

# Kazakhstan

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| <b>70.0</b>                    | <b>62.5</b>                         | <b>76.3</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 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      | <b>25.0</b>                                                                         | <b>100.0</b>                                                                        | <b>75.0</b>                                                                         | <b>75.0</b>                                                                         | <b>100.0</b>                                                                        | <b>75.0</b>                                                                         | <b>100.0</b>                                                                          | <b>25.0</b>                                                                           | <b>100.0</b>                                                                          | <b>25.0</b>                                                                           |
| Supportive frameworks score | <b>25.0</b>                                                                         | <b>66.7</b>                                                                         | <b>0.0</b>                                                                          | <b>50.0</b>                                                                         | <b>100.0</b>                                                                        | <b>66.7</b>                                                                         | <b>50.0</b>                                                                           | <b>100.0</b>                                                                          | <b>66.7</b>                                                                           | <b>100.0</b>                                                                          |
| Expert opinions score       | <b>50.0</b>                                                                         | <b>100.0</b>                                                                        | <b>50.0</b>                                                                         | <b>75.0</b>                                                                         | <b>75.0</b>                                                                         | <b>87.5</b>                                                                         | <b>75.0</b>                                                                           | <b>75.0</b>                                                                           | <b>100.0</b>                                                                          | <b>75.0</b>                                                                           |

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                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Safety</b>                                                                                                     |        |                                                                                                                                                                                                |
| Does the law address child marriage?                                                                              | No     | No applicable provisions could be located                                                                                                                                                      |
| Does the law address sexual harassment?                                                                           | No     | No applicable provisions could be located                                                                                                                                                      |
| Does the law address domestic violence?                                                                           | Yes    | Law on Prevention of Domestic Violence, Arts. 4(1)-(5) and 20; Criminal Code, Art. 120                                                                                                         |
| Does the law address femicide?                                                                                    | No     | No applicable provisions could be located                                                                                                                                                      |
| <b>Mobility</b>                                                                                                   |        |                                                                                                                                                                                                |
| 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 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 travel outside her home in the same way as a man?                                                     | Yes    | Code on Marriage (Matrimony) and Family, Arts. 2 and 30                                                                                                                                        |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children?                 | Yes    | Law on Citizenship, Arts. 11, 12 and 16                                                                                                                                                        |
| <b>Workplace</b>                                                                                                  |        |                                                                                                                                                                                                |
| 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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? | No     | No applicable provisions could be located                                                                                                                                                      |
| Does the law prohibit discrimination in employment based on gender?                                               | Yes    | Labor Code 2015, Art. 6                                                                                                                                                                        |
| Does the law allow employees to request flexible work?                                                            | Yes    | Labor Code, Arts. 73-1, 74, 137 and 138                                                                                                                                                        |
| <b>Pay</b>                                                                                                        |        |                                                                                                                                                                                                |
| 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?                                              | 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                                                                                                                                                               |
| <b>Marriage</b>                                                                                                   |        |                                                                                                                                                                                                |
| 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 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                                                                                                                                        |
| 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                                                                                                                                           |
| <b>Parenthood</b>                                                                                                 |        |                                                                                                                                                                                                |
| Is paid leave of at least 14 weeks available to mothers?                                                          | Yes    | Labor Code, Arts. 99-100; Social Security Code, Art. 84                                                                                                                                        |

