



Global Immigration alert

February 2025

Azerbaijan

Azerbaijan introduces relaxed rules for highly qualified foreign nationals

Executive summary

Azerbaijan recently amended its regulations to simplify work authorization requirements for highly qualified foreign nationals and reduce processing times for certain immigration applications.

Key developments

The amendments, which went into effect on 29 December 2024, introduced the following changes for eligible highly qualified foreign nationals:

- ▶ *Work permit exemption:* These individuals are now exempt from the requirement to apply for a work permit if they are working in their field of expertise. Impacted individuals are still required to apply for an entry visa (if they need a visa to enter Azerbaijan).
- ▶ *Extension of stay:* These individuals can apply for temporary residence permits that are valid for up to three years (up from one year previously), with the possibility of extending their permits for an additional period of three years (up from two years previously).
- ▶ *Knowledge and language requirements:* These individuals are now exempt from the requirement to demonstrate their knowledge of Azerbaijan's legal rights and obligations, as well as from clearing a language exam, when applying for permanent residence permits.

In addition, highly qualified foreign nationals and their dependents (e.g., children under the age of 23, spouses, dependent parents) who file the following applications can now benefit from the reduced processing times below:

- ▶ Temporary residence permits: 10 to 15 business days (down from 15 to 20 days)
- ▶ Work permits: Five to 15 business days (down from 10 to 20 days)
- ▶ Permanent residence permits: 25 to 50 calendar days (down from 35 to 60 days)

Impact on employers

These amendments are expected to provide employers greater access to international talent and reduce the time associated with sponsoring qualifying foreign nationals to obtain work and residence authorization in Azerbaijan.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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