

Committee on the Application of Standards

CAN/PV.14

Commission de l'application des normes

08.06.26

Comisión de Aplicación de Normas

114th Session, Geneva, 2026

114^e session, Genève, 2026114.^a reunión, Ginebra, 2026

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Decimoquinta sesión, 8 de junio de 2026, 10.08 horas**Fifteenth sitting, 8 June 2026, 10.08 a.m.****Quinzième séance, 8 juin 2026, 10 h 08**

Presidenta: Sra. López

Chairperson: Ms López

Présidente: M^{me} López**Discusión de los casos individuales (cont.)****Discussion of individual cases (cont.)****Discussion des cas individuels (suite)****Uzbekistán (ratificación: 1992)**

Convenio sobre igualdad de remuneración, 1951 (núm. 100)

Equal Remuneration Convention, 1951 (No. 100)

Convention (n° 100) sur l'égalité de rémunération, 1951

Convenio sobre la discriminación (empleo y ocupación), 1958 (núm. 111)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111) Convention (n° 111) concernant la discrimination (emploi et profession), 1958

Presidenta – Señoras y señores los invito a tomar asiento para comenzar las labores de nuestra Comisión. Muy buenos días a todos. Es un placer darles la bienvenida a la 16.^a sesión de nuestra Comisión. Espero que hayan pasado un lindo y tranquilo fin de semana y que estén con las fuerzas para esta última semana de trabajo de nuestra Comisión. Agradezco su puntual asistencia y confío en que tendremos un excelente desarrollo de nuestras labores.

Les informo que los proyectos de PV *verbatim* relativo a la discusión de la sesión especial de Belarús está disponible en la página web de nuestra Comisión. Los miembros de la Comisión pueden presentar enmiendas a sus propias intervenciones en estos proyectos de PV *verbatim* ante la secretaría de la Comisión hasta el martes 9 de junio a las 10 horas. Les invito a leer el anexo III del documento D.1 sobre el procedimiento de enmienda a los proyectos de actas literales. Continuamos nuestras labores con la discusión de casos individuales.

En nuestra agenda del día tenemos los siguientes casos: Uzbekistán sobre la aplicación del Convenio sobre igualdad de remuneración, 1951 (núm. 100) y sobre el Convenio sobre la discriminación (empleo y ocupación), 1958 (núm. 111); Panamá sobre el Convenio sobre la libertad sindical y la protección del derecho de sindicación, 1948 (núm. 87); Papúa Nueva Guinea sobre el Convenio sobre igualdad de remuneración, 1951 (núm. 100) y el Convenio sobre la discriminación (empleo y ocupación), 1958 (núm. 111), y Filipinas sobre la aplicación del convenio sobre el derecho de sindicación y de negociación colectiva, 1949 (núm. 98).

En lo que respecta a la gestión del tiempo se recuerda a los delegados la importancia de que se inscriban en la lista de oradores con la debida antelación antes del examen de cada caso y por lo menos 24 horas antes del inicio del caso.

Asimismo, les recuerdo que los delegados no podrán inscribirse en la lista de oradores una vez iniciada la discusión del caso individual. También quisiera recordarles los tiempos máximos de intervención para la discusión de los casos individuales tal y como está previsto en la parte IX del documento D.1 sobre los métodos de trabajo de nuestra Comisión. Estos tiempos máximos de intervención son los siguientes 15 minutos para el Gobierno cuyo caso se examina; 10 minutos para los portavoces de empleadores y de trabajadores; 10 minutos para el miembro empleador y trabajador del país concernido respectivamente que se pueden distribuir entre los diferentes oradores del grupo; 7 minutos para los grupos gubernamentales; 5 minutos para los otros miembros; 15 minutos para las observaciones finales del país cuyo caso se examine y 10 minutos para las observaciones finales de los portavoces de los grupos de empleador y de trabajador. La presidencia en consulta con los demás miembros de la Mesa de la Comisión podrá reducir este tiempo a 3 minutos para los miembros que hablan a título individual en particular cuando haya más de 17 oradores inscritos en la lista. En tal caso la oficina intentará informar a los delegados inscritos en la lista de oradores.

También les recuerdo que el Gobierno, cuyo caso se esté examinando, podrá decidir cómo distribuir los 30 minutos de tiempo que se le haya asignado de la forma que le resulte más conveniente entre su intervención inicial y sus observaciones finales. Por lo tanto invito a los representantes gubernamentales de los casos examinados a que indiquen con antelación cómo desean distribuir su tiempo de intervención. Para facilitar las labores de los intérpretes no olviden enviar sus declaraciones con antelación por correo electrónico a la siguiente dirección can-interpret@ilo.org. También les ruego hablar despacio para facilitar el trabajo de los intérpretes y permitir una buena comprensión de los debates. Ahora vamos a iniciar el

examen del primer caso que se refiere a la aplicación del Convenio núm. 100 y del Convenio núm. 111 por parte de Uzbekistán.

En este caso tenemos 18 oradores inscritos sobre esta Mesa por lo tanto se decidió reducir el tiempo máximo de intervención de los delegados que hablan a título individual de 5 a 3 minutos. Contamos con su comprensión y colaboración para adaptar su discurso al tiempo otorgado. Invito ahora al representante gubernamental de Uzbekistán el Sr. Botir Zakhidov Ministro de Empleo y Lucha contra la Pobreza de Uzbekistán a tomar la palabra.

Interpretation from Russian: **Government representative (Mr ZAKHIDOV)** – The Government of Uzbekistan welcomes the opportunity to present information on implementing Conventions Nos 100 and 111.

At the outset, we would like to reaffirm the continued commitment of Uzbekistan to principles of equal opportunities, non-discrimination and equal treatment in the field of labour and employment. We have carefully studied the observations of the Committee of Experts, and we consider them to be an important guidance to further improve legislation and practice.

In recent years in Uzbekistan, we have undertaken large-scale constitutional, legislative and institutional reforms. The Constitution has enshrined the principle of equality of all before the law, a ban on discrimination and the right of everyone to decent work and fair remuneration without discrimination of any kind. These guarantees have been further developed in the new Labour Code, which directly prohibits both direct and indirect discrimination in the field of labour and employment.

In response to the observations of the Committee of Experts, additional amendments to labour legislation have been drafted to include such grounds for discrimination as colour and political opinion, and also to introduce additional guarantees to prevent violence and harassment in work. These amendments also provide for a direct prohibition of sexual harassment in labour relations and establish the obligation of employers to take necessary measures to ensure a working environment that is free from sexual harassment.

In May of this year, a relevant bill was adopted by the Legislative Chamber of the Parliament in its second reading. Particular attention is being paid to preventing discrimination at the recruitment stage. National legislation prohibits the unjustified refusal to hire someone including on grounds of sex, pregnancy, family situation and having children.

At the same time, the State Labour Inspectorate, trade unions and employers are carrying out awareness-raising activities on issues of non-discrimination. The Confederation of Employers of Uzbekistan (CEU) is carrying out work with job platforms to prevent the posting of discriminatory job advertisements.

At the same time, we recognize the need to further improve mechanisms to identify such violations, as well as to collect statistics in this area. With a view to ensuring a systemic implementation of ILO fundamental Conventions, the Ministry of Employment and Poverty Reduction, the Federation of Trade Unions of Uzbekistan (FTUU), the CEU and other interested parties, with the technical assistance of ILO specialists, drafted a tripartite road map on the implementation of ILO fundamental Conventions in April of this year. This document provides for a drafting methodology to identify discrimination, the improvement of approaches to evaluating work of equal value, and the strengthening of mechanisms for collecting and analysing data.

One of the key factors for ensuring equal opportunities is, in our view, education and skills development. In recent years, we have implemented large-scale measures to expand access

for women and girls to higher education and to vocational training, digital technologies and new professions.

A mechanism has been established to cover interest expenses on student loans for women using state budget funds, and state grants are provided for master's degree programs. In recent years alone, more than 403 billion soums have been allocated from the state budget for these purposes. As a result, women now account for 55 per cent of all students in higher educational establishments, and 67 per cent of those in Master's education programmes.

The number of women in the post-grad education system increased from 3,100 in 2023 to 8,290 in 2025. Particular attention is being paid to overcoming gender stereotypes in the digital sphere and in professions of the future. Following the implementation of a number of projects, which include the "One Million IT Programmers" and the "Five Million AI Leaders", women accounted for 51 per cent of more than 500,000 post-grad of digital learning programmes. More than 40 per cent of participants in specialized IT programmes and training centres are also women.

