

Temporary Protection for Individuals: Socio- Economic Inclusion of Foreign Nationals through Technology Development Zones -GUIDE-

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INTRODUCTION

According to the ICMPD, Türkiye hosts the world's largest refugee population, with 3.6 million Syrians under temporary protection, making it the foremost country in terms of refugee hosting. The Law on Foreigners and International Protection No. 6458, which came into effect in our country in 2013, and the temporary protection directive continue to offer health, social services, education, and employment opportunities to Syrians under Temporary Protection (SuTPs). Moreover, through the funds provided by international organizations, support is extended to SuTPs, contributing to Türkiye's efforts in this area. As the migration process and its impacts proceed, the focus has shifted towards socio-economic integration and the livelihood support process for SuTPs from a humanitarian aid perspective. In this context, activities such as value chain analysis, labor market assessments, and entrepreneurship support for the socio-economic integration of SuTPs have become even more crucial in determining economic growth and job creation potentials.

The D-TECH4MigrEnt Project has been conceptualized and implemented with this perspective in mind. The project aims to support entrepreneurs from the ideation phase to the early stages of product development (Technology Readiness Levels, TRL 1-3). This support, focusing on deep technologies, is provided with infrastructure and technical expertise assistance. D-TECH4MigrEnt also seeks to integrate Syrians under Temporary Protection (SuTPs) into the socio-economic life through entrepreneurship, contributing to the country's economy and the self-sustenance of the SuTPs.

Our project supports the integration of SuTPs and LHCs (Local Host Communities) with the local entrepreneurial ecosystem players by offering special activities and mentoring sessions to evaluate their deep technology-focused innovative ideas and develop products and services. In this integration process, actors such as industry representatives, industrial organizations, and investors are also involved.

The ultimate expected outcome of the D-TECH4MigrEnt project is to minimize the commercialization risk of deep technology products from laboratories to the market,

enhance Türkiye's high-technology innovation capacity, and increase its competitiveness within the EU.

Technology development zones are known as the heartbeats of technology entrepreneurship and innovation, standing out for the interaction and benefits they provide. Within this framework, technology development zones and the companies interacting with these structures play a significant role in the socio-economic integration of Syrians under Temporary Protection (SuTPs) through technology entrepreneurship. The guide on "Socio-Economic Inclusion of Foreign Nationals with Temporary Protection through Technology Development Zones" has been planned and prepared starting from this premise. Addressing the process from the perspectives of technology startups and SuTPs, this guide aims to facilitate a more accurate and straightforward progression for SuTPs during the process.

In the formation of this guide; besides literature research, exploratory meetings with two different groups consisting of ecosystem stakeholders and SuTPs, and the field experiences of professionals working in the humanitarian aid area were utilized.

DEFINITIONS

Interface Institution: Institutions such as Technology Transfer Offices, Technology Development Zones, etc., that play an active role in University-Industry collaboration, managing the processes from R&D to commercialization, and ensuring the connection between institutions in the process.

Technology Transfer Office: Interface units structured in various forms under universities that support the process of transforming research outcomes into products.

Technology Development Zone: Sites or technoparks, often referred to as science parks or techno-cities, where companies using high/advanced technology or focusing on new technologies engage in producing or developing technology or software by utilizing the facilities of a specific university, high technology institute, R&D center or institute. They operate to transform a technological invention into a commercial product, method, or service, contributing to the region's development. These zones are located within or near the area of the same university, high technology institute, or R&D center or institute where the academic, economic, and social structure is integrated.¹

Temporary Protection: Individuals under temporary protection are those who have been forced to leave their countries due to war, conflict, persecution, natural disasters, or other emergencies. These individuals can be refugees, asylum seekers, or others with similar statuses who seek shelter in another country or region for protection and humanitarian aid. Those under temporary protection are safeguarded for a specific period until they enter a more prolonged protection status, such as that of refugees. They are under the protection of international law, which mandates respect for human rights, the fulfillment of fundamental humanitarian needs, and appropriate treatment.

¹ <https://teknopark.sanayi.gov.tr/Home/FaqList>

PART A: SOCIO-ECONOMIC INCLUSION OF FOREIGN NATIONALS THROUGH TECHNOLOGY DEVELOPMENT ZONES

"Social inclusion" is a concept aimed at ensuring that all sections of society have equal access to opportunities, rights, and resources. This concept promotes the participation of every individual and group within society and aims for the full participation of disadvantaged groups in society without discrimination.

