

Türkiye's Labor Migration Potential within the Scope of the Normative Power of the European Union: Sustainable Development and Migration*

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Abstract: As a result of European countries establishing a common migration policy since the 1990s, Türkiye's efforts to harmonize its migration policy with the EU *acquis* have begun. In these years, combating irregular migration has been the main goal of Europe's migration policy, and as a result, pressure from European countries has increased for Türkiye to be more interventionist in migration control. Because Türkiye has moved from being a country that receives irregular immigrants to a country that creates a transition area for these immigrants. A number of institutional and legal regulations have been established in Türkiye in order to respond to European expectations. Within these regulations, some decisions were taken regarding labor migration. In this study, the concept of "sustainable development" is examined in the context of Türkiye's Eleventh Five-Year Development Plan, taking into account Türkiye's current development goals. As a result of these analyses, the connection between the concepts of migration and sustainable development was discussed, revealing new business areas that have emerged recently.

Keywords: Türkiye, Sustainable Development, Labor Migration, Migration Policy.

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Avrupa Birliđi'nin Normatif Gücü Kapsamında Türkiye'nin İş Gücü Göçü Potansiyeli: Sürdürülebilir Kalkınma ve Göç

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Öz: 1990'lı yıllardan itibaren Avrupa ülkelerinin ortak bir göç politikası oluşturması sonucu Türkiye'nin de göç politikasını AB müktesebatına uyumlaştırma çabaları başlamıştır. Bu yıllarda düzensiz göç ile mücadele Avrupa'nın göç politikasının temel hedefi olmuş bunun sonucunda ise Türkiye'nin göç kontrolü konusunda daha müdahaleci olması adına Avrupa ülkelerinden gelen baskılar artmıştır. Zira Türkiye düzensiz göçmen alan ülke konumundan bu göçmenlere geçiş alanı yaratan bir ülke konumuna da gelmiştir. Avrupa'nın beklentilerine cevap vermek amacı ile Türkiye'de bir dizi kurumsal ve yasal düzenlemeler oluşturulmuştur. Bu düzenlemelerin içinde iş gücü göçüne yönelik olarak da bazı kararlar alınmıştır. Bu çalışmada Türkiye'nin güncel kalkınma hedefleri dikkate alınarak “sürdürülebilir kalkınma” kavramı Türkiye'nin On Birinci Beş-Yıllık Kalkınma Planı bağlamında incelenmiştir. Bu analizler neticesinde son dönemde ortaya çıkan yeni iş alanları ortaya konularak göç ve sürdürülebilir kalkınma kavramlarının bağlantısı ele alınmıştır.

Anahtar Kelimeler: Türkiye, Sürdürülebilir Kalkınma, İş Gücü Göçü, Göç Politikası

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إمكانات هجرة اليد العاملة التركية في سياق القوة المعيارية للاتحاد الأوروبي: التنمية المستدامة والهجرة

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الملخص

نتيجة لقيام الدول الأوروبية بتأسيس سياسة مشتركة للهجرة منذ تسعينيات القرن العشرين، بدأت الجهود التي تبذلها تركيا لمواءمة سياستها الخاصة بالهجرة مع مكتسبات الاتحاد الأوروبي في تلك السنوات، كانت مكافحة الهجرة غير النظامية الهدف الرئيس لسياسة الهجرة في أوروبا، ونتيجة لذلك، تزايدت الضغوط من الدول الأوروبية لحمل تركيا على التدخل بشكل أكبر في السيطرة على الهجرة. لأن تركيا انتقلت من كونها دولة تستقبل المهاجرين غير الشرعيين إلى دولة تشكل منطقة انتقالية لهؤلاء المهاجرين. تم إنشاء عدد من اللوائح المؤسسية والقانونية في تركيا من أجل الاستجابة للتوقعات الأوروبية، وضمن هذه اللائحة تم اتخاذ بعض القرارات المتعلقة بهجرة اليد العاملة. في هذه الدراسة، يتم فحص مفهوم «التنمية المستدامة» في سياق خطة التنمية الخمسية الحادية عشرة لتركيا، مع الأخذ في الاعتبار أهداف التنمية الحالية لتركيا. ونتيجة لهذه التحليلات، تمت مناقشة العلاقة بين مفهومي الهجرة والتنمية المستدامة من خلال الكشف عن مجالات الأعمال الجديدة التي ظهرت في الأونة الأخيرة..

