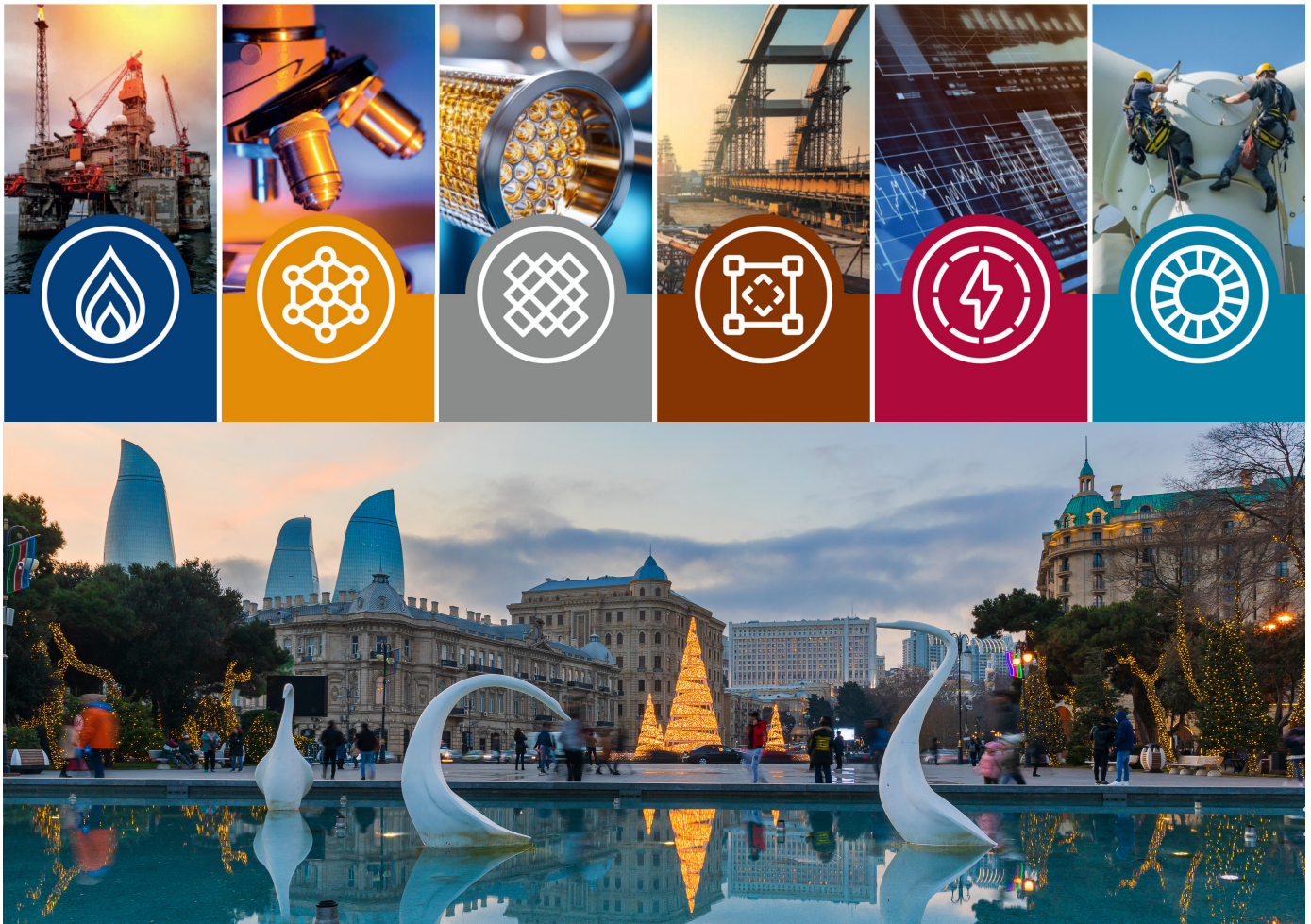
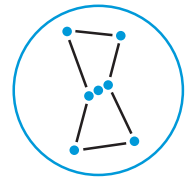




Azerbaijan Relocation Guide

**Orion Group is represented in Azerbaijan
by Orion Facilities Management LLC.**

Our local offices provide specialist recruitment and logistic services focused on the major energy projects that are underway in the country. Our company is a fully compliant Azerbaijani entity providing practical visa, work permit and global mobility solutions in conjunction with our global headquarters.