Social inclusion can occur across economic, social, cultural, and political dimensions. This concept is critical for the sustainable development of a society as it aims to build a stronger and more inclusive community based on equality, justice, and respect for human rights. Social inclusion policies and practices value societal diversity and differences, aiming to create an environment where everyone can realize their potential.

Internationalization is indispensable in today's business world. At this point, it can be clearly stated that foreign nationals are playing an increasingly active role in the business sector in our country. Making the most positive use of this situation is possible by providing appropriate working environments.

Although interface institutions are primarily concerned with economic processes, as significant actors in the entrepreneurship and innovation ecosystem, they create a crucial ecosystem for individuals, entrepreneurs, researchers, and other actors. Therefore, especially for foreign nationals, various responsibilities fall on interface institutions even in the dimensions of social inclusion.

The socio-economic inclusion of foreign nationals should not be forgotten as a mutual learning process. The steps taken in this regard constitute a development process not only for foreign nationals but for all individuals within the technopark ecosystem.

1. Creating Understanding and Awareness

a. Language Barrier

One of the leading issues for integration is the language barrier. Language facilitates easier and more effective communication among people. Being multilingual in a corporate sense is one of the primary parameters of internationalization. It is also highly significant to accelerate the integration of foreign nationals and increase motivation in this area. Interface structures should define all their processes multilingually and prepare their information, documents, and manuals accordingly. This approach will ensure that all individuals have equal access to processes and benefit from them under equal conditions.

b. Cultural Differences

Cultural awareness is a crucial starting point for including foreign nationals. This requires a comprehensive understanding that encompasses the origin of foreign nationals, the history of their countries, social structure, religious beliefs, and cultural characteristics. Such knowledge enables more effective communication with foreign nationals and better responsiveness to their needs and sensitivities. Cultural awareness training is a significant step for the employees and managers of interface institutions in determining how to approach foreign nationals.

c. Social Inclusion and Integration

The harmonization of foreign nationals with society and their active participation in the economy is of vital importance for both the welfare of foreign nationals and the social and economic development of the host community. Social inclusion and integration facilitate foreign nationals to find their place in society and establish an independent life by offering job and education opportunities. For this process to be successful, local communities need to display an open and supportive attitude towards foreign nationals. This process can be effectively implemented when combined with other elements. It is essential to remember that social inclusion and integration are processes that should be addressed not only by the management companies of

technology development zones but also by all the firms and individuals within these structures.

d. Misconceptions and Stereotypes

Widespread misconceptions and stereotypes towards foreign nationals can increase societal polarization and undermine integration efforts. Dismantling these misconceptions through public information campaigns, storytelling, media collaborations, and educational programs is a critical step in creating a more inclusive and understanding ecosystem. Activities that are multilingual and multicultural should be carried out to encourage individuals to engage in more dialogue and get to know each other, with special care taken to facilitate these interactions.

2. Access and Opportunities

a. Education and Learning Opportunities

Offering technology and entrepreneurship trainings, language courses, and access to online learning resources to employees and entrepreneurs in technoparks helps them achieve their career goals. Planning these activities to be multilingual and multicultural is very important, as with many other activities and studies. This approach not only enhances interaction within the technopark ecosystem but also accelerates the adaptation of foreign nationals. Various education and learning programs support the integration of foreign nationals into the host country's business world and social life.

b. Finance and Access to Resources

Access to startup financing, grant programs, and investment opportunities is crucial for all entrepreneurs and prospective entrepreneurs within the technopark ecosystem. Moreover, access to mentorship programs and professional networks aids these individuals in successfully establishing and growing their businesses. However, it should not be forgotten that foreign nationals may have different needs from the members of the host communities. When defining or transferring these processes, the needs of foreign nationals should be considered, ensuring that all details, from the

definition of processes, the design of forms, to the assignment of mentors, are taken into account.

c. Legal and Administrative Counseling

Consultation on legal procedures, permits, and documents for foreign nationals, especially for entrepreneurs and aspiring entrepreneurs, is a vital part of the business setup process. Legal, financial, and regulatory guidance ensures that they can run their operations smoothly. Not only should they be advised on processes specific to technoparks, but foreign nationals should also be adequately and correctly guided by interface experts on national processes. This comprehensive support is essential to navigate the complexities of establishing and operating a business in a new country.

