2	Sector:	All Sectors
	Sub-Sector:	
	Industry Classification:	
	Type of Reservation:	Senior Management and Boards of Directors (Article 12)
	Level of Government:	Central Government
	Measures:	*Decreto Legislativo N° 689, Diario Oficial "El Peruano" del 5 de noviembre de 1991, Ley para la Contratación de Trabajadores Extranjeros, Artículos 1, 3, 4, 5 (modificado por Ley N° 26196) y 6.*
	Description:	All employers in the Republic of Peru, independently of their activity or nationality, shall give preferential treatment to nationals when hiring its employees. Foreign natural persons who are service providers and who are employed by a service-providing enterprise may provide services in the Republic of Peru under a written and time-limited employment contract, which may not exceed three years. The contract may be subsequently extended for like periods of time. Service-providing enterprises must show proof of the company's commitment to train national personnel in the same occupation. Foreign natural persons may not represent more than 20 percent of the total number of employees of an enterprise, and their pay may not exceed 30 percent of the total payroll for wages and salaries. These percentages will not apply in the following cases: (a) when the foreign national providing the service is the spouse, parent, child or sibling of a Peruvian national; (b) when the personnel is working for a foreign enterprise providing international land, air and water transport services under a foreign flag and registration; (c) when the foreign personnel works in a multinational bank or an enterprise that provides multinational services, subject to the laws governing specific cases; (d) for a foreign investor, provided that its investment permanently maintains in the Republic of Peru at least five units "*Unidad Impositiva Tributaria*" ("UITs")[1] during the life of its contract; (e) for artists, athletes or other service-providers engaged in public performances in Peruvian territory, for a maximum of three months a year; (f) when a foreign national has an immigrant visa;

[1] The "Unidad Impositiva Tributaria (UIT)" is an amount used as a reference in taxation rules in order to maintain in constant values the tax basis, deductions, affectation limits and other aspects of the tax that the legislator considers convenient.