|                                                                                                                  |     |                                                                                                                                                                                                                                                                             |
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| Are leave benefits for mothers paid solely by the government?                                                    | Yes | Social Security Code, Art. 78                                                                                                                                                                                                                                               |
| Is paid leave available to fathers?                                                                              | No  | No applicable provisions could be located                                                                                                                                                                                                                                   |
| Is dismissal of pregnant workers prohibited?                                                                     | Yes | Labor Code 2015, Art. 54                                                                                                                                                                                                                                                    |
| <b>Childcare</b>                                                                                                 |     |                                                                                                                                                                                                                                                                             |
| Does the law establish the provision of center-based childcare services?                                         | 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 for 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 for nonstate childcare providers?                                     | Yes | Tax Code, Arts. 243(6), 290.2(2) and 521(3)                                                                                                                                                                                                                                 |
| Does the law establish quality standards for the provision of center-based childcare services?                   | 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) |
| <b>Entrepreneurship</b>                                                                                          |     |                                                                                                                                                                                                                                                                             |
| 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 for 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 a woman and a man 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?                                                       | 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                                                                                                                                                                                                                            |
| <b>Pension</b>                                                                                                   |     |                                                                                                                                                                                                                                                                             |
| Are the ages at which a woman and a man can retire with full pension benefits the same?                          | No  | Social Security Code, Art. 207                                                                                                                                                                                                                                              |
| Are the ages at which a woman and a man can retire with partial pension benefits the same?                       | No  | Social Security Code, Art. 210                                                                                                                                                                                                                                              |
| Is the mandatory retirement age for a woman and a man the same?                                                  | 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                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Safety</b>                                                                                                                               |        |                                                                                                                                                                          |
| 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 special procedures in place for cases of sexual harassment?                                                                             | No     | Insufficient evidence located                                                                                                                                            |
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | No     | Insufficient evidence located                                                                                                                                            |

|                                                                                                                                                            |     |                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?                                    | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| <b>Mobility</b>                                                                                                                                            |     |                                                                                                                                                                                                                                                             |
| Are passport application processes the same for a woman and a man?                                                                                         | Yes | Passport application procedures                                                                                                                                                                                                                             |
| Are the application processes for official identity documents the same for a woman and a man?                                                              | Yes | ID application procedures                                                                                                                                                                                                                                   |
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?                                           | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| <b>Workplace</b>                                                                                                                                           |     |                                                                                                                                                                                                                                                             |
| Does a specialized body receive complaints about gender discrimination in employment?                                                                      | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| Has the government published guidelines on nondiscrimination based on gender in recruitment?                                                               | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| Has the government published guidelines on flexible work arrangements?                                                                                     | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| <b>Pay</b>                                                                                                                                                 |     |                                                                                                                                                                                                                                                             |
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap?                                                                   | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| Have sex-disaggregated data on employment in different industries or sectors been published?                                                               | Yes | Office of National Statistics: Main indicators of the labor market according to ILO standards                                                                                                                                                               |
| <b>Marriage</b>                                                                                                                                            |     |                                                                                                                                                                                                                                                             |
| 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                                                                                                                                                                                              |
| <b>Parenthood</b>                                                                                                                                          |     |                                                                                                                                                                                                                                                             |
| 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                                                                                                                                                                                                                                   |
| Have 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?                                                                                 | 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 nonstate childcare providers? | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| Has the government published any reports on the quality of childcare services?                                                                             | No  | Insufficient evidence located                                                                                                                                                                                                                               |
| <b>Entrepreneurship</b>                                                                                                                                    |     |                                                                                                                                                                                                                                                             |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?                                            | Yes | Bureau of National Statistics                                                                                                                                                                                                                               |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?                   | Yes | Women's Entrepreneurship Development Centers; Microcredit program for women entrepreneurs; Women's Entrepreneurship Development Centers                                                                                                                     |
| Does a current national government plan or strategy focus on women's access to financial services?                                                         | Yes | Concept of Family and Gender Policies in the Republic of Kazakhstan until 2030                                                                                                                                                                              |
| <b>Assets</b>                                                                                                                                              |     |                                                                                                                                                                                                                                                             |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?                                         | 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                                                                                                  |

