

Q4 2025
December
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Issue

NEWSLETTER

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Foreword from the General Secretary

Dear DBA members, partners and followers,

As we concluded 2025, we reflect on a period that underscores the role of the Dutch Business Association (DBA) that brings its members together and supports dialogue and engagement. Throughout the year, and particularly during Q4, the activities carried out enabled our members to come together. Amid changing global and local dynamics, we committed to our role, being a platform that brings members together and strengthens dialogue and cooperation.

We welcomed Mr. Daan Huisenga, who has begun his second term in Türkiye as the Consul General of the Kingdom of the Netherlands in Istanbul, at an introductory reception attended by members of our Board. This meeting represented an important step reflecting the continuity of the long-standing relations between Türkiye and the Netherlands, as well as the potential for future cooperation.

Through the event “Now What; How to Ride the Tsunami of Change,” we discussed the transformation agenda of the business world and how to adapt to evolving circumstances.

The “La Diva Turca – Leyla Gencer” Chamber Corner even brought culture and business together, highlighting the multi-dimensional nature of the DBA community and its ability to bring different disciplines together.



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FOREWORD

Gatherings that bring culture and business together once again demonstrated the multi-dimensional structure of the DBA community and its capacity to unite different disciplines.

We concluded the year with DBA Gala 2025 with the participation of H.E. Ambassador Mr. Joep Wijnands, Consul General of the Kingdom of the Netherlands in Istanbul Mr. Daan Huisenga, and Vice President of Invest in Türkiye Mr. Bekir Polat. The Gala evening served as a strong platform highlighting the importance of economic and institutional cooperation between the two countries.

In 2026, our focus will be on coming together more frequently, strengthening cooperation among our members, and jointly exploring business opportunities between Türkiye and the Netherlands. As DBA Türkiye, we remain dedicated to serving as a reliable, inclusive, and value-creating platform for the business community.

I would like to sincerely thank all our Board Members, partners, and the valued members of the DBA community for their commitment and contributions throughout the year. I hope that the new year brings health, success, and new opportunities for all of us.

Gamze Arbak
General Manager of Philips Türkiye
General Secretary Dutch Business Association Türkiye

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DBA NEWS

24 November 2025

ETTIC Meeting with Ambassador of Belgium to Türkiye

The Ambassador of Belgium to Türkiye, His Excellency Hendrik Van de Velde invited ETTIC Presidents of the bilateral European Chambers of Commerce in Türkiye for a working luncheon in his residence in Ankara. This luncheon was initiated by Hans Broucke, President of the Belgian-Luxembourg Chamber of Commerce in Türkiye. and attended by our Vice Chairperson Ahmet Aydogan.

ETTIC President Dr. Markus C. Slevogt informed the Ambassador about the mission and vision of ETTIC and upcoming Brussels agenda for 25 and 26 November. A further constructive dialogue took place about intensifying the collaboration between ETTIC and Belgium's economic diplomacy priorities in Türkiye.



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DBA NEWS

25 November 2025

ETTIC paid a visit to the Turkish Embassy in Brussels

ETTIC paid a visit to the Turkish Embassy in Brussels to introduce our Council to H.E. Ambassador G. Baris Tantekin and his commercial team.

During the pleasant meeting, ETTIC President Dr. Markus C. Slevogt explained the vision and mission of ETTIC. Also discussed were the outcomes of the recent meetings with the European diplomatic networks and agenda for this Brussels visit. We thank the Ambassador for his valuable feedback and interest and look forward to working closely with the Embassy.



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DBA NEWS

25 November 2025 ETTIC Meeting H.E. Thomas Ossowski in Brussel

ETTIC Presidents were invited by the Permanent Representative of Germany to the EU, H.E. Thomas Ossowski, to continue the discussions on EU - Türkiye trade and investment relations and update the Ambassador on ETTIC's latest developments and agenda for the upcoming months.

