



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of  
Discrimination against Women**

**Sixth periodic report submitted by Tajikistan under  
article 18 of the Convention, due in 2017\***

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*Note:* The present document is being circulated in English, French, Russian and Spanish only.

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## I. Introduction

1. The present report is the sixth periodic report of the Republic of Tajikistan to the Committee on the Elimination of Discrimination against Women on implementation of the provisions of the Convention on the Elimination of all forms of Discrimination against Women.

2. The report was prepared in accordance with the general guidelines on the form and content of periodic reports, and covers the period 2012–2017. The report includes replies to the concluding observations of the Committee on the Elimination of Discrimination against Women on the combined fourth and fifth periodic report of Tajikistan (CEDAW/C/TJK/CO/4-5), adopted by the Committee on 29 October 2013 (hereinafter — the concluding observations). On 28 September 2015, interim information was provided on the implementation of the Committee's recommendations in paragraph 18, subparagraphs (a), (b), (d) and (e) and paragraph 32, subparagraphs (b), (d) and (e), of the concluding observations.

3. The report was prepared by a working group of the Government Commission on ensuring compliance with international human rights obligations on the basis of the findings of an analysis of the implementation of the national plan of action for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women concerning the combined fourth and fifth periodic reports of Tajikistan. Information on the status of implementation of the national plan of action was gathered every six months and sent to State authorities and representatives of civil society.

4. During the preparation of the report, the working group held extensive consultations with representatives of State authorities and civil society institutions. On 18 September 2017, there was a presentation of the draft report, with the participation of representatives of the executive branch and the judiciary, law enforcement agencies, the Commissioner for Human Rights, academia, international organizations and civil society organizations. The recommendations made by the stakeholders were taken into account in preparing the final version of the report.

## II. Information on the implementation of the concluding observations

### Visibility of the Convention and the Committee's general recommendations

#### *Paragraph 8 of the concluding observations*

5. Over the years of independence, the Government has made great strides in eliminating gender stereotypes and ensuring genuine equal rights between men and women in all spheres.

6. On 23 July 2014, the Government Commission on ensuring compliance with international human rights obligations adopted a national plan of action for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women concerning the combined fourth and fifth periodic reports of Tajikistan (hereinafter — the national plan of action).

7. In accordance with the national plan of action, during the period 2014–2017 the Committee on Women and the Family organized 9 conferences, 125 round tables, and 270 meetings for civil servants at which it circulated the text of the Convention and the concluding recommendations. It is also conducting broad public outreach activities in accessible form — booklets and information materials about women's rights in general.

8. Courses have been held to enhance the capacity of law enforcement and defence [ministry] personnel, judges, ministries and departments, lawyers and local authorities on issues relating to the promotion of women's rights and gender equality.

9. In February 2016, in order to disseminate information on Tajikistan's international obligations in the field of human rights, with the support of the regional office in Central Asia of the Office of the United Nations High Commissioner for Human Rights, the website of the Government Commission on ensuring compliance with international human rights obligations (<http://khit.tj>) was launched, setting forth international human rights instruments recognized by Tajikistan, national reports, recommendations of United Nations bodies, as well as the outcome of Government efforts to implement them. The site operates in three languages — Tajik, Russian and English. Information on international human rights obligations is also available on the websites of the Ministry of Foreign Affairs and the Commissioner for Human Rights.

### **Definition of discrimination against women**

#### *Paragraph 10 of the concluding observations*

10. Tajikistan's legislation completely prohibits all forms of discrimination, including discrimination against women. Article 17 of the Constitution stipulates that the State guarantees the rights and freedoms of every person, regardless of ethnicity, race, gender, language, faith, political beliefs, education, or social or property status.

11. An act on State guarantees of equal rights for men and women and equal opportunities in the exercise of such rights is in effect in Tajikistan. This act regulates action to uphold the constitutional guarantees of equal rights of men and women in the social, political, cultural and any other sphere, and aims to prevent discrimination on grounds of gender and establish State guarantees of equal opportunities for persons of either gender. The act includes a definition of "discrimination". Under article 1, discrimination means any distinction, exclusion or restriction made on grounds of gender which is designed to weaken or nullify recognition of the equal rights of men and women in the political, economic, social, cultural or any other sphere.

12. Anti-discrimination provisions are included in virtually all sectoral laws and regulations, in particular:

- Article 4 of the act on self-governing bodies of villages and hamlets prohibits any restriction of the rights of citizens of the Republic of Tajikistan in the establishment and operation of the self-governing bodies of villages and hamlets, regardless of their ethnicity, racial affiliation, gender, language, faith, political position, social status, education and property status, except in cases specified in this act;
- Article 5 of the act on appeals by individuals and legal entities provides that in exercising the right to recourse, any discrimination associated with ethnicity, race, gender, language, faith, political position, social status, and education or property status, as well as of type of ownership, location, and organizational and legal form of legal entities, is prohibited;
- Article 3 of the act on the legal status of foreign nationals provides that foreign nationals in the Republic of Tajikistan are equal before the law, regardless of origin, social or property status, racial or ethnic affiliation, gender, education, language, attitude to religion, type and nature of occupation or other circumstances;

- In accordance with article 35 of the Code of Administrative Offences, administrative penalties cannot be designed to humiliate a person who has committed an administrative offence, or to inflict pain and suffering, whether physical or mental, intimidate, discriminate against in any way or humiliate an individual or damage the business reputation of a legal entity which has committed an administrative offence;
- According to article 5 of the Police Act, the police protect the rights and freedoms of all persons and citizens, regardless of their citizenship, residence, ethnicity, race, gender, language, attitude to religion, political beliefs, education, or social or property status;
- Article 1 of the Family Code prohibits any kind of restriction of the rights of citizens at the time of marriage or in family relations on grounds of social, racial, ethnic, linguistic or religious affiliation, or education or property status. See also the responses to recommendation 14.

13. In order to prevent discrimination, article 143 of the Criminal Code establishes responsibility for the deliberate direct or indirect violation or restriction of rights and freedoms or the establishment of direct or indirect privileges for citizens on the basis of gender, race, ethnicity, language, social origin, personal, property or occupational status, place of residence, attitude to religion, beliefs, membership of political parties or public associations, where such violations or restrictions damage the rights and legal interests of citizens.

14. Paragraph 31 of the national plan of action to implement the recommendations of the member States of the Human Rights Council, under the second universal periodic review for the period 2017–2020, approved by Presidential decree of 7 June 2017, provides for consideration of the issue of formulating a separate law on combating discrimination in a comprehensive manner and upgrading individual laws in 2018–2019.

### **National machinery for the advancement of women**

#### *Paragraph 12 of the concluding observations*

15. Under the national plan of action, a legal unit and an expert council on gender analysis of legislation were established in the Committee on Women and the Family on 1 January 2015. The objective of the council's work is to carry out a gender analysis of draft laws before they are submitted to the Government and Parliament. A gender network on mainstreaming gender approaches into the work of ministries and departments has been established.

16. The expert council reviewed and proposed a State programme for the education, selection and placement of capable women and girls in leadership positions in the Republic of Tajikistan for the period 2017–2022.

17. For its part, the Government has undertaken structural and financial measures to strengthen the capacity of the main institutional mechanism for the advancement of women and to coordinate the implementation of the gender policy of the Committee on Women and the Family. Human and financial resources have been increased. On 1 November 2014, a Government decision was adopted which increased the number of posts in the central apparatus by seven and in local structural subdivisions by 105. The Committee's budget is increased every year: 750,991 somoni in 2013, 823,300 somoni in 2014, 892,910 somoni in 2015, 939,355 somoni in 2016 and 996,110 somoni in 2017, which is 33 per cent more than in 2013. The number of full-time staff of departments, divisions and sections for women and the family in the regions, cities and districts of Tajikistan is from 3 to 7 people (nationwide, 247 people), and their work is funded from local budgets.

The divisions and sections also operate district information and counselling centres, the staff of which number over 200 people nationwide. In the Charogi Khidoyat State training centre for orphan girls there are 31 staff. The centre's budget is 1,366,355 somoni.

18. The Government has adopted a plan of action for the national strategy on promoting the role of women in the Republic of Tajikistan for the period 2015–2020. In line with paragraph 14, in order to attract women to the civil service, a Presidential decree was adopted on 19 April 2017 amending and supplementing Presidential decree No. 647 of 10 March 2016. In accordance with this decree, the regulations on the procedure for holding competitions to fill vacant administrative posts in the civil service include accommodations for women, and upon their initial appointment to the civil service they are given three additional points.

19. Under the State programme for the education, selection and placement of talented girls and women in leadership posts in the Republic of Tajikistan for the period 2007–2016, over the past nine years 630,000 somoni were allocated from the national budget, and 78,000 somoni have been provided for the programme in the 2017 budget.

20. Currently, in conjunction with international financial institutions, 67 investment projects are being implemented for a total of US\$ 2.5 billion, in the implementation of which gender equality is strictly ensured.

