



DECENT WORK CHECK  
**KYRGYZ REPUBLIC** 2025

## WageIndicator Foundation - [www.wageindicator.org](http://www.wageindicator.org)

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, labour law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis. The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Islamabad and Venice.

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The Minimum Wages Database and Labour Law Database are maintained by the global labour law office of the WageIndicator Foundation, i.e., the Centre for Labour Research, Pakistan (Labour Law Research team), together with the country and regional teams. The Labour Law Research team is headed by Iftikhar Ahmad, Global Lead – Labour Law.

## Bibliographical information

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# INTRODUCTION

Decent Work is the type of work to which all of us aspire. It is done under conditions where people are gainfully employed (and there exist adequate income and employment opportunities); the social protection system (labour protection and social security) is fully developed and accessible to all; social dialogue and tripartism are promoted and encouraged; and rights at work, as specified in ILO Declaration on Fundamental Principles and Rights at Work and Core ILO Conventions, are practised, promoted and respected.

WageIndicator Foundation has been working since late 2007 to raise awareness of workplace rights through a unique tool, the Decent Work Check. The Decent Work Check considers different work aspects deemed necessary in attaining “decent work.” The work makes abstract Conventions and legal texts tangible and measurable in practice.

The Decent Work Check employs a double comparison system. It first compares national laws with international labour standards and scores the national regulations (happy or sad face). If national regulations in a country are not consistent with ILO conventions, it receives a sad face, and its score decreases (and vice versa). It then allows workers to compare their on-ground situation with national regulations. Finally, workers can compare their personal score with the national score and see whether their working conditions are consistent with national and international labour standards. The Check is based on de jure labour provisions, as found in the labour legislation.

A Decent Work Check is beneficial both for employees and employers. It gives them knowledge, which is the first step towards any improvement. It informs employees of their workplace rights while enlightening employers about their obligations. Decent Work Check is also helpful for researchers, labour rights organisations conducting surveys on the situation of rights at work and the general public wanting to know more about the world of work. For example, WageIndicator teams worldwide have found out that workers, small employers and even labour inspectors are not, sometimes, fully aware of the labour law. When you are informed – being a worker, self-employed, employee, employer, policymaker, or labour inspector – there is a greater possibility that you ask for your rights (as a worker), you comply with rules (as an employer), and you strive to enforce these (as a labour inspector).

The work is relevant to the challenges posed to the future of work, especially the effective enforcement of legislation in financially constrained states, a rise in precarious employment and analysis of the impact of regulatory regimes.



# MAJOR LEGISLATION ON EMPLOYMENT AND LABOUR

1. Labour Code of the Kyrgyz Republic, 2025
2. Constitution of the Kyrgyz Republic 2010, with Amendments through 2016
3. Regulations on procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024
4. ISSA Country Profile for Kyrgyzstan
5. Law on Labour Protection 2003, last amended in 2016
6. Law on State Pension Social Insurance 1997, last amended in 2024
7. Law of the Kyrgyz Republic No. 214 "On Assistance in Employment of the Population", 2015.
8. Law of the Kyrgyz Republic No. 20 "On State Social Insurance", 2008
9. Law on State Social Insurance 1996, last amended in 2024
10. Regulation on the procedure, conditions and terms of payment of unemployment benefits 2016, last amended in 2024
11. Law of Kyrgyz Republic "On state guarantees of equal rights and equal opportunities for men and women" 2008, last amended in 2011
12. The Law of Kyrgyz Republic About education 2023, last amended in 2025
13. Law of the Kyrgyz Republic on Children 2012, last amended in 2020
14. Criminal Code of Kyrgyz Republic 2021, last amended in 2025
15. The law of the Kyrgyz Republic about trade unions, 1998, last amended in 2004

*The text in this document was last updated in July 2025. For the most recent and updated text on Employment & Labour Legislation in Kyrgyz Republic in Russian, please refer to: <https://mojazarplata.org/kyrgyzstan>*

# 01/13 WORK & WAGES

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Minimum wage:

- C131 - Minimum Wage Fixing Convention, 1970 (No. 131)

### Regular pay & wage protection:

- C095 - Protection of Wages Convention, 1949 (No. 95)
- C117 - Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)

Kyrgyz Republic has ratified the Conventions 095 and 131.

### *Summary of Provisions under ILO Instruments*

The minimum wage must cover the living expenses of the employee and their family members. Moreover, it must relate reasonably to the general level of wages earned and the living standard of other social groups. Wages must be paid regularly on a daily, weekly, fortnightly or monthly basis.

## Regulations on work and wages:

- Labour Code of the Kyrgyz Republic, 2025
- Constitution of the Kyrgyz Republic 2010, with Amendments through 2016

## Minimum Wage

In Kyrgyzstan, the minimum wage is established by national legislation, ensuring a single, nationwide rate that applies uniformly across all sectors and regions. This minimum wage is specifically designated for unskilled labour and must never fall below the subsistence minimum for an able-bodied person.

According to the Constitution of the Kyrgyz Republic, everyone has the unequivocal right to freedom of labour and the right to fair remuneration that meets or exceeds the legally established minimum living wage.

The Labour Code clearly states that the minimum wage is established for unskilled labour and cannot be lower than the subsistence level for an able-bodied individual and is set annually. Thus, no employee who meets the standard working hours and fulfills their labour obligations should receive less than the legally mandated minimum wage. The Labour Code applies to all organizations, enterprises, and institutions within Kyrgyzstan, regardless of ownership type or departmental affiliation.

The Ministry of Labour, Social Security, and Migration is the central authority responsible for enforcing a unified state policy on labour, migration, and youth issues, including refugees and vocational training. This ministry must propose

adjustments to the minimum wage that reflect economic realities, ensuring that the wage aligns with essential living expenses. It oversees all labour-related matters, including wage regulations, and is the designated authority for handling complaints.

The framework for calculating the subsistence minimum and its amount is established by law in Kyrgyzstan. The Cabinet of Ministers determines the calculation method and amount of the subsistence minimum. While the minimum wage is not used to calculate bonuses or social payments, it is considered when determining pensionable earnings. The government must periodically review and adjust the minimum wage in response to changes in the cost of living and other economic indicators. The size of the minimum wage is established by the Law on the Republic Budget for the corresponding year, proceeding from the principle of step-by-step increase up to the size of the subsistence minimum of the able-bodied person.

The State labour inspection bodies enforce labour laws by supervising and rigorously controlling compliance. The Labour Inspectorate in Kyrgyzstan is charged with upholding labour laws, including enforcing minimum wage regulations. They conduct inspections and address violations, defending workers' rights. Heads and officials of organisations found guilty of violating labour laws and related regulations can be held accountable as per the procedures and cases outlined in the legislation of the Kyrgyz Republic.

**Sources:** § 42 of the Constitution of the Kyrgyz Republic, 2010; §1, 91, 92, 230 & 236 of the Labour Code of the Kyrgyz Republic, 2025

## Regular Pay

The Labour Code of the Kyrgyz Republic provides comprehensive regulations concerning wages, their payment, permissible deductions, and related aspects. Employers must pay wages in accordance with labour laws, regulatory acts, collective agreements, and employment contracts. According to the Labour Code, remuneration/wages are defined as remuneration for work performed, depending on the complexity, amount, quality, and conditions of work. This encompasses the basic salary and may include compensatory and incentive payments. Wages may be time-based or follow other payment systems, including individual or collective performance-based remuneration, but cannot be lower than the minimum wage established by the law. Wages must be paid in cash.

The Labour Code mandates that wages are paid at least once a month. Collective agreements or local regulatory acts determine the day for salary payments. If a regular payday falls on a weekend or public holiday, wages must be paid on the day preceding the weekend or holiday.

In case of violation of the deadlines for payment of wages, vacation pay, etc., the employer is obliged to pay an additional 0.25% of the unpaid amount for each day of delay, starting from the actual date of calculation. Employers must notify each employee in writing about the components of wages due, the amount and the grounds for any deductions made, and the net amount to be received. Average wages are calculated based on actual earnings and time worked over the past 12 months unless a collective agreement sets a more favourable period. Wages are usually paid

to the employee at work or transferred to a bank account specified by the employee under the terms established in the collective agreement or employment contract. The Labour Code outlines the conditions under which deductions from wages are permissible. Employers may deduct amounts for unperformed work, accounting errors, unspent travel advances, or damages caused by the employee, provided that the deduction for the damage caused by the employees does not exceed the employee's average monthly wage. The deductions must be made within one month of the repayment deadline; otherwise, recovery is only possible through court proceedings. Moreover, overpayments cannot be reclaimed except in cases of calculation errors.

The total amount of all deductions for each wage payment may not exceed 20% of the wages due to the employee, and in certain cases provided by law, up to 50%. In exceptional circumstances, the maximum deduction can reach 70%. Deductions from severance pay, compensation, and other payments not subject to levy under the law are prohibited.

The Labour Code of the Kyrgyz Republic does not mandate payment of 13th or 14th-month salary or any other compulsory bonuses; however, employers may offer additional bonuses and social support, especially for disabled workers, workers working in high-mountainous and remote areas, or any other category of workers.

**Source:** §1(13), 15, 91-96, 120 & 160 of the Labour Code of the Kyrgyz Republic 2025

# 02/13 COMPENSATION & WORKING HOURS

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Compensation for overtime:

- C001 - Hours of Work (Industry) Convention, 1919 (No. 1)

### Night work:

- C171 - Night Work Convention, 1990 (No. 171)

Kyrgyz Republic has not ratified the Conventions 01 & 171.

### *Summary of Provisions under ILO Instruments*

Working overtime is to be avoided. Whenever it is unavoidable, extra compensation is at stake - minimally the basic hourly wage plus all additional benefits you are entitled to. In accordance with ILO Convention 1, the overtime pay rate should not be less than one and a quarter time (125%) of the regular rate.

Night work means all work which is performed during a period of not less than seven (07) consecutive hours, including the interval from midnight to 5 a.m. A night worker is a worker whose work requires the performance of a substantial number of hours of night work, which exceeds a specified limit (at least 3 hours). Convention 171 requires that night workers be compensated with reduced working time, higher pay, or similar benefits. Similar provisions are found in the Night Work Recommendation No. 178 of 1990.

If a worker has to work during the weekend, they should thereby acquire the right to a rest period of 24 uninterrupted hours instead. Not necessarily in the weekend, but at least in the following week. Similarly, if a worker has to work on a public holiday, they must be paid a premium payment and/or given a compensatory holiday. A higher rate of pay for working on a public holiday or a weekly rest day does not take away the right to a holiday/ rest.

## Regulations on compensation and working hours:

- Labour Code of the Kyrgyz Republic 2025

### Overtime Compensation

The Labour Code of the Kyrgyz Republic outlines standard working hours, overtime conditions, and special provisions for different categories of workers. Working hours are regulated by establishing standards for the calendar week (working week) and the day (working day, work shift). The standard duration of working hours cannot exceed 40 hours per week. Shorter working hours may be stipulated in employment contracts by agreement of the parties.

Employers may establish a five-day or six-day workweek: A five-day workweek with 2 days off or a six-day workweek with 1 day off is determined by internal labour regulations or shift schedules approved by the employer in agreement with the employee representative body. In a six-day workweek, the duration of each day's work (shift) shall not exceed 7 hours in a 40-hour workweek, 6 hours in a 36-hour workweek, and 4 hours in a 24-hour workweek. Employees are entitled to a rest and meal break of 30 minutes to 1 hour, not counted as working time. Employees working in hazardous conditions and pedagogical employees of educational organisations have a reduced work week of no more than 36 hours. For creative workers, the duration of daily work (shift) may be established by the list of employees approved by the Government of the Kyrgyz Republic by laws and other regulatory legal acts, local regulatory acts, collective agreements, or employment contracts.

The Labour Code specifies reduced working hours for younger and child workers. For workers aged 14 to 16, the maximum working hours are limited to 5 hours per day and 24 hours per week. Those aged 16 to 18 are allowed to work up to 7 hours per day and 36 hours per week. Students who combine study and work have further restrictions; those aged 14 to 16 can work a maximum of 2.5 hours per day, while those aged 16 to 18 can work up to 3.5 hours per day. Additionally, night work between 10 PM and 6 AM is strictly prohibited for all workers under 18.

Work outside normal working hours is referred to as overtime work, and it may be performed either at the initiative of the employee (part-time work) or at the initiative of the employer (overtime work). Employees can work a maximum of 4 hours of overtime over two consecutive days and no more than 20 hours per week.

