



# Family and Gender Policies concepts in the Republic of Kazakhstan 2030

Istanbul, 2022

## Achievements and problems in the area of gender policy

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The global practice shows that gender issues are among priority areas of public policy in many countries. The international community regularly monitors ratings in the area of gender equality.

The objectives of the state gender policy include the achievement of parity in the rights, benefits, responsibilities and opportunities for men and women in all areas of the life of the society, and overcoming all forms of gender-based discrimination.

## Strengthening gender quality

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- From the accession to the Beijing declaration in 1995, the country has followed a targeted course towards forming its gender policy. In December 1998 a Decree by President of the Republic of Kazakhstan established the National commission on women's affairs, family and demographic policy. Relevant advisory bodies function in the regions of the country.
- In September 2015 Kazakhstan committed to the implementation of the UN Sustainable Development Goals (SDGs), and 12 out of 17 SDGs are gender-sensitive. One of such goals is SDG 5: "Ensuring gender equality and empowerment of all women and girls". It is aimed at the elimination of all forms of gender-based discrimination and ensuring equality of opportunities and treatment for girls and women.
- These goals require national adaptation and incorporation in all strategic directions and objectives of the country.
- As of today the UN Sustainable Development Goals (SDGs) are 79.9% integrated in the strategic state programs.
- The country adopted and implemented the Gender policy concept 2006, Gender equality strategy in the Republic of Kazakhstan 2006-2016, which enabled further steps to create and improve the national legislation in the interests of gender equality.

## Non-governmental organizations are currently playing an important role in the public and political life of the country.

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- According to the World economic forum (WEF) index, in 2016 Kazakhstan was on the 52nd place out of 147 countries, and in 2020 it was 79th out of 156 countries. One can observe a significant reduction of Kazakhstan's rating vs. this indicator.
- According to WEF estimates, the indicators in the area of political empowerment and social & economic participation in Kazakhstan have a medium level of gender gaps. Long-term, they may impact the competitiveness of the national human capital.

## Support of women's political and leadership positions

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- Over the years of implementation of the gender strategy one observed significant shifts in the quantitative representation of women in elected bodies of power. In the first year of implementation of the Gender strategy (2006) the share of women in the Majilis of the Parliament of the Republic of Kazakhstan was 10.4%, whereas in the last year (2016) it reached 27.6%.
- 2020 saw the adoption of amendments to the laws of the Republic of Kazakhstan “On elections in the Republic of Kazakhstan” and “On political parties”, whereby party lists are to be formed with a minimum of 30% allocation for women and the youth. Based on the results of the amendments, the share of women in the Majilis of the Parliament of the Republic of Kazakhstan reached 27.1%, and in local representative governance bodies of all levels it reached 30.5%.
- In six maslihats of the regions of the country the share of women deputies exceeds 30%. These include Mangistau (34,4%), Aktobe (33,3%), Pavlodar (31,3%), Akmola (31,3%), Almaty (31,1%) and North Kazakhstan provinces (30%).
- As of January 1 2021 the share of women among public servants across the country reached 55,5% (49 031 out of 88 409), including: political - 8,9% (65 out of 728), class A administrative personnel - 11,4% (9 out of 79), class B - 55,9% (48 957 out of 87 602). The share of women in leading public service positions is 40% (9 531 out of 23 959).

# Economic empowerment of women

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- The population of Kazakhstan as of January 1 2021 reached 18879,5 thousand people, of which 9179,1 thousand (51,4%) are women and 9160,3 thousand (48,5%) are men. Population growth in 2020 reached 247,8 thousand people, annual growth rate is about 1,3% per year.
- Kazakhstan labor market provides for high employment among women and the availability of skilled workers. Whereas the level of unemployment among women in 2016 was 5.5%, in 2020 it reached 5.4% with women constituting 49,1% of all hired workers in the country. According to 2020 data, the Republic of Kazakhstan has 2045,4 thousand self-employed, of which 930,1 thousand are women and 1115,3 thousand are men. Thus the share of women among self-employed in Kazakhstan is 45.5%.
- Women entrepreneurship covers wholesale and retail trade, where they account for 54.5% of such enterprises, and 59,2% in real estate, and 25.1% in agriculture.
- Women are active in small and medium size enterprises (SMEs). Before the implementation of the Gender strategy the share of women in business was 38% (in 2004), whereas as of January 1, 2021 43.26% of all active SMEs were headed by women.
- In 2015 the Government of the Republic of Kazakhstan and the European bank for reconstruction and development (EBRD) signed an agreement on the implementation of the “Women in business” program. The program is aimed at improving competitiveness and the development of women’s entrepreneurship through financing and access to know-how. EBRD supports more than 1000 Kazakhstan’s women entrepreneurs every year with the help of educational projects.

## Opportunities for self-realization and gender

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- The legislation of the Republic of Kazakhstan in the area of education ensures equal access and opportunities for men and women in obtaining quality education. According to WEF estimates, the level of gender gaps in education in Kazakhstan is minimal.
- The share of women and girls among students is 49.5%, whereas the share of men and boys is 50.5%. This minimal gender gap is characteristic of general secondary schools, vocational and technical schools, and higher education. At the post-graduate level the share of women is 1.7 times higher than the share of men. In the WEF Global gender gap index for school and higher educational enrollment Kazakhstan is on the top spot<sup>18</sup>.
- In 2020-2021 the share of men studying in higher educational institutions with specialization in information and communication technologies exceeded that of women by 2.2 times, in engineering, processing and construction - by 2.4 times. At the same time the share of women studying in the areas of education, social and natural sciences, statistics and journalism exceeded the share of men by 2.4 times on average.
- Women have obtained more opportunities to get involved in professional sports. At the summer Olympics 2020 in Tokyo the share of women reached 34%, they won 25% of medals.

## Example of tried and tested best practice

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Currently there are 17 successfully functioning Centers for the development of women's entrepreneurship.

*The centers provide 7 types of services:*

- Consulting and identification of women's pressing problems and needs,
- Training women to develop their professional skills, cooperation, social entrepreneurship,
- Investment promoting training (crowdfunding),
- Assessment of women entrepreneurs.
- Mentorship,
- Provision of information to women about opportunities to participate in various projects,
- Organizing consultations with manufacturers of equipment.

*As part of these instruments:*

- Trainings were conducted for women in the area of horticulture (vegetables), basics of SMM-marketing, social entrepreneurship, and business skills trainings;
- In the nearest future trainings will be launched for women in the areas of sewing and confectionery making, including automating clothing design and baking courses.
- As of now more than 5000 women turned the CDWEs, of which more than 4000 have training needs. It is noteworthy that almost 40% of women out of those that contacted the centers fall into the vulnerable category and have no means to pay for the training and/or mentorship.



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**THANK YOU FOR YOUR ATTENTION!**