Constructive thoughts were exchanged on the following three subjects:

- Modernization and upgrade of the Customs Union
- Strategic partnership with Türkiye
- Foreign Direct Investment trends in Türkiye

Furthermore, the Ambassador and ETTIC Presidents discussed ETTIC's next steps to form communication platforms for both the EU and Türkiye side, whereby ETTIC acts as a neutral facilitator.



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DBA NEWS

26 November 2025

ETTIC met with Léon Delvaux, Director DG Trade

ETTIC met with Léon Delvaux, Director DG Trade, Mariusz Hubski, Policy Coordinator for Trade Relations with Türkiye DG Trade and Ioannis Begkos Strategic Coordinator at EEAS at the last day of our Brussels visit. In both meetings, the history of the Customs Union discussions since 2014 was summarized and the technical approach between the European Council and European Commission to restart the negotiations were outlined.

These meetings were the last in a row of this week's trade mission that started last Monday in Ankara with the strong message that an upgrade and modernization of the Customs Union between the EU and Türkiye will be beneficiary to both sides. We thank all our counterparts in Ankara and Brussels for their hospitality, input and support and look forward to working closely together on the next steps.

ETTIC, formally registered under the laws of Belgium and Brussels based, established through joint efforts of leading European bilateral Chambers of Commerce in Türkiye deepens economic, commercial and investment relations between the EU and Türkiye. We advocate the interests of European investors in Türkiye at the European Institutions in Brussels and Ankara.



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PAST EVENTS

9 October 2025 Now What; How to Ride the Tsunami of Change

On Thursday, we held our AI seminar: Now What? How to Ride the Tsunami of Change with Dr Mark van Rijmenam, CSP, GSF at Eureko Sigorta, followed by a Networking Cocktail.

Speaker Dr. Mark van Rijmenam is a strategic futurist and award-winning keynote speaker; he is globally ranked as the #1 futurist and Salesforce recognized him as a leading voice in AI (one of 16 globally).

During the impressive 70-slide and video presentation, done in only 45 minutes, a clear forecast and prognosis, CTA, and tips and tricks were given. Mark's impressive presentation skills and topics made the seminar not only clear to follow but also captivating to all levels of AI users, including non-AI users. The Q&A afterwards made the session all the more valuable, and tied the newfound knowledge into practical use.

Afterwards, the attendees walked away with a clear framework to integrate AI, boost efficiency, and future-proof their business. AI isn't just about automation; it's about reimagining how we work, innovate, and thrive in an era of exponential change.

If you would like to learn more, please visit <https://www.thedigitalspeaker.com/>



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PAST EVENTS

27 November 2025 Leyla Gencer, La Diva Turca

A special event and screening of: Leyla Gencer, La Diva Turca, organized jointly by the Bilateral Trade Chambers of Commerce in Türkiye, Salt&Brand, and YKB, took place at Yapı ve Kredi Plaza.

With welcome cocktail reception, opening remarks by Zeynep Oral (Journalist & Author) and Selçuk Metin (Director), interpretation of the Leyla Gencer Style by Tülay Perazzini before the Documentary Screening made this a very special evening for our members.



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PAST EVENTS

9 December 2025 DBA Gala 2025

The Dutch Business Association (DBA) hosted its Annual Gala on Tuesday, December 9th. The event successfully reflected upon and celebrated the substantial growth of the DBA and its dedicated membership since its inception.

We were deeply honored by the presence of several high-level dignitaries, underscoring the importance of the relationship between the Netherlands and Türkiye:

The evening commenced with a welcoming speech by our Chairperson, Mr. Ufuk Gedikli. He expressed gratitude to all contributors for the Gala's success and highlighted the enduring bridge of cooperation that the DBA has built between the Netherlands and Türkiye over the years.

Following this, Consul General Mr. Daan Huisenga delivered his inaugural remarks. He thanked the community for the warm welcome received since his appointment and expressed his enthusiastic anticipation for the upcoming years in Istanbul and Türkiye.

