

▶ **High Level Conference**

▶ **Pathways to Gender Equality and
Decent Work in Uzbekistan**

23 May 2023, Tashkent

▶ PATHWAYS TO GENDER EQUALITY AND DECENT WORK IN UZBEKISTAN

Overall Goal of the Conference

The Conference aims to reaffirm the commitment of the tripartite constituents to implement ILO's transformative agenda on gender equality and decent work and contribute to [ILO's call for a Global Coalition for Social Justice](#). It will serve as a forum to share knowledge on promoting decent work principles through concerted and holistic policies.

Underpinned by principles of social dialogue, the Conference will offer an opportunity to the ILO tripartite constituents and partners to express their vision of sound socio-economic and financial policies advancing gender equality and decent work agenda.

In today's exceptionally challenging context, gender equality and women's empowerment in the world of work are key to achieving the vision of "leave no one behind" in the UN 2030 Agenda for Sustainable Development. Both women and men contribute to economic growth, prosperity of societies and the planet. At the same time, women remain disproportionately affected by poverty, inequalities, discrimination, violence and harassment and exploitation in the world of work. They are also over-represented when it comes to paid and unpaid care work.

While the world is at a historical turning point in reinvigorating social justice, gender equality is a key matter thereof, allowing equal access to rights, resources and opportunities. The ILO's call for A Global Coalition for Social Justice comes very timely to accelerate the efforts of the ILO tripartite constituents and multilateral system in putting social justice on a top of national, regional and global policy agenda.

National Context

In the recent years, Uzbekistan is undergoing significant social and economic reforms resulting in development of policies and programmes in creating an enabling environment for social justice. Committed to the ILO decent work agenda, Uzbekistan has initiated important measures in promoting gender equality, advancing women's rights and addressing inequalities in the labour market through adoption of national policies, legislation and strategies for achieving gender equality. Uzbekistan has also progressed in committing to international standards and norms through implementation of ILO Conventions on Equal Remuneration, No.100 and Discrimination (Employment and Occupation), No.111 already ratified by the Government and ratification of ILO Conventions on Maternity Protection, No.183 and Violence and Harassment, No.190 as envisaged.

Despite the notable progress made in promoting decent work agenda, there are some challenges, including those related to gender equality, gender pay gap, equal opportunities for women and men in the labour market, access to finance, and inclusive and decent social protection schemes. To address those challenges, the ILO tripartite constituents should join forces in promoting gender-responsive national strategies advancing social justice and decent work.

Objectives and Scope of the Conference

The *High Level Conference on Pathways to Gender Equality and Decent Work in Uzbekistan* will feed into the ILO's global vision to promote the Global Coalition for Social Justice and reinforce commitment of the ILO tripartite constituents to take actions for social justice. The Conference will bring together representatives of the governments, workers' and employers' organisations from different countries, UN agencies, international partners including IFIs, civil society, and academia.

The main output of the Conference will be a *Tripartite Statement on "Advancing Social Justice through Gender Responsive Actions in Uzbekistan"*. The Statement will address the concrete and feasible priorities required to achieve greater gender equality and social justice in the country. The Statement will reaffirm the commitment of the Republican Commission for the Advancement of the Role of Women in Society, Gender Equality and Family the Government, social partners, and international community to promote gender equality and decent work agenda in Uzbekistan.

The specific objectives of the High Level Conference are to:

- reaffirm the commitment of the ILO tripartite constituents in advancing gender equality and social justice in Uzbekistan.

- exchange of knowledge and experiences in mainstreaming and implementation of gender responsive policies in different countries.
- address challenges and opportunities in achieving a gender-responsive economic and social development and decent work.

AGENDA

23 May 2023, Tuesday	
Conference Hall – InterContinental Hotel, Tashkent	
9:30–10:00	Registration
10:00–11:15	<p>Opening Remarks</p> <p>Moderator: Mr. Erkin Mukhitdinov, Deputy Minister, Ministry of Employment and Poverty Reduction</p> <p>Ms Tanzila Narbayeva, Chairperson of the Senate/Head of the Committee on Women and Gender Equality of the Senate</p> <p>Mr Behzod MusaeV, Minister of Employment and Poverty Reduction</p> <p>Mr Qudratullah Rafikov, Chairperson, Federation of Trade Unions of Uzbekistan</p> <p>Mr Ilkhom Khaidarov, Chairperson, Confederation of Employers of Uzbekistan</p> <p>Ms Consuelo Vidal Bruce, UN RC a.i. in Uzbekistan</p> <p>Ms Olga Koulaeva, Director of ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia</p> <p>Ms Chidi King, Chief of the ILO Gender, Equality, Diversity and Inclusion Branch (GEDI)</p>
11:15–11:30	Coffee break
11:30–13:30	<p>Pathways to achieve gender equality in the world of work: Make it happen!</p> <p>Moderator: Ms Chidi King, Chief of the ILO Gender, Equality, Diversity and Inclusion Branch (GEDI)</p> <ul style="list-style-type: none"> ○ <i>Uzbekistan</i>: Women in the World of Work, Mr Mansour Omeira, Equality and Non-discrimination Specialist • GEDI (online) ○ <i>Switzerland</i>: Making equal pay for work of equal value as a reality, Mr Konstantin Obolensky, the Ambassador of Switzerland ○ <i>Italy</i>: Building gender sensitive workplaces: Danone Experience in Italy, Ms Sonia Malaspina, HR Director of DANONE (online) ○ <i>Sweden</i>: Gender mainstreaming into public policies and programmes, Mr Bengt Lyngbäck ○ <i>Norway</i>: Women's integration into labour market, Mr Bjørn Halvorsen (Video) ○ <i>Germany</i>: Best practices in promoting gender equality and women's empowerment through projects on the ground, GIZ experience, Ms Olga Kirichenko, Portfolio Manager, Uzbekistan ○ <i>Türkiye</i>: Ensuring gender equality through global supply chains, Ms Aysun Sayin, Chief People, Culture and Sustainability Officer, RAN Group ○ <i>ITUC</i>: Promoting gender quality through trade union policies, Ms Silvia Cormaci, ITUC Gender Equality Advisor (online) ○ <i>Montenegro</i>: Promoting women in management and business, Ms Zvezdana Oluic, Montenegrin Employers Federation ○ <i>World Bank</i>: Priorities and implementation of gender equality policies through WB programme, Ms Sevilya Murodova, ET Consultant for the World Bank's Poverty and Equity program in Central Asia
13:30–14:00	Q&A Session
14:00–14:15	Communiqué on the outcomes of the International Conference on "Pathway to Achieve Gender Equality and Decent Work in Uzbekistan" , Ms Tanzila Narbayeva, Chairperson of the Senate//Head of the Committee on Women and Gender Equality of the Senate
14:15–15:30	Lunch