

Findings of the study on causes and consequences of women's economic inactivity and their engagement in the informal economy of Kazakhstan



FINDINGS OF THE STUDY ON CAUSES AND CONSEQUENCES OF WOMEN'S ECONOMIC INACTIVITY AND THEIR ENGAGEMENT IN THE INFORMAL ECONOMY OF KAZAKHSTAN



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This publication provides the findings of a study of the causes and consequences of women's economic inactivity and their engagement in the informal economy of Kazakhstan. The study was conducted by the Institute for National and International Development Initiatives (the "INIDI") with technical support from the UN Women structure in Kazakhstan.

Statements of fact and opinion appearing in this publication are made by the authors alone and do not necessarily represent the opinions of UN Women.

LIST OF ABBREVIATIONS

CIS	The Commonwealth of Independent States
ECA	Europe and Central Asia
ILO	The International Labour Organization
IRC	The Information and Resource Center
LC RK	The Labour Code of the Republic of Kazakhstan
LRK	The Law of the Republic of Kazakhstan
NCE	The National Chamber of Entrepreneurs
NEET	Not in Education, Employment or Training
NGOs	Non-Governmental Organizations
OECD	The Organization for Economic Cooperation and Development
RK	The Republic of Kazakhstan
SDGs	Sustainable Development Goals
SME	Small and Medium-Scale Enterprises
UN	The United Nations
VAT	Value Added Tax

RESEARCH METHODOLOGY

Goals of the study:

- to assess the situation of informal employment of women in the Republic of Kazakhstan (by the example of pilot regions: Almaty, Nur-Sultan, Shymkent cities; East Kazakhstan, Mangistau, Pavlodar, Turkestan oblasts);
- to identify existing data gaps (forms of unofficial employment, causes of women's inactivity), develop an analytical review based on the findings of the study and recommendations that will allow for policy and policy measures to increase the level of decent employment for women. Also economic opportunities in the field of women's employment in the country, with a focus on unofficially employed women.

To achieve the study goals, it was necessary to implement the following objectives:

- to review international experience of women's engagement in unreported employment;
- to review the legal framework on unreported employment in Kazakhstan;
- to analyze the factors that influence women's employment in the informal sector, to unfold the arguments for and against (especially in terms of vulnerability and discrimination).
- to identify and analyze the main factors that promote women's economic inactivity, including gender-related barriers that lead to female unemployment and increased economic inactivity, their causes and consequences;
- to prepare a comparison table with the identified systemic barriers to increase

women's economic activity and employment in the formal sector.

Task groups

The primary target group of the study is all women living in Kazakhstan aged 15-64 yearsold. The secondary target group is representatives of the local executive authorities responsible for employment and social protection.

The methodology for conducting a sociological study will primarily be based on the programme of its organization and procedure:

1. statement of the goal, task, subject and selection of the research object;
2. development of study tools:
 - drawing up a questionnaire for the study;
 - organisation and undertaking of quantitative and qualitative research;
 - survey data collection and analysis;
 - preparation of a report on the findings of the study.

Geographical spread of the study

Geographical spread of the study: Almaty, Nur-Sultan, Shymkent cities; East Kazakhstan, Mangistau, Pavlodar, Turkistan oblasts.

Study phases

The goal and objectives of the study will be achieved by conducting the study and disseminating recommendations based on it, which includes:

Phase 1. Analysis of available sources of information on the subject under study

1. Analysis of the regulatory framework in Kazakhstan
2. Analysis of international experience
3. Analysis of readily available statistics

Phase 2. In-depth interviews (focus groups) with representatives of target groups

1. representatives of the local executive authority in charge of employment and social protection;
2. women engaged in unreported employment.

Phase 3. Questionnaire survey

1. Among women living in the pilot regions aged 15-64 years old.

Phase 4. Preparation of a consolidated analytical report

Consolidation and analysis of data obtained during the study at all phases of work and subsequent formulation of recommendations for improving national legislation and practices on women's economic empowerment in employment.

Qualitative research (information collection and in-depth interviews)

Analysis of available information sources

At the first phase of the study, a desk review will be conducted to analyze existing information on this issue:

1. the regulatory framework;
2. statistics;

3. review of international experience based on available open sources and reports;
4. publications in national media.

Objectives:

- to study the Laws of the RK and Decrees of the RK Government;
- to review and analyze statistics;
- to study available data on international experience;
- to review available research data on the same subject.

In-depth interviews (focus groups)

To achieve the goals and objectives of the study, the in-depth interview method (qualitative method) in the form of a focus group will be used. A qualitative research will identify the full range of opinions that exist in the surveyed group. The main goal of qualitative methods is to understand the phenomenon under study. Tools: a guide that has been specially developed.

Selection of the participants: participants will be selected in all pilot regions among the representatives of local authorities and various types of organisations working on the study issues. Two focus groups will be held in each of the pilot regions, with 8 to 10 people in each focus group, which corresponds to the standards for conducting such research studies.

TABLE 1:
Sampling of participants in in-depth interviews

Region	Representatives of the local executive authority in charge of employment and social protection	Women engaged in informal employment
Almaty City	8-10 people	8-10 people
Nur-Sultan City	8-10 people	8-10 people
Shymkent City	8-10 people	8-10 people
Mangystau	8-10 people	8-10 people
Pavlodar	8-10 people	8-10 people
Turkistan	8-10 people	8-10 people
East Kazakhstan	8-10 people	8-10 people
TOTAL= 160-200	8-10 people	8-10 people

Quantitative research (questionnaire survey)

A quantitative study identifies the prevalence of parameters measured and analyzes the data using mathematical techniques of analysis.

Objectives:

- to draw up a questionnaire for the target group to conduct a questionnaire survey;
- for women aged 15 to 64 years;
- conduct a questionnaire survey;
- to perform technical work (check questionnaires if they are properly and consistently filled out, encoding of open-end questions, entering and processing data).

Survey design

The survey design phase comprises determining the sample size, stratification, and preparation of the questionnaire.

Determining the sample size

The tested hypothesis: $H_0: \theta = \theta_0$ versus $H_1: \theta = \theta_1$. The sample rate (p) is successfully distributed as $N\{\theta, \theta(1-\theta)/n\}$ given that $\Pr[|p - \theta| \leq d | \theta] \geq 1 - \alpha$. This should lead to an estimate of the sample size, as $n \geq \theta(1-\theta) \chi_{(1),\alpha}^2 / d^2$. For an unknown proportion of the population, $\theta = 0.5$ will be selected, and $n \geq 0.25 \chi_{(1),\alpha}^2 / d^2$ will be selected for the estimated one. This displays the worst-case scenario, which creates the maximum variance to be on the safe side as a sampling developer. Should we have preliminary information about the population rate, then we can have a relatively smaller estimate of the sample size. The sample size will be calculated based on the following data and limitations. The tolerance level of the estimate will be: $\alpha = 0.05$ and the sample size will be defined as: $1 - \alpha = 0.95 = 95$ percent. For an unknown proportion, $p = 0.5$ then $\hat{\sigma}^2 = p(1-p)0.25$ will be accepted. The level of determination will be:

$$d = \chi_{(1),0.05} \left\{ \frac{[p(1-p)]}{\sqrt{n}} \right\} = 0.02$$

The final sample size was,

$$n \geq 0.25 \chi^2_{(1),\alpha} / d^2 = 0.25 (3.8416) / (0.02)^2 = 2400$$

The sample was based on a stratified random approach. The good thing is that the first layer in Kazakhstan is pre-selected regions. There are 14 oblasts and two cities of republic significance in Kazakhstan: Nur-Sultan and Almaty. This study focuses on four regions and three cities, hence: Almaty, Nur-Sultan, Shymkent cities; East Kazakhstan, Mangistau, Pavlodar, Turkistan oblasts. A total of 2.44 million households live in the pilot regions to be surveyed, representing about 50% of all households in the country. The next layer is urban and rural division. The unit of selection is the household, and the unit of analysis is the person (although many questions will be asked about the household). While some regional differences may lead to different labour market indicators between regions, selecting half of the country's households seems to be a cost and time-consuming strategy to get the findings compiled. Let us consider Table 1 for the total number of households in the selected regions:

Number of households in the selected regions

Region	Urban area	Rural area
Mangistau	93 798	67 846
Pavlodar	208 120	65 619
Turkistan	105 575	262 020
East Kazakhstan	314 784	167 037
Nur-Sultan city	294 851	-
Shymkent City	220 091	-
Almaty City	643 417	-
TOTAL	1 880 636	562 522

The examined areas (EAs) within each stratum will be selected using a probability proportional to size (PPS) scheme. The size ratio was represented by the number of households living in each EA. The units of the second phase were selected by systematic sampling. Within each selected unit, 15 household units were initially selected, 10 of them constitute the base sample, and the remaining 5 will be considered as available random substitutes.