In parallel, measures are being implemented to overcome gender stereotypes through educational programmes, family centres, "Responsible Parenting" projects, the "Oqila Ayollar" movement, and a system for monitoring media content to ensure compliance with the principles of gender equality. This work contributes to gradually reducing gender segregation in the labour market and expanding the opportunities for women in high-paid economic sectors.

Through the implementation of Convention No. 100, particular attention is being paid to reducing the gender pay gap. Labour legislation enshrines the principle of equal remuneration for men and women for work of equal value. In the state sector, we are applying a single system for the classification of jobs and remuneration, which is based on objective criteria, including the level of qualification, the level of responsibility, the difficulty of the work and working conditions. These measures are already producing results. According to national data, the gender pay gap reduced from 37.5 per cent in 2020 to 29 per cent last year. Analysis indicates that the persisting gap is largely due to the concentration of women in lower-paid economic sectors, which shows the importance of further work to overcome gender stereotypes and professional segregation.

Particular attention is being paid to ensuring equal opportunities for the representatives of vulnerable groups of the population, including the Lyuli community. The country has achieved full coverage of compulsory education for children of a school age from this Lyuli community. At present, more than 16,000 Lyuli children are enrolled in the compulsory education system, which represents full coverage of this school-age population group. At the same time, we are carrying out measures to improve social integration and ensure access to vocational training and to prevent social isolation.

Uzbekistan recognizes that certain challenges remain. In particular, there is a need to further improve mechanisms for the objective evaluation of work of equal quality, develop the statistical reporting system, strengthen law enforcement practice, and raise awareness among workers and employers regarding mechanisms to protect against discrimination. We are willing to continue our work in close cooperation with social partners and the ILO.

To conclude, I would like to express our gratitude to the ILO and the Committee of Experts for the assistance they provide, and we are counting on continued technical cooperation in implementing the road map on fundamental ILO Conventions, as well as within the framework of the Decent Work Country Programme for 2026–2030.

Presidenta - Da la palabra a la Sra. Laura Ruth Giménez

Miembros empleadores (Sra. GIMÉNEZ) - El presente caso trata sobre la aplicación en la ley y la práctica de los Convenios núms. 100 y 111 sobre igualdad de remuneración y discriminación en el empleo y la ocupación en la República de Uzbekistán.

Uzbekistán ratificó ambos convenios en 1992 y desde el 2014 la Comisión de Expertos ha formulado cuatro observaciones sobre el Convenio núm.100 y tres observaciones sobre el Convenio núm. 111.

Las deficiencias identificadas por los expertos muestran brechas persistentes con desafíos que en algunos casos parecen haberse agravado en el tiempo. Es la primera vez que la Comisión examina este caso. Para comenzar los miembros empleadores agradecemos al Gobierno de Uzbekistán por la información suministrada ante la Comisión, así como su voluntad expresada de continuar el diálogo constructivo con la OIT. Antes de abordar los comentarios de la Comisión de Expertos, queremos subrayar que estamos tratando brechas de cumplimiento de dos convenios fundamentales y su incumplimiento es persistente, no es solo una cuestión técnica sino que se trata de normas que representan compromisos irrenunciables con la dignidad humana y la igualdad de oportunidades en el trabajo.

Sobre el Convenio núm. 100 y la brecha salarial de género y sus causas estructurales, los expertos han señalado su preocupación por la brecha salarial que se mantiene en niveles significativos en Uzbekistán. Aún cuando el Gobierno ha informado una reducción del 34 al 29 por ciento hacia fines del 2024, la diferencia entre remuneración de mujeres y varones continúa siendo elevada. Los miembros empleadores coincidimos en que es fundamental garantizar la seguridad jurídica mediante la alineación de todas las disposiciones legales asegurando que el concepto de trabajo de igual valor se entienda y aplique correctamente, yendo más allá de la simple comparación entre trabajos iguales o similares. En concordancia con lo solicitado por la Comisión de Expertos, instamos al Gobierno a que adopte medidas proactivas y concretas para reducir la brecha salarial de género a través de un enfoque integral que incluya el abordaje de los factores estructurales de la segregación ocupacional la promoción de una distribución más equitativa de las responsabilidades familiares y el fortalecimiento de los mecanismos de evaluación objetiva de los puestos de trabajo. Alentamos al Gobierno a que proporcione estadísticas desglosadas por sexo, sector económico y categoría ocupacional a fin de permitir un monitoreo adecuado de los avances.

Los miembros empleadores tomamos nota de las medidas adoptadas para ampliar el acceso de las mujeres a la educación superior, así como de los resultados reportados para el año académico 2025-2026. Creemos que es importante confirmar el impacto de estas medidas con estadísticas desagregadas por sector y categoría ocupacional para evaluar su impacto real sobre la segregación y la brecha salarial. Los miembros empleadores también tomamos nota del trabajo en curso para fortalecer los mecanismos de evaluación objetiva de empleos libres de sesgo de género y alentamos al Gobierno a informar sobre los progresos concretos en esta materia incluyendo las metodologías aplicadas y los sectores cubiertos. Con respecto al Convenio núm. 111, tomamos nota con satisfacción de que el artículo cuarto del nuevo Código del Trabajo prohíbe la discriminación directa o indirecta. Sin embargo, lamentamos que el Gobierno no haya aprovechado esa misma revisión ni sus modificaciones del 2024 y 2025 para prohibir explícitamente la discriminación por motivo de color y opinión política tal como exige el texto del Convenio.

Si conjugamos esto con la ausencia de una definición legal explícita de discriminación directa e indirecta, encontramos un sistema normativo que puede enviar señales débiles y permite amplios márgenes de discrecionalidad a los operadores jurídicos, complejizando la

aplicación práctica de las normas de no discriminación. El hecho de que ningún caso de discriminación se haya presentado ante los tribunales sobre la base del concepto incluido en la legislación nacional confirma la necesidad de abordar la aplicación de esta norma y evaluar su modificación sin demora.

En este contexto, tomamos nota con interés de que el Gobierno ha informado que se han propuesto medidas para enmendar el código laboral y ampliar la lista de motivos prohibidos de discriminación, incluyendo el color y la opinión política, y solicitamos que confirme la aprobación definitiva de estas enmiendas proporcione el texto de las disposiciones adoptadas y explique de qué manera se garantizará su aplicación efectiva en la práctica. La Comisión de Expertos ha señalado las preocupaciones planteadas por los trabajadores y por varios órganos de tratados de las Naciones Unidas sobre las persistentes desigualdades de género en la educación y en el empleo.

Entre las cuestiones identificadas se encuentran los estereotipos de género discriminatorios, el acceso limitado a la educación superior, la subrepresentación de mujeres y niñas en ciencias, tecnología, ingeniería y matemáticas, y en tecnologías de la información y la comunicación, la segregación ocupacional, el reparto desigual de las responsabilidades domésticas y de cuidado, la participación limitada de las mujeres en la toma de decisiones y los bajos niveles de propiedad de las tierras por parte de las mujeres. Los miembros empleadores tomamos nota de los avances reportados por el Gobierno en materia educativa. Sin embargo, subrayamos que el acceso a la educación por sí solo no es suficiente si no va acompañado de medidas que garanticen la igualdad de oportunidades en el mercado de trabajo. Los estereotipos de ese género y la segregación ocupacional siguen siendo desafíos estructurales que requieren intervenciones sostenidas. En concordancia con lo solicitado por la Comisión de Expertos, instamos al Gobierno a que fortalezca los esfuerzos para cuestionar los estereotipos de género y reducir la segregación ocupacional y que presente datos desagregados por sexo sobre la formación profesional y el empleo, incluidos los datos por sector, grupo ocupacional y, en particular, sobre las zonas rurales.

Para finalizar, queremos subrayar la importancia del artículo 3 del Convenio núm. 111 y del artículo 4 del Convenio núm. 100 que establecen la obligación de cooperar con las organizaciones representativas de empleadores y de trabajadores en la aplicación de estos Convenios. Queremos destacar que la efectividad y sostenibilidad de las políticas de igualdad en el mercado de trabajo, depende en gran medida de que estén diseñadas implementadas y monitoreadas con la participación activa de los interlocutores sociales. Tomamos nota de la información suministrada por el Gobierno sobre la hoja de ruta para la implementación de los convenios fundamentales de la OIT elaborada con el apoyo de los expertos de normas, así como el nuevo programa de trabajo decente por país para 2026-2030. Los miembros empleadores instamos al Gobierno a que asegure la consulta institucionalizada y efectiva de los actores sociales representativos e independientes del país en todas las etapas de diseño, implementación, revisión y seguimiento de las políticas de igualdad y no discriminación como instrumento para garantizar el diseño de estrategias equilibradas, efectivas y sostenibles. Resulta imperativo que el Gobierno fortalezca los esfuerzos para desafiar los estereotipos de género que limitan el acceso de las mujeres a la formación profesional y al empleo de calidad especialmente en las zonas rurales.

