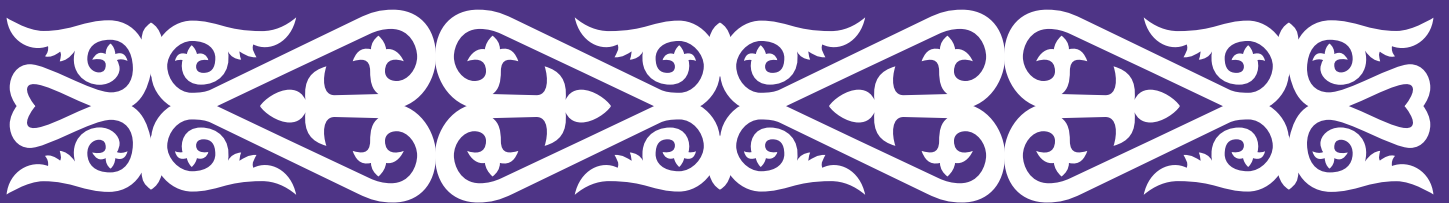




**RELOCATING TO CENTRAL ASIA:  
A PERSONAL PERSPECTIVE  
FOR EXPATS AND EMPLOYERS**



**ANTAL KAZAKHSTAN**

**2026**



## ABOUT ANTAL CENTRAL ASIA

Antal entered the CIS market in 1994 and is an important part of the Antal International group. Antal International employs around 1,000 people in a network of over 145 offices worldwide. A CIS office was opened in 1994, in July 2010 the company opened an Antal representative office in Almaty, Kazakhstan, and in May 2019 in Tashkent, Uzbekistan.

The professionalism and responsibility of our consultants in their dealings with clients ensure a high level of service at all stages of interaction. The professionalism and responsibility of our consultants in their relationships with clients ensure a high level of service at all stages of interaction. Our clients operate in virtually all sectors of the economy, including consumer goods, retail, pharmaceuticals, construction, financial services, engineering, natural resources, logistics and transport, financial services, engineering, natural resources, logistics and transport, agriculture, chemicals, ingredients and many others. We help candidates Find jobs in disciplines such as finance and accounting, sales, marketing and PR, IT, supply chain management, e-commerce and many others.

## OUR SERVICES

- Executive search
- Middle Management recruitment
- Entry Level Staff Recruitment
- Mass recruitment
- Outsourcing & Outstaffing
- RPO (Recruitment Process Outsourcing)
- Customized Labour Market Surveys
- HR consulting
- Trainings
- Personal Profile Analysis
- Outplacement
- Career consulting



Michael Germershausen  
Managing Director of Antal International  
in the Eurasian region

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## **RELOCATION AND WORKING IN CENTRAL ASIA: PERSONAL EXPERIENCE AND PRACTICAL OBSERVATIONS**

During the last 5 years we have monitored a growing interest in people considering the move to Central Asia. There are many reasons for this trend ranging from geopolitical to economical. During recent years both the Kazakh and the Uzbek economies have shown significant growth in GDP and Foreign investments. With the growing demand for talent, which the local markets not always can satisfy many career opportunities are opening. Before accepting the adventure and journey to Central Asia, I would like to share my experience of moving here.

As usual there is a big difference between travelling to a country for holiday and actually living there. My journey already started about 15 years ago when we originally established our office in Kazakhstan. During many years the team was reporting to me and I had the pleasure to visit Almaty many times as a manager coming from “Head office”. We all know how guest friendly the Kazakh people are. This also applies to hosting managers locally. Like during a leisure trip, everything will be organized in a great manner, so you as the guest will be very impressed and overwhelmed by everything.

In my particular case, I ended up at our Kazakh office unintentionally. During the period of Covid our manager in Almaty asked me to find her a replacement, as she wanted to relocate to another location. This search turned out more challenging than expected and in the end I decided to try this task myself.



## LEGAL AND ADMINISTRATIVE BASICS

Coming to Kazakhstan but also Uzbekistan for work will usually require a work permit. If you are coming from a country which requires a visa for a long-term stay – for example from Europe – your company needs to have the right to hire foreigners and you need to apply for a work permit. For General Manager and Director level roles this process is quite challenging but still doable with the support of professional advisors. For expert or specialist roles it often becomes more complex and resembles European quota-based systems, including proof that no suitable local candidate is available.

