

International Labor Migration Towards Turkey and Sustainable Development Goals

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ABSTRACT: *From the 1990s to create a common immigration policy and harmonization of European countries, this process also neighboring European countries also want to include migration regime with the EU acquis as a result of Turkey's efforts began. During these years been the target of European immigration policy to combat irregular migration, it is a result of Turkey's behalf to be more intrusive control over migration have increased pressure from European countries. Because Turkey has become a country in transition that creates space for these immigrants irregular migrants from the country. a series in Turkey with the aim of responding to the expectations of European institutional and legal arrangements are established. Within these regulations, there are some decisions regarding labor migration. In this study, considering the current development goals of Turkey "sustainable development" concept Turkey's Eleventh Development Plan was examined. As a result of these examinations, new business areas that have emerged recently have been revealed.*

KEYWORDS: *Turkey, Sustainable Development, Labor Migration*

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I. INTRODUCTION

Ensuring peace and social stability around the world, social components such as education, employment and technological development enable the real achievement of economic and social progress, and excessive use of resources constitutes a major obstacle to sustainable development. In 1980, in the publication titled "World Conservation Strategy: Protecting Living Resources for Sustainable Development"; It has been emphasized that the interests of future generations must be protected due to the economic development created by the use of natural resources by humans and the limited carrying capacity of the ecosystem.

Although the concept of sustainable development was discussed with economic growth and development at the United Nations Conference on the Human Environment held in Stockholm in 1972, it entered the world agenda on international platforms with the "Our Common Future" report, also known as Brundtland. The definition of the concept of "sustainable development" was accepted at the Earth Summit held in Rio in 1992 and is one of the most important basic principles of the Rio Declaration; It is explained as "The development occurring today should not pose a threat to today's needs and our future"¹

It is possible to see the close connection between the economic, environmental and social dimensions of sustainable development. Since people, economic systems and living spaces are interrelated, sustainable development; It can be achieved by addressing society, economy and environment in an integrated manner. 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 organisations, the role of business will be crucial in mitigating/preventing the extraordinary, global impacts of climate change³.

As a matter of fact, in the "Better Business, Better World Report" 'sustainable development' is identified as a significant business opportunity by 2030⁴. In addition to social, environmental and economic developments, renewable energy, smart and sustainable ities, and low carbon economy are among the new business areas that may emerge⁵. It is possible to read the importance of sustainable development for Turkey

¹ Jeffrey Sachs, *The Age of Sustainable Development*, New York, NY: Columbia University Press, 2015, s. 1-7.

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 "BSDC (Business and Sustainable Development Commission)", *Better Business, Better World*. <http://report.businesscommission.org>, 2017.

⁵ A. Payne, *The Politics of Unequal Development*. Red Globe Press. (2005, 199-230).

through the Eleventh 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 Turkey will be discussed.

Due to this intense migration mobility on a global scale, Castles and Miller call our current era the “age of migrations”⁶. 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 Turkey to various Western European countries since the 1960s has positioned Turkey as a sending country in the field of international migration. However, in recent years, globalization, Turkey’s economic development and political and economic developments in neighboring countries have caused Turkey to become a country of immigration and transit. However, labor migration from Turkey to abroad continued and some changes occurred in this regard. According to the OECD report published in 2014, Turkey is among the top 30 countries sending highly qualified workforce⁷. The number of people with higher education who went abroad from Turkey increased by 82% in 2010 compared to 2000⁸. 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 up-to-date and reliable statistical data on high-skilled labor migration.

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

Within the development plan, issues such as “changing technology, production structure and service delivery styles, changes in demographic structure, transformation in economic and social structures in the labor market and deterioration in income distribution” are examined under separate headings as they affect the developments in the workforce. At this point, the report emphasizes that digitalization brought by technology has eliminated or transformed some business areas and, in turn, new business areas have been opened. It has been assumed that the free movement of labor force, which has increased with globalization, will be effective in making economies with a dense young population, such as South Asia and Africa, the main source of global labor force in the coming years, and attention has been drawn to the global competition in the labor market.

It has been stated that demographic changes are a factor affecting international labor migration and attention has been drawn to the aging problem⁹. Income inequality is also one of the crucial points in sustainability and employment. However, due to income inequalities within the country, the middle class is on the verge of extinction as a result of high-income earners getting richer and low-income earners becoming poorer, which has caused deteriorations in the domestic income distribution.

