

Salary indexation

November 2026

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Mandatory Salary Indexation Requirement Introduced in Kyrgyzstan

On 10 November 2026, Law No. 152 of the Kyrgyz Republic dated 6 November 2026 was officially published, introducing amendments to the Labour Code of the Kyrgyz Republic.

Article 91 of the Labour Code has been supplemented with a new paragraph 9, which provides that maintaining the real value of employees' salaries must be ensured through salary indexation in line with increases in consumer prices for goods and services.

The Law further stipulates that the salary indexation procedure shall be determined by:

- collective bargaining agreement;
- agreements between the parties to social partnership; or
- the employer's local regulatory acts.

Exception applies to organizations financed from the republican and local budgets, for which special rules may apply.

Effective date: The Law enters into force 10 days after its official publication, i.e., on 21 November 2026.

Practical Implications for Employers

Employers are advised to:

- **review their existing HR and compensation-related documentation; and**
- **where appropriate, incorporate a salary indexation mechanism into collective bargaining agreements, remuneration policies, or other local regulatory acts.**

The absence of relevant provisions may require companies to amend their internal documentation to align with the new labour law requirements.

If you have any questions regarding the application of these amendments, our specialists would be pleased to provide advisory support.