



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

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

**Information received from Tajikistan on follow-up to the
concluding observations on its seventh periodic report***

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* The present document is being issued without formal editing.



Introduction

1. This information is submitted by the Republic of Tajikistan under the follow-up procedure following the consideration of the seventh periodic report of Tajikistan by the Committee on the Elimination of Discrimination against Women.
2. The present document contains responses to the recommendations set out in paragraphs 15, 37 (a), 43 (a) and 53 (a) of the concluding observations of the Committee (CEDAW/C/TJK/CO/7) and has been prepared in accordance with paragraph 67 of those observations.
3. The information provided herein is based on the results of the implementation of the national action plan for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women for 2025–2032, approved by the Government Commission on ensuring compliance with international human rights obligations. The plan serves as the basis for systematic monitoring and evaluation of progress in the implementation of the Committee’s recommendations in the country.
4. The present document was prepared through an inter-agency process involving relevant ministries and agencies of the Republic of Tajikistan.
5. The process of collecting and analysing data involved extensive consultations with representatives of civil society and public organizations specializing in the protection of women’s rights. Their comments and suggestions were taken into account in the final text, ensuring an inclusive approach to the assessment of progress in the implementation of the Convention.

Discriminatory laws

Paragraph 15

6. By an Act dated 16 February 2026, the Labour Code of the Republic of Tajikistan was amended to bring its provisions into line with the requirements of the Equality and Elimination of All Forms of Discrimination Act. As result of these amendments, the scope of labour rights protections has been significantly expanded through the direct prohibition of all forms of discrimination, including sexual harassment and workplace harassment. The legislature has made the list of protected grounds more detailed by adding state of health (including HIV/AIDS status), disability, family responsibilities and other factors not related to a worker’s professional qualities. An important addition was the obligation of employers not only to refrain from discriminatory actions but also to actively ensure equal opportunities in hiring and to take preventive measures to deter workplace harassment. Fundamental changes have been made to the wages system: when assessing qualifications and setting salaries, any preference based on gender is now prohibited; the same skills criteria must therefore be applied to men and women. At the same time, special measures of State protection for individuals in need of social support (including women, young people and persons with disabilities) remain lawful and do not qualify as discrimination. In procedural terms, the amendments affirm the right of victims to bring proceedings to a court to establish violations of the right to equal treatment and claim compensation for both material and moral damage, thus making the anti-discrimination provisions of the Labour Code an effective legal remedy.
7. Under article 35 of the Constitution of the Republic of Tajikistan, the use of the labour of women and minors in demanding underground work and in work in harmful conditions is prohibited. Nevertheless, the Government is consistently working towards gradually revising these restrictions. A total of 336 occupations had been

included in the list approved by a Government Decision dated 4 April 2017. In 2023, that Decision was revised in the light of the significant improvements to working conditions in all sectors of the economy of Tajikistan, including as a result of the expanded automation of production processes and the introduction of modern technologies. By its Decision No. 568 of 30 December 2023, the Government approved a new list of work in which the use of women's labour is prohibited and the maximum number of manual handling loads allowed for women. The number of prohibited occupations was reduced by 194 across 22 economic sectors; the number of occupations prohibited for women thus decreased from 336 to 142. The reduction was made with the support of UN-Women and the International Labour Organization.

8. An inter-agency working group under the Ministry of Labour, Migration and Employment is considering, together with the World Bank and the International Organization for Migration, the question of further reducing the list of occupations prohibited for women while ensuring adequate labour protections.

9. The above-mentioned measures reflect the Government's phased approach to expanding economic opportunities for women, increasing their access to higher-paid occupations and improving their well-being, while at the same time ensuring adequate protection of the health and occupational safety of both women and men. The reduction of the list of prohibited occupations is a positive development and is consistent with the goals of achieving equality and preventing discrimination.