Azerbaijan overview

Capital

Baku

Population

10.1 million (approx.)

Language

Azerbaijani

Religion

Islam – Despite being a secular country Islam plays a significant role in culture and society of Azerbaijan.

Currency

Azerbaijani Manat (AZM)

International code +994

Time Zone GMT +3

Our highest priority is the wellbeing and safety of our workforce and ensuring environmental protection.

When you're working in Azerbaijan you will be supported by a fully operational local office and a dedicated Account Manager, backed up by Orion Group international support and mobility services.

Our partner AIG Travel Guard is on hand for all health and wellness queries. AIG Travel Guard is a global leader in medical, safety and travel assistance worldwide, and you can find out more about their services and how to download their app at the end of this guide.

Azerbaijan is located at the crossroads of Eastern Europe and Western Asia, bordering the Caspian Sea to the east, with a rich history and unique culture.

It is a Presidential republic led by President Ilham Aliyev. Rich in oil and natural gas resources, Azerbaijan is undergoing economic diversification efforts with other important industries which include cotton, machine building, and tourism.

Baku, the capital city, is known for its historical sites and modern architecture and blends a rich history with a cosmopolitan atmosphere. Its Old Town is a UNESCO World Heritage Site with narrow, cobbled streets lined with ancient mosques, palaces, and caravanserais, whilst the Flame Towers are a symbol of the city's modern transformation.



Climate

Azerbaijan has a mostly continental climate in inland areas, characterized by hot, dry summers with average highs reaching 27°C in July and August. Winters are cold and snowy, with average lows dipping below freezing (around -5°C) in December to February.

The Caspian Sea coast has a subtropical climate. Baku and lowland areas along the Caspian Sea experience a milder version of the continental climate. Summers are still hot, but slightly less so than inland areas, while winters are shorter and milder, with average lows above freezing. Rainfall is also higher along the coast, particularly in the spring months (April-May).

Social etiquette

Azerbaijanis tend to dress modestly, particularly outside major cities. For men, long trousers and collared shirts are appropriate. Women can wear skirts or trousers but should avoid anything too revealing, and when visiting religious sites should consider covering shoulders and knees.

Learning a few basic Azerbaijani phrases like “Hello” (Salam) and “Thank you” (Təşəkkür edirəm) will be appreciated.

Business etiquette

Personal connections are highly valued. Establishing rapport is essential before diving into business discussions. Be prepared to spend time getting to know your Azerbaijani colleagues through casual conversation.

A handshake is the standard greeting. It is advised to wait for women to extend their hand first. Titles and surnames are important during introductions.

Business attire is similar to Southern Europe, with suits being the norm. However, in summer, a short-sleeved shirt with suit trousers is acceptable.

Hierarchy is respected. Senior members are addressed with titles and may speak first. Azerbaijani business culture is formal, so avoid overly casual language.

In negotiations, expect some back-and-forth bargaining. Patience and a willingness to compromise are essential.



Safety and security

Azerbaijan offers a generally safe travel experience for visitors who take usual precautions.

Violent crime is rare in Azerbaijan, especially outside the capital Baku. However, petty theft like pickpocketing can occur, particularly in crowded areas like public transport and marketplaces.

It is always advised to be vigilant with your belongings and to be cautious of scams, particularly those targeting tourists. Common tactics involve overpriced taxi fares, fake souvenirs, or friendship scams.

Traffic regulations aren't always strictly followed. Exercise caution when crossing streets, especially outside designated crosswalks.

Speak to your Orion representative if you have any concerns about your safety and security.

The general safety rules apply to Azerbaijan:

- Ensure you are covered by a travel insurance that includes medical emergencies, trip cancellations, and lost or stolen belongings.
- Always be aware of your surroundings: Stay alert and avoid isolated areas, especially at night.
- Dress Modestly: While Azerbaijan is a secular country, dressing modestly, particularly outside major cities, can help avoid unwanted attention.
- Learn Basic Phrases: Knowing a few basic Azerbaijani phrases can be helpful in case of emergencies.
- Follow Local Laws: Familiarize yourself with local laws and customs to avoid any misunderstandings.

