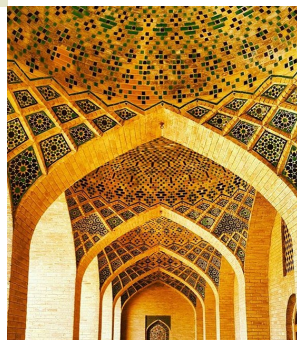




Contracts



Labor Law



Arbitration

Sanctions



BUSINESS IN
IRAN



Tax



Company
Registration



Litigation

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Phone: 0098-21-22920772

Fax: 0098-21-26424725

E-mail: legal@persia-associates.com

Website: www.persia-associates.com

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Dear Reader,

We, at Persia Associates, are excited to provide you with the third edition of our newsletter.

As by means of the previous two issues, this edition is also aiming to make you get familiar with different kinds of business and law related topics relevant for the case of Iran.

After the embargo got lifted, Iran—with its young and well-educated population which has a fairly high GDP—is now hoping to realize its full potential in order to become a leading economic force world wide. Its economy mainly comprises of the service, manufacturing, financial and hydrocarbon sector. Iran's agricultural sector however is currently considered to still be only small scale but certainly has the potential as well to easily be expanded by means of larger investment.

One of the major parallel goals of the current government after the JCPOA is to create jobs for the still very young population. The momentum of the entrance of international companies can only be used effectively once both investment opportunities with skilled and versed work force can be made available.

Young Iranians, although well educated, need to be trained much better to be part of the future companies they enter. This is a very crucial factor, that at the time being each company is compensating with investments in the development and retainment of its human resources. But not every and each company is willing to keep those young and motivated, but rather un-skilled workforce.

The labor law has changed to some extend, at least what its executive regulations is concerned, to grant the employer some rights, rights he was deprived of from the beginning of the revolution. This positive signs encourage employers to hire more and to retain workforce without having too much fear of the future of the relationship.

At the end this clearly is important for the private sector and especially for the international companies entering Iran with the hope to use the existing platforms for their expansion.

For this reason, we mainly focused on the topic Labor Law in our September edition as we consider it to be important to learn more about how to do business with Iran and answer therewith associated basic questions related to the Iranian labor law.

Persia Associates is where you get unique, practical and business related advice.

Due to our long and outstanding experience in Iran and our profound expertise with clients from Europe, especially the DACH region, we know our clients and their way of thinking.

This makes Persia Associates your first choice when it comes to business in Iran.

If you have any further questions, please, do not hesitate to contact us at any time.

Sincerely,

Alireza Azimzadeh

Dr. Alireza Azimzadeh, Managing Partner

Shortcuts

Investment Law

Iran as a country rich in natural resources, has always been a hotspot for foreign investors. Therefore, it is not surprising that through the years, the laws and regulations governing investments in Iran have evolved and been subject to various changes from different types of contracts and investment encouragement measures to dispute resolution mechanisms and bilateral investment treaties.

The implementation of the *Foreign Investment Promotion and Protection Act (FIPPA)* in 2002, as an improvement to the previously investment-related Legislation Law for the Attraction and Protection of Foreign Investment of 1955, can be regarded as a landmark attempt by the government to encourage foreign investment and to remain in line with the latest global investment trends and regulatory frameworks. The goal was hereby to try guaranteeing to make the law more transparent and investor friendly.

In addition, to bilateral investment treaties, FIPPA offers investment protection to foreign investors under certain conditions, once the criterion be set within FIPPA and its implementing regulations should be met.

Moreover, the Organization for Investment, Economic and Technical Assistance of Iran (OIETAI) was established by the ministry of finance of Iran FIPPA in order to assist foreign investors as well as being in charge of issuing investment licences.

More on the topic „Investment Law of Iran“ shall be discussed in our 4th issue.

