CABINET OF MINISTERS OF THE REPUBLIC OF AZERBAIJAN
AZERBAIJAN TRADE UNIONS CONFEDERATION
NATIONAL CONFEDERATION OF ENTREPRENEURS (EMPLOYERS') ORGANIZATIONS OF THE REPUBLIC OF AZERBAIJAN

RESOLUTION

No. 142

Baku city, "12" May 2026

On the conclusion of the General Collective Agreement for 2026–2028 between the Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers') Organizations of the Republic of Azerbaijan

The Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers') Organizations of the Republic of Azerbaijan resolve as follows:
In accordance with Article 36 of the Labour Code of the Republic of Azerbaijan, the General Collective Agreement for 2026–2028 between the Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers') Organizations of the Republic of Azerbaijan shall be concluded (attached).

Prime Minister of the Republic of Azerbaijan	Chairperson of the Azerbaijan Trade Unions Confederation	President of the National Confederation of Entrepreneurs (Employers') Organizations of the Republic of Azerbaijan
Ali Asadov	Sahib Mammadov	Mammad Musayev

Attached to Resolution No. 142 dated “12” May 2026 between the Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers’) Organizations of the Republic of Azerbaijan.

GENERAL COLLECTIVE AGREEMENT

for 2026–2028

between the Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers’) Organizations of the Republic of Azerbaijan

The Cabinet of Ministers of the Republic of Azerbaijan, the Azerbaijan Trade Unions Confederation and the National Confederation of Entrepreneurs (Employers’) Organizations of the Republic of Azerbaijan (hereinafter referred to as the “Parties”), relying on the international treaties to which the Republic of Azerbaijan has acceded or to which it is a party, the conventions of the International Labour Organization, other norms of international law and the legislation of the Republic of Azerbaijan, conclude this General Collective Agreement (hereinafter referred to as the “Agreement”), which defines their agreed positions and joint activities in the field of socio-economic and labour relations for 2026–2028.

The Parties consider that the successful implementation of reforms in the Republic of Azerbaijan, the development of a socially oriented national economy integrated into the global economic system, the maintenance of macroeconomic stability, economic diversification, the accelerated development of the non-oil sector and the regions, and the strengthening of state support for entrepreneurship constitute a socio-economic policy aimed at significantly reducing poverty and unemployment, ensuring employment, creating new jobs, increasing incomes, improving the material well-being of citizens, and strengthening the social protection of vulnerable population groups. The realization of these objectives constitutes the key priorities of this Agreement.

The Agreement forms an integral part of the social partnership system and serves as the basis for the development and conclusion of sectoral (tariff) agreements.

The Parties declare their commitment to developing mutual relations on the basis of the principles of social partnership, regulating social and labour relations through social dialogue, collective agreements and collective bargaining arrangements, and complying with the obligations and commitments established under this Agreement.

1. Cooperation in the field of economic policy

1.1. The Parties consider that, in the near future, the social and economic policy of the state should be aimed at ensuring sustainable economic development, modernization of production processes and increased competitiveness, stimulation of innovation activity and investments in human capital, strengthening of citizens’ social protection, creation of new decent workplaces, reduction of poverty and improvement of the population’s welfare.

1.2. For this purpose, the Parties undertake the following commitments:

1.2.1. To support reconstruction, sustainable employment, protection of labour rights, safe working conditions and socio-economic reintegration in the liberated territories, and to promote the creation of new jobs in industry, agriculture, services and other sectors;

1.2.2. To continue the sustainable and competitive development of the non-oil sector envisaged in the strategies, state programmes and strategic road maps adopted for the national economy and its main sectors;

1.2.3. To assist in the modernization of the economy, including service sectors;

1.2.4. To accelerate the transition of the economy to an innovative development model;
1.2.5. To increase attention to the development of high-technology and infrastructure sectors of the economy;
1.2.6. To implement comprehensive measures to support priority sectors of the economy;
1.2.7. To improve the system of medium-term forecasting of socio-economic development and the state budget and to increase its quality;
1.2.8. To accelerate the process of aligning national development priorities with the goals, targets and indicators arising from “Transforming our world: the 2030 Agenda for Sustainable Development”, to strengthen the participation of the regions in this process and to form model regions for creating successful examples;
1.2.9. To continue state financial support for micro, small and medium-sized business entities, which are a key factor in increasing production volumes and creating new jobs under market economy conditions, and, in order to organize this support more effectively, to further improve other institutional mechanisms of state-entrepreneur relations and the legislative and regulatory framework encouraging their participation in public procurement;
1.2.10. To increase comprehensive assistance to local producers to raise domestic output, labour productivity, the quality and competitiveness of goods; to protect the interests of local producers in domestic and foreign markets on the basis of legislation and international law; to strengthen measures stimulating the export of finished products to world markets; and to ensure that annual government reports on implementation of Presidential Decree No. 1063 of 5 October 2016 approving the rules for export missions, buyer missions, market research, marketing activity, promotion of the “Made in Azerbaijan” brand, international certification and export-related research and development projects are submitted to the Tripartite Commission on Social and Economic Affairs (hereinafter - the Tripartite Commission);
1.2.11. To continue public awareness-raising and the broad involvement of stakeholders, including social partners, citizens, civil society, the business sector and the media, in fulfilment of obligations arising from the 2030 Agenda on the principle of “leaving no one behind”;
1.2.12. To continue measures related to digitalization of all sectors of the economy;
1.2.13. To implement formalization of informal employment and economic activity and, during the transition from the informal economy to the formal economy, to study the recommendations of the International Labour Organization, as well as the experience of advanced countries;
1.2.14. To strengthen anti-corruption activities;
1.2.15. To increase efforts to engage the population, including youth and women, in entrepreneurial activity and to implement joint projects in this area;
1.2.16. To use tripartite consultations in the process of reviewing prices (tariffs) for the services and products of natural monopolies;
1.2.17. To take measures to simplify the terms for granting mortgage loans from the funds of the Mortgage and Credit Guarantee Fund of the Republic of Azerbaijan;
1.2.18. To continue institutional, administrative and structural reforms;
1.2.19. To actively use relevant regulatory methods in order to maintain inflation at an acceptable level;
1.2.20. To prepare proposals on incentive mechanisms for foreign investors in order to further expand foreign investment in the non-oil sector of the country;
1.2.21. To implement measures stimulating the production and export of import-substituting and export-oriented products;
1.2.22. To continue development of the non-oil sector of the national economy, including tourism;
1.2.23. To strengthen reforms in the housing and public utilities and continue measures aimed at bringing the wages of employees in this sector closer to the average monthly wage level in the country;
1.2.24. To consider conducting international comparisons based on the purchasing power parity of currencies in CIS countries;
1.2.25. To continue efforts to increase the number of industrial parks and districts, technology parks and agro-parks in order to increase the production of export-oriented products and strengthen export potential;

