











Kazakhstan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
70.0	62.5	76.3

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Kazakhstan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Almaty). The scores for Kazakhstan are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	75.0	75.0	100.0	75.0	100.0	25.0	100.0	25.0
Supportive frameworks score	25.0	66.7	0.0	50.0	100.0	66.7	50.0	100.0	66.7	100.0
Expert opinions score	50.0	100.0	50.0	75.0	75.0	87.5	75.0	75.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Kazakhstan (70.0 out of 100.0) is higher than the global average (64.2) and lower than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting childcare and laws affecting women’s property and inheritance, Kazakhstan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kazakhstan is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Kazakhstan may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Kazakhstan (62.5 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks related to marriage, supportive frameworks related to women starting and running a business and supportive frameworks affecting the size of a woman’s pension, Kazakhstan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest

scores for Kazakhstan is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Kazakhstan may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Kazakhstan (76.3 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Kazakhstan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Kazakhstan is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Law on Prevention of Domestic Violence, Arts. 4(1)-(5) and 20; Criminal Code, Art. 120
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Law on Identity Documents, Art. 8; Government Order No. 852 of 26 August 2013 on Issuance of Passports and Identity Cards to Citizens; Code on Marriage (Matrimony) and Family, Arts. 2 and 30
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 11, 12 and 16
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 2015, Art. 6
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Labor Code, Arts. 73-1, 74, 137 and 138
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 an industrial job 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?	Yes	No restrictions could be located
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Code on Marriage (Matrimony) and Family, Arts. 2 and 30
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Code on Marriage (Matrimony) and Family, Arts. 2 and 30
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. 16-22
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 99-100; Social Security Code, Art. 84

Are leave benefits for mothers paid solely by the government?	Yes	Social Security Code, Art. 78
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code 2015, Art. 54
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Education, Arts. 1(42-1), 6.2, 6.3, 30 and 40(1)(4); Order of the Minister of Education No. 385 of 31 August 2022, Annex 1, Art. 5
Does the law establish any form of support to families for childcare services?	Yes	Order of the Minister of Education No. 381 of 27 August 2022, Annex, Arts. 2, 8 and 9; Resolution of the Akimat of the City of Astana No. 107-1402 of 23 April 2021
Does the law establish any form of support to non-state childcare providers?	Yes	Tax Code, Arts. 243(6), 290.2(2) and 521(3)
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Order of the Minister of Education No. 224 of 21 July 2023, Ch. 1; Order of the Minister of Education No. 385 of 31 August 2022, Annex 1, Arts. 7, 8, 22 and 24; Order of the Minister of Education No. 338 of 13 July 2009, Arts. 1 and 20; Law on Education, Art. 59(4-1)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Code on Marriage (Matrimony) and Family, Arts. 2 and 30; Civil Code, Art. 17; Entrepreneurial Code, Art. 5
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Code on Marriage (Matrimony) and Family, Art. 34; Land Code, Arts. 5(6) and 20
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1061
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1061 and 1070
Does the law provide for the valuation of nonmonetary contributions?	Yes	Code on Marriage (Matrimony) and Family, Art. 33
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	No	Social Security Code, Art. 207
Are the ages at which men and women can retire with partial pension benefits equal?	No	Social Security Code, Art. 210
Is the mandatory retirement age for men and women equal?	No	Labor Code 2015, Art. 52(24); Social Security Code, Art. 207
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Security Code, Art. 208

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Concept of Family and Gender Policies in the Republic of Kazakhstan until 2030; Crisis Center for Victims of Domestic Violence; Unit of Combating Violence against Women
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located