Emergency contacts

If possible, you should use your AIG app for assistance, or call our

Emergency assistance line: +44 (0)1273 552 922

Local emergency assistance numbers are below, but will be answered by non-English speakers. Our local team can be contacted at the numbers at the end of this brochure.

Police: 102 Ambulance: 103

Ministry of Emergency Situations Hotline: 112

(This number can be used to reach emergency services in general, and may be especially useful if you don't remember the specific number for fire, police, or ambulance.)

Basic emergency phrases:

- **Dayan! – Stop!**
- **Yardım Edin! – Help!**
- **Təcili Yardım! – Emergency!**
- **Polisə Zəng Edin! – Call the police!**
- **Tibbi Kömək Lazımdır! – I need medical assistance!**
- **Yoldan Yanılmışam! – I am lost!**



Money

The official currency in Azerbaijan is the Azerbaijani manat (AZM), which has maintained an exchange rate of 1.7 to the US dollar since 2017.

You can withdraw AZM from an ATM or exchange currency at a bank or currency exchange bureau. If you are using an ATM, be aware that your bank may charge fees for international transactions. Some hotels might offer currency exchange services, but rates might be less favorable.

Credit cards are not as widely accepted as cash, particularly outside major cities and tourist areas. However, their acceptance is increasing, especially in larger hotels and restaurants.

It is always wise to carry some cash as a backup. It is always useful to have some small change on hand because some smaller businesses do not accept large bills.

Housing, education and childcare

Azerbaijan has a well-developed real estate market that offers a variety of properties to choose from. Orion will be able to direct you towards real estate agents who can discuss your specific requirements.

If your family is joining you in Baku there are a number of international schools that cater to the needs of expat children. These schools offer a variety of curricula, including the British, American, and International Baccalaureate.

Health and healthcare

Major cities like Baku offer a wider range of medical facilities, including private hospitals with English-speaking staff. Rural areas might have limited medical facilities.

Bring any prescription medications you might need for your trip, with enough supply to last your entire stay. Medications might not be readily available in Azerbaijan, and brands might differ.

Exercise caution with street food and ensure fruits and vegetables are thoroughly washed. Bottled water is recommended.

Summer temperatures can be high. Stay hydrated, wear sun protection, and avoid strenuous activity during the hottest part of the day.

A more detailed healthcare overview is available on the **AIG app** or web site. Details on the last page of this guide.



Transport

Air travel:

Several airlines offer international flights to Azerbaijan, with the main hub being Heydar Aliyev International Airport (GYD) in Baku.

Azerbaijan offers a well-developed domestic air travel network, making it a convenient way to travel between major cities. The national flag carrier, Azerbaijan Airlines, operates most domestic flights within Azerbaijan.

Public Transport:

Baku has a well-developed metro system, the fastest and most convenient way to get around the city. Tickets are inexpensive.

Taxis are readily available in major cities like Baku. Agree on the fare beforehand to avoid any misunderstandings. Ride-hailing apps are becoming increasingly popular in Baku.

UBER and BOLT are the most commonly used.

Intercity buses are a convenient and affordable way to travel between cities and towns. They offer frequent departures and cover most destinations in Azerbaijan.

Driving

Several international car rental companies operate in Azerbaijan, including Europcar, Sixt, and Hertz. Local companies are also available.

The minimum age to rent a car in Azerbaijan is typically 23 years old, with some companies having a higher minimum age for certain car categories. You will need a valid driver's license that has been held for at least one year.

Familiarize yourself with traffic laws in Azerbaijan. Seatbelts are mandatory for all passengers, and driving under the influence of alcohol is strictly prohibited.

Road conditions can vary, with well-maintained highways connecting major cities and less developed roads in rural areas. Be cautious and adjust your driving style accordingly.



Connectivity

Internet

While internet connectivity in Azerbaijan is improving, limitations exist, particularly regarding speed. As of 2022, only a small percentage of connections offered speeds exceeding 4 Mbps.

