

MARKET NAME

TURKEY¹

MARKET VERDICT

Exploration / Conditional / Segment / Full fit

Comment: Turkey should be approached as a conditional source market for engineering talent if your company has the capacity to conduct selective and well-validated recruitment, including appropriate skill assessment, supported by clear communication, competitive offers, and strong relocation and integration support. Employers that meet these conditions are likely to be better positioned to attract Turkish engineers despite strong competition from other European countries.

Turkey can be considered a potential source market for specific engineering professionals and engineering-oriented technicians, particularly in electrical engineering, construction, and renewable energy. NATO membership is also an advantage when

considering recruitment for roles connected to strategic infrastructure or state-sensitive projects, although suitability should still be assessed according to the specific role and security requirements.

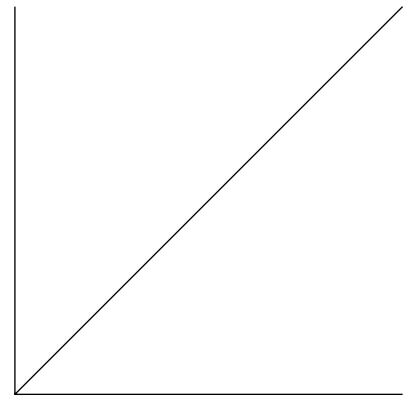
However, it should not be treated as a universal market for all profiles, as hiring patterns have been more evident for engineering technician roles, while examples of recruiting highly specialised engineering professionals have been less frequently observed. Language barriers constitute a significant limitation, especially among older professionals. While younger candidates are more likely to possess English-language skills, they often have less practical experience. As a result, both language skills and professional qualifications should be assessed on a case-by-case basis.

"Turkey is seen as an attractive source of talent for Lithuanian employers, particularly for technical and engineering roles. This is due to its proximity to Europe, understanding of European technological standards, relatively good English-language skills, and strong potential for technical positions. Compared with more distant recruitment markets, Turkish professionals are perceived as having engineering knowledge, technological understanding, and professional standards that are closer to those in Lithuania and the rest of Europe."

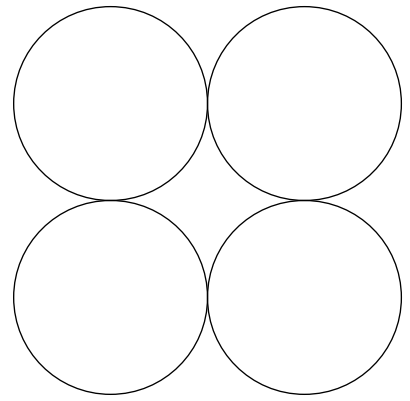
Saulius Drazdauskas, Director, HR and recruitment agency On Top

¹ The study screened 218 countries using a multi-criteria framework comprising more than 20 indicators across economic, labour market, social, mobility, and talent-related dimensions. The screening was used to develop a top 20 shortlist, from which seven priority markets, including Turkey, were selected for further analysis. For Turkey, the findings were validated through interviews with companies and recruitment agencies experienced in recruiting talent from this market, conducted in March–April 2026.

THIS MARKET IS LIKELY TO BE A GOOD FIT FOR YOUR COMPANY IF IT ALIGNS THE HIGHLIGHTED CRITERIA:



Criteria			
Experience with international hiring	Experienced in international hiring	Have limited experience with international hiring	Just starting international hiring journey
Ability to invest in talent	Able to offer competitive salaries and relocation packages	Willing to invest selectively, especially for hard-to-fill roles	Highly cost-sensitive, with limited relocation or onboarding budgets
Types of roles being filled	Recruiting highly skilled or specialised talent	Recruiting mid-level specialists or experienced technicians	Recruiting lower-skilled, easily replaceable or high-volume roles
Risk tolerance / complexity readiness	Comfortable managing complex immigration, relocation or qualification-related processes	Prefer moderately complex but manageable solutions	Prefer simple, low-risk and administratively predictable hiring channels
Geographical / cultural flexibility	Open to sourcing talent globally	Prefer regionally closer or culturally more familiar markets	Strong preference for proximity, ease of integration and low cultural distance
Internal onboarding and integration capacity	Have strong onboarding systems and English-speaking teams	Have some capacity to support integration	Have limited capacity and need candidates who can integrate with minimal support



