

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 2025-2027

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:

acting in accordance with the Constitution of the Kyrgyz Republic, the Labor Code of the Kyrgyz Republic, and the Law of the Kyrgyz Republic "On Social Partnership in Labor Relations in the Kyrgyz Republic";

proclaiming the priority of the rights and freedoms of citizens;

guided by the National Development Strategy of the Kyrgyz Republic for 2018-2040;

supporting the concept of the National Development Program of the Kyrgyz Republic until 2026;

confirming the need to fulfill the goal set by the President of the Kyrgyz Republic, Sadyr Nurgoyevich Japarov, to improve the living standards of the population through further consistent liberalization and development of the economy;

implementing the principle of social partnership for constructive interaction in ensuring the protection of the rights and socio-economic interests of workers and employers, maintaining social harmony and stability in society;

guided by the principles of equality and mutual respect, and responsibility for fulfilling the obligations undertaken,

have concluded this General Agreement for 2025-2027 (hereinafter referred to as the Agreement), establishing general principles for regulating social and labor relations and related economic relations, as well as joint actions of the Parties for their implementation.

1. Development of the Economy, Domestic Production, and Entrepreneurship

To further develop the economy, the Parties undertake to:

1.1. Promote the development of environmentally sustainable businesses and the creation of jobs in the regions, including through the introduction of green technologies and the expansion of "green" economic sectors such as renewable energy sources, ecological agriculture, and sustainable tourism.

1.2. Continuously work to reduce the share of the informal economy in all spheres of activity by introducing effective mechanisms for registering jobs and ensuring workers' rights.

1.3. To prevent the transition of formal jobs into the informal sector:

- refrain from transferring workers from indefinite-term labor contracts to fixed-term contracts;
- conclude official labor contracts with all hired individuals, regardless of the type, nature, or duration of the work performed.

1.4. Introduce new technologies and innovations in the agricultural sector to increase labor productivity and wages in agriculture, ensuring food security through the development of scientifically grounded agricultural production.

2. Regulation of Wages and Social Security

The Parties consider it necessary to implement a set of measures to ensure a steady increase in real incomes and living standards of the population, as well as to strengthen social support for citizens of the republic. To this end, the Parties undertake to:

2.1. Develop measures aimed at introducing hourly wage payments for workers.

2.2. Establish a wage system, specific tariff rates (salaries), labor standards, procedures, and amounts of compensatory and incentive bonuses, as well as other forms of material incentives for industry enterprises, in agreement with trade union representatives, and reflect these in collective agreements.

2.3. Set the minimum wage at a level not lower than the subsistence minimum for the working-age population.

2.4. Submit proposals to increase maternity benefits for women to the level of sickness benefits.

2.5. Submit a proposal to establish benefits for women (or fathers, guardians) on unpaid leave to care for a child until the child reaches the age of one and a half years.

2.6. Develop a mechanism and procedure for wage indexation in response to rising consumer prices for goods and services.

2.7. Adopt a set of measures aimed at effectively improving the skills of the workforce, including training and organizational activities (seminars, workshops, roundtables).

2.8. Include in collective agreements and contracts provisions for employer accountability, including financial liability, for delays in wage payments due to their fault.

2.9. Strengthen state and public oversight of the timely payment of wages.

3. Development of the Labor Market and Promotion of Employment

The Parties, recognizing their goal of ensuring the effective functioning of the labor market and increasing employment levels, respecting the principles of decent work, and considering it necessary to unite efforts to address the challenges of creating new jobs, preserving, and developing human resource potential, undertake to:

3.1. Take measures to preserve and create new jobs, as well as provide vocational training and retraining for workers and specialists.

3.2. Based on labor market analysis, ensure the training of specialists in professions in demand, introduce mechanisms to incentivize employers to hire graduates of educational institutions in their fields of study, and retain young specialists in workplaces.

3.3. Participate in the development of sectoral (sector-specific) qualification frameworks and professional standards, taking into account the needs of the labor market and the green economy.

3.4. Provide comprehensive support for the employment of graduates of higher and vocational education institutions, individuals returning from mandatory military service in the Armed Forces of the Kyrgyz Republic, and other socially vulnerable groups.

3.5. Through the efforts of social partners, establish state and public oversight of the realization of the rights of citizens engaged in unstable forms of employment and the activities of private employment agencies.

3.6. Facilitate lifelong education, the creation of a system for assessing and recognizing learning outcomes (validation) obtained through informal and spontaneous education.

3.7. Develop a comprehensive approach to creating attractive working conditions, simplifying visa procedures, and developing cultural and social programs to attract qualified specialists from abroad and retain highly skilled specialists within the republic.

3.8. Take necessary measures to improve the quality and accessibility of education for all students, including in the regions.

3.9. Identify priorities aimed at improving the flexibility and availability of labor resources, as well as meeting labor market needs, taking into account environmental and social aspects.