Ambassador Mr. Joep Wijnands gave a poignant address, reflecting on the achievements of 2025 and specifically acknowledging the members who traveled from the Netherlands to attend the Gala.

The Vice President of Invest in Türkiye, Mr. Bekir Polat, commemorated the significant investments channeled from the Netherlands into Türkiye and emphasized the crucial nature of the close bilateral cooperation between the two nations.

We extend our sincere gratitude to all who have contributed to this remarkable journey: our Chairpersons, Board Members, initiators, volunteers, partners, and, most importantly, our valued DBA members.

We believe that our long-term shared heritage is a significant proof that we can do more together.

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FUTURE EVENTS

Upcoming DBA Turkey Event Calendar

As DBA Turkey, we have the ambition to serve as many Dutch companies that have a business in Türkiye and Turkish companies with ties to the Netherlands as possible.

Below you can see the upcoming event calendar.

For more information visit our event calender [here](#)

Date	Month	Event Type	Location
21	January	Economic Outlook & Netherlands Business Forum Networking Event	Consulate General



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2025 HEALTH TRENDS RESEARCH LAUNCH

Philips Türkiye Shared the Results of the 2025 Health Trends Research with a special Launch Event

Philips Türkiye shared the results of its 2025 Health Trends Research, conducted in collaboration with Ipsos Türkiye, at a special event in Istanbul. Now in its fifth edition, the research highlights a rapidly evolving relationship between individuals and their health with three major trends: **rising personal health awareness, increasing trust in digital health technologies and artificial intelligence, and sustainability becoming a strengthening expectation** within healthcare services.

Philips Türkiye General Manager Gamze Arbak drew attention to the transformation in society's approach to health and stated: "Digital health technologies and artificial intelligence not only give healthcare professionals more time to reach larger populations but also empower individuals to manage their own health more consciously. At Philips, our purpose is to deliver better care for more people."



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2025 HEALTH TRENDS RESEARCH LAUNCH

According to the research results, people are making greater efforts to stay healthy compared to previous years, with 84% of respondents stating that they actively strive to maintain their health. Awareness of sleep health is also increasing, as 78% report being informed about the impact of regular sleep on overall well-being. Regular check-up habits are becoming more common in critical areas such as heart health, with 29% undergoing routine heart health screenings, while awareness of the link between oral and dental health and overall health has reached 81%. While a majority of society believes that technology makes healthcare services more accessible and effective, 51% of respondents also believe that artificial intelligence will make meaningful contributions to diagnosis and treatment processes.

The increasing awareness and satisfaction levels regarding telehealth services, with awareness rising from 19% in 2023 to 28% in 2025 and satisfaction reaching 81%, reveal that Türkiye's digital health transformation is accelerating.

65% of respondents believe that sustainability should be a priority in the healthcare sector. Forty-six percent of participants define sustainable healthcare services as "environmentally non-harmful," while 42% of people describe them as services with a "positive environmental impact." In addition, one in two respondents states that they are inclined to purchase products or services from companies that adopt sustainable practices.

Throughout its 95-year journey in Türkiye, Philips has developed technology with the aim of improving people's lives and delivering better care for more people, while positioning sustainability as an integral part of its approach to innovation.

For more information on the Health Trends Research please visit www.philips.com.tr or contact Rengin Erdinç (rengin.erdinc@philips.com)