1.2.26. To make joint efforts to implement Presidential Decree No. 320 dated 10 October 2024 “On approval of the National Strategy on Efficient Use of Water Resources” and Presidential Order No. 883 dated 12 January 2026 “On approval of the State Programme for 2026-2035 on improvement of water supply, storm-water and wastewater systems in Baku city and the Absheron Peninsula”;
1.2.27. To ensure the operation of internationally accredited laboratories compliant with international standards and the application of advanced methods in order to modernize and strengthen activities in the field of food safety;
1.2.28. To improve public oversight mechanisms in the field of food safety;
1.2.29. To continue work to align the food safety assurance system with the requirements of relevant international organizations, improve the safety and quality of food products and ensure healthy nutrition of the population;
1.2.30. To continue repair and reconstruction of rural roads within infrastructure projects;
1.2.31. To improve the process of granting subsidies and continue work to improve the insurance mechanism;
1.2.32. To continue state financial support for strengthening the financial base of municipalities and establishing municipal enterprises;
1.2.33. To accelerate completion of the process of providing electronic maps of municipal administrative territories in order to improve municipal institutions and increase and develop municipal property;
1.2.34. To increase the effectiveness of various free trainings, seminars and events held for informing and developing micro, small and medium-sized entrepreneurs and farmers;
1.2.35. To increase state control over improving the quality of food and non-food products and their compliance with relevant standards;
1.2.36. To make joint efforts to implement “Azerbaijan 2030: National Priorities for Socio-Economic Development” approved by Presidential Order No. 2469 dated 2 February 2021;
1.2.37. To expand access to voluntary insurance mechanisms related to strengthening social protection of workers in the agricultural sector, especially seasonal workers;
1.2.38. To continue work to protect the interests of local agricultural and food producers in negotiations on accession to the World Trade Organization (WTO);
1.2.39. To develop alternative areas of activity in order to stimulate employment of the rural population in non-agricultural sectors, improve income-generating opportunities and raise employment levels;
1.2.40. To strengthen state and public control in order to maintain transparency in the financial and credit system;
1.2.41. To implement innovative measures for effective management of flood waters in mountain rivers and for minimizing destructive impacts on rural areas and the environment;
1.2.42. To implement measures to ensure sustainable agricultural development and food security; strengthen information-advisory services and human resources potential in this field; expand access of agricultural producers to wholesale and retail markets; stimulate production in accordance with environmental requirements; develop family farms and cooperatives; protect the rights of seasonal workers and eliminate informal employment; and involve youth and women in entrepreneurial activity;
1.2.43. To implement comprehensive measures to increase the country’s transit and logistics potential in the context of new transport corridors and transit opportunities.
1.3. The Parties consider it necessary to forecast real growth indicators of Gross Domestic Product in all sectors of the economy.

2. Wages, Household Income and Living Standards

2.1. The Parties consider it necessary to develop and implement comprehensive measures ensuring the employee’s labour rights, to increase real wages, to improve the population’s standard of living and to improve income policy.

2.2. For this purpose, the Parties undertake the following obligations aimed at improving organization of labour, increasing employees' qualification levels and raising labour productivity:
2.2.1. To take measures for implementation of the "Country Programme on Decent Work for 2025-2029" within the framework of cooperation with the International Labour Organization;
2.2.2. To take measures to increase wages of employees working in sectors financed from the state budget, especially monthly tariff (position) salaries of employees paid under the unified tariff schedule, and to form mechanisms for developing a wage system aimed at promoting productive labour;
2.2.3. To strengthen joint oversight by the social partners over employers who engage employees without their employment contracts taking legal effect and who make unofficial payments to them, with a view to preventing informal employment relationships.
2.2.4. To increase attention to efforts carried out to improve working conditions in enterprises and organizations;
2.2.5. To further develop mechanisms for establishing a merit-based and performance-oriented differentiated remuneration system in the education sector;
2.2.6. To conduct analyses of the share of labour remuneration in the cost of goods produced;
2.2.7. To improve the remuneration system on the principle of equal pay for work of equal value, irrespective of gender;
2.2.8. To hold consultations on the methodology for calculating the minimum consumer basket;
2.2.9. To continue work to gradually increase the minimum wage and to make efforts to align the ratio of the minimum wage to the country's average wage with the requirements of the European Social Charter;
2.2.10. To secure the adoption of legislative amendments related to the introduction of a minimum hourly wage;
2.2.11. To establish an optimal system for financing the remuneration of employees working in public legal entities established on behalf of the State, using both state budget funds and extra-budgetary resources;
2.2.12. To continue efforts aimed at studying international best practices in the field of labour legislation.