Los miembros empleadores consideran que la discriminación en el ámbito laboral no solo vulnera un derecho fundamental, sino que también limita el desarrollo profesional de las personas e impide el aprovechamiento pleno de su talento y potencial en el mercado de trabajo. Animamos entonces al Gobierno a continuar recurriendo a la asistencia técnica de la

OIT para la implementación de las medidas recomendadas y a mantener el diálogo constructivo con los interlocutores sociales como base para el progreso sostenido.

Presidenta - Da la palabra a la Sra. Jocelyne Dubois, portavoz del Grupo de los Trabajadores para que realice su declaración inicial.

Worker members – This is the first time that our Committee has reviewed the application by Uzbekistan of fundamental Convention No. 100 on equal remuneration for work of equal value and Convention No. 111 on discrimination in employment and occupation, both ratified in 1992.

In Uzbekistan, stark gender gaps and discrimination remain a reality in the world of work. The Committee of Experts notes that women's labour force participation stands at only 39.9 per cent. The gender pay gap stands at 34 per cent.

The World Bank's Country Gender Assessment identified systematic biases against women in wage setting practices. Women are paid less on average and are less likely to reach higher income levels. The Committee of Experts also notes that there is persistent horizontal and vertical gender segregation with women concentrated in lower paid sectors and in the informal economy, often in exploitative conditions and without access to labour and social protection. Women account for three quarters of employees in healthcare, social welfare, sports and education. Women make up only 21 per cent of the State's civil service and only 10 per cent of leadership positions are occupied by women.

The report also highlights the insufficient sharing of domestic and child-rearing responsibilities between men and women, with women bearing a disproportionate share of family responsibilities. On average, women spend three times as much time on house work as men. There is also a low share of women among higher education graduates with low enrolment of women and girls in tertiary education and high dropout rates among girls in secondary education. Women and girls also remain concentrated in traditionally female-dominated fields of study and under-represented in science, technology, engineering and mathematics. Gender-based discrimination and gender stereotyping remain pervasive.

According to the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)'s observations, as reflected in the report of the Committee of Experts, concerns remain regarding persistent stereotypes, limited access to higher education and ongoing occupational segregation with women concentrated in healthcare, social services and education. We share those concerns. In the face of these stark facts, the question is how to close the gap and how to address gender discrimination. Conventions Nos 100 and 111 offer an answer to that question. They are the cornerstone of effective policy and legal frameworks as well as of good practices to address gender inequality and discrimination in the world of work.

Despite the fact that the Committee of Experts notes in its report a number of positive developments in Uzbekistan to bring its legal and policy framework into line with the Conventions, challenges remain. In this regard, we note that the Government's written information indicating that a road map for the implementation of the fundamental ILO Conventions, including those on discrimination and equal remuneration, has been developed together with the social partners and with ILO technical support.

The Committee of Experts notes with satisfaction that the provisions in the new Labour Code now support work-life balance in line with the ratification of the Workers with Family Responsibilities Convention, 1981 (No. 156), in 2024. We encourage the Government to continue its efforts and to pursue the full and effective implementation of the Conventions. We

join the Committee of Experts in urging the Government to take the necessary measures to reduce the gender pay gap.

Addressing the structural causes of that gap is essential. This requires the adoption of proactive measures to prevent discrimination at all stages of the employment relationship. We call on the Government to adopt such measures, evaluate and enforce them and provide information on the results achieved in both the private and public sectors. We also note the Government's indication that the gender pay gap has narrowed in recent years. Even if that is so, the gap remains very substantial and sustained action is still needed to address its structural causes and to ensure equal remuneration for work of equal value in practice.

To achieve this, the Government needs to strengthen its statistical capacity to produce pay data by economic sector and occupational category as well as sex disaggregated statistical data on pay disparities. A reliable and effective statistical system can serve as a powerful tool to inform and shape policies designed to address gender-based discrimination.

The Committee of Experts also calls on the Government to strengthen its efforts to challenge gender stereotypes and reduce occupational segregation and to report on the impact of measures taken supported by sex disaggregated data on vocational training and employment, including by sector and occupational group, particularly in rural areas.

Gender-based discrimination is not the only issue raised in the observation of the Committee of Experts. The Committee of Experts also noted that the grounds of colour and political opinion are not explicitly listed in the Labour Code as prohibited grounds of discrimination. They should be. The open-ended ground of discrimination relating to, and I quote "any other circumstances unrelated to the qualifications of the worker or the results of his/her work", is not sufficient.

We join the IUF in expressing concern about the declaratory nature of the general prohibition of discrimination which results in the lack of understanding among workers and employers of the nature of discriminatory practices. At the same time, we note the Government's indication that draft amendments to the Labour Code would add colour and political opinion to prohibited grounds of discrimination. If adopted and effectively implemented, this would be a welcome step toward fuller alignment with Convention No. 111.

We also note the Government's statement that new provisions are being introduced on violence and harassment in the world of work, including sexual harassment, together with obligations on employers to ensure a working environment free from such conduct. These measures could represent important progress provided they are enacted, enforced and accessible in practice to all workers.

Finally, the Committee of Experts found that it is necessary to include a general definition of direct and indirect discrimination in employment and occupation, and to ensure that the principle of equal remuneration for work of equal value is consistently and coherently reflected in national legislation.

The Committee of Experts also asked the Government to take proactive steps to raise awareness among employers and workers and their organizations of what direct and indirect discrimination means in practice, particularly in the context of the revised Labour Code. It further stressed the need for legal certainty and coherence across national legislation so that the principle of equal remuneration for men and women for work of equal value is applied consistently and effectively.

The Worker members call on the Government of Uzbekistan to address the gender gaps and discrimination that remain deeply entrenched in the country and to bring its policies and legal framework on gender equality and non-discrimination into line with Conventions Nos 100 and 111.

Presidenta - Ahora vamos a pasar el uso de la palabra al Sr. Davron Vahabov, quien habla en representación de los empleadores de Uzbekistán.

Interpretation from Russian: **Employer member, Uzbekistan (Mr VAHABOV)** – The Confederation of Employers of Uzbekistan (CEU) participates actively in work to improve national legislation and practice in accordance with international labour standards through social dialogue at the national level. This year, in accordance with the principle of rotation, the CEU is now chairing the National Tripartite Committee, which gives us extra responsibility for developing constructive social dialogue and for promoting international principles and rights in the field of labour. In April of this year, tripartite partners, with the technical assistance of the ILO, drafted a road map for implementing fundamental ILO Conventions which include Conventions Nos 100 and 111. This document provides for the development of proposals for further improvement of labour legislation, including the clarification of concepts and forms of discrimination, the incorporation of provisions on indirect discrimination and harassment, and the strengthening of practical mechanisms to identify and prevent discriminatory labour practices. Particular attention is being paid to the issue of ensuring the principle of equal remuneration for work of equal value.

The social partners are jointly developing approaches to drafting relevant methodological instruments and recommendations to improve the system for collecting and analysing data. We would like to note that the issues of equal opportunities and non-discrimination are reflected in the general collective agreement between the Cabinet of Ministers of the Republic of Uzbekistan, the FTUU and the CEU, which indicates the commitment of social partners to further promoting the principles of decent work. We should also note that, in addition to the activities within the framework of the tripartite dialogue, employers in Uzbekistan are implementing practical measures directly within their own enterprises. First and foremost, this work is to improve awareness among employers of the requirements of legislation, the principles of decent work and developing socially responsible practices for managing staff, including issues of non-discrimination and equal opportunities. We have set up cooperation with the Head Hunter Asia company to promote non-discriminatory approaches to posting job advertisements and recruitment, including with a view to prevent the use of discriminatory criteria and wording when hiring staff. This cooperation includes joint training and the implementation of awareness campaigns.

