



Changes to the Rules on data entering to/obtainment from Unified system of employment contracts (USOEC)

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If you are interested in additional information, please contact us.

Briefly

Pursuant to the Minister of Labor and Social Protection' Order No. 442 dated 25.11.2021 (the "Order"), amendments were introduced to the Order No. 353 dated 03.09.2020 related to the "Rules for data submission to / obtainment from, the USOEC".

In details

The following changes came into force as of 19.12.2021:

- the following data info is **no longer required**:
 - basis for employment contract termination;
 - military duty.
- the following data should now **be added**:
 - employee's leave due to pregnancy, birth of a child (children), adoption of a newborn child (children) and unpaid leave for child care before 3 y.o.;
 - Employment contract extension, within 15 working days.

Employer should receive data from USOEC within **5 working days**.

If requested data is not available or cannot be provided due to personal data law restrictions, labour authorities notify employer accordingly.

The Order comes into force within 10 calendar days upon publication, i.e. on 19.12.2021.



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How we can help

- one-off mass registration of all employment contracts and addendums, to USOEC;
- outsourcing of mandatory compliance related to individuals (immigration, HR compliance, payroll, global mobility).
- complex review (HR, payroll, immigration) for compliance with Kazakhstan law requirements;
- develop / review HR policies.

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