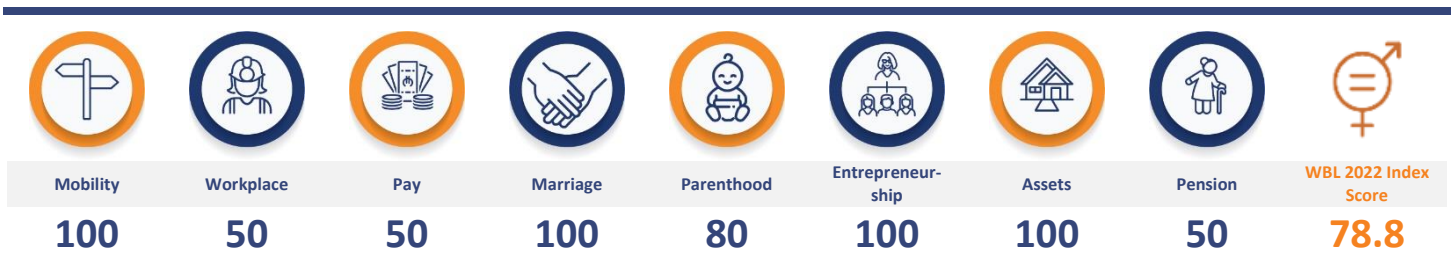


# Tajikistan

*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 (Dushanbe). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Tajikistan scores 78.8 out of 100**. The overall score for Tajikistan 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).

## Tajikistan - Scores for Women, Business and the Law 2022



## Relative Strengths

When it comes to constraints on freedom of movement, constraints related to marriage, constraints on women starting and running a business, and gender differences in property and inheritance, Tajikistan 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, and laws affecting the size of a woman's pension, Tajikistan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Tajikistan is on the indicator measuring laws affecting women's decisions to work (the WBL2022 Workplace indicator). To improve on the Workplace indicator, Tajikistan may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

## Recent Reforms

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



Further data details for Tajikistan are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/tajikistan/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Can a woman apply for a passport in the same way as a man?	Yes	Law on Identity Documents, Art. 16; Resolution of the Government on Approval of the Rules for Issuing Foreign Passports
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on State Guarantees of Equal Rights for Men and Women and Equal Opportunities, Art. 13; Labor Code, Art. 7
	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	Law on State Guarantees of Equal Rights for Men and Women and Equal Opportunities, Art. 13
	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, Art. 216
	Can a woman work in an industrial job in the same way as a man?	No	Labor Code, Art. 216; Resolution No. 179 of 4 April of 2017
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts. 1(4) and 32
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Is there legislation specifically addressing domestic violence?	Yes	Law on the Prevention of Domestic Violence
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 16-23
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 16-23
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 223
	Does the government pay 100% of maternity leave benefits?	Yes	Labor Code, Arts. 113 and 223
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code, Art. 224
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 215
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on State Protection on Equal Rights Between Men and Women and Equal Opportunities in the Exercise of Such Rights, Arts. 3 and 12
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Can a woman register a business in the same way as a man?	Yes	Law on State Registration of Legal Entities, Arts. 10-11
Assets	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Arts. 1(4) and 32
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 35; Civil Code, Art. 232
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1166 and 1169
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1166 and 1169
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 35
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 34(3)
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Law on Pensions Provisions, Art. 11. Men: Law on Pensions Provisions, Art. 11
	Is the age at which men and women can retire with partial pension benefits the same?	No	Women: Law on Pensions Provisions, Art. 11 and 17. Men: Law on Pensions Provisions, Art. 11 and 17
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on Pensions Provisions, Art. 63(1)(c)