The sample units are grouped into clusters of the same size with the size $B = 10$, to get a different measure, which is called the examined area (EAs). The above sample-design carries the special features of a self-weighted sample. A self-weighted sample has sample rates for each domain, which must be the same for all domains, as well as the total sample rate. That is:

$$f_h = \frac{n_h}{N_h} = \frac{n}{N} = f \quad \forall h \text{ where } h = 1, 2, \dots, H$$

Based on the above procedure, the number of randomly selected households that should be the target of the survey for the selected territories is provided in the table below.

Number of households surveyed

Region	Urban area	Rural area
Mangistau	92	67
Pavlodar	204	64
Turkistan	104	257
East Kazakhstan	309	164
Nur-Sultan city	290	-
Shymkent City	216	-
Almaty City	632	-
TOTAL	1 847	552

Once selected, household units are used for conducting a survey (2,399 units). It is quite likely that many housing units will have more than one target female aged 15 to 64 years. As only one survey is conducted per household, the woman (aged 15-64 years), whose birthday is first among female family members of that household, will be selected through a randomized selection.

Ensuring the quality of field work

Interviewer training

Supervisors (INIDI partners under the project) were appointed for each pilot region. To commence fieldwork, the project expert conducted a training session for supervisors and interviewers on the methodology of fieldwork and all the related requirements.

During the training, supervisors and interviewers:

- became familiar with the requirements of the study;
- reviewed the rules and requirements for selecting and searching respondents for

the survey;

- studied the rules of procedure and requirements for conducting surveys;
- analyzed the difficulties/features of the questionnaire filling process.

At the end of the training, the interviewers received blank questionnaire templates for test interviews. The findings of test interviews and errors were reviewed by the project expert (methodology developer) and discussed.

Procedures to ensure the quality of work:

- Collaborate with the Customer at all phases of study
- Train all specialists involved in the research
- Check if all the questionnaires are properly filled out
- Record constraints and challenges that arise during the research

Data processing

The data was entered and processed using SPSS 17.0 for Windows.

REVIEW OF THE KAZAKHSTAN LEGISLATION ON WOMEN'S EMPLOYMENT

Studying the issues of social adaptation, including the adaptation of women in the labour market, is primarily caused by changes taking place in modern Kazakhstan. Our society has embarked on a new stage of development, the information stage, which has not only speeded up, but also modified the rhythm of social relations. At the same time, there are fundamental changes associated with the transformation of society and the adaptation of the entire population, in particular women, to new information technologies and living standards. Structural changes in the political, economic and social spheres of society affected all citizens of the country. In the period of economic transformation, women have been the most vulnerable part of the population. In particular, there was a clear trend in the production sector to separate the two labour markets and push women into the second, socially less prestigious one. We have been witnessing a steady trend of predominance of women among unemployed citizens. Unemployed women are much more sensitive to the loss of their social status, which is one of the reasons for the development of deviant behavior and socio-psychological pathology: growing rates of alcoholism, drug addiction, prostitution and various types of offending behavior.

The prospect of being dismissed and the actual loss of a job has an adverse impact on the position of women in the family, the

demographic situation and the upbringing of children. This causes substantial damage to the society's genetic pool and calls into question the future of the nation. Maintaining the full social status of women in these circumstances implies addressing a set of complex scientific and practical issues. One of them is to establish a social mechanism for increasing women's adaptability in the circumstances of unemployment and self-employment.

The emergence of a new economy and market entails the forming of a new subject of labour and its rapid adaptation to new political, economic and social conditions. The main constituent of this process should be, primarily, the active position of women themselves in the social and political life and in the area of labour.

The modern social policy of the world community is aimed at eliminating discrimination against women, facilitating their everyday life, making time available for the children's upbringing, and promoting women in power structures. A society is deemed to be undemocratic if women do not participate in decision-making. At the Fourth World Conference on Women held in Beijing in 1995, issues of discrimination against women, such as various forms of violence, had been discussed. The adopted Programme of Action is aimed at advancement of the status of women. This includes poverty eradication; elimination of inequality in education; access

to adequate medical services; employment; protection and preservation of the environment; strengthening the image of women in the media; promotion of women's rights; elimination of violence against women.

The Copenhagen Conference (1995), which was attended by 191 countries, adopted a Platform for Action aimed at mainstreaming the principle of equal rights and obligations of women and men in the family and at work.

Equality of men and women should be enshrined in law, assuming equality of their rights and obligations.

In 1998, Kazakhstan joined the UN Convention on the Elimination of all Forms of Discrimination against Women (1979), which clearly formulated the principle of the equality of men and women. These are guarantees of conditions for the balanced development of women; education; equal pay for equal work, mutual responsibility of men and women for the family, childcare; understanding of motherhood as a social function. On 4 July 2001, the Law No. 220 of the Republic of Kazakhstan ratified the Optional Protocol to the Convention on the Elimination of all Forms of Discrimination against Women (New York, September 6, 2000).

The International Covenant on Economic, Social and Cultural Rights (New York, December 6, 1966) was ratified by the Law No. 87 of the Republic of Kazakhstan on November 21, 2005. Pursuant to Article 3 of the International Covenant on Economic, Social and Cultural Rights, "The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant."

The International Covenant on Civil and Political Rights (New York, December 16, 1966) was ratified by the Law No. 91 of the Republic of Kazakhstan on November 28, 2005.

Pursuant to the Article 3 of the International Covenant on Civil and Political Rights, "The States Parties to the present Covenant undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant".

Currently, Kazakhstan has ratified 24 conventions of the International Labour Organization, including in the areas of employment and gender equality, such as: the ILO Convention, 1958 (No. 111) "On the Discrimination in Employment and Occupation" (LRK No. 444-I as of 20.07.1999 "On the Ratification by the Republic of Kazakhstan of the Convention of 1958 On the Discrimination in Employment and Occupation"); the ILO Convention, 1964 (No. 122) "On Employment Policy" (LRK No. 286-1 as of 09.11.1998 "On the Accession of the Republic of Kazakhstan to the Convention of 1964 On Employment Policy"); the ILO Convention, 1948 (No. 88) "On the Organization of Employment Services" (LRK No. 119-II as of 14.12.2000 "On the Ratification of the Convention On the Organization of Employment Services"); the ILO Convention, 1951 (No. 100) "On the Equal Remuneration for Men and Women for Work of Equal Value" (LRK No. 115-II as of 14.12.2000 "On the Ratification of the Convention on Equal Remuneration for Men and Women for Work of Equal Value"); the ILO Convention, 183 "On the Revision of the Maternity Protection Convention (revised) of 1952 (LRK No. 554-IV as of 14.02.2012 "On the Ratification of the Convention on the Revision of the Maternity Protection Convention (revised) of 1952"); the ILO Convention No. 156 "On Equal Treatment and Equal Opportunities for Male and Female Workers: Workers with Family Responsibilities" (LRK No. 50-V as of 16.11.2012 "On the Ratification of the Convention On Equal Treatment and Equal

Opportunities for Male and Female Workers: Workers with Family Responsibilities (Convention No. 156)").

Regarding national legislation, the Constitution of the Republic of Kazakhstan defines the right to work and to choose a profession or trade, as well as to have social protection from unemployment.

Article 12

1. *Human rights and freedoms shall be recognized and guaranteed in the Republic of Kazakhstan in accordance with the Constitution.*
2. *Human rights and liberties shall belong to everyone by virtue of birth, be recognized as absolute and inalienable, and define the contents and implementation of laws, regulations and statutes.*

Article 24

1. *Everyone shall have the right to freedom of labour and free choice of occupation and profession. Involuntary labour shall be permitted only by a court sentence or in the conditions of a state of emergency or martial law.*
2. *Everyone has the right to working conditions that meet the requirements of safety and hygiene, to remuneration for work without any discrimination, as well as to social protection against unemployment.*

Article 4 of the LRK No. 414-V of the Labour Code of the Republic of Kazakhstan as of 23.11.2015 states that some of the principles of the labour legislation of the Republic of Kazakhstan are unacceptability of restrictions on human and civil rights in the area of labour; freedom of labour; prohibition of discrimination in the area of labour, involuntary labour and the worst forms of child labour...

Article 5 of the LCRK defines freedom of work

"Everyone has the right to engage in work and to pursue a freely chosen or accepted occupation without any discrimination or coercion, the right to use their labour capabilities and to choose the type of activity and profession."

In addition, Article 6 of the LC RK stipulates that *"Everyone has equal opportunities to exercise their rights and freedoms in the area of labour..."*.

The Law of the Republic of Kazakhstan No. 482-V LRK as of April 6, 2016 "On Employment of the Population" defines the priorities of national policy in the area of employment of the population (Article 3), which *are aimed at promoting full, productive and freely chosen employment and is implemented through:*

1. *the labour force development, increasing its mobility;*
2. *ensuring equal opportunities regardless of nationality, gender, age, social status, political beliefs, attitude towards religion and any other circumstances in the exercise of the right to freedom of work and freedom of choice of type of activity;*
3. *the support of the labour and entrepreneurial initiatives of citizens, promotion of the development of their capabilities to productive, creative work;*
4. *guiding the education system to train staff in line with the needs of the labour market and its development prospects;*
5. *the implementation of measures that foster employment of people who are having difficulty in obtaining jobs;*
6. *the prevention of mass and reduction of long-term unemployment...*

In addition, Article 5 stipulates that "The Government shall ensure steps to promote employment based on freedom of choice of occupation and trade; protection from all forms of discrimination and equal

opportunities in obtaining a profession and trade; choosing employment and working conditions and social protection against unemployment."