10. On 2 April 2025, at the initiative of the World Bank, a ceremony was held to announce the results of a competition to honour the gender heroes of Tajikistan. The Ministry of Labour, Migration and Employment was declared a winner for its contribution to improving gender policy and expanding economic rights and opportunities for women.

Gender-based violence against women

Paragraph 37 (a)

11. With the aim of improving criminal laws and introducing special provisions for criminal liability for domestic violence, an inter-agency working group was established, by Presidential Decree No. AP-1209 of 30 April 2019, to draft a new version of the Criminal Code of the Republic of Tajikistan.

12. A new draft criminal code has been prepared in accordance with the legal policy framework of Tajikistan for the period 2018–2028, taking into account analysis of the experiences of individual States, as well as proposals from experts and interested ministries and departments. The draft code provides for the inclusion of a separate article criminalizing domestic violence.

13. The criminal law of the Republic of Tajikistan contains provisions applicable to crimes in the digital environment; however, specific provisions on cyberbullying and systematic online harassment are being considered by the inter-agency working group tasked with drafting a new criminal code. The draft code includes articles aimed at protecting citizens, including by regulating the dissemination of personal data, photos and videos without consent, as well as messages of a sexual, offensive or threatening nature.

14. The Government Communications Service, in cooperation with telecommunications operators and Internet providers, is implementing relevant measures of the national action plan for 2025–2032 for the implementation of the Convention on the Elimination of All Forms of Discrimination against Women taking into account the recommendations of the Committee on the Elimination of

Discrimination against Women. This work is carried out using modern technical capabilities with a view to protecting the country's information space, in cooperation with law enforcement agencies.

15. The Office of the Procurator General of the Republic of Tajikistan, in cooperation with the Programme Office of the Organization for Security and Cooperation in Europe in Dushanbe, has prepared and published a handbook on preventing, detecting and investigating crimes related to domestic violence for procuratorial staff. This publication is intended to strengthen the theoretical knowledge and develop the practical skills needed for the effective application of national law, as well as to promote further improvement of mechanisms for protecting victims of domestic violence and to ensure that perpetrators are held to account.

16. In 2025, the Institute for the Study of Legality, the Rule of Law and Crime and the Professional Development of Procuratorial Staff organized relevant training activities to support the professional development of procuratorial staff in the area of the prevention of domestic violence, reaching 585 staff members and comprising nine thematic sessions. During the training, special attention was devoted to studying the provisions of the Convention on the Elimination of All Forms of Discrimination against Women and the Prevention of Domestic Violence Act, as well as other international instruments and national regulations aimed at preventing violence against women.

17. Training on the proper application of criminal law, including the practical aspects of classifying crimes and imposing penalties, was provided to 132 judges from courts of various instances. This training took the form of specialized seminars and workshops.

18. In addition, information and awareness-raising campaigns were conducted to increase public awareness of the new provisions of the law.

Equal participation in political and public life

Paragraph 43 (a)

19. 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. Article 27 of the Constitution affirms the equal rights of citizens to public service. A similar provision is contained in article 2 of the Public Service Act, which stipulates that citizens of the Republic of Tajikistan have equal rights to join and serve in the public service, regardless of the aforementioned attributes.

20. The Government of the Republic of Tajikistan is implementing a national strategy for the promotion of women's role in Tajikistan for 2021–2030, as well as a national action plan for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women. The Public Service Agency under the President of the Republic of Tajikistan has approved and is implementing relevant action plans to enforce the Act on State guarantees of equal rights for men and women and equal opportunities in the exercise of such rights. These programmes and regulations are implemented by all government bodies in the country.

21. In addition, by its Decision No. 204 dated 27 April 2022, the Government approved a State programme of education, selection and placement of capable women and girls in leadership positions for 2023–2030, which is implemented by relevant ministries and departments in their areas of competence and is aimed at expanding

the participation of women in public administration, building a talent pool and creating conditions for their professional growth.

