

Expatriate Insider 2021 Survey: The Future of Working Abroad

Turkish expats talk about their career abroad and how they envision their future working life.

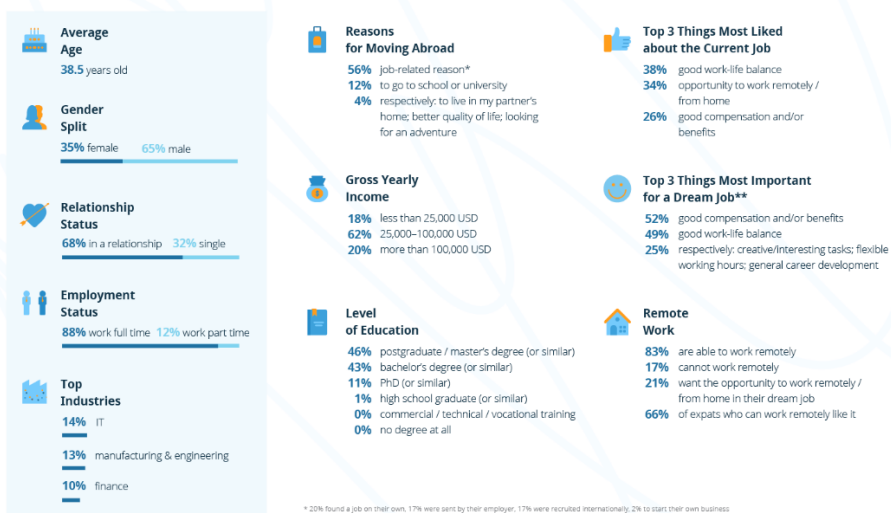
- Turkish expats working abroad are younger than the average working expat, have not lived abroad that long, and usually have a university degree.
- They are very satisfied with all factors related to their working life, which might be due to their most common destinations.
- A good compensation and/or good benefits is the most important factor to Turkish expats in their future work environment.

Munich, 14 September 2021 — Why do Turks move abroad? According to the *Expatriate Insider 2021* survey by InterNations, 56% of Turkish expats working abroad name their career as the most important reason for relocating to another country. Globally, just 47% of working expats moved abroad for job-related reasons. Most of the Turkish respondents found a job on their own (20%), followed by 17% each who were either sent by their employer or recruited internationally. Just 2% moved abroad to start their own business. Aside from work-related reasons, an above-average share of Turks working abroad (12%) originally relocated to go to school or university in their current country of residence (vs. 8% globally).

The key focus of this year's *Expatriate Insider* survey, conducted by [InterNations](https://www.internations.org), the world's largest expat community with more than 4 million members, is the future of working abroad. Expats all around the world shared what it is really like to work abroad and described their working conditions. They also provided insights into how new working arrangements (e.g., remote work) are changing their working life and what they would like to see in the future.

Turkish Expats

The Future of Working Abroad



Turkish Expats Are Young and New to Working Abroad

On average, Turkish expats working abroad are 38.5 years old, which is a lot younger than the global average (43.1 years). While globally, the gender ratio among working expats is quite evenly split (53% male and 46% female), Turkish men (65%) tend to work abroad more often than women from Turkey (35%). What is more, close to seven in ten expats from Turkey (68%) are in a committed relationship, which is seven percentage points more than the global average (61%).

Maybe related to their relatively young age, many Turkish survey participants were new to expat life: more than two in five (41%) have only lived abroad for two to three years (vs. 26% globally), and 15% relocated just six to twelve months ago (vs. 10% globally). On the other hand, close to a quarter of expats worldwide (24%) have lived abroad for more than ten years, which is the case for just 9% of Turkish expats.

Excellent Qualifications and Positions

Nearly all Turkish expats working abroad (99%) graduated from college or university, compared to 88% worldwide: 43% have a bachelor's degree (vs. 33% globally), 46% have a postgraduate / master's degree (vs. 47% globally), and 11% even hold a PhD (vs. 8% globally).

