



Philippine
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Administration

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AZERBAIJAN LAWS ON EMPLOYMENT OF ALIEN WORKERS

The Department of Foreign Affairs provided information on the labour migration law in the Republic of Azerbaijan, its salient points are:

- Every able-bodied and over 18 years old alien is entitled to perform labour activities within the territory of the Republic of Azerbaijan, subject to the following conditions:
 - (1) existence of job vacancy that is not demanded by a citizen of the Republic of Azerbaijan having skills and qualifications required for such job,
 - (2) inability of employment services to meet employers' need in manpower at the cost of local labour resources, and
 - (3) labour migration related international treaties to which the Republic of Azerbaijan is a party.
- Aliens temporarily residing in the territory of Republic of Azerbaijan may be employed by legal entities or physical persons registered in the Republic of Azerbaijan in accordance with the established procedure.
- The individual permissions shall be provided by the relevant executive powers of the Republic of Azerbaijan to aliens to perform labour activities. The aliens may apply to the relevant executive powers through legal entities or physical persons who intend to employ them for individual permission to perform labor activities. The following documents certified by notarial or other entities equivalent to it order shall be attached to the application of aliens:
 1. Application
 2. Copy of license
 3. Documents testifying qualification required for performing supposed work
 4. Formal invitation of employer to alien
 5. Document justifying the necessity to employ the alien in the Republic of Azerbaijan


The applications for individual permission to perform labour activities shall be considered within one month period.

- The term of individual permission to perform labour activities shall be accorded to the term of labour contract, but shall not exceed one year and may be prolonged each time for another one year period, for a total of four years only.

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- Visa and permission to reside for aliens arriving in the Republic of Azerbaijan to perform labour activities shall be given under application of the relevant executive power giving permission to perform labour activities.
- The individual permissions for performance of labour activities shall be denied in the following cases:
 - Absence of the relevant license of employer, except in case of being employed as a manager or a deputy manager in the organization which is a legal entity of the Republic of Azerbaijan
 - Submission of false documents
 - Non-completion of submitted documents
 - Absence of grounds to employ the alien in the Republic of Azerbaijan and of possibility to meet a need of employer in manpower at the cost of local labour resources
 - When arrival of alien in the Republic of Azerbaijan is not possible under the circumstances stipulated by the laws
- If a labour migrant has performed illegal labour activities violating the provisions stipulated by this Law, he/she shall be expelled from the territory of the Republic of Azerbaijan and all related expenses shall be reimbursed by the legal entity or physical person employed him/her.
- The agency services in involving the aliens in labour migration activities in the Republic of Azerbaijan by legal entity or physical person is prohibited.
- The labour migrants legally residing and working in the territory of the Republic of Azerbaijan shall pay taxes in accordance with the legislation of the Republic of Azerbaijan.

For the information and guidance of all concerned.


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Source: DFA

