



YERBOL ALMEN Associate

AEQUITAS
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Practice areas

[Labor Law](#)
[Corporate Law](#)
[M&A](#)
[Business Law](#)
[Laws of the Astana](#)
[International Financial Centre](#)
[Healthcare, Medicine & Pharmaceuticals](#)
[Data Protection & Cybersecurity](#)
[Dispute Resolution](#)

Languages spoken

English, Kazakh, Russian

Qualifications

Lawyer, Kazakhstan

Mr. Almen is specializing in the sphere of labor and civil law, including general issues pertaining to legal support of business. Much of his attention is directed on the issues of labor relations, civil relations and corporate law, including advice and support of corporate actions of legal entities.

The greater part of his work is focused on full support of the clients' activities, including drafting and analysis of contracts, internal acts, and provision of advice on compliance with legislation requirements. He also deals with resolution of labor disputes, representing clients in pretrial and judicial dispute settlement.

Yerbol is experienced in the field of regulatory issues, including in the sphere of personal data protection, healthcare and pharmaceuticals, and has many times participated in complex projects both at the stage of providing advice and in the course of direct execution.

Memberships

Kazakhstan Bar Association

Experience

2024-present AEQUITAS Law Firm – Associate
2020-2024 Rödl & Partner LLP – Associate
2019-2020 Independent Lawyers Group LLP – Associate

Education

2017-2019 University of Lodz, Master of Social Science, Poland
2013-2017 Al-Farabi Kazakh National University, LLB, Kazakhstan

Representative Projects

LABOR LAW

- Advising clients from different economy sectors, including consulates and international organizations, on the issues of the labor legislation of Kazakhstan.
- Drafting of a full set of documents on employment of employees.
- Drafting of internal regulatory documents.
- Advising on the issues of engagement of foreign labor to Kazakhstan.

CORPORATE LAW

- Advising on the issues of registration, re-registration and liquidation of companies with foreign participation, branches and representative offices of foreign companies.
- Registration of foreign branches, including active in the field of machinery manufacturing, production of heat-exchange equipment, switch devices, and provision of educational services.
- Drafting of constituent documents and internal regulations to govern the companies' activities.
- Advising foreign clients on corporate issues and financing of local subsidiaries.

M&A

- Due diligence of organizations from different economy sectors as to compliance with requirements of the Labor Code, occupational health and safety legislation, and personal data protection legislation.
- Obtainment of the antitrust agency's consent to transactions (consent to economic concentration).

CONTRACT LAW

- Drafting of various civil contracts.
- Checking contracts as to compliance with the rules of the Kazakhstan legislation and protection of the client's interests

AIFC LAWS

- Advising on the labor law of the AIFC.
- Drafting of documents for a representative office of a foreign bank registered in the AIFC for the purpose of cancellation of an employment contract with the chief executive officer.
- Advising on selection of the form of presence of a foreign client in the territory of the AIFC.

HEALTHCARE, MEDICINE AND PHARMACEUTICALS

- Advising a major German manufacturer on the issues of labeling of medicines and medical products in Kazakhstan.

- Advising a major Italian manufacturer regarding advertising of medicines and medical products in Kazakhstan, and cooperation with medical practitioners of state institutions of Kazakhstan for scientific purposes.
- Advising a major Japanese manufacturer regarding regulation of the manufacture of medical lens in Kazakhstan.

BUSINESS LAW

- Regular consulting for international companies, including the preparation and review of powers of attorney and contracts to protect clients' interests, obtaining electronic digital signatures, registration on government service portals, notarization arrangements, and other legal matters.
- Consulting on currency regulation and control issues.

DISPUTE RESOLUTION

- Representing an employer in the course of pretrial settlement of a dispute with a former employee in connection with violation of a non-compete agreement.
- Representing an employer in the course of pretrial settlement of a dispute in connection with causing harm to the employee's health.
- Representing an employee in the course of dispute settlement in court with a former employer in connection with absence of an executed employment contract and long-term performance of duties by the employee without the employment contract.

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