3. Community Building and Networking

a. Activities and Meetings:

Networking events, collaboration meetings, conferences, and seminars are organizations that allow foreign entrepreneurs and members of the host community to meet each other and with representatives of the local business world. These types of events not only encourage the exchange of information and ideas but also represent a process of intercultural learning. Therefore, ensuring multilingualism and multiculturalism in the identification and preparation of such events will enhance their contribution to socio-economic integration.

b. Mentorship and Support

Mentorship programs with experienced entrepreneurs provide guidance and support to foreign entrepreneurs. This not only helps these individuals improve their knowledge and skills in business management, marketing, and other key areas but also contributes to their understanding of the trade culture in the country they are located in.

c. Multicultural Working Environments

Open to diversity and multicultural working environments provide opportunities for individuals of foreign nationality and the host community to learn from each other and work together. These types of environments promote innovation and creativity, as well as enhance social cohesion and mutual understanding. In technology development zones, environments and activities that elevate this interaction will contribute to the strengthening and rapid growth of the ecosystem.

PART B: INCLUSION IN TECHNOPARK PROCESSES FOR ENTREPRENEURS UNDER TEMPORARY PROTECTION

1. What is Entrepreneurship and Technology Entrepreneurship?

Entrepreneurship is the creative and innovative approach to establishing, developing, or expanding a new business. This process involves utilizing the necessary skills, knowledge, and resources to explore a business idea, create a business plan, acquire resources, initiate and run the business, manage risks, and successfully grow it.

Technology entrepreneurship is the process of developing a new business through the use or development of technology. It involves using technological innovations or developing technological products or services to establish or expand a business. Particularly in recent years, technology entrepreneurship has led to the establishment of many successful companies through the use of the internet, artificial intelligence, blockchain, cloud computing, and other technological advancements. Technology entrepreneurs strive to gain a competitive advantage by closely following technological trends and customer needs while developing and preparing their products or services for the market.

2. What is Technopark?

Technology parks, located close to universities and research institutions in Türkiye, are areas developed for technology enhancement. The term "Teknokent" is a portmanteau of the words "technology" and "city". Primarily, Teknokents support scientific research, technology development, and innovative projects, facilitating knowledge and technology transfer. The goal in Teknokents is to commercialize scientific work conducted in universities and research institutions and to implement these findings in the industry. Companies operating in these zones can develop new products and technologies by leveraging the scientific knowledge and research infrastructure of universities. Moreover, Teknokents encourage collaboration and joint projects among firms. They provide an ecosystem where entrepreneurs can realize innovative ideas,

continue R&D activities, and manage commercialization processes. Firms in these areas usually benefit from incentives like tax advantages, support programs, infrastructure facilities, and consulting services. Many universities and research institutions in Türkiye have created Teknokents within their organizations to support scientific research and technology development activities. Teknokents play a key role in the transition to an innovation, R&D, and technology-focused economy.

3. What advantages do technoparks offer to entrepreneurs?

Technology parks provide entrepreneurs with a range of advantages, supporting entrepreneurial activities. We can group some of the advantages offered to entrepreneurship by technology parks as follows:

Infrastructure and Resources: Technology parks offer entrepreneurs access to modern infrastructure, office and laboratory spaces, technical equipment, and resources. This provides the physical environment necessary for entrepreneurs to conduct their business and carry out R&D activities.

Knowledge and Experience Sharing: Entrepreneurs in technology parks are in close collaboration with universities and research institutions. This allows entrepreneurs access to academic knowledge, areas of expertise, and experiences. Technology parks support entrepreneurs with resources such as mentoring programs, training seminars, and business counseling.

Financial Support: Technology parks offer entrepreneurs the opportunity to access resources that can provide financial support. These resources include government supports, incentives, grant programs, venture capital funds, and private investors. Technology parks assist entrepreneurs in financing and expanding their projects.

Intellectual Property Rights: Technology parks provide support to entrepreneurs regarding intellectual property rights. They offer consultancy and legal support for new inventions based on research results, patents, and trademarks. This helps entrepreneurs protect and commercialize their innovative ideas.

Business Networks and Marketing Opportunities: Technology parks help entrepreneurs expand their business networks and establish connections with potential partners, customers, and suppliers. Events, conferences, and fairs organized in technology parks offer entrepreneurs marketing and promotional opportunities.