22. With the aim of ensuring the proper implementation of the above-mentioned Acts, the Public Service Agency conducts quarterly monitoring of the quantitative and qualitative composition of civil servants, including analysis of the representation of women and compliance with the principle of equal rights. Following the monitoring, relevant information is sent to government bodies for the adoption of measures to address the identified shortcomings.

23. The achievement of gender equality in the Republic of Tajikistan has traditionally been one of the priorities of State policy. This is reflected in the level of representation of women in government bodies. Below is comparative information on the representation of women in the chambers of the parliament of the Republic of Tajikistan, reflecting trends in recent years:

(1) Majlis-i Milli, the upper chamber of the Majlis-i Oli of the Republic of Tajikistan:

- 2020: 8 women, representing 26.6% of all members.
- 2025: 10 women, representing 32.2% of the 31 members.

Compared with 2020, the number of women increased by two, and the proportion of women rose by 5.6 percentage points, indicating a positive trend in the expansion of women's participation in the work of the Majlis-i Milli.

(2) Majlis-i Namoyandagon, the lower chamber of the Majlisi Oli of the Republic of Tajikistan:

- 2020: 17 women (27%).
- 2025: 18 women, representing 28.5% of the 63 deputies.

Compared with 2020, the number of women increased by one, indicating a gradual increase in the representation of women in the lower chamber of parliament.

24. As at February 2026, 97 women judges are serving in the judicial system of Tajikistan, accounting for 23.9% of all judges. Of the women judges, 5 are judges of the Supreme Court, 8 are court presidents, 5 are first deputy court presidents, 4 are deputy court presidents and the remaining 75 serve as judges.

25. The total number of public servants working in the judicial system is 729, of whom 185, or 25.4%, are women. Of those women, 15, or 8.1%, hold leadership positions as heads or deputy heads of departments and divisions in the court system.

26. As at 31 December 2025, the total number of public service posts is 22,817, of which 4,002, or 17.5%, are vacant and 18,815, or 82.4%, are actually encumbered. Women hold 4,782, or 25.4%, of the public service posts. Leadership positions (political positions and positions in the highest to fourth categories) are held by 6,192 people (32.9%), of whom 1,164, or 18.8%, are women.

27. Central government bodies and their subsidiaries employ a total of 12,227 public servants, of whom 3,061, or 25.0%, are women. Leadership positions are held by 3,494 people (28.5%), including 571 women (16.3%).

28. Local State executive bodies employ a total of 3,579 public servants, of whom 1,050, or 29.3%, are women. Leadership positions are held by 1,492 people (41.6%), including 305 women (20.4%).

29. Local self-governing bodies of villages and settlements employ a total of 3,009 public servants, of whom 671, or 20.5%, are women. Leadership positions are held by 1,206 people (40.0%), including 288 women (23.8%).

30. An analysis of the trends compared with the same period in 2024 shows both positive and negative changes. An increase in the number of women has been recorded in a number of ministries, departments and local State executive bodies. At the same time, a decrease in the number of women in certain government bodies has been observed.

31. The Ministry of Foreign Affairs of the Republic of Tajikistan consistently implements measures aimed at expanding the participation of women in the Foreign Service. Between 2023 and 2026, the number of women in the Foreign Service increased from 78 to 85. Currently, 10 women hold leadership positions in the Ministry, including as Ambassador Extraordinary and Plenipotentiary, Consul General, Deputy Minister and heads of departments of the central office.

32. With the aim of expanding access for women to the public service, changes have been made to the procedure for holding competitions to fill vacant administrative posts: when participating in a competition for the first time, women are awarded three additional points. As a result of this measure, 492 women were recruited into the public service in 2025. As at 31 December 2025, a total of 1,440 women had been appointed through competitions, representing 23.5% of all recruits.

33. In addition, in June 2025, under a leadership skills programme, an ad hoc professional development course was organized for women leaders and women included in the talent pool of central and local government bodies, involving 30 participants.