Social Security Law

Social security in Iran insures people in case of sickness, accidents, partial disability, medical aid and the like. The employers are obliged by law to make social security available to every and each worker from the very first day of employment. The government nevertheless, has its clear goal to force or make available to every citizen at least a minimum of social security. Hence companies are very much under pressure to fulfill their obligations and the social security inspectors are pretty much as influential as their colleagues in the tax authority of Iran.

The idea about it can be dated back to 1931 and the construction of the Trans Iranian Railway. In order to provide support for the workers and their families the workers' provident fund was established. As a result the Workers Insurance Act passed parliament in 1943 and was put into effect in 1945.

This process ended with the Social Security Organization (SSO) which got affiliated with the Ministry of Social welfare in 1976. It is mainly in charge of the implementation of extending as well as expanding different types of social insurances. One of its main goals is to develop a consistent system appropriate to social security requirements as well as centralizing cashes and incomes subject to the Social Security Law.

Iranian nationals can get insured either by their employers or if self-employed, by applying for individual coverage by the social security organization directly. The citizen therefore needs to pay a certain amount of money in order to contribute to the insurance and will hereafter be entitled to take advantage of the benefits related to the social security.

Additional insurances are getting more and more popular, but for the insurance companies in order to be able to provide those supplements, a basic insurance by the SSO is obligatory.

We will surely discuss SSO more in detail in one of our future newsletters.

E-Commerce

E-commerce, as one of the latest trends online, is currently increasing the speed and volume of commercial exchanges and subsequently reducing related costs for both consumers and producers – as well as hereby increasing their profit. With its electronic nature it is going beyond the limitations of time and place in today's world of business as well as having managed to bring some transparency with it. This in turn, allows customers to circumvent offline retailers and identify what the actual market price of a given product should be. Buying products online is therefore becoming more and more popular as it can be quite challenging to get access to a variety of different kinds of products for a reasonable price in the Iranian market as well.

The Internet has proved more than often enough in the past that it can play a beneficiary role for businesses of all kinds, as it breaks down transaction costs and creates new market opportunities. Iran is not an exception in this and its online market has therefore expanded significantly within the last three years. Introducing the easily accessible 3G/4G network has majorly helped accelerating the widespread advancement of e-commerce online. The fact that Iran's population primarily consists of a youth which is well accustomed to the internet and most recent technologies, makes this undertaking even more successful in the country.

E-commerce in Iran is mainly governed by the Electronic Commerce Law which came into force on January, 17th of 2004.

As on many other business-related areas, the Joint Comprehensive Plan of Action, has had an important impact on Iran's internal business climate. The visibility of e-commerce companies has therefore increased too for newly interested financiers which will play an important role in respect to investment law – the topic that will be discussed in our next issues.

Focus on Labor Law

- Introduction
- A Brief History of Labor Law in Iran
- Types of Employment Contracts
- Employment of Foreign Individuals

Introduction

The Labor Code of 1936 and its accompanying amendments in 1937, 1947 and 1950 were made in consultation with the I.L.O (International Labor Organization) of which Iran is a member.

It governs the law for employers and employees at their work places in the industrial, agricultural, manufacturing and service sectors.

The present Labor Code was approved at the beginning of the 90s by the State Expediency Council and repeals the former Labor Code. It contains 203 articles including provisions derived from the Constitutional Code, the former Labor Code, international labor standards and foreign labor law.

Iran's labor law is concerned with the salaries, working hours and overtime an employee may work. It can generally be stated that the law is rather pro-employee focused. If the criterion for dismissal or laying off employees is taken into consideration it becomes clear that such actions by employers are made almost impossible as it is strictly prohibited by the law unless it can be proved that the employee has failed to fulfil his part of the contract made formerly. This kind of approach and policy issued by the lawmakers in Iran can be seen as the answer to the workers movements which lasted for almost 70 years.

Employees in Iran are covered by the Social Security Act, which provides medical treatment, compensation for work relat-

ed accidents, disability, death etc.. Such coverage is usually funded by deducting a certain percentage from the employer's wage and has to be paid by the employer.