If your origin is the Eurasian Economic Union, a work permit is not required, however together with your employer you still need to apply for a residence permit. While many systems are digitalized, they do not always work reliably and not all candidates receive their documents during their first visit.

This administrative process also includes obtaining an IIN (national identification number), a local phone number and a bank account. Without these, local employment is not possible. Once this initial step is completed, the next challenge is settling into daily life.



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## GLOBAL MOBILITY IN KAZAKHSTAN: TAX AND EMPLOYMENT LAW CONSIDERATIONS FOR RELOCATING FOREIGN PROFESSIONALS

Kazakhstan is rapidly emerging as an attractive destination for the relocation of skilled professionals and for the expansion of international business operations across Central Asia. Successful relocation, however, requires a solid understanding of local regulatory frameworks, most importantly, tax and labour legislation. Between 2020 and 2025, Kazakhstan has introduced significant reforms: the Tax Code and Social Code have been updated, new double tax treaties have come into force, and digital visas for remote workers have been implemented. Together, these developments shape the current regulatory landscape for global mobility. This overview highlights the key tax and labour aspects international employers and expatriates should consider when relocating to Kazakhstan.

### Tax considerations upon relocation

#### Tax residency

The taxation of income earned by a foreign employee in Kazakhstan depends primarily on the individual's tax residency status. Under the Tax Code, an individual is deemed a tax resident if they spend 183 days or more in Kazakhstan during any consecutive 12-month period. A foreign national may also qualify as a resident with a shorter stay if their centre of vital interests is located in Kazakhstan (for example, if their family, permanent housing, or business is situated in the country).

Tax residents are subject to Kazakh tax on their worldwide income, whereas non-residents are taxed only on income sourced from Kazakhstan.

#### Personal Income Tax (PIT)

Kazakhstan maintains comparatively moderate PIT rates on employment in-



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come. Both tax residents and non-residents working under a local employment contract are generally subject to a flat 10% PIT on salary income. Residents may claim standard deductions (including pension contributions, medical insurance contributions, etc.), while non-residents typically cannot benefit from such deductions.

If a non-resident receives income not derived from an employment contract—for instance, under a civil contract—such income is subject to withholding tax at a 20% rate without deductions.

Beginning in 2026, Kazakhstan will introduce a progressive PIT regime for employment income:

- 10% PIT on annual income up to approximately KZT 33.5 million, and
- 15% PIT on the portion exceeding that threshold.

This approach targets higher-income earners while preserving Kazakhstan's competitive tax environment relative to many other jurisdictions.

## **Mandatory pension and social contributions**

In addition to PIT, both employers and employees may be subject to mandatory pension and social security contributions. Specific obligations depend on the foreign employee's status.

1. Foreign nationals who are Kazakh residents (holders of a residence permit, Kazakh citizens, and citizens of EAEU member states) - these individuals are generally fully integrated into Kazakhstan's pension and social security systems:

- Employee pension contributions: 10% to the Unified Pension Fund (UPF)
- Employer's mandatory pension contributions: 2.5% of payroll
- Mandatory social health insurance:
  - 1) 3% paid by the employer
  - 2) 2% paid by the employee
- Social contributions: 5% paid by the employer to the State Social Insurance



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#### Fund

- Social tax: paid by the employer at a base rate of 11% (effectively reduced by the amount of calculated social contributions)

Combined, this results in an approximate total burden of around 12% for the employee and ~14% for the employer, in addition to 10% PIT. Actual effective rates may be lower depending on statutory caps applicable to various contribution bases.

2. Foreign nationals who are non-residents without a residence permit (temporary labour migrants from non-EAEU countries). Such individuals are generally exempt from participating in Kazakhstan's pension and mandatory social health insurance systems. While this reduces employer labour costs, it also means the employee is not entitled to Kazakh pension accruals or state health insurance coverage. Instead, foreign employees must maintain valid private health insurance covering emergency and primary care services. Employers must still pay social tax, and starting from 2026, will also be required to calculate social contributions for such employees.

### **Double taxation relief**

Kazakhstan maintains an extensive treaty network, with approximately 53 effective Double Tax Avoidance Treaties (DTTs) as of 2025 (covering CIS countries, the EU, the United States, the United Kingdom, China, and others). To benefit from treaty provisions, foreign employees must provide a certificate of tax residency in their home country and meet the conditions of the Employment Income article (typically Article 15).

This usually requires:

- Stay in Kazakhstan not exceeding 183 days within the relevant period;
- Remuneration paid by a non-Kazakh employer;
- The remuneration not being borne by a Kazakh permanent establishment.