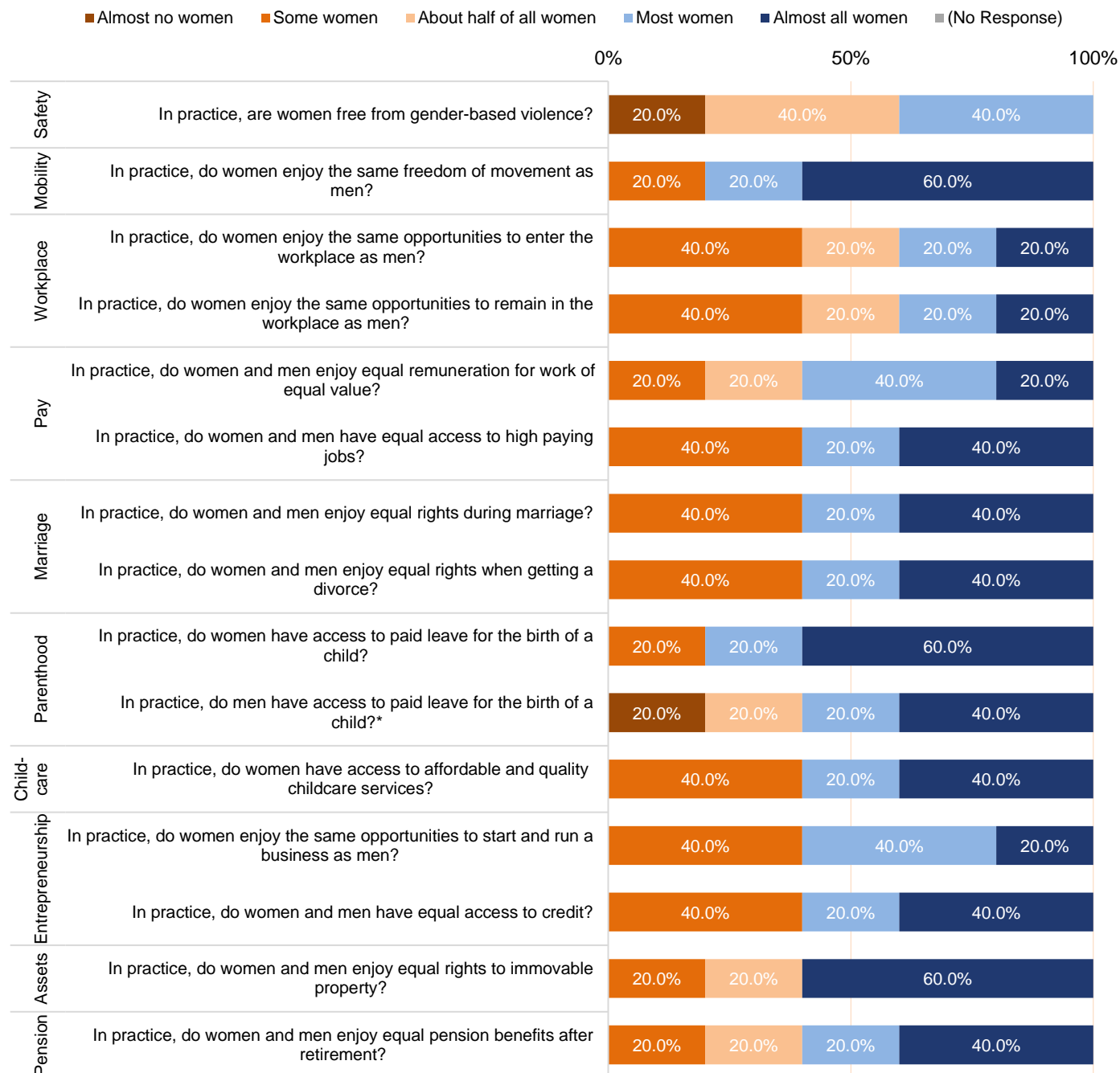
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Office of National Statistics: Main indicators of the labor market according to ILO standards
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Code on Marriage (Matrimony) and Family, Arts. 17 and 238-247; Civil Procedure Code, Arts. 134 and 135
Are there specialized family courts?	Yes	Pilot Project "Family Court"
Is legal aid available for family law disputes?	Yes	Legal Information Service; Kazakhstan National Bar Association
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	egov: Assignment of social benefits in case of loss of income due to pregnancy and childbirth, adoption of a newborn child (children)
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code 2015, Art. 100
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of State Services
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Order of the Minister of Education and Science No. 254 of 19 June 2020, Annex 1 "Application"; Order of the Minister of Education No. 381 of 27 August 2022, Annex, Paragraph 3; Official Website of the Government, Services and Information Online (EGOV)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Bureau of National Statistics
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Women's Entrepreneurship Development Centers; Microcredit program for women entrepreneurs; Women's Entrepreneurship Development Centers
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Concept of Family and Gender Policies in the Republic of Kazakhstan until 2030
Assets		



Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Law on State Registration of Rights to Immovable Property, Art. 22(5-6); Order of the Minister of Justice No. 31 of 31 January 2002, Arts. 148 and 161-163
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Government Information website; Public service and online information website
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	Yes	Social Security Code, Art. 208
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Security Code, Art. 201



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.