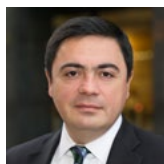
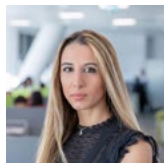


# Contacts

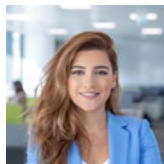
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## Immigration support



For companies with global operations, employee mobility is often key to their strategic plans. Businesses need to organize and coordinate international employee transfers; they must consider material needs, remuneration and legal matters quickly and in a cost-effective manner. Compliance with immigration rules and procedures when engaging foreign nationals is essential for the success of each employee and the business as a whole.

Deloitte Legal employs a dedicated team of mobility and immigration specialists who provide a wide range of tailored solutions to meet the needs of today’s businesses. Our goal is to deliver professional services so that our clients can enjoy their stay in Azerbaijan without any legal issues.

# Deloitte Legal can assist businesses during the following stages of employee relocation to Azerbaijan



## Pre-immigration stage

- Advice on the legal implications of engaging a foreign employee («immigration road-map»)
- Assistance with designing international mobility policies and adjusting them to Azerbaijani immigration laws
- Advice on immigration mechanisms and assistance with designing assignment, secondment, and employment structures
- Helping foreigners to choose the proper visa type based on their purpose of travel to Azerbaijan (business, employment or official) and assisting them throughout the application process
- Assistance with drafting international (dual) employment agreements and assignment/secondment letters



## Post-immigration stage

- Assistance with registering foreigners at their place of stay and applying for extension
- Assistance with formalizing short-term secondment as to avoid obtaining work permits
- Assisting with document collection and application for temporary and permanent residence permits and their further extension
- Assisting with document collection and application for work permits and their further extension
- Assisting companies with immigration endorsement procedures specific to the oil and gas industry (designing and monitoring national and succession strategies, proving the necessity of engaging foreign specialists rather than locals at the State Oil Company of the Azerbaijan Republic)



## Ad-hoc services

- Assistance with preparing and submitting annual immigration quota reports for the State Migration Services;
- Conducting workshops on immigration law requirements to help companies stay informed about immigration issues and practices that may have an impact on the business;
- Engaging/liasing with government authorities during state migration inspections, appealing decisions, negotiating the status of foreigners with particular technical skills;
- Notifying State Migration Services of changes to application details, early termination, and change of immigration status
- Keeping companies and foreigners informed of amendments to immigration legislation through news updates

Deloitte Legal works closely with specialists engaged in tax and human resources consulting to bring businesses the guidance they need to make and implement informed business decisions. Deloitte stands apart in the global mobility space in terms of capabilities and worldwide reach.