3. Development of the labour market and guarantees of employment of the population

3.1 The Parties consider that the modernization and innovation-driven development of the economy should not only generate demand for highly qualified workers but should also be accompanied by the creation of efficient jobs characterized by safe working conditions, decent work, and high productivity. These processes should be supported through the implementation of measures in the following areas, based on cooperation among the social partners in the fields of employment and human resource development:
3.1.1. To enhance the effectiveness of state policy in the fields of labour and employment and to improve legislation based on international standards and national priorities;
3.1.2. To continue efforts aimed at improving legislation to facilitate the implementation of digital governance in the areas of labour relations, individual registration within the state social insurance system, and employment services;
3.1.3. To continue measures aimed at aligning the quality of the workforce with the needs of a developing economy and forming a competitive workforce that meets modern requirements; and to expand the scope of the existing information system by incorporating labour market monitoring and forecasting functions;
3.1.4. To continue efforts to improve legislation aimed at preventing the unjustified formalization of employment relationships through civil-law contracts;
3.1.5. To strengthen preventive activities and online monitoring mechanisms in the exercise of state and public oversight of compliance with labour legislation.
3.1.6. To ensure that, where employees are dismissed at the initiative of the employer due to production optimization, improvements in work organization, liquidation of an enterprise,

workforce reductions, or staff redundancies, the relevant trade union body is notified in writing in advance (at least three months beforehand), with the exception of cases provided for in the Labour Code of the Republic of Azerbaijan, in order to safeguard the rights and interests of employees.
3.1.7. To implement measures aimed at ensuring the efficient utilization of labour resources, expanding employment and entrepreneurship opportunities for the population, promoting inclusive employment, supporting decent work, and enhancing the competitiveness of the workforce;
3.1.8. To ensure the coverage and targeting of employment measures, provide broad access to fast, convenient, and transparent services in this field, and establish innovative mechanisms and electronic infrastructure that contribute to the expansion of labour markets in both urban and regional areas;
3.1.9. To improve the quality of public employment services and further strengthen their institutional framework;
3.1.10. To align workforce training with employers' needs in order to develop a competitive labour force, and to design and implement modern competency-based educational programmes (curricula) based on occupational and qualification standards;
3.1.11. To promote the enhancement of vocational skills, retraining for new occupations, and professional upskilling of employees through continuing education institutions;
3.1.12. To establish and expand a network of vocational training centres for unemployed persons and jobseekers, equipped with modern facilities and operating on the basis of updated training content;
3.1.13. To increase the number of qualifications acquired through non-formal and informal learning methods that are subject to recognition;
3.1.14. To continue efforts aimed at introducing an electronic monitoring system for the formalization of labour relations;
3.1.15. To expand the scope of self-employment programmes, with the involvement of the social partners, by giving priority to the service and production sectors;
3.1.16. To organize vocational training courses for women, particularly those living in rural areas, in occupations and specializations that are most in demand in the labour market, with a view to expanding their access to employment opportunities.
3.1.7. To implement measures aimed at ensuring the efficient utilization of labour resources, expanding employment and entrepreneurship opportunities for the population, promoting inclusive employment, supporting decent work, and enhancing the competitiveness of the workforce;
3.1.8. To ensure broad coverage and effective targeting of employment measures, provide wide access to fast, convenient and transparent services in this field, and establish innovative mechanisms and electronic infrastructure that contribute to the expansion of labour markets in both urban and regional areas;
3.1.9. To improve the quality of public employment services and further strengthen their institutional framework;
3.1.10. To align workforce training with employers' needs in order to develop a competitive labour force, and to design and implement modern competency-based educational programmes (curricula) based on occupational and qualification standards;
3.1.11. To promote the enhancement of vocational skills, retraining for new occupations, and professional upskilling of employees through continuing education institutions;
3.1.12. To establish and expand a network of vocational training centres for unemployed persons and jobseekers, equipped with modern facilities and operating on the basis of updated training content;
3.1.13. To increase the number of qualifications acquired through non-formal and informal learning pathways that are eligible for recognition;
3.1.14. To continue efforts aimed at introducing an electronic monitoring system for the formalization of labour relations;
3.1.15. To expand the scope of self-employment programmes, with the involvement of the social partners, by prioritizing the service and production sectors;

3.1.16. To organize vocational training courses for women, particularly those residing in rural areas, in occupations and specializations that are most in demand in the labour market, with a view to expanding their employment opportunities;
3.1.17. To continue efforts aimed at expanding labour market access for socially vulnerable population groups, including persons released from penitentiary institutions, graduates of special boarding schools who have been deprived of parental care, and jobseekers with disabilities (hereinafter referred to as “priority jobseekers”);
3.1.18. To explore opportunities for introducing incentives for employers in order to encourage the hiring of priority jobseekers;
3.1.19. To continue efforts to improve the vocational rehabilitation system for persons with disabilities through the implementation of specialized training programmes;
3.1.20. To increase the effectiveness of employment coordination committees operating in cities and districts, and to provide them with the necessary methodological support, with a view to reducing disparities between regional labour markets;
3.1.21. To increase the number of occupational and qualification standards and broaden the participation of employers in their development;
3.1.22. To strengthen intergovernmental cooperation for the protection of the rights of labour migrants and continue concluding bilateral and multilateral agreements in this area;
3.1.23. To strengthen cooperation with both relevant public authorities and the social partners in the decision-making process concerning labour and employment matters.
3.1.24. To undertake targeted measures aimed at ensuring the protection of persons providing services through digital (mobile) platforms in accordance with labour legislation, by defining their legal status and adopting a broader interpretation of the concept of an “employee”, as well as ensuring their inclusion in the social security system and guaranteeing minimum wage protections, working and rest time arrangements, and occupational health and safety standards;
3.1.25. To develop a unified programme for forecasting workforce training needs in line with labour market demands, taking into account proposals from both public and private sector entities; and to include provisions promoting voluntary paid work experience programmes, particularly part-time employment, flexible working arrangements, and remote work opportunities adapted to the needs of various social groups;
3.1.26. In accordance with the Law of the Republic of Azerbaijan on Employment, to ensure compliance by enterprises and organizations with quota requirements relating to the employment of persons with disabilities; to ensure that positions allocated under such quotas are filled through referrals from the relevant bodies of the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan; and to undertake measures aimed at establishing social enterprises and creating additional jobs beyond the statutory quota requirements;
3.1.27. To expand cooperation with international organizations in promoting self-employment opportunities for persons with disabilities;
3.1.28. To strengthen oversight of the provision of quota-based employment opportunities for persons requiring special social protection, including persons with disabilities;
3.1.29. To implement investment programmes aimed at promoting inclusive employment, expanding employment opportunities for persons with disabilities, and ensuring their equal inclusion in the labour market;
3.1.30. To undertake measures aimed at improving the unemployment insurance system in order to strengthen the social protection of employees;
3.1.31. To establish a National Micro-Credential and Certification System for the recognition of professional skills in the labour market, and to introduce measures ensuring that micro-certificates issued within this framework are taken into account in wage-setting and service-related incentive mechanisms.
3.2 In this regard, the Parties undertake the following commitments:
3.2.1. To implement measures aimed at increasing employment opportunities for young people, improving incentive mechanisms that encourage them to work in rural areas,