Income inequality affects all layers of societies, making social harmony, sustainability of economic growth and the effectiveness of public policies difficult. Policy areas included in the Eleventh Development Plan; They 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 to ensure the continuity of long-term foreign financing and investments by improving the business and investment environment, which is under the ecosystem improving policy area. By increasing the qualified human resources under the sustainability policies area, which is directly related to the title of this study, it is aimed to develop the country’s sustainable production capacity with the contributions of the workforce to high productivity rates and the investment environment.

⁶ S. Castles & M. Miller, *The Age of Migration: International Population Movements in the Modern World*. London: Macmillan, 1993, 200.

⁷ OECD, *A New Profile of Migrants In The Aftermath Of The Recent Economic Crisis*, 2014.

⁸ OECD, *A New Profile of Migrants In The Aftermath Of The Recent Economic Crisis*, 2014.

⁹ G. Toksöz, *Uluslararası Emek Göçü*, İstanbul Bilgi Üniversitesi Yayınları, İstanbul, 2006.

Migration Movements Towards Turkey

Migration movements towards Turkey are basically divided into two main categories. These are: regular migration, consisting of people who come to Turkey 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 Turkey as a transit country to migrate to developed Western countries and asylum seeker 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. Turkey's introduction to international labor migration as a destination country dates back to the 1980s. Since 1975, Turkey 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 seeker, refugee migration and irregular migration¹².

Since the 1980s, globalization and economic and political changes in Turkey's neighboring regions have caused Turkey to be introduced to the concept of "foreigner". The inclination of immigrants, in other words foreigners, to Turkey is closely related to the developments both within Turkey and in Turkey's neighboring countries. In the 1980s, Turkey 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 Turkey. 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 was 3.5 million in 1998, reached 10 million in 2000, 23 million in 2007 and 37.8 million in 2013, making Turkey the 6th most visited country in the world. has placed.

This increase in tourist numbers also increases the visibility of the country at the international level; It has made Turkey 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 Turkey or to move to another country. However, the entry of foreigners into the country was encouraged with the flexible visa application introduced in the mid-1990s¹³. With the flexible visa regime that started to be implemented in Turkey during the period when Europe tightened its immigration policies, Russia, the Former Soviet Republics; It is aimed to develop commercial relations with Arab countries such as Tunisia, Morocco, Saudi Arabia and Jordan. By creating a banderol visa system; Citizens of many countries have been granted entry visas at border gates and airports. Today, citizens of 117 countries are exempt from Turkey visa or can obtain an e-visa online. In short, it can be said that Turkey 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 Turkey in the early 2000s, and the search for a common immigration and asylum policy began in Europe¹⁴. In short, since the early 1990s, Turkey, 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 Turkey have caused Turkey to become an important center of attraction for migration movements. However, the country's lack of a strict immigration policy has encouraged migration to Turkey. As a result, migration movements towards Turkey have gradually increased¹⁵.

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

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

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

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

¹⁴FerdaUlutaş, Emrah Alkaya & MerveBögürçü, "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.

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

Labor Migration from Abroad to Turkey

Since the 1990s, efforts have begun to harmonize Turkey'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 Turkey to be more interventionist in migration control. Because Turkey has moved from being a country that receives irregular immigrants to a country that creates a transition area for these immigrants. In order to respond to European expectations, a series of institutional and legal regulations have been established in Turkey¹⁷.

In 2005, Turkey'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 and precautions that need to be taken in order to harmonize Turkey's asylum and migration legislation and system with the EU acquis¹⁸. As a result of all the preparations made for the harmonization of Turkey'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 persons who do not meet the conditions for entry, stay or residence in Turkey 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 Turkey-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 Turkey'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 foreigner is used. In the 3rd article titled "Definitions" of the 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 Turkey; temporary, indefinite and independent. Foreigners applying for a temporary work permit must have an employer willing to employ them. 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.

