

## Committee on the Application of Standards

Date: 19 May 2026

**Governments appearing on the list of individual cases have the opportunity, if they so wish, to supply written information to the Committee.**

### ▶ Information on the application of ratified Conventions supplied by governments on the list of individual cases

#### Kyrgyzstan (ratification: 1992)

#### Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

The Government has provided the following written information.

As the authorized labour body of the Cabinet of Ministers, the Ministry of Labour, Social Welfare and Migration of the Kyrgyz Republic (the Ministry) expresses its profound gratitude to the ILO and to the Committee for their cooperation and states the following:

The Kyrgyz Republic confirms its unconditional commitment to the principles of tripartism and recognizes freedom of association as a fundamental condition for the provision of social justice. The Government has carried out large-scale reform to update labour standards and laws.

The New Labour Code of the Kyrgyz Republic officially came into force on 28 January 2025, drawn up with the participation of a broad circle of social partners. This standard-setting Act radically restructured the architecture of labour relations, as it removed the barriers hampering labour market flexibilities and the provision of equal rights for citizens. The Labour Code, adopted on 23 January 2025, does not contain standards prohibiting the right to organize without prior authorization and excluded the possibility of State interference.

The most important confirmation of the independence and legitimacy of the processes within the national trade union was the XXVII Congress of the Trade Union Federation of the Kyrgyz Republic, held on 5 September 2025. The Congress demonstrated the complete unity of the trade union movement: 119 of the 132 delegates selected participated in its work, which represented 90 per cent of the overall number and empowered the Congress to take decisions. The key outcome of the Congress was the unanimous re-election of the Federation Chairperson, Mr Muradil Djumadilde. We emphasize especially that this decision was officially and unanimously supported by the heads of all the federation sectoral committees, who confirmed their positions within the framework of an open democratic vote.

The high-level status of the event and the recognition of the principles of social partnership were confirmed by the participation of guests of honour from among the leading figures of the Cabinet of Ministers of the Kyrgyz Republic, and also the Ministry of Labour, Social Welfare and Migration.

The legitimacy and transparency of all the Congress procedures were guaranteed by the presence of official representatives of the ILO (ACTRAV ILO) and the International Trade Union Confederation (Pan-European Regional Council-ITUC).

Progress in the development of national tripartism is confirmed by the new General Agreement between the Cabinet of Ministers, the Trade Union Federation and employers' associations for 2025–27 (Order No. 505-r of the Cabinet of Ministers of the Kyrgyz Republic of 19 June 2025), in accordance with which the social partners conduct joint work on the above issues.

The JIA Business Association is currently the largest employers' association in the Kyrgyz Republic, bringing together more than 1,200 companies from various sectors of the economy. The most important stage of the association's institutional development is its accession to the International Organisation of Employers (IOE). As the Kyrgyz Republic's sole representative in the IOE – the largest global private sector network – representing the interests of more than 150 organizations in 140 countries, the JIA introduces into the country the best global management and social responsibility practices. Thanks to the members in question, the JIA represents the voice of the Kyrgyz business community in global forums such as the ILO, the United Nations and the G20. This allows the JIA association to help to set the global agenda in the sphere of labour relations and the protection of employers' rights.

The association of workers' and employers' representatives cooperates closely with the Government. For example, the adoption of the new Labour Code and labour laws and regulations was devised with the close cooperation of the parties. As a result, more than 20 basic labour laws and regulations were adopted.

In the Kyrgyz Republic, there are no standard-setting or legal documents which limit or prohibit the right to freedom of association.

**The Government has provided the following additional written information.**

Regarding the ongoing internal reforms and improvements to the management system for trade union assets (specifically, the resort and health facilities on Lake Issyk-Kul), all existing disputes and related legal proceedings have been fully resolved.

In accordance with the final court ruling, criminal proceedings against the Federation of Trade Unions of Kyrgyzstan (FPK) officials have been fully terminated due to the expiration of the statute of limitations, as well as the full compensation of the established material damages. All charges and restrictions against these individuals have been officially lifted, confirming adherence to the principles of legality and fairness in the administration of justice.

The Ministry specifically emphasizes that the aforementioned process was conducted strictly in accordance with the legislation of Kyrgyzstan and was of an exclusively property-economic nature and was not related to the socio-political activities of FPK officials. All investigative and judicial proceedings were conducted in strict accordance with procedural law, which precludes any selective or politically motivated approach.

Currently, these individuals have fully resumed their lawful trade union activities.