











# Uzbekistan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>75.0</b>	<b>55.8</b>	<b>53.8</b>

*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 Uzbekistan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tashkent). The scores for Uzbekistan 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	100.0	100.0	50.0	100.0	50.0	100.0	50.0
Supportive frameworks score	25.0	66.7	0.0	50.0	66.7	33.3	50.0	100.0	66.7	100.0
Expert opinions score	0.0	75.0	50.0	37.5	87.5	50.0	37.5	75.0	75.0	50.0

In summary, the **WBL 2.0 legal frameworks score** for Uzbekistan (75.0 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, laws affecting women's pay, constraints related to marriage, laws affecting childcare and laws affecting women's property and inheritance, Uzbekistan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Uzbekistan is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Uzbekistan may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and adopting comprehensive legislation on sexual harassment.

The **WBL 2.0 supportive frameworks score** for Uzbekistan (55.8 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 women starting and running a business and supportive frameworks affecting the size of a woman's pension, Uzbekistan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Uzbekistan is on the indicator

measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Uzbekistan 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 Uzbekistan (53.8 out of 100.0) is lower than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). Uzbekistan does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Uzbekistan is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	No	No applicable provisions could be located
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?	Yes	Family Code, Arts. 15(1) and 49; Code of Administrative Liability, Art. 47-3; Criminal Code, Art. 125-1
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Presidential Decree of December 27, 2018 No. PK-4079, Arts. 22 and 25; Family Code, Arts. 2, 19 and 22
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 8, 14 and 19
<b>Workplace</b>		
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, Art. 4
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. 186, 452 and 455
<b>Pay</b>		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Arts. 244 and 248
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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Arts. 2 and 19
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 obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 37-43
Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 37-43
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 404-405

Are leave benefits for mothers paid solely by the government?	No	Labor Code, Art. 404; Decree of the President of the Republic of Uzbekistan, dated 07.03.2022 No. UP-87; Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated September 20, 2022 No. 515
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 408
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 3, 10, 13, 16, 18, 19, 21, 23 and 25; Government Resolution No. 391 of 13 May 2019, Appendix 1, Arts. 2, 5, 12, 13, 53, 54 and 55
Does the law establish any form of support to families for childcare services?	Yes	Decision of the Ministry of Education and Ministry of Finance No. 2821 of 23 August 2016, Appendix, Arts. 19-24; Presidential Decree No. 3651 of 5 April 2018, Appendix, Art. 47; Tax Code, Art. 378(16); Law of the Republic of Uzbekistan No. 785 of 26 July 2022, Art. 2(4)
Does the law establish any form of support to non-state childcare providers?	Yes	Presidential Decree No. 3651 of 5 April 2018, Arts. 1, 2, 5, 8 and 9; Presidential Decree No. 5071 of 12 April 2021, Arts. 1-3; Tax Code, Art. 243(1)(10)
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 34, 41 and 44; Sanitary and Hygiene Requirements to the Content, Structure and Organization of Operation of Preschool Institutions of the Republic of Uzbekistan (SanPin No. 0355-18), Arts. 1.1 and 1.9; Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 10 of 5 January 2018, Annex 1, Art. 7-1; Decision of the State Statistics Committee No. 3401 of 12 December 2022, Form 64; Official Website of Statistics Agency under the President of the Republic of Uzbekistan
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Code, Arts. 2, 19 and 22; Civil Code, Art. 22; Resolution on the State Registration of Legal Entities, Ch. 2
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
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
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Art. 24; Land Code, Arts. 17 and 42
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1134 and 1135
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1134 and 1143
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Arts. 23-28
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Law On State Pensions 1993, Art. 7
Are the ages at which men and women can retire with partial pension benefits equal?	No	Law On State Pensions 1993, Art. 29
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law On State Pensions 1993, Art. 37(g)

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		

Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
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?	Yes	Committee on Family and Women under the Ministry of Employment and Poverty Reduction
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
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
<b>Workplace</b>		
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
<b>Pay</b>		
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	Statistics Agency: Share of women in total employment by type of economic activity
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Code, Arts. 42 and 43; Government Resolution No. 387 of 14 November 2016, Art. 110; Civil Procedure Code, Arts. 170-171 and 177
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Portal of the Republic of Uzbekistan
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated September 20, 2022 No. 515
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Decision of the Ministry of Education and Ministry of Finance No. 2821 of 23 August 2016, Appendix, Arts. 20-24
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Presidential Decree No. 3651 of 5 April 2018, Annex 1, Ch. 2-3 and 15
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Uzbekistan Statistics Agency