Article 20 provides that sheltered employment is created specifically for the unemployed, and the priority is given to:

- 1. children from the Children's Villages and former residents of orphanages, boarding schools for orphans and children deprived of parental care, aged from sixteen to twenty-three years;*
- 2. persons nearing the retirement age (two years before retirement);*
- 3. disabled people;*
- 4. former convicts released from imprisonment and (or) who have undergone compulsory treatment;*
- 5. people registered with the probation service;*
- 6. single parents, parents with large numbers of under-age children;*
- 7. people who take care of children under the age of seven, a disabled child, disabled people of the first and second groups;*
- 8. oralmans (repatriates);*
- 9. terrorist act victims, and those who participated in its suppression.*

The Law of the Republic of Kazakhstan No. 223-IV "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women" as of December 8, 2009, defined the main tasks of the national policy on ensuring equal rights and opportunities for men and women, some of which are:

- providing equal rights and opportunities for men and women in all areas of State and public

life;

- raising the level of legal and political culture of society to promote gender equality in all areas of life, including politics, social, labour and family relations.

Article 10 of the Law states that men and women shall be guaranteed equal rights and opportunities in the area of labour relations, including:

- when entering into an employment contract;
- equal access to vacant jobs;
- in qualification-based training, retraining and promotion.

Master, industry-specific (tariff), regional agreements and collective agreements may include provisions that ensure:

1. equal rights and opportunities for men and women in the labour market;
2. equal rights and equal opportunities for men and women in terms of wages;
3. measures aimed at improving the situation of persons with family obligations;
4. equal conditions for recruitment in the organisation and its structural divisions.

The Concept of Family and Gender Policy in the Republic of Kazakhstan until 2030" (Decree No. 384 of the President of the Republic of Kazakhstan as of December 6, 2016)

3. Goals, objectives, implementation period and target indicators of the concept.

The goals of the State gender policy are to achieve equal rights, benefits, responsibilities and opportunities for men and women in all areas of the society's activities, and to overcome all forms and manifestations of discrimination based on gender.

In order to achieve the goal set for the State gender policy, it is necessary to ensure that the following issues are addressed:

1. improving the gender policy-related legislation, as well as bringing it in line with international standards, UN recommendations, SDGs and OECD;
2. establishing mechanisms and conditions for effective planning and coordination of actions of central and local authorities to implement gender policy;
3. ensuring 30% representation of women in executive, representative and judicial bodies, governmental, quasi-governmental and corporate sectors at the decision-making level;
4. ensuring conditions for increasing the share of women who own tangible assets (land, property, enterprises, sole proprietorship, etc.);
5. enhancing participation by women in the economy by creating equal access to the labour market, financial and other resources;
6. providing targeted support to women in rural areas through mechanisms for the development of women's entrepreneurship;
7. providing scientific and methodological support for family and gender policy and continuous universal gender awareness-raising activities among the population;
8. ensuring conditions that affect the reduction of the gender gap in the average earnings of men and women;
9. review and evaluation of the implementation of gender approaches in the system of State and budget planning and their consideration in the development of statutes and regulations aimed at ensuring equal rights and equal opportunities for men and women;

10. enhancing participation by women in peace and security activities.

Providing men and women with equal access to all types of resources necessary for business activities

4.2. Gender policy implementation strategy

Equal opportunities for men and women will be provided to foster entrepreneurship development.

Women's participation in innovative, infrastructure and high technology government projects and programmes will increase. Women's business will be developed in the sector of modern and innovative services, such as communication and digital services, entertainment, tourism, etc.

A map of assessment of gender-specific needs, needs of rural areas, and needs of single-industry/company towns in the area of employment and access to basic social services will be drawn up. Gender-specific needs and needs of rural areas and single-industry/company towns will be integrated into the lists of priorities for supporting small-scale business.

By means of financial support for entrepreneurship and the development of advisory and marketing services, a wide network of centers for training in the basics of entrepreneurship will be provided, and measures for the development of small and medium-scale enterprises will be improved.

The policy aimed at reducing barriers to women's entrepreneurship, administrative burdens, and excessive regulatory restrictions will be enhanced.

Training courses to provide free mentoring for business rehabilitation and adaptation of self-employed rural women will be held.

An analysis of the availability of social services and government support for small and medium-scale enterprises in terms of gender,

by place of residence, age, disability and property status will be conducted at regular intervals.

Facilitating equal employment for men and women

The outlook of economic activity among the population will be shaped, taking into account the gender-specific features of individual regions and production sectors, as well as data from poverty monitoring.

The System of National Accounts will include gender-sensitive indicators that measure unaccounted domestic care-giving work, employment in the informal sector, home-based jobs, working for hire from home, etc.

Support will be provided for women's economic empowerment promoting employment and entrepreneurship, including in traditionally male-dominated sectors.

Taking into account the gender aspect, legislation on labor protection and treatment will be improved, labour conditions will be improved, and opportunities for introducing and expanding flexible types of employment will be considered.

The list of jobs that prohibit the use of women's labour will be reviewed and women will have access to jobs that do not pose a threat to women's health due to their automation, technologization and digitization.

Trade union organizations will advance the work to protect the labour rights of citizens, including women engaged in innovative, infrastructure and high technology government projects and programmes.

ENBEK State Programme for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021 approved by the Decree of the Government of the Republic of Kazakhstan No. 746 as of November 13, 2018.

4.3.3 Development of the labour market through employment promotion and labour force mobility

The following tasks will be solved as part of this priority:

1. facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income large families and people raising disabled children;
2. increase of labour force mobility;
3. development of a single digital platform for employment.

Task 1. Facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income large families and people raising disabled children;

5.1.2. Short-term professional training in the qualifications and skills required on the labour market

Short-term professional training of the Programme participants shall be provided in educational institutions with elements of dual training, including through mobile training centers.

The Programme participants, who are having short-term vocational courses, shall be young people under the age of 29 and unemployed people (regardless of registration in employment centers); certain categories of employed people determined by the Government of the Republic of Kazakhstan; NEET youth; members of low-income large families; low-income disabled people who can take up employment; employees who are to be made redundant.

5.2.1. Training in the basics of

entrepreneurship under the Bastau Business project

The Bastau Business project is aimed at training Programme participants in entrepreneurial skills, including the principles of establishing agricultural cooperatives, as well as supporting their business projects. Participants learning the basics of entrepreneurship as part of the Bastau Business project are unemployed people registered in employment centers, certain categories of employed persons, defined by the Government of the Republic of Kazakhstan, NEET youth category, members of young families, low-income families, low-income disabled people who can take up employment and have entrepreneurial potential, and those living in rural settlements and raion (district) centers, living in cities since 2018, including single-industry/company towns and towns.

5.2.2. Maintaining entrepreneurial initiatives

The Programme participants who are implementing or planning to implement business projects in rural areas, single-industry/company towns, towns and cities, will be provided with loans/micro-loans from the national budget and/or local budgets. Priority right to receive loans/micro-loans is granted to the Program participants who have received a Certificate of Completion of training (for those admitted to the stage of presentation of their business plans) in the Bastau Business project.

The stakeholders in measures to facilitate entrepreneurial initiatives are unemployed people, certain categories of employed people determined by the Government of the Republic of Kazakhstan, young people, including NEET youth, members of young and low-income large families, low-income disabled people who can take up employment, agricultural cooperatives and their members

who have not reached the retirement age set by Article 11.1 of the Law of the Republic of Kazakhstan "On Pension Provision in the Republic of Kazakhstan", peasant holdings and farms, including members of anchor cooperations.

5.3.1. Promoting employment for job seekers, unemployed people, certain categories of employed people defined by the Government of the Republic of Kazakhstan

In order to ensure employment, the Programme participants are provided with the following state support measures:

1. social professional guidance, assistance in choosing a profession, advice on training and employment;
2. search for suitable vacancies and assistance in employment;
3. creation of sheltered jobs;
4. organisation of youth practice;
5. organisation of public works.

The Programme participants receiving measures to facilitate employment, are job-seekers, unemployed people, certain categories of employed people, determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income families, mothers raising disabled children, and other persons enjoying preferential rights in accordance with the Law.

List of Jobs in which the use of women labour is prohibited, maximum standard limits for lifting and moving heavy objects manually by women (the Order No. 944 of the Minister of Healthcare and Social Development of the Republic of Kazakhstan as of December 8, 2015)

According to the List (approved by the Order No. 944 of the Minister of Healthcare and Social Development of the Republic of Kazakhstan as of December 8, 2015), which prohibits the employment of women,

contributes to maternity protection, maternal health, and complies with the principles and provisions of the International Labour Organization Convention on the Elimination of All Forms of Discrimination Against Women.

At the same time, in order to give women access to various jobs, the Ministry of Labour and Social Protection of the Population of the Republic of Kazakhstan updated the list.