Overtime work generally requires the employee's written consent, except:

- work essential for national defense or to prevent or mitigate industrial accidents or natural disasters;
- emergency public utility services, such as water, gas, heating, electricity, sewage, transport, or communications, when their regular operation is unexpectedly disrupted;
- completion of tasks that were delayed due to unforeseen technical issues and whose non-completion may cause damage to property or endanger lives;
- urgent repairs to equipment or structures to prevent large-scale work stoppages;
- continuing work when a replacement worker is unexpectedly absent and the task cannot be interrupted—



provided the employer promptly arranges for a substitute.

However, certain groups are strictly prohibited from working overtime, including employees engaged in heavy or hazardous jobs, workers under 18 years of age, workers with a child under the age of 3, and pregnant women or disabled individuals unless medically approved. Employers may use cumulative working hour accounting when standard hours are impractical, ensuring total work hours stay within legal limits over a set period (up to one year). Daily or weekly hours may vary, but the total must meet the required average. The accounting period is based on the calendar or specific tasks, with adjustments for holidays and night shifts.

Overtime work is compensated either through additional time off or extra wages at an increased rate, depending on the agreement. For the first two hours of overtime, workers receive at least 1.5 times their regular hourly rate (150% of the normal hourly rate). For subsequent hours, workers receive double the regular hourly rate (200% of the normal hourly rate). Alternatively, based on mutual agreement, employees may receive additional rest time equivalent to the overtime hours worked instead of increased pay.

**Sources:** § 1(49), 50-55, 57-62, 64, 108, and 142 of the Labour Code of the Kyrgyz Republic 2025

## Night Work Compensation

The Labour Code of the Kyrgyz Republic defines night-time as the period between 10 p.m. and 6 a.m. A night worker is an employee who regularly works during these hours.

Night workers benefit from reduced working hours, with a typical reduction of one hour per night. However, this reduction does not apply to employees with already reduced working hours or those specifically hired for night work, unless stipulated otherwise in the collective agreement.

Night workers shall receive additional compensation per law, collective agreements, or contracts, but not less than 1.5 times the regular hourly wage (150% of the normal hourly rate). This payment is separate from the base wage, and the exact rates are set by the employer in consultation with employee representatives.

The Code also contains specific protections for minors (under 18), employees with children under 3, or with disabled children, pregnant women, and disabled persons, prohibiting or restricting their ability to work at night, depending on their specific circumstances. Minors (under 18) are prohibited from working during night hours. Night work for creative professionals may be determined by collective agreements or contracts.

**Source:** §56, 100 & 103 of the Labour Code of the Kyrgyz Republic 2025

## Compensatory Holidays / Rest Days

In the Kyrgyz Republic, work on a weekly rest day and public holiday is generally prohibited unless certain exceptional circumstances arise. Employees may be required to work on public holidays to prevent or respond to emergencies, protect property, or ensure operational stability and other conditions specified by the Code. Certain professions, such as creative industries and professional sports, may



have mandatory holiday work under specific agreements. Work is also permitted in industries where continuous operations are essential or for urgent maintenance tasks. However, disabled persons and pregnant women may only work if medically approved.

Any decision to engage employees in work on weekly rest days or public holidays must be made through a formal written order issued by the employer. In addition to obtaining written consent from the employee, the employer must also secure approval from the representative body of employees within the organisation.

Employees who work on their designated weekly rest day or public holiday are entitled to an additional rest day (compensatory rest) or an extra time to the employee's annual leave or monetary compensation in an amount not less than double the regular rate (200% of the normal hourly rate).

In organisations where work cannot stop on weekends due to production, technical, or organisational reasons, employees are given rest days on a rotating basis. These days off are assigned on different days of the week according to the organization's internal labour regulations.

**Source:** §65, 67 & 109 of the Labour Code of the Kyrgyz Republic 2025

## Weekend / Public Holiday Work Compensation

It is ensured by the Labour Code that employees who work on their designated weekly rest day or public holiday are entitled to compensation, which can take different forms.

Compensation can be provided in one of three ways: (1) granting an additional rest day (compensatory rest) later, (2) adding extra time to the employee's annual leave, or (3) monetary compensation equivalent to no less than double the regular pay (200% of the normal hourly rate). The choice of compensation is generally determined through an agreement between the employer and the employee.

Work on weekends and public holidays is paid at least double the regular rate. Salaried employees receive extra pay if their work exceeds their monthly hours. Alternatively, employees may request a substitute rest day, receiving single pay for the holiday work but no pay for the rest day.

For employees working on shift schedules, rest days due to work performed outside normal working hours within an accounting period are paid at the standard rate (salary) unless a different agreement is specified in the employment contract or collective agreement.

**Source:** §67 & 109 & 174 of the Labour Code of the Kyrgyz Republic 2025

# 03/13 ANNUAL LEAVE & HOLIDAYS

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Annual Leave

- C132 - Holidays with Pay Convention (Revised), 1970 (No. 132)

### Weekly Rest

- C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)
- C047 - Forty-Hour Week Convention, 1935 (No. 47)
- C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)

### Public Holidays

- C175 - Part-Time Work Convention, 1994 (No. 175)

In addition, for several industries, different Conventions apply.

Kyrgyz Republic has ratified the Conventions 14, 47 and 106.

### *Summary of Provisions under ILO Conventions*

An employee is entitled to at least 21 consecutive days of paid annual leave, excluding national and religious holidays. Collective agreements must provide at least one day of annual leave on full remuneration for every 17 days the employee worked or was entitled to be paid.

A worker should be entitled to paid leave during national and officially recognized public holidays.

Workers should enjoy a rest period of at least twenty-four consecutive hours every 7 days, i.e., a week.

## Regulations on annual leave and holidays:

- Labour Code of the Kyrgyz Republic 2025

### Paid Vacation / Annual Leave

The Labour Code defines the length of annual leave, which specifies a minimum of 28 calendar days per year, while retaining their position and average salary, regardless of whether an employee works full-time or part-time. In specific cases (as per labour laws and agreements), leave may be calculated in working days based on the schedule. Certain groups, such as civil servants, employees under 18, disabled persons, teachers in educational institutions, forestry workers, or any other category determined by the Cabinet of Ministers, receive more than 28 calendar days as extended leave per law. Employees working in hazardous or harmful conditions and those with special job requirements are provided with additional paid leave. Employees with irregular working hours are granted three additional calendar days or compensated as overtime. Employees in high-mountainous and remote areas receive additional paid leave:

- 2000–3000m altitude: 12 calendar days
- 3001–4000m altitude: 24 calendar days
- Above 4001m altitude: 36 calendar days
- Remote and hard-to-reach areas: 12 calendar days

Employees gain the right to take leave for their first year after completing 11 months of continuous employment. Paid leave must be granted annually. Certain employees, such as women before or after

maternity leave, minors, part-time workers, adoptive parents, and others specified by law, may take leave before completing 11 months. For subsequent years, leave is scheduled at any time during the working year in accordance with the schedule for granting paid annual leave established in that organization. For certain categories of employees, in cases stipulated by the Code and other laws, annual paid leave is granted at their request at a time convenient for them. Public holidays during leave are not counted as leave days.

Employees working multiple jobs receive annual paid leave simultaneously for both positions. Leave is granted in advance if 11 months are not completed in the secondary job.

Paid annual leave may be extended or rescheduled due to temporary incapacity, state duties, or other legal grounds. In exceptional cases, leave may be postponed to the next year with consent, but denial for two consecutive years is prohibited. Certain categories of employees, such as employees with two or more children under 14, war veterans, and other specified groups, have the right to take annual leave at a time of their choice. The annual paid leave may be divided into parts; the minimum duration of each part must be at least 14 calendar days. Employees are granted annual leave with retention of their job (position) and average earnings, and the employer is also required to pay the leave allowance in advance (3 days prior) before the leave begins.

A portion of the leave exceeding 14 calendar days may be replaced by monetary compensation upon written application of the employee. Upon dismissal, the employee is paid monetary compensation for all unused vacations.

Replacement of annual basic paid leave by monetary compensation is not permitted for employees aged up to 18, as well as workers engaged in heavy work and work with harmful and hazardous working conditions.

**Source:** § 68-76, 78, 120, 166, 175 & 190 of the Labour Code of the Kyrgyz Republic 2025

## Pay on Public Holidays

Employees are entitled to 15 non-working (public and religious) holidays a year. Public Holidays include January 1 (New Year), February 23 (Defender of the Fatherland Day), March 8 (International Women's Day), March 21 (National Holiday of Nowruz), April 7 (Day of the People's April Revolution), May 1 (Labor Day), May 5 (Constitution Day), May 9 (Victory Day), August 31 (Independence Day), and November 7 and 8 (Days of History and Remembrance of Ancestors). In addition, January 7 (Orthodox Christmas), along with the Islamic holidays of Eid al-Fitr and Eid al-Adha, which are determined by the lunar calendar, are also non-working holidays.

Work is generally prohibited in the Kyrgyz Republic on non-working holidays. Previously, the day off was transferred to the next working day if a public holiday fell on a weekend. However, under the new Labour Code, this has been abolished.

Furthermore, the government of the Kyrgyz Republic has the authority to transfer weekends to other days as necessary. Public holidays are fully paid days in Kyrgyzstan. The law requires that employees receive their regular wages for public holidays. Work performed on a weekend or a public holiday may be

compensated, by mutual agreement, through the provision of another day off, by adding it to the employee's annual leave, or in monetary form at a rate of no less than double the regular pay.

**Source:** §66-67 of the Labour Code of the Kyrgyz Republic 2025

## Weekly Rest Days

All employees are granted a day off (continuous weekly rest). In a five-day workweek, 2 days off are granted per week (usually provided consecutively) while in a six-day workweek, 1 day off is granted. Sunday is (as a rule) considered a general day off. With a six-day workweek, the duration of daily work (shift) cannot exceed: 7 hours with a weekly norm of 40 hours, 6 hours with a weekly norm of 36 hours, and 4 hours with a weekly norm of 24 hours.

In organisations where work cannot stop on weekends due to production, technical, or organisational reasons, employees are given rest days on a rotating basis. These days off are assigned on different days of the week according to the organisation's internal labour regulations.

**Source:** §53 & 65 of the Labour Code of the Kyrgyz Republic 2025

# 04/13 CONTRACTS & DISMISSALS

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Employment Termination

- C158 - Termination of Employment Convention, 1982 (No. 158)

Kyrgyz Republic has not ratified the above-mentioned Convention.

### *Summary of Provisions under ILO Convention*

The questions under this section measure the security, flexibility, or precariousness of an employment relationship. Although these are not clearly mentioned in a single convention (severance pay and notice requirements are provided in the Termination of Employment Convention No. 158) however, the best practices in the field require that employees be provided with a written contract of employment; workers on fixed-term contracts should not be hired for tasks of permanent nature; a reasonable probation period (ideally lower than or equal to 6 months) may be followed to assess the suitability of an employee; a period of notice must be specified in an employment contract before severing the employment relationship; and workers be paid severance allowance on termination of employment relationship.

A contract of employment may be oral or written; however, workers should be provided with a written statement of employment at the start of their employment.

Fixed-term contract workers must not be hired for permanent tasks, as it leads to precarious employment.

A reasonable probation period must be allowed for workers to learn new skills. A newly hired employee may be fired without any negative consequences during this period. Or such an employee may leave without serving a notice.

Depending on the length of service an employee has, an employer may require a reasonable notice period before severing the employment relationship.

Employers may be required to pay a severance allowance on termination of employment (due to redundancy or any other reason except for lack of capacity or misconduct).

## Regulations on employment security:

- The Labour Code of the Kyrgyz Republic 2025

## Written Employment Particulars

The legal framework for employment relationships outlines that employment contracts must be written between the employer and the employee for fixed-term (established for a specific duration, not exceeding five years) and non-fixed-term employment (without any limited duration). The employment contracts must be executed in written form (paper or electronic), with two copies signed by both. One copy is retained by the employee and the other by the employer.

The contract of employment is to contain the date and place of conclusion, full name and address of the employer, the name and occupation of the employee, the place of work, the commencement date, position, speciality, or job function with qualifications per the staffing schedule, term of employment contract, operating mode, rights and obligations of both the parties, working hours, duration of the probationary period, duration of a fixed term (if applicable), wage, rate of overtime pay, other cash payments, when remuneration will be paid, deductions from remuneration, annual leave, sick leave, maternity benefits and leave, period of notice for termination of employment or when the contract is to terminate, the payment for working on public holidays, the list of documents which form part of contract of employment, and signatures of both parties. Contract terms can only be modified by mutual agreement in writing unless otherwise stated by law.