For short-term assignments meeting all treaty requirements, employment in-



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come may be exempt from PIT in Kazakhstan. For long-term assignments, foreign employees generally apply a foreign tax credit mechanism for PIT paid in Kazakhstan.

## Employment of foreign nationals

Kazakhstan's legislation provides several legal pathways for engaging foreign nationals in local operations. The two most common are:

1. Direct employment under a local labour contract, and
2. Intra-Corporate Transfer (ICT)

### Direct employment

Direct employment requires execution of a local labour agreement between the foreign individual and the Kazakhstan-based employer. This arrangement mandates full compliance with Kazakh labour standards, such as:

- A maximum 40-hour work week,
- Salary payable in Kazakhstani tenge,
- A statutory minimum monthly wage of KZT 85,000 (approx. EUR 130) for 2025.

To receive salary, the foreign employee must open a Kazakh bank account, which requires a local mobile number. An essential preliminary step is obtaining an Individual Identification Number (IIN), which must be obtained in person following 2024 legislative amendments.

Foreign employees must also present:

- Passport or national ID document
- IIN
- Education and qualification documents
- Proof of prior work experience (if applicable)



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A labour contract cannot be concluded with a foreign national who lacks valid private medical insurance covering emergency and primary in-patient care. Following execution, the labour contract must be registered in the Unified System for Recording Labour Agreements (ESUTD) within prescribed timelines.

In many cases, a work permit and a document confirming legal stay (visa, residence permit, or temporary residence permit) are also required.

### Practical steps for direct hire of a foreign employee

- Determine whether a work permit is required
- Obtain the appropriate migration documents
- File the arrival notification within 3 days; failure to comply may trigger administrative liability
- Obtain the IIN
- Arrange mandatory private health insurance covering emergency care (required since 2023)
- Execute the local labour contract
- Register the contract and required notifications in the Unified System for Recording Labour Agreements
- Ensure full compliance with labour standards

### **Intra-Corporate Transfer (ICT)**

Intra-Corporate Transfer allows transferring foreign nationals employed as executives, managers, or specialists by a legal entity incorporated in a WTO member state to a branch, subsidiary, or representative office of that entity in Kazakhstan. The transfer duration may not exceed three years, with the possibility of a one-year extension.

Local labour contracts are not mandatory for ICT assignees; however, during the assignment, the employee is subject to:

- The host entity's internal labour rules,
- Working time and rest time regulations,
- Occupational safety and health requirements.



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Intra-Corporate Transfers also require a valid visa or residence document and often a work permit, subject to statutory exemptions.

Kazakhstan presents substantial opportunities for foreign professionals and investors by combining a dynamic, growth-oriented economy with a comparatively moderate tax burden. At the same time, Kazakhstan requires foreign employees to integrate into the local regulatory framework—from tax compliance to employment standards. Understanding the key tax and labour rules allows both employers and expatriates to mitigate compliance risks and focus on achieving their strategic business objectives while benefiting from the advantages of operating in one of the region's most promising emerging markets.

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## SETTLING IN: FIRST PRACTICAL STEPS



### ACCOMMODATION

Traffic in Almaty and Astana has increased significantly over recent years. Choosing accommodation therefore requires consideration of office location, schools and, where relevant, remote working options. During winter months air quality can deteriorate, and locations closer to the mountains and at higher elevation generally offer better conditions.

Most people use **krisha.kz** to search for apartments or work with relocation agencies such as Intermark. Foreigners are not allowed to purchase land and can only purchase apartments after obtaining a residence permit. If the right to stay is lost, the property must be sold.

## WHAT'S HAPPENING IN KAZAKHSTAN'S RESIDENTIAL REAL ESTATE MARKET?

2025 has brought a new wave of growth to Kazakhstan's real estate market. After a short pause at the beginning of the year, relocation activity has picked up again, especially in Almaty and Astana. The housing market is lively, yet supply remains limited: there are still few apartments that fully meet corporate standards and expat expectations.

As before, most high-end properties are furnished by owners "for themselves," so the interiors and layouts often reflect personal taste rather than international preferences. Neutral designs and functional layouts are still rare. Meanwhile, demand for quality housing consistently exceeds supply: desirable apartments disappear from the market within days. Property owners are becoming more attentive to lease conditions, and rising utility costs and inflation are prompting them to review rental prices upward. In such circumstances, partnering with a professional relocation company helps tenants navigate market nuances and find homes that match their requirements and lifestyle.

