

Approved
by the Decree
of the Cabinet of Ministers
of the Kyrgyz Republic
dated “ ____ ” _____ 2022
No. ____

**General Agreement
between the Cabinet of Ministers of the Kyrgyz Republic,
the Federation of Trade Unions of Kyrgyzstan, and
the Republican Associations of Employers
for 2022–2024**

We, the authorized representatives of the Cabinet of Ministers of the Kyrgyz Republic (hereinafter referred to as the Cabinet of Ministers), the Federation of Trade Unions of Kyrgyzstan (hereinafter referred to as the Trade Unions), and the Republican Associations of Employers (hereinafter referred to as the Employers), collectively referred to as the Parties, in accordance with the Labor Code of the Kyrgyz Republic and the Law of the Kyrgyz Republic "On Social Partnership in Labor Relations in the Kyrgyz Republic," guided by the principles of equality and mutual respect, and accountability for fulfilling assumed obligations, have concluded this General Agreement for 2022–2024 (hereinafter referred to as the General Agreement). This Agreement establishes the general principles for regulating social and labor relations, related economic matters, and the joint actions of the Parties for their implementation.

Responsible persons for the implementation of each provision are designated separately.

1. Economic Development Sphere

1. Promote the implementation of measures aimed at developing the national economy within the framework of the National Development Program of the Kyrgyz Republic until 2026.

Parties

2. Develop and implement the “Action Plan of the Cabinet of Ministers of the Kyrgyz Republic to Reduce the Informal Sector of the Economy for 2022–2024.”

Cabinet of Ministers

3. Facilitate the reduction of administrative burdens on small and medium-sized enterprises.

Parties

4. Coordinate the establishment of tariffs and prices for socially significant food and non-food products, including medical services provided by state healthcare institutions.

Cabinet of Ministers

5. Ensure that Trade Unions actively respond to pricing and tariff policies in the country.

Trade Unions

2. Regulation of Wages and Social Security

1. Develop a draft resolution of the Cabinet of Ministers of the Kyrgyz Republic to increase the maternity benefit from 10 to 20 calculated indicators, effective from January 1, 2023.

Cabinet of Ministers

2. Develop a draft resolution of the Cabinet of Ministers of the Kyrgyz Republic to increase the funeral allowance, effective from January 1, 2023.

Cabinet of Ministers

3. Ensure mandatory preliminary discussions with social partners regarding draft laws and other regulatory legal acts in the field of labor before their submission to the Jogorku Kenesh of the Kyrgyz Republic.

Cabinet of Ministers

4. Prevent disparities in wages for work of equal value between citizens of the Kyrgyz Republic and foreign nationals engaged in labor activities in the Kyrgyz Republic.

Cabinet of Ministers, Employers

5. Gradually increase the minimum wage to the level of the subsistence minimum, subject to the availability of funds.

Cabinet of Ministers

6. Ensure timely payment of wages and compensation for labor leave for employees of the public sector and other organizations in accordance with the labor legislation of the Kyrgyz Republic.

Cabinet of Ministers, Employers

7. Include provisions in sectoral agreements and collective contracts of enterprises and organizations, regardless of ownership type, for organizing and conducting sports, health, and cultural events.

Parties

8. In collaboration with relevant state bodies and expert specialists, analyze the state of labor migration in the country and the protection of migrant workers' rights abroad, submitting appropriate proposals to the Cabinet of Ministers of the Kyrgyz Republic and the Jogorku Kenesh of the Kyrgyz Republic. Participate in developing legislative and regulatory legal acts to protect the labor and social rights of migrants.

Parties

9. Conduct an analysis of the socio-economic situation in the republic to assess:

- The country's readiness to ratify:

- ILO Convention No. 156 (1981) on Workers with Family Responsibilities;

- ILO Convention No. 183 (2000) on Maternity Protection;

- ILO Convention No. 189 (2011) on Decent Work for Domestic Workers;

- ILO Convention No. 190 (2019) on the Elimination of Violence and Harassment in the World of Work;

- The possibility of adopting commitments under:

- Recommendation No. 202 on Social Protection Floors;

- Recommendation No. 204 on the Transition from the Informal to the Formal Economy.