The high level of education is also reflected in their current employment situation: An above-average share of Turkish expats work in senior or specialist positions (36% vs. 30% globally) or are top managers / executives (15% vs. 13% globally). On the other hand, 25% also work in lower / middle management (vs. 17% globally). Self-employment / freelancing is not very popular amount Turks working abroad, with just 4% describing their current employment situation in these terms (vs. 11% globally).

Close to nine in ten Turkish expats (88%) work full time, which is also a higher share than the global average (82%). When it comes to the most common fields of work, IT (14%), manufacturing & engineering (13%), and finance (10%) are most frequently mentioned. While Turkish expats are actually overrepresented in the field of manufacturing & engineering (13% vs. 7% globally), only 4% work in education (incl. language education). Globally, this is the most common field among working expats (12%).

Turks Work in Destinations with Excellent Work Environments

More than seven in ten Turkish expats (72%) are satisfied with their job in general, which is about the same as the global average (73%). However, a closer look at individual factors shows that Turkish expats rate all of them a lot better than expats worldwide: the difference is the biggest in terms of satisfaction with their work-life-balance (75% happy vs. 68% globally), job security (73% happy vs. 67% globally), and working hours (75% happy vs. 70% globally). More than half (52%) are also satisfied with their local career opportunities (vs. 49% globally), and 68% rate the state of the local economy in their current country of residence positively (vs. 65% globally).

In fact, the top 3 most common destinations for Turkish expats working abroad (Germany, the Netherlands, the USA) all perform well in the Working Abroad Index of the *Expats Insider 2021* survey. Germany ranks 6th out of 59 countries, followed by the Netherlands (13th), and the USA (26th). Expats in these countries are particularly happy with their local career opportunities (USA, Germany), their job security (Germany), and the state of the local economy (Netherlands, Germany).

On the other hand, expats living *in* Turkey rate the country the worst worldwide to work in (59th out of 59). For example, 45% of expats in Turkey are unhappy with the local career opportunities (vs. 29% globally), and 43% rate the state of the local economy negatively (vs. 17% globally).

Turkish Expats Enjoy Their Work-Life Balance...

When asked what they like most about their current job, a good work-life balance (38%) is the top response among Turkish expats. *"The pace of life is peaceful and the balance between work and family life is good"*, says a Turkish expat working in Amsterdam, the Netherlands.

The second-most frequently mentioned aspect is the opportunity to work remotely / from home (34%). More than four in five (83%) are able to work remotely, and 66% of those who can do so like remote work. More than two in five (43%) even work fully remotely, compared to 39% of expats globally. The COVID-19 pandemic has had an impact on the remote work policies for about half the Turkish expats: 28% are now able to work remotely more often than before, and 21% say that remote work was newly introduced and is here to stay.

...And Search for a Good Compensation in Their Ideal Work Environment

While a good compensation and/or good benefits is only the third-most frequently mentioned aspect that Turkish expats like about their current job, it is on top of their list when it comes to imagining their dream job. More than half (52%) say that this aspect would be especially important to them in an ideal work environment. In fact, this is also the most important factor among expats worldwide (54% mention this).

At the moment, Turkish expats are mainly represented in the medium-income bracket: 44% have a gross yearly income ranging from 50,000 to 100,000 USD, compared to 33% globally. A below-average share each makes either less than 50,000 USD (36% vs. 44% globally) or more than 100,000 USD (20% vs. 23% globally).

Other than that, Turkish expats frequently mention a good work-life balance as an important aspect of their dream job. This factor is followed by creative/interesting tasks, flexible working hours, and general career development (25% each).

The Concept of New Work Might Be New to Many Turkish Expats

More than three in five Turkish expats working abroad (61%) say that factors like autonomy, freedom, creativity, personal development, and self-fulfillment are *more important* in the business culture of their host country than in Turkey. These values are closely related to the concept of New Work, which describes the new way of working in the global and digital age. On a global scale, just 49% of expats say the same about the comparison with their host country.

