

Recruiting and hiring are two of the most important tasks you'll take on during an expansion. Your new employees will help you build your location from the ground up, and you need dedicated team members who are talented at what they do. However, it's difficult to find the time to recruit these candidates when you're also dealing with compliance, payroll, compensation, and a host of other responsibilities.

Turkey hiring outsourcing with Globalization Partners will take the stress of hiring off your shoulders and onto ours. We'll recruit the right candidates for your positions and hire them using our existing Turkey PEO. As the Employer of Record, we'll handle all compliance matters too, so you can manage your company without concern.

## **Recruiting in Turkey**

Turkish people are professional, hospitable, and polite. They're very hard workers and are known to work long hours, which makes it difficult for expats to break into the market. Most expats work in a few industries, including education, jobs with international companies, or press agencies with a branch in Turkey. If you decide to hire an expat over a local person, keep in mind that they will need a residency and work permit.

## **Laws to Follow When Staffing Your Business in Turkey**

Often, the first step to hiring is advertising your position. While there are no specific requirements related to advertising open positions, the advertisements should not be discriminatory.

You may want to perform background checks on potential employees, but there are restrictions based on the type:

- **Criminal record:** You cannot obtain criminal records unless the employee gives you a notarized power of attorney and obtains the record themselves.
- **Medical history:** You can request a health report per occupational health and safety requirements with the employee's consent.

- Drug screening: You can only screen employees for drugs with their consent.
- Credit checks: You can do a credit check with the employee's consent. A power of attorney may also be required.
- Immigration status: You can check documents provided by the employee, but it's your job to obtain a work authorization for them.
- Social media: You can only check an employee's social media with their consent.

Turkish workers are eligible for full-time employment at the age of 15, and you may even see children working in industrial industries. Unfortunately, widespread poverty means children as young as 13 can work part-time as long as they're still attending school and not performing any hard physical labor.

## How to Hire Employees in Turkey

The process for hiring Turkey employees depends on whether you're hiring a resident or an expat. Expat employees need to obtain work permits and visas through a collaboration between the employer, Ministry of Labor, and the expat's embassy. The entire process usually takes up to three months, but more regulated industries can take up to a year.

If you're hiring an employee using an indefinite employment contract or a fixed-term employment contract exceeding one year, it's legally required to be written in the local language. It should include information about benefits, compensation, termination and entitlement terms, working hours, bonuses, and more. All salary amounts should be included in Turkish Lira.

## Turkey's Employment Compliance Laws

Turkey's main employment compliance laws are included in Turkish Labor Act No. 4857. These laws cover everything from employment contracts to working hours and even military service. Collective bargaining units (CBAs) and trade unions are common in the country, and you should factor these negotiations into your hiring timeline.

## **Onboarding Employees in Turkey**

After you learn how to hire employees in Turkey, you need to focus on the best ways to onboard them. This process changes for each company, but we typically recommend reviewing all contracts and important company documents during the employee's first week. Then you can start a training program to prepare every new hire for their specific position.

If you're operating a small subsidiary with only a few employees, try traveling to Turkey to welcome new hires. You can also create events that will introduce employees to each other and create a sense of camaraderie among staff members.

## **Benefits of Opting for Turkey Hiring Outsourcing**

Opting for Turkey hiring outsourcing services with Globalization Partners will save you time and stress. We can use our existing Turkey PEO to hire employees on your behalf. We'll also shoulder all compliance, so you won't have to worry about meeting Turkey's employment compliance laws. You can trust us to help you start working fast, and you can start operating in the country in as little as a day or two.

## **Choose Globalization Partners**

Choosing Globalization Partners means choosing a team that will be behind you during your whole expansion. Reach out to us today to learn more about Turkey hiring outsourcing and our entire suite of global expansion solution.