To provide a clear picture of the legal and regulatory framework of the Iranian labor law the following points shall be discussed in this issue:

- Brief history of Labor Law in Iran
- Types of employment contracts
- Employment of foreign persons

A Brief History of Labor Law in Iran

The employment relationship between employees and employers in Iran is mainly governed by the earlier mentioned new labor law which came into force on March, 5th 1991. This piece of legislation however, did not come about in vacuum but was the result of a series of attempts, movements and minor employment law related changes which can be traced back to the year 1923. Back then, the order to protect carpet weavers' rights in terms of working hours as well as the ones of many others was put into force by the governor of the Kerman-Sistan- and Baluchestan-Province.

Initially, the employment relationship between employees and employers in Iran was translated into the country's body of law through the articles 512 to 515 of Iran's Civil Code which got ratified in 1928.

Nevertheless, it was not until 1946 that the very first draft of Iran's labor law, comprising of 48 articles and 34 notes, was implemented as a result of a series of strikes by workers. That was two years after the Labor Organization had been established under the Ministry of Commerce in order to resolve disputes between employers and employees.

However, before the labor law came into force, there had been a few other labor

related regulations here and there in an attempt to improve the employment condition of workers. An example for this is that within the Ministry of Road by-laws in 1930, the Budget Act of 1932 and the establishment of the Organization for Industries and Mines in 1935 and its by-laws. The latter one which is comprised of 69 articles required social security, health and hygiene as well as the workers' and factories' supervision and the protection in case of sickness, disabilities or maternity and confinement.

Types of Employment Contracts

Generally speaking, an employment contract is understood as a written or verbal agreement and is valid if it is made by parties who are competent to perform work and own property. According to Article 7 of Iran's labor law, employment contracts should not be contrary to the law and have to include the names of the parties, the type of work, the amount of remuneration, the hours of work, annual leave and holidays, the place of work as well as the date and duration of the contract.

The maximum duration of a definite period in respect of the types of work that are not permanent by nature shall be determined by the Ministry of Labor and Social Affairs and be approved by the Council of Ministers.

If however, there is no certain period for the work specified in a contract which makes it permanent by nature, the contract shall be deemed to be permanent.

Even though Iran's Labor Law majorly categorizes the employment contracts into two types of permanent and temporary, as aforementioned, in practice there are three different types in regard to the duration and type of work which will be explained below:

1. **Permanent:** In this type of contract, only the start date of the contract is

defined but not the termination date. The nature and type of this work is permanent. However, this does not mean that the employment contract is subsequently so either although the law allows to include a probation period which in turn should not exceed three months within which either party - employer or employee - can terminate the contract.

In case the work continues after the termination date of the probation period, the employment will be deemed to be a permanent employment contract has come into effect.

This type of employment contract, where the nature and type of work is permanent is recommended.

On the other hand, there is no prohibition by the law on concluding temporary employment contracts with a permanent work nature. As a matter of fact this trend has been on the rise recently.

2. **Temporary:** This type of contract, determines both the start and termination date and neither the employer nor the employee is allowed to terminate the contract. However, the employer may terminate the contract in accordance with article 27 of Iran's Labor Law in case the employee violates the code of conduct.

Temporary employment contracts are suggested for the kind of work that does not have a permanent nature. This is especially the case for contract work

which has a specific execution period. It is therefore recommended to be concluded as permanent, even though there is technically no prohibition by the law. Extending or renewing temporary contracts will not automatically turn them into permanent contracts. However, whenever an employment contract is permanent, it is prohibited to get changed into a temporary one without the consent of the employee who may consequently sue the employer on the basis of this matter.

3. Specific Work: This type of employment contract can be concluded for performance and execution of specific work. It is therefore terminated once the obligations of the parties are fulfilled. In this respect, this type is quite similar to contract work.