International Collaborations: Technology parks encourage entrepreneurs to enter the global market through international collaborations and joint projects. By providing opportunities for cooperation with technology parks in foreign countries, they facilitate entrepreneurs in building international networks and accessing new markets.

When these factors come together, technology parks offer a suitable environment for entrepreneurs to start, grow, and sustain their innovation-focused activities. Technology parks play a significant role in increasing entrepreneurs' chances of success and bringing innovative projects to life.

4. What steps should be followed to establish a company in a technopark?

Establishing a company in technoparks requires entrepreneurs to follow different processes both in operation and in practice. Some of these processes are legally required, while others are crucial for achieving the objectives of the advantages presented by the technoparks mentioned above.

Firstly, entrepreneurs need to conduct thorough research. They should investigate the technoparks in their region and the facilities they offer. Attention should be paid to different elements, from the sectors of the companies in the technopark to the sectoral distribution of the programs organized within the technoparks. Moreover, it should not be forgotten that technoparks are ecosystems, and researching the universities they are affiliated with is also crucial for entrepreneurs to take the right steps.

After identifying the priority technoparks, contact should be made with the officials of the technopark management companies. Most technoparks have information about application processes and requirements on their websites or in their contact details.

However, it is still beneficial to communicate with these entities to verify the currentness of these documents and processes.

Before starting the processes, it would be beneficial for entrepreneurs to create an effective business plan. The technopark processes will be entirely based on and progress through the business plan. A good business plan should include the entrepreneur's goals, business model, market analysis, financial projections, and strategies. The business plan is an important document to be presented to the technopark management and potential investors.

With the business plan in place, the process of preparing the application forms and gathering the necessary documents should begin. Entrepreneurs should follow the application processes of the technoparks and submit their applications accordingly. During the application process, while company incorporation documents, business plan, financial information, and resumes of the team are commonly expected, it should not be forgotten that different information and documents may be requested due to the operating procedures of the technoparks.

Applications are evaluated by the management of the technoparks. The evaluation process often involves reviewing your business plan, interviews, or presentations. During this process, the technopark management assesses factors such as the innovation potential of the business idea, market competition, and sustainability. Entrepreneurs whose applications are accepted are expected to initiate their company setup processes. At this point, entrepreneurs are expected to formally establish their companies by following steps such as company registration, tax registration, and registration with the commercial registry.

Technoparks are different entities, each with its own processes and requirements. Therefore, entrepreneurs should visit the website of the technopark they have chosen and get in touch directly to obtain detailed information about specific application steps and requirements.

5. What types of companies can I establish in Türkiye?

In Türkiye, individuals wishing to establish a company can choose from different types of companies. The types of companies and their characteristics are as follows:

- **Joint Stock Company (A.Ş.):** This is the most common type of company and can be established with at least five shareholders. Shareholders are liable for the company's debts only to the extent of their shares. A.Ş.s are generally preferred for large-scale businesses.
- **Limited Liability Company (Ltd. Şti.):** It can be established with at least two partners. Partners are liable for the company's debts only up to their capital contributions. Limited companies are a suitable option for smaller-scale businesses.
- **Sole Proprietorship:** This type of company is established by an individual. In sole proprietorships, the individual is personally liable for the business's debts.

It is important for individuals wanting to establish a company in Türkiye to select a type of company that suits their business needs and field of activity. There are specific legal requirements according to the chosen type of company, and company owners must fulfill these requirements.

6. What documents are required to establish a company in Türkiye?

Foreign investors' processes are defined and implemented under the "Foreign Direct Investment Law". Investors wanting to establish a company in Türkiye have rights closely similar to those of domestic investors. This law defines this situation as;

"Direct foreign investment by foreign investors in Türkiye is free."

and

"Foreign investors are subjected to equal treatment as domestic investors." ²

Foreign nationals in Türkiye can establish all defined types of companies; however, this study will focus on the 3 most common types of companies that stand out for technology entrepreneurs (sole proprietorship, limited liability company, and joint-stock company).

For foreign individuals to establish a company in Türkiye, the necessary documents are as follows:

- Application petition,
- Company contract,
- Authorized signatories activity certificate,
- Signature declaration,
- Passport photocopies of shareholders,
- Registration request petition related to the potential tax number, articles of association, lease agreement, power of attorney
- During the registration application, establishment notification form, company contract, payment document to the competition authority, establishment declaration, chamber of commerce registration form, bank receipt, documents related to annotations, in-kind capital expertise report

These documents are mandatory for the establishment of a company, and depending on the period, it may be possible to request different information and documents in addition to these.