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ECONOMIC UPDATE

- Inflation has remained elevated this year with 31.1% as of November vs the CBT's interim target of 24%. While it has returned to its downward trajectory in 4Q, slower than expected disinflation in 2025 has reflected pricing pressures in food with adverse weather conditions and reaffirmed difficulties in achieving services disinflation that requires marked improvement in price-setting behaviour and inflation expectations.
- In the survey of market participants released by the CBT, year-end inflation expectation for 2026 stood at 23.4%. This implies that market sees disinflation process likely to proceed more slowly than implied by the CBT's interim targets with the balance of risks tilted to the upside. On the flip side, supportive global backdrop with lower oil prices, Fed easing and improving global risk appetite should limit upside risks.
- The CBT has responded to slower disinflation by adjusting the pace rate cuts. The CBT is likely to maintain elevated real interest rates for an extended period, which will continue to support TRY. Gross reserves have been on an increasing trend since March, but after elimination of gold price impact, the extent of improvement appears less pronounced. Additionally, regulatory measures on deposits within the banking sector, combined with persistently attractive TRY interest rates and a relatively stable exchange rate, have continued to suppress dollarization pressures.
- While the YoY GDP turned lower than expected in the third quarter at 3.7%, the seasonally adjusted quarterly pace has remained strong with 1.1%, defying earlier expectations of a significant slowdown in the momentum. This suggests upside risks to the growth outlook. Leading indicators including PMI, capacity utilization, consumer and real sector confidence indices that point to an acceleration in GDP growth in the last quarter also support this view. Considering ongoing gradual easing cycle and expected resilience in global activity, and the carry-over effect from this year, 2026 growth can remain resilient.

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ECONOMIC UPDATE

- The fiscal stance for the current year is notably less expansionary compared to the previous period. A more pronounced adjustment would contribute positively to the containment of internal and external imbalances. Furthermore, the government's commitment to ensuring that spending growth and wage adjustments remain aligned with disinflation objectives is expected to provide additional support to overall fiscal performance.
- The current account surplus has maintained widening trend while the capital account has remained weak in recent months. Looking forward, a combination of external risks—including developments in global trade and geopolitical tensions—as well as ongoing weakness in domestic demand are expected to shape the path of the current account balance in the coming months.



Muhammet Mercan
ING Turkey, Chief Economist

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HR UPDATE

2026 Workplace Prediction: Skilled Hands, Human Strengths, and AI-Powered Teams

As we look ahead to 2026, leaders around the world are navigating a workplace shaped by profound geopolitical and economic volatility, demographic change, accelerating technology, and new expectations about how and where work happens.

AI has moved from experimental to essential. Talent scarcity remains the defining feature of global labor markets, and organizations are rethinking how they attract, develop, and retain the people who keep them competitive.

The year ahead will reward leaders who act with clarity and purpose - those who pair technology with humanity, create equitable pathways into work, and adapt their talent strategies to where skills truly are.

These are the five developments I believe will shape the workplace in 2026.

1. Mass job displacement by AI will not happen in 2026

Like every technological leap before it, fears that 2026 will be the year of mass unemployment thanks to AI will [prove to be untrue](#). While the technical potential of AI automation is undeniable - with [research](#) suggesting over half of current work hours could technically be automated - the operational reality is different. Moreover, a fundamental economic counterweight is at play: demographic necessity. With workforce cohorts shrinking in developed economies, AI is emerging not as a rival to labor, but as the essential productivity lever to plug the gap. The narrative for 2026 should therefore not be about job displacement but job reconfiguration. We already see redundant tasks being stripped away, and that leaves the human intervention in the non-automatable tasks even more important. The risk for businesses this year is not a surplus of labor, but a failure to augment the workforce they have fast enough to maintain growth. 2.

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HR UPDATE

2. Human strengths combined with AI fluency become the new skill currency

The capabilities that make people effective are uniquely human: they can't be automated or replicated by AI, and demand for inherent human strengths continues to rise. Leadership skills is now the #1 most sought-after inherent capability, while problem-solving and critical thinking are also climbing, according to our [In-Demand Skills research](#).

At the same time, resilience and creativity have some of the highest hiring difficulties among human skills, with vacancy ratios of 12% and 8.7%, reflecting a growing mismatch between what organizations require and what talent say they have.

At the same time, the premium in the labor market is shifting from AI builders to AI-empowered professionals - people who can apply AI effectively in their own disciplines. Compensation for AI-related roles continues to rise, with increases of around 10% in EMEA and 2.5% in the US. Employers increasingly value hybrid profiles: finance experts who use AI for risk modelling, marketers who leverage generative tools, and operations leaders who automate workflows.