If an employee begins working without a written contract but with the employer's knowledge or instruction, the contract is considered valid from the start date, and the employer must formalise it in writing.

The employer must issue an employment order (letter of appointment) within three days after signing an employment contract.

**Source:** §17 & 19-20 of the Labour Code of the Kyrgyz Republic 2025

## Fixed Term Contracts

A fixed-term employment contract is concluded based on the nature and conditions of the work to be performed, such as:

- For organization heads, deputy heads, and chief accountants
- Replacements for temporarily absent employees
- Temporary (up to 2 months) or seasonal work
- Emergency response and disaster recovery
- Work outside the organisation's usual activities (e.g., reconstruction, audits, temporary production expansion)
- Employees of newly established small and medium-sized businesses (up to 15 employees) within the first year
- Work abroad or within time-limited organizations
- Project-based work where the completion date is uncertain
- Internships, professional training, and full-time students
- Coordination-based employment or employment after a competitive selection process



- Elected positions and political office support roles
- Retirees and those with medical limitations
- Public works

A contract is considered indefinite if it does not specify a fixed term.

The Labour Code does not explicitly limit the number of renewals for fixed-term contracts. However, if an employee continues working after a fixed-term contract expires without objection from either party, the fixed-term contract automatically converts to an indefinite contract.

It is prohibited to unduly enter into a fixed-term contract or to convert an indefinite contract to a fixed term without the employee's consent to evade granting employee rights and guarantees provided by this Code.

A fixed-term employment contract ends upon the expiration of its term or completion of a task. When replacing an absent employee, the fixed-term contract ends upon such employee's return to work. An employment contract concluded for the duration of seasonal work terminates upon the end of the specified season.

**Source:** § 18 & 42 of the Labour Code of the Kyrgyz Republic 2025

## Probation Period

A probationary period may be included in an employment contract by mutual agreement to assess an employee's suitability. The absence of a probationary period condition in the employment

contract means the employee is hired without a probationary period.

The probationary period is generally limited to 3 months but extends to 6 months for organisational heads unless legally specified otherwise. For seasonal work, the limit is 2 weeks, and it does not apply to those under eighteen, disabled and other specified categories.

Employees who have completed training under a contract are exempt from the probationary period when hired for a position aligned with their training. Moreover, Employees hired for up to two months are not subject to a probationary period.

The employment contract can be terminated during the probationary period by providing a written warning at least three days before the end of the period, while the employee can terminate the contract at their discretion by giving three days' written notice.

**Source:** §24, 127, 169 & 170 of the Labour Code of the Kyrgyz Republic 2025

## Employment Termination

An employment contract may be terminated on the following grounds:

1. By mutual agreement of the parties.
2. Upon the expiry of the employment contract.
3. At the initiative of the employee.
4. At the initiative of the employer.
5. Upon the transfer of the employee to another employer or an elected position, with the employee's consent.
6. Due to circumstances beyond the control of the parties.



7. Upon the employee's refusal to transfer for health reasons, as confirmed by a medical report.
8. Upon the employee's refusal to continue working due to significant changes in working conditions.
9. Upon the employee's refusal to continue working due to a change in the organisation's ownership, subordination, or reorganisation.
10. Upon the employee's refusal to transfer following the employer's relocation.
11. Upon the employee's failure to pass the probationary period.
12. On other grounds provided by law.

The termination date must be formalised by an official dismissal order, citing the relevant legal basis and article.

### **Suspension from Work**

An employer shall suspend an employee in the following cases:

- A written request from a competent authority.
- Appearing at work under the influence of alcohol, drugs, or toxic substances.
- Failure to pass mandatory safety instructions or medical examinations.
- Refusal to use personal protective equipment.
- Internal investigations involving theft or legal breaches causing material harm.
- Other cases as prescribed by law.

Suspension remains in force until resolution. The employee may challenge the suspension in court; during proceedings, wages must continue to be paid. If the court supports the employer's

position, reimbursement of wages paid may be sought.

### **Change of Ownership**

A new owner may terminate or renegotiate contracts with senior management within three months. Contracts of other employees remain unaffected unless the employee declines to continue employment.

### **Mass Redundancy**

In the case of planned mass redundancies, the employer must consult with employee representatives and labour authorities and implement preventative measures, including:

- Restrictions on new recruitment,
- Limiting overtime,
- Altering working conditions,
- Phased redundancies.

A mass redundancy is defined as:

- A reduction of 25% or more of staff within two months (for organisations with up to 50 employees),
- A reduction of 15% or more for larger organisations.

Failure to prevent layoffs exceeding 30% within a year may lead to legal liability or action against management.

### **Termination by Mutual Agreement**

An employment contract may be terminated at any time by written agreement. The initiating party must submit a written proposal, and the other party must respond within three working days. Termination and the effective date must be agreed mutually.

## Termination of Fixed-Term Contracts

A fixed-term contract terminates:

- Upon expiry,
- Upon completion of the task,
- Upon return of the employee being replaced,
- At the end of the relevant season.

## Termination at the Employee's Initiative

An employee may terminate a fixed-term or open-ended contract by giving one month's written notice. Early termination is possible by mutual consent. The employee may withdraw the resignation unless a replacement has already been arranged. If termination is for valid reasons (e.g. education, retirement, or employer breaches), the employer must accept the stated date. Unjustified termination of a fixed-term contract may entitle the employer to compensation, not exceeding one month's average wage.

## Termination at the Employer's Initiative

An employer may terminate a fixed-term or open-ended contract prior to its expiry on the following grounds:

- Liquidation of the organisation,
- Staff redundancy,
- The employee's unfitness for the role due to health or lack of qualifications,
- Change of ownership (for senior executives),
- Repeated failure to perform duties,
- Serious misconduct, including:
  - Absenteeism,
  - Intoxication at work,
  - Theft from the workplace,
  - Serious breaches of safety rules,
  - Disclosure of confidential information,

- Loss of trust (for materially responsible employees),
- Immoral behaviour (for teachers or educators),
- Political or appointed officials conflicting with state policy or losing public trust,
- Legal violations established by court verdict.

## Trade Union Protection

Dismissal of trade union members requires prior written approval from the union body, which must respond within seven calendar days. Termination must occur within one month of consent. Approval is not required if no union body exists, or for dismissals of senior management, elected or appointed officials.

## Redundancy Procedure

Employees with higher qualifications and performance have priority for retention. A written one-month notice is required. During this period, employees are entitled to one paid day off per week to seek new employment. Where dismissal is due to health issues or insufficient qualifications, two weeks' notice is required. Early termination by mutual consent must include compensation. Termination is prohibited during leave or temporary incapacity, except in cases of liquidation.

## Uncontrollable Circumstances

An employment contract may be terminated due to:

- Conscription or other military service,
- Relocation of a spouse to another region,
- Reinstatement of another employee by court decision,

- Unlawfulness of the employment relationship,
- Sentencing of the employee by a court,
- Failure to be elected to a position,
- Death of the employee or employer,
- Official state of emergency declared by government authorities.

If both parties agree, an employment contract ends before the expiry of the notice period, with compensation equal to their average daily wage for each remaining day. It is prohibited to dismiss an employee based on temporary disability or vacation, except in the case of company liquidation.

**Source:** §24(7), 32(3), 36(3), 37-49 of the Labour Code of the Kyrgyz Republic 2025

## Notice Requirement

An employment contract is terminated when the assigned work is completed or when a fixed-term contract expires. In the case of an indefinite-term contract, it continues until it is lawfully terminated. Employees are entitled to resign from either a fixed-term or indefinite-term contract by providing the employer with a written one months' notice. During a probationary period, the employee can terminate the employment contract by giving at least three days' written notice before the end of the probation period. Moreover, if an employee fails the probation period, the employer may also terminate the contract with notice 3 days prior to the end of the probation period.

Employers can also terminate employment contracts under specific conditions outlined in the Labour Code, such as organizational changes (including downsizing or restructuring), redundancy,

employee misconduct, health issues, or lack of qualifications. In most cases, the employer must provide at least one month's written notice before termination. However, if the dismissal is due to health issues or the employee's lack of qualifications, a minimum of two weeks' written notice is required. During the notice period, employees maintain their regular duties, rights, and wages and are entitled to one paid day per week to search for new employment.

If both the employer and the employee agree, the contract can be terminated before the end of the official notice period. In such cases, the employer must pay the employee compensation equal to their average daily wage for each remaining day of the notice period. The employer can terminate the employment contract without giving notice where the employee is guilty of serious misconduct at the workplace.

**Source:** §24, 42-44 & 46 of the Labour Code of the Kyrgyz Republic 2025

## Severance Pay

Severance pay is equal to at least 2 months' average wages when the employee is dismissed for the following reasons: the liquidation of the organization or cessation of the employer's activities, staff reductions due to downsizing or reorganization, and a change in company ownership. The severance pay is equal to at least one month's average wages on termination of the employment contract in the following cases:

1. Employee is called for military or alternative service
2. The worker's spouse is transferred to work in another location

3. The employee refuses to transfer to a new workplace on employer's relocation
4. Reinstatement of a previous employee by a decision of the State Labour Inspection or court

**Source:** §44-49, 94 96, 120 & 169(7) of the Labour Code of the Kyrgyz Republic 2025

For seasonal workers, severance pay is the amount of two weeks' average earnings upon the termination of the employment contract due to the liquidation or downsizing of the organization. Employees working in organizations in high-mountainous areas and equivalent localities retain their severance pay for not more than 4 months, and those who entered a contract for 2 months are not paid any severance pay upon dismissal.

The employment contract or collective agreement may specify additional circumstances under which severance pay is applicable and establish higher amounts of severance pay. When an employee is reinstated to his/her previous position after being wrongfully dismissed, any severance pay he/ she received will be credited against the average wage.

At the termination of the employment contract, the employee is entitled to receive appropriate protections and compensation, along with the amount for unpaid leaves and bonuses, etc. The recent amendment established a penalty rate of 0.25 per cent for each day of delay if the employer violates the deadline for payment of salaries, vacation pay, severance pay, and other compensation. Any deduction from severance pay is prohibited. Moreover, an employee who has concluded an employment contract for a period of up to 2 months shall not be paid severance pay upon dismissal.

# 05/13 FAMILY RESPONSIBILITIES

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Family Responsibilities

- C156 - Workers with Family Responsibilities Convention, 1981 (No. 156)
- R165 - Workers with Family Responsibilities Recommendation, 1981 (No. 165)

Kyrgyz Republic has not ratified the above-mentioned Conventions.

### *Summary of Provisions under ILO Convention*

Paternity leave is for new fathers around the time of childbirth and is usually of shorter duration.

Recommendation (No. 165) provides parental leave as an option for either parent to take a long leave of absence (paid or unpaid) without resigning from work. Parental leave is usually taken once the maternity and paternity leave have been exhausted. For working parents, laws may define the portion of parental leave that has to be compulsorily taken by fathers or mothers.

Flexible Work Option for Parents / Work-Life Balance Recommendation 165 asks employers to look into the measures for improving general working conditions through flexible work arrangements.

## Regulations on family responsibilities:

- Labour Code of the Kyrgyz Republic 2025
- Constitution of the Kyrgyz Republic 2010, with Amendments through 2016

## Paternity Leave

The Constitution of Kyrgyzstan upholds the family as the foundation of society, ensuring that family receives the care of society and preferential legal protection.

There is no statutory provision for paid paternity leave under the Labour Code. However, employees may be entitled to up to five days of unpaid leave for the birth of a child in their family.

**Source:** §36 of the Constitution of the Kyrgyz Republic 2010, with Amendments through 2016; §77(4) of the Labour Code of the Kyrgyz Republic, 2025

## Parental Leave

The Labour Code mandates that the employer grant additional unpaid leaves to the employee to care for a child until the child reaches the age of three. The employee can use his/her parental leave in whole or in part as the child's father or another caregiver. Parental leave is counted in proportion to the length of the service. During leave, employees may work part-time or remotely upon request and retain their job position. Parental leave counts toward total and specialized work experience, except in cases affecting pension eligibility. Upon request, this leave is also granted to the worker who has adopted a child under 3 months.

The parent or the caregiver of a child with disabilities until the age of 18 years, is provided with one paid day free every month or 14 days leave without pay in addition to annual leave.

**Source:** §80 & 152 of the Labour Code of the Kyrgyz Republic 2025

## Flexible Work Option for Parents / Work-Life Balance

It is encouraged that employers grant their employees (fathers) unpaid leave up to 5 calendar days, in addition to their annual leave entitlement, for circumstances where a child is born; when the employee's child is seriously ill; and when in the event of death of an employee's spouse, life partner, parent, grandparent, child, grandchild or sibling. The employee's position is retained and provided with flexible working hours or part-time, home working schedules, or additional holidays, based on mutual agreement.

