Frequently Asked Questions

Does a work permit mean I also need a separate residence permit?

Generally no. A work permit or qualifying work permit exemption issued under Law No. 6735 substitutes for a residence permit under Article 27 of Law No. 6458. Certain protection-status permits are exceptions.³⁸

Does a residence permit allow me to work?

No. A residence permit does not itself create the right to work, except where another statutory status independently grants work rights.

Can I apply for a work permit from inside Türkiye?

Generally yes if you hold a residence permit that was issued for at least six months and is still valid on the application date, subject to statutory exceptions.³⁹

Do I need six months remaining on my residence permit?

Not as a general rule. The Ministry's current wording refers to a residence permit that was issued for at least six months and remains valid at the application date.

Can I start working immediately after filing the application?

Not on an ordinary first application. For a timely extension application, however, the foreign national may continue the same work at the same workplace for up to 90 days while the application is under review.⁴⁰

What happens if I change employer?

A permit issued for one employer generally cannot be used for another employer. A new work permit application is required.

How many Turkish employees must the employer have?

The general criterion is five Turkish employees for each foreign employee, but numerous exemptions and sector-specific rules exist.⁴¹

Is the five-Turkish-employee rule the only criterion?

No. Financial adequacy, salary, professional qualifications, sector rules, the particular job and the foreign national's status may also affect the application.

³⁸ International Labour Force Law No. 6735, particularly Article 12; Law No. 6458, Article 27. Official Gazette No. 29800, 13 August 2016; Ministry of Labour and Social Security and Presidency of Migration Management official guidance concerning work permits as residence permits.

³⁹ Ministry of Labour and Social Security, official domestic and overseas work permit application procedures and e-İzin guidance.

⁴⁰ Ministry of Labour and Social Security, official Work Permit FAQ and application guidance concerning employer changes and continued work during timely extension applications.

⁴¹ Ministry of Labour and Social Security, current Work Permit Evaluation Criteria, including the general five-Turkish-employee rule, financial adequacy thresholds, salary multipliers and sector-specific criteria.



Can a highly qualified foreigner automatically obtain a Turquoise Card?

No. The Turquoise Card is assessed under statutory and policy criteria and begins with a three-year transition period.⁴²

Can a work permit rejection be challenged?

Yes. The employer or foreign national may object to the Ministry within 30 days from notification. If that objection is rejected, administrative judicial review is available.⁴³

Can a residence permit rejection be challenged?

Potentially yes. Residence permit decisions are administrative acts and can be subject to administrative judicial review, depending on the particular decision and procedural position.

What are the 2026 fines for illegal foreign employment?

The published 2026 employer fine is TRY 102,503 per foreign national employed without a permit. The foreign worker is also separately subject to an administrative fine.⁴⁴

When should an employer seek Turkish immigration and employment advice?

Preferably before the employment start date is agreed. A foreign employee's arrival, payroll date, SGK registration, work permit and family relocation timetable should be planned together rather than treated as separate administrative tasks.

Conclusion

Residence and work permits in Türkiye operate through two connected but legally separate systems. The residence permit determines lawful stay for a particular purpose. The work permit determines lawful access to the labour market. In many cases the work permit also substitutes for a residence permit, but the reverse is not true. For employers, current work permit rules go considerably beyond submitting a passport and employment contract. The employer's Turkish workforce, financial capacity, proposed salary, sector, role and the foreign national's existing status can all affect the application.

Current 2026 criteria also contain important sector exemptions and special rules that can materially change the outcome. For individuals, the same principle applies. The correct residence category, application evidence, address, insurance, work status and family situation should be considered together. Danıştay jurisprudence also reinforces an important administrative-law principle: immigration decisions must be based on the relevant statutory conditions and an adequate examination of the facts. For that reason, I regard residence and work permit planning as a legal compliance exercise rather than a document-filing exercise.

A properly structured application should answer the legal question before the authority has to ask it.

⁴² Ministry of Labour and Social Security, official Turquoise Card guidance, including the three-year transition period and family rights.

⁴³ Ministry of Labour and Social Security, official FAQ concerning objection to work permit refusal, cancellation or termination. The current objection period is 30 days from notification, followed by administrative judicial review if the objection is rejected.

⁴⁴ Ministry of Labour and Social Security, official 2026 administrative fine schedule under Law No. 6735.



Legal Notice

This article provides general legal information and does not constitute legal advice. The applicable legislation, regulations, administrative and judicial practice, documentation requirements, filing, notification or service dates and other deadlines where relevant, and the facts of the particular matter should be checked before any action is taken.



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