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HR UPDATE

3. Early career pathways narrow and experience becomes the new scarcity

Across industries, talent patterns are shifting. In fast-growing fields like AI and data, opportunities for early-career talent are narrowing rapidly. In 2023, about 26% of automation roles were open to junior candidates. Today that share has fallen to under 17%, meaning fewer young workers are entering the fields where demand is growing fastest. At the same time, young talent is not staying long enough to develop. Gen Z's median tenure in their first five years of career is just 1.1 years - four times lower than Baby Boomers.

Millennials now make up nearly 60% of the global workforce, while Gen Z accounts for about 20%, a ratio that reflects their stage of life. But the concern is not the cohort size, but the narrowing entry pathways and the accelerating churn. With fewer early-career roles and shorter tenure, fewer young workers are progressing into the areas where demand is rising fastest. Some sectors are feeling this most acutely: Banking, Financial Services & Insurance has one of the lowest young-talent retention rates at just 22.5%, while Life Sciences sits even lower at under 9%, underscoring how rapidly early-career workers are moving out of these industries.

With fewer early-career hires progressing and tenure shortening, organizations are leaning more heavily on experienced talent. But with demand for seasoned specialists rising across industries, this dependence is creating capability gaps that will widen unless early-career pathways are rebuilt.

4. Experienced tech will be in high demand to enable digital transformations

Every organization is looking to scale AI, but the limiting factor is no longer technology: it's people. Senior technical roles now carry the highest hiring complexity, reflecting the level of experience required to lead transformation. While junior hiring is becoming easier in many markets, demand for senior specialists continues to rise, widening the gap between what organizations need and what the current talent pipeline can supply.

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The global talent landscape has shifted. Year after year, more people are becoming open to new opportunities and re-evaluating their careers. For highly demanded skill sets, mobility is particularly pronounced. Across many markets, the number of people actively looking for jobs grew by around 16%, and tech talent, including those in traditionally non-tech roles who have acquired AI skills, are acting on those new opportunities more frequently.

Mobility, however, varies sharply by market. In Europe, around 16% of experienced talent change jobs each year, rising to 20% among workers with AI skills. In Italy, the dynamic is more muted: roughly 13% of experienced talent and only 8% of AI-skilled talent decide to move. And while countries like the Netherlands show some of the highest overall job-change dynamics in our research, mobility for AI-skilled specialists remains far more limited - particularly in deeply scarce markets such as Germany.



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HR UPDATE

5. Jobs in frontline and skilled-trade work remain key for economic growth

Even as AI reshapes knowledge work, the global economy continues to rely on people who build, move, and serve. Yet many essential roles are facing severe and persistent shortages. Retail and direct-sales roles show some of the highest vacancy ratios - 29% in France, about 20% in Brazil, and 19% in Spain - reflecting tight labour markets, high churn, and the ease with which people move between adjacent roles such as delivery, warehousing, and retail.

Manufacturing shortages are also intensifying in many mature markets. The Netherlands, for example, shows a 12% vacancy ratio compared with a global average of 2.9%. But this picture is far from uniform. In countries like India, vacancy ratios in manufacturing sit below 1%, highlighting significant labor availability and signalling how global production capacity may continue to shift toward markets with deeper talent reserves.

Automation will boost productivity, but it will not replace the human qualities that make frontline and skilled-trade work so essential: judgment, dexterity, problem-solving, and the interpersonal connection that defines many of these roles. These jobs create value precisely because of the human element. Yet demographic pressures mean demand is rising faster than the available workforce. With the share of older workers growing and retirements accelerating, many economies are losing experienced specialists faster than the junior talent pool can replace them. Technology, including AI, will be critical in supporting frontline workers to do more with less, helping businesses meet demand despite shrinking labor pools.

For more information on the report please visit www.randstad.com.tr or contact Secil Alp Sonmezer. (secil.alp@randstad.com.tr)

learn more about outplacement.

