

POLICY ON NON-DISCRIMINATION AGAINST WOMEN

Uzbekistan ratified Discrimination (Employment and Occupation) Convention, 1958 (No. 111) in 1992.

Recognizing the principles of equality, human rights, and the empowerment of women, this policy aims to eliminate discrimination against women in all areas of life in Uzbekistan. It is grounded in the Constitution of the Republic of Uzbekistan, international human rights conventions, and the commitment to achieving gender equality.

Elimination of Discrimination:

- Ensure that all laws and policies promote equal opportunities for women in political, economic, social, and cultural spheres.
- Eliminate discriminatory practices, stereotypes, and prejudices against women.

Access to Education:

- Guarantee equal access to education for women and girls at all levels.
- Eradicate gender-based barriers and stereotypes in educational materials and institutions.

Economic Empowerment:

- Promote women's equal participation in the workforce and eliminate wage gaps.
- Encourage entrepreneurship and support women in accessing financial resources and markets.

Health and Reproductive Rights:

- Ensure women have access to quality healthcare services, including sexual and reproductive health services.
- Uphold women's right to make informed decisions regarding their reproductive health.

Yet the prevailing rationale for national frameworks addressing women's issues has been ambivalent sexism, with growing efforts to transform them towards gender equality.¹⁴³ In the key informant interviews, indications of tensions include jokes about how men will soon be calling for gender equality) and expressions of admiration for women as models of virtue and devotion to the family). The gender bias in the mindset remains even in more recent texts such as the draft Labour Code. For instance, legislation refers to working with women to prevent divorces, without any reference to such work with men, which risks completely closing off women

who are in abusive relationships from the outside world.¹⁴⁴ According to the Government, in the first half of 2017, “thanks to action by the Women’s Committee and the Mahalla Foundation, it was possible to avoid 12,000 divorces and resolve the alimony payment problems of 10,000 citizens.”¹⁴⁵ Yet according to UN Women, the “liberalization of divorce laws in some developed countries has led to lower rates of suicide by women, lower incidence of reported domestic violence and fewer instances of women being murdered by their spouses,” although divorces typically entail “far more adverse economic consequences for women than for men.”¹⁴⁶ The bias also exists with respect to persons with disabilities, who are often lumped together with children and women as the most vulnerable and in need of protection. Despite the introduction of measures such as a 2 per cent quota in admission to higher education institutions and 3 per cent quota in employment for persons with disability, rights groups have noted deficits in implementation. Moreover, concern has been raised about double discrimination for women with disability, the erroneous association of disability with unemployability, and the widespread adoption of a medical model of disability instead of a social model that addresses societal barriers towards a more inclusive society