enhancing working conditions and living standards, and strengthening the social protection of students, apprentices, young employees, and young professionals.
3.2.2. To prepare draft legislative amendments providing for the introduction of internship and apprenticeship schemes to support youth employment, and to ensure that such periods are recognized as work experience solely for the purpose of employment history;
3.2.3. To develop and implement a “First Job” Programme aimed at facilitating the integration of young people into the labour market, and to establish rules governing the provision of additional incentives to employers participating in the programme;
3.2.4. To strengthen oversight of the reinstatement of young persons discharged from military service to their previous positions and places of employment, and to undertake measures facilitating their placement in jobs corresponding to their qualifications and professions;
3.2.5. To strengthen the role of the social partners in monitoring compliance with the requirements of labour legislation;
3.2.6. To implement measures aimed at strengthening the training of qualified personnel in the agricultural sector, including expanding education and training opportunities for young people in agriculture-related specializations and technical occupations, and increasing the number of qualified specialists in the sector;
3.2.7. To increase the number of state-funded admission places in higher education institutions, specialized secondary educational institutions, and vocational education institutions in accordance with labour market demands and the country’s socio-economic development priorities.
3.2.8. To develop outcome-based vocational education programmes (curricula) that meet labour market demands, involve employers (entrepreneurs) in this process, and ensure the development of occupational standards, including training standards;
3.2.9. To establish modern, well-equipped vocational education centres with updated training content in order to align workforce quality with the needs of a continuously evolving economy and to develop a competitive workforce capable of meeting contemporary requirements;
3.2.10. To support children deprived of parental care and residing in social service institutions in pursuing education and securing employment after leaving such institutions;
3.2.11. To strengthen oversight of the effective use of funds allocated for the implementation of national and regional employment programmes;
3.2.12. To expand incentive measures for employers who preserve existing jobs and create new decent employment opportunities;
3.2.13. To broaden public awareness and information campaigns, particularly targeting jobseekers and unemployed persons, and to establish and disseminate a comprehensive database containing information on newly created jobs and available vacancies;
3.2.14. To continue analytical work by economic region with a view to accurately assessing the actual state of employment and unemployment in the labour market;
3.2.15. To conduct consultations on strengthening incentive mechanisms that encourage the internal geographical mobility of labour resources;
3.2.16. To undertake joint research aimed at assessing the level of decent work;
3.2.17. To continue efforts aimed at studying the actual scale and nature of informal employment and labour migration, addressing their underlying causes, and raising public awareness of the associated risks;
3.2.18. To increase employment levels through the development of social infrastructure-oriented projects, the revival and promotion of traditional handicrafts, the establishment of tourism and recreation zones, and increased investment in these sectors;
3.2.19. To take measures to utilize the opportunities provided by the mandatory health insurance system in identifying and preventing informal employment;
3.2.20. To study international best practices and strengthen activities aimed at preventing unregistered employment in sectors where informal employment is prevalent, including retail trade, catering, transportation, tourism services, and related fields;
3.2.21. To continue implementing measures related to the development of labour market analysis and forecasting mechanisms and methodologies, the identification of strategic employment sectors, and the forecasting of workforce demand;

3.2.22. To expand self-employment measures aimed at increasing employment opportunities for persons requiring special social protection and for individuals facing difficulties in obtaining employment;
3.2.23. To improve the quality and diversity of active labour market programmes and expand their coverage;
3.2.24. To conduct research and prepare forecasts on population settlement patterns and demographic development in the country, apply advanced forecasting methodologies, and develop human resource capacity in this field;
3.2.25. To develop programmes and ensure the provision of special benefits aimed at improving the social welfare of employees displaced as a result of job eliminations;
3.2.26. To expand employment opportunities in rural areas and create conditions for improving living standards through the establishment of processing enterprises.
3.2.27. In accordance with the final paragraph of Article 79.2 of the Labour Code of the Republic of Azerbaijan, to give preference, in cases of workforce reduction, to retaining employees who are within less than two years of reaching retirement age, provided that their qualifications (occupations) and professional competency levels are equal to those of other employees subject to comparison.

4. Areas for strengthening social protection

4.1 The Parties consider it necessary to implement the following measures in order to ensure the social protection rights of citizens of the Republic of Azerbaijan:
4.1.1. To strengthen oversight of public health protection, including ensuring that all employees undergo free mandatory medical examinations and preventive health screenings (dispensary examinations) annually, with a view to minimizing disease incidence among the population in the Republic of Azerbaijan and reducing the adverse effects of acute and chronic illnesses on employees;
4.1.2. To continue measures aimed at strengthening the social protection of persons living with HIV/AIDS and those suffering from diabetes mellitus, haemophilia, thalassaemia, tuberculosis, and other chronic diseases;
4.1.3. To undertake the necessary measures for the protection of children and young people, the effective use of their leisure time, and the promotion of a healthy lifestyle culture, including the organization of recreational camps for their benefit;
4.1.4. To develop modern sanitary and hygiene standards for workplaces, taking into account the biological and reproductive characteristics of individuals and ensuring compliance with contemporary requirements;
4.1.5. To strengthen oversight of employees' exercise of their right to annual leave in enterprises, organizations, and institutions;
4.1.6. To strengthen oversight of the process of allocating land plots for individual housing construction and of the system for granting housing construction loans to the population;
4.1.7. To support state social programmes aimed at eliminating child labour, forced labour, and human trafficking, as well as regulating labour migration, and to conduct joint monitoring activities in these areas;
4.1.8. To increase the number of preschool education institutions and continue implementing measures aimed at improving the quality of nutrition provided therein, while expanding the coverage of hot meal programmes;
4.1.9. To continue efforts aimed at ensuring the effective organization and broader coverage of children's recreation during school holidays, and to expand extracurricular activities, including clubs, cultural and mass events, competitions, and sports tournaments;
4.1.10. To continue measures aimed at the social protection of learners, particularly those from low-income and vulnerable population groups;
4.1.11. To continue measures aimed at strengthening the social protection of education sector employees and incentivizing their professional activities;