Still, the payment for contract work is either made in installments or paid fully whereas in specific work contracts the payment is based on a monthly or weekly wage. In contract work, the equipment is provided by the contractor whereas in case of specific work the employer is supposed to organize it himself.

In all three types mentioned above, the regulations of social security should be applied and the employer has to pay the respective insurance to the social security organization. The insurance fee is calculated and paid based on the monthly income of the employee. It is composed of a 7% participation of the insured, a 23 % participation of the employer. In some cases the employer may be granted a 3 % participation of the government.

The money has to be discharged to the SSO which is part of the Ministry of Welfare and Social Security within 30 days.

It is also noteworthy that in Iran a minimum wage is effective, which will be announced by the government for the beginning of each year (21st March). This year, the minimum wage increased de facto by 14%. Therefore, all the employees who had been working in the previous year must receive 14% increase on their base salary.

Employment of Foreign Individuals

The issuance of work permits for foreign nationals is generally regulated in the articles 120 to 129 of the Iranian Labor Law and in the executive bylaw of article 129.

Foreign nationals are principally prohibited from working in Iran, if they have no permit, even in case that the foreign person is granted a wage outside Iran.

These work permits can be obtained by either private and government bodies, but in case of the government ones it is clearly much easier¹ (takes about 1 month time, can be longer exceptionally).

The “Department General for Employment of Foreign Nationals” (alternatively called “Department for Employment of Expatriates”) of the Ministry of Cooperatives, Labor and Social Welfare issues the work permits upon request of Iranian employers.

Following the mentioned rules and regulations, no foreign citizen is eligible to apply personally for an employment or work permit in Iran except for the case when a legal registration of an enterprise is being made, where he is a part of.

Before concluding any employment contract with the foreign citizens, Iranian employers should seek the permission of the Department General of Foreign Nationals.

Upon inquiry by the Department General for Employment of Foreign Nationals, the Iranian employers are supposed to deliver the request and the required documents for verification.

It is generally necessary to point out that employers who violate the above mentioned rules, shall be sentenced to cash fines or even prison terms.

For further investigations, the documents have to be sent to the Technical Board of Employment whose decision will be announced to the employer soon after. Its rules and regulations for the issuance of work permits are strict in order to reduce the unemployment rate of domestic educated and skilled job-seekers.

However, the Foreign Investment Promotion and Protection Act (FIPPA) regulates this strictness by making sure to include the provision for the issuance of work permits for foreign investors, managers and experts in relation to the investments under FIPPA. The article (namely, article 35) referred to can be found in the Executive Bylaw of FIPPA. It determines the process of visa and work permit issuance for the above mentioned persons.

After getting the request from the organization, which has to confirm the eligible status of the investor, the Ministry of Foreign Affairs should communicate with the authorities of the

¹“Affiliated” in this case means to be directly related to the government companies or institutes that conclude a contract with foreign workers. Permits can get received at the Ministry of Labor and Social Affairs from the Foreigners’ Bureau.

Islamic Republic of Iran abroad and then may authorize the issuance of the required visas (single or multi-entry) as well as a three-month residence permit on each entry for the relevant individuals.

Persons who have obtained an entry visa should refer to the Disciplinary Forces of the Islamic Republic of Iran after entering the country in order to get a three-year residence permit, upon receipt of a formal note from the organization, which confirms the investor status of the person.

Furthermore, the Ministry of Labor and Social Affairs has to issue a work permit after the residence permit has been issued.

The foreign investor who obtains a three-year residence permit is thereafter exempted from any requirement concerning exit and entry visas for Iran.

If however foreign businessmen only want to travel to Iran for a limited period of time they can apply for the following types of visa:

1. Tourist Visas – Visa B

This visa is issued upon arrival at the following airports:

IKA: Tehran Imam Khomeini Airport

THR: Tehran Mehrabad Airport

MHD: Mashhad Airport

SYZ: Shiraz Airport

TBZ: Tabriz Airport

ISF: Isfahan Airport

Note: The duration of stay is limited to 30 days. The visa fee can differ from city to city and shall be paid at the passport control.