This work has been carried out within the framework of the Action Plan for the implementation of the Concept of Family and Gender Policy of the Republic of Kazakhstan until 2030 and recommendations of the

International Labour Organization.

Updating the List of Jobs will ensure women's access to high-paying jobs and will contribute to eliminating social and economic inequality.

To ensure a comprehensive and unbiased approach to updating the List, the Ministry involving the Republican Research Institute for Labour Protection conducted an analytical study. The List was updated based on the study findings.

According to findings of the analytical study, an updated list was prepared, which provides for reducing it by 96 professions and types of work.

KEY FINDINGS AND CONCLUSIONS OF THE STUDY (RESULTS OF PROCESSING QUESTIONNAIRE DATA)

Characteristics of sampling frame

The main qualities of the surveyed frame of respondents provided in the following tables are broken down by age, marital status, nationality, level of education, and labour activity profile in the total number of participants in the study for the pilot areas. This methodological approach made it possible to develop a model of informal women's employment in Kazakhstan (by the example of pilot regions) and correlate it with international practice.

The findings of the study are presented in sections of the questionnaire drawn up for the survey.

According to the methodology drawn up for the survey, the sampling was conducted by the number of households in the selected survey points (Table 1), which enabled the analytical study on the subject of the study across urban and rural areas (Table 2), including the cities of nationwide significance.

1. Demographics, education, and health

TABLE 1:
Distribution of female respondents by survey points

Region	Number of female respondents surveyed	Percent
Almaty City	632	26.3
Nur-Sultan City	290	12.1
Shymkent City	216	9
East Kazakhstan	473	19.7
Mangistau	159	6.6
Pavlodar	268	11.2
Turkistan	361	15
TOTAL	2 399	100

This approach, in our opinion, creates a variety of research studies that allow us to consider the issues of informal women's employment from different angles.

TABLE 2:
Breakdown of female respondents by survey points by type of settlement

	Number of female respondents surveyed	Percent
Village (or a suburb)	709	29.6
City (region center)	552	23
Capital/city of national significance	1 138	47.4
TOTAL	2 399	100

The quality of life of the population is one of the main indicators of well-being of the population and housing conditions are an important factor in this context. In the survey, 45% of female respondents specified their place of residence as a house and 50% as an apartment (Table 3).

TABLE 3:
Breakdown of respondents' answers to the question about their place of residence

	Number of female respondents surveyed	Percent
House	1 089	45.4
Appartment	1 204	50.2
Temporary housing/small summer house	46	1.9
Other	48	2
TOTAL	2 387	99.5

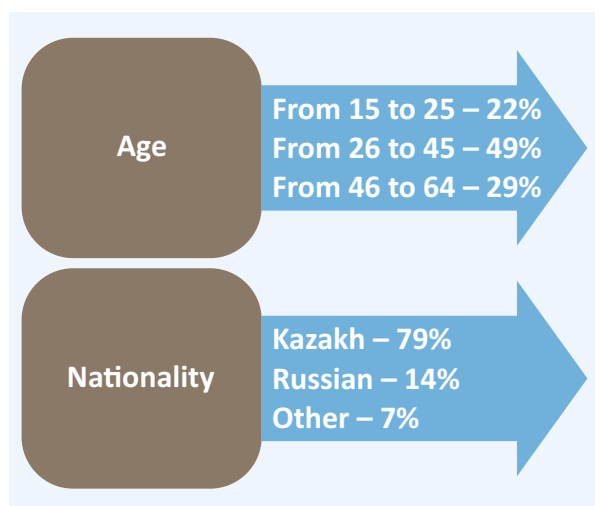
Note: system assumptions – 12 questionnaires (0.5 %).

At the time of the survey, about three percent of the respondents lived in temporary housing/small summer houses, and the rest (mostly respondents from Almaty and Turkistan oblast) ticked rented housing/shared house.

The question "How can a house (housing) be categorized?", 44.9% of respondents (1076 people) specified that the housing is of a decent level (in good condition), 49.3% (1182 people) – an acceptable level, and almost 6% of the total number of women who took part in the survey specified the level of their housing as low.

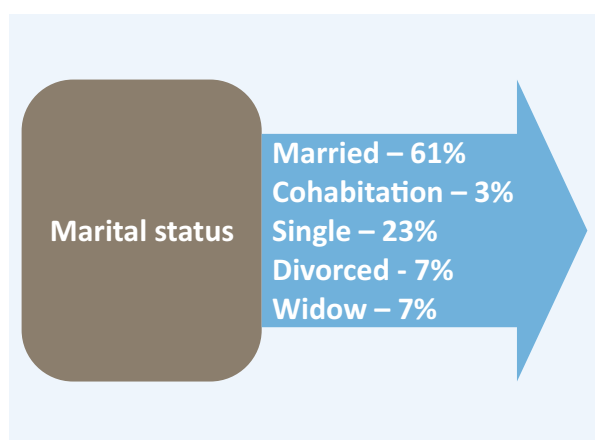
The demographic characteristics of the respondents were as follows.

FIGURE 1:
Breakdown of respondents by age and nationality



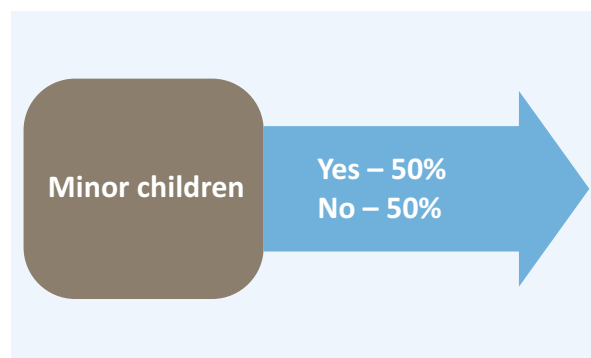
At the time of the survey, almost half of the respondents to the questionnaire were of working age and, accordingly, should be an active part of the country's labour force, since it is the category of employment that should characterize the problems of functioning of the economically active population in relation to material factors. 22% of women represent the category of young people in the study member composition.

FIGURE 2:
Breakdown of respondents by marital status



When replying to the question about marital status, more than half of the survey participants (61%) specified that, they are married and half of the respondents have minor dependants (Figure 3).

FIGURE 3:
Breakdown of respondents' answers to the question about the presence of minor children (aged under 18)



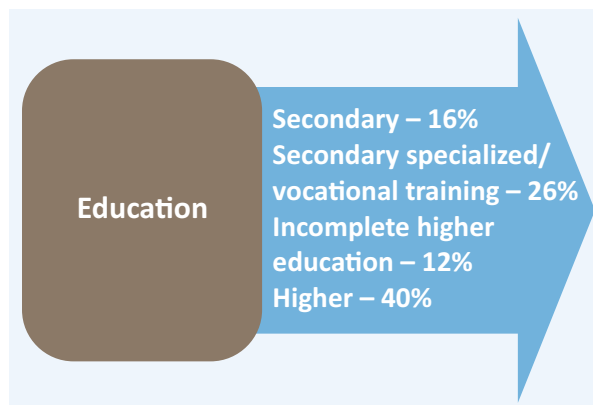
During the survey, 129 women (5.3%) had more than 4 children in their families; 17.9% had one child; 17.7% had two children and 9.1% had three children aged under 18. Minor children, in particular, the status of a large family, enables women to find their place in the development of social technologies for regulating employment, especially in view of adaptation to the labour market of various types of unemployed population, which in Kazakhstan have been effectively used in recent years. However, for various reasons, the latter does not reach the beneficiaries, in particular, the women that answered the survey.

From the statements made during focus groups (unemployed and self-employed women)

"I found out about benefits for large families accidentally... I needed a certificate for school, then I went to the PSC (Public Service Center), and I was sent to the Center. I found out about everything there, of course, I was trained in the Bastau Programme and opened a Health

Club. To be honest, I was very surprised that as a mother of many children, I can be given 500,000. However, this has helped me to regain my footing and I want to register as a sole proprietor."

FIGURE 4:
Breakdown of respondents by level of education



According to the authors of the report, the higher the level of education, the higher the self-motivation of the survey participants. The level of education of 40% of female respondents (950 female respondents, 222 women (23%) live in rural areas) – higher and 26% - secondary specialized/vocational training (622 female respondents, 232 of them (37%) live in rural areas), suggests that the informally employed female population, when certain conditions are created (particularly, in rural areas), could switch to the category of employed population, that is, to legalize their labour relations in the employment market.

From the statements made during focus groups (unemployed and self-employed women)

"How could I get a job? I got married after school, had two children and got divorced. Now I'm raising children alone. I don't have a university degree so that is why I do odd jobs (I wash floors in entrances and clean the houses of rich people)."

"I have a higher education, I am a psychologist and I can and want to practise my profession. The things is I got married, had kids and became a house-wife. But the children have now grown up and I can continue to work. I need to find a job and can work as a school psychologist."

When replying to the question "Are you currently attending school/courses/internships?", almost 88% of respondents said "No", suggesting that respondents are not sufficiently aware of the availability of government support in this area.

