

When you started your parent company, you most likely had trouble finding the most talented employees to take on your open positions. You may have had to refine your hiring process, onboard employees differently, or totally change your recruiting process. Most companies know that hiring Tajikistan employees is important for their business, but do you have the time necessary to devote to recruiting, hiring, and onboarding?

Globalization Partners is a global PEO dedicated to helping you make the most of your expansion. Our team will work with you from day one to recruit talented employees, hire them through our established subsidiary, and onboard them so that they can start working for you immediately. Since we act as the Employer of Record, we can handle Tajikistan employment compliance while you manage your company.

How to Hire Tajikistan Employees

Typically, employers must draft an employment contract to hire Tajikistan employees. Although the contract can be oral or written, we recommend a written contract with terms spelled out in Tajiki. You can include any terms relevant to the position, but we recommend including compensation, benefits, termination, and working hours. Any time you include compensation, always list it in Tajikistani somoni.

Tajikistan Employment Compliance Laws

Tajikistan employment compliance laws are included in several different sources, including The Constitution of the Republic of Tajikistan, the Labor Code, certain enactments passed by parliament and the president, and collective agreements such as trade unions. The basic laws and rights pertaining to employees include:

- Free occupational services, job training, and more
- Equal and prompt pay
- Free assistance in finding suitable employment
- Safe and hygienic working conditions
- Time off work
- Compensation for relocation
- Compensation for health problems or damage to a worker's property from work
- Ability to join a trade union or collective bargaining agreement (CBA) and strike
- Social insurance benefits
- Protection in the event of unemployment

How to Onboard Employees Successfully

Your company gets to decide how you want to onboard employees. However, we do recommend starting the process by having employees sign their contract with your company. Then, you should enroll employees in a training program that will make sure they're prepared for their positions. If you plan to foster a collaborative office where employees work in teams, you should take steps to help them bond. Create events for all new hires to get to know each other, or form smaller teams if you're a large subsidiary.

Benefits of Tajikistan Hiring Outsourcing

Tajikistan hiring outsourcing with Globalization Partners is the perfect solution for companies that want to hire the right employees fast. We can use our established Tajikistan subsidiary to hire all your employees and assign them to work for you. We'll make sure every new employee with your company has a positive hiring experience and is ready to work immediately.

Contact Globalization Partners to Learn More

Globalization Partners is the team you can rely on during any global expansion. [Reach out to us today](#) to learn more about Tajikistan hiring outsourcing with us.