

Employment of foreigners in Uzbekistan

27 November 2018

Presidential Decree No. PP-4008 On Measures for Creation of Favorable Conditions for Labour Activity of Qualified Specialists from Foreign Countries in the Territory of the Republic of Uzbekistan of November 7, 2018.

Employers in Uzbekistan can employ foreign citizens only after obtaining a license for attraction of foreign personnel (the "license"). Every foreign employee should have a work permit to be able to work in Uzbekistan.

The Presidential Decree No. PP-4008 aims at simplifying the employment procedure for highly qualified and qualified foreign specialists. From December 1, 2018, Uzbek employers may have a right to attract such specialists without a need to obtain the license. In their turn, highly qualified and qualified foreign specialists will still need to obtain a work permit. The term of work permits for highly qualified and qualified specialists may be issued for 3 years, unlike now, when work permits are issued for 1-year period. If a foreign specialist wants to have a part-time job in addition to their full-time job in Uzbekistan, he/she is not required to obtain a separate work permit for such part-time job.

For other foreign employees that do not fall under the categories of highly qualified and qualified specialists, Uzbek employers will still need to apply for the license.

In order to be considered as a highly qualified specialist, a person should:

- be a foreign national who has graduated from one of the top 1000 universities;¹
- have at least five years of working experience in the stated profession;
- have an annual salary of at least USD 60 thousand.

In order to be considered as a qualified specialist, a person should:

- be a foreign citizen with higher education;
- have working experience of at least five years in the stated profession;
- have an annual salary of at least USD 30 thousand.

¹ The list of universities will be approved by Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan and the State Inspectorate for Supervision of the Quality of Education under to the Cabinet of Ministers

In addition, the Presidential Decree No. PP-4008 provides for some incentives for highly qualified specialists. They, as well as their family members, have a right to obtain a residence permit for the period of their labour contract. Moreover, from January 1, 2019, these specialists will pay 50% reduced personal income tax.

The state fee for issuance permits was decreased from the current 10 minimum monthly wages ("MMW")¹, which is approximately USD 250 (to 1 MMW for highly qualified and 2 MMW for qualified specialists).

Moreover, the Presidential Decree No. PP-4008 establishes that from December 1, 2018, foreign citizens, who have invested in Uzbekistan at least 8,500 MMW in the capital of local business entities or by creating a foreign enterprise, have a right to work in any position in these companies without obtaining any work permits and the licenses.

In accordance to this Presidential Decree No. PP-4008, it is planned to adopt a new Regulation on Employment of Foreign Labour Force in Uzbekistan. In addition, the Presidential Decree states that a new law on legal status of foreign citizens and stateless persons in Uzbekistan will be drafted in 3 months from this Presidential Decree.

¹ From 1st November 1, 2018 MMW is 202,730.00 sums that to 20th November, 2018 is approximately USD 25