The provision regarding "the necessity to comply with the regulations related to foreigners regarding the opening and operating of workplaces by foreign nationals" is included in the paragraph (I) of Article 5 of the Regulation on Opening and Operating Work Permits, which was published in the Official Gazette numbered 25902 on 10.08.2005. According to Law No. 6735, foreign individuals who want to open a

² Law No. 4875, the Foreign Direct Investment Law,
<https://www.mevzuat.gov.tr/mevzuatmetin/1.5.4875.pdf>

business must obtain a work permit from the Ministry of Labor and Social Security before they start working.

In addition, the procedures and principles regarding the employment of Syrians under temporary protection in our country have been regulated with the "Regulation on Work Permits of Foreigners under Temporary Protection", which came into effect after being published in the Official Gazette numbered 29594 on 15.01.2015. Foreigners under this scope are required to obtain a work permit from the Ministry of Labor and Social Security to be able to work in our country.³

7. What are the steps to be taken to establish a company in Türkiye?

The procedures related to the establishment of a sole proprietorship or a capital company by international protection applicants and beneficiaries of temporary protection are carried out by applying the company establishment procedures based on the foreign identity number starting with 99, which is written on the foreigner's temporary protection identification document or residence permit document. The company establishment procedures can be performed by the foreigner themselves, a Turkish citizen to whom they have given power of attorney, or by a financial advisor.

- After deciding on the company type, two registration processes must be completed during the setup stage. These registration processes are: (1) registering with the relevant chamber of commerce and (2) opening a tax liability from the relevant tax office.
- A company headquarters address must be defined. After making a lease contract, the company articles of association should be prepared with your consultant.
- The articles of association should be prepared via the MERSIS system. The potential tax number will also be assigned at this stage through the system.

³ <https://www.csgeb.gov.tr/uigm/genel-bilgi/yabancilarin-turkiye-de-sirket-isyeri-acma-sartlari-ve-sureci/>

- It is necessary to define the articles of association at a notary and give power of attorney to the consultant.
- With the notarized articles of association and the potential tax number obtained through the system, you need to open an account in the bank in the name of the company and deposit the mandatory amount specified as capital into this account. This money will be blocked by the bank until your company is established.
- For the company registration, the consultant applies to the relevant chamber of commerce with a file containing the necessary documents (petition, establishment declaration, articles of association, bank blockade letter, competition fund payment, etc.).
- After your company is registered with the Chamber of Commerce, you must enter the notary again to have the signature circulars prepared.

8. Can I benefit from entrepreneurship supports through my company in Türkiye?

People under temporary protection in Türkiye have the opportunity to benefit from entrepreneurship supports. Türkiye has developed various entrepreneurship support programs and policies targeting Syrian refugees under temporary protection.

Entrepreneurship supports for individuals under temporary protection in Türkiye may include:

- **KOSGEB Support:** There is an opportunity to benefit from entrepreneurship support programs offered by KOSGEB (Small and Medium Enterprises Development and Support Administration) in Türkiye. KOSGEB organizes programs aimed at Syrian entrepreneurs in areas such as business establishment, training, consulting, and financial support.
- **İŞKUR Support:** İŞKUR (Turkish Employment Agency) in Türkiye offers entrepreneurship supports for individuals under temporary protection. İŞKUR provides services such as consultancy during the business establishment

process, training, business plan preparation, as well as operational capital support.

- **SODES Projects:** SODES (Social Support Program) executes social and economic development projects for Syrian refugees and other disadvantaged groups. These projects offer entrepreneurship trainings, business establishment supports, and microcredit opportunities.
- **Non-Governmental Organizations (NGOs):** Some non-governmental organizations in Türkiye provide entrepreneurship supports to individuals under temporary protection. These NGOs support entrepreneurs in establishing and growing their businesses by providing training, mentorship, financial support, and networking opportunities.

These supports and programs aim to provide assistance for business establishment and entrepreneurship activities to individuals under temporary protection. However, the details of support programs may change over time, so it is important to obtain up-to-date information from the relevant institutions and organizations.