الكلمات المفتاحية: تركيا، التنمية المستدامة، هجرة اليد العاملة، سياسات الهجرة.

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Introduction

Ensuring peace and social stability worldwide, social components such as education, employment, and technological development enable real economic and social progress to occur. Excessive use of resources poses a major obstacle to sustainable development. In 1980, in the publication titled “World Conservation Strategy: Protecting Living Resources for Sustainable Development,”; it was emphasized future generations¹.

An order in which future generations will benefit from today’s opportunities is possible when social and environmental impacts as well as economic development are taken into account². Alongside governments and international organizations, the role of business will be crucial in mitigating or preventing the extraordinary global impacts of climate change³.

It is possible to read the importance of sustainable development for Türkiye through the Eleventh Five-Year Development Plan. For this reason, in this study, sustainable development and job opportunities will be examined through the development plan, and the legal basis and details of labor migration to Türkiye will be discussed.

Due to this intense migration mobility on a global scale, Castles and Miller call our current era the “age of migrations”⁴. As a matter of fact, while the number of immigrants was 154 million in 1990, this number reached 175 million in 2000 and 232 million in 2013. In short, the fact that the number of immigrants around the world has reached a higher level than ever before justifies Castles and Miller in calling the current era the “age of migrations”. Labor migration from Türkiye to various Western European countries since the 1960s has positioned Türkiye as a sending country in the field of international migration. However, in recent years, globalization, Türkiye’s economic development, and political and economic developments in neighboring countries have caused Türkiye to become a country of immigration and transit.

However, labor migration from Türkiye to abroad continued, and some changes occurred in this regard. According to the OECD report published in 2014, Türkiye is among the top 30 countries sending highly qualified

- 1 “World Conservation Strategy: Protecting Living Resources for Sustainable Development”, IUCN-UNEP-WWF, 1980, 1-10.
- 2 J. Elkington, “Towards the Sustainable Corporation: Win-Win-Win Business Strategies for Sustainable Development”. <https://journals.sagepub.com/doi/10.2307/41165746>. 36(2), 1994, 90-100.
- 3 “Living Planet Report: Bending The Curve of Biodiversity Loss”. <https://www.zsl.org/sites/default/files/LPR%202020%20Full%20report.pdf>. WWF, 2020, 120-125.
- 4 S. Castles & M. Miller, *The Age of Migration: International Population Movements in the Modern World*. London: Macmillan, 1993, 200.

workforce⁵. The number of people with higher education who went abroad from Türkiye increased by 82% in 2010 compared to 2000⁶. In order to create effective policies on the subject, it is necessary to first determine the current situation. At this point, it is important to create an up-to-date and reliable statistical data on high-skilled labor migration.

Methodology

Creating a research plan in a qualitative research process is so important⁷. In the study, Turkish and foreign sources (scientific reports, academic articles, books, papers, etc.) will be used by using Universities, libraries, and online databases within the scope of source review, theoretical research, and case studies, which are qualitative research methods⁸. In the study, existing legal regulations on international labor migration to Türkiye are included, and the framework of the article is drawn from the concept of “sustainable development”⁹. The Eleventh Five-Year Development Plan was also considered a reflection of this conceptual framework. And the relevant sources were analyzed through qualitative methods like content analysis.