GENERAL CONTEXT

Dominant engineering industries ²	→ Civil and Construction Engineering → (Renewable) Energy Engineering → Manufacturing, Machinery and Industrial Engineering	→ Electrical and Electronics Engineering → Defence and Aerospace Engineering → Automotive Engineering
Industries employing professionals (LinkedIn Talent Insights) ³	→ Software Development → IT Services and IT Consulting → Construction	→ Defence and Space Manufacturing → Motor Vehicle Manufacturing

TALENT POOL

Whom to search for	The best targets are hands-on engineers and technicians from manufacturing, machinery, infrastructure, power/renewables, automotive suppliers and advanced industrial production environments.	
Number of engineers within the market	Engineers who are members of the Union of Chambers of Turkish Engineers and Architects (TMMOB): 604 555 (as of 31 December 2025) ⁴ (594 451, 2024) ⁵	
Number of engineers within the market segmented by industry (TOP – 5) ⁶	→ Civil engineers: 164 234 → Mechanical engineers: 145 728 → Electrical engineers: 83 562	→ Agricultural engineers: 44 092 → Food engineers: 26 620
LinkedIn Talent Pool (Function: Engineering) ⁷	→ 570 116	
LinkedIn Talent Pool by seniority (Function: Engineering) ⁸	→ Mid (5-10 years of experience): 119 947 → Senior (10+ years of experience): 119 639	
English proficiency ⁹	Low Proficiency	
Leave notice by employees ¹⁰	From 2 to 8 weeks	

² Based on desk research and consultations.

³ LinkedIn Talent Insights (May 2026).

⁴ TheSantiye, “2026 Yılı Mühendis ve Mimar Sayıları”, 25 January 2026.

⁵ TheSantiye, “2025 Yılı Mimar ve Mühendis Sayıları”, 9 July 2025.

⁶ TheSantiye, “2026 Yılı Mühendis ve Mimar Sayıları”, 25 January 2026.

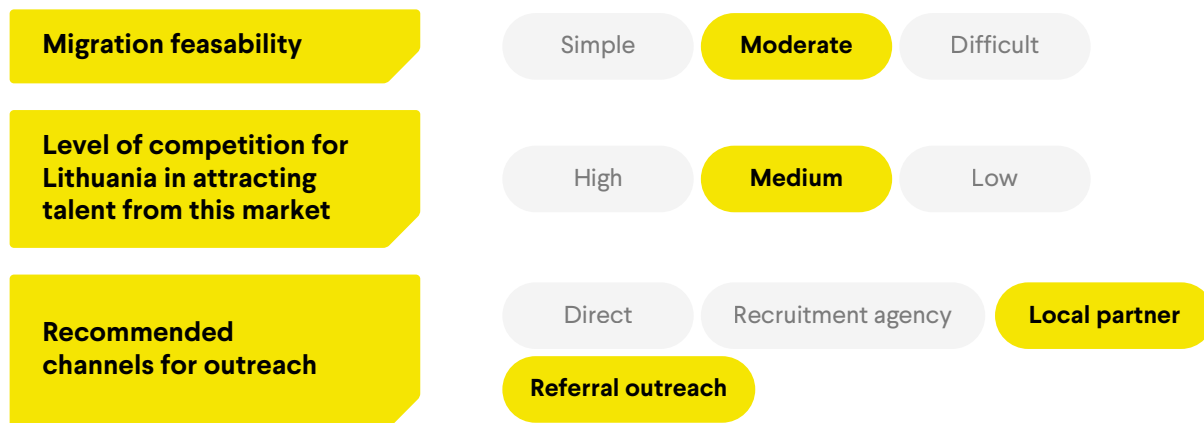
⁷ LinkedIn Talent Insights (May 2026).

⁸ LinkedIn Talent Insights (May 2026).

⁹ EF EPI, EF English Proficiency Index, 2025 Edition.

¹⁰ CMS, “Dismissals and Termination of Employment in Turkey”, 13 February 2025.

PRACTICAL HIRING INSIGHTS ¹¹



Comment: Candidate sourcing in Turkey relies primarily on personal networks, referrals, and internal contacts rather than open market channels. As a result, recruitment without established contacts or local intermediaries is often perceived as challenging. In this context, local partners are typically trusted business contacts, industry intermediaries, employers with previous hiring experience in Turkey, or other individuals with access to relevant professional networks.