PART C: INCLUDING FOREIGN NATIONALS UNDER TEMPORARY PROTECTION AS ENTREPRENEURS FOR EMPLOYERS

1. What is the “temporary protection” provided by Türkiye to refugees?

The Temporary Protection Regulation, published in the Official Gazette on October 22, 2014, and implemented based on Article 91 of the Law No. 6458 on Foreigners and International Protection, is a regulation that provides protection for foreigners who meet certain conditions. This regulation offers temporary protection to individuals who have had to leave their country due to compelling circumstances, cannot return, and come to Türkiye or pass through Türkiye, whether individually or in groups, without individually evaluating their applications.

2. What does temporary protection provide?

Temporary protection aims to eliminate the deportation of protected individuals against their will back to their home countries. Through this practice, individuals who complete the registration process are granted the right to legally reside within Türkiye. Additionally, access to services related to health, education, and other basic needs of individuals under temporary protection is secured through this policy.

3. How do individuals under temporary protection obtain a work permit?

Individuals have the right to apply for a work permit six months after completing their temporary protection registrations. An important document required for the application is the Temporary Protection Identification Document, which features a foreign identity number starting with '99'. Having this document is a prerequisite for applying for a work permit.

Work permit applications for individuals under temporary protection generally need to be carried out **by employers**. These applications can be made through the e-Government platform or the electronic systems of the Ministry of Labor and Social Security. The Ministry of Labor and Social Security manages every stage of this process, from the receipt to the evaluation and finalization of applications. To access the latest information on work permits and stay updated, you can visit the ministry's website or call the Alo 170 line for free consultancy services.

4. What are the requirements for applying for a work permit?

Certain conditions are required for work permit applications for foreigners provided with temporary protection to be employed:

- **Temporary Protection Identification Document:** The applicant foreigner must have a temporary protection identification document confirming their temporary protection status and a valid foreign identity number.
- **Duration of Temporary Protection:** At the time of the work permit application, the foreigner must have completed at least six months of temporary protection period.
- **Preliminary Permission Documents:** The applicant foreigner is required to obtain preliminary permission based on the sector they plan to work in. For example;
 - For those who will work in the education sector, a preliminary permission document must be obtained from the Ministry of National Education,
 - For those who will work in the health sector, from the Ministry of Health,
 - And for those who will work as academics, a preliminary permission document must be acquired from the Council of Higher Education.

These conditions form the fundamental requirements that must be met for foreigners under temporary protection to obtain a work permit in Türkiye.

5. How is a work permit application made by an employer?

The work permit application process involves the following steps for foreigners under temporary protection and the employers who will employ these foreigners:

- **Application Process:** The work permit application is made by the foreign individual themselves if they are going to work on their own account, or by the employer if the foreign individual will be employed by them. Applications are carried out online through a special module designated for foreigners under temporary protection via the e-Government Gateway (www.turkiye.gov.tr or www.csgeb.gov.tr/uigm).
- **Employer Registration:** Employers who do not have an employer record in the automation system must create an employer record on the system before applying.
- **Identity and Population Information:** After the foreigner's identity number is entered into the system, the population information pertaining to the foreigner is pulled by the system through a query. The address determined for the workplace is updated in this section, and the process is completed.
- **Application Review:** During the application process, it is checked through the records of the Ministry of Interior whether the foreign individual is under temporary protection and whether they have completed at least six months of protection period as of the application date. If this cannot be confirmed, the process cannot continue through the system.
- **Entering Information and Documents:** It is mandatory to enter all information about the foreigner and the employer into the system completely and to upload the required documents. A biometric photo, employment contract, and necessary documents related to the workplace must be uploaded to the system.
- **Previous Applications:** If the foreigner under temporary protection has a previous application under review, no new process can be continued.

- **Online Application and Documents:** Applications must be made online via the automation system only; no documents should be sent to the Ministry in paper form.
- **Foreigners Working on Their Own Account:** For foreigners who will work on their own account, it is necessary to have a tax number and to complete the establishment procedures of the business. Activity documents, such as the relevant trade registry gazette or chamber registration document, must be scanned into the system during the application process. The relevant authorities require the foreigner to have a work permit when issuing business opening and operating licenses.