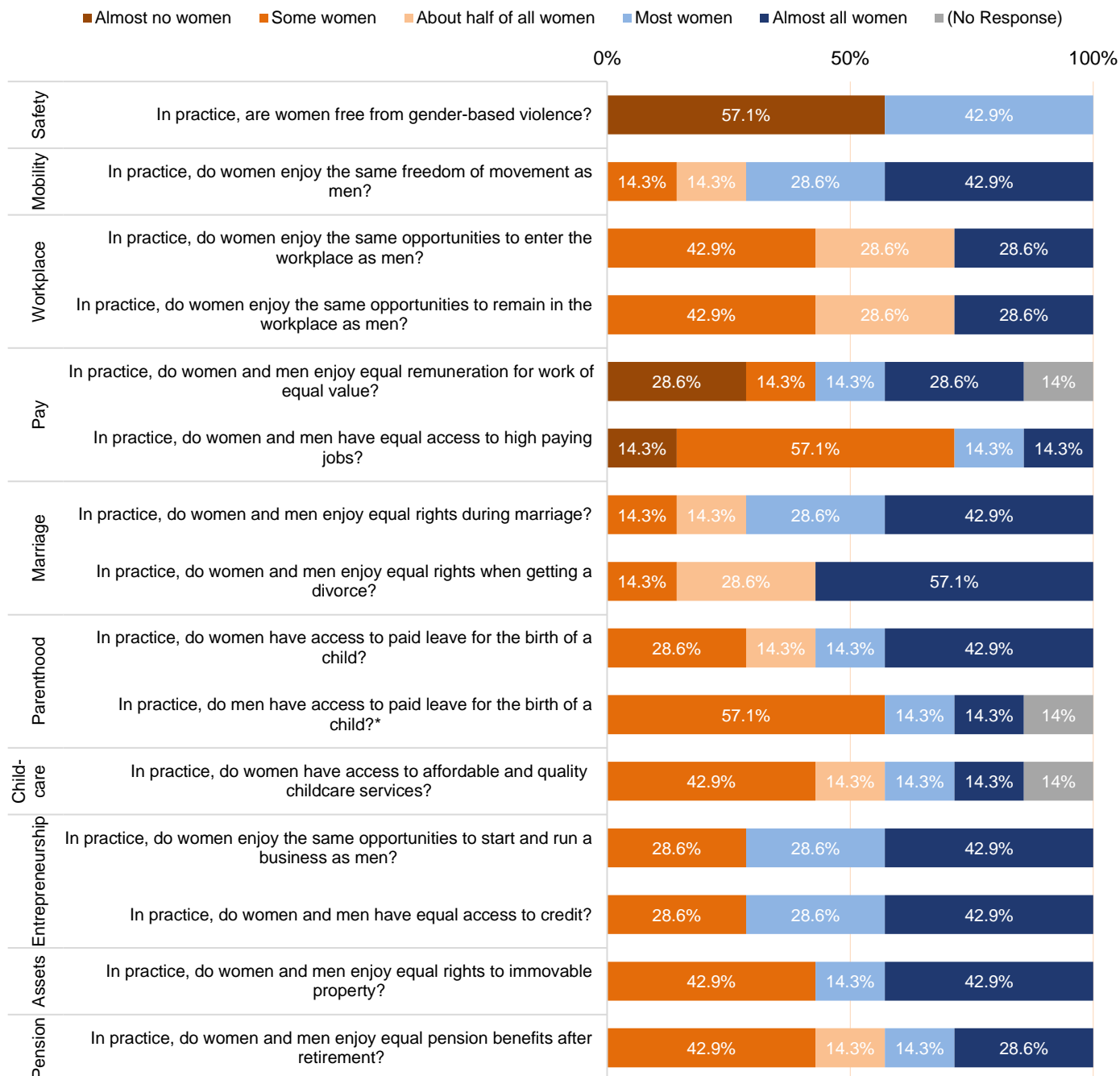
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Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Project "Women's Registry"; State Committee of Family and Women; WAGE program
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Strategy for Increasing Financial Inclusion for 2021-2023; Strategy for Achieving Gender Equality in Uzbekistan until 2030, Ch.4
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Law on State Registration of Rights to Real Estate, Arts. 28, 29, 45 and 52
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Legal Portal of the Republic of Uzbekistan
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	Yes	Resolution of the President of the Republic of Uzbekistan N ПП-4235 of 7 March 2019; Law on State Pensions 1993, Art. 27
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on State Pensions 1993, Art. 48

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## 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.