MAIN SUCCESS CONDITIONS

- Offering competitive salary ensuring the overall offer is attractive compared to alternative destinations.
- Emphasizing the opportunity to live and work within the EU, which is a strong motivation for many candidates.
- Providing relocation support (e.g. flights, initial accommodation) to reduce financial and practical challenges related to relocation.
- Positioning Lithuania as a stable and attractive place to live, not only work, highlighting living conditions, social guarantees and long-term prospects.
- Providing clear information on housing costs, access to education for children, healthcare, and climate to reduce uncertainty and support decision making.

“Turkey is viewed as an attractive recruitment market due to its large population and sizeable pool of qualified technical specialists. Many professionals are motivated by the prospect of stable employment opportunities in Europe, creating strong potential for recruitment in technical and engineering roles. At the same time, employers should place particular emphasis on validating candidates’ practical skills and qualifications, as identifying the most suitable specialists can be challenging during the recruitment process.”

Goda Čepkauskienė, HR manager, Akman Solutions

¹¹ Practical hiring insights are based on interviews with companies and recruitment agencies experienced in recruiting engineering professionals and engineering technicians from Turkey (March–April 2026).

MAIN RISKS

Language barrier represents a key constraint, particularly among older professionals. It is recommended to assess language proficiency individually on a case-by-case basis to ensure suitability for the role.

Skill assessment. Assessing professionals' capabilities in the Turkish market can be challenging, as CVs, diplomas and formal work experience may not always fully reflect practical skills. Employers therefore highlight the need for additional validation through practical testing, making thorough pre-selection a critical condition for successful recruitment.

Talent retention. There is a risk that some specialists recruited from Turkey may use Lithuania as a transit destination, with reported cases of candidates not arriving or relocating to other EU countries after obtaining residence permits. While this risk has not been widespread, it remains a concern, particularly among EU Blue Card holders, who benefit from greater mobility and within the EU labour market. To mitigate it, clear communication of residence permits conditions including rights, obligations and mobility rules within the EU early in the recruitment process is recommended.

Migration procedures. Recruiting professionals from Turkey requires navigating the standard migration and work authorisation procedures for third-country nationals, which may extend recruitment timelines and create practical administrative challenges. The process from candidate identification to arrival typically takes 3–6 months, often due to waiting times at VFS Global Centres. To mitigate this risk, employers are advised to start recruitment early and account for longer processing times.

Cultural fit. Differences in work culture, communication style, and expectations (e.g. more hierarchical or expressive behaviour) can create workplace challenges. While Turkish employees who integrate successfully are often described as loyal and satisfied, it is recommended to prepare for cultural differences and support integration through clear communication and inclusive workplace practices.

EXISTING HIRING SIGNAL IN LITHUANIA

Number of new engineering professional hires over the last two years	→ 2025: 16 → 2024: 15	Number of new engineering technician hires over the last two years	→ 2025: 92 → 2024: 99
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Comment: Lithuanian companies in the manufacturing, construction, and transportation sectors have already recruited talent from Turkey, with hiring more frequent for engineering-orientated technician roles, while recruitment of engineering professionals for the time being remains limited.

SALARIES AND VALUE PROPOSITION

Average salary inside the country (gross) (2024) ¹²	39 253 TRY/month (~ 738 EUR) (currency rate in May 2026)
Average engineering salary (gross) (2026)	Turkey: 116 381 TRY/month ¹³ (~ 2 153 EUR (currency rate in July 2026)) Lithuania: ~ 2 899 EUR / month ¹⁴
Average salary segmented by engineering profession (gross) (2026) ¹⁵	Construction Engineer: 100 993 TRY/month (~ 1 858 EUR) (currency rate in July 2026) Electrical Engineer: 106 969 TRY/month (~ 1 968 EUR) (currency rate in July 2026) Mechanical Engineer: 103 038 TRY/month (~ 1 896 EUR) (currency rate in July 2026)
Tax system ¹⁶	Personal income tax (annual taxable income): 15 %-40 % progressive rate Social security: 14 % Unemployment insurance: 1 %
Cost of living comparison (Turkey vs Lithuania)	Cost of Living in Turkey is, on average, 20.8 % <u>lower</u> than in Lithuania Istanbul is 12 % <u>less expensive</u> than Vilnius (excluding rent)
Housing affordability (rent per month Turkey vs Lithuania)	Rent prices in Turkey are 11.9 % <u>lower</u> than in Lithuania ¹⁸ Rent in Istanbul is, on average, 18.4 % <u>higher</u> than Vilnius
Quality of Life	<u>High</u> in Turkey (145.69) vs. <u>Very high</u> in Lithuania (185.95) Lithuania outperforms Turkey on purchasing power, safety, traffic/commute quality, and pollution, while Turkey's main quality of life advantage lies in climate and lower nominal living costs. ¹⁹

