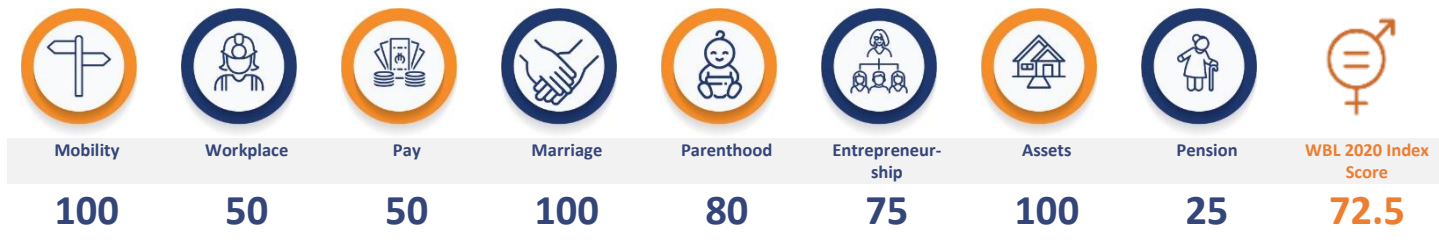


# Kazakhstan

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Almaty). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Kazakhstan scores 72.5 out of 100**. The overall score for Kazakhstan is lower than the regional average observed across Europe & Central Asia (84.2).

## Kazakhstan - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, and gender differences in property and inheritance, Kazakhstan gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Kazakhstan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Kazakhstan is on the indicator related to laws affecting the size of a women's pension (the WBL2020 Pension Indicator). To improve on the Pension Indicator, Kazakhstan may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits, and equalizing the mandatory retirement age for men and women.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Can a woman travel outside her home in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Identity Documents, Art. 8; Order No. 852 on Issuance of Passports and Identity Cards to citizens of the Republic of Kazakhstan
	Can a woman travel outside the country in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
Workplace	Can a woman get a job in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 6
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Arts. 6 and 22
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Order No. 944 of 8 December 2015 Jobs deemed arduous: Order No. 944 of 8 December 2015 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Order No. 944 of December 8, 2015 Construction: Order No. 944 of 8 December 2015 Factories: Order No. 944 of 8 December 2015 Agriculture: Order No. 944 of 8 December 2015 Energy: Order No. 944 of 8 December 2015 Water: Order No. 944 of 8 December 2015 Transportation: Order No. 944 of 8 December 2015 Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Can a woman be head of household in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention of Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 99
	Does the government pay 100% of maternity leave benefits?	Yes	Labor Code, Art. 99
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Arts. 99, 100; Law No. 405 of 25 April 2003, Arts. 4, 23-1 and 23-2
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 54
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
	Can a woman register a business in the same way as a man?	Yes	Entrepreneurial Code of the Republic of Kazakhstan, Art. 25
	Can a woman open a bank account in the same way as a man?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 2 and 30
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Art. 35
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of the Republic of Kazakhstan, Art. 1061
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of the Republic of Kazakhstan, Art. 1061
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	The Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Art. 34
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code of the Republic of Kazakhstan on Marriage (Matrimony) and Family, Arts. 33 and 38
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law on Pensions of 21 June 2013, Art. 11 Men: Law on Pensions of 21 June 2013, Art. 11
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law on Pensions of 21 June 2013, Art. 11(5)(6) Men: Law on Pensions of 21 June 2013, Art. 11(5)(6)
	Are the mandatory retirement ages for men and women equal?	No	Women: Labor Code, Art. 52(24) Men: Labor Code of 23 November 2015, Art. 52(24)
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on Pensions of 21 June 2013, Art. 13.1(8)