Eleventh Five-Year Development Plan (2019-2023) and Current Business Areas

In the eleventh five-year development plan announced in 2019, while addressing the migration problem, attention is also drawn to sustainability. In this sense, this development plan is an important reference source for this study as it combines these two concepts. In this last development plan of Türkiye, issues such as “change in technology and demographic structure, transformation in economic and social structure in the labor market, and deterioration in income distribution” were examined under separate headings. Because these problems are among the factors affecting the development of the workforce. In this plan, it is emphasized that the digitalization brought

5 OECD, *A New Profile of Migrants In The Aftermath Of The Recent Economic Crisis*, 2014.

6 <http://sgb.kulturturizm.gov.tr/TR,50930/istatistikler.html>, 2014.

7 Janice M. Morse, & Lyn Richards. “Readme First for a User’s Guide to Qualitative Methods”. *Forum Qualitative Sozialforschung / Forum: Qualitative Social Research*, 5(1), 2002, 28.; J. Creswell, *Araştırma Deseni: Nitel, Nicel ve Karma Yöntem Yaklaşımları*. Selçuk B. Demir vd., (Çev.). Ankara: Eğiten Kitap Yayıncılık, 2017, 180-186.

8 J. Creswell, *Araştırma Deseni: Nitel, Nicel ve Karma Yöntem Yaklaşımları*. Selçuk B. Demir vd., (Çev.). Ankara: Eğiten Kitap Yayıncılık, (2017), 185-187.

9 “Türkiye’de Sürdürülebilir Kalkınma Raporu: Geleceği Sahiplenmek”. Kalkınma Bakanlığı, http://www.surdurulebilirlikalkinma.gov.tr/wp-content/uploads/2016/07/1.Gelecegi_Sahiplenmek.pdf. (Erişim Tarihi : 19/12/2012).

by technology has eliminated or transformed some business areas, and, accordingly, new business areas have been opened. In the same plan, attention was drawn to the aging problem by stating that demographic changes are a factor affecting international labor migration. Income inequality is also important in terms of sustainability and employment. However, due to income inequalities within the country, the middle class has come to the brink of extinction as high-income earners have become richer and low-income earners have become poorer, causing the domestic income distribution to deteriorate. This situation has accelerated migration to urbanized areas within the country. Income inequality affects all layers of society and makes social harmony, the sustainability of economic growth, and the effectiveness of public policies difficult. Policy areas in the Eleventh Five-Year Development Plan are grouped under three headings: accelerating, ecosystem-improving, and sustainability-providing policies.

1. Accelerating Policies

- Strong Financial Structure
- Digital Transformation
- Business and Investment Environment
- High Institutional Capacity
- Logistics and Energy Infrastructure
- Human Resources
- R&D and Innovation
- Critical Technologies

2. Policies to Improve the Ecosystem

3. Sustainability Policies

It is aimed at ensuring the continuity of long-term foreign financing and investments by improving the business and investment environment, which is under the ecosystem improvement policy area. By increasing the qualified human resources under the sustainability policies, it is aimed at developing the country's sustainable production capacity with the contributions of the workforce to high productivity rates and the investment environment.

Migration Movements Towards Türkiye

Migration movements towards Türkiye are basically divided into two main categories. These are: regular migration, consisting of people who come to Türkiye legally for work and education purposes; and irregular migration, consisting of those who have become irregular by exceeding the duration of

their work and residence permits; and those who entered the country by taking advantage of visa exemption and participated in the employment market unregistered¹⁰.

These are those who use Türkiye as a transit country to migrate to developed Western countries, and asylum seekers, and refugee movements. Since the main type of migration that the study focuses on is regular labor migration. The regular migration movements included in the first group will be examined in the study. However, due to the importance of the subject, irregular migration movements will also be touched upon. Türkiye's introduction to international labor migration as a destination country dates back to the 1980s. Since 1975, Türkiye has determined new migration routes. It paved the way for labor migration to non-European countries. In the 1970s, labor migration to Arab countries such as Saudi Arabia, Libya, and Iraq increased¹¹. It should be noted that migration to Europe has continued its existence by taking new forms such as family reunification, asylum seekers, refugee migration, and irregular migration¹².