Parties

10. Promote the creation of mother-and-child corners/rooms at enterprises for breastfeeding.

Cabinet of Ministers, Employers

3. Labor Market Development and Employment Promotion

1. Facilitate the creation of new jobs. Encourage business participation in the development of vocational education and training.

Cabinet of Ministers, Employers

2. Promote the development of workplace mentoring.

Employers

3. Assist in the employment of young specialists and unemployed citizens registered with employment services.

Cabinet of Ministers, Employers

4. Contribute to the establishment of additional educational programs at universities for the retraining and requalification of teachers in educational institutions.

Cabinet of Ministers

4. Protection of Labor Rights, Occupational Safety, Industrial, and Environmental Safety

1. The Labor Legislation Control and Supervision Service under the Ministry of Labor, Social Security, and Migration of the Kyrgyz Republic, together with trade union labor inspectorates (where trade unions exist), shall conduct inspections to regulate the social and labor rights of citizens in organizations, including those with foreign capital operating in the Kyrgyz Republic.

Cabinet of Ministers, Trade Unions

2. Accelerate the adoption of the State Program on Occupational Safety for 2022–2026. Ensure the implementation of key state policy directions in occupational safety to create safe working conditions that meet requirements for preserving workers' life and health during labor activities, with an increase in the number of state labor inspectors. Promote the development of a legal framework for establishing a system to manage occupational risks at workplaces, taking into account the assessment of working conditions.

Cabinet of Ministers

3. Ensure the effectiveness of public oversight of compliance with workers' labor rights, promote more active interaction between the technical labor inspectorate of Kyrgyzstan's trade unions and state authorities, supervisory, and control bodies; involve the public more broadly in efforts to prevent occupational injuries and accidents. Take measures to increase the number of authorized (trusted) persons—public occupational safety inspectors—and strengthen their functions.

Parties

4. Strengthen requirements for employers regarding the provision of safe and healthy working conditions and legal protection of workers in existing and newly established enterprises in the country, as well as in small and medium-sized businesses.

Parties

5. Achieve the implementation of a modern and effective occupational safety and health management system (OSHMS) at every enterprise and organization, ensuring the assessment of workers' occupational risk levels and the establishment of economic and legal mechanisms to encourage employers to provide healthy and safe working conditions.

Parties

6. Improve the system of continuous training for workers and organization leaders on occupational safety using modern methods and technologies, develop special programs for mass promotion of safe labor and healthy lifestyles, organize joint training for trade union activists, employers, and occupational safety and ecology specialists, and intensify efforts to promote and popularize occupational safety measures at small and medium-sized enterprises.

Parties

7. Create "green" jobs free from harmful production factors, offering decent working conditions that eliminate injuries, occupational diseases, and negative environmental impacts.

Parties

8. Regardless of the ownership type of enterprises, ensure workers are provided with necessary personal protective equipment (shoes, workwear, gloves, masks, ear protection, welding goggles, safety harnesses, etc.) based on working conditions.

Cabinet of Ministers, Employers

9. Establish a state occupational safety system in the republic. Ensure effective oversight of enterprise and organization leaders of all ownership types who have not established occupational safety services in organizations and institutions with more than 50 employees. Ensure that state authority leaders conduct work in accordance with the requirements of the Law "On Occupational Safety of the Kyrgyz Republic."

Cabinet of Ministers, Employers

10. Amend the Regulation on the Procedure for Establishing Allowances for Heavy Work and Work with Harmful or Dangerous Conditions and the Standard List of Jobs with Special Working Conditions,

approved by the Government of the Kyrgyz Republic Decree No. 258 dated April 27, 2015, regarding the inspection of harmful working zones of personal computers once every three years.