21. At present, a State institution, the centre for the implementation of a project on access to green financing and financing for the development of rural localities under the Ministry of Finance, is implementing a project on the commercialization of agriculture for a total of US\$ 25 million. Of that amount, US\$ 8 million is earmarked for a credit line. In addition, the centre is implementing a project on access to green financing for a total of US\$ 10 million, of which US\$ 8.8 million is for credit lines, and a component of the credit line for a project on building resilience to climate change in the Pyandzh river basin for a total of US\$ 2.8 million. A basic requirement of these projects is that at least 30 per cent of beneficiaries (recipients of credit) should be women. To date, under the project on access to green financing, US\$ 8.8 million has been awarded to beneficiaries, of whom 41 per cent are women, and under the project on building resilience to climate change in the Pyandzh river basin, US\$ 2.1 million has been awarded to beneficiaries, of whom 23 per cent are women.

### **Temporary special measures**

#### *Paragraph 14 of the concluding observations*

22. An important indicator of effective gender policy is the level of women's access to economic and financial resources. Gender equality issues have been incorporated as a cross-cutting theme in the national development strategy of the Republic of Tajikistan for the period up to 2030, as well as principles of equal rights of men and women in access to land at the level of legislation and policy.

23. In accordance with article 17 of the Constitution, men and women have equal rights. Moreover, in accordance with article 35 of the Constitution, everyone has the right to work, to choose an occupation or type of work, to labour protection and to social protection against unemployment. Restrictions of any kind in employment relations are prohibited. Equal pay must be accorded for equal work. No one may be subjected to forced labour, except in cases provided for by law. The Labour Code prohibits discrimination in labour relations (art. 7) All citizens have equal employment opportunities. Any distinction, exclusion or preference, or denial of employment on grounds of gender, resulting in violation of equality of opportunity

in the area of employment, is prohibited. Distinctions in the labour sphere based on the special requirements of certain types of work or the State's special concern for persons requiring enhanced social protection (women, minors, persons with disabilities) do not constitute discrimination. Persons who consider that they have been subjected to discrimination in employment may institute legal proceedings. The Labour Code establishes additional guarantees for women in respect of hiring pregnant women and women with children, requiring women to work only during working hours and limiting the assignment of women and persons with family responsibilities to night work, overtime work, work on weekends or holidays, and official travel (chapter 12).

24. Women's status is determined by the scope of their civil rights. Under current legislation, women and men have equal legal personality, in other words the ability to own, use and dispose of property, to conclude contracts and to exercise other civil rights. The legal personality of both women and men is enshrined in the Civil Code, and may be restricted only by law and under court order. Women are accorded equal rights with men in respect of travel and the freedom to choose their place of residence and domicile. Article 19 of the Civil Code provides that citizens may travel freely in the territory of Tajikistan, choose a place of residence and freely travel outside the Republic and return to it. The Civil Code also accords women the right to compensation for harm caused by unlawful actions; they are therefore entitled to apply to the courts for compensation for property damage and reparation of moral damage.

25. The Criminal Code (art. 143, part 1) provides for criminal responsibility for violating the equal rights of citizens, including on grounds of gender, which is punishable by a fine of between 200 and 500 units of calculation or by up to two years' imprisonment.

26. The act on State guarantees of equal rights for men and women and equal opportunities in the exercise of such rights defines the concept of discrimination and prohibits discrimination of the rights of men and women (art. 1 and art. 3) The Committee on Women and the Family, as the State authority on ensuring gender development in the Republic of Tajikistan, monitors compliance with this law within the limits of its authority (art. 19).

27. At present, under the Government gender policy, women's activism in the public sphere is being encouraged. The market economy stimulates private initiative among women. The emergence and increase in the number of women entrepreneurs is leading to the formation of economically independent women's groups. There is growing interest in new forms of activity, such as private enterprise, individual creativity, and the public sector. A steadily developing system of female entrepreneurship has been established. In accordance with a Government decision of 2 April 2011 on the establishment and allocation of Presidential grants to support and develop women's entrepreneurial activities in 2011–2015, 40 grants were made every year for a total of 1 million somoni. Since 2013, by Government decision of 5 December 2013, the number of grants has increased from 40 to 80 and the amount allocated has totalled 2 million somoni. In accordance with the Government decision of 2 November 2015 on the establishment and allocation of Presidential grants to support and develop women's entrepreneurial activities in 2016–2020, the policy of State support for women's entrepreneurial activities up to 2020 has continued as follows:

- 20 grants of 40,000 (forty thousand) somoni;
- 20 grants of 30,000 (thirty thousand) somoni;
- 20 grants of 20,000 (twenty thousand) somoni;

- 20 grants of 10, 000 (ten thousand) somoni.

28. The economic empowerment of women, their competitiveness in the labour market and the development of their entrepreneurial activities play a key role in ensuring equal rights for men and women. In 2012, the Government developed and approved a State programme for the training of women specialists and promotion of their employment in 2012–2015. In order to reduce female unemployment, the programme included measures designed to stimulate the employment of women. One of the effective policy areas in respect of women’s employment is support for women’s initiatives in self-employment and entrepreneurship through the granting of microcredit, which is an effective instrument in the poverty reduction strategy.

29. In order to ensure women’s rights, a number of Government laws and decrees have been adopted, in particular, the State programme on the education, selection and placement of talented girls and women in leadership posts in the Republic of Tajikistan in 2017–2022, of 1 April 2017, the national strategy on promoting the role of women in the Republic of Tajikistan for the period 2011–2020, of 29 May 2010, and the plan of action of the national strategy on promoting the role of women in the Republic of Tajikistan for the period 2015–2020, of 29 August 2015.

### **Stereotypes**

#### *Paragraph 16 of the concluding observations*

30. Over the years of independence, Tajikistan has made great strides in eliminating gender stereotypes and ensuring genuine equal rights between men and women in all spheres. In accordance with the national plan and the plan of action of the State programme for the prevention of domestic violence in the Republic of Tajikistan for the period 2011–2023, in which individual chapters and a series of measures are devoted to overcoming stereotypes and patriarchal attitudes towards women, broad outreach is being conducted among the population.

31. At the local level, State bodies conduct awareness-raising and information campaigns among the population, with the involvement of public organizations, chairs of makhalla councils, women activists and religious leaders on the responsibility of men in the family, on equality of rights between men and women, and on the responsibility of parents in the upbringing of children.

32. With the support of a project on the prevention of domestic violence funded by the Swiss Agency for Development and Cooperation, seminars and training courses were held with representatives of law enforcement agencies, the courts, local self-governing bodies and other bodies in local districts on strengthening the coordination of action to overcome gender stereotypes and implement State policy for the prevention of domestic violence.

33. Together with the public organization Bovari ba fardo in makhallas and in urban schools in Dushanbe, advocacy is carried out on elimination of gender stereotypes and the prevention of violence against women and girls, and on obstacles to girls’ education.

34. In conjunction with the project on the prevention of domestic violence, meetings are organized with male students in higher education institutions to develop an attitude of intolerance towards violence against women and children.

35. In order to attract the population, including girls who have dropped out of school, to vocational training courses, special programmes of courses are being developed. With a view to enlisting the educational system in efforts to modify social and cultural patterns of conduct of men and women and to eliminate prejudices and all other practices based on stereotyped concepts about the role of

men and women, the Ministry of Education and Science, in partnership with the United Nations Children's Fund (UNICEF) and civil society organizations, for the first time conducted a gender analysis of textbooks. As a result of the gender analysis, recommendations were formulated on overcoming gender stereotypes in school textbooks.

36. In order to eliminate traditional stereotypes, outreach groups composed of faculty members and leading specialists of the institution are established every year in higher vocational institutions. During meetings with graduates of general education schools and their parents, a range of issues are discussed, including the issues of encouraging girls to pursue higher education, their study and living conditions, and additional services available for girls; such discussions not only help encourage girls to pursue higher education, but also ensure the overall accessibility of education for them.

37. In order to eliminate stereotypes regarding the roles and responsibilities of women and men in the family and in society, to raise awareness of the need to ensure equal rights and opportunities for men and women and to eliminate gender stereotypes, a number of activities are carried out with different sectors of society, making broad use of the possibilities of the media. Over 200 programmes were designed and transmitted over various national and local television channels by staff of the Committee on Women and the Family alone to promote an understanding of the importance of ensuring equal rights and opportunities for men and women.

38. In conjunction with the project on the prevention of domestic violence, the United Nations Population Fund (UNFPA), UN-Women, the Oxford Committee for Famine Relief (OXFAM), Helvetas, and the Taekwondo Association, feature films on social issues were designed and broadcast on questions of the equal rights of men and women in society, respect for women in the family, observance of the rights of women and children in the family, prevention of domestic violence through public discussion of family values, gender equality, the priorities of education for boys and girls, zero tolerance of domestic violence, opposition to early marriages and compulsory State registration of marriages. Booklets, brochures and other material on these issues were prepared and published.