From the statements made during focus groups (representatives of local executive authorities in charge of employment and social protection)

"We reach everyone who needs our help. Perhaps, we should expand the network of information mechanisms, for example, through mobile operators. This would be very efficient."

The question "What do you think you are by profession?" was supposed to identify the areas of employment of women covered in the study. As a result of processing the respondents' answers to the question, the breakdown was as follows: 354 women (15%) identified themselves as an education and culture specialist, including a teacher/tutor; 135 women (6%) as economists; 76 (3%) – lawyers; 58 (2.4%) - saleswomen; 57 (2.3%) – cooks; 46 (2%) – financial experts; 43 (1.9%) – tailoresses. During the survey, 83 women identified themselves as highly qualified workers and technical specialists (crane operator, painter, mechanical engineer, telephone operator, electrician, electric sewing machine operator, etc.); 33 as low-skilled workers (cleaner, nanny, unskilled labour, etc.) and 10 respondents were students of various educational institutions. The rest of the respondents identified

themselves as specialists from various backgrounds that require higher education (architect, dentist, civil engineer, etc.). It is noteworthy that the range of employment of women covered in the study is quite wide, thus allowing us to assume that there is a shortage of mechanisms for promoting supply and demand in the labour market of the pilot regions.

From the statements made during focus groups (unemployed and self-employed women)

"I hold a degree in teaching primary grade students. I have divorced my husband and I have three children and a grandson that my eldest daughter "dumped" on me. I can't get a job as a teacher, so I work as a dishwasher. I don't have enough money. I still have to pay for an apartment and I've been on the waiting list for an apartment for 10 years... I would like a job in a school.

"The Center offers me courses, but I want to practise my profession, I do not want to study again."

The quality of life of the population is also assessed by its health condition: 10% of respondents (248 women) rated it as "very good"; 55% (1317 women) – "good"; 31% (733 women) – "neither good nor bad" and the remaining respondents (4%) rated their health condition as "bad" during the survey.

In the past three months, 35.3% (846 women, 208 of them live in rural areas) of the study participants have never visited a doctor for examination or any procedures; 33.8% (811 women, 251 of them are rural) have visited medical institutions once over the specified period. In our opinion, this breakdown correlates with the respondents' assessment of their health condition.

Since the survey sample was formed, as mentioned above in the report, by the number

of households in the pilot regions, the characteristics of the surveyed households (that is, the characteristics of the families of women who answered the survey) are important in the issue covered.

2. Household

TABLE 4:
Breakdown of respondents' answers to the question about the number of people living in the household

	Number of female respondents surveyed	Percent
1 person	171	7.1
2 people	364	15.2
3 people	437	18.2
4 people	489	20.4
5 people	397	16.5
7 persons	269	11.2
6 people	132	5.5
8 people	69	2.9
9 people	39	1.6
10 people	18	0.8
More than 10 persons	12	0.5
TOTAL	2 397	99.9

Note: system assumptions – 2 questionnaires (0.1 %)

Based on our previous experience with surveys, families of 3 to 5 people are families consisting of 2 parents and children of different ages. Replying to the question about the size of the household, 55.1% of

respondents said that their household consists of 3 to 5 people, which correlates with the answers of respondents above, about the presence of minor children – 50%. More than 3 percent of respondents (most of them in Almaty and the Turkistan oblast) specified the size of their household as consisting of 9 or

more people. The size of households comprising 9 or more people in Almaty, according to the authors of the report, relates to internal migration in search of work, particularly from rural regions of Southern Kazakhstan, which is usually dominated by women.

TABLE 5:

Breakdown of respondents' answers to the question about the number of dependents in the family

Pilot region	0 people/%	1 people/%	2 people/%	3 people/%	4 people/%	5 people/%	6 people/%	7 people/%	8 people/%	9 people/%	TOTAL
Almaty City	110	147	155	105	74	34	7	-	-	-	632
	17.4%	23.3%	24.5%	16.6%	11.7%	5.4%	1.1%	-	-	-	100%
Nur-Sultan City	54	68	91	56	20	0	1	-	-	-	290
	18.6%	23.4%	31.4%	19.3%	6.9%	0%	0.3%	-	-	-	100%
Shymkent City	43	33	43	45	32	9	9	1	-	1	216
	19.9%	15.3%	19.9%	20.8%	14.8%	4.2%	4.2%	0.5%	-	0.5%	100%
East Kazakhstan	179	124	103	48	14	5	-	-	-	-	473
	37.8%	26.2%	21.8%	10.1%	3%	1.1%	-	-	-	-	100%
Mangistau	14	14	29	35	31	15	10	8	2	1	159
	8.8%	8.8%	18.2%	22%	19.5%	9.4%	6.3%	5%	1.3%	0.6%	100%
Pavlodar	99	67	51	27	18	4	2	-	-	-	268
	36.9%	25%	19%	10.1%	6.7%	1.5%	0.7%	-	-	-	100%
Turkistan	58	41	55	64	64	40	22	11	5	1	361
	16.1%	11.4%	15.2%	17.7%	17.7%	11.1%	6.1%	3%	1.4%	0.3%	100%
TOTAL	557	494	527	380	253	107	51	20	7	2	2399
	23.2%	20.6%	22%	15.8%	10.5%	4.5%	2.1%	0.8%	0.3%	0.1%	100%

23% of respondents who specified that they do not have dependents in their family, most likely represent 23% of single women (22% of women in the youth category who participated in the survey). Respondents from the Mangistau and Turkistan oblasts, where the household composition is traditionally represented by two generations (parents and children who have established their own families), specified that more than 5 people had dependents. It is worth noting that there are no specific differences by the type of settlement in this question, which once again confirms the active movement of the population within the boundaries of internal labour migration.

TABLE 6:
Breakdown of respondents' answers to the question about family members who have independent income (salary, business income, pension, etc.), in addition to their income

	Number of female respondents surveyed	Percent
0 person	17	0.7
1 people	658	27.4
2 people	1 055	44
3 people	403	16.8
4 people	193	8
5 people	46	1.9
6 people or more	14	0.5
TOTAL	2 387	99.5

Note: system assumptions – 12 questionnaires (0.5 %)

The majority of women, 71.4% (1713 persons) specified 1 to 2 family members who have independent income (salary, business income, pension, etc.), in addition to the respondent's income. Note that the situation in the answers to this question does not vary by area, i.e. urban or rural. Taking into account the answers of women to questions about marital status, we can say that the spouses' income is formed from what both men and women "bring" to the family, as well as the income of the third family member, a student's scholarship or pension.

The approximate monthly level of expenditures (expenses), according to the answers of respondents was KZT 154,120 for the pilot regions (Table 7).

TABLE 7:
Breakdown of respondents' answers to the question about the approximate monthly level of expenditures (expenses) in their household

City/region	What is the approximate monthly level of expenditure (expenses) in your household? KZT
Almaty City	181 170.25
Nur-Sultan City	173 608.21
Shymkent City	156 424.14
East Kazakhstan	131 241.65
Mangistau	148 028.48
Pavlodar	119 605.45
Turkistan	149 634.30
TOTAL	154 120.02

In capital, (Nur-Sultan) and major cities (Almaty, Shymkent), household expenditures exceed the volume of expenditures in the regions covered in the study, and the answers to this question vary substantially between rural and urban areas (Table 8) - about KZT 50,000 between rural areas (village or suburb) and the capital/city of national significance.

TABLE 8:
Breakdown of respondents' answers to the question about the approximate monthly level of expenditures (expenses) in their household by type of settlement

Types of settlement	What is the approximate monthly level of expenditure (expenses) in your household?
Village (or a suburb)	127 424.59
City (region center)	147 132.93
Capital/city of national significance	174 556.66
TOTAL	154 120.02

By analyzing the data in Table 8, it is possible to see that food expenditures prevail over other expenditures in all pilot regions. The next most important item of expenditure, from the respondents' answers, was the purchase of household appliances; then special unplanned activities and essential clothing items.