6. What should be considered when applying for a work permit?

Key points regarding work permits for foreigners under temporary protection are as follows:

- Although work permits are granted to foreigners under temporary protection, they do not substitute for a residence permit. This means that foreigners holding a work permit need to arrange their residence status separately.
- The employer is obliged to apply to the Social Security Center they are affiliated with and submit an insured employment entry declaration for the foreigner within 30 days from the approval of the work permit or from the date the work permit is notified to the relevant parties.
- The wage declared by the foreigner during the work permit application forms the minimum limit for calculating insurance premiums. Insurance premiums cannot be paid on a wage below this amount.
- If the employer has more than one Social Security Institution (SGI) registration number, a workplace registration must be created using the SGI registration number associated with the address where the foreigner will work. Applications made using the wrong SGI registration number are not accepted.

- In the workplace registration made through the SGI registration number, the address obtained through a query via the SGI workplace registration number and the address of the workplace where the foreigner will work, selected from the National Address Database, must match. If the selected address is not in the National Address Database, it is mandatory to record the address of the workplace where the foreigner will work through the local municipality's numbering service. If the address attributed to the SGI workplace registration number is not up to date, this address must be updated from the SGI before creating the workplace registration.

These rules are important for the smooth processing of work permit processes for foreigners under temporary protection and for ensuring compliance with relevant legal obligations.

7. What is an independent work permit?

In accordance with the regulations for the work permits of foreigners in Türkiye, a work permit that allows an individual to work on their own account is called an "independent work permit." If they will establish a business in compliance with the legal regulations in Türkiye and work on their own account in this business, they should apply for an "independent work permit" among the types of work permits. Individuals applying for an independent work permit must make their applications themselves. For this, having an electronic notification address is necessary. They can apply to Post and Telegraph Organization (PTT) branches to obtain an electronic notification address.

8. Under what circumstances can one be exempt from the requirement of a work permit?

Under the International Labor Law No. 6735 and the Regulation on Work Permits for Foreigners Under Temporary Protection, individuals under temporary protection may be exempt from the requirement to obtain a work permit for participation in seasonal agricultural and animal husbandry activities. However, it's important to remember that

such an exemption is not automatically granted; those who wish to benefit from this exemption are required to apply first. Those registered under temporary protection status can apply for a work permit exemption six months after completing their registration process.

Regarding the exemption procedure, individuals under temporary protection must make their exemption applications to the Provincial Directorate of Labor and Employment Agency of the province where their temporary protection registration was made. Following these applications, the process is reported to the knowledge of the Ministry of Labor and Social Security. The Ministry is obligated to provide an answer to the applicant within thirty days after receiving the application, indicating whether the application has been accepted. This decision is conveyed to individuals through their electronic notification addresses. Following the Ministry's favorable decision, candidates acquire the right to an exemption from the work permit. Information related to work permit exemptions for foreigners permitted to work in the fields of seasonal agriculture or animal husbandry will be communicated to the relevant Governorships in the first week of the month following their applications.

9. Which occupational groups cannot individuals under temporary protection work in?

According to the current legal regulations in Türkiye, foreign nationals are not allowed to practice certain professions within the country. These restrictions encompass positions in the health sector, such as dentistry, pharmacy, and veterinary; legal professions like lawyering and notary; security positions in both private and public sectors; maritime jobs including diving, captaincy, and piloting; and various professional areas such as custom consultancy and tourist guiding. Additionally, foreigners cannot occupy managerial posts in private hospitals. It's crucial for foreign nationals wishing to operate in Türkiye to plan their employment considering these restrictions on certain professions and roles.

10. Are there any additional obligations envisioned in the work permit application?

Professionals operating in the health and education sectors under temporary protection status in Türkiye need to take crucial steps before applying for a work permit. Among these steps is obtaining pre-approvals specific to their profession groups. For professionals in the health sector, this pre-approval must be obtained from the Ministry of Health; for those in the education sector, depending on the institution they will work for, it is necessary to obtain pre-approval either from the Ministry of National Education or from the Council of Higher Education.

Additionally, there's a specific precondition for foreign specialists working in the Research and Development (R&D) area. Foreign staff who will work in firms holding an R&D Center Certificate must receive a positive opinion from the Ministry of Industry and Technology in their work permit applications.

These procedures are aimed not only at obtaining an official work permit but also at ensuring compliance with professional and sectoral regulations during the hiring processes. Therefore, foreigners under temporary protection wishing to practice their profession in the aforementioned areas must have obtained the necessary pre-approvals or positive ministry opinions before applying for their work permits. These pre-approvals are a mandatory prerequisite for the consideration of their applications.