4.1.12. To continue measures aimed at providing accommodation in dormitories for students enrolled in higher education, specialized secondary education, and vocational education institutions;
4.1.13. To expand inpatient medical rehabilitation services for persons with disabilities throughout the cities and districts of the country;
4.1.14. To continue improving the automation of medical and social assessment services through the application of electronic technologies.
4.1.15. To continue reforms and efforts aimed at improving the legislation governing the insurance and pension system in order to ensure its long-term financial sustainability based on long-range forecasts and to support its stable and dynamic development;
4.1.16. To strengthen joint oversight of the timely and full payment of social insurance contributions by employers;
4.1.17. To hold consultations with the social partners on increasing, on an annual basis, the funds allocated for sanatorium-resort treatment and recreation for insured persons;
4.1.18. To undertake measures aimed at the automated assignment, calculation, and payment of benefits under the mandatory state social insurance system;
4.1.19. To strengthen oversight of compliance with labour legislation requirements concerning pre-employment medical examinations and periodic mandatory medical examinations, at the employer's expense, for employees engaged in hazardous, harmful, or dangerous working conditions;
4.1.20. To improve analytical capacity by obtaining more detailed statistical data disaggregated by gender, age group, and administrative-territorial units (regions, cities, districts, and rural settlements);
4.1.21. To introduce appropriate legislative amendments providing that the period of partially paid parental leave taken by one of the parents, or another family member directly caring for a child until the age of three, shall be included in the employee's length of service qualifying for annual leave entitlements;
4.1.22. To expedite consideration of the inclusion of healthcare workers among the categories of persons eligible for preferential mortgage loans and social housing programmes;
4.1.23. To undertake joint actions to protect the social interests of insured persons, taking into account the need to further expand the implementation of the Law of the Republic of Azerbaijan on Medical Insurance;
4.1.24. To continue awareness-raising activities regarding the coverage and benefits provided under the compulsory health insurance system;
4.1.25. To expand the coverage of various categories of employed persons under the mandatory state social insurance system in order to strengthen social protection for the population;
4.1.26. To strengthen joint oversight of measures aimed at protecting and improving public health, including the promotion of physical education and sport as components of a healthy lifestyle;
4.1.27. To undertake measures aimed at increasing the childcare allowance provided for children up to three years of age;
4.1.28. To prepare proposals for improving the calculation of pension supplements based on years of service;
4.1.29. To expand employment opportunities for persons with disabilities, ensure their right to engage in labour activities on an equal basis with others, including in inclusive and accessible working environments, and develop programmes promoting inclusive employment;
4.1.30. To prevent direct or indirect discrimination on the grounds of disability in labour relations and to ensure that collective agreements and employment contracts do not contain provisions restricting the labour rights of persons with disabilities in comparison with other employees;
4.1.31. Except in cases involving the liquidation of an enterprise or the termination of the activities of an employer who is a natural person, to undertake measures aimed at preventing employers from terminating employment contracts with persons with disabilities who are

undergoing treatment in rehabilitation institutions or other rehabilitation entities, irrespective of the duration of such treatment;
4.1.32. To ensure that employees who have acquired a disability as a result of occupational accidents or occupational diseases are, at their request and in accordance with the Individual Rehabilitation Programme prepared pursuant to Article 11 of the Law of the Republic of Azerbaijan on the Rights of Persons with Disabilities, provided by the employer with suitable adapted employment.
4.1.33. To ensure that persons with disabilities are provided with healthy and safe working conditions and that matters relating to the nature of their work, remuneration, working and rest time arrangements, and leave entitlements are regulated in accordance with the Labour Code of the Republic of Azerbaijan;
4.1.34. To promote the adaptation of workplaces to the needs of persons with disabilities, encourage the provision of jobs suited to their requirements, and ensure that employers implement reasonable accommodation measures;
4.1.35. To undertake measures aimed at strengthening the social protection of employees working in specialized healthcare institutions;
4.1.36. To ensure that employers take measures to provide mandatory pre-employment and periodic medical examinations for employees working in workplaces with harmful and hazardous production factors specified in Annex No. 1 to Resolution No. 46 of 13 December 2012 of the Board of the Ministry of Health of the Republic of Azerbaijan “On the Improvement of Mandatory Medical Examinations”, as well as for employees engaged in the occupations listed in Annex No. 2 to that Resolution;
4.1.37. To undertake measures aimed at strengthening the social protection of low-income and poverty-vulnerable groups during potential crisis situations, including economic crises, pandemics, and similar circumstances;
4.1.38. To promote access to quality social services for persons in difficult life situations, develop a social services system that meets modern requirements, build specialized human resource capacity in this field, and facilitate the implementation of relevant international standards and innovative technologies;
4.1.39. To continue measures related to the application of social insurance incentives and other benefits in order to ensure the effective management of labour resources in the liberated territories;
4.1.40. To expand the application of innovative solutions aimed at improving the quality and transparency of pension-related services provided to citizens;
4.1.41. To undertake measures aimed at upgrading the electronic platform used for the administration of targeted state social assistance (TSSA);
4.1.42. To undertake measures aimed at establishing a non-state pension provision system;
4.1.43. To continue improving the regulation of the education system and the management of the public education sector on the basis of international best practices, and to further align educational levels and qualifications with international standards;
4.1.44. To undertake appropriate measures aimed at increasing the remuneration of employees working in narcology and psychiatric institutions, as well as in HIV/AIDS treatment and prevention centres;
4.1.45. To undertake measures by local executive authorities and municipalities aimed at creating decent working conditions for persons engaged in street and market trading activities;
4.1.46. To undertake measures aimed at assessing the need for social services across the regions of the Republic of Azerbaijan and expanding the network of social service projects implemented under state commission arrangements;
4.1.47. To promote the development of corporate social responsibility in the field of social services and encourage private sector participation in projects related to the provision of social services;
4.1.48. To organize training for social workers on the Social Case Management System applied in the provision of social work services to individuals and families living in difficult life circumstances or at risk of falling into such circumstances;

4.1.49. To encourage the implementation of projects for children living in difficult life circumstances by non-governmental sector entities;
4.1.50. To promote the adoption of children with disabilities.
4.1.51. To undertake appropriate measures aimed at ensuring the effective organization of leisure activities for children with disabilities, promoting their participation in physical education and sports, establishing specialized sports and rehabilitation centres for children with disabilities, and identifying talented children with disabilities;
4.1.52. To undertake measures aimed at the social rehabilitation of neglected and homeless children, particularly by facilitating their access to and participation in vocational education and training.