**Source:** §77 & 80 of the Labour Code of the Kyrgyz Republic 2025

## Special Leaves

Apart from already covered leaves, the participants of the Great Patriotic War and the accident at the Chernobyl nuclear power plant are entitled to a leave period of 14 calendar days/year, and parents/spouses of deceased military personnel are provided 30 calendar days/year of leave. A leave of 60 calendar days/year is granted to workers with disabilities. Employees are entitled to additional study leave (paid/unpaid) while combining study and work; 40 calendar days for tests and exams in their first and second years, and 50 days in subsequent

years, with 4 months for diploma project preparation and 1 month for final state exams.

Moreover, employees pursuing formal education are entitled to additional or unpaid leave for entrance exams, ongoing studies, tests, diploma preparation, and final exams.

In addition to that, employees also receive an extra day off for each day of blood donation, which can be added to annual leave or used later within the same calendar year.

**Source:** §77, 81-84 & 112 of the Labour Code of the Kyrgyz Republic 2025.



# 06/13 MATERNITY & WORK

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Maternity Protection

- C103 - Maternity Protection Convention (Revised), 1952 (No. 103)
- C183 - Maternity Protection Convention, 2000 (No. 183)

An earlier Convention (103 from 1952) prescribed at least 12 weeks of maternity leave, 6 weeks before and 6 weeks after birth. However, a later convention (No. 183 from 2000) requires that maternity leave be at least 14 weeks, of which six weeks of compulsory leave should be after childbirth.

Kyrgyz Republic has ratified the Convention 103 only.

### *Summary of Provisions under ILO Convention*

Workers should be entitled to medical and midwife care during pregnancy and maternity leave without additional cost.

During pregnancy and while breastfeeding, a worker should be exempt from work that might bring harm to them or their baby.

The total maternity leave should last at least 14 weeks.

During maternity leave, a worker's income should amount to at least two-thirds of their preceding salary.

During pregnancy and maternity leave, a worker should be protected from dismissal or any other discriminatory treatment.

Workers have the right to return to the same or an equivalent position after availing maternity leave.

After childbirth and re-joining work, a worker must be allowed paid nursing breaks to breastfeed the child.

## Regulations on maternity and work:

- Labour Code of the Kyrgyz Republic 2025
- Regulations on procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024
- ISSA Country Profile for Kyrgyzstan

## Pregnancy Testing

There is no explicit prohibition on employers inquiring about a candidate's pregnancy status during recruitment. However, refusal to employ a woman based on pregnancy or the presence of children is prohibited. A woman denied employment on such grounds may appeal to the relevant state labour authority or seek legal remedy through the courts.

**Source:** §140 of the Labour Code of the Kyrgyz Republic 2025

## Free Medical Care

Health benefits in Kyrgyzstan include universal medical coverage and are assessable to all. It includes maternity care medical services, offered through government or enterprise-administered healthcare providers. While healthcare is accessible, service providers may charge fees for certain medical services.

Under the Kyrgyz Labour Code, employers must cover the cost of mandatory medical examinations for pregnant women. Moreover, the workers receive their full salary during these exams.

**Source:** §140 of the Labour Code of the Kyrgyz Republic, 2025; §5 (71) of the maternity benefits of the regulations on

procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024

## No Harmful Work

Under the Labour Code of the Kyrgyz Republic, the employer is obligated to provide part-time work upon the written request of a pregnant woman or a parent (guardian) caring for a child with a disability under 18 years of age.

Pregnant and breastfeeding women are prohibited from engaging in heavy work, work with harmful or dangerous conditions, underground work (except for non-manual tasks or sanitary/household services), and manual lifting or movement of weights that exceed established safe limits. The specific list of restricted industries, jobs, and positions is approved by the Cabinet of Ministers of the Kyrgyz Republic.

Employment of pregnant women for night work, work on weekends and public holidays, overtime work, or business trips is only permitted if a medical report confirms that such work is not harmful to their health. Additionally, pregnant women and individuals with medical contraindications are not permitted to work on a shift basis.

Based on medical recommendations and at the employee's request, the employer must either reduce the workload or transfer the employee to a position free from harmful or hazardous conditions. In both cases, the worker retains her previous salary (tariff rate). If the employer is temporarily unable to provide suitable alternative work, the pregnant employee must be exempted from work, with full retention of her wage for the missed working days.

Moreover, it is strictly prohibited to recall pregnant employees from leave.

**Source:** § 52, 56, 57, 67, 75, 139, 141, 142 & 171 of the Labour Code of the Kyrgyz Republic 2025

## Maternity Leave

An employee is to notify the employer through a written application based on the medical reports of her confinement. On receipt of this certificate, the employer must immediately permit the female employee in question to absent herself from work until her confinement. The employer is not to permit or require her to return to work until the expiry of her granted maternity leave. Employees receive benefits for the first 10 working days from the employer, while payments from the 11th working day onward are processed through the territorial division based on the employer's application.

The standard duration for normal childbirth is 126 calendar days, with 70 calendar days before birth and 56 days after birth. In cases of complicated childbirth or the birth of multiple children, maternity leave extends to 140 days, with an equal division of 70 days before and after birth. A female employee must inform her employer of the date of confinement through a written certificate.

The maternity leave granted for women working in high and hard-to-reach places is 140 calendar days for normal delivery and 156 days for complicated ones. In the case of two or more children, it is 180 days to return to work.

If childbirth occurs before 30 weeks of pregnancy and is complicated, the duration

of maternity leave depends on the outcome. If the child survives, the mother is entitled to 140 days of leave, with 70 days before and 70 days after birth. However, in the case of stillbirth or if the child dies within the first seven days after birth, the maternity leave is reduced to 70 days.

Employees who adopt a child under three months of age shall be granted leave from the date of adoption until 70 calendar days after the child's birth, or 110 calendar days in the case of adopting two or more children. If both spouses adopt, the leave shall be granted to one spouse upon request.

Women who adopt may opt for maternity leave in lieu of adoption leave for 70 calendar days from the date of adoption, or 110 calendar days in the case of multiple adoptions.

**Source:** §80, 148 & 149 of the Labour Code of the Kyrgyz Republic 2025; Regulation on the procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024

## Income

The employer must pay every female employee whilst she is absent from work because of maternity leave, and payment of pregnancy and childbirth benefits regardless of the length of the service, in the amount established by the legislation.

In the Kyrgyz Republic, maternity income is paid in two stages and from two distinct sources, depending on the duration of the maternity leave and the woman's employment status. For employed women, the employer pays for the first ten working days of maternity leave. The amount is

calculated by multiplying the employee's average daily earnings, determined from the three months preceding the leave, by ten.

From the eleventh working day onward, maternity income is paid at the rate of 20 calculated indicators per month from the republican budget. For women working in high-mountain or remote hard-to-reach areas, the maternity benefit, both for the employer-paid portion and the state-paid portion, is adjusted using regional coefficients and high-altitude surcharges to reflect the increase .

Employers may increase the amount of maternity benefits at their own expense, as stipulated in a collective agreement.

If an employee is reinstated at work after a period related to wrongful dismissal, maternity benefits must be recalculated and paid retroactively in accordance with standard rules.

**Source:** § 148 of the Labour Code of the Kyrgyz Republic 2025; Regulation on the procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024

## Protection from Dismissals

The employment of a female worker during her maternity leave is protected. Where a worker is on maternity leave, the employer is prohibited from serving a termination of employment notice on her. Furthermore, any such notice given to a female employee that expires during maternity leave will be null and void.

An employer is empowered to terminate the contract under certain circumstances, such as the liquidation of the organisation or the expiration of the employment contract.

**Source:** §151 of the Labour Code of the Kyrgyz Republic 2025

## Right to Return to Same Position

The absence of an employee due to maternity leave cannot interrupt the employee's position. The law also prohibits the dismissal of a worker on maternity leave. This means that the worker has the right to return to the same position upon completion of maternity leave.

**Source:** §80 (5) of the Labour Code of the Kyrgyz Republic 2025

## Breastfeeding/ Nursing Breaks

For nursing mothers, the employer is to permit the female employee to take a nursing break of half an hour for every three hours of work (single child) or one hour (two or more children) immediately after her return to work from confinement. The nursing breaks are considered working time and are, thus, paid breaks. At the employee's request, breastfeeding breaks may be combined with meal/rest breaks or adjusted to the beginning or end of the workday. The employer determines the procedure for granting breaks, in agreement with the employee.

**Source:** §150 of the Labour Code of the Kyrgyz Republic 2025

# 07/13 HEALTH & SAFETY

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

### Occupational Safety and Health

- C155 - Occupational Safety and Health Convention, 1981 (No. 155)
- C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

Most ILO OSH Conventions deal with very specific Occupational Safety hazards, such as asbestos and chemicals.

### Labour Inspection

- C081 - Labour Inspection Convention, 1947 (No. 81)

Kyrgyz Republic has ratified the Convention 81 only.

### *Summary of Provisions under ILO Conventions*

The employer, in all fairness, should make sure that the work process is safe.

The employer should provide protective clothing and other necessary safety precautions for free.

Workers should receive training in all work-related safety and health aspects and must be shown (and informed about) the emergency exits.

In order to ensure workplace safety and health, a central, independent and efficient labour inspection system should be present.

## Regulations on health and safety:

- The Labour Code of the Kyrgyz Republic 2025
- Law on Labour Protection 2003, last amended in 2016

## Employer Cares

Under the Labour Code, the employer must ensure workplace conditions comply with labour safety, protection, and hygiene standards, provide necessary equipment and documentation, and suspend employees who fail labour protection and safety examinations.

Chapter V of the Labour Code provides detailed occupational safety provisions to maintain safe and healthy workplaces. These provisions relate to work and include legal, socio-economic, organisational and technical, sanitary and hygienic, medical and preventive, rehabilitation, and other measures.

Employers are required to prioritise employee safety, enforce labour protection standards, and ensure compliance with hygiene and safety regulations. They must also investigate workplace accidents, prevent their recurrence, and provide support for affected employees.

Workplaces must comply with labour protection standards, and these standards are governed by laws and regulations set by the Kyrgyz Republic's Cabinet of Ministers.

The Labour code further requires safe means of access and a safe place of employment. Maintaining a safe work environment is also the responsibility of workers. The Labour Code obliges employees to undergo periodic medical

examinations and prohibits them from doing anything likely to endanger themselves or colleagues.

In line with the Labour Code, every employer must, at his own expense, provide medical aid and other safety measures to his employees and members of their families living with them following the scale prescribed. The obligation to provide social insurance to the members of the worker's family extends only to cases where the employee and his family are residents of the employer's land.

According to the Code, the workplace must be designed to avoid any exposure to danger, health hazards, or unpleasant working conditions for the employee. If hazardous or unpleasant working conditions cannot be avoided, the employer must provide appropriate training, protective clothing, and equipment and should consider compensation for unpleasant working conditions. The employer should arrange regular in-service medical examinations along with pre- and post-medical examinations if the employees are exposed to hazardous substances. A Labour protection service should be established wherever possible.

Employers must also ensure compensation for any harm to employees' health due to work conditions. Financial resources must be allocated for improving workplace safety, and benefits such as pensions, additional leave, and wage increases must be provided for those in hazardous occupations. Employers must also grant regulatory authorities unrestricted access for inspections and accident investigations.

**Source:** §16, 37, 203-205 & 207 of the Labour Code of the Kyrgyz Republic 2025; §10 & 11 of



the Law on Labour Protection 2003, last amended in 2016.

## Free Protection

Employers are legally obligated to provide workers with personal protective equipment (PPE) free of charge.

If hazardous or unpleasant working conditions cannot be avoided, the employer must provide appropriate protective clothing and equipment and should consider compensation for unpleasant working conditions.

Where, in any harmful and dangerous working conditions, workers are employed in any process involving excessive exposure to special temperature or any injurious or offensive substance, suitable protective clothing and appliances, including suitable gloves, footwear, soap, neutralizing agents, goggles, head or face coverings or any other necessary clothing or appliance must be provided and maintained for the use of such workers.

Furthermore, employees engaged in hazardous work, or work performed under extreme temperature or pollution-related conditions, must be supplied with milk or equivalent nutritional supplements, in accordance with applicable standards.

Employers must also allocate necessary financial resources to improve working conditions and implement safety measures.

Furthermore, the employer is responsible for ensuring that employees properly use personal and collective protective equipment while at work.