11. When can a person who has obtained a work permit start working?

After obtaining a work permit, there are specific processes that both recipients and employers must follow. Firstly, upon receiving the work permit, the holder is required to start work within 30 days. This procedure ensures the active use of the work permit and legitimizes the employment of the individual in the country.

Secondly, after the initiation of employment, the employer must notify the Ministry of Labor and Social Security about this status. This notification should be made within 15

days following the start date of employment. This step is crucial to maintain the accuracy and currency of official records, as well as to document that the employer has fulfilled their legal obligations.

Any delays or negligence at any stage of these processes can result in legal issues for both the employer and the employee. Therefore, acting timely and properly in all processes related to the work permit is the responsibility of both the employer and the employee.

12. Can individuals with a work permit work in another workplace?

Under the current regulations in Türkiye, the processes for obtaining a work permit and the validity of this permit are subject to specific rules. One such rule is that a work permit is issued by the employer for a specific workplace or residence on the application made for it. In this context, if an individual leaves the workplace for which they received a work permit, this permit loses its validity even if its period has not expired.

This system implies that a work permit is granted only for a specific employer and workplace, and this permit becomes invalid if the employee changes workplaces. Therefore, if an employee changes jobs, the new employer must apply for a new work permit on behalf of the employee. This application process is mandatory for the employee to work legally at the new workplace.

Additionally, the legislation does not allow a person to work at more than one workplace with a single work permit. This rule clarifies the legal obligations of both the employer and the employee while emphasizing that the work permit is specific to the employer and workplace.

When considering these regulations, any change in job or workplace requires following the necessary legal procedures to comply with the new conditions. This is an important step in terms of job security and compliance with regulations.

13. Can a work permit be extended?

In Türkiye, the work permit processes for foreign nationals are subject to distinct rules during the initial application and the extension of the permit period. Foreign nationals applying for a work permit for the first time are usually granted permission for a maximum duration of one year. If you intend to continue working for the same employer after this period, you must apply for an extension of your work permit through the system before your current permit expires. Paying attention to the following points is crucial:

- **Timing of Extension Applications:** You can apply for an extension 60 days before the expiration of your work permit. Extension applications submitted after the expiration of the permit are not accepted, making timing critical.
- **Application Process:** Requests for the extension of the work permit must be made by the employer through the e-Government Portal. The employer plays an active role in this process and must complete the necessary procedures on time.
- **New Employer Situation:** If you plan to work at another establishment when your work permit expires, the application made in this case will be processed as a new work permit request, not as an extension request. That means a job change requires a new application process.

These rules are designed to ensure that foreign nationals working in Türkiye are legally protected and comply with the legislation while adapting to the country's work life. For both employees and employers, complying with these procedures is not only a legal obligation but also the basis of a smooth employment process.

14. What are the rights of individuals with a work permit?

In Türkiye, there are significant regulations in place aimed at protecting the working conditions and rights of employees. These regulations are particularly relevant for individuals under temporary protection as well as other foreign nationals working in the country. Here are some crucial points to note:

- **Minimum Wage Guarantee:** The payment made to individuals under temporary protection cannot be below the legally determined minimum wage in Türkiye. This rule aims to protect the right of all employees to receive fair compensation.
- **Insured Employment Requirement:** Being a citizen of the Republic of Türkiye is not a requirement to be an insured employee in Türkiye. This means that foreign nationals working in Türkiye can also benefit from social security rights. Employers are obliged to register their employees for insurance, make the necessary notifications to the relevant authorities, and regularly pay social security premiums.
- **Actions for Uninsured Employment:** If employees find that their employers have employed them without insurance, they can seek their rights against the employer who may be subject to administrative fines. Individuals who suspect they have been employed without insurance can apply to the relevant Provincial Directorates of the Ministry of Labor and Social Security or report the situation by calling the Alo 170 hotline.
- **Seasonal Agriculture or Livestock Works:** Although there is an exemption for work permits in seasonal agriculture or livestock jobs, if such work exceeds 30 days, the employer is required to register the related employee as insured.

These regulations exist to ensure the protection of employees' rights and to establish fair working conditions within a legal framework. Compliance with these rules by both workers and employers is essential for fulfilling legal obligations and ensuring social justice.