5. Protection of labour rights, occupational safety, technical and environmental safety

5.1 Recognizing the protection of labour rights, occupational safety and health, and technical and environmental safety as one of the key areas of cooperation, the Parties undertake the following commitments:
5.1.1. To develop new proposals aimed at environmental protection and the preservation of the natural environment, and to strengthen state oversight in this area;
5.1.2. To take measures to adapt workplaces to healthy lifestyle principles in accordance with employees' working conditions;
5.1.3. To ensure the development and adoption of a National Strategy on Occupational Safety and Health in order to achieve key objectives in this field;
5.1.4. To prepare a list of chemical, radioactive, and other highly hazardous substances whose use is prohibited during the performance of work or services;
5.1.5. To create conditions for the training, professional development, and exchange of experience of occupational safety and health specialists;
5.1.6. To prepare proposals for improving labour legislation with a view to strengthening occupational safety and health requirements;
5.1.7. To undertake measures aimed at improving the "Occupational Safety and Health" section of the Labour Code of the Republic of Azerbaijan, taking into account the requirements of international conventions;
5.1.8. To explore opportunities for the production of collective and personal protective equipment for employees working in hazardous and dangerous production environments;
5.1.9. To ensure environmental safety in workplaces, including industrial enterprises, with a view to protecting human health;
5.1.10. To establish a national information system on occupational safety standards and regulations;
5.1.11. To strengthen oversight to ensure that employers provide compulsory insurance coverage, in accordance with the legislation of the Republic of Azerbaijan, against the loss of occupational working capacity resulting from workplace accidents and occupational diseases;
5.1.12. To create the necessary conditions for employees to engage in physical education and sports, including during working hours where appropriate, as well as in post-work rehabilitation and profession-related physical activities;
5.1.13. To provide employees and their family members, free of charge, with access to sports facilities and recreational bases owned by employers, and to ensure the maintenance of such facilities and infrastructure;
5.1.14. To provide employees with appropriate vouchers and referrals to holiday homes, tourist centres, and sanatorium-resort institutions for the purpose of improving their health and maintaining their work capacity;
5.1.15. To ensure employees' regular participation in cultural, social, tourism, excursion, and sporting activities for the effective use of their leisure time;
5.1.16. To organize seminars in various regions of the Republic aimed at regularly informing employees, particularly young people, about labour legislation and occupational safety and health standards and regulations.

5.1.17. To promote the production of environmentally friendly agricultural products by ensuring that agricultural production complies with environmental standards;
5.1.18. To improve the system of training and staffing in the fields of ecology, environmental protection, geology, and geodesy, and to continue efforts aimed at increasing the number of young people receiving specialized and technical education in these areas;
5.1.19. To continue improving labour legislation;
5.1.20. To organize voluntary community work initiatives involving labour collectives for the planting and maintenance of green spaces and the cleaning of territories from household waste, with a view to protecting public health and the environment;
5.1.21. To undertake measures aimed at preparing and approving a list of medicines and medical supplies to be used for first aid in production facilities and workplaces;
5.1.22. To improve regulations that promote compliance with the requirements of labour legislation;
5.1.23. To protect the lawful rights and interests of employees by making use of the opportunities provided by legislation; to ensure the effective realization of employees' right to fair remuneration; to create normal working conditions through workplace attestation (workplace assessment and certification); and to strengthen oversight of compliance with obligations undertaken under collective agreements and collective bargaining agreements, as well as the principle of accountability for non-compliance with such obligations.

6. Climate Change and Adaptation Measures

6.1 Taking into account the necessity of addressing climate change and implementing adaptation measures, the Parties undertake the following commitments:
6.1.1. To make joint efforts to ensure a just transition to a green economy and to mitigate the adverse effects of climate change on labour;
6.1.2. To expand the implementation of professional development and lifelong learning programmes in order to promote workforce training for new occupations and specializations emerging as a result of the transition to a green economy;
6.1.3. To apply the principles of a just transition in order to protect the interests of vulnerable population groups during the transition to a green economy and, to this end, strengthen tripartite social dialogue;
6.1.4. To undertake efforts aimed at identifying harmful or hazardous production factors associated with climate change that may affect human health during the course of work activities;
6.1.5. To assess emerging occupational safety and health risks arising in the context of climate change and to develop appropriate legal and technical measures to address such risks;
6.1.6. To enhance opportunities for public oversight of enterprise activities in the field of environmental safety and to broaden the participation of civil society in this area;
6.1.7. To assess new occupational safety and health risks associated with the introduction of green technologies and production methods, and to develop an appropriate regulatory and legal framework;
6.1.8. To promote incentives for employers aimed at creating environmentally sustainable working conditions with minimal impact on the environment and increasing employment in environmentally safe sectors of production;
6.1.9. To carry out awareness-raising activities on improving energy efficiency in workplaces and promoting the use of technologies that reduce the consumption of water, electricity, and raw materials;
6.1.10. To initiate the development of a National Action Plan on Green Transition and Labour Rights and align it with the International Labour Organization Guidelines for a Just Transition.
6.1.11. To ensure the development of a tripartite Decarbonization and Adaptation Plan aimed at reducing carbon emissions and, in accordance with the Criteria for the Classification of Micro, Small, Medium and Large Business Entities approved by Resolution No. 556 of the Cabinet of Ministers of the Republic of Azerbaijan dated 21 December 2019, to encourage climate-responsive practices among medium-sized and large enterprises;