39. By a Government decision of 30 December 2015, a conceptual framework for the development of the family in the Republic of Tajikistan was adopted, which defines the future of State policy in the area of strengthening the family as an important social institution and the foundation of society, and protecting the interests of family members and enhancing the family in line with the modern view of the family as a social institution and a place for child-rearing, and the economic and social foundations of strengthening the family, enhancing family education and development, and ensuring the strict implementation of the constitutional principle of the equal rights of men and women in family relations.

### **Violence against women**

#### *Paragraph 18 of the concluding observations*

40. In 2013, laws to introduce amendments and additions to the Code of Administrative Offences and the Police Act were drafted and adopted. The Code of Administrative Offences was supplemented with two articles: article 93 (Violation of the requirements of the legislation of the Republic of Tajikistan on the prevention of domestic violence), and article 93 [sic] (Violation of the requirements of a restraining order) that provide for liability for violation of the requirements of the legislation on the prevention of domestic violence, that is, a deliberate act, of a physical, psychological or economic nature or a threat to commit such acts in the context of family relations, if these acts violate the rights and freedoms of a family



member in the absence of indicia of a crime, as well as violation of the conditions of a restraining order. Liability takes the form of a fine or administrative detention. In addition, under the Police Act, the duties of police officers include taking individual measures to prevent domestic violence. At present, the Criminal Code provides for punishment for the following acts of a violent nature: assault (art. 116), torture (art. 117), trafficking in persons (art. 130), recruitment of persons for the purpose of sexual or other exploitation (art. 132), rape (art. 138), sexual violence (art. 139), sexual coercion (art. 140), sexual intercourse or other sexual acts with a person under the age of 16 (art. 141), indecent acts (art. 142), bigamy or polygamy (art. 170), incitement to prostitution (art. 238), establishment or keeping of brothels, procurement or living off the earnings of prostitution (art. 239), among others. The Government adopted the State programme for the prevention of domestic violence in the Republic of Tajikistan for the period 2014–2023. The strategic goal of this programme is to ensure the effective implementation of the mechanisms for the prevention of domestic violence with the participation of all State entities and the public, significantly improve the crime control system, ensure effective protection of civil rights and freedoms, protect constitutional norms, ensure family stability and prevent domestic violence.

41. With a view to effectively implementing the provisions of the legislation on the prevention of domestic violence, as well as providing assistance and support to women victims of violence, preventing and combating domestic violence, and protecting the rights, freedoms and constitutional guarantees of women in family and domestic relations, 33 crisis centres and 3 branches have been established in Tajikistan and are in operation. In maternity wards of hospitals in a number of cities and districts, offices for counselling and medical assistance to victims of domestic violence have been established and are in operation; they are mainly visited by women and minor children.

42. In 2010, within the framework of the Organization for Security and Cooperation in Europe (OSCE) plan on gender equality, the Academy of the Ministry of Internal Affairs introduced a new course on domestic violence consisting of 20 academic hours, on which tests were administered, and since February 2016, 16 academic hours have been added. Currently, the Academy has introduced a separate topic on preventing domestic violence, consisting of 36 academic hours, upon completion of which students in the Academy take examinations.

43. Within the Ministry of Internal Affairs, an association of female staff of internal affairs agencies was established in 2007 and is in operation. The main objectives of the association are to increase the participation of female staff of internal affairs agencies in creating favourable conditions for carrying out operational and service tasks, to enhance the role and authority of female staff of internal affairs agencies in service collectives, and so forth.

44. The reform of the internal affairs agencies and their integration into the global system requires the broad involvement of women in law enforcement activities. This principle was incorporated in the police reform strategy approved by Presidential decree in March 2013. The Ministry of Internal Affairs will conduct a continuous review of recruitment procedures and job descriptions from a gender perspective in order to identify possible elements of prejudice against women applicants and obstacles to their recruitment and if necessary, make adjustments to these procedures.

45. The Ministry of Internal Affairs has implemented a joint project with the OSCE Office in Tajikistan on gender-sensitive law enforcement to properly investigate and prosecute domestic violence and protect victims. Under this project,

posts of inspector for the prevention of domestic violence have been added to the staffing table.

46. From March 2010 to the present, 14 posts of inspector for the prevention of domestic violence, to be filled by women, have been added to the staffing table, and 14 offices for the prevention of domestic violence have been opened within the framework of the project.

47. Since 28 September 2011, the functional responsibilities of inspectors for the prevention of domestic violence have been approved, a special statistical reporting system for these types of crimes has been introduced, on 25 November 2013 methodological recommendations on compliance with and implementation of the act on the prevention of domestic violence by district police inspectors and inspectors for the prevention of domestic violence were approved, on 20 April 2016 an instruction was adopted on the organization of the work of the staff of internal affairs agencies to prevent, combat and respond to cases of domestic violence.

48. All district police inspectors are in close contact with inspectors for the prevention of domestic violence.

49. Pursuant to the act on the prevention of domestic violence, district police officers and inspectors for the prevention of domestic violence have carried out a significant amount of work. During the 2017 reporting period, a total of 1,296 complaints were made, of which 1,036 were taken up by district police inspectors, and 260 by inspectors for the prevention of domestic violence, and 996 were complaints against men, compared with 296 against women. As a result of the review, 65 criminal prosecutions were instituted under various articles of the Criminal Code, criminal prosecutions were denied for 1,003 cases, 131 cases are pending, and 76 complaints have been sent for investigation. In relation to the offenders, 181 protocols were drawn up under articles 93 (Violation of the requirements of the legislation of the Republic of Tajikistan on the prevention of domestic violence) and 93 [sic] (Violation of the requirements of a restraining order) of the Code of Administrative Offences and 52 protocols under other articles of the Code.

50. An act on the legal profession and advocacy has been adopted, the objective of which is to define, inter alia, the legal framework for advocacy and the rights and duties of lawyers, guarantees of the rights of citizens to receive qualified legal aid, and the organizational and legal foundation for the establishment of State and non-State systems of free legal aid.

51. By decision of the Government on 2 July 2015, a conceptual framework on the provision of free legal aid was adopted. The framework provides for pilot testing of a new system of free legal aid in specific localities, and also covers issues associated with financing the provision of legal aid. Under this framework, all citizens who apply to State legal offices are entitled to receive free initial legal aid (oral consultations). In accordance with paragraph 25 of the framework, the list of persons who are eligible for secondary legal aid (assignment of counsel before the courts and other State authorities) includes victims of domestic violence and torture, and their close relatives and family members.

52. In order to implement the framework, the legal aid centre, a State institution, was established to test models for the provision of free legal aid to vulnerable strata of the population.

53. In 2016 and 2017, 16 State legal aid offices were established in 12 cities and districts of Tajikistan.

54. During the period of operation, the offices received requests for free legal aid from 3,985 individuals. Of these 1,626 were men, 2,020 were women and 340 were persons with disabilities.

55. In order to provide practical assistance to women victims of domestic violence, there are State institutions and civil society organizations in Tajikistan: the Committee for Women and the Family, the crisis centre of the civil society organization Bovari ba fardo (faith in the future) for women and a support centre for girls who are victims of violence, and inspectors for the prevention of domestic violence within internal affairs agencies, information and counselling centres in local executive bodies (110) and crisis centres for the rehabilitation of women who have been subjected to violence (18) run by non-governmental organizations.

56. To raise the legal awareness of citizens and prevent abusive acts, including domestic violence, 110 information and counselling centres in which lawyers and psychologists provide practical assistance to individuals have been set up, with the support of social partners in the women and family affairs departments and sectors of executive bodies in regions, cities and districts. These centres function within the women and family affairs divisions, departments and sectors and are funded from the budgets of local executive bodies. In 2014, 10,638 citizens applied to these centres, in 2015, 6,833, in 2016, 22,364, and during the first six months of 2017, 6,464. It should be noted that more than 70 per cent of applications were favourably resolved. Over 92 per cent of women received free legal advice from specialists.

57. With the assistance and financial support of UN-Women in Tajikistan, once every two years a statistical digest entitled "Women and men" is issued. The statistical digest provides information that illustrates the situation of women and men in all sectors of the economy and the social sphere in comparison with previous years. The latest edition of the digest was issued in 2016.

58. In 2012, with the support of the United States Agency for International Development (USAID), for the first time in Tajikistan a demographic and health survey was conducted, one of the objectives of which was to review the rights and prerogatives of women in Tajikistan, and cases of domestic violence against women of reproductive age. The findings of the study were released in 2013.

59. The Statistics Agency, supported by USAID, UNFPA and UNICEF, is currently conducting a second demographic and health survey, and issues of the rights and prerogatives of women and domestic violence against women, are the main focus of the survey. The survey will be conducted in over 8 million households throughout Tajikistan, providing representative data at the national level, and in five major regions. The findings of this survey will be presented in 2018.

60. According to data of the Supreme Court, in 2016 and during the first half of 2017, the courts considered 28 criminal cases against 30 persons associated with domestic violence, of whom 23 were men and 7, women. Furthermore, 4 criminal cases against 4 persons, including 3 women, associated with trafficking in persons, and 4 criminal cases against 7 women involving trafficking in minors were taken up. In addition, during this period, the courts considered 53 criminal cases against 55 persons, including 33 women, associated with incitement to prostitution through the threat or use of force or taking advantage of dependency, blackmail, or deception, the organization or keeping of brothels, as well as procurement with the aim of living off illegal earnings.