Almaty city	181 170.25
Nur-Sultan city	173 608.21
Shymkent city	156 424.14
East-Kazakhstan	131 241.65
Mangistau	148 028.48
Pavlodar	119 605.45
Turkistan	149 634.30

KZT 50 405 – food
KZT 26 371 – essential clothing items
KZT 40 762 – purchase of household appliances
KZT 37 270 – other expenses (special unplanned activities)

TABLE 9:
Breakdown of respondents' answers to the question about the number of dependents in the family

Pilot region	Expense item, KZT									
	1	2	3	4	5	6	7	8	9	10
Almaty City	56 851.35	9 991.72	35 179.31	23 320.11	13 067.13	12 120.61	14 484.56	24 640.40	57 413.79	44 661.24
Nur-Sultan City	58 820.51	10 000.00	24 727.88	13 514.39	10 951.39	8 965.25	11 276.21	21 328.04	37 398.44	33 432.37
Shymkent City	51 270.00	98 34.92	21 026.01	17 710.00	10 077.84	8 530.37	11 523.48	14 891.09	24 928.57	36 707.83
East Kazakhstan	44 243.13	11 996.92	25 884.26	14 653.74	11 546.69	8 016.14	11 717.73	20 367.35	32 570.18	33 504.10
Mangistau	46 449.69	6 017.24	27 532.79	20 227.27	10 204.72	10 580.65	14 073.68	16 968.25	59 238.10	34 189.47
Pavlodar	42 330.86	11 944.44	22 923.81	15 437.55	8 568.37	7 104.12	9 881.05	12 600.00	45 362.50	22 638.64
Turkistan	48 099.36	10 768.12	19 725.93	16 100.69	9 794.33	9 050.66	10 804.26	14 767.68	16 704.44	46 393.73
TOTAL	50 405.00	10 667.60	26 371.88	17 697.00	11 004.94	9 447.87	12 283.31	19 891.78	40 762.60	37 230.35

Note: 1 – food; 2 - alcohol and cigarettes; 3 - essential clothing items; 4 - utilities (electricity, water, heating, telephone bills); 5 - medicines and medical services; 6 - everyday household items such as hygiene products, detergents/cleaning products, including feminine hygiene products; 7 - transport; 8 - entertainment (cafes, cinemas, travel); 9 - purchase of household appliances (TV, computer...); 10 - other expenses (special unplanned activities)

It is clear that household expenses are related to the income of all family members. The answers of the survey participants were broken down as follows, Table 10.

The main types of income of household members covered in the survey, according to the responses of respondents, were wages and earnings from self-employment (Table 10); the next largest categories of income were pensions and rental income, such as interest

and dividends.

Income such as "money remittance from a relative / friend (living in Kazakhstan or abroad)" varies by territory: in Almaty, Nur-Sultan and the Turkistan oblast. It is equal to half of the earnings from self-employment. Also, a substantial item of income, according to the answers of the survey participants, was income specified as "Other".

TABLE 10:

Breakdown of respondents' answers to the question about the income that all household members bring to the family, by the categories suggested in the questionnaire, and by pilot regions

Pilot region	Category of income, KZT							
	1	2	3	4	5	6	7	8
Almaty City	23 0364.86	11 1060.61	68 058.82	86 345.45	35 797.18	50 741.94	81 428.57	83 384.62
Nur-Sultan City	19 4909.09	15 0645.83	29 000.00	84 600.00	35 307.69	46 578.95	97 500.00	11 3333.33
Shymkent City	158 103.66	109 206.35	110 000.00	107 189.66	42 974.07	37 428.57	74 400.00	56 090.91
East Kazakhstan	143 223.62	72 232.81	25 156.25	84 238.85	41 121.43	35 404.76	59 375.00	48 809.52
Mangistau	22 5116.13	52 500.00	10 000.00	68 914.29	29 205.88	24 000.00	-	88 000.00
Pavlodar	134 303.03	53 000.00	44 166.67	83 076.47	37 078.00	25 000.00	30 000.00	32 187.50
Turkistan	126 953.19	96 050.31	100 111.11	80 998.08	42 566.47	50 434.78	66 666.67	140 625.00
TOTAL	177 554.87	105 857.75	52 976.19	85 380.88	37 971.48	44 694.85	75 540.00	69 222.22

Note: 1 - salary (labour income); 2 - earnings from self-employment; 3 – income from the sale of agricultural products; 4 - pension; 5 - social assistance benefits (benefits from the Government, including disability allowance and childrens' maintenance allowance); 6 - money remittance from a relative / friend (living in Kazakhstan or abroad); 7 - rental income such as interest and dividends; 8 – other.

From the statements made during focus groups (unemployed and self-employed women)

"My salary alone is not enough, which is why I need to make some additional money. At the weekends and during the holidays, I work as a sales-woman in the store of my relatives to make ends meet. My husband works as a taxi driver at night, and during the day he stays with our children. If there were a kindergarten, then he would get a job. Maybe I wouldn't have to think about money all the time".

During the survey, one third of all respondents (30%) rated their well-being as "Neither easy nor difficult" and 36% - "With some difficulties". However, almost one fifth (19%) of respondents selected the answer "With considerable difficulties" (438 persons, out of which 123 women live in rural areas (villages

or suburbs), 154 women live in a city (oblast center) and 161 women live in a capital/city of national significance).

Very easy	4%
Easy	11%
Neither easy nor difficult	30%
With some difficulties	36%
With considerable difficulties	19%

From the statements made during focus groups (unemployed and self-employed women)

"We are used to overcoming the difficulties of our life, because we need to raise our children. We would like to receive assistance from the

Government, but we don't know how it is supposed to be. We read on the internet that we have a lot of rich people, but what can we do? They will not give us anything."

"There is no discussion whatsoever of savings, we just want to make it to next month. We always think how to spread money. Something else happens, and then we need to buy some things on an urgent basis. Sometimes a family member gets sick."

Replying to the question whether it is possible to save for the future at the current level of income, 79% of women who answered the survey said "No".

3. Employment and labour market

According to the status of subjective employment, the answers of women who answered the survey were broken down according to Table 11.

TABLE 11:
Breakdown of answers to the question about the current status on the labour market in the pilot areas

Employment status	A number of female respondents in the pilot areas, people/interest							
	Almaty City	Nur-Sultan City	Shymkent City	EK	Mangistau	Pavlodar	Turkistan	TOTAL
Unemployed	286/45.3	164/56.6	84/38.9	143/30.2	72/45.3	61/22.9	151/41.8	961/40.1
Work for an employer	262/41.5	10/3.4	104/48.1	279/59	81/50.9	188/70.7	149/41.3	1 073/44.8
Casual work	18/2.9	-	1/0.5	10/21	1/0.6	-	-	30/1.3
Self-employed/ business owner providing others with jobs	23/3.6	10/3.4	9/4.2	12/2.5	1/0.6	7/2.6	37/10.2	99/4.1
Self-employment without providing others with jobs	27/4.3	101/34.8	17/7.9	20/4.2	4/2.5	7/2.6	24/6.4	200/8.3
Unpaid family worker	12/1.9	-	1/0.5	6/1.3	-	-	-	19/0.8
Other	3/0.5	5/1.7	-	3/0.6	-	3/1.1	-	14/0.6
TOTAL	631/100	290/100	216/100	473/100	159/100	266/100	361/100	2 396/100

Note: EK –the East Kazakhstan

This study focuses on informal employment. According to the proposed classification in Table 10, these are respondents who ticked the box for proposed employment status options, except for work for an employer and self-employment in the status of a business owner providing others with jobs. We can assume that in the last option these are sole proprietors of various types of registration. Taking this into account, there were 318 informally employed women in the surveyed households (13.3 %). During the survey, 1,073 women (44.8%) were employed, out of which 432 respondents live in rural areas (village or suburb); 265 respondents live in a city (oblast center) and 376 respondents (capital/city of national significance), i.e. 61% of women surveyed in rural areas specified their employment as hired worker (432 out of 709 respondents).

During the survey, only 183 women (7.6%) were looking for a job (34 women live in rural areas, village or suburb); city (oblast center) only 71 respondents (3%) expressed their eagerness to possibly start working within the next 2 weeks. 20 of them live in rural areas (village or suburb); 3 women live in a city (oblast center) and 48 women live in a capital/city of national significance.

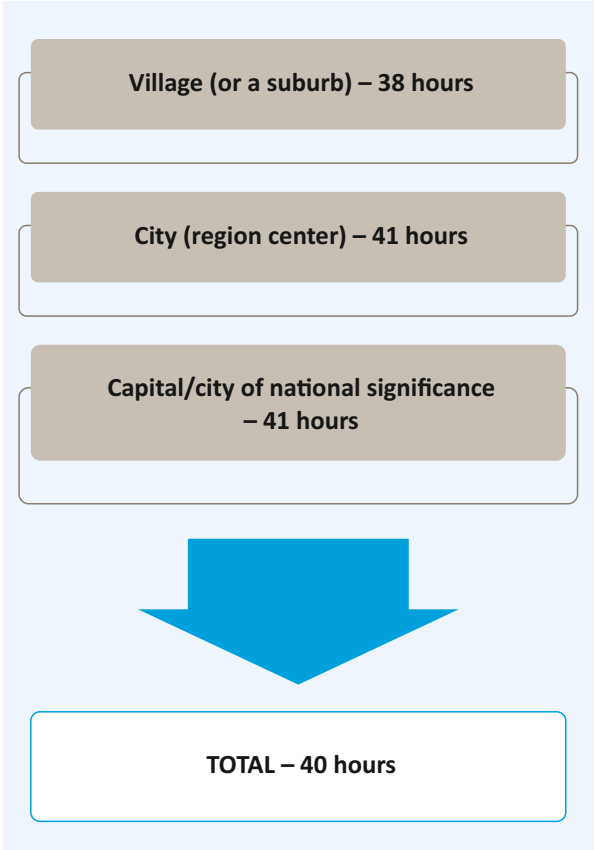
The questionnaire structure used in the survey was designed to possibly create a socio-economic female profile when summarizing the findings of the study, including by employment category, since in the covered households, women who participated in the survey answered the questions that directly related to their current employment status.

