

# Tajikistan : At a Glance

## Maternity Protection

**Who is covered:** women in employment contract in enterprises, institutions and other organizations, irrespective of the form of ownership, or working for private individuals, as well as persons who are members or associates of enterprises.

**General total duration:** 140 calendar days (70 days prior to childbirth and 70 after childbirth)

**Maternity benefits:** 140 days at 100% of the previous salary paid by social security

**Parental leave:** 156 weeks (78 paid) either to the parent or actual caregiver with a flat rate benefit paid through social security

## Country stats:

**Population, total (millions): 8.41 2014**

**Labour force participation rate: 58.9% women, 77.1% men 2013 (ILO, Key Indicators of the Labour Market database)**

**Labour force participation rate as a ratio female to male: has remained between 76 and 78% since 1990, 2013 (as above)**

**Unemployment: 9.6% female and 11.5% men 2013 (as above)**

**Vulnerable employment (% of employment by sex): 41.1% women and 51.8% men (as above)**

**Share of Women employed in Agriculture without Maternity Protection: 80% (CEDAW 2013)**

**Poverty headcount ratio at national poverty lines (% of population): 42.2% 2009 (World Bank, Global Poverty Working Group.)**

**Proportion of seats held by women in national parliaments (%): 17% 2014 (Inter-Parliamentary Union)**

**Gender pay gap: woman's wages constitute 49,1% of mens 2011 (Agency for Statistics under the President of RT. Women and Men in the RT. 2012)**

**Child marriage: 11.6% of women aged 20-24 were married for the first time before age 18, 2012 (Agency for Statistics, Ministry of Health, Tajikistan Demographic and Health Survey.)**

**Female headed households: estimates vary from 20% of all households (Tajik survey) to 50% (World Bank) (ILO report)**

## Maternity stats:

**Fertility rate: 3.8 2013 (World Development Indicators, World Bank)**

**Adolescent fertility rate (births per 1,000 women ages 15-19): 41.9 2013 (United Nations Population Division, World Population Prospects.)**

**Teenage mothers (% of women ages 15-19 who have had children or are currently pregnant): 7.4% 2012 (Demographic and Health Surveys, World Bank)**

**Maternal mortality ratio (modelled estimate, per 100,000 live births): 44 2013 (Trends in Maternal Mortality: 1990 to 2013. Geneva, World Health Organization, 2014)**

**Births attended by skilled health staff (% of total): 68.5% 2011 (UNICEF, State of the World's Children, Childinfo, and Demographic and Health Surveys)**

**Pregnant women receiving prenatal care (%): 77.9% 2012 (as above)**

**Doctors per 100K people: 170 (WHO)**

## Barriers to accessing MP:

- Lack of education about rights under employment relationships
- lack of birth registration in rural communities in order to access maternity benefits
- social taxes are not collected by homeworkers and they are not protected
- employers may be reluctant to hire women in formal contracts as they would be obliged to pay the social tax for maternity benefits, leaving many women in informal employment relationships

## Solutions:

National Strategy for Development to 2020 includes plans to extend benefits to women who have not paid social tax contributions and do not have a labour record.