<i>Indicator</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>First half of 2017</i>
Total criminal cases considered involving incitement to prostitution	158	117	98	53
Accused persons	163	117	99	55
Of whom:				
Men	66	47	54	22
Women	97	70	45	33
Total criminal cases considered involving human trafficking	8	5	–	4
Accused persons	14	6	–	4
Of whom:				
Men	–	–	–	1
Women	14	6	–	3
Total criminal cases considered involving domestic violence	24	15	82	28
Accused persons	25	16	86	30
Of whom:				
Men	25	15	81	23
Women	–	1	5	7

61. According to data of the Ministry of Internal Affairs, over the first seven months of 2017, there was a total of 65 criminal cases involving domestic violence.

<i>Indicator</i>	<i>2015</i>	<i>2016</i>	<i>7 months of 2017</i>
Total criminal cases involving domestic violence	146	257	65

62. The above data show that the number of crimes involving violence against women is not diminishing and in certain categories it is tending to increase.

### **Human trafficking and exploitation of prostitution**

#### *Paragraph 20 of the Committee's concluding observations*

63. Tajikistan is a party to a number of multilateral instruments on combating human trafficking, including the Convention for the Suppression of Traffic in Persons and of the Exploitation of the Prostitution of Others, of 2 December 1949, the United Nations Convention against Transnational Organized Crime, the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, the Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime of December 2000, and the Agreement on cooperation between the Ministries of Internal Affairs (police) of the States members of the Commonwealth of Independent States in combating human trafficking.

64. In order to combat human trafficking in Tajikistan, an act on combating human trafficking was in effect until July 2014. On 26 July 2014, a new act, on combating human trafficking and providing assistance to victims, was adopted. The act establishes the organizational and legal framework for combating human trafficking and a system of measures for protection of and assistance to victims of trafficking and their rehabilitation. It also governs social relations in combating human

trafficking and the provision of assistance to victims. A distinctive feature of the new act is that it provides for comprehensive measures to assist victims.

65. In order to step up efforts to combat human trafficking, a comprehensive programme to combat human trafficking for the period 2014–2016 was adopted and the legislative framework in this area is being refined. An interdepartmental commission on combating human trafficking, which includes representatives of the relevant ministries and departments and of civil society, has been established within the Government.

66. A national plan for the prevention of human trafficking in the Republic of Tajikistan for the period 2016–2018 was approved by Government decision on 27 July 2016. The plan provides for comprehensive measures to combat trafficking, criminal prosecution for human trafficking and measures to protect and assist victims of human trafficking.

67. The legislation of Tajikistan does not provide for criminal liability for prostitution. The Criminal Code establishes criminal liability for incitement to prostitution and the establishment or keeping of brothels, procurement or living off the earnings of prostitution (arts. 238 and 239).

68. In accordance with to article 130 of the Code of Administrative Offences, purely administrative liability in the form of a fine and administrative detention for 10 to 15 days is established for engaging in prostitution.

69. Under the State programme to promote employment in the Republic of Tajikistan, in order to support unemployed persons and promote self-employment by means of the creation of additional jobs through the provision of small concessional loans, more than 14.6 million somoni was allocated from the State budget up to 2017. Over the first eight months of 2017, the employment services throughout Tajikistan allocated preferential loans totalling 4,823,850 somoni to unemployed women to organize their own entrepreneurial activities (self-employment).

70. In order to promote women's entrepreneurship, create new jobs, increase women's participation in the economic sector, ensure their competitiveness in the labour market and promote the employment of women and girls, on the basis of a Government decision on the establishment and award of Presidential grants for the support and development of women's entrepreneurial activities during the period 2016–2020, 2 million somoni was allocated from the State budget in 2016, and 2 million somoni is envisaged in the State budget in 2017.

71. With a view to the promotion of market relations on the basis of support for entrepreneurship and development of competitiveness by making effective use of substantive programmes, projects and activities in the small and medium-sized business sector, the Government of Tajikistan established a business support fund, a State entity. In order to replenish the fixed capital in the fund, 133 million somoni was allocated from the State budget in 2013–2015, and 70 million somoni is earmarked for this purpose in the 2017 budget. These resources are contributing to the combating of human trafficking and assistance to victims of trafficking, as well as the development of entrepreneurial activities among women, on an equal basis with men.

72. In spring 2004, the Ministry of Internal Affairs of Tajikistan was among the first in the area of Central Asia to set up within the crime control department of the Ministry of Internal Affairs a specialized unit to combat human trafficking, as a high-profile institutional unit in the internal affairs system, which became the reporting point in developing an organizational and systemic law enforcement mechanism for work in this area. The Ministry's work in this regard has been continuously improved through integration of best international and national

practices, and also the development of completely new information models for the types of offences being investigated and specific algorithms for operational and investigative activities in line with regional specificities and local conditions. The result has been a sharp increase in the level of detection and effectiveness of further investigation of this category of offences.

73. Another feature of the work of the Ministry of Internal Affairs in this area is provision of assistance to victims of trafficking with or without their consent to cooperate with law enforcement agencies, which is one of the key parameters of the national position on this issue. In other words, the interests of victims take priority over the interests of the criminal prosecution. As part of this work, the division cooperates regularly with civil society institutions and humanitarian organizations in the implementation of preventive measures, collection of operational and other information, repatriation, and also protection and comprehensive rehabilitation of victims in specialized institutions operating in the territory of Tajikistan.

74. International and regional cooperation by the Ministry of Internal Affairs on issues of combating human trafficking is also at a high professional level and consists of exchange of data on offences, channels, routes, criminal elements, victims, and so forth. This cooperation is based on the use of information derived from operational and other specialized records of law enforcement agencies and, in sharing operational, investigative and other legal information, is based on the ratified international instruments, through the national centre of the International Criminal Police Organization (INTERPOL) in Tajikistan, as well as interdepartmental legal instruments concluded at the level of ministries of members of the Commonwealth of Independent States.

75. An analysis of human trafficking offences for the first seven months of 2017 and of 2016, according to data of the main information and analysis centre of the Ministry of Internal Affairs is shown in the following table:

<i>No.</i>	<i>Articles of the Criminal Code of Tajikistan</i>	<i>7 months 2016</i>	<i>7 months 2017</i>
1	Article 130 (Abduction of persons)	2	
2	Article 130 (Trafficking in persons)	8	20
3	Article 130 (Use of slave labour)		
4	Article 131 (Illegal deprivation of liberty)		
5	Article 132 (Recruitment of persons for the purpose of exploitation)	11	13
6	Article 167 (Trafficking in minors)	6	10
7	Article 241 (Production and distribution of pornographic materials or articles with images of minors)		
8	Article 241 (Use of minors for the production of pornographic materials or articles)		
9	Article 335 (Facilitation of the illegal entry of foreign citizens or stateless persons into Tajikistan or illegal transit through the territory)	2	1
10	Article 335 (Facilitation of illegal migration)		3
11	Article 339 (Theft or alteration of documents, stamps or seals)		
12	Article 340 (Forgery, manufacture or sale of forged documents, State honours, stamps, seals, forms, committed for the purpose of human trafficking)		
	<b>Total</b>	<b>29</b>	<b>47</b>

76. During the first seven months of 2017, the Ministry of Internal Affairs brought back to Tajikistan four victims from the United Arab Emirates and one victim from the city of Istanbul (Turkey). Victims of human trafficking have access to a full range of support including housing (shelter), physical and psychological treatment and rehabilitation, and reintegration measures. If necessary, identification documents are returned to victims. Victims are assigned a lawyer who accompanies them from the stage of investigation to the stage of sentencing; after sentencing, in the event that the accused refuses to provide reparation for moral and material damage, the lawyer files a civil claim for compensation for moral and material harm (if the victim so wishes).

77. At present, rehabilitation and social reintegration assistance to victims of human trafficking is provided by the public organization Femida, with financial support from the social welfare agency of the Ministry of Health and Social Welfare and the International Organization for Migration.

78. Two or three times a year, a dialogue on preventing and combating human trafficking takes place with the participation of social partners — diplomatic missions of foreign States, international organizations and representatives of the interdepartmental commission on combating human trafficking.

### **Participation in political and public life**

#### *Paragraph 22 of the concluding observations*

79. At present a regulatory and legal foundation has been established in Tajikistan aimed at guaranteeing the equality of all citizens regardless of gender, race, ethnicity, language, origin, property and occupational status, place of residence, attitude to religion, beliefs, and membership of public associations or any other social groups. According to article 27 of the Constitution, citizens have equal rights to enter the civil service. This provision is also stipulated in article 2 of the Civil Service Act, in accordance with which, citizens of the Republic of Tajikistan have equal rights to enter the civil service irrespective of ethnicity, race, gender, language, faith, political convictions or social or property status. Tajikistan pays particular attention to the role of women in society and the maintenance of gender balance. A legislative framework governing issues related to the equal rights of men and women has been established.