Based on our observations and external data, rental rates in the premium housing segment grew by 5–7% in 2025, while the mid-range segment saw an increase of around 4–5%. Vacancy rates have also dropped significantly: at the start of the year, premium properties showed 8–10% vacancy, but by the peak spring–summer season this fell to 2–3%. The mid-range segment saw an even stronger shift — from 12–15% in early 2025 down to 5–6% by late summer. After the autumn relocation wave, the figure slightly increased to 7–8%, but never returned to its previous level thanks to sustained demand.

For 2026, we expect this dynamic growth to continue. The upcoming tax reform is likely to increase the fiscal burden on legal entities and individual entrepreneurs, which will inevitably influence rental rates. At the same time, a positive trend is emerging: the market is becoming more mature, with a growing number of private houses and apartments initially designed for international rental standards.

## Office real estate: demand rising amid near-zero vacancy

Following the housing market, the office space segment in Kazakhstan is also gaining momentum in 2025. Almaty remains the key business hub of Central Asia, home to headquarters of international corporations as well as leading Kazakh and regional companies.

According to industry analysts, the total supply of quality office space (Class A and B) in Almaty at the beginning of 2025 amounted to about 900,000 sq. m, with vacancy rates at an absolute minimum – 0–3%. Class A and A+ buildings are almost fully occupied, and in some cases, waiting lists are forming as companies queue for available space.

Geographically, Almaty's office market remains concentrated: more than half of all modern business centers are located in the Bostandyk District. The Medeu District ranks second in importance, maintaining its long-standing appeal to international companies thanks to its infrastructure, accessibility, and proximity to the historic city center.

Average rental rates continue to grow steadily. In 2025, the following price range has formed:

- Class A+ – around 30,000 KZT/sq. m per month
- Class A – about 21,000 KZT/sq. m
- Class B+ – around 17,000 KZT/sq. m
- Class B – approximately 11,000 KZT/sq. m

Rental growth has already surpassed inflation, and this trend is expected to persist through the end of the year.

Key trends include a sharp shortage of quality office space, rising tenant expectations, and a growing focus on mixed-use complexes combining office, residential, and retail areas. Even with new developments planned, supply remains insufficient to meet high demand. As a result, Almaty's office real estate market can be described as a landlord's market — where desirable properties

are leased almost instantly, much like high-quality apartments in the residential sector.

## **The first year in a new country: three stages of adaptation**

For an expat in Kazakhstan, professional success largely depends on how smoothly personal adaptation unfolds. The first year is the most crucial, and typically includes three key stages experienced by most foreign specialists.

1. Euphoria. The first bright impressions: a new country, new horizons, new people. This is the stage of excitement and inspiration.
2. Culture Shock. Usually occurring between the 3rd and 6th months, when the expat knows the city, restaurants, and shops — yet suddenly realizes that familiar products or medicines are unavailable, and daily routines work differently. Homesickness may set in, and emotions fluctuate. At this stage, support from family, HR, and the relocation company becomes especially vital. The speed and comfort of overcoming this phase directly shape the overall experience in the country.
3. Stabilization. The expat finds balance and confidence, and Kazakhstan begins to feel like a new home.

The pace of adaptation among foreign specialists directly impacts key business results. Cross-cultural awareness is not an abstract concept – it's a practical tool that influences efficiency. An expat who feels comfortable in a new environment makes decisions faster, works more productively with local teams, and experiences less stress. At Intermark Relocation, we see how critical this stage is. That's why our cross-cultural trainings focus on practical aspects that help expats integrate quickly and confidently, such as:

- Understanding informal communication norms in the Kazakh business community
- Case studies on managing local teams effectively
- Building constructive dialogue skills in multicultural environments

Special attention is given to developing communication flexibility. In our experience, people are always happy to share their culture when they sense genuine curiosity.

Kazakhstan is steadily developing into a mature, predictable expat destination, while maintaining its unique character. This combination is the key to its growing appeal. For foreign professionals and their families, 2025 has become a year of new opportunities, and for us as relocation experts, a time of growth and development.

We anticipate continued expansion in 2026: residential markets will keep rising, office real estate will strengthen its position, and cross-cultural understanding will remain a cornerstone of successful relocation. After all, adaptation is more than comfort, it's the foundation that turns relocation into a new beginning and enhances both professional performance and quality of life.