In 2025, we updated a practical guide that was drafted together with the ILO for employers, entitled “Eliminating Gender Discrimination and Harassment at Work”, which contains recommendations to prevent discrimination in recruitment and more generally in labour relations. Furthermore, the CEU has drafted and is implementing gender strategies for companies in the aviation, oil and gas and textile sectors, and also in education. The joint programme of the ILO and the International Finance Corporation (IFC) “Better Work Uzbekistan” also makes a significant contribution to promoting principles of non-discrimination and gender equality. Through an independent assessment of working conditions, advisory support and training activities, the programme promotes the implementation of best labour practices at workplaces. This year, this programme has seen a five-fold increase in terms of the number of businesses it covers. Employers are also paying particular attention to eliminating practical barriers which may restrict the participation of women at work. In a number of sectors, including the textile sector, businesses are investing

in developing social infrastructure for workers with family obligations, including by creating and establishing child preschool facilities and special facilities for looking after children.

We consider these measures to be an important supplement to state efforts to ensure equal opportunities at work. The employers of Uzbekistan reaffirmed their willingness to further participate in implementing international labour standards and, together with the Government and workers, to continue our work on ensuring the full and effective application of Conventions Nos 100 and 111. Employers recognize that certain issues require greater efforts, and we believe that the reforms that are being implemented and the constructive tripartite cooperation ensure the necessary conditions for the further effective application of Conventions Nos. 100 and 111, as well as the implementation of recommendations of the ILO supervisory bodies.

Presidenta - Pasamos el uso de la palabra al Sr. Bakhtiyor Makhmadaliyev, miembro trabajador de Uzbekistán.

Interpretation from Russian: Worker member, Uzbekistan (Mr MAKHMADALIYEV) – The Federation of Trade Unions of Uzbekistan (FTUU) has a great deal of respect for the ILO's supervisory mechanism, and we consider the inclusion of our country for the Committee's discussion of Conventions Nos 100 and 111 an opportunity for honest, open and direct dialogue.

There is not a single country in the world that has built an ideal society free from discrimination, and we are no exception to that. However, this dialogue gives us, trade unions, an extremely important leverage within our country for strong negotiations with employers and the Government. We would like to state openly that good laws alone do not change the lives of people on the ground. These changes are driven by real people, our trade union activists, legal consultants and all our workers, who are not afraid of raising their hands and saying: "My rights are being violated here!". Our mission is to put effective tools in their hands.

The Constitution of Uzbekistan of 2023 and the Labour Code have established a robust foundation that prohibits any direct or indirect discrimination at work. However, the Committee of Experts has absolutely rightly indicated that there are gaps in the law. In particular, it has not clearly set out the basic grounds for discrimination such as colour and political opinion. We have not ignored this issue. In 2022, the FTUU openly published its critical position on our official website kasaba.uz, and also repeatedly raised this issue at the Tripartite Commission's meetings.

We believed and we continue to believe that ignoring gaps means that we would be betraying the interests of workers. Today we are reporting to the Committee on concrete results of our determination. The Government has listened to trade unions and introduced amendments to the Labour Code and several other laws. A bill which directly includes colour and political opinions as grounds for discrimination was adopted during a second meeting of the Legislative Chamber of the Parliament. This is tripartite dialogue in action.

We have also carried out a tectonic step forward in terms of women's employment. In 2019, we fully got rid of the demeaning Soviet list of professions that are banned to women. Instead of blanket bans, we have shifted to a proactive approach to health and safety in the workplace. Now, any restrictions on working conditions at a specific plant may be imposed by the employer only with the consent of the trade union committee. In the first four months of 2026, as part of public oversight in 300 organizations, we have protected the rights of nearly 30,000 working women.

Where the working conditions were harsh, we have provided these women with high-quality personal protective equipment, special clothing, health protective nutrition, and we have established decent health and sanitation conditions.

Moreover, we have moved our system oversight to a new level. As part of a gender audit of government agencies, we examined the personnel processes of the Ministry of Higher Education, Science, and Innovation in late 2025. We examined in detail why women get stuck at the staff level and do not advance to leadership positions, and we submitted this data to the Republican Commission for sweeping personnel reforms. What else do we see? There are some employers that continue to publish discriminatory job advertisements, and we would like to use this opportunity today to appeal to all employers of our country to strictly comply with the principles of equality and non-discrimination when hiring workers, basing their decisions not on the candidates' gender, age, or other personal characteristics, but exclusively on their professional qualities and competencies

Article 244 of the Labour Code guarantees equal remuneration for work of equal value. However, we are all aware that employers are the masters of masquerade. On paper, the wages are equal, but because of bonuses allowances, and subjective evaluations, "male-dominated" professions always come out ahead. Trade unions derive their strength not from rallies, but from agreements. To get rid of this hidden gender gap, our Federation, since 2018, has been implementing a unique weapon, "gender tables" in collective agreements. And we have been really implementing them.

As of the end of 2025, out of nearly 135,000 existing collective agreements, these tables are already being used in nearly 111,000, which accounts for 82.4 per cent of the total number of agreements. How does this work in practice? We take a so-called "man's profession" and compare it with a similar "women's profession" in terms of the level of responsibility. If the value of the work is the same, we strictly link their pay rates. The principle of parity applies: if an employer raises the wage or improves conditions for the "male" group", then automatically without any additional negotiations, the pay and conditions for the "female" group will also increase. This instrument takes a long-term view. It creates a strong block so that the existing income gap does not widen by a single soums. This excellent idea was given to us in 2017 by an ILO expert by the name of Mr Nicholas Studer, and we are very grateful to the ILO for that.

We are realistic; however, these tables are not a panacea. Fully reducing the gender gap is a long road which depends on a whole set of political and legal measures at a statewide level. In the draft collective agreement for 2026, we have gone even further. We have obliged every employer to appoint an ombudsperson on gender equality. We have banned the indication of sex and gender in job advertisements, and introduced a paragraph on due diligence.

Over 2025, our inspectors verified compliance with the minimum wage in more than 12,000 organizations. We have verified compliance of these wages for 1 million people. We have identified 20,000 violations and returned to workers' pockets 8.6 billion soums of illegally withheld money. Our hotline "1211" has received 16,000 calls. We have given a helping hand to a million women who are in a difficult living situation.

Our guidelines for 2026–2030 adopted at the ninth Congress of our Federation in November of last year are very concrete. The first is to achieve a minimum wage that is no lower than the living wage; secondly, to ensure a full exemption of income tax for wages that are below the living wage; and, thirdly, to legally include trade unions in the evaluation of Key Performance Indicators (KPIs) at enterprises in order to curb managerial subjectivity in the allocation of rewards and incentives.

We propose carrying out our collaboration with the ILO in line with the concrete joint projects. We are counting on continued technical cooperation with the ILO for the implementation of two important tasks. The first is on Convention No. 100. We request technical assistance to draft a comprehensive national methodology for the objective assessment of work and to define “work of equal value” adapted to modern economic realities and, secondly, on Convention No. 111, to involve international experts in the joint development of legal mechanisms to establish a clear administrative responsibility for discrimination in the field of labour and employment, which will allow to strengthen law enforcement practice in our country. We are open to partnership. Our goal remains unchanged. Every worker in Uzbekistan, regardless of their sex, faith, the colour of their skin or political opinions, must be evaluated exclusively on their professional qualities and on how they carry out their work. Therefore, we call on the Government to continue to implement measures to reduce the gender pay gap, improve women's participants in high-paid economic sectors and develop mechanisms for assessing work of equal value.

Presidenta - Pasamos el uso de la palabra a la Sra. Natalia Andreou Panayiotou, representante gubernamental de Chipre quien habla en representación de la Unión Europea.

European Union and its Member States, Cyprus (Ms ANDREOU PANAYIOTOU) – I speak on behalf of the European Union (EU) and its Member States. The candidate countries North Macedonia, Montenegro, Albania, Ukraine and Republic of Moldova, the European Free Trade Association (EFTA) country Norway, member of the European Economic Area as well as the United Kingdom align themselves with the statement.

The EU and its Member States are committed to the respect, protection and fulfilment of human rights including labour rights. We promote universal ratification and effective implementation of fundamental ILO Conventions and support the ILO in developing and promoting international labour standards and supervising their application. The principle of equality and non-discrimination constitutes a fundamental element of international human rights law.

In the EU's founding treaties and the Constitutions of the EU Member States the prohibition of discrimination is recognized as a core principle including equality of opportunity and treatment and employment and occupation as well as equal remuneration for men and women workers for work of equal value.

