

Questions on Working Permit

GENERALLY

- 1- What is a working permit
- 2- What are the procedures to apply for a working permit
- 3- Who should make the application and where (employer, university or student)
- 4- How much is the cost of a working permit
- 5- Can a student that is not registered apply for a working permit
- 6- Can a student on leave of absence/frozen semester apply for a working permit
- 7- Can a student with an expired visa apply for a working permit – in this case, does the person receive a working visa?
- 8- Is a working visa alone enough to make a person's stay legally on the Island

FORMALITIES

- 1- In the different cities, which office is in charge of the working permit?
- 2- Why is a working permit necessary
- 3- What are the rules and regulations that apply to a working permit
 - a. Number of hours (During the academic year/in summer period)
 - b. Work Insurance
 - c. Social security number
 - d. Salary
 - e. Categories – Training/Internship/paid internship/part time job/full time job during degree and after degree

LEGAL

- 1- In case of complain, where to go?
- 2- How can a student claims for his/her rights to access employment benefits in a company

INFORMATION ACCESSIBILITY

- 1- Can we have a link or a print out
- 2- If related information is in Turkish, we are ready to make necessary translations
- 3- We are ready to help university in the process of informing students/ organizing seminars and workshops

SOME TRUTHS ABOUT WORKING CONDITIONS

Please view the report.

On the 17th October 2018, VOIS Cyprus delegation met the TRNC Minister of Labor and Social Security, Mr. Zeki Çeler, with the aim to get more information regarding working permit for International Students in TRNC. Also present in the meeting were Efsun Salel, the Ministry's Director of Labor and Social Security, and Mr. Yusuf Önderol, Director of Labor Department.

During the meeting, a list of questions was submitted to the ministry and below is a summary of how they were addressed:

What is a working permit?

We have been working on general information about working permit for International Students and it will soon be available on our website, even in English.

What are the procedures to apply for a working permit?

We are planning to approach the universities in TRNC in order to discuss about having an office in each university, where students can directly get all necessary information.

We are also designing brochures that will be handed out at the airport in order to inform new comers at the very first moment they enter TRNC.

Who should make the application and where (employer, university or student)

How much is the cost of a working permit

It is the duty of the employer to apply for a working permit. It does not cost anything to the student.

Can a student that is not registered apply for a working permit?

Can a student on leave of absence/frozen semester apply for a working permit?

In order to apply for a student working permit, you must be registered as a student. The reason being, some people have entered the Island as students, but with no intention of studying. They arrive and directly seek jobs. That is why only a registered student can apply for a working permit. Also, students can only apply for a working permit after their first year and it is forbidden for students to work in construction sites.

What about Graduate students?

They can apply immediately without having to wait for a year.

Can a student with an expired visa apply for a working permit – in this case, does the person receive a working visa?

If the student visa expires, then the students must first exit the country and apply for a working visa. In this case, the person is no longer considered as a student but a worker.

Is a working visa alone enough to make a person's stay legally on the Island?

With a working visa, one may apply for a working permit and be legal.

In the different cities, which office is in charge of the working permit?

As mentioned earlier, we plan to open an office in each university. This is not only for present needs, but we also believe that as students visit these offices, we may find talented students that can be employed in the long run in order to contribute to the country.

Why is a working permit necessary?

There is an enforcement office that checks if students are working without a working permit. For every student working without a working permit, a fine of 1 minimum wage is applied to the employing company.

What about the student? Are there any penalties?

No, the student does not receive any penalization.

What are the rules and regulations that apply to a working permit?

Number of hours (During the academic year/in summer period)

Students are allowed to work part time, i.e. 4hours/day. It is the same for any time of the year.

Is it possible to consider allowing students to work full time during summer?

We will look in to it.

Work Insurance

The employer must pay certain taxes to the ministry for every employee; the Ministry subsequently covers insurance costs for the employees.

Social security number

The social number given by the immigration while applying for a visa is different from the one provided once a student get a working permit. The first is to allow the Ministry of Interior affairs to generate reliable database and easily track students. The latter is provided by the social security affairs.

Salary

The minimum salary is equal to half of the TRNC net minimum wage (2,279 TL as of current).

Categories – Training/Internship/paid internship/part time job/full time job during degree and after degree

For internships, it depends on the agreement between the student and the company. There is no need for a working permit.

In case of complain, where to go?

All complaints should be directly addressed to the TRNC ministry of Labor and Social Security. We are using Facebook messenger for this purpose. We have a considerable number of staff answering and it makes the process faster than any other form. There is also a hotline number for complains 102.

The most important is to give full details: Company name, working hours and Address.

It is also possible to file a complaint about another person. The Enforcement office will then visit the place and verify the information.

How can a student claim for his/her rights to access employment benefits in a company?

Even if a student doesn't have a working permit, it is possible to file a complaint; as long as the student visa is valid.

At the end, VOIS Cyprus offered help in any form and the Ministry expressed willingness to attend any future VOIS Cyprus' event on working permit for international students or even organize a seminar that would aim at creating awareness about the matter.