**Andrey Lukash**

Director, Intermark Relocation Central Asia



## SETTLING IN: FIRST PRACTICAL STEPS



### EDUCATION

Even if children speak Russian, it is usually close to impossible for them to enter public Russian-speaking schools due to overcrowding and waiting lists, particularly in districts where most foreigners live. As a result, private and international schools are the most common choice for expat families.

In Almaty, expats typically consider schools such as:

- Haileybury Almaty, International School of Almaty (ISA),
- Miras International School
- Tamos Education.

In Astana, popular choices include:

- Haileybury Astana,
- Nazarbayev International School
- QSI International School of Astana.

The main criteria when choosing a school are the educational path after leaving Central Asia, the language of instruction and the available budget. School fees range from around USD 500 per month to up to USD 25,000 per year. Demand for places consistently exceeds supply, so early planning is recommended.



## SETTLING IN: FIRST PRACTICAL STEPS



### MBA AND FURTHER EDUCATION

Kazakhstan also offers opportunities to obtain an MBA degree. Programs are available through local business schools as well as in partnership with international universities. Executive MBA and part-time formats designed for working professionals are the most common.

Institutions such as KIMEP University, Nazarbayev University Graduate School of Business and AlmaU Graduate School of Business are among the best-known options. For expats, these programs can offer the opportunity to combine professional activity in the region with internationally recognized education.



### HEALTHCARE, COMMUNITY AND LIFESTYLE

In Almaty and Astana, where most expats are based, a wide range of leisure activities is available. Foreign professionals are well connected through various communities and social groups. Emergency medical services are covered and ambulance services are free of charge. For planned treatment and outpatient services, private medical insurance linked to specific clinics is strongly recommended.



**Almaty International  
Women's Club**

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AIWC is one of the best places for expats when arriving in a new city. When you come to an unfamiliar place without knowing the language, having friends and a supportive network is essential. AIWC offers a welcoming community where people can easily connect, feel at home, and build meaningful friendships.

The Almaty International Women's Club (AIWC) is an English-language social organization supporting the expat community in Almaty while giving back to the local community through charity and fundraising initiatives. Today, the club brings together around 150 members from more than 30 nationalities.

We build our community through a wide range of activity groups, where communication happens naturally through shared experiences. Connecting with others means doing spots, exploring the country, and discovering new interests. These activities support both physical and emotional well-being, this is what we need nowadays.

Easiest way is Our weekly Coffee Mornings take place every Wednesday from 10:30 a.m. to 12:30 p.m. at one of the city's cafés. They are a perfect opportunity to network, learn what's new in Almaty, and meet new people. The week is full of different activity groups, it is even not possible to visit them all. Charity remains a core focus of AIWC. We carefully assess the needs of the Almaty community and surrounding areas, distribute goods and funds responsibly, and stay closely connected with our core charities through our Charity Coordinator.

AIWC is a place to connect, grow, and give back—while feeling supported every step of the way.

### **Natalia Inkina**

President of AIWC 2026

More information about AIWC and how to become a member:

**Website** <https://aiwclub.net/>

**Instagram** aiwc.almaty



## SETTLING IN: FIRST PRACTICAL STEPS



### FOOD, LEISURE AND TRAVEL

Central Asia offers a wide variety of cuisines. In the lower price segment, international fast-food brands are widely available, while Almaty in particular offers a diverse restaurant scene. Food delivery services work efficiently, although coverage may vary by district.

During summer months many people leave the city for hiking in the surrounding mountains or visiting nearby lakes and resorts. In winter, several ski resorts operate near Almaty, with Shymbulak being the most popular. For those with more time, Kazakhstan offers a wide range of destinations including the Altai mountains, Charyn Canyon, Kolsai Lakes and the Caspian Sea.



### TAXIS AND EVERYDAY SERVICES

Taxi services are well developed in major cities. Yandex Go and inDrive are the most commonly used platforms and offer reliable coverage. Prices are generally lower than in most European capitals, although waiting times increase during peak hours and adverse weather.

Many expats rely on taxis rather than owning a car, especially during their first months. Most daily services such as food delivery, groceries and pharmacy orders are accessible through mobile applications, although coverage can vary depending on location.



## FINANCE, TAXES AND SALARIES



### BANKING AND PAYMENTS

All major credit cards are accepted in Kazakhstan, although keeping some cash is recommended in case of connectivity issues. A local phone number and IIN are required to open a bank account.

