

Uzbekistan

Women, Business and the Law 2023 (WBL2023) 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 (Tashkent). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Uzbekistan scores 70.6 out of 100**. The overall score for Uzbekistan is lower than the regional average observed across Europe and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

Uzbekistan - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to constraints on freedom of movement, constraints on women starting and running a business, and gender differences in property and inheritance, Uzbekistan gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, and laws affecting the size of a woman's pension, Uzbekistan could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Uzbekistan is on the indicator measuring laws affecting women's pay (the WBL2023 Pay indicator). To improve on the Pay indicator, Uzbekistan 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, 2021 – October 1st, 2022).



Further data details for Uzbekistan are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/uzbekistan/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
	Can a woman apply for a passport in the same way as a man?	Yes	Provisions on Passport System, Arts. 12 and 17; Passport application procedure
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code of December 21, 1995, 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 of December 21, 1995, Art. 225
	Can a woman work in an industrial job in the same way as a man?	No	Labor Code of December 21, 1995, Art. 225; Order No. 865 of 5 January 2000
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 2 and 19
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts. 2 and 19
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 37-43
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 37-43
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of December 21, 1995, Art. 233
	Does the government pay 100% of maternity leave benefits?	No	Labor Code, Art. 286; Decree of the President of the Republic of Uzbekistan, dated 07.03.2022 No. UP-87
	Is paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	Yes	Labor Code of December 21, 1995, Art. 234
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code of December 21, 1995, Art. 237
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on the Guarantees of Equal Rights and Opportunities for Men and Women, Art. 20
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
	Can a woman register a business in the same way as a man?	Yes	Resolution on the State Registration of Legal Entities, Ch. 2
Assets	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 24
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1134 and 1135
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1134 and 1143
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 24
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 23-28
	Is the age at which men and women can retire with full pension benefits the same?	No	Labor Code of December 21, 1995, Art. 289
	Is the age at which men and women can retire with partial pension benefits the same?	No	Law On State Pensions 1993, Arts. 8 and 29
	Is the mandatory retirement age for men and women the same?	Yes	Resolution of the President of the Republic of Uzbekistan No. PP-4235 of 7 March 2019, Art. 1; Labor Code of December 21, 1995, Art. 100 (7)
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law On State Pensions 1993, Art. 37(g)