

Future Growth Project

- ❑ Today FGP-WPMP employs **10 583** people, with **9 431** of these being nationals that account for **90%** of the total Project manpower working in Kazakhstan.
- ❑ By September 2017, FGP-WPMP is forecasted to ramp up its headcount to **15 700** people.
- ❑ The government expects FGP-WPMP to create **more than 20 000** jobs throughout Kazakhstan, with the anticipated KC value totaling around **\$12 bln** in goods, works and services. The local content headcount is expected to reach around **18 000** people. Tengizchevroil also has a commitment to provide training for the nationals.

Improved Foreign Worker Hiring Policies

Improvements in Foreign Worker Hiring terms:

1. Foreign Worker Quota Allocation terms

2. Foreign Worker Hiring procedure:

- Work Permits issued under General Terms
- Work Permits issued under Intra-Company Transfer System (further - ICT)

3. Foreign Worker Independent Employment procedure

Improved Foreign Worker Quota Policies

	Previous procedure	Effective from 1 Jan 2017
Quotas are linked to	Economically Active Population numbers (EAP)	INDUSTRIES Foreign economic activities
Quotas are established based on	Employer requirements (on request)	INTEGRATED APPROACH based on: 1) Manpower demand 2) Estimated regional unemployment rates 3) Strategic projects requirements (State Program on Industrial and Innovative Development - SPIID) 4) Assessment of expat manpower employment efficiency in the previous year.
Business community is involved in setting quotas	No	COMMISSION OF EXPERTS Local Executive Authorities engage business communities
Separate quotas based on the country of origin	Relevant legal provisions do exist, but no such quotas have ever been set)	REMAIN (Included in the General Quota)
Labor migrants are included in quotas	No	YES in 2014 - 72.5K in 2015 - 141.4K

Foreign Workers Hired under General Work Permits

	Previous procedure	Effective from 1 Jan 2017
Permit is issued within	41 days	UP TO 20 DAYS AT MAX. Depends on Employer: Decision taken within 7 days. The remaining days for fee payment)
Requirement to tap the local labor market first	Yes	CANCELLED
Special terms & conditions	Yes	CANCELLED
Requirements to place a guarantee deposit	Yes	CANCELLED
Requirement to maintain local manpower content	Yes	YES With privileges for priority projects (to be granted by Ministries and Akimats)
Permits payable or not	No	YES Tax fees are introduced. Amount varies based on employee category and the industry he/she is hired for. (from KZT 270K to KZT 500K)

Foreign Workers Hired under Intra-Company Transfer (ICT) System

	Previous procedure	Effective from 1 Jan 2017
Permits are issued	within quota limits	OUTSIDE OF QUOTA LIMITS No limits set
Permits are limited to certain industries	No	YES Industries identified by the Government
Permit validity period	In accordance with Labor Contract but not exceeding 3 years, then may be extended for 12 months	REMAIN
Requirement to tap the local labor market first	Yes	CANCELLED for Directors, REMAIN for Managers and specialists up to 2021
Special Terms & Conditions	Yes	REMAIN
Requirement to maintain local manpower content	Category 1 (top management and their deputies) Category 2 (business subdivision managers) – 70/30 Category 3 (specialists) and Category 4 (skilled labor) – 90/10	REMAIN with privileges For Directors – not applicable For Managers and specialists – reduced to 50/50
Permits Payable or not	No	NO

Work Permit System Exemptions

List of Exemptions approved by RoK Law “On Employment of the Population” and RoK Government Decree No. 802 dated 15 Dec 2016

- Persons employed as CEOs to run foreign company branches or representative offices.
- Persons seconded on business for a total of 120 calendar days within one calendar year.
- Persons employed as CEOs with companies that have contracted over USD \$50mln worth of investments with RoK Government, or CEOs of RoK legal entities investing in priority business areas and have a contract in place with an authorized investment agency.
- And others, 27 clauses in all.

Foreign Worker Independent Employment

	Existing procedure	Effective from 1 Jan 2017
Limited by quotas	Yes	NO
Requirement to apply for a Permit	Yes	NO Requirement to obtain Qualification Certificates
Validity Period	1 year	3 MONTHS With a right to renew the permit for the duration of the Labor Contract but for no more than 3 years
In-country coverage	1 Oblast	COUNTRY-WIDE
Industry-specific limitations	Yes (30 occupations not in actual demand)	YES Based on the new list of occupations in demand
Qualification requirements	General	SCORING SYSTEM Education, skills and work experience