80. An act was adopted on 1 March 2005 on State guarantees of equal rights for men and women and equal opportunities in the exercise of such rights, which regulates action to uphold the constitutional guarantees of equal rights of men and women in the social, political, cultural, and any other sphere and establishes State guarantees of equal opportunities for persons of either gender, regardless of ethnicity. Article 20 of this act defines participation in trade unions and other public associations, including public associations established for the purpose of implementing the constitutional principle of equal rights and equal opportunities for men and women. The State programme on the education, selection and placement of capable women and girls in leadership positions in the Republic of Tajikistan for the period 2007–2016 has been implemented. The main objectives of the programme were to formulate long-term State policy to secure rights and opportunities with regard to the training, selection and placement of capable women and girls in leadership positions; ensure that women and men had equal rights in respect of promotion and appointment to leadership positions; and ensure an enabling environment for training. As a result of the implementation of the programme, a mechanism was established for the education, selection and placement of capable women and girls in leadership positions, as well as a mechanism for State cooperation with non-governmental organizations. Conditions of work and

recreation for women have improved. The national strategy on promoting the role of women in the Republic of Tajikistan for the period 2011–2020 provides for equal representation of women and men in the executive and representative bodies at all levels of governance, the possibility of introducing quotas for women as a temporary measure to ensure broader participation in the executive and representative bodies, cooperation with international organizations on achieving equal opportunities for men and women, enhancing the role of women in society and the possibility of learning from the experience of developed countries on issues of the political advancement of women, ensuring gender equality in the workplace, and introducing modest quotas when holding competitions to fill civil service positions at all levels. The strategy also focuses on mechanisms for the social State and civil society, cooperation between the authorities and public organizations with an emphasis on the initiative and self-motivation of citizens of both genders in resolving socioeconomic problems. To implement this strategy, by Government decision of 29 August 2015, a plan of action was approved for 2015–2020, which envisages strengthening the capacity of the Committee on Women and the Family in the area of gender analysis, carrying out research and monitoring of programmes on women's issues, enhancing the capacity of the staff of ministries and departments responsible for implementing gender policy, conducting training courses and seminars to upgrade the skills to develop strategies and State programmes and to conduct gender analysis of social processes, organizing courses to enhance the capacity of women activists in State structures and civil society, introducing quotas in competitions to fill civil service positions at all levels, building the capacity and skills of women leaders, increasing women's literacy and employment levels on the basis of the principles of gender equality, and reducing unemployment. Targeted work is being carried out on the implementation of the plan of action. An act on the prevention of domestic violence was adopted in 2013. The act provides a clear legal definition of offences in the domestic sphere, and ensures effective assistance for victims and other members of disadvantaged families directly or indirectly affected by domestic violence. In 2014, with a view to the effective implementation of the act, the Government adopted a State programme for the prevention of domestic violence in the Republic of Tajikistan for the period 2014–2023, providing for a set of measures to strengthen the mechanisms for the prevention of domestic violence and the control of crime, especially the factors causing domestic violence, register individual warnings relating to prevention of antisocial acts and indecent and immoral behaviour in the family, ensure the social and legal protection of citizens, and so forth. On 1 April 2017 the Government adopted the State programme for the education, selection and placement of talented women and girls in leadership positions in the Republic of Tajikistan for the period 2017–2022. The programme focuses on implementation of Tajikistan's international obligations to eliminate gender inequality in accordance with the principles and directions of the Convention on the Elimination of all Forms of Discrimination against Women, the Beijing Declaration and Platform for Action, the Sustainable Development Goals and other gender-related goals and targets.

81. In 2014, a council of female students was established under the Committee on Women and the Family, under which a school for girl leaders operates, for which experienced and respected teachers are enlisted to provide training. Every year the Committee awards grants worth 100 somoni per month for the 11 top female students in Tajikistan's higher educational institutions. In 2016, the number of grants was increased to 15. Since 2001, the Sarvar State training centre for women, attached to the Ministry of Education and Science, has been in operation, in order to train girls entering higher educational institutions under the Presidential quota, and talented girls in general, to prepare them as women leaders. Training at the centre is provided free of charge. All students at the training centre receive an additional



stipend, and students from remote regions of the country are provided with accommodation in hostels. The centre is funded from the State budget every year in an amount of 1,124,013 somoni. Over the past five years, 378 girls from all regions of the Republic, of whom 233 successfully completed leadership courses, studied at the centre. In 2016 a new curriculum was introduced. In addition to studying subjects such as psychology of leadership, technology and methodology of leadership, management, foundations of public law, office work in the State language and information technology, all the girls carry out intensive study of foreign languages. After completing their studies at the centre, the graduates are awarded a certificate of attendance at leadership courses.

82. In order to implement programmes and laws and regulations in the gender sphere in an organized manner and attract women to the civil service, the civil service agency, together with the institute of public administration, in 2016 organized 35 skills development courses for civil servants: 3 refresher courses, 13 skills development courses, 18 extramural courses and internships, and 1 internship. A total of 1,330 students attended, as well as 276 students who were involved in separate projects, making a total of 1,606 civil servants who participated in courses, of whom 535, or 33.3 per cent, were women. In the first half of 2017, together with the institute of public administration, and in order to upgrade the skills of civil servants, 22 courses were held — 3 refresher courses, 19 courses for upgrading qualifications and 10 extramural courses, covering 712 students, as well as 195 students involved in separate projects, making a total of 907 civil servants, of whom 195, or 21.4 per cent, were women. The institute, with the assistance of the Committee on Women and the Family, held courses for women leaders on topics of human resources management, women leaders in the civil service system, and legal framework for gender equality in the Republic of Tajikistan. From 2009 to the present, the institute has conducted training in master's courses in the area of public administration, with the participation of potential candidates for leadership positions in the State authorities, on the specific measures taken by the State to increase the representation of women in elected positions and train potential candidates. During this period, the number of specialists trained totalled 488 people, of whom 154, or 31 per cent, were women.

83. In accordance with the requirements of State statistical form No.1-GS, report on the number and grade levels of civil servants, the civil service agency conducts a quarterly monitoring exercise and compiles a statistical report about the number of civil servants, including women and members of other ethnic groups. The outcome of the monitoring exercise is sent to the relevant State bodies for adoption of the necessary measures.

84. As of 1 July 2017, the total staffing table for civil servants consisted of 20,987 posts; 1,726 posts were vacant, and 19,261 posts were encumbered. The number of women was 4,340, or 22.5 per cent. A total of 5,779 people, or 30 per cent of the total number of civil servants, hold managerial posts; of that total, 1,081 people, or 18.7 per cent, are women. In the central bodies and their structural units there are 11,991 civil servants, of whom 2,795, or 23.3 per cent, are women. A total of 3,146 civil servants hold managerial posts, of whom 542, or 17.2 per cent, are women. In the local executive bodies there are 3,728 civil servants, of whom 974, or 26.1 per cent, are women. A total of 1,467 civil servants hold managerial posts, of whom 304, or 20.7 per cent, are women. In the self-governing bodies of settlements and hamlets there are 3,542 civil servants, of whom 571, or 16.1 per cent, are women. A total of 1,166 civil servants hold managerial posts, of whom 235, or 20.1 per cent, are women. Of the total number of female civil servants, 1,081 hold managerial posts, 7 are chairpersons of districts, 64 are deputy

chairpersons of districts, and one woman is the head of the executive office of the President.

85. Currently, women constitute 21.1 per cent of the members of the Majlis-i Milli (upper house) of the Majlis-i Oli and 20.6 per cent of deputies of the Majlis-i Namoyandagon (lower house) of the Majlis-i Oli; one of them is the vice-chairperson and two are chairpersons of committees. At present, one woman holds the post of Minister of labour, migration and employment. In addition, the heads of the Committee on Women and the Family, the Committee on language and terminology and the Statistics Agency are women.

86. In other Government structures, ministries and local government authorities, one of the deputy directors is usually a woman.

87. Out of a total of 369 judges, 56, or 15 per cent, are women. Of those women, one is the chairperson of the higher economic court, and five are chairpersons and six, deputy chairpersons of regional, city and district courts. In the Supreme Court, out of a total of 39 judges, 10, or 25.6 per cent, are women. Overall, 90 women work in the constitutional court and in the judiciary, and 745 women work in leadership positions in the internal affairs bodies.

88. In the educational system, 4,353 women hold leadership posts, of whom one works in the central administration of the Ministry of Education and Science, seven work in the structural units of the Ministry, three are rectors, 34 are directors and deputy directors of secondary vocational training institutions, 14 are heads of the education departments of districts and towns, 3,691 are directors and deputy directors of general education institutions, and 603 are heads of preschool educational institutions. In order to promote the advancement of young and talented specialists to leadership positions, a special database has been set up in the Ministry, which includes 82 people, of whom 27 people, or 33 per cent, are women. In State institutions for elementary vocational training, 12 women serve as directors, or 19 per cent of the total. One woman in the Ministry has a doctoral degree and four are PhD candidates.

