

Globalization Partners provides employer of record services for customers that want to hire employees and run payroll without first establishing a branch office or subsidiary in Tajikistan. Your candidate is hired via Globalization Partners' Tajikistan PEO in accordance with local labor laws and can be onboarded in days instead of the months it typically takes. The individual is assigned to work on your team, working on your company's behalf exactly as if he or she were your employee to fulfill your in-country requirements.

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Our comprehensive solution and Global PEO service enable customers to run payroll in Tajikistan while HR services, tax, and compliance management matters are lifted from their shoulders onto ours. As a Global PEO expert, we manage employment contract best practices, statutory and market norm benefits, and employee expenses, as well as severance and termination if required. We also keep you apprised of changes to local employment laws in Tajikistan.

Your new employee is productive sooner, has a better hiring experience and is 100% dedicated to your team. You'll have peace of mind knowing you have a team of dedicated employment experts assisting with every hire. Globalization Partners allows you to harness the talent of the brightest people in more than 185 countries around the world, quickly and painlessly.

## **Hiring in Tajikistan**

Tajikistan is located in Asia and has a population of 9.72 million. The capital city of Tajikistan is Dushanbe which has a population of 938,000. Fun fact: Tajikistan created a law to limit the amount of people one can invite to a party (like a wedding) based on the household income in an effort to keep people from bankrupting themselves.

When negotiating terms of an employment contract and offer letter with an employee in

Tajikistan, it may be useful to keep the following in mind:

## Employment Contracts in Tajikistan

In Tajikistan, employment contracts can be oral or written, but it is best practice to put a strong, written contract in place, in Tajiki, which spells out the terms of the employee's compensation, benefits, and termination requirements. An offer letter and employment contract in Tajikistan should always state the salary and any compensation amounts in Tajikistani somoni rather than a foreign currency. The employment contract template is part of the service with Globalization Partners; no need to draft a separate template if you use our employer of record and PEO service in Tajikistan.

## Holidays in Tajikistan

- New Year's Day
- Navruz Celebration
- Labor Day / May Day
- Victory Day
- Day of National Unity
- Eid-al-Fitr
- Independence Day
- Eid-al-Adha
- Constitution Day

## Why Globalization Partners

Establishing a branch office or subsidiary in Tajikistan to engage a small team is time-consuming, expensive and complex. Labor law in Tajikistan has strong worker protections, requiring great attention to detail and an understanding of local best practices. Globalization Partners makes it painless and easy to expand into Tajikistan. We can help you hire your candidate of choice, handle HR matters and payroll, and ensure that you're in compliance with local laws, without the burden of setting up a foreign branch office or subsidiary. Our Tajikistan PEO and [Global Employer of Record](#) solution provides you peace of mind so that you can focus on running your company.

If you would like to discuss how Globalization Partners can provide a seamless employee leasing or PEO solution for hiring employees in Tajikistan, please [contact us](#).