The survey results will be further structured by employment status.

Work

The breakdown of respondents ' answers to the question about the average number of hours worked over the last three months (Figure 5) shows that there are no significant variances by type of settlement, and on average women worked 40 hours. 1,069 respondents answered this question, 418 women live in rural areas (village or suburb); 264 women live in a city (oblast center) and 387 women live in a capital/city of national significance.

FIGURE 5:
Breakdown of respondents ' answers to the question about the number of hours they have worked on average over the last three months



Specifying the average time worked over the last three months as 40 hours, respondents also specified the amount of net earnings (net of taxes) for the same period, which averaged KZT 143 401.21. Accordingly, this amount differs by the type of settlement of respondents (Table 12).

TABLE 12:
Breakdown of respondents' answers to the question about the amount of net earnings (net of taxes) for the last three months

Types of settlement	The amount of net earnings (salary net of taxes) received by respondents, on average, over the past three months, KZT
Village (or a suburb)	115 899.85
City (region center)	123 781.01
Capital/city of national significance	186 516.22
TOTAL	143 401.21

In the capital/city of nationwide significance, the amount of earnings is exceeded by more than KZT 70,000 compared to rural areas. The amount of earnings usually depends on the type of activity and work arrangement, including the type of employment relationship between the employer and the employee.

TABLE 13:
Breakdown of respondents' answers to the question "What kind of employment contract do you have in your main job?"

	Number of female respondents surveyed	Percent
Permanent employment contract	925	38.6
Contract with a fixed term of up to 12 months	56	2.3
Contract with a fixed term of 12 months or more	20	0.8
Temporary employment contract signed by an employment agency	14	0.6
Internship or other training programme	5	0.2
There is no written contract	69	2.9
Other	3	0.1
TOTAL	1 092	45.5

38.6% of women participating in the survey specified that in their main job they have a permanent employment contract. This percentage was made up of 925 respondents.

374 of them live in rural areas (village or suburb); 240 women live in a city (oblast center) and 311 women live in a capital/city of national significance. It is worth noting that among women from rural areas who answered the question (427 persons), the share of women with permanent employment contracts was 88%; in the city (oblast center) – 78% (397/311).

Out of 69 respondents who specified that there was no written contract, 27 women said that no one in the company/organisation had a written contract; 5 women requested a written contract, but their employer refused to provide it; the same number of women said that they were afraid of losing their job, so they did not request it; 8 women said that the amount of their earnings is higher than under a written contract. Two respondents specified that having a written contract would deny their right to receive social welfare or child allowance. However, half of these women are certainly ready to sign a written contract if they were offered one.

From the statements made during focus groups (unemployed and self-employed women)

"If I take up a formal job, I will lose benefits, and it is not good for me. I don't need anything. I'd prefer to work and receive money and that's it."

Respondents who answered "Yes" to points 1 to 4 of Table 12, i.e. those who had some type of contract with an employer at the time of the survey, were asked questions related to various types of absences from work.

When replying to the question about annual paid leave or compensation for it, 37.9% answered "Yes"; 5.6% answered "No". 34% of respondents answered affirmatively to the question of providing paid sick leave and 35.9% of respondents specified that they will be given the possibility to use maternity leave after the birth of a child. The answers to the question about the coverage of health care expenses by the employer or health insurance were broken down almost equally: an affirmative answer – 15.9%; a negative answer – 16.5% and those who did not know the answer – 13.4%. Also, 21.8% of this number of respondents answered affirmatively to the question about receiving benefits and compensation provided by labour law in the event of suspension from work (dismissal); 9.5% of respondents provided a negative answer and 14.4% respondents did not answer.

Indeed, the area of activity also determines the possibility of variation in the amount of earnings. Women that participated in the survey were asked about their place of work, and the picture was as follows (Table 14).

TABLE 14:

Breakdown of respondents' answers to the question about their position in their main job if there is more than one place of work

	Number of female respondents surveyed	Percent
Manager	61	2.5
Civil servant	97	4
Administrative / clerical officer	63	2.6
Sales or service worker	318	13.3
Worker in the field of agriculture, forestry and fisheries	28	1.2
Worker in the education sector	343	14.3
Worker in the health-care sector	144	6
Worker in the sector of national crafts and other types of handicrafts	8	0.3
Qualified worker	46	1.9
Unqualified worker	53	2.2
Military personnel	4	0.2
Private firm / organisation	125	5.2
Other	116	4.8
Total	1 406	58.6

By reviewing the data from Table 13, it is possible to rank women by position: the first group is comprised of workers in the education sector, sales or service workers plus workers in the health-care sector; the second group of workers of private firms/organisations, civil servants, managers, and administrative / clerical officers; the third group is unqualified and qualified workers, also workers in the field of agriculture, forestry and fisheries.

According to the answers about the place of work, the areas of activity in the organisations in which the respondents were engaged during the survey were also broken down (Fig. 6).

FIGURE 6:

Breakdown of answers to the question about the area of activity in organisations where respondents work

	1	2	3	4	5
Village (or a suburb)	20 4.2.%	17 3.6%	4 0.8%	110 23.3%	321 68.0%
City (region center)	8 2.5%	8 2.5%	5 1.5%	136 41.8%	168 51.7%
Capital/city of national significance	6 1.0%	15 2.6%	23 4.0%	270 46.5%	267 46.0%

Note: 1 - Agriculture and forestry, extraction of mineral resources ; 2 - Manufacturing industry ; 3 - Construction; 4 - Market services (for example, sales, hotel business, finance, insurance etc.); 5 - Non-market services (for example, education, healthcare, civil service, defense etc.).

When reviewing the data by type of settlement, one can see that non-market services prevail in rural areas and in cities (oblast centers), followed by market services; in capitals/cities of nationwide significance, these two sectors, according to respondents, and are equivalent in their employment.

When replying to the question about the number of people working in the same organisation, 215 women answered – "Only one person", referring to themselves;

342 respondents work in groups of 2 to 10 people; 360 women work in groups of 11 to 50 people; 217 women work in groups from 51 to 100 people; the remaining respondents out of 1304 women specified that they work in organisations with more than 100 employees. Typically working independently from home (enterprise, office, workshop, stand, etc.) – 897 respondents; 189 women answered that they work inside or near their home, and 105 respondents said that they work from home (Table 15).

TABLE 15:

Breakdown of respondents' answers to the question about their main place of work

	Number of female respondents surveyed	Percent
At home (no separate workplace)	105	4.4
Workplace inside or near the house	189	7.9
Farm or agricultural plot	7	0.3
The home of the employer	15	0.6
Factory, office, workshop, stall, etc., outside the home	897	37.4
Client's home or workplace	22	0.9
Construction site	4	0.2
Counter at a market or bazaar	75	3.1
Street stall	4	0.2
No fixed place (mobile working)	20	0.8
Other	44	1.8
Total	1 382	57.6

When answering the question whether entities (including their entity) where they work have a license or registration, 1,172 women answered "Yes"; 135 women answered "No"; 78 respondents did not know; and 8 respondents answered "is in the process of registration."

The following section of the report presents the results of answers from respondents who identified themselves as self-employed and

unpaid family workers (Table 11, paragraphs 4.5 or 6).

Self-employed and unpaid family labour

In the breakdown by subjective employment status, the answers of women who participated in the study, 318 respondents classified themselves as self-employed and unpaid family workers.

Almost half of the respondents agreed that when registering their entities with the tax

authorities, they faced difficulties, which vary by type of settlement. Whereas in rural areas difficulties are presented by "complicated process of registration and collection of documents", in cities (oblast centers) they are represented by "artificial obstacles". They are common in capitals/cities of nationwide significance and in villages (or suburbs).

	1	2	3
Village (or a suburb)	66.7%	-	33.3%
City (region center)	20.0%	70.0%	-
Capital/city of national significance	43.5%	21.7%	26.1%

Note: 1 - Complicated process of registration and collection of documents; 2 - Artificial obstacles; 3 - Long waiting time for registration and approval of documents

Nearly half of this category of respondents, when asked about the reasons why their entity is not registered, said that they do not get any particular benefits from registration.

	1	2	3	4
Village (or a suburb)	20%	-	20%	40%
City (region center)	8%	-	8%	58%
Capital/city of national significance	6%	20%	19%	51%

Note: 1 - I think/know that registration procedures are taking too long; 2 - I think/know that the cost of the registration procedure is too high; 3 - I am afraid that if I register I will have problems; 4 - I do not see any particular benefits from registration.

From the statements made during focus groups (unemployed and self-employed women)

"Once you have registered, then you will have to pay taxes, and why will you pay them when you barely have enough money? I only have one or two haircuts a day, and that is why I provide haircut services at home. Using my cash allowance I bought tools, and I work a little bit".

FIGURE 7:
Breakdown of respondents' answers to the question about the reasons for not registering an entity under the "Other" item.