Since the 1980s, globalization and economic and political changes in Türkiye's neighboring regions have caused Türkiye to be introduced to the concept of "foreigner". The inclination of immigrants, or in other words Foreigners' attitudes, towards Türkiye are closely related to the developments both within Türkiye and in Türkiye's neighboring countries. In the 1980s, Türkiye liberalized its economy in response to globalization and opened its doors to international capital and goods flows. This development has led international banks and trading companies to turn to Türkiye. In order to ensure economic development, investment incentive plans have been created, and particular importance has been given to the development of the tourism sector. As a result of the investments made in tourism since the 1980s, the number of tourists, which were 3.5 million in 1998, reached 10 million in 2000, 23 million in 2007, and 37.8 million in 2013. This result made Türkiye the 6th most visited country in the world.

This increase in tourist numbers also increases the visibility of the country at the international level; it has made Türkiye a center of attraction for many people. Although the arrivals to the country for tourism purposes consist of temporary visits, there are also people coming to stay in Türkiye or to move

10 N. Abadan-Unat, *Bitmeyen Göç: Konut İşçilikten Ulusötesi Yurttaşlığa*. İstanbul: İstanbul Bilgi Üniversitesi Yayınları, 30, 2002.

11 G. Toksöz, *Uluslararası Emek Göçü*, İstanbul Bilgi Üniversitesi Yayınları, İstanbul, 2006.

12 Ş. Gökbayrak, "Uluslararası Göç Ve Kalkınma Tartışmaları: Beyin Göçü Üzerine Bir İnceleme", *Ankara SBF Dergisi*, 2006, 66-75.

to another country. However, the entry of foreigners into the country was encouraged by the flexible visa application introduced in the mid-1990s¹³.

With the flexible visa regime that started to be implemented in Türkiye during the period when Europe tightened its immigration policies, Russia, the former Soviet Republic; It is aimed to develop commercial relations with Arab countries such as Tunisia, Morocco, Saudi Arabia, and Jordan. By creating a border visa system; citizens of many countries have been granted entry visas at border gates and airports. Today, citizens of 117 countries are exempt from Türkiye visas or can obtain an e-visa online. In short, it can be said that Türkiye pursued a flexible policy regarding immigration, unlike European countries in the 90s.

As a result of the flexible visa regime and approaches that encourage foreigners to come to the country, the phenomenon of irregular migration began in Türkiye in the early 2000s, and the search for a common immigration and asylum policy began in Europe¹⁴. In short, since the early 1990s, Türkiye, in addition to its 30-year-old image as a country of emigration, has also become a country of immigration and transit. Recently, the country's ever-growing economy, the commercial relations it has developed with neighboring countries and regions, the effects of globalization and the ongoing political instability in geographies close to Türkiye have caused Türkiye to become an important center of attraction for migration movements. However, the country's lack of a strict immigration policy has encouraged migration to Türkiye. As a result, migration movements towards Türkiye have gradually increased¹⁵.

Labor Migration from Abroad to Türkiye

Since the 1990s, efforts have begun to harmonize Türkiye's immigration regime with the EU acquis as a result of European countries wanting to create a common immigration policy and include neighboring European countries in this process¹⁶. In these years, combating irregular migration has been the main goal of Europe's migration policy, and as a result, pressure from European countries has increased for Türkiye to be more interventionist in migration

13 N. Abadan-Unat, *Bitmeyen Göç: Konut İşçilikten Ulusötesi Yurttaşlığa*. İstanbul: İstanbul Bilgi Üniversitesi Yayınları. 30, 2002.

14 Ferda Ulutaş, Emrah Alkaya & Merve Böğürçü, "A Comparative Analysis Of Turkish And European Union Environmental Legislation Regarding Cleaner". *(Sustainable) Production Concept. International Journal of Environment And Sustainable Development*, 10(3), 2011, 246-266.