**Source:** § 204 of the Labour Code of the Kyrgyz Republic 2025; §10, 11 & 14 of the Law on Labour Protection 2003, last amended in 2016

## Training

The labour code requires that employers shall provide workers with training, instruction, and testing on labour protection requirements (occupational safety and health standards) relevant to their duties.

In line with the Code of Conduct, the induction training should consist of providing information concerning the employee's job and direct supervisor, rates of pay and other terms and conditions of employment, and the company's rules. If necessary, train them to provide first aid to victims in case of accidents at the workplace.

If an employee is exposed to hazardous working conditions, special training should be given in using safety equipment, safety procedures, and protective clothing. Employees should also be trained in occupational health and safety practices at work.

The management is to provide appropriate training programs to enable employees to develop additional skills and knowledge. Service training is to be considered essential. For supervisor and management positions, the employers are to ensure that employees undergo appropriate training before taking up these positions.

The law also mandates on-the-job training, practical internships, and testing of safety knowledge for workers before they are permitted to perform their duties.



Employers are strictly prohibited from allowing individuals to work if they have not successfully completed this training or are not using the required protective equipment.

**Source:** §203 & 206 of the Labour Code of the Kyrgyz Republic 2025; §10, 11 & 15 of the Law on Labour Protection 2003, last amended in 2016.

## Labour Inspection System

In the recent developments, supervision and control over compliance with labour laws and other legal acts across Kyrgyzstan is carried out by the Prosecutor General, following the procedure established by the Cabinet of Ministers of the Kyrgyz Republic. The state bodies, trade unions (representatives) and employees themselves must ensure the protection of labour rights.

State inspectors supervise and control compliance with the Labour Code (legal and labour protection). They have the power to, at any reasonable time, enter, inspect and examine any area or organization where any employee is housed; enter, inspect, and inspect any sanitary arrangements, water supply, hospital or medication to be used by employees in any place; inspect and examine kitchens and food for the employees; take and remove, for analysis, samples of any material or substances handled by employees; require any employer to produce any employee employed by him or any documents relevant to such an employee; and question any employer or employee or any other person whose evidence there is reasonable cause to consider necessary regarding

matters connected with carrying out any of the provisions of this act.

The state inspector can require all premises in the building used by the employer or recruiter to be kept clean and in a sanitary condition; require the employer or recruiter to return to the place of his recruitment or send to hospital any person who is ill and for whom the conditions prevailing at any place of employment is not conducive to the recovery of his health; where any particular place is unsanitary according to state inspector. Directions can be issued to the person responsible for the management to discontinue such occupation.

Labour state inspectors must furnish technical information and advice to any employer or employee regarding the most effective means of complying with legislative requirements.

Individuals who obstruct state supervision and control over labour laws, fail to comply with written orders, or threaten or commit violence against state inspectors, their families, or property will be held accountable under the Kyrgyz law.

Organisations carrying out production activities with more than 50 employees are obliged to create a Labour Protection Service or to introduce a position of a labour protection specialist with appropriate training or experience, for the purpose of fulfilling labour protection requirements and for monitoring their implementation. Employers with fewer than 50 employees have the right to decide about the creation of the Labour Protection Service or the introduction of a position of a labour protection specialist, in accordance with the organisation's activities.

**Source:** §207, 229-235 & 237-238 of the Labour Code of the Kyrgyz Republic 2025; §17, of the Law on Labour Protection 2003, last amended in 2016

# 08/13 SICK LEAVE & EMPLOYMENT INJURY BENEFIT

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
- C121 - Employment Injury Benefits Convention, 1964 (No. 121)
- C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)

Kyrgyz Republic has not ratified the above-mentioned Conventions.

### *Summary of Provisions under ILO Conventions*

A worker's right to work and income should be protected when illness strikes. The national labour law may provide that sickness benefits may not be paid during the first 3 days of your absence. Minimally, a worker should be entitled to an income during the first 6 months of illness. This income should be at least 45 per cent of the minimum wage. (Countries are free to opt for a system which guarantees 60 per cent of the last wages during the first 6 months of illness or even during the first year). A worker must be entitled to paid sick leave.

Workers should be entitled to medical care without additional cost during illness. Employees and their family members should have access to the necessary minimal medical care at an affordable cost.

During the first 6 months of illness, a worker should not be fired.

If a worker is disabled due to an occupational disease or accident, they must receive a higher benefit. In the case of temporary or total incapacity/disability, a worker may at least be provided 50% of his average wage, while in the case of fatal injury, the survivors may be provided 40% of the deceased worker's average wage in periodical payments.

## Regulations on sick leave & Employment Injury Benefits:

- Labour Code of the Kyrgyz Republic, 2025
- Regulations on procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024
- Law on State Pension Social Insurance 1997, last amended in 2024
- ISSA Country Profile for Kyrgyzstan

## Income

After a medical examination, any employee is entitled to sick leave as the medical officer recommended. The duration of leaves and compensation for it; are determined by the severity of the illness. The amount of sickness benefit is calculated based on the average daily earnings for the three months preceding the onset of sickness. These earnings include permanent wage components but exclude one-time payments and certain other categories (e.g., bonuses). The government bears the cost of the medical examination and revises it periodically according to the minimum subsistence.

The compensation for the first ten working days of sickness disability is determined based on the total work experience:

- 60% of the average daily wage for those with up to five years of service,
- 80% for five to eight years,
- and 100% for more than eight years.

From the eleventh working day onwards, all employees receive a fixed payment equal to 100 calculated indicators per month.

Workers in high-mountain and remote areas are entitled to 100% of their adjusted average daily wage throughout the entire sick leave period. This includes regional coefficients and surcharges for length of service.

If the employee did not earn wages during the three months before falling ill, the benefit is based on their official salary, with adjustments for remote or high-altitude conditions where applicable.

Regardless of years of work, if the insured has at least three dependent children, if a disabled veteran, or if disabled as a result of the Chernobyl tragedy, 100 percent of the insured's average daily earnings in the three months are reimbursed before the incapacity began. These benefits are modified on a regular basis according to changes in the national average pay and the consumer price index.

Law exempts the employees absent from work due to unjustified reason before temporary disability, intentionally harming health to avoid work, temporarily disabled due to intoxication at workplace, disabled due to trauma during a crime and involuntary treatment by court, from above mentioned provisions.

**Source:** Regulations on procedure for providing temporary disability benefits, maternity benefits 2018, last amended in 2024; ISSA Country Profile for Kyrgyz Republic

## Medical Care

In Kyrgyzstan, medical insurance is available in two forms: Compulsory (CHI) and Voluntary (VHI).

Compulsory Health Insurance (CHI) includes:

- A basic program providing free or subsidized medical care under the State Guarantees Program.
- An additional program covering extra services with partial co-payment.

CHI is funded by contributions from citizens, employers, and the state, with the government covering specific groups such as pensioners, students, unemployed individuals, and military personnel. Foreign nationals and uninsured individuals can purchase CHI policies. The system is managed by a state-designated body.

Voluntary Health Insurance (VHI) operates through licensed insurers offering customized healthcare packages. These organizations manage funds and select healthcare providers.

The Universal health insurance system of Kyrgyzstan guarantees access to publicly funded healthcare. Employers must cover medical expenses for employees and their families. The Law on Citizens' Health Insurance ensures all citizens receive general and specialist care, hospitalization, laboratory services, dental care, maternity care, and medical transport.

**Source:** ISSA Country Profile for Kyrgyz Republic; §10, 17, of the law on State Social Insurance 1996, last amended in 2024; Law on Health Insurance of Citizens in Kyrgyz 1999, last amended in 2024

## Job Security

The Labour code stipulates that an employment contract is secure during paid sick leave, and employers are not allowed

to terminate it during a period of temporary incapacity or if employees are on vacation.

**Source:** § 46 of the Labour Code of the Kyrgyz Republic 2025

## Disability / Work Injury Benefit

Work injuries are divided into three categories: (I) permanent incapacity (II) temporary incapacity and (III) fatal injury leading to the death of a worker based on the examination of the victim by the Medical and Social Expert Commission (MSEC).

Employees in specific categories, such as those earning up to 100 calculated indicators per month, individuals with occupational injuries or diseases, workers in remote areas, military veterans, Chernobyl liquidators, regular blood donors, cancer patients, and state award recipients, receive 100% of their average daily wage for all working days of their temporary disability. For other employees, compensation varies based on work experience: those with less than five years receive 60% of their average daily earnings for the first 10 working days, those with 5–8 years receive 80%, and those with over eight years receive 100%. From the 11th working day onward, all employees receive benefits at the rate of 100 calculated indicators per month.

Employees who suffer from an occupational injury or illness are entitled;

- Payment for unpaid wages or the relevant portion thereof,
- Reimbursement of additional costs incurred due to the injury,
- A lump-sum allowance in specific cases,

- Compensation for moral damage, and
- Coverage of funeral expenses where applicable.

The obligation to compensate remains even if the employment relationship is terminated after the injury.

The amounts for compensation for an injury, additional expenses, and lump-sum allowances can be increased through mutual agreement between the parties or based on a collective agreement. These compensations must be revised periodically.

Compensation for the lost earnings, based on the average monthly salary (for the last 1 year) and degree of loss of ability to work. Disability pensions in Kyrgyzstan are granted for life or until the recipient regains working capacity.

Insured individuals qualify based on their insurance period: one year for those under 23, increasing with age up to five years for those over 31. If a pension is discontinued due to failure to appear for an examination or recovery, it can be reinstated within five years; beyond that, a new application is required.

Disability pensions are categorized into three groups based on work capacity loss, as determined by medical commissions. The pension includes a basic and insurance portion, with Group I and II receiving full amounts, while Group III gets 50% of the basic part but the full insurance portion. If a disability pension is lower than the social benefit for persons with disabilities, the recipient can choose between the two. The funded portion of the pension is granted in full regardless of the disability group, and Group I pensions cannot be lower than the subsistence minimum.

The employer is obliged to pay additional expenses for the care of the disabled, including medical care, medication, prosthetics, personal assistance, travel, sanatorium treatment, and special vehicle costs, on the advice of MSEC. Monthly care compensation is set at five minimum wages for medical care and two for personal support.

In addition to that, the employer pays the victim a lump-sum allowance. Dependents of a deceased person qualify for a survivor's pension if the deceased met the required service period for a disability pension. Eligible family members include children under 18 (or disabled from childhood), siblings and grandchildren under 18 without able-bodied parents, and spouses or parents who are retired or disabled. Students remain eligible until 23. Dependents are considered fully supported by the deceased if they were financially reliant on them.

The pension amount depends on the number of dependents: 50% for one, 90% for two, 120% for three, and 150% for four or more. If the deceased was already receiving a pension, the survivor's pension is calculated based on that amount. For full orphans, the pension is the combined total of each deceased parent's calculated amount. A single pension is assigned to all eligible family members, but individuals can request their separate share.

Compensation starts from the date of disability or death and must be paid monthly.

If an employer fails to provide compensation amounts, including lump-sum benefits, within the established period, the employer is obliged to pay a penalty in the amount of 0.15 percent of the unpaid



amount of compensation for each day of delay.

If an employer fails to pay the amounts in a timely manner, they will be held liable according to the legislation.

**Source:** §212-228 of the Labour Code of the Kyrgyz Republic 2025; §15, 16, 17 & 19 of the Law on State Pension Social Insurance 1997, last amended in 2024; Regulations on the Procedure for Payment of Temporary disability and maternity Benefits 2018, last amended in 2024; ISSA Country profile for Kyrgyz.

# 09/13 SOCIAL SECURITY

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C102 - Social Security (Minimum Standards) Convention, 1952 (No. 102)
- C128 - Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
- C121 - Employment Injury Benefits Convention, 1964 (No. 121)
- C130 - Medical Care and Sickness Benefits Convention, 1969 (No. 130)
- C168 - Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)

Convention 102 prescribes minimum standards. For several benefits, somewhat higher standards have been set in subsequent Conventions.

Kyrgyz Republic has not ratified the above-mentioned Conventions.

### *Summary of Provisions under ILO Conventions*

In normal circumstances, the pensionable age may not be set higher than 65 years of age. If retirement age is fixed above 65 years, it should give “due regard to the working ability of elderly persons” and “demographic, economic and social criteria, which shall be demonstrated statistically”. Pension can be set as a percentage of the minimum or earned wage.

When the breadwinner dies, the spouse and children are entitled to a benefit expressed as a percentage of the minimum wage or a percentage of the earned wage. This must be at least 40% of the reference wage.

For a limited period of time, the unemployed have a right to unemployment benefits set as a percentage of the minimum wage or a percentage of the earned wage.

