

Is your company expanding or outsourcing operations to India? Like any other country, India has its own process for distributing visas that will allow employees to live and work in the country.

Types of Work Visas in India

In India, there are specific requirements for issuing visas and work permits to foreign staff. The main type of visa is simply called an Employment visa, or E visa. E visas are only available to employees of organizations registered in India. As a result, employees cannot begin the process of obtaining a permit until they have an employment contract. In addition, your company must have a legal entity registered in India, such as a PEO, to process the visa.

Requirements to Obtain India Work Visas

Individuals must meet one of several requirements to qualify for an Indian work visa. Qualifying individuals include, among others, those who are:

- Employed by either an Indian company or a company with multinational operation including and a branch office in India
- Employed by a foreign company in India as a specialist on a specific project
- Involved in a non-government organization (NGO)
- In a senior management role at an international company

This list includes circumstances that may be relevant to your company, but it's by no means a comprehensive list.

Application Process

The documents your employees will need to obtain an Indian working visa may vary depending on their country of origin as well as the nature of the work they'll be doing for your company in India. Generally required documents include:

- A passport that's valid for at least a year and contains three or more blank pages

- Two passport-size identity photos
- A copy of the passport's first pages
- An employment contract, written in English and containing the duration and conditions of the contract
- A copy of the company's registration certificate
- A visa application form
- An extra work visa application form, found and downloaded on India Visa Online
- Tax liability details
- A resume that's composed in English
- Copies of diplomas and any supporting documents related to professional competencies, such as a CV or letters of recommendation

To obtain an E Visa, employees must also submit facial biometrics and fingerprints.

The process for obtaining a work visa in India is outlined on the [Government of India](#) website. In order to get an Indian work visa, an employee will need to complete and submit an online visa application. They must also print out a physical copy of the completed application and bring it to their nearest Indian embassy along with the required documents for identification. After the application is approved, the visa can be picked up at the embassy or mailed to the applicant.

Processing takes a minimum of three business days from the receipt of the visa application, but it's always a good idea for employees to obtain visas well in advance to avoid any problems for your company. Indian work visas are generally valid for one year, though they can be valid for up to five and are also eligible for extensions. Visas can be extended by the Foreigners Regional Registration Office (FRRO) of the employee's state of residence in India.

Other Important Considerations

Some of your employees may be relocating to India along with family members and other dependents. Any spouses and dependent family members accompanying the applicant will need to apply for an entry visa, not just a tourist visa. The duration of their entry visa will be

assessed according to the main applicant's visa.

Employees should also be advised that the duration of their visa begins from the day it's issued, not from the day they enter India.

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