¹² Turkish Statistical Institute (TUIK), "Labour Cost Statistics, 2024", 25 December 2025.

¹³ Salary Expert, "Engineer Salary in Turkey", updated 8 July 2026.

¹⁴ Work in Lithuania (WIL) calculations based on SODRA microdata.

¹⁵ SalaryExpert, salary estimates for Türkiye, updated 23 July 2026.

¹⁶ PwC, "Turkey. Individual - Taxes on personal income", updated 27 March 2026.

¹⁷ Numbeo, "Cost of Living in Turkey", updated May 2026.

¹⁸ Numbeo, "Cost of Living in Turkey", updated May 2026.

¹⁹ Numbeo, "Quality of Life Comparison Between Turkey and Lithuania", updated May 2026.



SALARY VS. VALUE PROPOSITION

→ Lithuania may offer a stronger salary proposition than Turkey for engineering talent, with average gross engineering earnings estimated at around 2 153 EUR per month in Turkey compared with approximately 2 899 EUR per month in Lithuania.

→ This comparison should be viewed in the context of Türkiye's high inflation environment. Annual consumer price inflation stood at 32.1 % in June 2026²⁰, meaning that nominal salary increases do not necessarily translate into equivalent gains in purchasing power. As a result, the stability associated with a euro-denominated salary may represent an additional element of Lithuania's value proposition for Turkish engineering professionals.

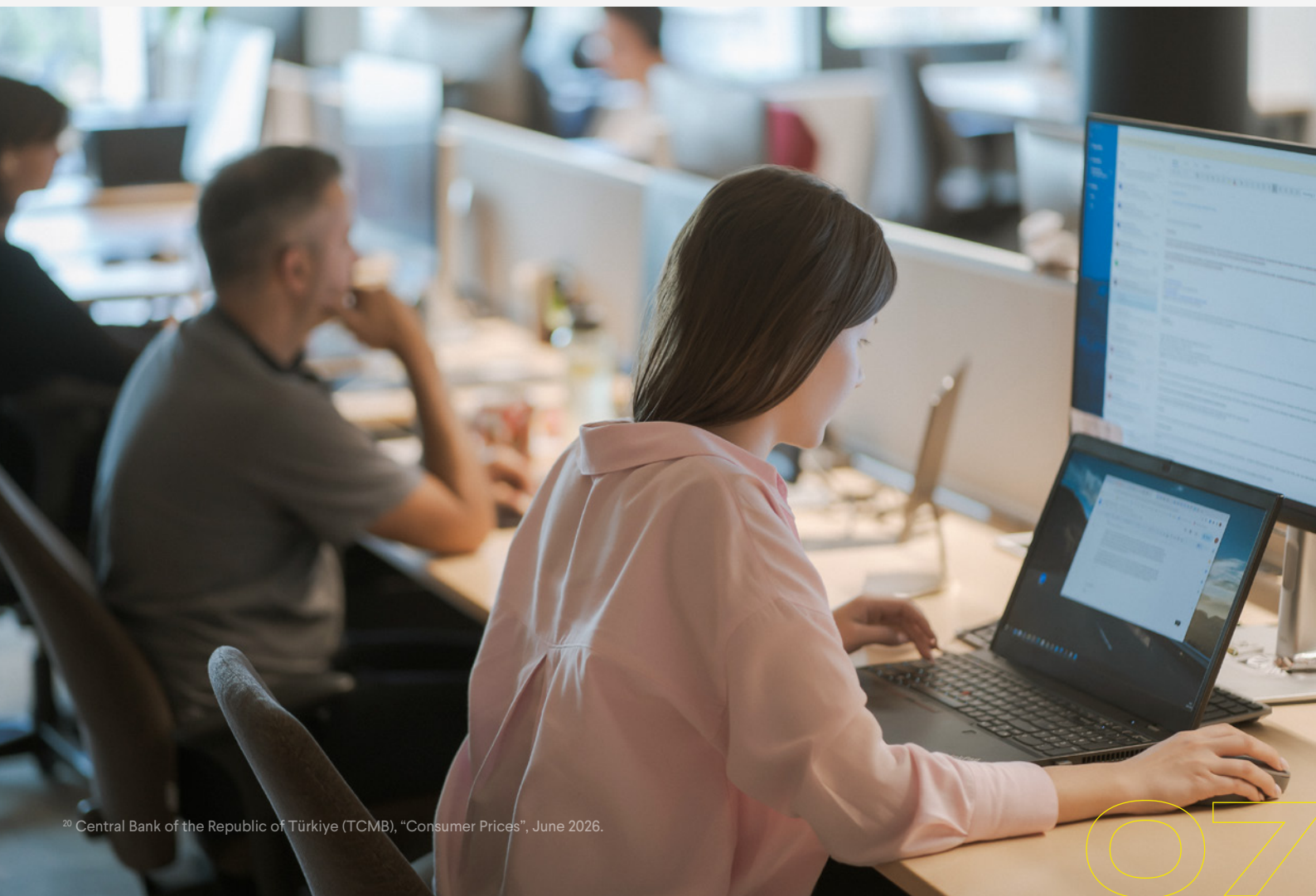
→ However, competitiveness is driven not only by salary, but by the overall value proposition, combining stronger purchasing power, a more stable income environment, stable working conditions, EU labour market access, and a very high quality of life.

