



International IT University

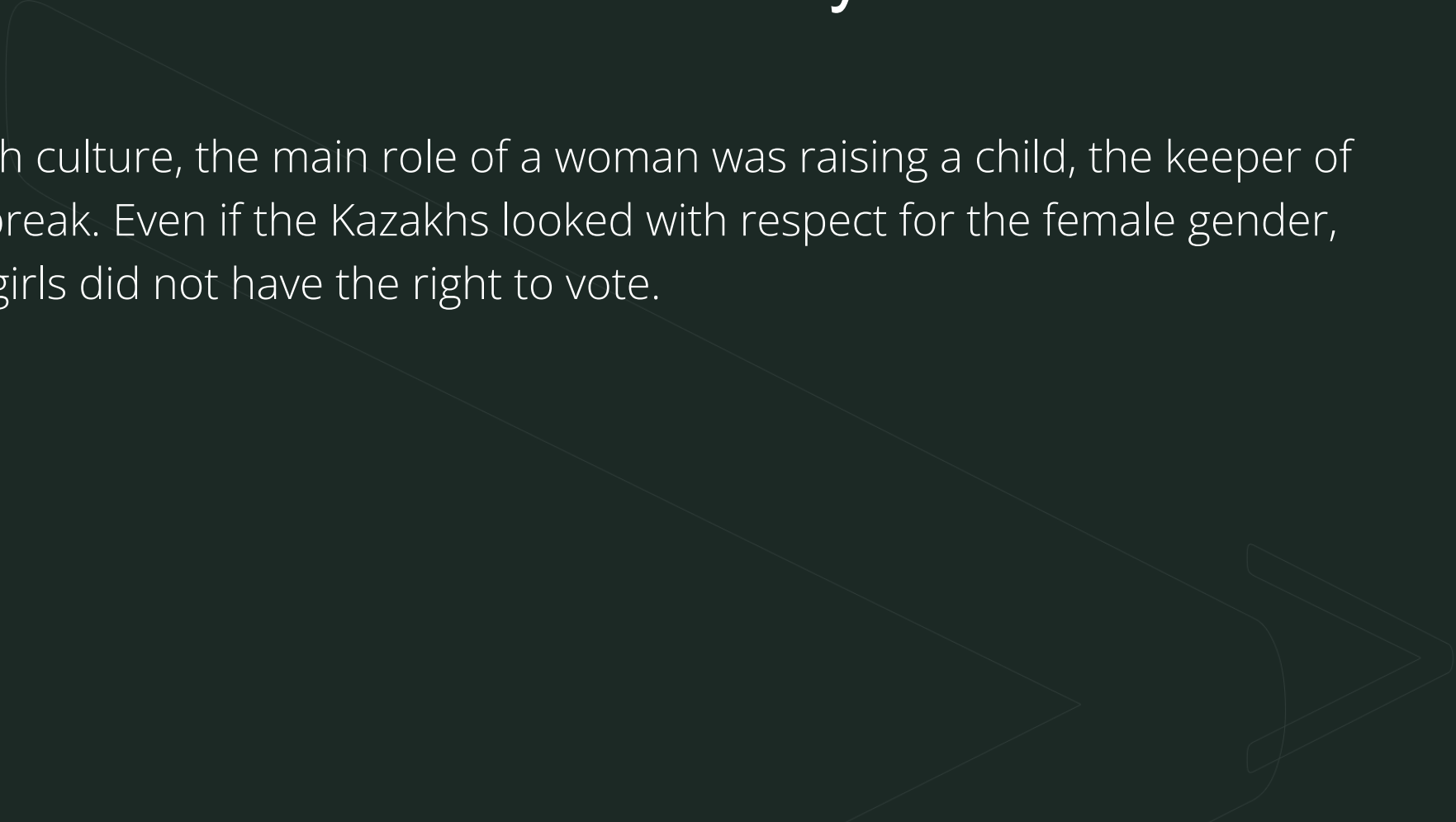

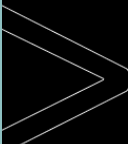
Gender differences in Kazakh culture


Done by:Koyshegul N.
Group:IS1803k

Almaty 2020



Historical way

- In Kazakh culture, the main role of a woman was raising a child, the keeper of the outbreak. Even if the Kazakhs looked with respect for the female gender, Kazakh girls did not have the right to vote.
- 
- 
- 

- 
- THE WOMEN'S RIGHTS MOVEMENT IN KAZAKHSTAN DATES BACK TO THE LATE 19TH CENTURY. AT THAT TIME, IT WAS INEXTRICABLY LINKED WITH THE ALL-RUSSIAN MOVEMENT FOR PROVIDING WOMEN WITH ACCESS TO EDUCATION AND PAID WORK IN THE RUSSIAN EMPIRE. THE NATIONAL KAZAKH WOMEN'S MOVEMENT WAS FULLY FORMED ONLY IN THE 1990S AFTER KAZAKHSTAN GAINED INDEPENDENCE.