34. Overall, the implementation of these regulations, strategies and programmes is contributing to a gradual increase in the number of women involved in public administration and decision-making processes. Work in this area will continue on a systematic basis with a view to further strengthening the principles of gender equality in the public service system.

35. Available data indicate a consistent and systematic effort to build the workforce capabilities required to promote women and girls to leadership and managerial positions in public administration.

36. With a view to enhancing the role of women and supporting their promotion to leadership positions, a national competition entitled “Best woman public servant” is held annually. The aim of the competition is to strengthen the knowledge, skills and professionalism of women public servants, to uphold the rights and interests of women and to prepare capable women and girls to become national leaders. The final stage of the competition is a scientific and cultural conference entitled “Contribution of the leader of the nation to enhancing the status of women in society”, at which the winners are awarded a certificate, an honorary cup and prizes.

37. Charogi Khidoyat is a State training centre for orphan girls and girls from vulnerable families studying at educational institutions in Dushanbe. The centre provides favourable conditions for the comprehensive development of those girls, providing them with accommodation, food and necessary social support. The centre offers supplementary educational programmes aimed at expanding the professional and personal skills of female pupils. Special attention is paid to developing leadership qualities, building managerial skills and preparing future women leaders.

38. The School of Young Leaders is operating under the State programme of education, selection and placement of capable women and girls in leadership positions for 2023–2030, producing 60 graduates each year.

39. The Sarvar women's educational centre is a State institution providing supplementary education programmes for female students, including those studying under the presidential quota and capable students at higher vocational education establishments. The centre systematically promotes the development of their leadership potential, strengthens their professional skills and builds a talent pool of promising young women.

HIV/AIDS

Paragraph 53 (a)

40. As part of efforts to strengthen the regulatory framework for healthcare, Act No. 2213 on amendments to the Health Code of the Republic of Tajikistan was adopted on 17 December 2025. Pursuant to that Act, chapter 24 of the Code, "Countering HIV and diseases caused by it", was revised.

41. The new version of chapter 24 establishes a set of modern legal mechanisms aimed at ensuring the consistent fulfilment of the principles of non-discrimination and equal and fair access to healthcare, and respect for the dignity and rights of people living with HIV. Particular importance is attached to unconditional compliance with medical confidentiality as a key guarantee of personal safety and trust in the healthcare system. The updated provisions serve as a stable and systematic legal basis for a comprehensive approach to HIV and the further strengthening of the national human rights protection system.

42. The amendments have helped to safeguard the rights of people living with HIV, reduce discrimination and social stigma, and harmonize national laws with the international obligations of the Republic of Tajikistan.

43. In the new version of the chapter, particular attention is paid to regulating the issues of confidentiality, access to treatment, medical observation and comprehensive medical and social support. These standards are aligned with international requirements, creating a solid legal and institutional framework for protecting the rights, dignity and personal integrity of citizens.

44. An inter-agency working group is considering the question of amending Government Decisions No. 475 of 25 September 2018 and No. 406 of 1 October 2004 with a view to further improving the regulatory framework and eliminating provisions that could restrict the rights of people living with HIV. Its approach is based on the principles of proportionality, non-discrimination and respect for human rights, while taking into account public health objectives.

45. Currently, antiretroviral therapy is provided free of charge to all people living with HIV, regardless of gender and social status, in accordance with national programmes and approved clinical protocols for the prevention and treatment of HIV. This approach is consistent with international standards, including the principles of universal access to healthcare, non-discrimination and the protection of human rights.

46. Since 2025, the Government has provided funding from the State budget for the procurement of antiretroviral medicines, thus helping to strengthen the sustainability of the national healthcare system and to reduce dependence on external sources of support. Specifically, 600,000 somoni were allocated for that purpose in 2025, and 1,200,000 somoni are planned for 2026. The steady increase in funding reflects the strategic focus of State policy on ensuring long-term access to essential medicines for people living with HIV.