15 M. Castells, *Ağ Toplumunun Yükselişi*. E. Kılıç, (Çev.). (İstanbul: İstanbul Bilgi Üniversitesi Yayınları), 97 2015.

16 Deborah Clark Cobb & Marie D. Conrolly, "The World-wide Market for Skilled Migrants: Can Australia Compete". *International Migration Review*. 31(3), 1997, 670-693.

control. In order to respond to European expectations, a series of institutional and legal regulations have been established in Türkiye¹⁷.

In 2005, Türkiye's National Action Plan for the Adoption of the European Union Acquis in the Field of Asylum and Migration was adopted. The national action plan in question is a seven-year road map that includes the legal regulations that need to be put into effect during the harmonization process, the investments required to complete the administrative structuring and infrastructure, and the precautions that need to be taken in order to harmonize Türkiye's asylum and migration legislation and system with the EU acquis¹⁸.

As a result of all the preparations made for the harmonization of Türkiye's migration legislation with the EU acquis, two important developments regarding migration policies have occurred recently. The first one was the signing of the Readmission Agreement on 16 December 2013. The Readmission Agreement aims to repatriate people who do not meet the conditions for entry, stay, or residence in Türkiye or one of the EU member states, or who are unable to meet them, to the relevant country within the framework of the conditions and rules set out in the Agreement. Turkish citizens have acquired rights approved by the Türkiye-EU partnership law and the decisions of the Court of Justice of the European Union (CJEU) based on this law and the courts of the member states. These rights regulate the situation of Turkish citizens who want to benefit from the freedom to establish a business, or provide services, and work as workers in EU countries. All Turkish citizens will benefit from the visa exemption provided by the Readmission Agreement. In this context, Turkish citizens will be able to travel to EU member countries without a visa for up to three months.

Regulations regarding the employment of immigrants in Türkiye's national legislation are regulated by Law No. 4817 on Work Permits for Foreigners¹⁹. The concept of immigrant does not exist in Turkish national legislation. Instead, the definition of a foreigner is used. In the 3rd article titled "Definitions" of Law No. 4817 on Work Permits for Foreigners, a foreigner is defined as a person who is not considered a Turkish citizen according to the Turkish Citizenship Law.

Three types of work permits are given to foreigners in Türkiye: temporary, indefinite, and independent. Foreigners applying for a temporary work permit

17 H. De Haas, "International Migration, Remittances and Development: Myths and Facts". *Third World Quarterly*, 26(8), 2005, 1272-1284.

18 Richard H. Adams, "International Migration, Remittances and The Brain Drain", *Washington D.C. World Bank Policy Research Working Papers*, 3069, 2003.

19 Tuğçe Nakhoul, "Uluslararası İşgücü Göçü ve Türkiye". (Uzmanlık Tezi: Çalışma Ve Sosyal Güvenlik Bakanlığı), 2014, 55-65.

must have an employer willing to employ them. A temporary work permit is given by investigating whether there is a Turkish citizen with the same qualifications for this job in the labor market. The duration of these permits is one year at most²⁰.

In short, it can be said that Türkiye's migration policies run parallel to the negotiations with the EU, and the policies mostly cover the fight against irregular migration and regulations regarding refugees. It should be noted that Türkiye has not established a well-planned migration policy to date. In the coming periods, the Migration Policies Board established within the Ministry of Internal Affairs will review the Readmission Agreement signed by Türkiye, which is both a receiving and sending country. Having regard also to obligations under the UN Convention on Migrant Workers and other Conventions on human rights and migrants, it is important to create policies that both respond to the needs of the labor market and offer effective protection to migrant workers' rights.

As a receiving country, one of the important issues that Türkiye has recently focused on within the scope of international labor migration is supporting high-skilled labor migration. As stated above, regulations on this issue have also been made in Law No. 6.458. Supporting high-skilled labor migration was also included in the Tenth Five-Year Development Plan (2014-2018). Migrant workers went to the countries where they worked temporarily within the scope of contracts spanning several years, and many of them returned to Türkiye when their employment contracts ended and went back to these countries after a while with similar contracts.