Due to the inadequacy of existing laws, in order to effectively manage the problems in the field of migration, Law No. 6458 on Foreigners and International Protection was accepted by the General Assembly of the Turkish Grand National Assembly on 04.04.2013 and entered into force on 11.04.2013. Law No. 6458 on Foreigners and International Protection, which came into force on April 11, 2014, was issued to fulfill the obligations of the Visa Exemption Road Map. The law states that Turkey's short, medium and long-term migration policies and strategies will be determined by the Migration Policies Board; It was stated that the Board will consist of undersecretaries of relevant ministries under the chairmanship of the Minister of Internal Affairs.

In short, it can be said that Turkey'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 Turkey 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 Turkey, 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.

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

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

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

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

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

As a receiving country, one of the important issues that Turkey 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. 6458. Supporting high-skilled labor migration was also included in the Tenth 5-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 Turkey 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 Turkey. It was emphasized that encouraging brain drain to Turkey, 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 the growth potential. It has been determined as a target for Turkey 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 Turkey 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 of labor migration movements abroad 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 Turkey 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/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 Turkey, 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 (8437), Ukraine (3610 people), People's Republic of China (3379 people), Turkmenistan (2715 people), Russian Federation (2455 people), Moldova (1825 people), Uzbekistan (1709 people), Germany (1249 people) and Azerbaijan (1227 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 Turkey; 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 Turkey. In the 2011-2012 academic year, 8400 students were accepted to the country, thus the total number of students reached 31,900. It would not be wrong to say that Turkey has become a target for thousands of students in recent years.

Approximately 920,000 irregular immigrants have been caught in Turkey in the last 17 years²⁶. 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. Turkey attaches importance to making Readmission Agreements with source countries within the framework of combating irregular migration. To date, Syria (2001), Greece (2001), Kyrgyzstan (2003), Romania (2004), Ukraine (2005), Pakistan (2010), Russia (2011), Nigeria (2011), Bosnia and Herzegovina (2012), Readmission Agreements were signed with Yemen (2012), Moldova (2012), Belarus (2013), Montenegro (2013) and the European Union (2013). Readmission Agreements are considered to be an effective

²¹Reginald T. Appleyard, "Migration and Development: Myths and Reality," *International Migration Review*, 23(3), 1989, 488-493.

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

²³Reginald 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.

²⁶http://www.icisleri.gov.tr/default.icisleri_2.aspx?id=8377, 2014.

tool that encourages countries to take measures against illegal immigration and ensures that illegal immigrants are sent to their countries in a manner worthy of human dignity.

II. METHODOLOGY

Qualitative research method was preferred in this study. There are different methods and perspectives on creating a research plan in a qualitative research process²⁷. One of the researchers who care about the integrity of method, purpose and research questions is John Creswell. Creswell revealed the basic features of qualitative research in his book “Research Design: Qualitative Quantitative And Mixed Methods Approaches”²⁸. In the study, Turkish and foreign sources (scientific reports, academic articles, books, papers, etc.) will be used by using university, libraries, online databases within the scope of source review, theoretical research and case study, which are qualitative research methods. In the study, existing legal regulations on international labor migration to Turkey are included and the framework of the article is drawn with the concept of “sustainable development”. The Eleventh Development Plan was also considered as a reflection of this conceptual review and the relevant sources were analyzed through qualitative methods.

III. DISCUSSION

With globalization, the increase in interaction between countries and technological developments in the field 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 in 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 and destination countries at the same time and have moved into a bilateral position. Turkey, 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.

IV. FINDINGS

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 countries³⁰.

Another development in the immigrant profile is the increase in the number of women participating in migration movements. Considering that women are in 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

²⁷Janice 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.

²⁸J. Creswell, Araştırma Deseni: Nitel, Nicel ve Karma Yöntem Yaklaşımları. Selçuk B. Demir vd., (Çev.). Ankara: Eğiten Kitap Yayıncılık, (2017), 185-187.

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

³⁰OECD, *International Migration Outlook*, 2013.

especially in developed countries, are accepted as highly skilled workforce to meet the needs of the employment market.

V. CONCLUSION

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 to support economic development and not impose 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 in their policies; They take all kinds of precautions to prevent them from remaining permanent in the country. These measures have recently been embodied with the phenomenon of circular migration, scoring system, 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 of investors, entrepreneurs, successful international students and highly qualified workforce; 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 an important place in Turkey, 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 in 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.

Turkey 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 Turkey has developed with neighboring countries; Possible migration movements from Turkey to abroad should be taken into account and effective policies should be created to manage labor migration.

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