In fact, Turkey ranks among the bottom 5 destinations in the world (52nd out of 55) when expats compare the importance of New Work in the local business culture. More than one third of expats working *in* Turkey (34%) say that New Work is *not* important in the local business culture (vs. 18% globally) — 13% even say that it is *not important at all*, compared to 5% globally.

"New Work might be a concept that is new to many Turkish expats as it does not seem to play an important role in their home country", says Malte Zeeck, InterNations Founder and Co-CEO. *"Maybe this is why their opinion about the importance of New Work in their host countries differs so much from the global average."*

In fact, just about half the Turkish expats (51%) find that New Work plays an important role in the business culture of the country they currently live in. Globally, 58% say this about their current country of residence. This is interesting as two out of the most common destinations Turkish expats live in rank among the top 10 destinations in the world where expats see a high importance of the concept of New Work. The USA tops this list (1st), followed by the Netherlands (5th), while Germany ranks mid-field (35th). For example, 74% of expats living in the USA find that New Work plays an important role there.

Country Ranking: The Importance of New Work in the Local Business Culture

1	USA	20	Greece	39	Brazil
2	UAE	21	Czechia	40	Philippines
3	Finland	22	Poland	41	Indonesia
4	Estonia	23	Switzerland	42	Chile
5	Netherlands	24	Luxembourg	43	Romania
6	Bahrain	25	Malta	44	Thailand
7	Australia	26	Kenya	45	Cyprus
8	Canada	27	Taiwan	46	China
9	New Zealand	28	Portugal	47	France
10	Sweden	29	Hungary	48	Spain
11	Ireland	30	Colombia	49	Italy
12	Norway	31	Russia	50	Kuwait
13	Denmark	32	South Africa	51	India
14	Singapore	33	Mexico	52	Turkey
15	United Kingdom	34	Austria	53	South Korea
16	Malaysia	35	Germany	54	Egypt
17	Oman	36	Vietnam	55	Japan
18	Qatar	37	Hong Kong		
19	Saudi Arabia	38	Belgium		

About the Future of Working Abroad Report

This report is based on data from the *Expat Insider 2021* survey by InterNations. In total, 12,420 expats participated; the general *Expat Insider* report and an overall country ranking were published in May 2021. However, the report “The Future of Working Abroad” uses mainly data sets from expats currently doing any kind of paid work: 8,313 survey respondents — living in 175 destinations and representing 166 nationalities — match this definition of working expats.

In the *Expat Insider 2021* questionnaire, all respondents, regardless of employment status, were asked to provide information about themselves and to rate various aspects of life abroad on a scale of one to seven. The rating process emphasized their personal satisfaction with these factors; the average ratings of six such factors were bundled into three subcategories, and their mean values were used to draw up a topical index for working abroad. The Working Abroad Index is not only part of the overall country ranking, but it also gets referenced in this report. In 2021, the top 5 destinations for working abroad — out of 59 countries in this index — are Taiwan, New Zealand, Czechia, China, and Denmark.

Moreover, working expats answered some additional questions to describe their working life. Some of these questions explore how COVID-19 has been transforming the workplace and how expats envision their ideal work environment. Lastly, the survey included two more rating questions for working expats. They cover the topic of New Work, the new way of working in the global and digital age. Participants were asked to rate how important this concept is in the business culture of their host country and how the latter compares to their home country. The country averages from the first question were used to compare the importance of New Work in various expat destinations.

For a country to be featured in the New Work ranking, a sample size of at least 50 respondents was necessary. This requirement was met by 55 destinations. New Work is extremely important in the business culture of the USA, the UAE, Finland, Estonia, and the Netherlands.

About InterNations

With around 4.2 million members in 420 cities around the world, [InterNations](#) is the largest global community and a source of information for people who live and work abroad. InterNations offers global and local networking and socializing, both online and face to face. At around 6,000 events and activities per month, expatriates have the opportunity to meet other global minds. Online services include discussion forums and helpful articles with personal expat experiences, tips, and information about life abroad. Membership is by approval only to ensure we remain a community of trust. InterNations is part of the NEW WORK SE, a group of brands that offer products and services for a better working life.

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