2. Business Visas – Visa A (upon arrival visa & also visa received in advance) which comprises to different types:

a.) Upon arrival: The inviting company is supposed to take care of the complete invitation procedure (online and offline) maximum four days ahead of the visitor's arrival.

Note: Only valid for one month.

b.) Prior to arrival: The same procedure as above can be applied, however needs to be accomplished about four weeks ahead of the visitor's arrival. The visa will directly be issued in the passport of the visitor on the part of the Iranian Embassy / Consulate General prior to the business trip.

Note: Valid for one month and extendable for two more months.

3. Diplomatic and Service Visas – Visa D:

This visa is issued for holders of diplomatic and service passports who intend to travel to Iran. The diplomat visitor should correspond with his/her embassy in Iran and the Iranian embassy as well.

4. Work Visas – Visa F

First: Employer should submit the following to Department of Employment of Foreigners (DEF):

- a.) Request letter from employer
- b.) Completed personal information application form
- c.) Completed job information application form
- d.) Completed employer information application form
- e.) Copy of passport
- f.) Copy of Official Gazette
- g.) Completed employer undertaking application form

Second: After about 10 business days, the particular employee code and official letter to Ministry of Foreign affairs will be released by DEF

Third: the Ministry of Foreign affairs will send the official letter to Iranian Embassy in employee's home country.

The visa durations are:

Three months – requires to have minimum three entry exit stamps in the passport over the past year.

Six months – requires to have minimum six entry- exit stamps in the passport over the past year.

One year – requires having minimum 10 entry- exit stamps in the passport over the past year.

Note: The Iranian Foreign Ministry does not feel obliged at all to grant a 3 and more month visa only because the visitor has been in Iran for the above mentioned times, but in such a

case the visitor may apply and may be granted such a visa. Every individual case and the reason counts.

5. Multiple Visas

The Iranian foreign ministry is very reluctant to issue multiple entry visas and needs to be presented an official letter of the inviting company, stating strong reasons, why a foreign visitor needs to be in Iran on multiple basis. Procedure wise first a normal business visa shall be applied for by the inviting company and in the second step a letter shall be issued with strong reasons and including the received visa number, handed over in person to the related department of the foreign ministry in Tehran.

Laws and Regulations

- Excerpts of Relevant Labor Law
- Selected International Treaties of Iran

Excerpts of Relevant Labor Law

Article 120 (Labor Law of the Islamic Republic of Iran): Foreign citizens shall not be engaged in any sort of work in Iran unless first, they have an entry visa entitling them for specified work and second, having obtained a work permit in accordance with the relevant laws and regulations.

Explanation: In principle the employment of foreign persons in Iran is prohibited except the foreign citizen is granted a visa and a work permit. Diplomatic staff and journalists are excluded from this law.

Article 121 (Labor Law of the Islamic Republic of Iran): The Ministry of Labour and Social Affairs shall issue a visa entitling the bearer to specified work, together with a work permit, provided that:

- a) According to the information available to the Ministry of Labor and Social Affairs, there are no qualified Iranian citizens with similar specialization who are ready to perform the work in question;
- b) The foreign citizen possesses sufficient knowledge and expertise for the job in question;
- c) The expertise of the foreign citizen is used to train Iranians with a view to the subsequent substitution of the foreign citizen by a trained Iranian.

Explanation: The visa and the work permit are only granted if no similar qualified Iranian can be recruited, if the qualification of the foreign citizen is sufficient and if the foreign citizen can train Iranians as well as an Iranian employee could.

Article 124 (Labor Law of the Islamic Republic of Iran): In accordance with the provisions of this Code, a work permit shall be issued, extended or renewed for a maximum period of one year.