89. At present, 18,044 specialists with higher medical education and also 49,434 medical specialists with secondary medical education, of whom 19,323 are men and 48,155, or 71.4 per cent, are women, work in the health-care sector in Tajikistan.

90. In the Ministry of Finance and subordinate institutions, the core staff consists of 1,453 people, including 1,318 office personnel, of whom 986 are men and 332 are women; in total, women account for about 25.2 per cent of staff. In the central administration of the Ministry of Finance, the total number of staff is 292 office personnel, of whom 228 are in active service, 85 are women, and 18, or 21.2 per cent of the total number of women, work as heads and deputy heads of divisions and departments. One woman is a deputy finance minister, two women hold the posts of heads of financial divisions in cities and districts, and in addition, the director of the State treasury under the Ministry of Finance is a woman.

91. In the Ministry of Foreign Affairs and the diplomatic service there are 314 civil servants, of whom 53, or 16.8 per cent, are women.

92. Ministries and departments, on the basis of the fundamental goals of the strategic documents, carry out the following activities: identifying long-term State policy to guarantee the rights and opportunities for the education, selection and placement of talented women and girls in leadership positions, ensuring equal rights for women and men in promotion and appointment to leadership positions, ensuring comprehensive training opportunities, encouraging girls to take training courses and providing accommodation and grants for female students at higher educational institutions. As a result of the adoption of measures envisaged under the above-

mentioned strategies, programmes and plans of action, the number of women involved in decision-making processes, is steadily increasing.

## **Education**

### *Paragraph 24 of the concluding observations*

93. The current legislative framework in Tajikistan excludes gender segregation in the sphere of education. Under article 16 of the Education Act, basic general education (nine grades) is compulsory for citizens of the Republic of Tajikistan.

94. In the 2016–2017 academic year, 1,837,762 students were enrolled in general education institutions, including 877,952 girls, representing 47.7 per cent of the total number of students. In general education institutions from grades one to nine, 1,580,685 students were enrolled, of whom 760,740, or 48.2 per cent, were girls.

95. The trend of recent years shows that the enrolment of girls to continue their education in grades 10–11 is increasing every year. In 2014, 56,331 girls were enrolled in grade 10, and 50,097 in grade 11. In 2015, 58,817 girls were enrolled in grade 10, and 52,592 in grade 11. In 2016, this figure was 60,233 in grade 10 and 55,606 in grade 11. These figures clearly demonstrate the increase in the number of girls wishing to continue their education in grades 10–11.

96. After completing basic secondary education, many girls continue their studies at elementary and secondary vocational institutions. Currently, 5,005 girls, or 22 per cent of the total number of students (22,779), are studying in elementary vocational institutions, and at secondary vocational institutions 43,372 students representing 59 per cent of the total number of students (73,333), are girls. After graduating from general education institutions, 65,519 girls continued their studies in higher education institutions of Tajikistan, representing 35 per cent of the total number of students (189,711), mostly girls from remote districts of Tajikistan.

97. To attract more girls from remote districts of the country to study and pursue an occupation there is a Presidential quota every year for girls entering higher education institutions. At present, 3,218 girls from remote districts of the country are studying in higher education institutions of Tajikistan as part of that quota.

98. At present 264 girls who, for one reason or another, could not receive general secondary education are studying in extramural general education institutions under the Ministry of Education and Science.

99. During the first half of 2016, 61 State institutions of the elementary vocational training system were operating in the Republic. These institutions train specialists in 14 fields and 96 areas of specialization for the domestic and foreign labour markets. In the 2016–2017 academic years, 23,143 students graduated from these institutions, of whom 4,805 or 20.7 per cent, were girls. In the first half of 2017, 64,957 students received vocational training in education centres and institutions of the elementary vocational training system of the Ministry. In the first half of 2017, on the basis of the State programme to promote employment in the Republic of Tajikistan for the period 2016–2017, 12,259 students took vocational training courses, of whom 9,265, or 75.6 per cent, were women. In addition, 11,537 women received training in national handicrafts.

100. At the local level, awareness-raising and outreach work is regularly conducted within the population, with the involvement of public organizations, chairpersons of makhalla councils, women activists and religious leaders on the responsibility of men in the family, equal rights of men and women, and the responsibility of parents for children's upbringing and girls' education. In the first half of 2017, the Ministry

of Education and Science and its structures held 320 meetings on relevant topics, which were attended by 30, 830 people.

101. A centre for gender education has been opened, attached to the Education Academy; its primary mission is to help promote the ideas of gender equality at all levels of education, starting at the preschool level. It has enabled academic analysis, awareness and formation of basic concepts and approaches of gender theory, and their adaptation to the national historical and cultural context.

102. With a view to reforming the elementary vocational training and adult education system and modernizing the technical base of educational institutions a project on strengthening vocational technical education and training is being implemented jointly with the Asian Development Bank. Under this project, the curricula of the elementary vocational training and adult education system will be reviewed from a gender perspective. The development of new programmes in non-traditional fields for girls (technical specializations in the elementary vocational education and adult education system) is also envisaged.

103. Support for active and gifted girls is one of the priority areas. For women and girls in this category who work in the Ministry of Education and Science system, the centre for advanced training and retraining of staff in the labour, migration and employment system, a State institution, conducts skills development courses, including on the topic of women leaders. During the period of 2015, 2016 and the first six months of 2017, 86 courses were held, attended by more than 1,500 people, of whom 532, or 35 per cent, were women.

104. According to statistical data, in the 2014–2015 academic year, 11,097 girls, representing 31.3 per cent of the total enrolment, entered higher vocational training institutions. In the 2015–2016 academic year, the figure was 12,751 girls (32.9 per cent), and in the 2016–2017 academic year, the percentage of girls enrolled in higher vocational training institutions reached 33.5 per cent (16,120 girls), reflecting the dynamic growth in the enrolment of girls in higher vocational education. At present, in higher vocational training institutions, there are 221 girls (25.6 per cent) studying in specialized areas and fields of mathematics, 56 girls (22.5 per cent) in informatics, 673 girls (60.8 per cent) in the natural sciences, and 2,731 girls (11.5 per cent) in science and technology. An analysis of these figures demonstrates the growth in the number of girls studying in these fields and areas of specialization.

105. At present, 363 girls are studying in secondary vocational training institutions in specialized fields and areas to become teachers of mathematics and informatics.

106. The managerial staff in the Ministry of Education and Science and its subdivisions at present can be portrayed schematically as follows:

<i>No.</i>	<i>Name</i>	<i>Total</i>	<i>Of which, women</i>
1	Pre-school education	602	602
2	Secondary education	11 294	3691
3	Elementary vocational training	454	148
4	Secondary vocational training	720	298
5	Higher vocational training	1 783	525
6	Institutions attached to the Ministry of Education and Science	140	41
7	Apparatus of the Ministry of Education and Science	19	1

## Employment

### *Paragraph 26 of the concluding observations*

107. The Labour Code guarantees that at the time of recruitment, promotion, vocational training, establishment of terms of employment and also dismissal of workers, including civil servants, the requirements of the legislation concerning the rights and guarantees of persons of both genders must be taken into account. As required by the Code, pay or other remuneration is a basic condition of a labour contract. Pay constitutes remuneration for work. Discrimination in pay is prohibited. An employer must grant workers the same pay for work of equal value.

108. Guided by the provisions of the act on State guarantees of equal rights for men and women and equal opportunities in the exercise of such rights, measures are taken for their phased implementation within the framework of State employment policy. On the basis of this act, and in order to promote gender equality in the sphere of labour relations, the employer (head of a State body, organizations, all forms of ownership) must ensure:

- equal opportunities for men and women when concluding employment contracts;
- equal access for men and women to vacant positions (posts);
- equal pay (remuneration) for men and women, when both do the same work or work of equal value;
- equal opportunities for skills development, retraining, and career advancement;
- safe working conditions that ensure protection of the life and health of both men and women.

109. In accordance with this act, in the event of mass layoffs of workers in an organization, the number of persons of one gender who are laid off must be proportional to the number of staff at the site.

110. One significant policy direction in the area of women's employment is support for women's initiatives in organizing self-employment and entrepreneurship through the provision of microcredit, which is an effective instrument in a poverty reduction strategy, since women engaged in entrepreneurial activities not only ensure work for themselves, but may also create additional jobs for other women. In 2016, over 150,000 women received microcredit totalling 1,165,345.5 somoni for establishing and developing small businesses, production workshops and other initiatives.

111. There are significant differences in gender distribution by type of employment. There is a preponderance of women in certain occupations (most frequently low-paid) and of men in others. The service sector and agriculture have the highest proportion of women employed. In 2016, 66.7 per cent of health-care personnel were women, while the figure was 46 per cent in agriculture and 61.6 per cent in education.

