

Kazakhstan

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 69.4 out of 100**. The overall score for Kazakhstan is lower than the regional average observed across Europe and Central Asia (84.1). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Kazakhstan - Scores for Women, Business and the Law 2022



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 starting and running a business, and laws affecting the size of a woman'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 measuring laws affecting women's pay (the WBL2022 Pay indicator). To improve on the Pay indicator, Kazakhstan may wish to consider mandating equal remuneration for work of equal value, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Kazakhstan are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/kazakhstan/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code 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 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
	Can a woman travel outside the country in the same way as a man?	Yes	Code 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 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?	No	No applicable provisions could be located
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Code, Arts. 16 and 26; Order No. 944 of December 8, 2015
	Can a woman work in an industrial job in the same way as a man?	No	Order No. 944 of December 8, 2015
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code 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 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	Code on Marriage (Matrimony) and Family, Arts. 16-17 and 19-22
	Does a woman have the same rights to remarry as a man?	Yes	Code on Marriage (Matrimony) and Family, Arts. 16-17 and 19-22
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 99; Law on Compulsory Social Insurance, Arts. 3 and 23
	Does the government pay 100% of maternity leave benefits?	Yes	Law on Compulsory Social Insurance, Art. 23
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Arts. 99 and 100; Law on Compulsory Social Insurance, Arts. 4 and 24
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 54
Entrepreneurship	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 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, Art. 5
	Can a woman open a bank account in the same way as a man?	Yes	Code on Marriage (Matrimony) and Family, Arts. 2 and 30
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Code on Marriage (Matrimony) and Family, Art. 34
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1061
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 1061
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code on Marriage (Matrimony) and Family, Art. 34
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code on Marriage (Matrimony) and Family, Art. 33
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Law on Pensions, Art. 11. Men: Law on Pensions, Art. 11
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Law on Pensions, Art. 11(5)(6). Men: Law on Pensions, Art. 11(5)(6)
	Is the mandatory retirement age for men and women the same?	No	Women: Labor Code, Art. 52(24). Men: Labor Code, Art. 52(24)
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Pensions, Art. 13 (1)(8)