In 2021, Uzbekistan became a beneficiary of the European Union's Generalized Scheme of Preferences+ scheme which grants market access. As a beneficiary, Uzbekistan is called to effectively implement the 27 international Conventions underpinning the scheme, notably on human and labour rights including ILO Convention No. 111.

In 2025, the EU and Uzbekistan signed an enhanced partnership and cooperation agreement. This will broaden cooperation and strengthen the regulatory framework for trade and economic relations.

The EU and its Member States take note of the steps taken to strengthen equality and non-discrimination including new provisions in the Labour Code, relevant national strategies and dedicated institutions. We nevertheless remain concerned that the legal framework does not yet provide comprehensive protection against discrimination and employment and occupation.

We take note of the Government's information that the Labour Code prohibits direct and indirect discrimination and encourage Uzbekistan to ensure that these concepts are clearly defined and effectively applied in law and practice.

We also welcome the reported adoption and second reading on 15 May, 2026 of amendments adding “colour” and “political opinion” as prohibited grounds of discrimination and encourage their swift final adoption, implementation and effective enforcement. We therefore encourage the Government to continue its efforts and complete this process so as to ensure effective legal protection for all workers against both direct and indirect discrimination in all aspects of employment and occupation and on at least all grounds mentioned in Convention No. 111.

In this respect, we welcome the road map developed with the social partners and ILO support, to strengthen the implementation of the fundamental Conventions including through methodologies to identify discrimination in labour and strengthen data collection and analysis.

The EU and its Member States also take note of efforts to advance equality between women and men. Nevertheless, significant gender gaps persist. Women’s labour force participation remains lower than men’s. Women continue to be under-represented in management positions, and a disproportionately high share of young women are neither in employment, education nor training.

We also note concerns regarding persistent stereotypes, occupational segregation and the concentration of women in female-dominated and lower-paid sectors.

We therefore echo the Committee’s call to strengthen efforts to challenge gender stereotypes, expand women’s access to education and vocational opportunities and reduce occupational segregation, including through targeted actions supported by gender disaggregated data.

We are also concerned by the significant gender pay gap. We note that this gap is linked to structural factors including occupational segregation, the disproportionate burden of family responsibilities borne by women and gender-based discrimination.

We encourage the Government to take concrete measures to address these causes with a view to reduce the gender pay gap through a multidimensional approach and to provide regular disaggregated data on pay disparities across sectors and occupations. We also wish to underline the importance of clarity and consistency in national legislation concerning the principle of “equal remuneration for men and women for work of equal value”.

We encourage the Government to ensure coherence across all relevant legal provisions so as to provide legal certainty and facilitate the effective application of this principle in practice.

The EU and its Member States stand ready to support Uzbekistan with the aim to strengthen the Government’s capacity to address the issues raised and in meeting its obligations under the ratified Conventions.

We will continue to follow closely the situation in the country.

Presidenta - Pasamos el uso de la palabra al Sr. Yuri Varlamov, quien hablará en representación de los trabajadores de Alemania.

Worker member, Germany (Mr VARLAMOV) – I speak on behalf of the Deutscher Gewerkschaftsbund (DGB), Germany, the Federatie Nederlandse Vakbeweging (FNV) from the Kingdom of the Netherlands, and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) from the United States of America.

Effective protection against discrimination and harassment requires two elements, adequate legal norms and the practical ability to enforce them. In Uzbekistan even where

legislative reforms are under consideration, the main problem remains implementation and access to effective remedies.

Victims of discriminations lack effective judicial and administrative protection. A United Nations Development Programme (UNDP) survey on gender and corruption found that women are particularly vulnerable to sexual extortion at work, yet have nowhere to report abuse because of social stigma and the absence of compliant mechanisms. Silence around sexual harassment reflects fear, helplessness and entrenched stigma. Victims often face ostracism and legal retaliation while perpetrators, especially those in positions of power, evade accountability.

In one documented case, a woman, who reported sexual harassment by her superior to the police in May 2025 was instead charged with defamation, fined and exposed to retaliation against her relatives. This is not an isolated case. Of more than 12,000 cases involving violence and harassment against women reviewed by the Supreme Court of Uzbekistan in 2023, fewer than one third resulted in any form of accountability.

Weak labour protection and the absence of independent trade unions are central to ongoing vulnerability to discrimination and unequal gender outcomes. In Uzbekistan, freedom of association remains seriously restricted while human rights activists face harassment, intimidation and other pressure.

The case of one of the country's largest cotton farm and processing companies shows how the absence of independent trade unions blocks redress for fundamental rights violations, including discrimination. More than 200 workers tried to form an independent union, but leaders were threatened and could not be registered outside of the official unions. After joining them, their complaints including gender discrimination were ignored. Civil society documented over 80 retaliation cases with no accountability. The company also reclassified more than 400 workers as independent contractors, preventing them from unionizing.

The ILO Committee on the Freedom of Association urged the Uzbek Government to take all necessary measures to ensure that trade union rights can be exercised in an environment free from violence and threats.

Without freedom of association and the right to form independent trade unions, existing legislation and the ratification of other ILO conventions remain largely declarative. Trade union pluralism, the free choice of leaders and freedom from state control are essential.

We call on the Government of Uzbekistan to take urgent, concrete steps to implement ILO Conventions Nos. 100 and 111, including by establishing a strong mechanism for the regular collection of gender-sensitive statistical data and by protecting independent civil society monitoring and reporting on labour rights.

We also call on the Government of Uzbekistan to fully comply with the provisions of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), as well as with the recommendations of the Committee on Freedom of Association (CFA) in Case No. 3487.

Presidenta - Pasamos el uso de la palabra al Sr. Talgat Ashetov, quien habla en representación del Gobierno de Kazajstán.

Government member, Kazakhstan (Mr ASHETOV) – Kazakhstan expresses its support for the Republic of Uzbekistan in its efforts to ensure the implementation of Conventions Nos 100 and 111. We take note of the issues raised by the Committee of Experts and welcome Uzbekistan's constructive engagement with the ILO supervisory bodies.

Kazakhstan recognizes the importance of equality of opportunity and treatment in employment and occupation, as well as equal remuneration for work of equal value. These principles are essential for inclusive labour markets, decent works and sustainable development. At the same time, we believe that the implementation of international labour standards should take into account national legislation, institutional capacities and socio-economic conditions. This approach allows for a balanced integration of universal ILO standards with national circumstances.

In this regard, we encourage Uzbekistan to continue strengthening its legal and practical framework in the areas of non-discrimination, gender equality and equal remuneration in close consultation with the social partners and with the technical assistance of the ILO where appropriate. We are confident that Uzbekistan will continue its constructive cooperation with the ILO.

Presidenta - Pasamos el uso de la palabra a la Sra. Janine Rey, quien habla en representación de los trabajadores de Suiza.

Worker member, Switzerland (Ms REY) – I speak on behalf of Swiss workers. We would like to express our concern about the failures of compliance with Conventions Nos 111 and 100 by the Government of the Republic of Uzbekistan.

In line with the findings of the Committee of Experts, we note that workers in Uzbekistan lack effective and comprehensive legal protection against both direct and indirect discrimination on many of the grounds enumerated in Convention No. 111.

We further note that the Government is not taking the necessary measures to address women earning lower wages and being less likely to reach higher income levels.

The Committee of Experts focuses on gender discrimination and regrets that the Government did not seize the opportunity of the Labour Code revision to explicitly prohibit all types of discrimination. Discrimination impairs equality of employment and treatment at the workplace also across other groups, such as persons with disabilities and members of religious minorities. Gender-based harassment is a widespread problem in Uzbekistan but stays mostly hidden. A 2022 survey by the United Nations population fund (UNFPA) reveals that nearly half of all women surveyed felt they had been harassed at work. Victims often face stigma and legal retaliation while perpetrators walk free. Patriarchy as we know it all too well.

We concur with the observations of the UN Committee on Economic, Social and Cultural Rights (CRSCR), that one important cause of gender inequality at work is the concentration of women in the informal economy and in exploitative conditions without access to labour and social protection. This and difficulty to access justice are among the main underlying causes of ongoing discrimination. The information provided by the Government references legal reforms, awareness-raising campaigns and educational programmes. However, it does not indicate if any and which measures were taken to strengthen enforcement of anti-discrimination laws and to expand access to judicial remedy for victims.

