



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.



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