Explanation: Although a work permit can be extended or renewed its period shall not last longer than one year. This is also the maximum period of time which is allowed for the issuance of the work permit.

Article 126 (Labor Law of the Islamic Republic of Iran): Where it is considered contingent to recruit a foreign citizen urgently on an exceptional basis because of the needs of the industry of the country, the minister concerned shall notify the Ministry of Labor and Social Affairs accordingly and, subject to the approval of the Minister of Labor and Social Affairs, a provisional work permit shall be issued to the foreign citizen concerned, without compliance with the formalities normally required for the issuance of a visa entitling the bearer to specified work.

Explanation: If the employment of the foreign citizen is urgent, a provisional work permit can be granted in a shorter processing time. This kind of permit however shall only be valid for a period of maximum three months. It bears the right to expel the foreign citizen from Iran at any time. The authorities are also able to prohibit the re-entrance of the foreign citizen to the country.

Selected International Treaties of Iran

The Islamic Republic of Iran has always been an integrated member of the international community which can be seen as the country is party to a vast number of international treaties, bi- and multi-lateral, many of them related to economic and business issues. This dates back to the 19th century, where the first modern international treaties are being negotiated, where Persia was always one of the few participating countries worldwide as it has also been a founding member of the UN.

Therefore, Iran has tried to tie his binds to his neighbors in the Middle East and to other countries on the Asian continent. Especially the “Treaty of Izmir” from 1977 has to be mentioned, the foundation document of the Economic Corporation Organization (ECO), a major platform in Asia to discuss ways to improve development and promote trade and investment opportunities and with the goal to form a single market, which can be compared to the European Union. Also Iran signed agreements for important Asian infrastructure projects like the Intergovernmental Agreement on the Asian Highway Network (2003) or the Intergovernmental Agreement on the Trans-Asian Railway Network (2006).

Moreover, Iran is party of some most important international multilateral conventions regarding economic issues. First of all the United Nations Framework Convention on Climate Change (1992) and its following treaties, the Kyoto Protocol (1997) and the Paris Agreement (2015), must be named. Iran also was signatory to treaties like the Convention on the Recognition and Enforcement of Foreign Arbitral Awards (1958) or the United Nations Convention against Corruption (2003). Furthermore Iran is founding member of international key-organizations like the Organization of Petroleum Exporting Countries (OPEC), the World Intellectual Property Organization (WIPO), the International Bank for Reconstruction and Development (IBDF) or the International Monetary Fund (IMF).

Legal and Economic Development News

Foreign Investment in Iran Securities Up 140% Post-Sanctions

Foreign investments in domestic securities market have increased 140% since the implementation of the nuclear deal to stand at 11,700 billion rials (about \$329 million at market exchange rates). A majority of investors are from Germany and German-speaking countries.

Earlier, the Central Securities Depository of Iran reported that it issued 61 trading codes for foreigners to trade in the equity market in the first five months of the current Iranian year (March 20-August 21), which showed an 86% rise compared with last year's corresponding period. He added that 24 codes were issued during the fifth month of the current fiscal year (July 22-August 21) alone.

Investors from the US, the UK, Spain, Russia, Germany, Sweden, Switzerland, Uzbekistan, China, the Netherlands, India, Turkey, Lebanon, South Africa, Japan, Cyprus, Italy, the UAE, Norway, Greece, Indonesia, Poland, Qatar, Iraq, Pakistan, Syria, Luxemburg, Kuwait, New Zealand, Malaysia, South Korea and Afghanistan currently have stakes in Iran's equity markets.

Also new financial instruments, including option contracts, will become functional by the yearend.

"The SEO (Security & Exchange Organization) has already issued a license for a joint venture between an Iranian and a foreign credit rating agency. We are also receiving and processing other applicants' requests," an official said.

Iran's bond market is expanding rapidly and needs to soak up money. The SEO hopes providing credit ratings on Iranian debt will put foreign investors' doubts to rest.