Finally, the Government must involve workplace enforcement of anti-discrimination regulations and increase access to judicial remedy for all vulnerable groups. We second the Committee of Experts' call to the Government to ensure trade unions rights in a climate free of violence and threats of any kind. The Government of Uzbekistan must fulfil its obligations under Conventions Nos 87 and 98, allowing workers to freely organize and collectively bargain to protect themselves from discriminatory practices.

Presidenta - Pasamos el uso de la palabra a la Sra. Selbi Muhammedova, quien habla en representación del Gobierno de Turkmenistán.

Government member, Turkmenistan (Ms MUHAMMEDOVA) – Turkmenistan welcomes the distinguished delegation of the Republic of Uzbekistan and expresses its appreciation for the information provided regarding the Conventions under discussion. We welcome the steps taken by Uzbekistan to strengthen its national legislation and institutions in the field of equality of opportunity and non-discrimination, including the adoption of the new Labour Code, the implementation of the strategy for achieving gender equality by 2030, as well as the measures aimed at expanding opportunities for women in education, vocational training and employment. We also welcome the ratification of the Workers with Family Responsibilities Convention, 1981 (No. 156), and the efforts undertaken to promote a better balance between work and family responsibilities.

We believe that the continuation of constructive dialogue and cooperation between the Government, the social partners and the ILO, based on mutual respect and trust, will contribute to further progress and positive outcomes.

Presidenta - Pasamos el uso de la palabra al Sr. Yury Ravavoi, quien habla en representación de los trabajadores de Polonia.

Worker member, Poland (Mr RAVAVOI) – I speak on behalf of Polish workers unionized in the Independent and Self-Governing Trade Union (NSZZ) Solidarność. We welcome the Government of Uzbekistan's openness and its willingness to cooperate with the ILO. The facts regarding the gender pay gap and the challenges faced by workplace initiatives are known to this Committee.

Rather than focusing solely on these gaps, I want to address the underlying development paradigm. There remains an outdated assumption that economic growth and GDP must come first, while workers' freedoms, equal pay and human rights can be fully addressed only later.

In the twenty-first century this formula is a structural trap. Today the global economy changes too fast. A modern sustainable economy cannot reach its full potential if the economic contribution of women is limited and if workers lack autonomous channels to express their needs. We explicitly welcome the positive trends and the specific steps highlighted today by the Government regarding women's inclusion. Sustaining and expanding this momentum is vital.

However, to achieve a lasting structural impact, we must address a stark reality. Currently around 45 per cent of young women in Uzbekistan are not in education, employment or training. Unlocking the full genius and productive power of this demographic requires making workplaces generally safe and equal.

In this regard, aligning national policies with international benchmarks such as the Violence and Harassment Convention, 2019 (No. 190), would be a highly valuable next step to support the Government's ongoing efforts.

Acknowledging problems is a vital first step, but real compliance with Conventions Nos 100 and 111 cannot exist in an institutional vacuum. We must ask a practical question: how can women effectively close a 35 per cent wage gap or safely report harassment without a genuine collective voice at the workplace level? When grassroots worker initiatives face barriers, official mechanisms to combat discrimination risk becoming merely formal.

Legislative steps are a starting point, but true economic sustainability is impossible without the uncompromised implementation of Conventions Nos 100 and 111, anchored in the freedom of association. Workers' rights and human dignity cannot be postponed for later.

Presidenta - Damos el uso de la palabra a la Sra. Xiuli Ren, quien habla en representación del Gobierno de China.

Interpretation from Chinese: **Government member, China (Ms REN)** – We have carefully reviewed the reports of the Government and the Committee of Experts as well as the written information submitted by the Government of Uzbekistan. We note with appreciation that Uzbekistan attaches great importance to its obligations under the international labour Conventions and has maintained active engagement and cooperation with all stakeholders. The country has incorporated the principle of gender equality into the Constitution and other legislation. It also adopted a road map for implementing its obligations on the international labour Conventions and strengthened its implementation mechanisms. These efforts help prevent and eliminate gender discrimination and sexual harassment in the workplace through education and empowerment measures. Uzbekistan has worked to reduce gender pay gaps and remove occupational barriers.

In addition, Uzbekistan has improved access to remedies. Individuals whose rights have been infringed can seek redress through a range of mechanisms, including judicial procedures and labour inspection systems. This helps ensure timely and effective remedies.

These measures demonstrate Uzbekistan's genuine commitment to implementing the recommendations of the Committee of Experts. They also reflect its constructive efforts to fulfil its international obligations, including those arising from Conventions Nos 100 and 111. China supports the ILO in continuing to provide technical assistance to Uzbekistan.

Presidenta - Damos el uso de la palabra al Sr. Tristan Chevalier, quien habla en representación de los trabajadores de Francia.

Membre travailleur, France (M. CHEVALIER) – Il ne suffit pas d'affirmer le principe d'égalité pour le rendre effectif. Malgré certaines évolutions législatives, l'Ouzbékistan demeure confronté à des lacunes importantes.

Concernant la convention n° 111, le cadre juridique actuel reste incomplet et insuffisamment protecteur. Une interdiction générale des discriminations ne saurait remplacer une législation précise, claire et pleinement opérationnelle. L'Ouzbékistan doit introduire sans délai dans son droit les notions de discrimination directe et indirecte, conformément aux standards internationaux, ainsi qu'une protection effective contre l'ensemble des motifs de discrimination reconnus par la convention.

Le gouvernement devrait s'inspirer des meilleures pratiques internationales, notamment européenne, en matière de lutte contre les discriminations, dont le renversement de la charge de la preuve dans les procédures judiciaires et administratives. Sans cela, les victimes demeureront dans l'impossibilité pratique de faire valoir leurs droits. Une législation efficace doit permettre aux travailleurs discriminés et à leurs représentants syndicaux d'obtenir réparation de manière réelle et accessible.

Il convient de mettre en place des recours efficaces, des sanctions dissuasives et les moyens nécessaires pour accompagner les victimes. Les discriminations au travail ne disparaissent pas par décret; elles reculent lorsque les victimes disposent d'outils concrets pour les dénoncer et lorsque les employeurs savent que les violations seront sanctionnées.

Concernant la convention n° 100, les inégalités femmes/hommes sur le marché du travail ouzbèke demeurent préoccupantes. L'égalité de rémunération ne doit pas être limitée à un travail identique ou similaire. La convention exige l'égalité de rémunération pour un travail de valeur égale. Cela suppose des méthodes objectives d'évaluation des emplois permettant d'identifier et de corriger les mécanismes de sous-valorisation du travail effectué majoritairement par les femmes.

Mais les écarts de rémunération témoignent d'inégalités plus profondes. Les femmes restent concentrées dans un nombre limité de professions, généralement moins valorisées et moins rémunérées. Cette ségrégation professionnelle trouve son origine dans des stéréotypes de genre influençant l'orientation scolaire et professionnelle des jeunes filles. Ces préjugés doivent être combattus dès l'éducation pour pouvoir choisir librement son métier, et s'extirper des rôles prédéfinis.

Discriminations à l'embauche, obstacles à la progression de carrière, plafonds de verre et répartition inégale des tâches domestiques, continuent de freiner l'accès des femmes aux emplois les plus qualifiés et limitent leur évolution professionnelle. Il s'agit donc de s'attaquer aux causes structurelles de ces inégalités et de faire évoluer les mentalités.

Par la liberté syndicale et la négociation collective, les syndicats ont un rôle essentiel à jouer dans la prévention et la lutte contre les discriminations ainsi que dans la promotion de l'égalité salariale.

Nous demandons au gouvernement de prendre rapidement des mesures législatives et pratiques ambitieuses afin de mettre sa législation et sa pratique en conformité avec les conventions ratifiées et de garantir aux travailleurs une protection effective contre toutes formes de discrimination.

Presidenta - Pasamos el uso de la palabra al Sr. Ali Aybey, quien habla en representación del Gobierno de Turquía.

Government member, Türkiye (Mr AYBEY) – Türkiye welcomes the information provided by Minister Botir Zakhidov on behalf of the Government of Uzbekistan on the application of Convention Nos 100 and 111

We commend Uzbekistan's continued and constructive engagement with the ILO supervisory system and its commitment to strengthening equality, non-discrimination and equal opportunities in the world of work. We note with appreciation the constitutional, legislative and institutional reforms undertaken in recent years, including the revised Constitution and the new Labour Code, which reinforce guarantees relating to equality, decent work and fair remuneration. Türkiye particularly welcomes ongoing efforts to further align national legislation with Convention No. 111.