Mobile data

Mobile phone coverage is extensive throughout the country, with 3G and 4G networks readily available in most areas. This can be a reliable option for staying connected, especially with the increasing popularity of mobile data packages. Opting for a local SIM card can be a convenient and cost-effective solution.

There are two major mobile operators in Azerbaijan:

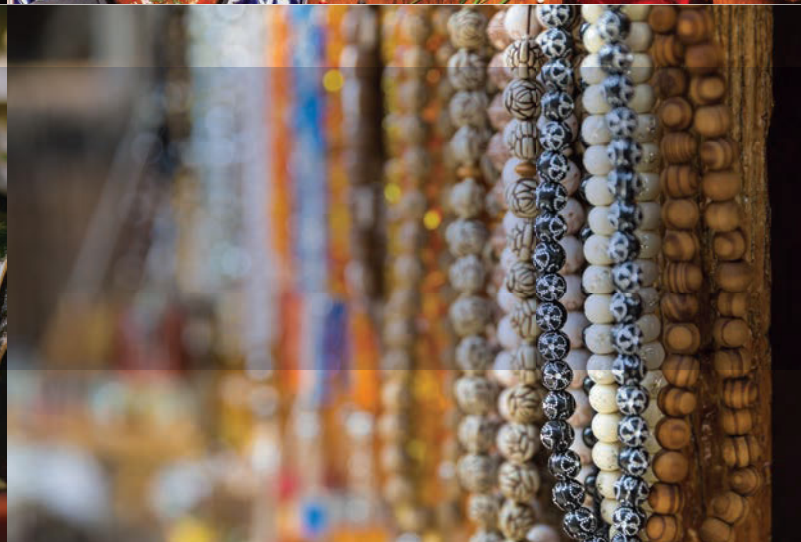
Azercell: The leading mobile operator in Azerbaijan.

www.azercell.com/az/

Bakcell: Bakcell provides strong competition to Azercell.

www.bakcell.com/

SIM cards are readily available at mobile operator stores located in major cities and towns, as well as at the airport upon arrival. You'll typically need your passport for identification when purchasing a SIM card.



Food

Azerbaijan has a rich and diverse culinary tradition.

Lamb features prominently in a variety of dishes. Skewered and grilled meats are a national favorite, and classic dishes include shashlik (tender, marinated cubes of lamb or chicken), düshbərə (tiny dumplings filled with spiced minced lamb) and Plov (saffron infused fluffy rice cooked alongside succulent lamb, an assortment of seasonal vegetables, dried fruits).

Vegetarian options include Dolma (Grape leaves, peppers, or eggplants stuffed with a rice and herbs) and Govurma (sauteed vegetables like eggplant, tomatoes, and peppers).

Azeri chai, a strong black tea, is a cornerstone of Azerbaijani culture, enjoyed throughout the day, often accompanied by sweet treats and ayran is a yogurt-based drink perfect for hot days.

Shopping

Azerbaijan has a wide variety of markets and shops, where you can find everything from traditional handicrafts to modern electronics. Some of the best places to shop in include:

Bazaars: **Taza Bazaar** in Baku for fresh produce, spices, and local crafts.

Modern Malls: **Port Baku Mall** is Baku's premier shopping destination, boasting international fashion brands, restaurants, and entertainment options. **Park Bulvar Mall** is a popular choice for locals and tourists, offering a mix of international and local stores, cafes, and a rooftop terrace with bay views. There are also **Crescent Mall**, **Ganjlik Mall** and **28th Mall**.

Malls typically operate from 10:00 AM to 10:00 PM, while bazaars might have slightly shorter hours. In bazaars, bargaining is expected. Start with a lower offer and politely negotiate to reach a fair price.



Things to do

Azerbaijan is a country that has something to offer everyone with its blend of historical landmarks, cultural experiences, and natural beauty. Some of the tourist highlights in Baku are:

- Explore the **Old City** (Icherisheher), a UNESCO World Heritage site.
- Visit **Flame Towers**, ablaze with colorful illuminations at night, offering panoramic views of the city from their observation deck
- **Heydar Aliyev Center** is an architecturally innovative cultural centre housing a museum showcasing Azerbaijan's history and culture.
- **Nizami Street** is Baku's bustling main avenue, lined with shops, cafes, and restaurants, offering a vibrant atmosphere and a glimpse into local life.

