

## *Amendments to Kazakhstan Legislation on attraction of foreign labour force*

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**In accordance with the Decree of the Government of the Republic of Kazakhstan dated 28 October 2015 No. 844, amendments to the Decree of the Government of the Republic of Kazakhstan as of 13 January 2012 No. 45 on Adoption of the Rules and Conditions of issuance of permits to expatriate employee for employment and employers for attraction of foreign labour force (the “Rules”) were introduced.**

In terms of signing of the Agreement on Eurasian Economic Union, the Rules extended number of countries, citizens of which will not need work permits in order to work in Kazakhstan. In particular, previously the Rules did not apply to citizens of Russia and Belarus, and under the recent amendments, it shall not apply to citizens of Armenia and Kyrgyzstan as well.

Performance of special conditions shall not apply with respect to employees of the first category, i.e. management and their deputies. Special conditions shall not also apply in relation to obtaining, re-issuance or extension of work permits for companies participating in implementation of the projects of Industrialization Map for 2015-2019 and certain of their contractors.

In accordance with recent amendments, work permits shall not be issued for two or more administrative regions. However, as a compensational measure, the Rules extend possibility for expatriate employees to go for business trip to other Kazakhstan regions with no special permission from 60 to 90 calendar days cumulatively during a calendar year. In case expatriate employee goes for business trip to another region, the company should notify the state authorities of both administrative regions (region of stay / registration and region of arrival) on such trip.

The state authorities can refuse to issue a work permit if the employee does not meet the level of education and practical experience requirements stipulated in Unified Qualification Handbook.

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