6.1.12. To expand the application of environmentally sustainable (“green”) technologies in order to meet the needs of present and future generations;
6.1.13. To promote the use of renewable energy sources and give priority to new sustainable energy sources;
6.1.14. To increase the share of renewable energy sources in primary energy consumption across all sectors of the economy, drawing on scientific and technological potential;
6.1.15. To establish, through legislation, rules governing the disposal and recycling of batteries from electric vehicles (including expired and damaged batteries), with a view to recovering valuable materials and energy resources for reuse;
6.1.16. To reduce environmental risks that may arise as a result of future economic and demographic growth;
6.1.17. To ensure a balance between economic growth and environmental sustainability;
6.1.18. To bring unused land areas into productive use and restore existing natural resources within the country;
6.1.19. To promote the efficient use of water resources in order to meet the country’s demand for high-quality water supplies;
6.1.20. To encourage the implementation of technologies aimed at effective water resource management, increasing irrigation efficiency (including drip irrigation, smart water management systems, and similar solutions), as well as technologies for rainwater harvesting;
6.1.21. To support the development of employees’ green skills, digital literacy, and competencies required for participation in just transition initiatives.

7. Digitalization and Artificial Intelligence

Taking into account the pace of global technological developments in the fields of digitalization and artificial intelligence, as well as the need for coordinated action in these areas, the Parties undertake the following commitments:
7.1.1. To support the expansion of digital transformation, automation, and the application of artificial intelligence in industry, agriculture, services, and other sectors, thereby contributing to improved working conditions and enhancing employees’ ability to adapt to new technologies;
7.1.2. To support the acceleration of digitalization processes in the provision of public services;
7.1.3. To create new technical capabilities within the “Labour and Employment” subsystem to enable the conclusion of collective agreements in electronic form and to facilitate monitoring of their implementation;
7.1.4. To ensure that employers conduct a Labour Market Impact Assessment prior to the deployment of artificial intelligence technologies and assess the impact of artificial intelligence on the workforce, work organization, and social outcomes;
7.1.5. To encourage employers to identify employees who may be at risk as a result of job displacement caused by automation and the introduction of new technologies, and to prepare annual reports assessing such risks in order to proactively evaluate potential reductions in employment opportunities within the labour market.
7.1.6. To facilitate the participation of employees facing redundancy as a result of automation and the introduction of new technologies in appropriate retraining and vocational training programmes through public employment institutions;
7.1.7. To strengthen the resilience of artificial intelligence systems developed within the country against cybersecurity threats;
7.1.8. To expand educational programmes in digital education, data science, and machine learning, making use of the capacities of existing state institutions;
7.1.9. To implement measures aimed at establishing artificial intelligence training and talent centres that respond to market needs, based on partnerships between public and private entities as well as research institutions, while utilizing the capacities of existing state institutions.

8. International Law and Commitments

8.1 Taking into account the need to ensure compliance with international legislation and existing obligations, the Parties undertake the following commitments:
8.1.1. To explore the possibilities for ratifying the International Labour Organization Convention No. 168 (1988) concerning Employment Promotion and Protection against Unemployment;
8.1.2. To examine the possibilities for ratifying ILO Convention No. 190 concerning Violence and Harassment in the World of Work and ILO Convention No. 191 concerning a Safe and Healthy Working Environment (Consequential Amendments);
8.1.3. To accelerate the ratification of ILO Convention No. 184 (2001) concerning Safety and Health in Agriculture;
8.1.4. To undertake measures for the development of national standards in accordance with the requirements of ILO Convention No. 155 concerning Occupational Safety and Health;
8.1.5. To ensure the application of international best practices in decision-making processes aimed at preventing labour disputes and promoting the development of social partnership;
8.1.6. In accordance with the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, to carry out joint activities aimed at protecting the labour and socio-economic rights of employees working in multinational companies, foreign-invested enterprises, and joint ventures.

9. Social Partnership and Coordination of the Activities of the Parties

9.1 The Parties consider that it is necessary to further develop social partnership and to make more effective use of its mechanisms when adopting decisions on key social and economic issues and regulating labour relations.
9.2 To this end, the Parties undertake the following commitments:
9.2.1. To conduct regular consultations on the main directions of socio-economic policy; strengthen the activities of the Tripartite Commission composed of the social partners; improve its regulations; expand its areas of activity and membership; and ensure the representation of state authorities responsible for the socio-economic sector within the Commission;
9.2.2. To discuss draft national programmes, laws, and other normative legal acts relating to social and labour relations, employment, migration, social security, the business environment, and entrepreneurship development, and to submit such draft legislation to the social partners for review and for the provision of comments and proposals during the legislative drafting process.
9.2.3. In accordance with the Law of the Republic of Azerbaijan “On Trade Unions”, to ensure that the opinion of the national confederation of trade unions is taken into account when drafting laws and other normative legal acts concerning the labour, social, and economic rights of employees;
9.2.4. To support the adoption of the Law of the Republic of Azerbaijan “On Employers’ and Entrepreneurs’ Organizations”;
9.2.5. To comprehensively support initiatives of employers’ organizations in the field of corporate social responsibility and consider the joint organization of competitions such as “Best Social Project of the Year,” “Best Collective Agreement,” “Best Socially Responsible Enterprise,” “Safest Workplace in the Sector,” “Best Master of the Profession,” “Young Professional of the Year,” and “Best Primary Trade Union Organization Working with Youth”;
9.2.6. To ensure the inclusion of representatives of trade unions in commissions established within enterprises during the privatization of state property, with a view to fully safeguarding the interests of labour collectives;
9.2.7. To make joint efforts towards the drafting and adoption of the Law of the Republic of Azerbaijan “On Social Partnership” in order to improve social partnership relations and strengthen the legislative and institutional framework in this field;
9.2.8. To make joint efforts to continue implementing measures arising from the execution of the Decree of the President of the Republic of Azerbaijan No. 89 dated 16 January 2014 on the implementation of the Law of the Republic of Azerbaijan “On Public Participation” (Law No. 816-IVQ of 22 November 2013);

