

Reading Time: 2 minutes

Sourcing the right benefits and providing an acceptable level of compensation are both key to finding the right talent and staying compliant. Your employees expect to make a certain amount and at least receive guaranteed benefits required by law. Failing to meet Kazakhstan's compensation laws or benefits requirements could lead to fines or delays.

Globalization Partners can make the entire expansion process easier through Kazakhstan compensation and benefits outsourcing. We will pay your employees through our payroll and add them to our Kazakhstan benefits management plan, all while making sure you stay compliant. Your only concern can be making your new location successful.

Kazakhstan Compensation Laws

Kazakhstan's minimum wage has slowly increased over the years. It was 14,592 tenge in 2010 and is now 24,459 tenge, or about \$63. Employers establish wages for all employees, but they need to at least meet the minimum wage. Kazakhstan compensation laws also dictate that employers should pay employees at least once a month on a date included in the employment contract or collective bargaining agreement (CBA).

Guaranteed Benefits for All Employees

Your Kazakhstan benefits management plan has to include guaranteed benefits such as paid time off, maternity and paternity leave, health insurance, and more. The country celebrates 12 national holidays, many of which are multi-day celebrations. Employees should also receive a minimum of 18 days of paid vacation leave, which is paid at least three days before the employee takes the leave.

Maternity leave is another important benefit for employees. Female workers should get 70 calendar days of paid leave before giving birth and 56 days of paid calendar leave after giving birth. If they have more than one child, they should get 70 calendar days of paid leave after the birth as well. Fathers typically get unpaid paternity leave.

How to Disperse Benefits

Giving employees benefits should include more than just the statutory benefits required by law. Your employees should also receive additional benefits that will encourage them to stay in their positions longer. Some of the more common supplemental benefits include:

- Housing allowance

- Transportation allowance
- Company car
- Education allowance

Restrictions for Benefits and Compensation

The biggest restriction for benefits and compensation is setting up a subsidiary. You have to incorporate in Kazakhstan before you hire employees, pay them, and disperse your benefits plan. Unfortunately, the process to establish a subsidiary isn't always smooth, and it can take months before you're ready to start working and compensating employees.

You won't have this restriction when you work with Globalization Partners. We'll gladly act as the Employer of Record by using our existing subsidiary to help you start working as quickly as possible without the stress of meeting compliance standards.

Start Expanding With Globalization Partners

The team members at Globalization Partners are experts in international compliance, including Kazakhstan compensation laws and benefit requirements. When you choose Kazakhstan compensation and benefits outsourcing with us, you can work every day without the stress of non-compliance. Get in touch with us today to learn more.