|                                                                                                                |     |                                                                               |
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| Are 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 |
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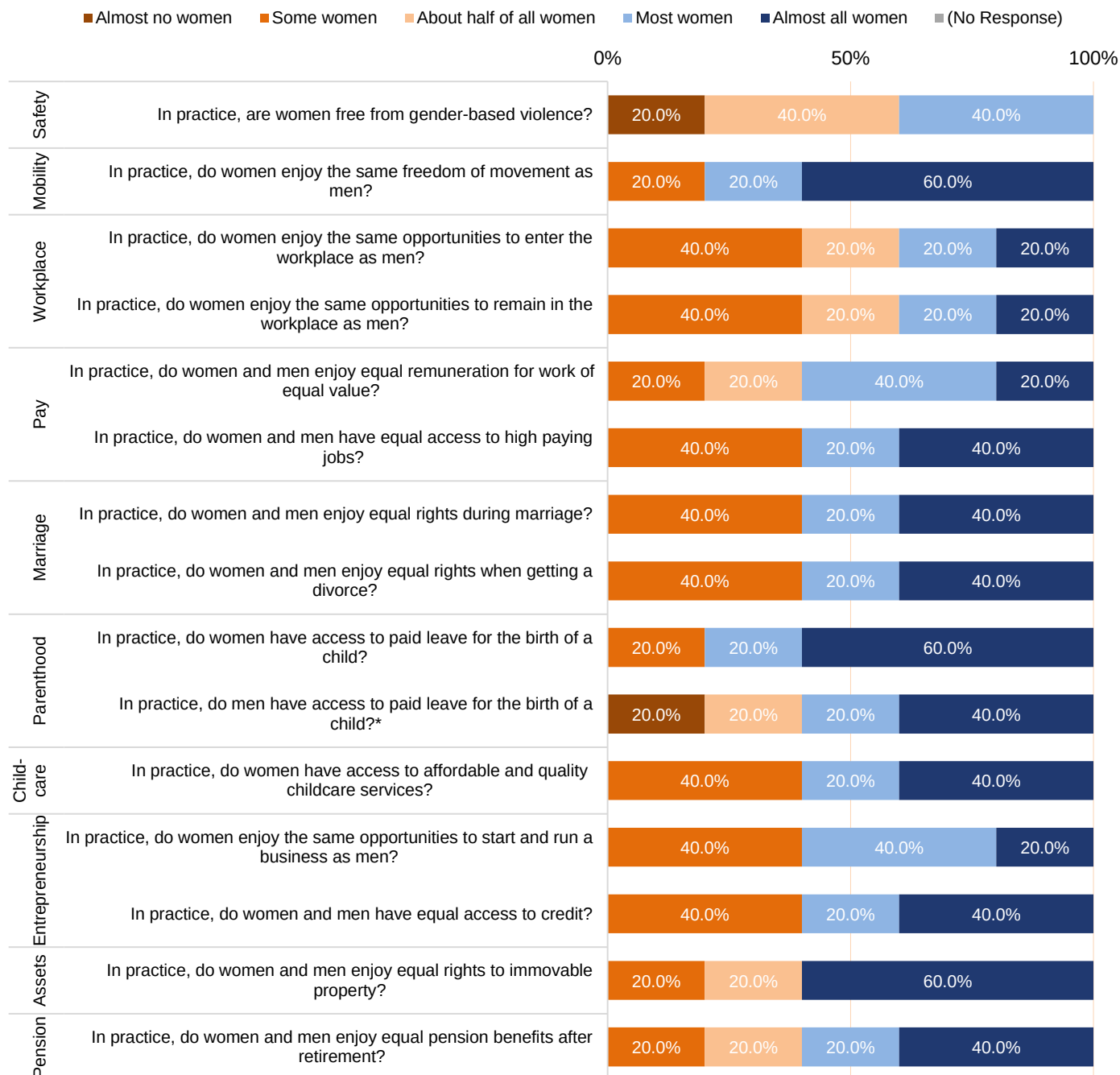
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| Have anonymized sex-disaggregated data on property ownership been published? | No | Insufficient evidence located |
|------------------------------------------------------------------------------|----|-------------------------------|

#### **Pension**

|                                                                  |     |                                |
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| Are incentives in place to increase women's retirement benefits? | Yes | Social Security Code, Art. 208 |
|------------------------------------------------------------------|-----|--------------------------------|

|                                                                                                                                   |     |                                |
|-----------------------------------------------------------------------------------------------------------------------------------|-----|--------------------------------|
| Is 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.