

LATEST AMENDMENTS IN THE LABOR LEGISLATION OF KAZAKHSTAN

Adoption of regulatory legal acts intended to improve legislation in the sphere of healthcare and enforcement proceedings led to another portion of amendments to the Labor Code of Kazakhstan introduced in July 2020. Please see below the amendments, which we deem most important for the business activities of companies.

- **Starting from 10 July 2020, the state labor inspector's ordinance on payment of salary by an employer has the status of an enforcement document.**

This means that in the event of the employer's failure to execute an ordinance within the established term, it is not necessary to additionally apply to court and obtain a respective judgment and enforcement order; the ordinance is directly sent to a court enforcement officer for enforcement.

- **The following guarantees will work starting from 17 July 2020:**

From now on, the list of obligations of an employer contains an obligation to grant a leave to an employee of no more than 3 business days, with preservation of a workplace (position) and average salary, in order for the employee to be able to undergo screening assays, and for the period of examination and medical pregnancy registration until reaching the gestational age of 12 weeks. A similar guarantee of preserving a workplace (position) and average salary is also provided to employees who are donors of organs and/or tissues for transplantation, for the period of examination and recovery of organs/tissues.

Should you have any additional questions in connection with this legal Update, we would be happy to provide more detailed information.

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