### Distribution of the employed population and contract workers by type of occupation in 2016

(source: data from annual reports, persons)

	<i>Average annual number of contract workers</i>			<i>Women contract workers as a percentage of total workers</i>
	<i>Total</i>	<i>Men</i>	<i>Women</i>	
All sectors	1 050 713	566 090	484 623	46.1
Productive sector	553 966	328 489	225 477	40.7
of which:				
– agriculture, hunting and forestry	443 511	239 358	204 153	46.0
– fisheries	194	177	17	8.8
– mining and quarry work	10 600	9 351	1 249	11.8
– manufacturing industry	52 294	36 980	15 314	29.3
– electricity, gas and water;	17 557	15 201	2 356	13.4
– construction	29 810	27 422	2 388	8.0
Services	496 747	237 601	259 146	52.2
of which:				
– wholesale and retail sales, repair of motor vehicles and motorcycles; household items and personal goods	24 542	18 761	5 781	23.6
– hotels and restaurants	5 465	2 951	2 514	46.0
– transportation, storage and communications	23 128	17 607	5 521	23.9
– financial services	22 315	15 829	6 486	29.1
– real estate transactions, rentals and commercial activities	19 291	14 041	5 250	27.2
– public administration and defence, compulsory social insurance	35 748	24 887	10 861	30.4
– education	219 312	84 148	135 164	61.6
– health care and social services	104 265	34 688	69 577	66.7
– other communal, social and personal services	41 945	24 219	17 726	42.3
– extraterritorial organizations and bodies	736	483	253	34.4

112. In Tajikistan, persons who are under the age of 18 receive special protection from the State. Minors, regardless of race, gender, religion, ethnicity or social status, have the right to vocational training and employment, education, health care, recreation, access to cultural activities, physical culture and sports. The State provides the necessary financial and other material support for public and other organizations involved in community work for the social development of minors, and ensures a preferential regime for their activities.

113. Under article 26 of the Education Act, in educational institutions, regardless of their organizational and legal form and ownership, diversion of teaching staff from their core responsibilities and involvement of pupils, students and graduate students in agricultural or other work that is not related to their studies are prohibited.

114. In the new version of the Labour Code, a separate chapter is devoted to regulations governing the employment of workers under the age of 18. In accordance with article 208 of the Labour Code, the employment of workers under the age of 18 in heavy work, underground work, work in hazardous or dangerous

conditions, or work that might be harmful to their health and moral development, is prohibited. A list of types of work with hazardous or dangerous working conditions in which the employment of persons under the age of 18 is prohibited, and limits for the manual lifting and movement of loads, were approved by Government decision of 4 March 2014. Under a Government decision of 31 October 2014, a national programme for the elimination of the worst forms of child labour in the Republic of Tajikistan for the period 2015–2020 was adopted. It is expected that as a result, measures will be implemented to facilitate access by children to high-quality compulsory general education and develop non-formal education programmes and vocational training programmes, as well as measures to prevent the engagement of children in the worst forms of labour.

115. The main provisions of the International Labour Organization (ILO) Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers; Workers with Family Responsibilities (Convention No. 156) are reflected in the legislation of Tajikistan. Tajikistan will consider a proposal to begin work on ratification of the ILO Workers with Family Responsibilities Convention (No. 156), as necessary.

116. The Government will continue to work for the elimination of the worst forms of child labour and trafficking in children. State structures, and public and international organizations, have always focused attention on forced labour. These structures are conducting research and carrying out various programmes and projects aimed at prevention and the removal of children from the labour market through education (specifically inclusive education, vocational and technical training, vocational guidance, development of entrepreneurial skills among youth from 15–17 years of age, and informing young people about labour law).

117. At present, in order to address the above-mentioned issues through education and ensure a smooth transition from school to work and access of young people to decent work, the following strategic documents are being implemented:

- On 2 June 2011 the Government adopted a decision on the State strategy for the development of the labour market in the Republic of Tajikistan up to 2020, which provides for the inclusion in the secondary school curriculum of topics relating to preparation for entering the labour market, familiarity with business principles, enhancement of functional literacy and development of logical thought. Furthermore, it is envisaged that vocational guidance and career training for young people will be available at secondary schools. Paragraph 2.5.1 of the strategy, with a view to social integration, provides for the establishment of additional training services for young people, the unemployed and job seekers in academic subjects needed for continuing study and occupational readiness (elimination of gaps in previous knowledge). Opportunities will also be created for training illiterate persons over the age of 15 and their integration into the labour market. The problem of child labour was reflected in paragraph 3.3.3 of the strategy, which provides for an intensification of efforts to eliminate the worst forms of child labour through the development of a national plan of action to eliminate the worst forms of child labour;
- The national programme for the elimination of the worst forms of child labour for the period 2015–2020, a plan of action for the elimination of the worst forms of child labour, is designed to coordinate the actions taken to implement the national programme for the elimination of the worst forms of child labour;
- The national plan of action to combat human trafficking in the Republic of Tajikistan for the period 2016–2018 was approved by a Government decision of 27 July 2016; the fifth goal of the plan is to prevent trafficking in children,

and the sixth goal provides for an extension of social partnership to combat human trafficking, and for each of these goals, three measures are planned. The plan of action includes 50 specific measures;

- The issue of child labour was included in the work plan for the implementation of the United Nations Development Assistance Framework for Tajikistan for the period 2016–2020, as part of focus area 3 “Social development, inclusion and empowerment” and focus area 5 “Gender, child workers and vulnerability”;
- Tajikistan has adopted a national development strategy for the period up to 2030. It was formulated on the basis of the Sustainable Development Goals and establishes the objectives of reducing poverty by half and increasing the number of citizens with income no lower than average. The strategy will contribute to the effective implementation of targets 8.7 and 4.4 of the Sustainable Development Goals by 2030;
- In order to ensure access to high-quality education and the transition from school to working life, a national strategy for the development of education in the Republic of Tajikistan up to 2020 was approved and implemented;
- In order to implement State policy in the area of State social guarantees, promote employment and regulate the domestic labour market, a State programme to promote employment in the Republic of Tajikistan for the period 2016–2017 was approved by Government decision of 28 November 2015.

118. The main mechanism, approved by the Government and social partners, which connects education and employment for youth engaged in the worst forms of child labour is a child labour monitoring system. The aim of the system is to remove children from labour relations, implement measures to prevent the involvement of children in the worst forms of child labour and assist in creating conditions to enable them to receive social services, schooling and employment. It also facilitates the transition from vocational and technical training of working children to decent work.

119. From 2012 to the present this system has been introduced in 11 towns and districts — in Dushanbe, Isfara, Kulyab, Khorugh, Shugnan, Rudaki, Ayni, Istaravshan, Roshtqal’a, Danghara and Vose. The Ministry of Labour, Migration and Employment, with technical and financial assistance from the ILO International Programme on the Elimination of Child Labour (IPEC) and with its own resources, is engaged in strengthening the system and extending it throughout the territory of Tajikistan.

## **Health**

### *Paragraph 28 of the concluding observations*

120. The services provided by the network of primary health-care facilities aim to ensure high-quality care, and to improve the primary health-care infrastructure in rural areas through supplies of basic medical equipment. This, in turn, helps to improve the coverage of basic primary health-care services, especially for women and girls.

121. Currently, there are 48 health care centres in towns and 54 in districts, 856 rural medical centres and 1,706 medical centres that provide primary health care to the population, including women and girls living in remote areas. Every year more 20 medical centres, as well as more 10 rural medical centres, are built with funds from the budgets of local executive bodies, donors and local entrepreneurs. Over the past five years, improvements were made to the material and technical



base of birthing centres in the city of Khorog, city and regional maternity homes in the Sogd region, and maternity wards in the Yavan, Khuroson, Khamadoni, A.Jami, Farkhor, Dusti, Lakhsh and Nurabad districts. In 2016, the construction and commissioning of the Istiklol medical complex in Dushanbe was completed, where 490 of 650 beds are designated for medical services to children and mothers. The complex is supplied with modern equipment, so that high-quality medical services can be provided to women and children. In addition, over the past month the Sarikhosor Dzhamoat maternity home in the Baljuvan district of the Khatlon region has begun operating and has been supplied with modern equipment.

122. Medical services are provided by family doctors, with the support of midwives and obstetrician-gynaecologists. All municipal and district health centres operate reproductive health centres, which provide skilled care to pregnant women and women of childbearing age (15–49 years). At present, standards and clinical protocols for the treatment of pregnant women suffering from physiological and pathological problems have been developed and put into practice.

123. A plan of action on the sexual and reproductive health of mothers, newborns, children and adolescents has been approved within the framework of the national health strategy of the Republic of Tajikistan for the period 2016–2020.

124. All pregnant women have access to primary health care services during the day and in the evenings to out-patient primary health care (central district hospitals). In addition, a procedure has been developed for the transfer of pregnant women to the second and third levels of care.

125. As a result of the improvement of access to services, the number of home births has decreased from 12 per cent to 4.9 per cent.

126. The procedure for providing medical counselling on reproductive health to minors, including members of at-risk groups, was approved under a Government decision of 28 November 2015.