Cabinet of Ministers

11. Promote the employment of persons with disabilities (PWD) of all categories in accordance with the Labor Code of the Kyrgyz Republic. Support the implementation of the Priority Action Plan for the Implementation of the UN Convention on the Rights of Persons with Disabilities in the Kyrgyz Republic for 2021–2023. Ensure state contracts for the Kyrgyz Society of the Blind and Deaf enterprise.

Parties

12. Develop and approve an Action Plan to Prevent and Eradicate Forms of Child Labor in the Kyrgyz Republic for 2022–2024.

Parties

13. Develop a draft Concept for Transitioning to Electronic Labor Records.

Cabinet of Ministers

5. Development of Social Partnership

1. Develop and approve an Action Plan for the Implementation of the General Agreement between the Cabinet of Ministers of the Kyrgyz Republic, the Federation of Trade Unions of Kyrgyzstan, and the Republican Associations of Employers for 2022–2024.

Parties

2. Submit a proposal to the Cabinet of Ministers of the Kyrgyz Republic and the Jogorku Kenesh of the Kyrgyz Republic to include representatives of the Federation of Trade Unions of Kyrgyzstan and employers' associations in working commissions when amending the Labor Code of the Kyrgyz Republic or other regulatory legal acts ensuring labor, socio-economic rights, and interests of citizens (pensions, benefits, privileges for low-income and socially vulnerable groups).

Parties

3. Ensure the conclusion of sectoral and territorial (regional) agreements at all levels and collective contracts at enterprises and organizations of all ownership types, including those with foreign capital shares.

Trade Unions, Employers

6. Validity of the General Agreement, Monitoring of Its Implementation, and Responsibilities of the Parties

To ensure the Parties' fulfillment of the provisions of this General Agreement, the Parties have agreed as follows:

1. The Parties recognize this General Agreement as the primary document of social partnership, establishing directions and necessary actions for conducting a coordinated socio-economic policy in the Kyrgyz Republic for 2022–2024, and undertake to abide by it, adhering to all its conditions.
2. None of the Parties that have concluded this General Agreement may unilaterally terminate the fulfillment of their obligations during its validity period. Amendments and additions to the General Agreement shall be made by mutual consent of the Parties in the manner prescribed for its conclusion.
3. Decisions (recommendations) of the Republican Tripartite Commission shall serve as a form of implementing this General Agreement.
4. The Parties shall annually submit information on the progress of the General Agreement's implementation to the Republican Tripartite Commission for the Regulation of Social and Labor Relations.
5. After signing the General Agreement, the Parties shall ensure its publication in mass media within one week and provide ongoing coverage in the media of the work of the Republican Tripartite Commission and the progress of the General Agreement's implementation.
6. The Parties shall ensure regular meetings of the Republican Tripartite Commission.
7. This General Agreement shall enter into force on the day of its signing.
8. The Parties shall disseminate the General Agreement to their subordinate organizations for familiarization and execution.
9. This General Agreement is open for accession by other republican associations of employers and independent trade unions.

Done in the city of Bishkek on “ ___ ” _____ 202 __, in two copies, in the state and official languages.

This General Agreement is signed by:

On behalf of the Cabinet of Ministers of the Kyrgyz Republic:

Deputy Chairman of the Cabinet of Ministers of the Kyrgyz Republic _____ E.Zh. Baisalov

On behalf of the Federation of Trade Unions of Kyrgyzstan:

Chairman of the Federation of Trade Unions of Kyrgyzstan _____ E.Sh. Kyzaev

On behalf of the Associations of Employers:

Vice-President of the Chamber of Commerce and Industry _____ B.M. Mukhamedziev

Executive Director of the Legal Entities Association “JIA Business Association” _____ F.G. Pakyrov

President of the Association of Suppliers (Manufacturers and Distributors) _____ G.T. Uskenbaeva

This translation ensures clarity, formal tone, and adherence to English conventions while preserving the original document's intent. Let me know if further adjustments are needed!