Invalidity benefits are provided when a protected person is unable to engage in gainful employment before the standard retirement age due to a non-occupational chronic condition resulting in disease, injury or disability. Invalidity Benefit must be at least 40% of the reference wage.

## Regulations on social security:

- ISSA Country Profile for Kyrgyz Republic
- Law of the Kyrgyz Republic No. 214 "On Assistance in Employment of the Population", 2015.
- Law of the Kyrgyz Republic No. 20 "On State Social Insurance", 2008
- Law on State Pension Social Insurance 1997, last amended in 2024
- Law on State Social Insurance 1996, last amended in 2024
- Regulation on the procedure, conditions and terms of payment of unemployment benefits 2016, last amended in 2024

## Pension Rights

Both men and women are entitled to a pension: men at 63 years of age (25 years of employment), and women at 58 years (20 years of employment). To claim a pension, the person in question must be a resident of Kyrgyzstan.

Monthly pension benefits include a basic flat-rate benefit, a social insurance portion, an NDC component, and a benefit from the mandatory individual account. According to the law, the benefits are to be adjusted periodically due to changes in the cost of living. The entire source of funds is from the Government. Pension benefits are funded by the Social Fund of the Kyrgyz Republic. The old age pension system is universal and linked to employment and/or contributions. Different contribution rates are applied for certain categories of employed persons.

The provision for early retirement, which previously allowed men to retire at 60 and

women at 55 with additional work experience, was abolished in 2023.

Citizens of the Kyrgyz Republic have the right to voluntary state pension insurance alongside compulsory coverage. This additional insurance, funded voluntarily by individuals or legal entities (with consent), provides extra financial support in cases of old age, disability, or loss of a breadwinner. The old-age pension is calculated through a complex formula.

**Source:** §9, 14 & 22 of the Law on State Pension Social Insurance 1997, last amended in 2024; Law on State Social Insurance 1996, last amended in 2024; ISSA Country Profile for the Kyrgyz Republic

## Dependents' / Survivors' Benefit

In Kyrgyzstan, survivor benefits are funded through social insurance contributions managed by the Social Fund of the Kyrgyz Republic.

The qualifying condition is that the deceased worker either received or was entitled to receive an old age or disability pension. The insured persons must meet a covered employment requirement that varies based on their age at the time of death: at least one year of covered employment if younger than age 23; two years if aged 23 to 25; three years if aged 26 to 30; or at least five years if aged 31 or older. Covered employment includes periods of study, maternity leave, caring for disabled persons, registered unemployment, and other leave periods approved by special decree. The eligible survivors would include a dependent spouse older than age 58 (at any age if disabled); children younger than age 16 (age 23 if a full-time student); nonworking

dependents with disabilities, including sisters, brothers, and grandchildren younger than age 16; and parents older than the normal retirement age (at any age if disabled). The survivor pension is not payable abroad if the pensioner emigrates permanently.

The benefit amount is calculated based on the deceased's Group II disability pension: 50% for one eligible survivor, 90% for two survivors (such as a widow(er) with two children), 120% for three, and 150% for four or more survivors. For full orphans, the benefit equals the sum of pensions from both parents. For full orphans, the pension equals the sum of the pensions both parents received or were entitled to receive.

**Source:** §18 & 19 of the Law on State Pension Social Insurance 1997, last amended in 2024; Law on State Social Insurance 1996, last amended in 2024; ISSA Country Profile for Kyrgyz Republic.

## Unemployment Benefits

Under the regulation on the procedure, conditions and terms of payment of unemployment benefits, citizens in Kyrgyzstan are eligible for unemployment benefits if officially registered as unemployed and have at least 12 months of insurance contributions within the last three years prior to their application.

Unemployment benefits are assigned from the 11th day after registration as unemployed, except for first-time job seekers or individuals returning to work after more than two years, for whom benefits start from the first day of official unemployment. For workers dismissed due to liquidation or downsizing, benefits begin after the period covered by severance or average salary payments. Pregnant women

officially registered as unemployed are also entitled to maternity benefits funded by the republican budget.

To maintain benefit eligibility, unemployed individuals must actively seek employment and submit monthly job-search declarations, except during declared states of emergency, when such declarations are waived.

Unemployment benefits are paid monthly but cannot exceed a total of 12 months within any three-year period, and each eligible individual can only receive benefits once for each period of registered unemployment.

The first payment is made one month after official registration and subsequently at least once per month. The benefit amount is based on the basic unemployment benefit and the length of the individual's insurance contribution period, calculated as a percentage according to a specific formula.

Calculation of Unemployment Benefit (based on insurance period):

- 12 to 24 months: 100% of the basic unemployment benefit.
- 24 to 36 months: 110% of the basic unemployment benefit.
- 36 to 60 months: 130% of the basic unemployment benefit.
- 60 to 120 months: 150% of the basic unemployment benefit.
- 120 months or more: 200% of the basic unemployment benefit.

The exact amount of benefits payable depends on the duration of the individual's insurance contributions.

Individuals receiving social assistance under a social contract are removed from

the unemployment register after three months but continue receiving benefits until removal. Residents of high-altitude or remote areas receive benefits adjusted by a regional coefficient.

Unemployment benefits are exempt from income tax and insurance contributions, and the benefit period is counted toward the individual's total insurance contribution period.

**Source:** ISSA Country Profile; Regulation on the procedure, conditions and terms of payment of unemployment benefits 2016, last amended in 2024

## Disability Benefits

Disability benefits in Kyrgyz are granted regardless of the cause of disability and are paid either for life or until the individual regains working capacity.

Insured individuals qualify for a disability pension if they have the following minimum insurance periods at the onset of disability:

- Under 23 years: 1 year
- 23 to 26 years: 2 years
- 26 to 31 years: 3 years
- 31 years and older: 5 years

The disability pension consists of basic and insurance parts, paid in full for Group I and II disabilities. Group III disabilities receive 50% of the basic part and the full insurance part.

If the assigned disability pension is lower than the monthly social benefit for persons with disabilities, the recipient can choose between the two. The funded portion of the pension is paid in full regardless of disability group. Group I disability pensions

must be at least equal to the subsistence minimum for pensioners from the previous year.

Disability benefits consist of both contributory and non-contributory pensions. Eligibility for the contributory disability pension requires a minimum insurance record. Contributory pensions are funded through social insurance contributions from employees and employers and calculated based on a formula combining a basic flat-rate component (1,780 soms or 12% of the national average monthly wage), a social insurance component tied to past earnings, and a notional defined-contribution (NDC) component based on accumulated contributions since 1996.

For individuals who do not meet these contributory requirements, the government provides a non-contributory social pension from the state budget at a flat monthly rate, varying by the disability group.

Moreover, upon the death of the insured worker, a lump sum amount is also paid as a funeral allowance.

**Source:** §15-17 of the Law on State Pension Social Insurance 1997, last amended in 2024; Law on State Social Insurance 1996, last amended in 2024; ISSA Country Profile for Kyrgyz republic

# 10/13 FAIR TREATMENT

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C100 - Equal Remuneration Convention, 1951 (No. 100)
- C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- C190 - Violence and Harassment Convention, 2019 (No. 190)

Kyrgyz Republic has ratified the Conventions 100, 111 & 190.

### *Summary of Provisions under ILO Conventions*

Equal pay for men and women for work of equal value is a must at workplaces. Pay inequality based on race, colour, sex, religion, political opinion, national extraction/place of birth, or social origin is also forbidden. To help prevent wage discrimination, a transparent remuneration system and a clear matching of pay and position should be in place.

Convention No. 190 recognises the right of everyone to a world of work free from violence and harassment. It defines violence and harassment as “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aims at, results in, or is likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment”. This definition covers physical abuse, verbal abuse, bullying and mobbing, sexual harassment, threats and stalking, among other things.

An employer can't discriminate against a worker in any aspect of employment (appointment, promotion, training and transfer) based on union membership or participation in union activities, filing of a complaint against an employer, race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin, temporary absence due to illness, age, trade union membership, disability/HIV-AIDS, or absence from work during maternity leave. (Conventions 111, 156, 158, 159 and 183)

People have the right to work, and there can't be occupational segregation based on gender.



## Regulations on fair treatment:

- Law of Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women” 2008, last amended in 2011
- Labour Code of the Kyrgyz Republic 2025
- Constitution of Kyrgyz Republic 2010 with amendments through 2016

## Equal Pay

The Labour Code and the law on state guarantees of equal rights and equal opportunities for men and women imply that everyone has equal opportunities for their labour rights without any discrimination in the sphere of work. The employer is obliged to provide employees with equal pay for work of equal value. A decrease in salary or worsening of work conditions based on sex shall be recognized as gender discrimination.

**Source:** § 7(3), 9(3) & 16(2) of the Labour Code of the Kyrgyz Republic 2025; 19 of The Law of the Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women” 2008, last amended in 2011

## Sexual Harassment

The Law of the Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women 2008” classifies sexual harassment of a public officer by a co-worker or supervisor as misconduct.

Sexual harassment has been defined as unwarranted verbal threats, indecent remarks, or sexual advances, including touching or patting, which can humiliate or

offend vulnerable individuals due to work, financial, family, or other reasons. The Law on Equal Rights and Equal Opportunities defines sexual harassment as “Sexual harassment is actions of a sexual nature, expressed verbally or physically, that humiliate and insult a person in a state of labour, official, material, family or other dependence”.

A harassed employee can resign and seek compensation for constructive dismissal, sue for breach of contract or invasion of privacy, or obtain a ban against the harasser or employer. Additionally, the employer can discipline or dismiss an employee found guilty of sexual harassment.

The workplace is to be free from sexual harassment, with employers and employees respecting each other's dignity, and privacy. Employers are responsible for the creation of healthy and safe working conditions where every employee's dignity is upheld, and victims of harassment feel safe to report incidents without fear of retaliation. To achieve this, employers should ensure all employees avoid sexual harassment, maintain a zero-tolerance environment, and take prompt action when incidents occur.

An employer should not pressure or harass employees based on gender, including retaliation for rejecting sexual advances or filing discrimination complaints. Employers are liable under Kyrgyz law for gender-based harassment, including sexual harassment and discriminatory actions. Moreover, if an employer unlawfully forces an employee to resign, they are held accountable.

Under the Criminal Code, acts of a sexual nature in a perverted form, committed

through violence not endangering life or health, threats of such violence, or by exploiting the victim's helpless state, shall be punishable by imprisonment for a term of five to eight years.

**Source:** §1, 5 & 21 of The Law of Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women” 2008, last amended in 2011; §155 of the Criminal Code of Kyrgyz Republic 2021, last amended in 2025

## Non-Discrimination

No one should be subjected to discrimination on the grounds of sex, colour, language, disability, ethnicity, belief, age, political and other convictions, education, background, proprietary and other position, or other factors, according to the Kyrgyz Republic Constitution 2016. Moreover, discrimination should also not apply to special legal measures aimed at guaranteeing equal opportunity for various social groups in compliance with international commitments.

Under the Labour Code, discrimination is defined as discrimination based on gender, race, language, tribe, place of origin, property/official status, nationality, social origin, marital status, political opinions, sex, colour, creed, or criminal record (except as legally permitted in labour relations). The law prohibits discrimination in the workplace and provides the basis for the non-termination of an employment contract on the grounds of an employee's attributes.

Under the Code of Conduct, no employee or employer can discriminate against any employee based on the above-mentioned grounds in any employment policy or practice. Furthermore, household workers

share equal obligations. Any violation by the employer shall be subject to the laws of the Kyrgyz Republic.

**Source:** §16 of the Constitution of Kyrgyz Republic 2010 with amendments through 2016; § 5, 19, 21 & 22 of The Law of Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women” 2008, last amended in 2011; §3(5) & 9 of the Labour Code of the Kyrgyz Republic 2025

## Equal Choice of Profession

All the citizens of the Kyrgyz Republic have equal opportunities to exercise equal freedom, according to the constitution as well as the labour legislation. No discriminatory provisions could be located under the Labour Code. It is the employer's responsibility to ensure equal opportunity in the workplace and parental functions. The employer must adopt, communicate, implement, monitor, and review policies to eliminate discrimination and follow guidelines on specific issues.

No restrictive provisions were found that limit women's equal choice of profession by prohibiting their employment during night hours or in jobs considered dangerous, hazardous, arduous, or morally inappropriate.

The Labour Code states that maximum permissible load limits for women, when manually lifting and moving weights, shall be approved in accordance with the procedure established by the Cabinet of Ministers of the Kyrgyz Republic.

Under the 2025 Labour Code, non-pregnant and non-nursing women are permitted to perform the same jobs as men. The new

legislation has abolished the previous list of occupations deemed too arduous or hazardous for women.