In this regard, we note with appreciation the proposed amendments to the Labour Code expanding the prohibited grounds of discrimination, particularly based on colour and political opinion, and strengthening protections against violence and harassment in the world of work. We also appreciate the development of a road map for the implementation of fundamental ILO Conventions through cooperation among the Government, social partners and ILO NORMES experts, reflecting the value of tripartite dialogue and practical implementation.

Türkiye notes with interest the measures taken to promote women's access to education, vocational training and employment. The increasing participation of women in higher and postgraduate education demonstrates tangible progress in strengthening women's opportunities and representation in professional life.

We further welcome the reduction of the gender pay gap from 37.5 per cent in 2020 to 29 per cent by the end of 2024. This progress indicates that current policies are producing results while highlighting the importance of continued efforts to address occupational segregation and structural inequalities.

Türkiye also notes with appreciation the measures promoting the inclusion of vulnerable communities, including Lyuli communities, particularly through access to compulsory education.

In addition, the adoption of merit-based and transparent recruitment procedures in the civil service constitutes an important step towards ensuring equality of opportunity. At the same time, we encourage the Government of Uzbekistan to continue strengthening implementation in practice, including through gender-neutral job evaluation methods, reliable data collection, effective remedies and awareness-raising initiatives.

The information that no substantiated cases of discrimination in recruitment processes or competitive selection procedures have been identified during the inspections conducted to date should also be duly noted.

Finally, Türkiye welcomes Uzbekistan's intention to pursue these efforts under the new Decent Work Country Programme for 2026–2030 and remains confident that continued cooperation with the ILO and the social partners will further contribute to the effective realization of equal remuneration, non-discrimination and social justice.

Presidenta - Da la palabra al Sr. AL RAQADI (Oman)

Interpretation from Arabic: **Government member, Oman (Mr AL RAQADI)** – First of all, we would like to offer our thanks for all of the efforts on the part of Uzbekistan in order to ensure that there is equality and non-discrimination in the world of work.

We welcome the legislative and institutional reforms in recent years. These include legal guarantees and also guarantees for decent work and fair remuneration. We also welcome the efforts on the part of the Uzbek Government to facilitate women's participation in training, education and vocational training. All of these efforts will also serve to reduce the gender pay gap and improve equal opportunities. We hope for full application of these criteria.

We understand this is an ongoing process and we very much welcome the commitment we have heard from the Uzbek Government in order to continue to cooperate with the ILO and with social partners. We would like to reassert that the measures taken by the Uzbek Government represent praiseworthy progress and we urge them to continue in this direction in order to build on what they have achieved and to obtain even further progress.

Presidenta - Pasamos el uso de la palabra al Sr. Kirill Buketov, quien habla en representación de la Organización Sindical Mundial Alimentaria, Agrícola, Hotelera y Más.

Observer, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) (Mr BUKETOV) – Three times over the past decade, the IUF submitted observations to the Committee of Experts concerning the application of Conventions Nos 100 and 111 in Uzbekistan. We appreciate that the concerns raised by our organization have been carefully examined and reflected in the report of the Committee of Experts.

We also appreciate the commitment expressed by the Government of Uzbekistan to continue advancing the implementation of the Conventions, and we welcome recent legislative developments. At the same time, as noted by the Committee of Experts, significant gaps remain.

The Committee urged the Government to ensure comprehensive protection against direct and indirect discrimination on all grounds and highlighted continuing concerns relating to gender inequality, occupational segregation and the persistent gender pay gap. These are concerns that the IUF has repeatedly raised in our submissions, in particular in relation to the situation of agricultural workers.

For many years, the quota system governing cotton and wheat production created serious concerns regarding labour rights and working conditions of the farm workers. We therefore welcome the Government's recent decision to abolish this system. However, reforms adopted at the national level must be translated into real change at the regional and local levels, and in particular in the so-called cotton clusters.

We therefore expect continued and determined action by the Government to address remaining violations, ensure effective implementation of reforms and provide meaningful protection for agricultural workers and farmers. While legislative reforms are necessary, the effectiveness of Conventions Nos 100 and 111 ultimately depends on workers having confidence that they can exercise their rights and seek protection against discrimination without fear of negative consequences.

In this regard, we remain concerned that workers in Uzbekistan continue to face significant obstacles when attempting to organize independently or participate in genuine trade union activity. Freedom of association is addressed under separate ILO instruments. The practical reality is that workers who cannot organize freely face greater difficulties in challenging discrimination, unequal treatment and unfair workplace practices.

The seriousness of these concerns has been reflected in the Case No. 3487 examined by the CFA. Through its recommendations, the CFA called on the Government to take concrete measures to address obstacles faced by workers seeking to exercise their right to organize. The IUF encourages the Government to implement fully the recommendations of the CFA, as this would also contribute to a more effective implementation of Conventions Nos 100 and 111 in practice.

We also join the call for ratification of the ILO Right of Association (Agriculture) Convention, 1921 (No. 11), and Convention No. 190.

Building and Woodworkers International aligns with this statement.

Presidenta - No veo más solicitudes de palabra, por lo cual invito ahora al representante gubernamental de Uzbekistán el Sr. Botir Zakhidov, Ministro de Empleo y Lucha contra la Pobreza de Uzbekistán, a que formule sus conclusiones finales.

Interpretation from Russian: **Government representative (Mr ZAKHIDOV)** – At the outset, allow me to thank the members of the Committee for this discussion and the representatives of Governments, workers and employers for their comments and recommendations.

We have carefully listened to all of the statements, and we view this dialogue as an important opportunity to further improve our policies to ensure equal opportunities in the field of labour and employment. We affirm our commitment to the full implementation of Conventions Nos 100 and 111, equal opportunities and non-discrimination and participation of women. We are not just talking about international obligations for our country, but we are also looking at the socio-economic reforms.

We express our gratitude to the members of the Committee for their appreciation of our legislative reforms that we have implemented in recent years in Uzbekistan, particularly with regard to ensuring equal opportunities and gender equality, the efforts to prevent violence, as

well as the national programmes and the road map to improve women's participation in economic life, education and business.

During the discussion, a number of questions were raised regarding further improvement of legal mechanisms to prevent discrimination, the development of a statistical base, the prevention of professional segregation, and the reduction of the gender gap. We have taken note of these recommendations. Work to improve our national legislation is ongoing, and we are paying particular attention to further strengthening guarantees for non-discrimination and improving mechanisms for legal protection and developing the system for data collection and analysis with a breakdown of gender and economic sector.

I would also like to note that we are implementing a new system for the submission of complaints, which can be anonymous. We also have a new platform for legal consultation, which works on the basis of AI and that will be launched before the end of this year. It is important to stress that overcoming gender stereotypes and structural factors for inequality does require time, the broad participation of all interested parties and social dialogue which we consider to be an important aspect of achieving this. We will closely collaborate with workers' and employers' organizations and with the ILO. We are also willing to use the technical assistance of the ILO to further strengthen national efforts. Allow me also to note that there were a number of issues that touched on other international labour standards which are being considered under the relevant ILO mechanisms. We are open to constructive dialogue on all international obligations, and we will continue to engage with the Organization on the basis of the principle of mutual respect and cooperation and honest implementation of the obligations we have taken upon ourselves.

To conclude, we reaffirm the willingness of the Government of Uzbekistan to work consistently to ensure equal opportunities and equal treatment in the world of work to eliminate all forms of discrimination and to further improve social justice in the interests of all citizens of our country.

Presidenta - Ahora damos la palabra a la Sra. Jocelyne Dubois, portavoz de los trabajadores.

Worker members - The Worker members would like to thank the Government of Uzbekistan for its participation, as well as the other delegates who took the floor today. We thank the Government of Uzbekistan for the written information provided to the Committee and the representative of the Government of Uzbekistan for the oral information provided to our Committee.

Despite the efforts made by the Government, challenges remain in the implementation of Conventions Nos 100 and 111 regarding equality and non-discrimination in employment and occupation in Uzbekistan. Gender inequality and gender discrimination act as a burden on sustainable development and poverty eradication. The Worker members would like to bring the strong message to the Committee that social dialogue and trade union rights are fundamental drivers and enabling rights for women in the workplace. We need rights to protect women workers but also rights to emancipate and to give voice. We therefore call on the Government of Uzbekistan to promote a legislative and political framework that is conducive for the freedom of association and collective bargaining.