In the plan, it is stated that the increasing demand for qualified labor around the world and the freer movement of the workforce offer various opportunities for Türkiye. It was emphasized that encouraging brain drain to Türkiye, especially from the countries in the region, in needed areas will increase the qualified manpower resources in the country and make a positive contribution to its growth potential. It has been determined as a target for Türkiye to become a center of attraction in the fields of education and health and to benefit from international mobility to the maximum extent. However, a road map has not been determined in this regard.

Information on international migration flows and stocks in Türkiye is created between various institutions, and the data are not always compatible with each other. There are also deficiencies in information regarding international migration flows²¹. Administrative data on labor migration movements abroad

20 Ahmet İcduygu, *Kentler ve Göç*, İstanbul Bilgi Üniversitesi Yayınları, İstanbul, 2012.

21 Reginald T. Appleyard, "Migration and Development: Myths and Reality," International Migration

and work permits issued to foreigners, excluding exceptions, are recorded by the Ministry of Labor and Social Security²². However, these data do not provide numerical data for all foreigners in the employment market. As a result, there is not enough information about the total number of foreigners in the employment market and the sectors in which these foreigners work²³. In 2011, the number of foreigners with residence permits in Türkiye was 220.000. 11% of the permits given to foreigners were given for employment purposes, and 17% were given for education purposes. Work permits were given to 17.368 people in 2011 and 32,272 people in 2012. There was an 85% increase in work permits issued to foreigners in 2012 compared to 2011²⁴.

The Circular published by the General Directorate of Security on 7 June 2012, regarding foreigners violating Visa or Residence has a major share in this increase. According to the Circular, it is stated that all foreigners who do not have any objectionable conditions in Türkiye, regardless of the duration of the visa or residence violation, will be given a residence permit valid for up to 6 months if they pay the fees and penalties arising from the visa and residence violation. After the publication of the Circular in question, there was an increase in work permit applications from employers who employ unregistered immigrant women, especially in home and care services.

In 2013, 45,836 people were given work permits, an increase of 40% compared to 2012. The top ten countries in terms of work permits given to foreigners are Georgia (8,437), Ukraine (3,610 people), People's Republic of China (3,379 people), Turkmenistan (2,715 people), Russian Federation (2,455 people), Moldova (1,825 people), Uzbekistan (1,709 people). Germany (1,249 people) and Azerbaijan (1,227 people)²⁵. The sectors where foreigners work most are domestic services, accommodation, education, construction of outdoor structures, air transportation, wholesale trade, retail trade, creative arts, and entertainment activities. Thousands of foreign nationals, whose numbers are rapidly increasing, come to Türkiye; Its participation in the employment market shows that the vitality of the Turkish economy has increased in a way that will attract foreign labor and immigrants. There is an increase in the number of foreign students in Türkiye. In the 2011-2012 academic year, 8.400 students were accepted into the country; thus, the total number of students

Review, 23(3), 1989, 488-493.

22 Fazıl Aydın. *Uluslararası İşgücü Anlaşmaları*, Çalışma ve Sosyal Güvenlik Bakanlığı, 7, Ankara, 2014; Ahmet İçduygu, *Kentler ve Göç*, İstanbul Bilgi Üniversitesi Yayınları, İstanbul, 2012, 1-7.

23 Reginald T. Appleyard, "Migration and Development: Myths and Reality," *International Migration Review*, 23(3), 1989, 486-490.

24 <http://sgb.kulturturizm.gov.tr/TR,50930/istatistikler.html>, 2014.

25 <http://sgb.kulturturizm.gov.tr/TR,50930/istatistikler.html>, 2014.

reached 31.900. It would not be wrong to say that Türkiye has become a target for thousands of students in recent years²⁶.

Approximately 920.000 irregular immigrants have been caught in Türkiye in the last 17 years²⁷. It is estimated that irregular immigrants mostly work in the agricultural sector and domestic services in the Black Sea region. However, there is no clear information on the number of irregular immigrants in the employment market.