**Source:** §16 of the Constitution of the Kyrgyz Republic 2010 with amendments through 2016; Law of the Kyrgyz Republic “On state guarantees of equal rights and equal opportunities for men and women” 2008, last amended in 2011; §139 of the Labour Code of the Kyrgyz Republic 2025

# 11/13 MINORS & YOUTH

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C138 - Minimum Age Convention, 1973 (No. 138)
- C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)

Kyrgyz Republic has ratified the Conventions 138 and 182.

### *Summary of Provisions under ILO Conventions*

At workplaces, children may not be forced to perform work that could harm their health and hampers their physical and mental development.

All children should be able to attend school. Once this is safeguarded, there is no objection to children performing light jobs between the ages of 12 and 14. The general minimum age is 15 years; however, developing countries may set this at 14 years. The minimum age for hazardous work, which is likely to jeopardise young persons' health, safety or morals, is 18 years. It can also be set at a lower level of 16 years under certain circumstances.

Children should not be employed in work that is likely to harm their health, safety, or morals. It is considered one of the worst forms of child labour. The minimum age for such hazardous work is 18 years.

## Regulations on minors and youth:

- The Labour Code of the Kyrgyz Republic 2025
- The Law of Kyrgyz Republic About education 2023, last amended in 2025
- the Law of the Kyrgyz Republic on Children 2012, last amended in 2020

## Minimum Age for Employment

A "child" is defined as any person under the age of fifteen years, whereas a "young person" refers to an individual who has attained the age of fifteen years but has not yet reached eighteen years.

Child labour in the worst forms is strictly prohibited. A child cannot be employed in any capacity.

The minimum age for employment is set at 16 years. However, a child between the age of 14-15 years may be employed for light work and vocational training programs which are not harmful to his health and development or education with the consent of a parent/guardian. The Labour Code mandates that a child cannot work more than five hours a day.

A child of age 14-16, during his vacation from the educational institute, may be employed for light work (not harmful to his health) for not more than five hours a day between 6 am and 4 pm. During the academic year, combining study with work a child (aged 14-16) is allowed to work for 2.5 hours and a child (aged 16-18) for 3.5 hours.

Every child has the right to protection from labour practices that are unsuitable for their age or that could harm their

education, physical or mental health, or social, moral, or spiritual growth. Even though light work is allowed from 14 years, this should not interfere with compulsory schooling. Compulsory education for a child lasts for 9 years, covering children from the ages of 7 to 15. Primary, basic, and secondary general education are compulsory levels of education for all citizens of the Kyrgyz Republic.

**Source:** § 54 of the Labour Code of the Kyrgyz Republic 2025 & 27 of The Law of the Kyrgyz Republic About education 2023, last amended in 2025; §14 of the Law of the Kyrgyz Republic on Children 2012, last amended in 2020.

## Minimum Age for Hazardous Work

The minimum age for hazardous work is set at 18 years. According to the law, no person below this age shall be engaged in any work that may endanger their health, safety, or development.

No child shall be employed in any industry for more than three consecutive hours, and no young person shall be employed for more than four consecutive hours, without a mandatory rest period of at least 30 minutes.

Employees under the age of 18 should not be employed to work overtime and night work. Workers under the age of 18 are prohibited from being employed in heavy work and work with harmful or dangerous working conditions including underground work, as well as in work that may harm their health and moral development (gambling business, work in night cabarets and clubs, production, transportation and sale of alcoholic beverages, tobacco products, narcotic drugs and toxic drugs).

Workers under 18 are not to be required or permitted, in the course of their employment, to lift, carry, or move anything so heavy that it is likely to endanger their physical development. A child or young person is not to be employed for underground work or work on a rotational basis. Furthermore, a young person or child cannot be employed in any work that is harmful to their health, development, safety, or morals.

**Source:** § 54, 57, 162(4), 139 & 171(4) of the Labour Code of the Kyrgyz Republic 2025; §14 & 15 of the Law of the Kyrgyz Republic on Children 2012, last amended in 2020.



# 12/13 FORCED LABOUR

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C029 - Forced Labour Convention, 1930 (No. 29)
- P029 - Protocol of 2014 to the Forced Labour Convention, 1930
- C105 - Abolition of Forced Labour Convention, 1957 (No. 105)

Forced labour is the work one has to perform under threat of punishment: forfeiture of wages, dismissal, harassment or violence, even corporal punishment. Forced labour means a violation of human rights.

Kyrgyz Republic has ratified both Conventions 29 & 105.

### *Summary of Provisions under ILO Conventions*

Except for certain cases, forced or compulsory labour (exacted under the threat of punishment and for which you may not have offered voluntarily) is prohibited.

Employers must allow workers to look for work elsewhere. If a worker is looking for work elsewhere, he/she should not be shortened on wages or threatened with dismissal. (In the reverse cases, international law considers this forced labour.

## Regulations on forced labour:

- The Labour Code of the Kyrgyz Republic 2025
- Constitution of the Kyrgyz Republic 2010 with amendments through 2016
- Criminal Code of Kyrgyz Republic 2021, last amended in 2025
- the Law of Kyrgyz Republic on Children 2012, last amended in 2020

## Prohibition on Forced and Compulsory Labour

The labour code defines forced labour as a compulsion to perform all work or service under the threat of any violent influence or penalty and for which the worker has not offered himself voluntarily.

Forced labour is strictly prohibited except in cases where work is required on the verdict of a court, during a lawful detention, tasks necessary to maintain hygiene at the detention place, duties performed by members of disciplined forces as part of their roles, alternative service required by those with conscientious objections to military service, required during public emergencies or disasters to protect community well-being; or reasonably required as part of normal communal or other civic obligations. The use of the worst forms of child labour is strictly prohibited under all circumstances.

Under the Criminal Code, forcing a person to work under conditions resembling ownership, where the person cannot refuse due to circumstances beyond their control, is punishable by 3 to 6 years' imprisonment. If this crime is committed against two or more persons, a child aged 14–18, with seizure or destruction of ID documents,

using blackmail, non-lethal violence, or threats, by abuse of official position, the penalty increases to 6 to 8 years, with or without confiscation of property.

If the act involves a child under 14, causes serious harm by negligence, is committed by an organized group or criminal community, the punishment is 8 to 12 years' imprisonment with confiscation of property.

Human Trafficking (Recruitment, transportation, harbouring, receipt, or transfer of a person)—whether with or without their consent—using threats, force, coercion, blackmail, abduction, fraud, or deception for the purpose of exploitation is punishable by 3 to 6 years' imprisonment, with or without confiscation of property.

**Source:** §1(40), 3(4) & 10 of the Labour Code of the Kyrgyz Republic 2025; §23 of the Constitution of the Kyrgyz Republic 2010 with amendments through 2016; §166 & 170 of the Criminal Code of Kyrgyz Republic 2021, last amended in 2025; §15 of the Law of Kyrgyz Republic on Children 2012, last amended in 2020

## Freedom to Change Jobs and Right to Quit

Workers have the right to change jobs after serving due notice to their employer. Employees are entitled to resign from either a fixed-term or indefinite-term contract by providing the employer with a written one month's notice. During a probationary period, the employee can terminate the employment contract by giving at least three days written notice before the end of the probation period.

If both the employer and the employee agree, the contract can be terminated before the end of the official notice period.

For more information on this, please refer to the section on notice requirements.

**Source:** §24 & 43 of the Labour Code of the Kyrgyz Republic 2025

## Inhumane Working Conditions

The standard duration of working hours shall not exceed 40 hours per week. Employees are allowed to work a maximum of 4 hours of overtime over two consecutive days and no more than 20 hours per week. Thus, the maximum working hours per week, including overtime, are 60.

For more information on this, please refer to the section on compensation.

**Source:** § 51 & 57(1) of the Labour Code of the Kyrgyz Republic 2025

# 13/13 TRADE UNION

## Relevant ILO Instruments (Conventions/Protocols/Recommendations)

- C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

Kyrgyz Republic has ratified both Conventions 87 & 98.

### *Summary of Provisions under ILO Conventions*

Freedom of association means freedom to join a trade union. This is part of the fundamental human rights. Employees may not be put at a disadvantage when they are active in the trade union outside working hours. The list of exclusions for sectors of economic activity and workers in an organization should be short.

Trade unions are entitled to negotiate with employers on terms of employment without hindrance. The freedom of a trade union to negotiate with employers to try and conclude collective agreements is protected. (The ILO has a special procedure for handling complaints from unions about violation of this principle).

Workers have the right to strike in order to defend their social and economic interests. It is incidental and corollary to the right to organize provided in ILO convention 87.

## Regulations on trade unions:

- The Constitution of the Kyrgyz Republic 2010, amended in 2016
- The law of the Kyrgyz Republic about trade unions, 1998, last amended in 2004
- Labour Code of the Kyrgyz Republic, 2025

## Freedom to Join and Form a Union

According to the constitution of the Kyrgyz Republic, every individual has the right to enjoy the freedom to assemble and associate with others. This includes the freedom to join or establish trade unions (with common interests) and other professional organizations to safeguard their interests without any hindrance.

Trade unions in the Kyrgyz Republic are voluntary associations of workers formed to protect their labour and socio-economic rights. Trade unions can be formed in any workplace with at least three employees and are represented by elected committees or organizers.

Trade unions gain legal status upon state registration and operate independently, free from government, employer, or political influence. Discrimination based on union membership is prohibited.

Trade union organisations function according to national laws, union charters, and agreements with employers.

There are a few restrictions on joining a trade union. A person cannot be a member of a registered trade union if he/she is under 15 years old. The member must also be an employee of the industry the trade union is concerned about.

Trade unions safeguard workers' rights regarding wages, working conditions, occupational safety, housing, social insurance, healthcare, and pensions as per Kyrgyz law. They contribute to policies on economic and social protection, set living standards, and ensure fair compensation adjustments based on price changes. Trade unions also monitor compliance with minimum subsistence levels and welfare payments and can take legal action against violations of social rights.

**Source:** §4 of the Constitution of the Kyrgyz Republic 2010, with amendments through 2016; 1- 2, 4, 13 & 14 of the law of the Kyrgyz Republic about trade unions 1998, last amended in 2004; §4 & 239 of the Labour Code of the Kyrgyz Republic, 2025.

## Freedom of Collective Bargaining

Representatives from employers, employees, and the government are established to regulate social and labour relations, conduct collective negotiations, and oversee the implementation of agreements. At the national level, a permanent Republican tripartite commission includes the Cabinet of Ministers, the Republican Association of Employers, and Trade Unions. Similar tripartite commissions may be formed at regional and sectoral levels, with agreements involving public funding requiring state participation. At the organizational level, commissions handle collective bargaining and agreement preparation.

Collective bargaining is regulated under the Labour Code. Collective bargaining is based on equality, voluntary participation, and compliance with labour laws. Both

employers and employees can initiate negotiations, and the party receiving a written request must begin discussions within seven days. Refusal to negotiate is not permitted.

Every collective labour agreement is binding upon the parties who have agreed. A collective agreement can be concluded for 1 year at least and 3 years maximum and may exceed another 3 years by mutual consent of the parties.

Trade unions as Social Partners, engage in labour and socio-economic relations with government bodies, local authorities, and employers. They negotiate with employers at national, industry, and territorial levels to establish and enforce collective agreements. These agreements include general accords with the government and employer associations, industry-level agreements with ministries, and regional agreements with local authorities.

The collective agreement can include mutual obligations regarding wages and compensation, health and security, working conditions, working hours, benefits, and dispute resolution mechanisms. They can also be used in making policies on living standards, wage adjustments, and benefits while ensuring compliance with legal minimums. Collective bargaining results in an agreement, either bilateral or tripartite, depending on the participating parties, and commission for conducting collective bargaining. Each party to a collective labour agreement or an agreement extending or varying the terms of a general, sectoral, and territorial collective labour agreement must be registered by the authorized state body, Government of the Kyrgyz Republic.

A collective labour agreement is a written agreement relating to the terms and conditions of employment concluded between one or more registered trade unions or branches of trade unions, or where no such organization exists, the representatives of the employees concerned are to be elected and authorized by them.

Implementation of agreements is carried out by the parties to the social partnership, their representatives, and the relevant state body.

**Source:** §199-202 of the Labour Code of the Kyrgyz Republic 2025; 11 & 12 of the law of the Kyrgyz Republic about trade unions 1998, last amended in 2004.

## Right to Strike

The employees or their representatives are recognized to start or organize a strike if the collective labour dispute remains unresolved. Participation in strike is voluntary, and coercion to join or refrain from striking is prohibited. Moreover, employer representatives cannot organize or participate in strikes.