Secil Alp Sonmezer - Randstad Türkiye Marketing & Communications Director secil.alp@randstad.com.tr



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LEGAL UPDATE

The following is a brief summary of significant legal developments in Turkish law in the last quarter of 2025:

For more information, please directly get in touch with Burçak Sercan Sarıkaya, LL.M. attorney at law at Sarıkaya + Şahin Law Firm, via email sarikaya@sarikayasahin.com or at +90 533 425 85 00.

General Information

In the last quarter of 2025, changes were made in many areas, particularly commercial law.

A. Trade Law

- » Communiqué the Prevention of Unfair Competition in Imports (Communiqué No: 2025/35) (“**Communiqué**”) was published in the Official Gazette dated 10 October 2025, and the Ministry of Trade has initiated an anti-dumping investigation into imports of light commercial vehicle, heavy vehicle, and agricultural vehicle outer tires originating from certain countries.
- » Regulation Amending the Price Labeling Regulation (“**Regulation**”) was published in the Official Gazette dated 11 October 2025. The Regulation introduces new obligations regarding the placement of price lists in food and beverage establishments, Ministry data system integration, electronic price display, mandatory tare calculation for open products, and new criteria for discounted pricing.
- » Communiqué on the Prevention of Unfair Competition in Imports (Communiqué No: 2025/33) (“**Communiqué**”) was published in the Official Gazette dated 11 October 2025. With this Communication, an anti-dumping investigation has been initiated on dental milling/cutting machines used in dentistry.
- » Circular on Amendments to the I-M Numbered Circular of the Central Bank of the Republic of Turkey Regarding the 32 Numbered Decision on the Protection of the Value of Turkish Currency and the 2008-32/34 Numbered Circular of the Ministry of Treasury and Finance (Number: 2025/25) Published in the Official Gazette dated 31 October 2025, the Circular adds to the foreign currencies traded by the Central Bank of Turkey.
- » Communiqué on Amendments to the Communiqué on Support for the Conversion of Foreign Currency Held by Companies from Overseas Sources into Turkish Lira (Communiqué No: 2023/5) (Communiqué No: 2025/26) was published in the Official Gazette dated 1 November 2025, and the term of provisional Article 1 was extended.

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LEGAL UPDATE

- » Communiqué on the Application of Surveillance in Imports (Communiqué No: 2025/10) (“**Communiqué**”) was published in the Official Gazette dated 6 November 2025. The import of products specified in the Communiqué may be carried out with a Surveillance Certificate to be issued by the Ministry of Trade.
- » Communiqué on the Prevention of Unfair Competition in Imports (Communiqué No: 2025/37) (“**Communiqué**”) was published in the Official Gazette dated 12 November 2025, and the decisions taken as a result of the completion of the anti-dumping investigation initiated for polystyrene products have entered into force.
- » Communiqué on Import Safeguard Measures (Communiqué No: 2025/7) (“**Communiqué**”) was published in the Official Gazette dated 19 November 2025. With this Communiqué, the safeguard measure applied to certain polyamide (nylon) filament yarns was extended for three years.
- » Regulation Amending the Regulation on Fees to be Charged Under the Law on the Protection of the Value of Turkish Currency No. 1567 (“**Regulation**”) was published in the Official Gazette dated 22 November 2025. The Regulation updates the rules regarding the operating licenses and fees payable by currency exchange offices, gold refineries, and precious metal brokerage firms.
- » Communiqué on Calculation of Liquidity Adequacy Ratio of Savings Finance Companies (“**Communiqué**”) was published in the Official Gazette dated 28 November 2025. The Communiqué regulates the procedures and principles for companies to maintain a minimum level of liquidity to cover their cash outflows with cash inflows.
- » The Communiqué Regarding Administrative Monetary Penalties to be Applied in 2026 Pursuant to Turkish Commercial Code No. 6102 (“**Communiqué**”) was published in the Official Gazette dated 17 December 2025, and the amounts of administrative monetary penalties have been increased by 25.49%.
- » Decision on Amendments to the Decision on Tax, Duty and Fee Exemptions for Exports, Transit Trade, Sales and Deliveries Deemed as Exports, and Foreign Exchange-Generating Services and Activities (Decision No. 10705) (“**Decision**”) was published in the Official Gazette dated 19 December 2025. The Decision amends the rules on tax, duty, and fee exemptions applicable to exports, transit trade, and foreign exchange-generating services.
- » Communiqué Regarding the Status of Foreign Trade Capital Companies (Export: 2025/7) (“**Communiqué**”) was published in the Official Gazette on 19 December 2025. The Communiqué reorganizes the conditions and responsibilities of the status granted to encourage companies to enter foreign markets and benefit from economies of scale in exports.