Results

Currently, labor migration movements and policies in economically developed countries are largely shaped by the skill demands of the labor market. The labor market needs more qualified employees every day; the distribution of skills in labor markets is also shifting towards high-skill occupations such as healthcare, science, technology, mathematics, and engineering. The shortage of skilled labor in these professions directs the policies of developed countries²⁸

Another development in the immigrant profile is the increase in the number of women participating in migration movements. Considering that women are a vulnerable group, the issue of protecting the rights of migrant workers becomes more urgent. Another group that is becoming increasingly important in international labor migration movements is international students. Today, foreign students, whose numbers are increasing, especially in developed countries, are accepted as a highly skilled workforce to meet the needs of the employment market.

Discussion and Conclusion

With globalization, the increase in interaction between countries and technological developments in the fields of communication and transportation have caused millions of people to be involved in the migration process and international migration to develop in different directions. Migration movements have accelerated and grown in volume due to the injustices in economic income distribution around the world, political conflicts, and globalization. Countries that have been positioned as source or destination countries in the migration process until now have become both source

26 OECD, *International Migration Outlook*, 2013, 75-85.

27 http://www.icisleri.gov.tr/default.icisleri_2.aspx?id=8377, 2014.

28 OECD, *International Migration Outlook*, 2013.

and destination countries at the same time and have moved into a bilateral position. Türkiye, which was a labor -sending country in the recent past, has now become a country that accepts foreign labor and is used as a transit route by transit immigrants. As a result, international migration has become an increasingly important phenomenon today.

According to OECD and United Nations predictions, the population will begin to decrease in the most economically developed regions of the world as of 2020, and the young population of industrialized countries will be most affected by this decrease²⁹. Despite the positive net migration that has continued since 2020, especially in European countries; it is estimated that death rates will be higher than birth rates and the population will subsequently decrease rapidly.

The decline in the dynamic population of European countries; while the share of the young population in the total population will decrease, it will result in an increase in the share of the elderly population, and this will affect the labor markets. Depending on the aging trend of the population, the demand for immigrants will increase in industrialized countries to compensate for the labor force loss, and competition between developed countries for highly qualified immigrants will increase. Another development in international labor migration is that migration movements do not only take place from underdeveloped or developing countries, called southern countries, to developed countries, called northern countries. In recent years, a mobile population has formed, moving from north to south and south to south, and the route of migration has changed.

In general, countries receiving immigration implement strict and selective immigration policies. In these policies, a clear distinction is made between skilled and unskilled labor. In addition to responding to labor market needs, labor migration is also aimed at supporting economic development and not imposing a financial burden on countries in terms of social assistance. Developed countries that receive immigrants impose restrictions on the duration of immigrants' stay in the country with their policies. They take all kinds of precautions to prevent them from remaining permanent in the country. These measures have recently been embodied by the phenomenon of circular migration, scoring systems, quotas, and numerical limitations. In this context, the creation of temporary work, especially for low-skilled immigrants, has become one of the important policy practices of countries. In addition, developed countries that receive immigration support the migration

29 OECD, *A New Profile of Migrants in The Aftermath Of The Recent Economic Crisis*, 2014.

of investors, entrepreneurs, successful international students, and highly qualified workforces. They are pursuing targeted and controlled migration policies to meet the labor force deficit, which will increase further in the coming years, and the skill gaps that will arise in certain professions.

Recently, the phenomenon of international migration has had an important place in Türkiye, as in most developed countries. As a result of intense migration movements towards the country, attempts have been made, albeit delayed, to harmonize the migration regime with the policies and practices valid around the world. As examined in the third part of the study, many legal regulations have been made on this subject recently. However, practices that support economic development and do not reduce the employment opportunities of the local workforce have not yet been fully established.

Türkiye needs to develop a labor migration policy compatible with the employment market, as in other developed countries that receive immigration. However, taking into account the demographic changes that will occur in developed countries and the commercial and economic relations that Türkiye has developed with neighboring countries; possible migration movements from Türkiye to abroad should be taken into account and effective policies should be created to manage labor migration.

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