



Global Recruitment & Staffing

Destination Guide Kazakhstan



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Working Conditions

Working Hours and Flexibility:

In Kazakhstan, working hours typically follow a 40-hour week. Flexibility may vary depending on the workplace and position.

Popular Industries and Professions:

In Kazakhstan, the most popular industries are energy, mining, construction, and agriculture. There is also high demand in fields like finance, healthcare, and education.

Employee Rights and Benefits:

In Kazakhstan, employees are entitled to annual leave, sick leave, health insurance, and retirement benefits. Workplace safety and equality are prioritized.

Work-Life Balance Insights:

In Kazakhstan, work-life balance is important in most sectors. Employees are provided flexibility to spend time with family and engage in personal activities outside working hours.

Social Security

Health Insurance and Services:

Social security and health insurance in Kazakhstan ensure access to healthcare services, job security, and protect citizens' social rights.

Pension and Unemployment Insurance:

Pension and unemployment insurance in Kazakhstan provide financial security after employment and offer support during periods of unemployment.

Family Support Programs:

Family support programs in Kazakhstan provide financial assistance to low-income families and strengthen social services for children, elderly, and disabled individuals.

Disability and Maternity Benefits:

Disability and maternity benefits in Kazakhstan provide financial support to individuals with disabilities and mothers, enhancing their quality of life and ensuring social security.

Taxes

Employer:

In Kazakhstan, employers withhold progressive individual income tax (IIT) and contribute to social security and pension funds. Timely tax reporting and payment are crucial for compliance.

Employee:

In Kazakhstan, employees are taxed through progressive individual income tax (IIT), withheld by the employer. They also contribute to social security and pension funds via wage deductions.

Employee and Employer Contributions:

In Kazakhstan, employees contribute 10% to the pension fund and 3.5% to social insurance. Employers also contribute up to 11.5%, covering social security services like healthcare and pensions

Tax Reporting and Filing:

In Kazakhstan, employers withhold IIT from salaries and submit it to tax authorities. Employees file returns only for extra income or deductions, due by April 15th. Businesses file monthly/quarterly.

Employment Termination

Termination Process:

Employment termination can occur through resignation, retirement, contract expiry, misconduct dismissal, mutual agreement, or economic reasons like bankruptcy or restructuring.

Notice Period:

The notice period for termination in Kazakhstan may vary depending on the employment contract and local laws

Severance Pay:

In Kazakhstan, severance pay is a right that must be provided to employees in certain situations, as per the employment contract and local laws.

Probation Periods:

In Kazakhstan, probation periods can be applied to evaluate an employee's performance for the duration specified in the employment contract.