



**AIFC EMPLOYMENT
AMENDMENT REGULATIONS 2021**

**AIFC REGULATIONS No. 39 of 2021
15 JANUARY 2021
Nur-Sultan, Kazakhstan**



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PART 1: GENERAL**1. Name**

These Regulations are the *AIFC Employment Amendment Regulations 2021*.

2. Date of enactment

These Regulations are enacted on the day they are approved by the Governor.

3. Commencement

These Regulations commence on 15 January 2021.

4. Legislative authority

These Regulations are adopted by the Governor under paragraph 3 of article 4 of the Constitutional Statute and subparagraph 3) of paragraph 9 of the Management Council Resolution on AIFC Bodies.

5. Interpretation

Terms used in these Regulations have the same meanings as they have, from time to time, in the AIFC Employment Regulations, or the relevant provisions of those Regulations, unless the contrary intention appears.

PART 2: AMENDMENTS OF AIFC EMPLOYMENT REGULATIONS 2017

6. This Part amends the *AIFC Employment Regulations 2017*.

7. Omit section 64 (End-of-service gratuity), substitute:

“64. **End-of-service gratuity**

- (1) An Employee’s Contract of Employment may provide that the Employee is entitled to payment of a gratuity by the Employer on the termination of the Employee’s employment with the Employer.
- (2) However, if the Employee was an Employee of the Employer immediately before the commencement of the *AIFC Employment Amendment Regulations 2021*, this section as in force immediately before that commencement continues to apply in relation to the Employee unless:
 - (a) the Employee’s Contract of Employment with the Employer is amended or is replaced by another Contract of Employment with the Employer; and
 - (b) the amended or replacement contract provides that that section does not apply in relation to the Employee.”.