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- » The Interest Rates to be Applied in Rediscount and Advance Transactions were published in the Official Gazette dated 20 December 2025. With this Communiqué, the new interest rates to be applied within the bank have entered into force.

B. Environmental Law

- » Regulation Amending the Regulation on the Protection of Waters Against Agricultural Nitrate Pollution (“**Regulation**”) was published in the Official Gazette dated 12 October 2025. With this regulation, fertilizer use and storage in nitrate-sensitive areas have been subject to stricter control, and environmentally friendly agricultural practices have been adopted.
- » The Presidential Decree No. 2025/17 regarding the National Circular Economy Strategy and Action Plan (2025-2028) was published in the Official Gazette dated 18 October 2025. The Decree announced the implementation of the “National Circular Economy Strategy and Action Plan (2025-2028),” which mandates the efficient and sustainable use of natural resources to mitigate the effects of environmental problems such as global climate change, water scarcity, and air pollution caused by increased waste and emissions.
- » The Best Available Techniques Notice for 6 sectors was published in the Official Gazette on 30 November 2025. The Regulation encourages the adoption of more environmentally friendly production in many sectors, including energy, chemicals, waste management, metals, minerals, textiles, food, and automotive.

C. Customs Law

- » The Nuclear Export and Nuclear Import Control Regulation (“**Regulation**”) was published in the Official Gazette dated 9 October 2025. The Regulation establishes the procedures and principles for nuclear export control and nuclear import control with the aim of preventing the proliferation of nuclear weapons.
- » Communiqué on Amendments to the Communiqué on Customs Procedures for Goods Transported by Post and Express Courier (Series No. 1) (Series No. 4) (“**Communiqué**”) was published in the Official Gazette dated 6 November 2025. The Communiqué includes amendments regarding consignment exports and penalties.

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- » Customs General Communiqué (Customs Procedures) (Serial No: 217) was published in the Official Gazette dated 17 December 2025. The fixed amounts specified in Customs Law No. 4458 and related legislation have been revised in line with the 25.49% revaluation rate determined for 2025, effective as of 1 January 2026.

D. Maritime Law

- » Communiqué on Amendments to the Circular on Support for Small-Scale Fishing (Communiqué No. 2024/27) (Communiqué No. 2025/29) was published in the Official Gazette dated 17 October 2025. The Regulation amends the provision regarding additional payments to be made to fishermen in provinces where algal blooms have been observed.

E. Labour Law

- » Regulation Amending the Regulation on the Implementation of the Law on the Free Practice of Professions and Arts by Foreigners of Turkish Descent in Turkey and Their Employment in Public or Private Institutions, Organizations, or Workplaces (“**Regulation**”) was published in the Official Gazette dated 10 October 2025. The Regulation revises the conditions under which foreign nationals of Turkish descent may practice their professions and arts in Turkey.
- » The Constitutional Court’s (“**AYM**”) Decision No. 2025/121 dated June 3, 2025 (“**Decision**”) was published in the Official Gazette dated 17 October 2025. The Decision ended the requirement that the principal employer and subcontractor be jointly named as parties in cases subject to the mediation condition.

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