Banks commonly used by both businesses and individuals include:

- o Halyk Bank;
- o Kaspi Bank;
- o ForteBank;
- o Jusan Bank;
- o CenterCredit;
- o Altyn Bank.

Recent regulations limit foreigners to a maximum of five bank cards with a validity of up to twelve months.



### TAXES AND EMPLOYMENT

Taxation and social contributions depend on income level and country of origin. Income tax rates remain competitive, although reforms continue to be introduced. To be paid locally, a valid right to work and a bank account are required. Family members are generally not permitted to work without separate authorization.



## FINANCE, TAXES AND SALARIES



### SALARIES AND COMPENSATION

Salaries are highest in Western Kazakhstan's oil and gas sector, followed by Almaty and Astana. Overall salary levels tend to be lower than in Europe or Russia, which can create challenges for expats compared to local staff. As salary information is rarely confidential, employers should be prepared to explain differences in compensation.

International companies often compensate these differences through benefit packages including housing, schooling, medical insurance and transport allowances. Local employers offer such packages less frequently.

Despite high inflation, salary growth has not always outpaced rising living costs. For many expats, relocation decisions are therefore driven more by career development and market exposure than immediate financial gain. Salaries are paid in local currency, and exchange rate risks should be considered when making long-term decisions.



## FINANCE, TAXES AND SALARIES

### HOW HAS YOUR SALARY CHANGED COMPARED TO LAST YEAR?

#### JOB MARKET OVERVIEW AND SALARY SURVEY | ANTAL KAZAKHSTAN



Increased

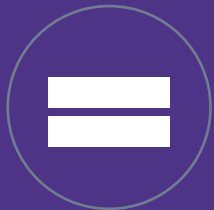


2022

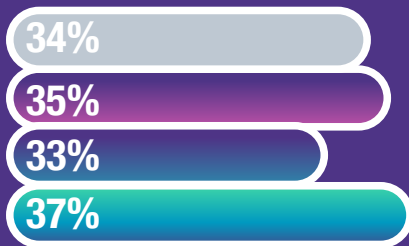
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2024

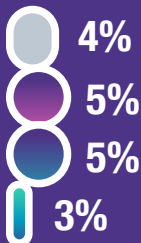
2025



Hasn't changed



Decreased



JOB MARKET OVERVIEW  
AND SALARY SURVEY



## CULTURAL ASPECTS AND MANAGING TEAMS

Working in Kazakhstan requires an understanding of relationship-driven culture. Decisions often depend not only on price or product quality but also on trust and personal connections. Candidates frequently work for individuals rather than brands, which has implications for retention and management.

Confidentiality is difficult to maintain, and information spreads quickly through informal networks. Speed of execution is often slower than in Western markets, and success depends on adapting to this reality rather than attempting to change it abruptly.





## TYPICAL EXPAT MISTAKES

Common mistakes include constant comparison with headquarters, attempting rapid structural changes, underestimating informal networks and expecting full confidentiality in HR matters. Another frequent issue is overestimating the ability to accelerate decision-making processes.

## WHAT WORKS WELL



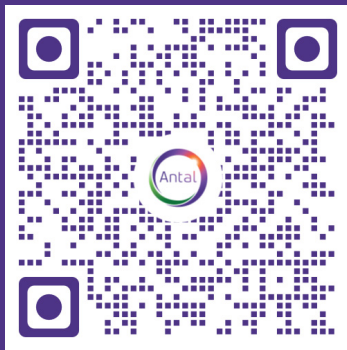
Expats who invest time in relationships, listen carefully to their teams and combine global standards with local flexibility tend to adapt more successfully. Accepting the region as a development stage rather than a temporary assignment often leads to better outcomes.



## HIRING AND THE TALENT MARKET

Limited availability of specialists with foreign language skills requires careful planning. Recruitment processes take longer, references are often indirect and strong candidates can reach career ceilings quickly due to relatively flat organizational structures.

**FOR EMPLOYEES**



**ANTAL VACANCIES  
IN CENTRAL ASIA**

**FOR EMPLOYERS**



**SEND US A RECRUITMENT  
REQUEST**



## OPPORTUNITIES AND EXPECTATIONS

Kazakhstan and Uzbekistan offer strong career development opportunities for those seeking new challenges. Success depends on understanding the local market and bringing expertise that is genuinely in demand.

