

Enterprise ESS system cost vs benefit calculation in Azerbaijan

What happens if an employee dies in Azerbaijan?

In the event that the employee dies whilst still in employment, three months of salary allowance is given to their family members. In Azerbaijan, the standard probation period is up to 3 months. During this time, either the employee or employer can cancel the employment agreement with three days' notice.

How often should you pay a salary in Azerbaijan?

Annual salaries should be paid not less than once a month, which is now becoming the normal practice. There is no requirement for the 13th salary payment in Azerbaijan. Standard working hours are set for employees over the age of 18 at no more than 8 hours a day and 40 hours per week, with a working week set at five working days and two days off.

What is the minimum wage in Azerbaijan?

The monthly minimum wage is 400 AZN. In accordance with the Labor Code of Azerbaijan (LCA), monthly salaries should be divided into two parts (advance and remaining portions of the wage) and paid to employees twice a month with an interval not exceeding 16 days.

Is 13th salary required in Azerbaijan?

There is no requirement for the 13th salary payment in Azerbaijan. Standard working hours are set for employees over the age of 18 at no more than 8 hours a day and 40 hours per week, with a working week set at five working days and two days off. In accordance with the Azerbaijan Resolution, working days for 2022 are set at 241 days.

How does study leave work in Azerbaijan?

In Azerbaijan, employees studying in addition to work are provided study leave in order to participate in training sessions in the relevant academic season to take state exams, prepare a diploma project, etc. During the period of paid educational leave, an employee shall be paid an average salary.

What are the working days for 2022 in Azerbaijan?

In accordance with the Azerbaijan Resolution, working days for 2022 are set at 241 days. The annual rate of working time in 2022 will constitute 1921 hours for 40 hours of weekly work and will be applicable to both five-day and six-day working weeks.

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