9.2.9. To implement targeted measures jointly with the social partners in order to ensure occupational protection, social security coverage, and opportunities for platform economy workers to earn income at least at the level of the minimum wage.
9.3 The Parties shall ensure compliance with national legislation prohibiting any unlawful interference in the activities of trade unions and employers, and, recognizing that trade unions carry out their activities independently of state authorities, enterprises, political parties, and public associations, shall provide the necessary support to enable them to exercise, without hindrance, the rights and duties granted to them by law in the workplace.
9.4 The Parties consider it necessary to facilitate the resolution of the following matters:
9.4.1. To regulate social and labour relations in enterprises located within the territory of the Republic, irrespective of their ownership or organizational and legal form, on the basis of the principles of social partnership;
9.4.2. Taking into account economic capacities, to conclude and implement sectoral (tariff) and territorial (district) collective agreements, as well as collective bargaining agreements, covering labour, socio-economic, material, welfare, and other matters beyond the minimum requirements established by labour legislation, and to establish sectoral and territorial tripartite commissions to ensure the implementation of such agreements;
9.4.3. To permit the payment of trade union membership dues through the accounting departments of institutions, organizations, and enterprises by means of payroll deductions, with such transfers being made simultaneously with wage payments;
9.4.4. To promote the organization of employers and entrepreneurs and their institutional activities through business associations by supporting the preparation of measures that would allow membership fees paid by members to employers' (entrepreneurs') associations to be treated as deductible business expenses from the income (profit) of those members;
9.4.5. To recommend that sectoral (tariff) agreements, territorial (district) collective agreements, and collective bargaining agreements provide for allocations to trade unions for the purpose of supporting the treatment, recreation, and financial assistance of employees working in enterprises and organizations.
9.4.6. To recommend that employers cover 15 per cent of the total cost of vouchers issued for sanatorium-resort treatment and recreation centres located within the territory of the Republic of Azerbaijan for persons who participated in military operations conducted in defence of the territorial integrity of the Republic of Azerbaijan and for the families of martyrs;
9.4.7. To strengthen joint oversight of the conclusion of sectoral collective agreements and collective bargaining agreements and to ensure the establishment of an electronic database of such documents;
9.4.8. To monitor the implementation of the action plan developed under the Self-Assessment Methodology for Social Dialogue Institutions prepared by the International Labour Organization.
9.5 The Parties acknowledge that the State Statistical Committee of the Republic of Azerbaijan continuously conducts statistical monitoring of the population's living standards on the basis of indicators agreed by the social partners and provides information to the Parties twice a year (in August and February) on the indicators reflected in the Annex to this Agreement.
9.6 The Parties shall take all necessary measures within their competence to regulate collective labour disputes (conflicts) arising in the field of social, labour, and economic relations, improve the relevant institutional infrastructure, and organize joint cooperation in this area.
9.7 Each Party shall prepare and implement measures necessary to ensure the fulfilment of the obligations undertaken under this Agreement.
9.8 Where the Parties fail to fulfil their obligations, they shall bear responsibility in accordance with the procedure established by legislation.
9.9 Monitoring of the implementation of this Agreement shall be carried out by the relevant commissions of the Parties, and the results shall be reviewed annually upon completion of each calendar year.
9.10 Any amendments to this Agreement shall be made on the basis of mutual consent of the Parties.

9.11 This Agreement is concluded for the period 2026–2028 and shall enter into force on the date of its signature. If negotiations on a new agreement are not completed by the expiry of the current Agreement, its validity may be extended, with the consent of the Parties, for a period of up to three (3) months.
9.12 For the purpose of publicizing the activities of the Parties related to the implementation of this Agreement and the regulation of social and labour relations, the Parties shall disseminate materials dedicated to the development of social partnership through the media.
9.13 Unless otherwise provided for in international treaties to which the Republic of Azerbaijan is a party, the provisions of this Agreement shall apply to all enterprises, institutions, and organizations operating within the territory of the Republic, irrespective of their form of ownership.

Annex to the General Collective Agreement

Main socio-economic indicators

• Gross Domestic Product (million manats).
• Growth rate of Gross Domestic Product (compared to the corresponding period of the previous year, percent) - (second ten-day period of May each year).
• Share of investments in fixed capital in Gross Domestic Product (percent).
• Volume of investments directed to the sports and tourism sectors (thousand manats).
• Expenditures allocated from the state budget for social and cultural measures (thousand manats).
• Resident population (thousand persons) – (second ten-day period of May each year). • Life expectancy at birth (number of years) - (second ten-day period of May each year).
• General birth rate (per 1,000 population).
• General death rate (per 1,000 population).
• Natural increase rate of the population (per 1,000 population).
• Per capita income of the population (manats).
• Real growth rate of disposable income of the population (compared to the same period of the previous year, percent).
• Average monthly wage:
- in nominal terms (manats and compared to the same period of the previous year, percent);
- in real terms (compared to the same period of the previous year, percent);
- by types of economic activity (manats).
• Share of labour remuneration in Gross Domestic Product (percent).
• Assigned pensions (third ten-day period of March each year):
- average monthly amount (manats);
- in nominal terms (manats and compared to the same period of the previous year, percent);
- in real terms (compared to the same period of the previous year, percent).
• Consumer price index (percent).
• Amount spent on food products in household consumption expenditures (per capita per month, manats).
• Employed persons in the economy (thousand persons).
• Labour force (thousand persons).
• Distribution of the employed population (thousand persons):
- by employment status (second ten-day period of June each year);
- by types of economic activity.
• Number of unemployed population (thousand persons).
• Number of unemployed persons registered with local bodies of the State Employment Agency (thousand persons).
• Number of registered unemployed persons per job vacancy (persons).
• Number of persons injured and deceased in occupational accidents (persons):
- including the number of fatalities.
• Number of persons employed in jobs with arduous and hazardous working conditions, as well as in workplaces deemed unsuitable due to climatic conditions (persons).
• Occupational diseases by major categories (second ten-day period of June each year).
• Available indicators relating to decent work.
Share of wage and salaried employees in total employment (per cent), including women (second ten-day period of June each year).