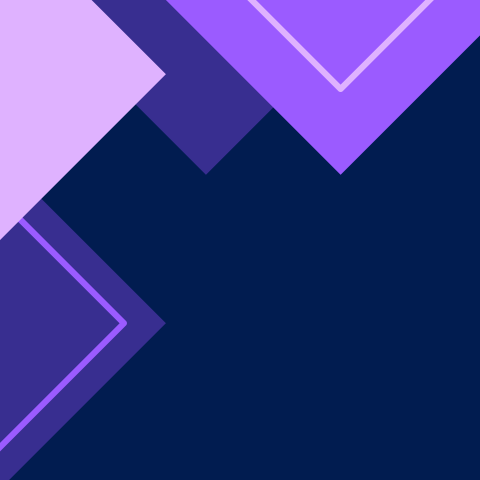
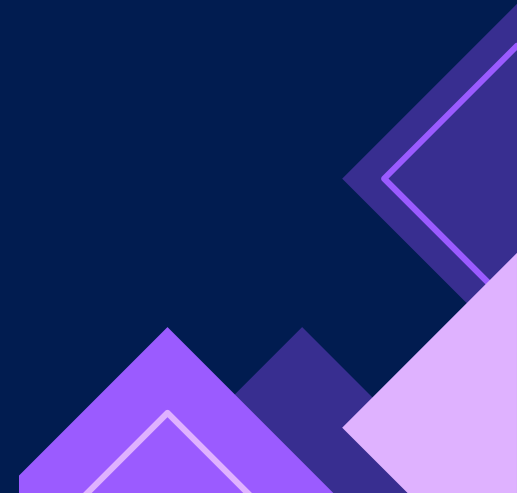




BİÇER GÜNER

Attorneys-at-Law

INFORMATION NOTE ON THE NEW OCCUPATIONAL STANDARDS IN THE MEDIA AND ENTERTAINMENT SECTOR



1. Publication of New Occupational Standards by VQA

The Vocational Qualifications Authority (“**VQA**”) has published National Occupational Standard Communique (Communiqué No: 2025/5) (“**Communiqué**”) in the Official Gazette dated 26 October 2025, thereby introducing new national standards across numerous professions. The Communiqué is of particular significance for individuals and organizations operating in the media, entertainment and production sector.

Considering that the media, entertainment and production sector encompasses activities such as television program production, as well as cinema, video and documentary production, it includes occupations that are classified as “hazardous” or “highly hazardous” under the List of Workplace Hazard Classes. Accordingly, the entry into force of the Communiqué not only enhances sectoral quality but also establishes a new compliance process for employers and employees concerning the obligation to hold a vocational qualification certificate.

2. Scope of the Communiqué and Relevant Professions

The newly published Communiqué introduce national standards for a wide range of professions in the media, entertainment and production industry. Within this scope, standards have been adopted for the following occupations:

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| <ul style="list-style-type: none">• Director of Photography (Level 6)• Sound Operator (Level 5)• Lighting Supervisor (Level 5)• Editing Operator (Level 5)• Documentary Producer (Level 6) | <ul style="list-style-type: none">• Director (Level 6)• Screenwriter (Level 6)• Production Coordinator (Level 5)• Camera Assistant (Level 4)• Set Supervisor (Level 5)• Production Assistant (Level 4) |
|--|---|

These standards define the knowledge, skills, attitudes, and behaviors that individuals engaged in these professions must possess, aiming to ensure that professional activities are carried out safely, efficiently, and in line with occupational health and safety rules and international benchmarks. Furthermore, they establish a common reference framework for vocational training institutions, certification bodies, and employers, thereby promoting uniformity and standardization in practice.

3. Main Objectives and Sectoral Impact of the Occupational Standards

The principal objective of the new standards introduced by VQA is to define professions at the national level and to assess the competencies of individuals engaged in such professions through objective and measurable criteria. To that end, the standards aim to promote a qualified workforce across the media, entertainment and production sector, enhance quality and efficiency in production processes, improve occupational health and safety practices, and strengthen Turkey's alignment with the European Qualifications Framework.

In particular, the widespread adoption of vocational qualification certificates within the media, entertainment and production industry is expected to promote professionalization, international recognition, and employment quality. This development will, in turn, foster a safer and more transparent working environment for both employees and employers.

4. Obligation to Hold a Vocational Qualification Certificate Under Law No. 5544

Pursuant to Additional Article 1 of the Law No. 5544 on the Vocational Qualifications Authority and Certain Related Regulations, persons may not be employed in hazardous or highly hazardous occupations for which an occupational standard has been issued by the VQA and the occupation has been listed in a communiqué of the Ministry of Labour and Social Security, unless they hold a VQA vocational qualification certificate. A transition period of twelve (12) months from the publication date of the relevant communiqué applies

Accordingly, twelve (12) months following the publication of the Communiqué, it becomes unlawful to employ individuals who do not hold the requisite vocational qualification certificate in the occupations identified therein. Therefore, production companies, television networks, and media organizations operating in the media, entertainment and production field must review their employees' job titles and duties to ensure compliance with the new standards introduced by the Communiqué and must complete the required certification processes.

Failure to ensure such compliance may expose employers to an administrative fine amounting to TRY 7,156 for each employee without a vocational qualification certificate for 2025. Accordingly, it is of critical importance for employers to plan and complete the necessary training and certification processes within the twelve-month transition period commencing on the date of the publication of the Communiqué in the Official Gazette.

5. Sectoral Assessment and Conclusion

The Communiqués issued by VQA introduce both a legal compliance obligation and enhanced professional quality standards for the media, entertainment and production industry. This regulatory development is expected to accelerate Turkey's transition toward a qualified workforce in the creative industries and to strengthen the sector's competitiveness in international markets.

Employers will be required to ensure that both their in-house and outsourced personnel obtain the relevant vocational qualification certificates. Otherwise, employing uncertified personnel will constitute a violation of Law No. 5544 and will be subject to administrative penalties.

In conclusion, the implementation of VQA standards will enhance workforce quality in the media, entertainment and production industry, strengthen professional recognition, and lay the groundwork for a sustainable compliance process. The twelve-month period commencing on the publication date of the Communiqué represents a legally and operationally critical timeframe for the sector as a whole.

Contact



Burçak Kurt Biçer
Managing Partner
burcak.bicer@bicerguner.com



Uğurkan Şeber
Managing Associate
ugurkan.seber@bicerguner.com



Doğaç Karakurt
Associate
dogac.karakurt@bicerguner.com



Mert Yılmaz
Legal Intern
mert.yilmaz@bicerguner.com



Berke Özakca
Legal Intern
berke.ozakca@bicerguner.com

BİÇER GÜNER

Attorneys-at-Law