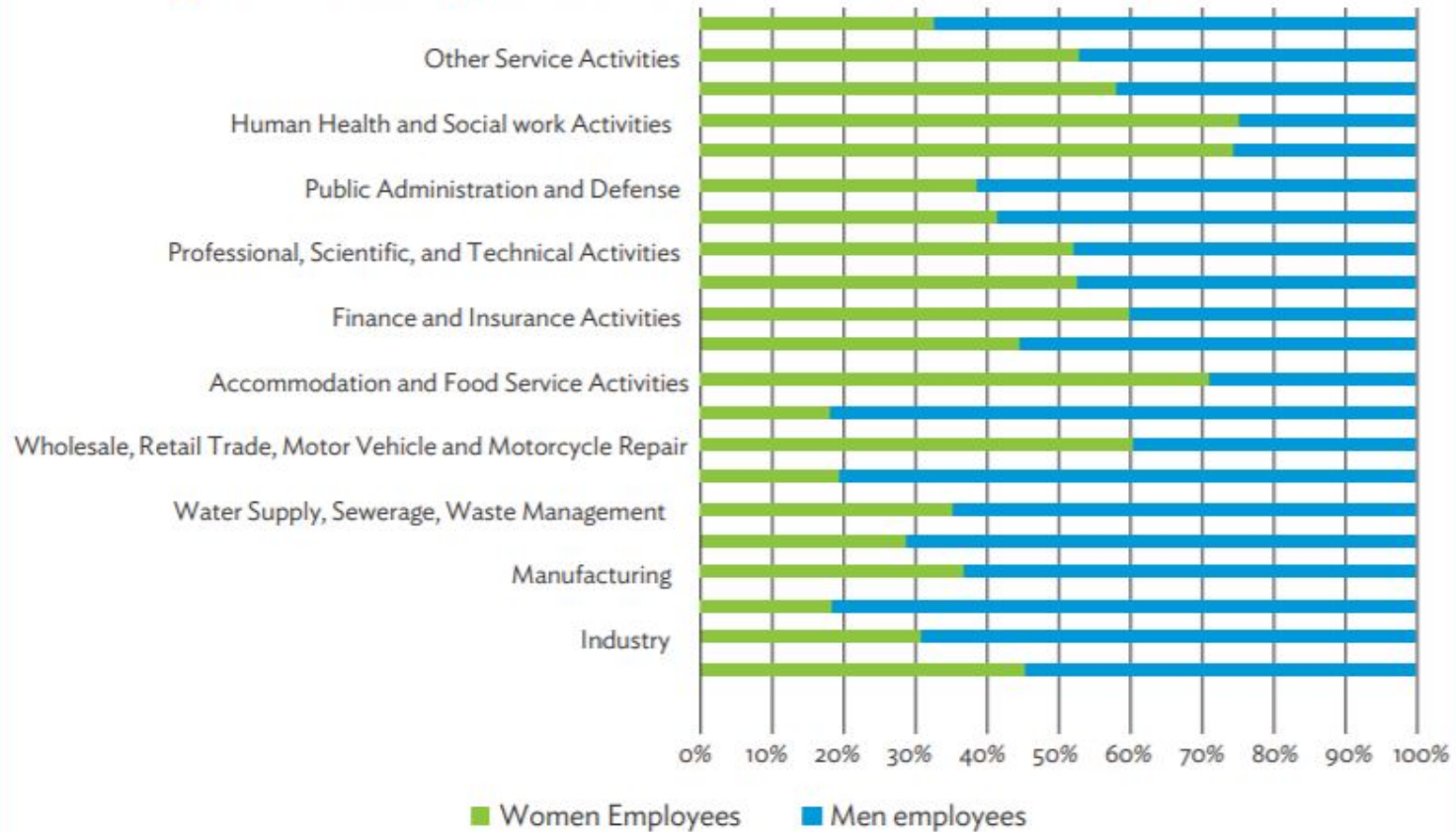
- Forced marriage and bride kidnapping are problems with which women and girls are confronted in Kazakhstan, although their exact prevalence is not known. In Kazakhstan, bride kidnapping (*alyp qashu*) is divided into non-consensual and consensual abductions, *kelisimsiz alyp qashu* ("to take and run without agreement") and *kelissimmen alyp qashu* ("to take and run with agreement"), respectively. Some kidnappers are motivated by the wish to avoid paying a bride price.






- Kazakhstan has maintained a steady women's labor participation rate that compares well with that of most other countries, including some high-development economies. The 2016 Human Development Report data shows women's labor force participation rate at 66.1% compared to 77.0% for men.
- Women are underrepresented in executive positions in most spheres of the economy. The one sphere that has more women chief executive officers than men is education where women head 63.8% of companies. For health and social services, 46.3% are headed by women; for housing and food services, 42.7% of the chiefs are women. For finance and insurance, 41.7% have a woman as the top executive, followed by real estate (40.5%) and art (36.5%). Women had low representation as the top executive in agriculture (12.9%), energy (12.6%), and mining and quarrying (11.6%).

Figure 1: Percentage of Women and Men by Sector of Employment



Source: Government of Kazakhstan, Ministry of National Economy, Committee on Statistics. 2015.



The extent to which women in Kazakhstan will benefit from economic growth depends greatly on how they are positioned in the labor market. Women are less active than men in the formal economy, and opportunities for them still mainly lie in the informal sector or in self-employment. This reflects the general expectation that women will be primarily responsible for childcare and unpaid domestic work. The labor market exhibits distinct gender patterns, with women overly represented in public sector jobs (e.g., health care and education) which offer the lowest salaries, and men predominating in higher-paying technical fields (e.g., natural resources extraction, construction, and industry). Women are also underrepresented in upper managerial positions. This occupational segregation, along with the persistence of workplace discrimination, contributes directly to the gender wage gap and impedes inclusive growth.