

<b>Sector:</b>	All Sectors
<b>Type of Reservation:</b>	Senior Management, Boards of Directors and Entry of Personnel (Article 6)
<b>Measures:</b>	<i>Decreto Legislativo N° 689, Ley para la Contratación de Trabajadores Extranjeros, Diario Oficial "El Peruano" del 05 de noviembre de 1991, Artículos 1, 2, 4, 5 (modificado por Ley N° 26196) y 6.</i>
<b>Description:</b>	<p>All employers in the Republic of Peru, independently of their activity or nationality, shall give preferential treatment to nationals when hiring its employees.</p> <p>Foreign natural persons who are service providers and who are employed by service-provider companies may provide said services in the Republic of Peru upon execution of a written employment agreement for a set period of time not to exceed 3 years, which may be subsequently extended for like periods of time. Service-providing companies must show proof of the company's commitment to train national personnel in the same occupation.</p> <p>Foreign natural persons may not represent more than 20 per cent of the total number of employees of an enterprise, and their pay may not exceed 30 per cent of the total payroll for wages and salaries. These percentages will not apply in the following cases:</p> <ul style="list-style-type: none"> <li>• When the foreign nationals providing services are the spouse, parent, child, or sibling of a Peruvian national.</li> <li>• Foreign employees working for foreign companies providing international land, air and water transport under a foreign flag and registration.</li> </ul>