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This Guide

Working abroad sounds like an adventure to many people. However, without thorough preparation, starting with a successful application it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in India, Italy or Japan? Has your partner accepted a job in the UK, the United States of America, or the United Arab Emirates?

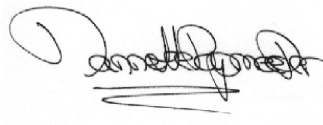
Are you looking for an internship possibility in Spain, Singapore or Switzerland? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests – ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGOs.

This guide contains information on Turkey. It tells you how to apply for a job in Turkey and the cultural differences that you will come across when looking for a job in Turkey. Do not underestimate those national differences. What is common in one country might be very unusual in another country. Despite globalisation, to find a job abroad you need to be aware that national differences manifest themselves not only in

different languages, but also in different recruitment practices. Thus, looking for work in another country involves more than writing your CV/ resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Turkish job market. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath.

Nannette Ripmeester, MA
Managing Director
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Country Profile

Turkey is seated mainly in the Middle East and partially (3-5%) in the European continent. It is a vast country with many neighbours: Bulgaria is to its North-West; Greece to the West, and Georgia to the North-East; Armenia, Azerbaijan, and Iran lie to the East; and Iraq and Syria to the South-East. A distinctive geographical advantage for Turkey is its borders with the Black Sea, between Bulgaria and Georgia, with access also to the Aegean Sea and the Mediterranean. The land is a patchwork of geographical patterns, making it an attractive place, both for doing business and tourism. Due to its geographical spread the country caters for its own food needs entirely.

The country's area is 783,562 sq km (486,882.9 sq mi), with 30 percent arable farming, 3 percent to orchards, olive groves and vineyards, and 26 percent classified as forest. The country is divided into seven main regions named after their geographical position: Black Sea, the Marmara, the Aegean and the Mediterranean

Regions; and Central, Eastern and South-Eastern Anatolia Regions. Turkey is a geographical, as well as a cultural bridge between the East and the West, recognized as a pre-eminent linkage between Europe and Asia. However Europe contains a very small area of the total country and the rest is located in the Asian continent. There are seven distinct geographical – but not administrative - regions and 81 administrative provinces whose highest ranking official is the local governor, appointed by the central government. The major urban centres and the most economically developed areas are located in the Marmara, Aegean and Central Anatolian regions. Istanbul, Izmir, Bursa and Ankara are the predominant manufacturing and industrial cities.

Turkey is a unitary, secular republic in which the government is ruled by a unicameral parliament (Meclis). The Prime Minister is selected by the President and will usually be the leader of the largest party in the parliament. The President is supposed to be a neutral figurehead and is obliged to resign from his or her political party before assuming office. In practice, the President does not have the right of veto; but still he or she can delay legislation. The independence of the judiciary is respected in Turkey, and rulings by the constitutional court can overturn acts of parliament. The parliament currently has 550 members with a parliamentary term of five years. The electoral system relies on multi-seat constituencies. Parties that surpass a threshold of 10% of the

national vote are included, though the 10% threshold obviously does not apply to independent candidates.

The main business organisations in the country are: the Turkish Industrialists and Businessmen's Association (TUSIAD) and the Union of Chambers of Commerce (TTOBB). The industrial workforce in Turkey can be said to be moderately unionised, particularly in the state sector. Two main trade union confederations are: the Turkish Trade Union Confederation (Turk-Is), which officially adopts a centrist, non-partisan position, and the Reformist Trade Union Confederation (DISK) with a left side orientation.

Climate

As a result of the vast geographical area that the country occupies, the climate varies significantly between regions. Generally, most of the regions experience four distinct seasons, however coastal regions have a moderate maritime climate while the internal regions, which are surrounded by mountains, have a continental climate with both more severe winters and summers.

Region	Climate	Average Temperature in °C
Marmara Region	Moderate	Winter 4°C / Summer 27°C
Aegean Region	Mild Mediterranean	Winter 9°C / Summer 29°C
Mediterranean Region	Mediterranean	Winter 10°C / Summer 30°C
Central Anatolian Region	Steppe	Winter -1°C / Summer 23°C
Black Sea Region	Black sea climate (Wet, Warm, Humid)	Winter 7°C / Summer 23°C
Eastern Anatolia Region	Steppe	Winter 8°C / Summer 18°C
South-Eastern Anatolia Region	Steppe	Winter 3°C / Summer 35°C
Time: 2 hours ahead of GMT; 3 hours in summer		

Population

The overall population of the country is estimated at 76,805,524 (July, 2009). This number encompasses 85.7% Turkish; 11% Kurdish; 1.5% Arabic; 1.8% other. However the distribution of the populations differs from region to region. The population is dense in the cities of Istanbul, Ankara, and Izmir, which are considered to be industrial centres of the country.

History

The very long history of many different civilizations has deeply influenced the social and cultural fabric of modern Turkey .The country has been part of mainly three huge and long-lived empires: the Roman Empire, the Byzantine Empire, and subsequently the

last one, the Ottoman Empire. In 1453, the city of Constantinople was taken by Ottoman from Byzantine and renamed to Istanbul. The capital city of that time reflects the glorious period of Empires, having one of the world's finest architecture most notably in the design of the Mosques and Sultans palaces and Churches. The different parts of the city still remain proof of the rich and diverse history.

The main ancestor of Turkey- the multi-ethnic Ottoman Empire collapsed with an absolute defeat against occupying forces during the First World War and the Republic of Turkey was established by the Lausanne Treaty in 1923, after the Independence War which lasted for five years. During that time the world renowned capital Istanbul was replaced by Ankara, as the new capital city of Turkey. Since the Republics foundation, Turkey has been based on two fundamental principles: Secularism and Europeanism. Secularism and parliamentary democracy have been the fundamental peculiarities of the Turkish Republic, where the majority is Muslim, while the Europeanism highlights the desire to be accepted by the European community. These principles were developed by the founder of the Republic of Turkey, Mustafa Kemal Atatürk.

Adoption of the civil rights, transition to the Latin alphabet, political rights for women and a secular education were major reformations for Turkey while becoming a modern nation-state.