Visa and work permit

All foreign visitors need a visa to visit or work in Azerbaijan.

Visas and work permits will be managed by Orion Group along with any residency formalities after your arrival. Your passport must be valid for at least six months in order to apply for a visa.

Arrival in Azerbaijan

Once you arrive in Azerbaijan, you will be received by an Orion representative at the airport and taken to your pre-booked hotel. Depending on the time of your arrival, usually the following morning, you would be taken our office to start your residency process.



Orion Group

Emergency Travel Assistance Program for International Travelers

Orion has teamed up with AIG Travel Guard to provide this vital assistance. Travel Guard's LifelinePlus policy offers members accident, travel, and crisis management services.

Lifeline Plus is a Business Travel insurance policy which can help in the event of an accident or emergency while away on business.

A range of benefits In addition to emergency travel, medical and security support, Lifeline Plus provides a range of services that can be used any time – not just when making a claim.

Make sure you're aware of what is on offer, so that you can make the most of these services and stay safe while you travel.

- [Security awareness training](#) – an online programme about travel security and situation awareness.
- [Country reports](#) – guidance about safety, health, and travel issues throughout the world.
- [Security travel alerts](#) – sign-up to email and SMS alerts so you can keep informed about evolving situations that could disrupt your trip.
- [Global News Watch](#) – Daily email roundup covering political instability, civil unrest, disease outbreaks, crime patterns and terrorism worldwide.
- [Concierge assistance](#) – help with a wide range of requests, from hotel and restaurant reservations to finding an emergency babysitter.
- [Virtual Medical Care - GP Consultation](#) – round the clock access to UK GPs for medical advice, prescriptions, or specialist referrals.
- [Virtual Medical Care - Expert Case Management](#) – an expert second medical opinion on an existing diagnosis or treatment plan.
- [Geo-fenced check-in](#) – allow selected contacts know you have arrived safely.
- [Claims](#) – if you need to make a claim, the online claims notification tool makes it simple.

How to access Lifeline Plus services: Assistance helpline

Call Lifeline Plus emergency travel, security and concierge assistance specialists on: +44 (0)1273 552 922.

Travel assistance app

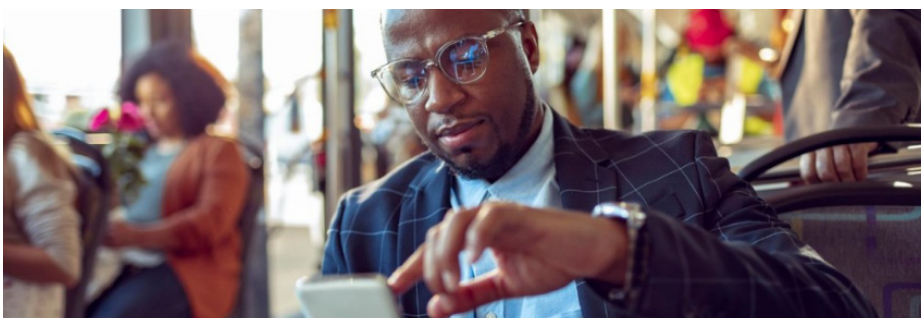
Our mobile app puts a wealth of valuable information and support at your fingertips and has a quick call Help button that immediately connects you to emergency travel, medical and security support.

To download the app, search 'AIG Travel Assistance App' on the Apple App Store or Google Play.

www.mylifeline.co.uk

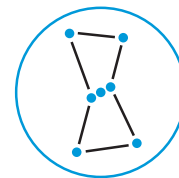
Accessible via a desktop computer, tablet or smartphone, the travel assistance website will help you prepare for a trip and support you while you're traveling.

To register to use the app or website you will need to know our policy number: **0010607747**





OrionGroup



Our Locations



- Countries with an Orion Office
- Countries where Orion provide Third Party Solutions

**Orion Facilities
Management LLC**

Baku | Azerbaijan

orion-eng.az

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