Iran's market regulator is also implementing International Financial Reporting Standards in select Iranian companies as a first step to mandating their usage by Iranian businesses.

Source: Financial Tribune

Credit Card Scheme to Expand

The Central Bank of Iran is devising a set of rules to let foreign nationals use credit cards offered by Iranian banks on Thursday, a senior official of the bank said.

"At present, individuals living outside Iran's borders cannot use these cards but as part of a rulebook being developed in the CBI, international cards can become available to foreigners," Farshad Heidari, CBI's deputy for supervisory affairs was quoted.

He added that the plan would also allow non-Iranians to open bank accounts with Iranian banks.

The announcement follows CBI's scheme to offer credit cards on a large scale inside the country, which was kicked off last week. Three types of credit cards are being offered, with a credit cap ranging from 100 million Rials (\$2,800) to 500 million rials (\$14,000).

Based on the scheme, cardholders will not be charged any interest if they clear their debts within a month, otherwise they will be given 12-36 months to settle their debts at a lending rate of 18%.

Heidari announced that the CBI has employed meticulous supervisory tools to minimize the illicit usage of credit cards by cardholders and salespeople.

"Using POS terminals for withdrawing cash from credit cards will be recorded as a negative point in the cardholder's credit history," he said.

"This would not only affect their creditworthiness, but would also lead to heavy fines."

However, he noted that the CBI has employed measures to reduce the need for withdrawing cash from the cards, as "they can be used for purchasing any type of goods or services, including foreign products in the country".

The central banker stated lenders are not permitted to force applicants to initiate a deposit to become eligible for the card.

Source: Financial Tribune

About Persia Group

Persia Associates International Law Office is specialized in unique practical and business related legal advice in Iran as well as in the legal firm of confidence of some embassies in Iran. For our international clients we provide experience in International Law, Commercial Law, Technology Law and Intellectual Property Law. This expertise backs up our business development and strategic consultancy services that are summed up in Persia Consulting as a separate arm of the Group.

Our partners and associates combine a superior academic background with international and Iranian legal experience being graduates of top-tier universities and law schools in Iran and Europe. The team is being headed by Dr. Alireza Azimzadeh who obtained his doctorates degree from the University of Vienna Law School. With over 23 years of experience in the Iranian business, he sets the standard for outstanding legal advice in Iran, especially for companies of the DACH region of Europe, Spain and Nordic countries.

Persia Consulting Strategy Consultants is your professional partner in providing specialized commercial advice on how to enter Iran and expand business, establish companies and partnerships, invest and obtain negotiation support in order to build long-lasting business relations. Our portfolio comprises of market analysis, partner search, registration with Iranian authorities, business development services as well as strategic management consultancy for international corporations in Iran.

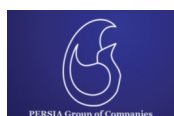
Throughout the past years of successful cooperation we have accompanied our international clients from various industries into the Iranian market. This enabled us to gather an extensive know-how

about most market segments and at the same time expand our top-class networks.

Nevertheless, our focus is on five main fields: Automotive, consumer business, energy, the construction industry and on the hospitality sector. Our activities mainly emphasize on the operative implementation of the parameters and objectives of business development as well as on sales and marketing strategies we develop together with the clients. With strategic partnerships and in cooperating with international and national partners, we ensure a high performance standard and a wider reach of business.

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Contact

Persia Associates International Law Office Persia Consulting Strategy Consultants

Ground Floor, No.27, East Rudbar Ave.,
Mirdamad Blvd., Shariati Ave.
PO Box 15875-6847 - 1546814511 Tehran – Iran
Call Centre: 0098-21-22920772
Fax: 0098-21-26424725

E-mail: legal@persia-associates.com
Website: www.persia-associates.com

E-mail: office@persia-consulting.com
Website: www.persia-consulting.com

Working Hours:
Saturday - Wednesday 8:30am - 5pm
Thursday 9am - 1pm

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