4. Occupational Safety and Health

Considering occupational safety and health as one of the priority areas of cooperation, the Parties undertake to:

4.1. Introduce an occupational safety and health system and participate in ensuring its functioning and development.

4.2. Direct the activities of working groups on labor protection and safety, established within tripartite commissions on social and labor issues, toward improving working conditions and ensuring safety in organizations.

4.3. Conduct systematic work to prevent workplace injuries, occupational diseases, or other health damage related to the performance of job duties, while also addressing the elimination of their causes and establishing systematic public oversight in this area.

4.4. Widely apply joint inspections with state regulatory bodies to assess the state of working conditions provided to employees, industrial and environmental safety, in accordance with established

requirements of technical regulation documents, legal acts on occupational safety and health, as well as sectoral and territorial agreements and collective contracts.

4.5. Within the authority of the tripartite commission, during state and public oversight, focus on the following issues:

- obtaining complete information from managers and other officials of organizations about working conditions, safety, workplace accidents, and occupational diseases;
- financing occupational safety and health measures at enterprises, organizations, and institutions;
- monitoring the state of working conditions at workplaces, particularly regarding harmful and hazardous production factors;
- conducting workplace condition assessments for jobs with harmful, hazardous, or other special conditions, where workers are entitled to benefits and compensation, early retirement rights, or where persons with disabilities are employed, in accordance with legal procedures;
- conducting mandatory preliminary (upon hiring) and periodic (during employment) medical examinations as prescribed;
- reviewing employers' fulfillment of occupational safety and health obligations outlined in collective agreements and contracts;
- providing workers with legally mandated benefits and compensation, as well as conducting occupational safety briefings, training, retraining, and skill enhancement;
- ensuring workers receive milk, therapeutic and preventive nutrition, carbonated saline water, personal protective equipment, and hygiene supplies per established norms, as well as assessing the use of collective protective measures;
- appealing to authorized bodies to hold accountable those responsible for violating occupational safety and health requirements or concealing workplace accidents;
- training and systematically improving the qualifications of occupational safety and health representatives, and including in collective agreements and contracts obligations to create favorable conditions for their effective work.

4.6. Approve a program to review technical regulation documents and legal acts on occupational safety and health, as well as their development and implementation in line with international standards, ensuring coordination for their timely and high-quality execution.

4.7. Conduct widespread awareness campaigns through mass media to shape public opinion on the importance of occupational safety and health issues.

4.8. Take necessary measures to eradicate workplace violence and harassment.

4.9. Strengthen oversight of compliance with workers' rights and freedoms in organizations, regardless of ownership type or legal form, and increase the number of state labor inspectors, taking regional needs into account.

4.10. Expedite the adoption of the State Occupational Safety Program for 2025-2028. Establish a state occupational safety system in the republic. Ensure the implementation of key areas of state policy on occupational safety and health to create safe working conditions that meet requirements for preserving workers' life and health during employment. Promote the development of a legal framework for establishing a professional risk management system at workplaces, considering workplace conditions and workers' health, through the implementation of an occupational safety program.

4.11. Strengthen employer requirements regarding the provision of safe and healthy working conditions and legal protections for workers at enterprises established or being established by transnational companies in the country, as well as in small and medium-sized businesses.

4.12. Ensure the introduction of a modern and effective occupational safety and health management system (OSHMS) at every enterprise and organization, enabling the assessment of workers' professional risk levels and the development of economic and legal mechanisms to encourage employers to provide healthy and safe working conditions, including tax incentives for organizations operating without injuries or accidents.

4.13. Continue the participation of trade unions and employers, together with government bodies, in creating "green" jobs free from harmful production factors, offering decent working conditions, and eliminating injuries, occupational diseases, and negative environmental impacts.

4.14. Improve the population's access to environmentally friendly food through sustainable resource management and the development of resource-saving, organic, and climate-resilient agriculture.

4.15. Conduct an information campaign among the population about the harm of air pollution from using secondary raw materials (car tires, textiles, and other waste), and ensure oversight to detect and prevent their use.

4.16. Ensure the transition of heat supply enterprises to electricity and gas supply, as well as the use of solar panels.

5. Development of Social Partnership

The Parties, declaring their commitment to the idea of social dialogue as a civilized means of resolving issues in the social and labor sphere, undertake to:

5.1. Enhance the strategic role of trade union associations and employers' associations (unions) in representing and protecting the labor and socio-economic rights and legitimate interests of their members through the reform of the social partnership institution.

5.2. Respect the legal rights of trade unions and employers' associations, refraining from obstructing their establishment and functioning in accordance with the law.

5.3. Promote the further institutionalization of the social partnership system at all levels by expanding the use of social partnership mechanisms in decision-making on key social and economic development issues, regulation of social and labor relations, and other directly related matters.

5.4. Facilitate the establishment of primary trade union organizations in enterprises and organizations, regardless of ownership type, and ensure the mandatory conclusion of collective agreements.

5.5. Submit a proposal to 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 legal acts ensuring labor, socio-economic rights, and interests of citizens (pensions, benefits, and allowances for low-income and socially vulnerable groups).