As highlighted at the outset of our debate, significant gender gaps and discrimination remain a reality in the world of work. Women's labour force participation remains low, the gender pay gap remains wide, and women continue to face serious barriers to equal opportunity and treatment. We recalled the structural nature of these inequalities, persistent

horizontal and vertical occupational segregation, the concentration of women in lower paid sectors and in the informal economy, the unequal sharing of care and family responsibilities, and the enduring influence of gender stereotypes in education, training and employment.

These issues are not unique to one country, but in this case, they require determined action by the Government to ensure that the principles enshrined in Conventions Nos 100 and 111 are fully reflected in law and applied effectively in practice. In particular, the Government must take the necessary proactive measures to reduce the gender pay gap and address its structural causes, including by preventing discrimination at all stages of the employment relationship and by ensuring equal remuneration for men and women for work of equal value. In particular, we ask the Government to ensure that employers and recruitment agencies do not apply discriminatory criteria at the recruitment stage.

It is also necessary to strengthen the legal framework. The list of prohibited grounds of discrimination is still incomplete, and national legislation should explicitly cover all grounds set out in Convention No. 111, including colour and political opinion, while also providing a clear and general definition of direct and indirect discrimination.

The principle of equal remuneration for work of equal value must also be reflected consistently and coherently across national legislation so that workers and employers alike have legal certainty and the principle can be enforced in practice. This also requires aligning the relevant legislative provisions, including the 2019 Law on Guarantees of Equal Rights and Opportunities for Women and Men and the Labour Code so as to ensure full legal certainty and coherent application of the principle of equal remuneration for work of equal value.

At the same time, greater efforts are needed to challenge gender stereotypes and reduce occupational segregation supported by awareness-raising among employers, workers and their organizations as to what discrimination means in practice. Reliable and sex disaggregated statistical data on pay disparities, vocational training and employment by sector and occupational group, including in rural areas, are essential to measure inequality and assess whether the measures taken are producing results. The Worker members, therefore, call on the Government to continue and strengthen its efforts and to translate stated commitments into concrete progress in both law and practice in full conformity with Conventions Nos 100 and 111.

We join the Committee of Experts in urging the Government to take the necessary measures to reduce the gender pay gap through a multi-pronged approach to address its structural causes through proactive measures, to strengthen protection against discrimination and to report on the concrete impact of the measures adopted. We invite the Government to continue to amend its legislation to introduce new provisions on violence and harassment in the world of work, including sexual harassment, together with obligations on employers to ensure a working environment free from such conduct and to provide information on progress achieved in that regard.

These measures must not only be adopted but must also effectively be enforced in practice. We, therefore, invite the Government to take appropriate measures to strengthen the enforcement of legal provisions on equality and non-discrimination in employment and occupation, including through targeted labour inspections, effective access to complaints and remedies and the application of appropriate sanctions, and provide information on the number of discrimination cases in employment and occupation, disaggregated by grounds of discrimination formally prohibited by the Convention, including cases of unequal remuneration, dealt with by the Ombudsman, the State Labour Inspectorate of the courts and their outcomes.

The message of this Committee should be clear. Meaningful equality requires sustained action to dismantle structural discrimination and to ensure that rights guaranteed by Conventions Nos 100 and 111 are made effective for all workers in Uzbekistan.

We invite the Government to continue to avail itself of ILO technical assistance and to provide comprehensive information to the Committee of Experts by 1 September this year on all measures taken to respond to the points raised by the Committee of Experts and report on concrete progress achieved in implementing those recommendations.

We recognize good tripartite cooperation with the ILO on the implementation of previous Committee's recommendations, in particular in follow-up of the recommendations of this Committee on the Labour Inspection Convention, 1947 (No. 81), in 2025. We expect this cooperation to continue for the Conventions and expect progress on the issues identified by the Committee of Experts with respect to these two fundamental Conventions.

Presidenta - Vamos a pasar el uso de la palabra a la portavoz del grupo empleador la Sra. Laura Ruth Giménez.

Miembros empleadores (Sra. GIMÉNEZ) – Al concluir esta discusión sobre la aplicación de los Convenios núms. 100 y 111 en Uzbekistán, los miembros empleadores desean reafirmar su compromiso con la eliminación de todo tipo de discriminación, así como con la promoción de la igualdad salarial como derechos fundamentales que están en el centro del pleno desarrollo de las personas y los entramados productivos que sostienen nuestras sociedades.

Agradecemos las intervenciones realizadas y de manera especial tomamos nota de la información presentada y el firme compromiso expresado por el Gobierno de Uzbekistán. Confiamos en que estas expresiones se traducirán en acciones sostenidas para garantizar el pleno cumplimiento de los convenios bajo análisis en la ley y en la práctica. Tras escuchar el debate entendemos que existen desafíos persistentes para garantizar el respeto a estos Convenios en la práctica y que el Gobierno debe abordarlos con urgencia para que la nueva legislación adoptada no sea meramente declarativa sino una realidad en los centros de trabajo.

Sobre la seguridad jurídica y la igualdad salarial, y la aplicación del Convenio núm. 100, reiteramos que no es suficiente que el nuevo Código del Trabajo mencione el concepto de trabajo de igual valor y es imperativo eliminar la inseguridad jurídica mediante la alineación coherente de toda la normativa nacional específicamente armonizando la Ley núm. 562, de 2019, con el Código del Trabajo. La persistencia de una brecha salarial del 29 por ciento exige un salto cualitativo que permite pasar de los planes a los resultados medibles.

Con respecto al Convenio núm. 111 sobre no discriminación, la ausencia de definiciones claras sobre discriminación directa e indirecta, sumada al hecho de que no existen casos presentados ante los tribunales, sugiere que el sistema envía señales débiles y no ofrece una protección efectiva a los trabajadores ni claridad a los empleadores. Queremos ser claros la discriminación por motivos de género, color y opinión política constituyen prácticas inaceptables y los empleadores creemos que las medidas para garantizar su erradicación no pueden ser demoradas. Solicitamos al Gobierno que proporcione información detallada sobre las normas recientemente aprobadas, así como sobre su vigencia, y proporcione el texto aprobado, así como información detallada sobre las medidas tomadas para garantizar su aplicación en la práctica, garantizando la prohibición y la adecuada sanción de las acciones de discriminación en el mundo del trabajo, en particular la discriminación por género, color y opinión política.

Encontramos, en consecuencia, una persistencia de brechas de cumplimiento tanto en la ley como en la práctica, y, si bien reconocemos los avances en el acceso a la educación superior,

entendemos que estas acciones no se traducen automáticamente en igualdad de oportunidades, sino que se combaten los estereotipos de género y la segregación ocupacional, algo que se presenta como especialmente persistente en las zonas rurales. Instamos al Gobierno a que complete la reforma legislativa para incluir todos los criterios de discriminación del Convenio núm. 111 y defina con precisión la discriminación directa e indirecta. Solicitamos que se fortalezca el diálogo social institucionalizado asegurando que la consulta actores sociales representativos en el seguimiento de la Hoja de ruta y del nuevo Programa de Trabajo Decente por País para 2026 y 2030 son realizados. Solicitamos al Gobierno que continúe recurriendo a la asistencia técnica de la OIT para mejorar la recolección de datos estadísticos desglosados, lo cual es fundamental para poder diseñar políticas públicas efectivas y para que los empleadores puedan implementar políticas de recursos humanos basadas en la evidencia y no en estereotipos.

Los miembros empleadores esperan que las conclusiones de esta Comisión reflejen la necesidad de una acción inmediata y coordinada para cerrar las brechas entre las iniciativas legislativas y la práctica diaria vinculada al cumplimiento de los Convenios núms. 100 y 111 en el entramado socioprodutivo de Uzbekistán.

Instamos, por lo tanto, al Gobierno a que aborde estas cuestiones en consulta efectiva con los actores sociales representativos e independientes del país y que informe sobre el resultado de la cooperación con los representantes de los empleadores y los trabajadores como instrumento ineludible para garantizar el diseño y la implementación de estrategias consensuadas equilibradas, efectivas y sostenibles.

Presidenta - Damos así por concluida la discusión de este caso. Agradezco la participación del representante gubernamental de Uzbekistán y de todos los oradores que hicieron uso de la palabra. Las conclusiones serán adoptadas por esta Comisión en la mañana del jueves 11 de junio.

Se interrumpe la sesión a las 11.47 horas.

The sitting was suspended at 11.47 a.m.

La séance est suspendue à 11 h 47.