→ The main Turkey's engineering talent hub Istanbul offers lower overall living costs than Vilnius. However, housing affordability is more limited due to higher rent levels, which can strengthen Lithuania's relative attractiveness.

→ Where employers cannot offer a clearly higher salary, the offer should be strengthened through relocation support, initial accommodation, administrative guidance and transparent information on living costs.

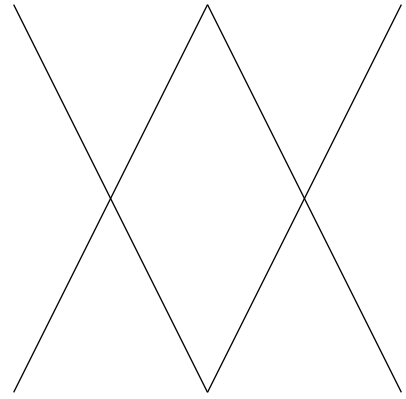
→ Candidates from Turkey are likely to need a clear comparison of net salary, rent, family costs, healthcare, education and climate before making a relocation decision.

→ For many candidates, the opportunity to live and work in the EU can be a strong motivator and should be presented as part of the overall package.



²⁰ Central Bank of the Republic of Türkiye (TCMB), "Consumer Prices", June 2026.





MIGRATION

Can candidates travel easily to Lithuania?	Free movement (EU)	Visa-free regime	Visa required before travel	Visa process restrictive	Visa-free entry, but work permit needed
Is there a VFS application centre in this market?	Yes ²¹	No			
Likelihood of professionals to migrate	High	Moderate	Low		
Net migration rate (2025) ²²	-258 205				
Number of emigrants ²³	In 2024, Turkey recorded 424 345 emigrants in total, of whom 35.6 % were Turkish citizens.				

Turkey shows a notable emigration trend, including among university-educated and technically skilled workers. Official data indicate that brain drain among Turkish university graduates persists, with around 2 % of all higher education graduates emigrating in 2024. The outflow is concentrated in STEM-related fields, particularly information and communication technologies (6.7 %), followed by engineering, manufacturing and construction (4.4 %) ²⁴.

KEY DESTINATIONS LITHUANIA IS COMPETING WITH (TOP - 5)



Germany



The Netherlands



USA



UK



Canada

²¹ More information is available here.
²² World Bank, "Net migration – Türkiye", 2025.
²³ Turkish Statistical Institute (TUIK), "International Migration Statistics, 2024", 24 June 2025.
²⁴ Türkiye Today, "Turkish graduates continue their steady migration with US, Germany as top choices", 24 October 2025.

