

## ORDER OF THE CABINET OF MINISTERS OF THE KYRGYZ REPUBLIC

dated April 29, 2022, No. 233-r

In accordance with the [Law](#) of the Kyrgyz Republic "On Social Partnership in the Field of Labor Relations in the Kyrgyz Republic", in order to implement coordinated measures on the main issues of regulation of social, labor and related economic relations:

1. To approve the attached [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.

2. To authorize the Deputy Chairman of the Cabinet of Ministers of the Kyrgyz Republic for Social Affairs to sign the above-mentioned General Agreement on behalf of the Cabinet of Ministers of the Kyrgyz Republic.

3. Declare null and void:

1) [Decree](#) of the Government of the Kyrgyz Republic dated July 8, 2009 No. 363-r;

2) [Decree](#) of the Government of the Kyrgyz Republic dated January 18, 2017, No. 12-R.

**First Deputy  
Chairman  
Cabinet of Ministers  
of the Kyrgyz Republic**

**A.O.Kozhoshev**

Approved by Cabinet order  
Ministers of the Kyrgyz Republic  
dated April 29, 2022, No. 233-r

**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 Trade Unions) and republican associations of employers (hereinafter referred to as Employers), hereinafter 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 the field of labor Relations in the Kyrgyz Republic", guided by the principles of equality and mutual respect, and responsibility for fulfilling our obligations, we have concluded this General Agreement for 2022-2024 (hereinafter referred to as the General Agreement), which establishes general principles for regulating social, labor, and related economic relations and joint actions by the Parties to implement them.

A separate line identifies the responsible entities for the implementation of each item.

**1. Sphere of economic development**

1. To facilitate the implementation of measures aimed at the development of the national economy within the framework of the implementation of the National Development Program of the Kyrgyz Republic until 2026.

Parties

2. To develop and implement the "Action Plan of the Cabinet of Ministers of the Kyrgyz Republic to reduce the level of the informal sector of the economy for 2022-2024".

Cabinet of Ministers

3. To help reduce the administrative burden on small and medium-sized enterprises.

Parties

4. To coordinate the setting of price tariffs for socially important food and non-food products, including medical services provided by government medical institutions.

Cabinet of Ministers

5. Trade unions shall actively respond to the pricing and tariff policy in the country.

Trade Unions

## 2. Regulation of wages and social security

1. To develop a draft resolution of the Cabinet of Ministers of the Kyrgyz Republic providing for an increase in the amount of maternity benefits from 10 to 20 calculated indicators from January 1, 2023.

Cabinet of Ministers

2. To develop a draft resolution of the Cabinet of Ministers of the Kyrgyz Republic providing for an increase in the amount of the funeral allowance (for burial) from January 1, 2023.

Cabinet of Ministers

3. To ensure mandatory preliminary discussion with social partners of draft laws and other regulatory legal acts in the field of labor before submitting them to the Jogorku Kenesh of the Kyrgyz Republic.

Cabinet of Ministers

4. To prevent a gap in the amount of wages for work of equal value to employees, citizens of the Kyrgyz Republic and foreign citizens engaged in labor activities in the Kyrgyz Republic.

Cabinet of Ministers, Employers

5. To gradually raise the minimum wage to the subsistence level, if funds are available.

Cabinet of Ministers

6. To ensure timely payment of wages and 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. To provide in industry agreements and collective agreements of enterprises and organizations, regardless of their forms of ownership, conditions for organizing and holding sports and recreation and cultural events.

Parties

8. To analyze the state of labor migration in the country and the protection of the rights of migrant workers abroad with relevant government agencies and expert specialists, and to submit appropriate proposals to the Cabinet of Ministers of the Kyrgyz Republic and the Jogorku Kenesh of the Kyrgyz Republic. Participate in the development of legislative and regulatory legal acts protecting the labor and social rights of migrants.

Parties

9. To analyze the socio-economic situation of the republic in order to facilitate the country's readiness for the ratification of the following:

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;

To create possibility of making commitments to:

Recommendation No. 202 on minimum levels of social protection;

Recommendation No. 204 on the transition of the informal economy to the formal one.

Parties

10. Promote the creation of mother and child corners and rooms in enterprises for feeding a child (breastfeeding).

Cabinet of Ministers, Employers

### **3. Development of the labor market and promotion of employment**

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

Cabinet of Ministers, Employers

2. Promote mentoring in the workplace.

Employers

3. Promote the employment of young professionals and unemployed citizens registered with employment services.

Cabinet of Ministers, Employers

4. Promote the opening of additional educational programs in universities for the retraining and retraining of teachers of educational organizations.

Cabinet of Ministers

### **4. Protection of labor rights, labor protection, industrial and environmental safety**

1. The Service for Control and Supervision of Labor Legislation under the Ministry of Labor, Social Security and Migration of the Kyrgyz Republic, together with labor inspections of trade unions (if there are trade unions), to conduct inspections on the regulation of social and labor rights

of citizens in organizations, including those with the participation of foreign capital, operating in the territory of the Kyrgyz Republic.

Cabinet of Ministers, Trade unions

2. Accelerate the adoption of the State Labor Protection Program for 2022-2026. To ensure the implementation of the main directions of the state policy in the field of labor protection to create safe working conditions that meet the requirements for preserving the life and health of employees during their work with an increase in the number of state labor inspectors.

To contribute to the formation of a legal framework for the creation of an occupational risk management system in the workplace, taking into account the assessment of working conditions.

Cabinet of Ministers

3. To ensure the effectiveness and efficiency of public control over the observance of workers' labor rights, to promote more active interaction of the technical labor inspectorate of trade unions of Kyrgyzstan with government authorities, state supervision and control; to involve public activists more widely in the prevention of occupational injuries and accidents. Take measures to increase the number of authorized (trusted) persons - public labor protection inspectors on a voluntary basis and strengthen their functions.

