



Building a better
working world

Are you ready for immigration inspections?

EY professionals will be happy to assist you in identifying risk areas in the processes for hiring foreign citizens for work and inviting business visitors, as well as in drawing up a remediation plan to prevent or reduce the relevant compliance risks.

Challenges

The process of hiring foreign employees (FE) is complex and strictly regulated in Kazakhstan. Immigration legislation undergoes numerous changes, which leads to:

- ▶ Implementation of additional control measures related to a foreign individual's arrival and stay
- ▶ Frequent inspections of companies hiring FE, and

- ▶ Increased punishment for offenses: higher penalties and other administrative sanctions (a ban on invitations for foreign citizens, deportation, etc.).

In its turn, this can lead to a breakdown of business processes, lost profit for the company and reputational risks.

We are pleased to propose a health check to assess your company's approach to immigration compliance. We offer two types of health check, one for each category of foreign citizen:

- ▶ immigration compliance for foreign employees, and
- ▶ immigration compliance for short-term business travelers.

Based on our analysis, we will provide you with a report assessing:

- ▶ missing or incorrectly completed documents
- ▶ a description of potential sanctions
- ▶ recommendations on how to enhance compliance procedures.



The better the question.
The better the answer.
The better the world works.

You can choose one of the above health check types separately or together as a comprehensive compliance check, which would cover all categories of foreign specialist.

Sample report

Area	Availability of the documents	Issue identified	Potential sanctions
I. Immigration compliance for foreign employees			
Work permit	Yes	Hiring FE before the work permit is granted	For individuals: <ul style="list-style-type: none"> ▶ Fine of 25 MCI or administrative custody for up to 10 days or administrative deportation from Kazakhstan ▶ Administrative custody for up to 15 days with administrative deportation from Kazakhstan (for a repeat violation) Fine levied on the enterprise & executives: <ul style="list-style-type: none"> ▶ up to 700 MCI ▶ up to 1,000 MCI (for a repeat violation)
II. Immigration compliance for short-term business travelers			
Visa	Yes	Inconsistency of the activities carried out with the aims specified in the visa	For individuals: <ul style="list-style-type: none"> ▶ Fine of 25 MCI or administrative custody for up to 10 days or administrative deportation from Kazakhstan ▶ Administrative custody for up to 15 days with administrative deportation from Kazakhstan (for a repeat violation)

Help-desk advisory services

EY professionals will be glad to support your company's day-to-day business in relation to People Advisory Services (individual taxation, immigration matters, etc.).

- ▶ Our ad-hoc people advisory services include the provision of short answers/comments orally or by e-mail to questions in relation to immigration legislation and other personnel-related matters which do not require in-depth analysis

Contacts

Our team of experts will be glad to provide you with our professional assistance in analyzing tax obligations in Kazakhstan and preparing personal income tax returns.



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