5.6. Trade unions shall strengthen efforts to conclude collective agreements at enterprises and organizations of all ownership types, while employers shall facilitate their conclusion.

5.7. To improve the effectiveness of collective bargaining regulation of social and labor relations based on social partnership:

- analyze the development of social partnership at all levels;
- monitor and analyze the practice of concluding agreements at sectoral (intersectoral) and regional/territorial levels;
- monitor and study the experience of regional tripartite commissions on regulating social and labor relations and promote its dissemination;
- facilitate the development of the social partnership system at regional and sectoral levels;
- support the establishment of permanent commissions for regulating social and labor relations at all levels of social partnership.

6. Participation in Lawmaking and Ensuring Workers' Legal Protection

To ensure compliance with workers' socio-economic rights and interests by improving legislative activities and effectively utilizing existing legal protection mechanisms, the Parties undertake to:

6.1. Ensure the participation of representatives of the Federation of Trade Unions and employers' associations in the development of legal acts affecting labor and other socio-economic rights and legitimate interests of workers.

6.2. Prepare materials for the ratification of International Labour Organization (ILO) Conventions:

- No. 132 (revised in 1970) on paid holidays;
- No. 135 (1971) on the protection of workers' representatives in undertakings and the facilities provided to them;
- No. 155 (1981) on occupational safety and health and the working environment;
- No. 156 (1981) on workers with family responsibilities;
- No. 173 (1992) on the protection of workers' claims in the event of employer insolvency;
- No. 177 (1996) on home work;
- No. 183 (2000) on maternity protection;
- No. 187 (2006) on the promotional framework for occupational safety and health;
- No. 189 (2011) on decent work for domestic workers.

6.3. Further improve the feedback mechanism with the population on social and labor issues by expanding information channels in social media, hotlines, and introducing mobile receptions.

6.4. Establish systematic cooperation between trade unions, all ministries and agencies, and employers' associations to prevent violations of labor legislation.

6.5. In cases of employers (or their associations) ignoring or unjustifiably refusing to comply with trade union directives to eliminate labor law violations, facilitate their enforcement through the use of legally established powers of the state labor inspectorate.

6.6. Conduct systematic work to improve the legal literacy of citizens, heads of state authorities, and administrative bodies.

6.7. Ensure systematic training on labor relations for employers (heads of enterprises and organizations, small business representatives, and private entrepreneurs).

6.8. Widely promote the content of international labor standards and establish joint monitoring of their implementation at enterprises and organizations.

7. Additional Guarantees for Women and Youth

The Parties, committing to comply with guarantees and provide benefits stipulated by the legislation of the Kyrgyz Republic for women and youth, consider it necessary to:

7.1. Protect the interests of women and youth based on the norms of the Labor Code of the Kyrgyz Republic.

7.2. Ensure that collective agreements and contracts include:

- assigning responsibilities for ensuring equal rights and opportunities for women and men to an authorized person in organizations and their structural units;
- creating equal opportunities for women and men in hiring and career advancement;
- eliminating gender wage inequality.

7.3. Include in collective agreements and contracts provisions for benefits for women and youth, as well as measures of moral and material support, including:

- extending maternity leave;
- providing material assistance and reduced working hours for women with children;
- offering additional benefits in labor relations to graduates of vocational education institutions;
- providing interest-free loans to young workers for purchasing durable goods and housing construction.

8. Effect of the Agreement, Implementation Mechanism, and Responsibility of the Parties for Its Fulfillment

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

8.1. 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 2025-2027, and undertake to adhere to it, complying with all its conditions.

8.2. 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 2025-2027.

8.3. None of the Parties signing the General Agreement may unilaterally terminate the fulfillment of their obligations during its term. Amendments and additions to the General Agreement shall be made by mutual consent of the Parties, following the procedure established for its conclusion.

8.4. Decisions (recommendations) of the Republican Tripartite Commission shall serve as a form of implementing this General Agreement.

8.5. The Parties shall annually submit information on the progress of the General Agreement's implementation to the Republican Tripartite Commission on Regulating Social and Labor Relations.

8.6. Within one week of signing the General Agreement, the Parties shall ensure its publication in the mass media and, on an ongoing basis, provide media coverage of the work of the Republican Tripartite Commission and the progress of the Agreement's implementation.

8.7. The Parties shall ensure regular meetings of the Republican Tripartite Commission.

8.8. This General Agreement shall enter into force on the date of its signing.

8.9. The Parties shall communicate the Agreement to subordinate organizations for review and implementation.

8.10. This General Agreement is open for accession by other republican employers' associations and independent trade unions.

Done in Bishkek on "___" _____ 202___, in four (4) copies, in the state and official languages.

The General Agreement was signed by:

From the Cabinet of Ministers of the Kyrgyz Republic:

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

From the Federation of Trade Unions of Kyrgyzstan:

Chairman of the Federation of Trade Unions of Kyrgyzstan _____ M. Djumadilde

From the Employers' Associations:

Executive Director of the Legal Entities Association "JIA Business Association" _____ F.G.
Pakrov

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