Parties

4. Strengthen the requirements for employers in ensuring safe and healthy working conditions, legal protection of employees in established and established enterprises in the country and in small and medium-sized businesses.

Parties

5. To achieve the introduction of a modern and effective occupational safety and health management system (OSH) in every enterprise and organization, ensuring the assessment of the levels of occupational risks of employees and the formation of economic and legal mechanisms encouraging employers to ensure healthy and safe working conditions.

Parties

6. To improve the system of continuous training of employees and managers of labor protection organizations based on modern methods and technologies of training, to create special programs for the mass promotion of safe work and a healthy lifestyle, to organize joint training of trade union activists, employers and specialists in the field of labor protection and ecology, to intensify work on the promotion and popularization of labor protection measures in small enterprises and medium-sized enterprises.

Parties

7. To create "green" workplaces, free from harmful production factors, with decent working conditions that exclude injuries, occupational diseases, and negative effects on the environment.

Parties

8. Regardless of the form of ownership of enterprises, provide employees with the necessary personal protective equipment (shoes, overalls, gloves, masks, headphones, welding goggles, safety belts, etc.), taking into account working conditions.

Cabinet of Ministers, Employers

9. To create a state labor protection system in the republic. Ensure effective control over the heads of enterprises and organizations of all forms of ownership that have not established labor protection services in organizations and institutions with more than 50 employees. To get the heads of government agencies to carry out work in accordance with the requirements of the Law "On Labor Protection of the Kyrgyz Republic."

Cabinet of Ministers, Employers

10. To amend the Regulation on the procedure for establishing additional payments for heavy work and work with harmful or dangerous working conditions and the standard list of work with special working conditions, approved by Resolution of the Government of the Kyrgyz Republic dated April 27, 2015 No. 258 regarding the inspection of harmful work areas of personal computers once every three years.

Cabinet of Ministers

11. To promote the employment of persons with disabilities of all groups in accordance with the Labor Code of the Kyrgyz Republic. To contribute to the implementation of the Plan of Priority Measures for the implementation of the UN Convention on the Rights of Persons with Disabilities in the Kyrgyz Republic for 2021-2023.

To provide government orders to the Kyrgyz Society of the Blind and Deaf.

Parties

12. To develop and approve a Plan of measures for the prevention and eradication of forms of child labor in the Kyrgyz Republic for 2022-2024.

Parties

13. To develop a draft Concept for the transition to an electronic workbook.

Cabinet of Ministers

## **5. Development of social partnership**

1. To 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 Republican Associations of Employers for 2022-2024.

Parties

2. To make a proposal to the Cabinet of Ministers of the Kyrgyz Republic and the Jogorku Kenesh of the Kyrgyz Republic on the inclusion of representatives of the Federation of Trade Unions of Kyrgyzstan and Associations of Employers in the working commissions when making amendments and additions to the Labor Code of the Kyrgyz Republic or other regulatory legal acts ensuring the labor, socio-economic rights and interests of citizens (pensions, allowances, benefits to the poor and socially vulnerable groups).

Parties

3. Ensure the conclusion of sectoral, territorial (regional) agreements at all levels and collective agreements in enterprises and organizations of all forms of ownership, as well as in enterprises with a foreign share of capital.

Trade Unions, Employers

## **6. Operation of the General Agreement, control over its execution and responsibility of the Parties**

In order for the Parties to comply with the provisions of this General Agreement, the Parties have agreed on the following:

1. The Parties recognize this General Agreement as the main document of social partnership, which sets out the directions and necessary actions for the implementation of a coordinated socio-economic policy in the Kyrgyz Republic for 2022-2024, and undertake to be guided by it, observing all its conditions.

2. None of the Parties that have concluded the General Agreement has the right to unilaterally terminate the fulfillment of their obligations during the term of its validity.

Additions and amendments to the General Agreement are made by mutual agreement of the Parties, in the manner prescribed for the conclusion of the General Agreement.

3. The decisions (recommendations) of the Republican Trilateral Commission are a form of implementation of this General Agreement.

4. The parties annually submit information on the implementation of the General Agreement to the Republican Trilateral Commission for the Regulation of Social and Labor Relations.

5. After signing the General Agreement, the Parties shall ensure its publication in the mass media

within one week, as well as continuously provide media coverage of the activities of the Republican Trilateral Commission and the progress of the implementation of the General Agreement.

6. Parties provide the carrying out of meetings of the Republican Trilateral Commission on a regular basis.

7. Present General agreement enters into force from the day of its signing.

8. To bring the parties to the subordinate organizations for review and execution.

9. This General Agreement is open for the accession of other republican associations of employers and independent trade unions.

Executed in the city of Bishkek on \_\_\_\_\_ 202\_\_ in two copies, in the state and official languages.

**This General Agreement was 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.J. Baisalov**

**on behalf of the Federation of Trade Unions of Kyrgyzstan:**

**Chairman of the Federation of  
Trade Unions of Kyrgyzstan**

**E.S. Kyzaev**

**on behalf of Associations of  
Employers:**

**Vice President of the Chamber  
of Commerce and Industry**

**B.M. Mukhamedziev**

**Executive Director of the Association  
of Legal Entities JIA Business  
Association**

**F.G. Pakyrov**

**President of the Association of  
Suppliers  
(manufacturers and distributors)**

**G.T. Uskenbaeva**



Order of the Cabinet of Ministers of the Kyrgyz Republic dated April 29, 2022, No. 233-r (On approval of the General Agreements between the Cabinet of Ministers of the Kyrgyz Republic, the Federation of Trade Unions of Kyrgyzstan and Republican Associations of Employers for 2022-2024)