## RELOCATION CHECKLIST

Before relocation:

- review visa and work permit requirements,
- discuss compensation and tax implications.

First month:

- obtain IIN
- local phone number
- bank account
- temporary accommodation.

First 90 days:

- finalize housing
- schooling
- medical insurance
- social integration.



## BUSINESS ASSOCIATIONS AND PROFESSIONAL COMMUNITIES

The main purpose of Business Associations and Professional Communities is to be a bridge between government authorities and international business players in Kazakhstan, providing support and consulting regarding local market, legislation, taxation and human resources issues. The Associations and Professional Communities contribute to the development for trade, investment and economic cooperation.

There are various business and professional communities are presenting in Kazakhstan. It is a great net-working platform to find new contacts, discuss new opportunities and get updated information regarding business trends. There are lot of professional and social events with different interests and purposes from non-formal like group mountain hikes or evening meet-ups at restaurants up till joined business visits to the different regions among Kazakhstan and meeting with representatives of government bodies and authorities of Kazakhstan.

**Eurobak** is a non-commercial organization representing the European business community in Kazakhstan. It plays an important role in promoting and strengthening mutual understanding and driving business between Kazakhstan and European countries. At present, EUROBAK membership includes the leading European companies and institutions doing business in Kazakhstan, as well as large diplomatic community.

**The Association of German Economy in the Republic of Kazakhstan (VDW)** maintains close contacts with Kazakhstani industry ministries and chambers of commerce and industry and acts as a representative of interests before Kazakhstan and German economic partners and government agencies. In the frame of working committees like HR, Legal, Tax groups where Companies-Members share with the updates, practices and consulting.

**The British Chamber of Commerce in Kazakhstan (BritCham)** is a business association that supports and represents British companies operating in the country, as well as local firms working with the UK.



## PARTNERS

**RÖDL**

Since 1977, RÖDL has been both trusted partner and trailblazer.

Across borders, our 6,000 employees deliver solutions that make an impact – through legal advisory, tax consulting, audit & assurance, advisory & IT, and business process outsourcing. Future-focused, across disciplines, and from a single source. With a global mindset and a strong local presence in 117 locations across 50 countries. By leading the way, we make sustainable success a reality for our clients.

RÖDL provides advisory support in Central Asia through its offices in Almaty (Kazakhstan) and Tashkent (Uzbekistan). Together with a team of Kazakh, Uzbek, and German lawyers, tax advisors, and accountants, we have been advising clients in Central Asia since 2009 on all relevant matters, in particular on market entry and investment issues, in German, English, Russian, Kazakh, and Uzbek languages.

We pave the way. Worldwide.



## PARTNERS



### INTERMARK RELOCATION

We, at Intermark Relocation, would like to introduce ourselves as a professional relocation consultancy firm. We provide a full range of Relocation, Moving and Immigration services to major international companies, embassies and consulates of different countries and operate worldwide since 1993. With offices in multiple countries and our global network, we have the resources and expertise to deliver high-quality relocation services. Our team comprises multilingual speaking consultants with extensive experience in relocation industry.

Our main services:

#### RELOCATION

- Search for long-term rental housing
- Temporary housing including short-term housing
- Orientation tours
- School services and communication with schools
- Legal due diligence
- Settling in and departure support
- Cleaning services

#### IMMIGRATION

- Corporate work permits
- Work permits (all types)



## PARTNERS



- Entry invitations (all types)
- Visa support (all types, including exit visas)
- Temporary Residence Permits
- Permanent Residence Permits
- Citizenship
- Migration registration & notifications
- Social/Tax number
- Consulting on non-standard processes
- Immigration due diligence
- Outstaffing

## MOVING

- International moving
- Domestic moving
- Transportations of antiques
- Office moving
- Pets moving
- Vehicle moving
- Stock and storage



## PARTNERS



**Almaty International  
Women's Club**

The AIWC is an English language social organization supporting the expat community in Almaty and giving back to local society through charities and fundraising.

Our aim is to build bridges through various social opportunities from our weekly activities, annual events, and local charity projects. The multiple activity groups and events that are organized help members make new friends and catch-up with old ones.

The AIWC is a wonderful asset to Almaty's international community. Members can share their experiences and help other members with the challenges they face when arriving and living in a foreign country.



## RELOCATING TO CENTRAL ASIA: A PERSONAL PERSPECTIVE FOR EXPATS AND EMPLOYERS

# ANTAL KAZAKHSTAN

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