127. On the basis of reproductive health centres, 21 medical counselling units, where medical and psychological assistance is provided to young people from at-risk groups, have been established and are in operation.

128. In total as of today there are 1,640 obstetrician-gynaecologists and 5,008 midwives working in the health-care system.

129. Over the first six months of 2017, 84 obstetrician-gynaecologists and 56 midwives took skills development courses and elementary specialization at the institute of postgraduate studies in health care of the Republic of Tajikistan, a State educational institution. At the centre for postgraduate education of the Abuali ibni Sino Tajik State medical university, a State institution, 62 specialists upgraded their skills during the first six months of 2017. In addition, in 2017 the Ministry sent 140 specialists to do a clinical residency after completing their studies at the Abuali ibni Sino Tajik State medical university.

130. In order to upgrade the skills of obstetrician-gynaecologists from remote and mountainous areas, under a decree of the Ministry of Health and Social Welfare, over 20 specialists took a month-long course in emergency obstetric care in 2017. More than 120 obstetrics specialists were trained in emergency obstetric care for pregnant women suffering from haemorrhage and eclampsia. All maternity institutions were provided with basic medical equipment for emergency care for pregnant women and newborns. At the same time, simulation rooms have been established in all maternity institutions and equipped with visual aids (dummies) for training medical personnel. In order to improve health care for mothers and children, regulations on coaching in maternal and child health, and clinical

guidelines on healthy nutrition for pregnant and nursing mothers and on safe abortions and their monitoring, were approved by decree of the Ministry of Health and Social Welfare on 26 December 2016.

131. The incorporation of gender issues in the efforts being carried out in the Republic of Tajikistan to combat the HIV epidemic is one of the priorities in the work of the country's public health system. Gender issues are at the heart of many strategic initiatives, such as the national health strategy of the Republic of Tajikistan for the period 2010–2020 and the national programme to combat the HIV epidemic in the Republic of Tajikistan for the period 2017–2020. The strategic areas of the national programme in the gender context include HIV prevention, testing, treatment and care, as well as legal aspects to combat stigma and discrimination against people affected by the HIV epidemic. HIV prevention through harm reduction programmes which are being implemented in Tajikistan is taking place among members of key high-risk populations, regardless of their sexual orientation, free of charge.

132. In 2016–2017, the clinical protocols on prenatal care for pregnant women were reviewed and amended. In Tajikistan, HIV testing is provided free of charge to members of key groups of the population and among vulnerable groups such as pregnant women and children, under a programme to prevent mother-to-child transmission of HIV which is being implemented.

133. Treatment against HIV (antiretroviral therapy) is provided to HIV positive people, regardless of their sexual orientation or age, including pregnant women and children, free of charge. Clinical research on this infection (HIV) conducted in the process of patient treatment is also free of charge. In addition, HIV-positive people receive services free of charge for the prevention of secondary diseases, including opportunistic infections.

134. Reduction of stigma and discrimination against all HIV-positive people is reflected in paragraphs 5 and 6 of the national programme to combat the HIV epidemic in the Republic of Tajikistan for the period 2017–2020. During the implementation of the strategy, various activities have been planned to reduce stigma and discrimination, especially among women living with HIV.

135. In all regions of the Republic, the necessary conditions have been created for HIV screening for pregnant women, as well as antiretroviral treatment.

### **Rural women**

#### *Paragraph 30 of the concluding observations*

136. The national development strategy of the Republic of Tajikistan for the period up to 2030 includes a special section on reducing social inequality, which addresses existing problems of inequality and discrimination against women, particularly women from rural areas, and ways of resolving them.

137. In this regard, by a Government decision of 28 November 2015, a plan was adopted for the admission of students to higher vocational education institutions of the Republic of Tajikistan under the Presidential quota for 2016–2020, which provides annually more 625 places for specialized training of girls from remote mountain regions in higher vocational education institutions. In total, the admission of 1,227 students, of whom 629 under quota, or 51.2 per cent, are girls from rural areas, is envisaged. The plan provided for 56 places in specialized agricultural subjects, 14 of which are provided for girls.

138. In accordance with the rules for the admission of students to higher vocational education institutions under the Presidential quotas (approved by decision of the

Government of the Republic of Tajikistan of 2 July 2015), preference in admission is accorded to girls from rural areas.

### **Disadvantaged groups of women**

#### *Paragraph 32 of the concluding observations*

139. Under a Government decision on the procedure for and coverage of free social services, of 13 December 2012, social groups of the population who are in difficult living situations are entitled to receive social services; in particular, women and children who have been subjected to various forms of violence receive free social services through the social service offices at home and in health centres.

140. In order to prevent the placement of children in residential institutions, alternative institutions have been established, in particular, 30 day care centres. Social services in these centres are provided by non-governmental organizations and funded by the Government. There are currently four social service centres for older persons and for disabled persons living alone.

141. By a Government decision, once every two years a targeted employment promotion programme is launched to provide employment, including for vulnerable persons who are not competitive in the labour market. The adoption of employment promotion programmes takes place every two years. On the basis of the programme adopted in each region, implementation measures are formulated and approved. The main activities of these programmes include vocational training, retraining and skills development, job placement in existing vacancies and jobs subject to quotas, the creation of additional jobs by providing small loans to promote self-employment, award and payment of unemployment benefits, the provision of vocational guidance services and community service. Under this programme, 420 women were paid unemployment benefits totalling 9,839 somoni in 2015.

142. In August 2014, amendments and additions were made to the Refugees Act. Work is underway on a draft of a new provision on the Commission, as well as regulations on the procedure for review and award of refugee status, which enshrine the basic standards of protection for refugees and also take into account the experience of other countries. With direct assistance and involvement of the UNHCR Office in Tajikistan, a unified framework for the registration of refugees and asylum-seekers has been established which has significantly simplified the work of staff involved with issues of asylum-seekers and refugees. To date, the number of refugees and asylum-seekers is 2,266 persons, of whom 812 are women. Refugees and asylum-seekers in the Republic of Tajikistan, under the Refugees Act, have the same rights to education, employment and medical care as citizens of the Republic of Tajikistan, except for employment in State institutions.

143. A draft law on amnesty in connection with the legalization of stateless persons and foreign nationals illegally staying in the territory of the Republic of Tajikistan has been formulated, and is currently at the stage of internal harmonization.

### **Marriage and family relations**

#### *Paragraph 34 of the concluding observations*

144. During 2016 and the first six months of 2017, 102 criminal cases were instituted for committing physical or sexual domestic violence, specifically, 21 in 2016 and 14 during the first six months of 2017 for premeditated murder, 19 in 2016 and 5 during the first six months of 2017 for incitement to suicide, 4 in 2016 and 4 during the first six months of 2017 for the murder by a mother of her newborn child, and 19 in 2016 and 14 during the first six months of 2017 for rape. In 2016, 44 cases of rape were recorded, and 26 cases during the first six months of 2017.

Criminal cases were instituted in all these instances, and investigations were carried out. In 16 criminal cases, the victims were underage girls.

145. One of the adverse consequences of domestic violence against women is attempts by such women to take their own lives. In 2016, 169, and during the first six months of 2017, 118 women committed suicide or attempted to commit suicide, which respectively represent 52.4 per cent and 43.7 per cent of all cases of suicide. A total of 24 (19 in 2016 and 5 during the first 6 months of 2017) criminal cases were instituted under article 109 of the Criminal Code and indictments were sent to court in cases of incitement to suicide during that period.

146. In the first half of 2017, the law enforcement agencies of Tajikistan prosecuted and investigated 29 criminal cases involving 51 persons (compared with 12 criminal cases involving 18 persons in the first half of 2016) in connection with crimes involving human trafficking, including under article 130.1 (trafficking in persons) of the Criminal Code — 14 criminal cases involving 17 persons (compared with 2 criminal cases involving 2 persons in the first half of 2016), under article 132 (recruitment of persons for the purpose of exploitation), 6 criminal cases involving 9 persons (compared with 6 criminal cases involving 7 persons in the first half of 2016), under article 167 (trafficking in minors), 7 criminal cases involving 23 persons (compared with 5 criminal cases involving 10 persons during the first half of 2016) and under article 335.2 (facilitation of illegal migration), 2 criminal cases involving 2 persons (no such crimes were recorded during the first half of 2016). Although during the first half of 2017 20 criminal cases were initiated against 26 persons for trafficking and recruiting persons for the purpose of sexual or other exploitation, in all cases the crimes were committed during the period from 2014–2016 beyond the borders of the Republic of Tajikistan by Tajik citizens with the complicity of citizens of the United Arab Emirates and Turkey.

#### **Optional Protocol to the Convention, ratification of other treaties**

##### *Paragraphs 35 and 39 of the Committee's concluding observations*

147. In 2014, Tajikistan ratified the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women.

148. Under paragraph 1 of the national plan of action to implement the recommendations of the member States of the Human Rights Council under the second universal periodic review for the period 2017–2020, Tajikistan undertook to sign the Convention on the Rights of Persons with Disabilities in 2017.