A strike is declared through a general employee meeting, requiring attendance of at least 50%+1 of employees, and approval by a majority vote. If a meeting is not feasible, a strike may be approved through signed employee support. More than half of the employees must have provided their signatures in support of the strike.

After 5 days of the commission's work, a one-hour warning strike may be declared, provided a three working days' notice to the Commissioner and all parties involved in the dispute before the strike begins.



Furthermore, the strike must be streamed with the provisions of the Labour Code regulating strikes and any rules determined by the mediator, otherwise declared illegal. The employer must be notified in writing about the start of the forthcoming strike no later than 10 calendar days in advance. The strike decision must outline the dispute's basis, start date, expected duration, number of participants, leadership body, representatives for conciliation, and essential services to be maintained during the strike.

The employer, executive authorities, local self-government bodies, and the strike leadership must take necessary measures to maintain public order during the strike. They are also responsible for ensuring the safety of the organization's property, protecting employees, and securing machines and equipment.

An employee who wilfully breaches his contract of employment knowing, either alone or in combination with others, the effect of which is to deprive the public of an essential service or substantially diminish the enjoyment of an essential service by the public or endanger human life or public health or damage property, such worker is presumed to have committed an offense and shall bear disciplinary, administrative, criminal liability following the procedure established by the Labour Code and other laws.

Employers are prohibited from hiring persons to do the work of employees who are on strike or who are locked out.

A strike may be declared illegal if essential services are not maintained. A list of minimum necessary work (services) in

sectors vital to public health and safety is approved by the relevant executive body in consultation with trade unions. At the organizational level, the employer, trade unions, and local authorities determine the essential services within five days of the strike decision.

Strikes are illegal during war, emergencies, or in military, security, and emergency response sectors. Strikes in essential services (energy, transport, healthcare) are also prohibited if they threaten public safety.

Only a court can declare a strike illegal upon an employer's or prosecutor's request. Once ruled illegal, employees must resume work the next day. If a strike endangers lives, the court may delay or suspend it for up to 30 days.

**Source:** § 43 of the Constitution of Kyrgyz Republic 2010 with amendments through 2016; §255-260 of the Labour Code of the Kyrgyz Republic 2025; §19 & 25 of the law of Kyrgyz Republic about trade unions 1998, last amended in 2004.

# QUESTIONNAIRE

*The text in this document was last updated in July 2025. For the most recent and updated text on Employment & Labour Legislation in Kyrgyz Republic in Russian, please refer to: <https://mojazarplata.org/kyrgyzstan>*

## DECENTWORKCHECK.ORG

## Check

Decent Work Check Kyrgyzstan is a product of WageIndicator.org  
and mojaraplata.org/kyrgyzstan



National Regulation exists



National Regulation does not exist

## 01/13 Work &amp; Wages

	NR	Yes	No
1. I earn at least the minimum wage announced by the Government		<input type="checkbox"/>	<input type="checkbox"/>
2. I get my pay on a regular basis. (daily, weekly, fortnightly, monthly)		<input type="checkbox"/>	<input type="checkbox"/>

## 02/13 Compensation

3. Whenever I work overtime, I always get compensation <i>(Overtime rate is fixed at a higher rate)</i>		<input type="checkbox"/>	<input type="checkbox"/>
4. Whenever I work at night, I get higher compensation for night work		<input type="checkbox"/>	<input type="checkbox"/>
5. I get compensatory holiday when I have to work on a public holiday or weekly rest day		<input type="checkbox"/>	<input type="checkbox"/>
6. Whenever I work on a weekly rest day or public holiday, I get due compensation for it		<input type="checkbox"/>	<input type="checkbox"/>

## 03/13 Annual Leave &amp; Holidays

7. How many weeks of paid annual leave are you entitled to?*		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 3 <input type="checkbox"/> 4+
8. I get paid during public (national and religious) holidays		<input type="checkbox"/>	<input type="checkbox"/>
9. I get a weekly rest period of at least one day (i.e. 24 hours) in a week		<input type="checkbox"/>	<input type="checkbox"/>

## 04/13 Employment Security

10. I was provided a written statement of particulars at the start of my employment		<input type="checkbox"/>	<input type="checkbox"/>
11. My employer does not hire workers on fixed terms contracts for tasks of permanent nature <i>Please tick "NO" if your employer hires contract workers for permanent tasks</i>		<input type="checkbox"/>	<input type="checkbox"/>
12. My probation period is only 06 months		<input type="checkbox"/>	<input type="checkbox"/>
13. My employer gives due notice before terminating my employment contract (or pays in lieu of notice)		<input type="checkbox"/>	<input type="checkbox"/>
14. My employer offers severance pay in case of termination of employment <i>Severance pay is provided under the law. It is dependent on wages of an employee and length of service</i>		<input type="checkbox"/>	<input type="checkbox"/>

## 05/13 Family Responsibilities





15. My employer provides paid paternity leave <i>This leave is for new fathers/partners and is given at the time of child birth</i>		<input type="checkbox"/>	<input type="checkbox"/>
16. My employer provides (paid or unpaid) parental leave <i>This leave is provided once maternity and paternity leaves have been exhausted. Can be taken by either parent or both the parents consecutively.</i>		<input type="checkbox"/>	<input type="checkbox"/>
17. My work schedule is flexible enough to combine work with family responsibilities <i>Through part-time work or other flex time options</i>		<input type="checkbox"/>	<input type="checkbox"/>

## 06/13 Maternity &amp; Work





18. I get free ante and post natal medical care		<input type="checkbox"/>	<input type="checkbox"/>
19. During pregnancy, I am exempted from nightshifts (night work) or hazardous work		<input type="checkbox"/>	<input type="checkbox"/>
20. My maternity leave lasts at least 14 weeks		<input type="checkbox"/>	<input type="checkbox"/>

\* On question 7, only 3 or 4 working weeks is equivalent to 1 "YES".





# DECENTWORKCHECK.ORG

- |     |   |   |                          |                          |
|-----|---|---|--------------------------|--------------------------|
| 21. | During my maternity leave, I get at least 2/3rd of my former salary   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. | I am protected from dismissal during the period of pregnancy<br><i>Workers can still be dismissed for reasons not related to pregnancy like conduct or capacity</i> |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. | I have the right to get same/similar job when I return from maternity leave   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. | My employer allows nursing breaks, during working hours, to feed my child   |  | <input type="checkbox"/> | <input type="checkbox"/> |





## 07/13 Health & Safety

- |     |  |   |                          |                          |
|-----|--|---|--------------------------|--------------------------|
| 25. | My employer makes sure my workplace is safe and healthy  |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. | My employer provides protective equipment, including protective clothing, free of cost   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. | My employer provides adequate health and safety training and ensures that workers know the health hazards and different emergency exits in the case of an accident |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 28. | My workplace is visited by the labour inspector at least once a year to check compliance of labour laws at my workplace  |  | <input type="checkbox"/> | <input type="checkbox"/> |









## 08/13 Sick Leave & Employment Injury Benefits

- |     |   |   |                          |                          |
|-----|---|---|--------------------------|--------------------------|
| 29. | My employer provides paid sick leave and I get at least 45% of my wage during the first 6 months of illness |    | <input type="checkbox"/> | <input type="checkbox"/> |
| 30. | I have access to free medical care during my sickness and work injury                                       |   | <input type="checkbox"/> | <input type="checkbox"/> |
| 31. | My employment is secure during the first 6 months of my illness   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 32. | I get adequate compensation in the case of an occupational accident/work injury or occupational disease     |  | <input type="checkbox"/> | <input type="checkbox"/> |

## 09/13 Social Security

- |     |   |   |                          |                          |
|-----|---|---|--------------------------|--------------------------|
| 33. | I am entitled to a pension when I turn 60   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 34. | When I, as a worker, die, my next of kin/survivors get some benefit   |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. | I get unemployment benefit in case I lose my job  |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 36. | I have access to invalidity benefit in case I am unable to earn due to a nonoccupational sickness, injury or accident |  | <input type="checkbox"/> | <input type="checkbox"/> |

## 10/13 Fair Treatment

- |     |  |   |                          |                          |
|-----|--|---|--------------------------|--------------------------|
| 37. | My employer ensure equal pay for equal/similar work (work of equal value) without any discrimination                                     |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 38. | My employer take strict action against sexual harassment at workplace  |  | <input type="checkbox"/> | <input type="checkbox"/> |
| 39. | I am treated equally in employment opportunities (appointment,promotion, training and transfer) without discrimination on the basis of:* |  | <input type="checkbox"/> | <input type="checkbox"/> |
|     | Sex/Gender   |  | <input type="checkbox"/> | <input type="checkbox"/> |
|     | Race   |  | <input type="checkbox"/> | <input type="checkbox"/> |
|     | Colour   |  | <input type="checkbox"/> | <input type="checkbox"/> |
|     | Religion   |  | <input type="checkbox"/> | <input type="checkbox"/> |
|     | Political Opinion  |  | <input type="checkbox"/> | <input type="checkbox"/> |

\* For a composite positive score on question 39, you must have answered "yes" to at least 9 of the choices.

# DECENTWORKCHECK.ORG

Nationality/Place of Birth	😊	<input type="checkbox"/>	<input type="checkbox"/>
Social Origin/Caste	😊	<input type="checkbox"/>	<input type="checkbox"/>
Family responsibilities/family status	😊	<input type="checkbox"/>	<input type="checkbox"/>
Age	😊	<input type="checkbox"/>	<input type="checkbox"/>
Disability/HIV-AIDS	😊	<input type="checkbox"/>	<input type="checkbox"/>
Trade union membership and related activities	😞	<input type="checkbox"/>	<input type="checkbox"/>
Language	😊	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation (homosexual, bisexual or heterosexual orientation)	😞	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status	😊	<input type="checkbox"/>	<input type="checkbox"/>
Physical Appearance	😞	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/Maternity	😊	<input type="checkbox"/>	<input type="checkbox"/>
40 I, as a woman, can work in the same industries as men and have the freedom to choose my profession	😞	<input type="checkbox"/>	<input type="checkbox"/>

## 11/13 Minors & Youth

41. In my workplace, children under 15 are forbidden	😊	<input type="checkbox"/>	<input type="checkbox"/>
42. In my workplace, children under 18 are forbidden for hazardous work	😊	<input type="checkbox"/>	<input type="checkbox"/>

## 12/13 Forced Labour

43. I have the right to terminate employment at will or after serving a notice	😊	<input type="checkbox"/>	<input type="checkbox"/>
44. My employer keeps my workplace free of forced or bonded labour	😊	<input type="checkbox"/>	<input type="checkbox"/>
45. My total hours of work, inclusive of overtime, do not exceed 56 hours per week	😞	<input type="checkbox"/>	<input type="checkbox"/>

## 13/13 Trade Union Rights

46. I have a labour union at my workplace	😊	<input type="checkbox"/>	<input type="checkbox"/>
47. I have the right to join a union at my workplace	😊	<input type="checkbox"/>	<input type="checkbox"/>
48. My employer allows collective bargaining at my workplace	😊	<input type="checkbox"/>	<input type="checkbox"/>
49. I can defend, with my colleagues, our social and economic interests through "strike" without any fear of discrimination	😊	<input type="checkbox"/>	<input type="checkbox"/>

# DECENTWORKCHECK.ORG

## Results

Your personal score tells how much your employer lives up to national legal standards regarding work. To calculate your DecentWorkCheck, you must accumulate 1 point for each YES answer marked. Then compare it with the values in Table below:



is your amount of "YES" accumulated.

Kyrgyzstan scored 45 times "YES" on 49 questions related to International Labour Standards

### If your score is between 1 - 18

This score is unbelievable! Does your employer know we live in the 21st century? Ask for your rights. If there is a union active in your company or branch of industry, join it and appeal for help.

### If your score is between 19 - 38

As you can see, there is ample room for improvement. But please don't tackle all these issues at once. Start where it hurts most. In the meantime, notify your union or WageIndicator about your situation, so they may help to improve it. When sending an email to us, please be specific about your complaint and if possible name your employer as well. Also, try and find out if your company officially adheres to a code known as Corporate Social Responsibility. If they do, they should live up to at least ILO standards. If they don't adhere to such a code yet, they should. Many companies do by now. You may bring this up.

### If your score is between 39 - 49

You're pretty much out of the danger zone. Your employer adheres to most of the existing labour laws and regulations. But there is always room for improvement. So next time you talk to management about your work conditions, prepare well and consult this DecentWorkCheck as a checklist.