

Committee on the Application of Standards

Date: 18 May 2026

Governments appearing on the list of individual cases have the opportunity, if they so wish, to supply written information to the Committee.

► Information on the application of ratified Conventions supplied by governments on the list of individual cases

Uzbekistan

Equal Remuneration Convention, 1951 (No. 100) (ratification: 1992)
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
(ratification: 1992)

The Government has provided the following written information.

The Government of Uzbekistan reaffirms its commitment to the effective implementation of its obligations under ILO Convention No. 100 concerning equal remuneration and Convention No. 111 concerning discrimination in respect of employment and occupation, ratified in 1992.

In recent years, Uzbekistan has undertaken comprehensive constitutional, legislative and institutional reforms aimed at strengthening equality, non-discrimination and equal opportunities in the field of labour and employment.

The revised Constitution guarantees equality before the law for all persons, prohibits discrimination and enshrines the right of everyone to decent work, fair remuneration without discrimination and protection against unemployment. These guarantees have been further developed in the Labour Code, the Laws "On Employment of the Population", "On Guarantees of Equal Rights and Opportunities for Women and Men" and other legislative acts.

The Labour Code prohibits both direct and indirect discrimination in labour and employment. Discrimination is defined as the imposition of restrictions or granting of advantages on the grounds of sex, age, race, nationality, language, social origin, religion, beliefs, membership in public associations and other circumstances unrelated to workers' professional qualifications.

In addition, amendments to the Labour Code have been drafted and submitted to the Legislative Chamber of the Oliy Majlis (Parliament). The proposed amendments expand the list of prohibited grounds of discrimination by including "colour" and "political opinion", in line with Convention No.111. The draft law also introduces provisions prohibiting violence and

harassment in the world of work, establishes additional guarantees for affected workers and strengthens mechanisms for protecting their rights.

Furthermore, amendments have been proposed introducing provisions concerning the prohibition of sexual harassment in labour and employment relations and establishing employers' obligations to take all necessary measures to ensure a working environment free from sexual harassment.

On 15 May 2026, the Legislative Chamber of the Oliy Majlis of the Republic of Uzbekistan adopted the draft law in its second reading, reflecting the country's continued efforts to strengthen the legal framework on equality, non-discrimination and protection against violence and harassment in the world of work.

In order to further strengthen the implementation of international labour standards, the Ministry of Employment and Poverty Reduction, together with the Federation of Trade Unions, the Confederation of Employers and relevant government institutions, with the support of ILO experts from the International Labour Standards Department (NORMES), developed a road map for the implementation of the fundamental ILO Conventions. The road map envisages the development of methodologies for identifying discrimination in labour, improving approaches to assessing work of equal value and strengthening mechanisms for data collection and analysis.

The Government continues taking measures aimed at preventing discriminatory practices at the recruitment stage. National legislation prohibits unjustified refusal of employment, including refusals based on discriminatory grounds, pregnancy, family responsibilities and other circumstances established by law.

In addition, employers and social partners continue implementing awareness-raising and information activities. The Confederation of Employers disseminates practical guidance on preventing gender discrimination and harassment in the world of work and cooperates with employment platforms to promote anti-discrimination approaches in job advertisements. The State Labour Inspectorate also conducts awareness-raising activities in this area.

The Government continues its efforts aimed at overcoming gender stereotypes and reducing occupational segregation. One of the key instruments in this regard is the promotion of equal access to education and vocational training. National legislation establishes the principles of non-discrimination in education, equal opportunity and inclusiveness. Additional support measures are being implemented within the higher education system for vulnerable groups. State grants are allocated to persons with disabilities, children from low-income families, orphans and women in fields of study where their representation traditionally remains limited.

To further expand women's access to higher education, a system has been introduced whereby the interest component of education loans allocated to women pursuing bachelor's degrees is covered by the State Budget. In addition, women are provided with opportunities to pursue master's studies free of charge through state-funded grants. Since 2022, 403.7 billion Uzbekistan sum have been allocated from the State Budget for these purposes.

Beginning with the 2023/2024 academic year, women enrolled in vocational education institutions in higher-paid areas of study on a tuition basis (2,385 persons) were transferred to state-funded education.

These reforms are already producing tangible results. According to the results of the 2025–26 academic year, women account for 54.6 per cent of all students enrolled in higher education institutions and 67 per cent of master's degree students.

Positive trends are also observed in the scientific sphere, where women's participation continues to expand steadily. The number of women enrolled in postgraduate education increased from 3,135 in 2023 to 8,291 in 2025, reflecting growing participation in research activities and strengthening the country's human capital.

Reducing the gender pay gap remains one of the priorities of state policy. The current approach is comprehensive and includes improvements to the legislative framework, addressing structural factors contributing to inequality, increasing the formalization of employment and strengthening objective job evaluation mechanisms. Labour legislation enshrines the principle of equal remuneration for men and women for work of equal value and prohibits discrimination in remuneration.

According to available national data, the measures implemented to expand women's access to education and employment have contributed to reducing the gender pay gap. The gap decreased from 37.5 per cent in 2020 to 29 per cent by the end of 2024, reflecting positive developments and the effectiveness of the measures undertaken.

Analysis indicates that the gender pay gap is largely associated with the concentration of women in lower-paid sectors of economic activity.

Within the public sector, a unified approach to job classification and remuneration systems is applied. Qualification requirements and wage scales are established on the basis of responsibility, complexity of work, professional qualifications and working conditions, without regard to gender.

To further prevent discrimination in recruitment, regulations governing competitions for positions in the civil service and model recruitment procedures have been adopted based on the principles of merit, transparency, competition and equality.

No substantiated cases of discrimination in recruitment processes or competitive selection procedures were identified during inspections conducted to date.

Efforts are also continuing to strengthen objective and gender-neutral job evaluation systems in both the public and private sectors.

Work is continuing to ensure equality and non-discrimination with respect to members of different ethnic and religious groups. National legislation guarantees freedom of conscience and prohibits restrictions on rights based on religion or ethnic origin.

Particular attention is devoted to promoting equality of opportunity and social inclusion for vulnerable communities, including members of Luli communities. Measures aimed at ensuring equal access to education and broader social inclusion continue to be implemented.

Particular efforts have focused on preventing exclusion from compulsory schooling and promoting educational participation. Uzbekistan has achieved full enrolment of school-age children in compulsory education. Currently, more than 16,000 children from Luli communities are covered by compulsory education programmes, while the total Luli population amounts to slightly over 31,000 persons.

The available information indicates continued progress in educational inclusion and access to opportunities for members of Luli communities.

No discriminatory legal provisions have been identified in the areas of education, vocational training, recruitment and employment. Measures are also being implemented to preserve cultural identity, encourage participation in public life and overcome social stereotypes.

To strengthen implementation and access to remedies, citizens have access to judicial protection mechanisms, the State Labour Inspectorate, the Ombudsman institution, the People's Receptions of the President of Uzbekistan and other institutions for the protection of rights. Citizens may also apply to international human rights mechanisms after exhausting domestic remedies.

In 2019, following recommendations from international partners, restrictions on women's employment in specific sectors and occupations were abolished by a Presidential resolution.

The Government considers the strengthening of equal opportunities, non-discrimination and equal remuneration as one of the priorities of its social and labour policy.

The Government remains committed to continuing efforts aimed at strengthening legislation, institutional mechanisms and the implementation of international labour standards in close cooperation with social partners and the International Labour Organization.

These efforts are envisaged under the new Decent Work Country Programme for 2026–30. Particular attention will be given to the effective implementation of adopted measures, strengthening monitoring mechanisms and enhancing the effectiveness of law enforcement practice.