4. Inactive women

When answering the survey questionnaire, 40% (961 women) who participated in it identified themselves as "Unemployed" (Table 10). It is entirely clear that study interest is directly correlated with the identification of reasons why respondents were not working during the survey and, importantly, did not

seek employment. Among women in this category, the main reasons for their lack of interest in employment were household management (21.8%), caring for children and other family members (23.5%). The next group of inactive women in the ranking were school/university students (21.1%) and pensioners (16.3%). It is also worth noting that 5.8% of respondents (50 women) do not work because they are unable to due to poor health, and 4.7% (49 women) of respondents do not work because they are unable to find a job near their home (remote areas require extra transport costs).

Interpreting the reasons for inactivity among the respondents, they had been offered some statements as answers that, according to the study experience, are common to employed women.

42.3% of respondents partially agreed and agreed, "It would be very difficult for an employed woman to perform all her household duties".

Completely disagree	13.1%
Partially disagree	18.9%
Neutral	17.1%
Partially agree	20.3%
Completely agree	22.0%
I do not know	8.6%

42.3%

Half of the unemployed respondents completely and partially disagree with the statement that "An employed woman should give all her salary to her husband (the master of the household) and cannot make a decision about how to spend the money".

Completely disagree	27.1%
Partially disagree	23.0%
Neutral	18.4%
Partially agree	12.5%
Completely agree	6.5%
I do not know	12.5%

50.1%

Nearly half (45.6%) of this category of women completely or partially disagreed with the statement "A woman may be denied the opportunity to seek work because her husband may resent it," but still 20% answered affirmatively.

Completely disagree	24.3%
Partially disagree	21.3%
Neutral	21.7%
Partially agree	15.5%
Completely agree	4.6%
I do not know	12.5%

45.6%

20.1%

Answers of unemployed respondents to the question of whether they would like to work: 50% of women said "Yes" and the same number said "No". 295 respondents (30.6%) did not have a job before the survey; 466 women, which is 48.5% of the number of unemployed women who took part in the study, specified 1 to 5 jobs.

497 respondents had various lengths of service, which were as follows: 17 respondents had no work experience; 171 respondents (34.3%) had 1 to 5 years of work experience; 135 women (27.2%) had 6 to 10

years of work experience; 109 women (21.9%) had 11 to 30 years of work experience; the remaining 65 respondents (13%) had more than 31 years of experience. Over 70% of these unemployed respondents believed that their previous work experience had nothing to do with their decision not to seek a job at the moment. This group of respondents were asked questions related to different aspects of working conditions in their previous jobs:

- One fifth of respondents (20.4%) completely or partially agreed with the statement that "Basically, at the workplace people work in inhumane conditions", while 49.3% of respondents completely or partially disagreed; 18% of women took a neutral position;
- 20.1% of respondents completely or partially agreed with the fact that "Bullying/harassment (emotional abuse) is common at the workplace," while 45.6% of women completely or partially disagreed with this statement, and 21.7% of respondents took a neutral position;
- 33% of respondents completely or partially agreed with the statement "Employers feel no excitement over the fact that their employees have children or responsibilities for caring for older relatives, etc.", the same percentage completely or partially disagreed with this statement; 22.6% of women took a neutral position;
- 27.4% of respondents completely or partially agreed that "Employers, in part or in full, violate the provisions of the legislation regulating labour relations, such as the right to annual paid leave, maternity leave, non-discrimination, etc." and 40.1% of women completely or partially disagreed with the statement; 19.4% of respondents took a neutral position;

- 16.9% of respondents said they completely or partially agreed that "Employees, particularly, women, are often the victims of harassment at the workplace", 48.5% of women completely or partially disagreed with this statement, and 18.8% of respondents took a neutral position.
- The remaining percentage of respondents for each of the above items answered, "I don't know."

Those who were not working during the survey were asked about the number of job applications/CVs they had submitted in the past, and after how many interviews they had not been offered a job. 43 % of this pool of respondents (228 women, 35 of them live in rural areas; 20 women live in a city (oblast center) and 173 women live in the capital/city of nationwide significance) did not apply for a job/CV; 22% (116 women) of respondents had submitted one application and 44% (160 women) of respondents had submitted up to 5 applications/CVs; the remaining respondents had submitted their CVs in search of work more than 5 times.

24% of respondents (117 women, 33 of them live in rural areas; 11 women live in a city (oblast center) and 73 women live in a capital/city of nationwide significance) specified that they had one interview, however, they were not offered a job; 127 respondents had 2 to 5 interviews but were unable to get a job. During the interviews, 180 (38.3%) respondents were asked the question, "Do you have children or do you plan to have children?" More than 60% of women who answered the questions in this section said that they would not go to an interview if, for example, they were invited to it tomorrow; 25% of women would accept the invitation for an interview "Without hesitation."

Basically, for those who are seeking a job, the

minimum wage is determined at the very beginning, but for 80% of respondents this issue was not addressed during the survey. At the same time, 129 women decided on the minimum wage that they would like to have in case of employment: 62 women specified the amount from KZT 35,000 to KZT 100,000; 67 women specified KZT 120,000 to KZT 300,000.

5. Discrimination

66.7% (1,582 women) of all survey participants stated that there was no discrimination (injustice) against women in the labour market.

From the statements made during focus groups (unemployed and self-employed women)

"I have 5 years left to retire, but the company had to downsize its force, so I was made redundant. I can't get a job anywhere, who needs a pensioner? Although I have great strength and experience."

Among the respondents who believe that there is discrimination against women in the labour market (805 women): 19% of women specified that this phenomenon is common to all areas of the economy; 43% of women specified that discrimination occurs among certain groups of the population (age groups, ethnic groups, fields of activity, industries); 38% of women believe that this phenomenon occurs in few cases. One quarter of respondents (25.8%/216 women) based their answer on their previous personal experience; another quarter (23.5%/197 women) judged from the experience of their relatives/friends/acquaintances; 25.6% of women relied on information about a case that they had randomly heard about (in conversation, on TV, etc.) and answers from 24.9% respondents were based on their personal beliefs and views.

As a phenomenon, discrimination in the labour market is pervasive, and at the same time its nature is constantly changing - it is a moving goal. Some of the most obvious manifestations of discrimination have gradually disappeared; however, many of them still persist or appear in new ways. In many cases, discrimination has taken subtle, less explicit forms. It is no secret that in Kazakhstan society there are stereotypes about women's employment, including its qualitative constituent (employment, salary level, level of position, etc.). In this regard, the respondents were asked questions about equal employment opportunities.

Nearly half of all women who participated in the survey, 46.5% (1,116 persons) completely or partially disagreed with the fact that: "It is more difficult for women to find a job than men", as opposed to 33.5% (789 persons) who completely or partially agreed with this statement. 14.2% responded neutrally.

Completely disagree	27.1%	46.5%
Partially disagree	19.4%	
Neutral	14.2%	
Partially agree	17.1%	33.5%
Completely agree	16.4%	
I do not know	5.9%	

When answering the question about their attitude toward the situation: "If a man and a woman with the same skill level apply for the same position, companies tend to give priority to men", the answers of respondents were broken down almost equally. 40% of respondents completely or partially agreed (942 women) and 38.4% (904 women) completely or partially disagreed. 13.8% (326 women) responded neutrally. 35% (826 persons) completely or partially agreed with the statement that: "Women get paid less than

men", while 41.4% (974 persons) of respondents completely or partially disagreed with the statement; 15.8% responded neutrally.

Completely disagree	23.5%	41.4%
Partially disagree	17.9%	
Neutral	15.8%	35%
Partially agree	18.8%	
Completely agree	16.2%	
I do not know	7.8%	

We are aware that there are stereotypes about women's employment, including its qualitative constituent (employment, salary level, level of position, etc.) in Kazakhstan society. The answers of respondents are as follows:

- 27.3% (643 persons) completely or partially agreed with the statement "Women get less pay than men in the same or similar positions"; 46.4% (1094 persons) completely or partially disagreed with it; 15.5% of women responded neutrally.
- more than half of the respondents, 56.8% (1,338 persons) completely or partially disagreed with the fact that "Women are "second-class" employees" and 22.3% (525 persons) of respondents completely or partially agreed with this statement, while 12.9% responded neutrally.
- 32.1% (758 persons) of respondents completely or partially agreed with the statement that: "Women are created to give birth and raise children, take care of the home and family, and not work", while 50.3% (1184 persons) of respondents completely or partially disagreed with it; 13.6% of women were neutral towards the statement;
- 722 women, which is 30.6% of all

respondents of the survey, completely agreed with the statement that: "It is much more difficult for a woman to be a manager, company owner, or politician than for a man"; 46.7% (1,101 women) of respondents completely or partially disagreed with the question's interpretation; 14.2% of women were neutral towards this statement

- The majority of respondents that completely or partially agreed that: "Women want to be employed, but face obstacles and the increasing needs for childcare and household management" was 47.3% (1,113 women); 31.8% (748 women) of respondents completely or partially disagreed; 14.8% (349 women) were neutral towards this statement.

The policy of equal distribution of work and family responsibilities also helps women to maintain necessary skills required by the labour market, avoiding the mandatory break from work while caring for children. This means increasing women's productivity by investing in enterprise-specific experience and training. This, in turn, increases their prospects in terms of promotion, employment potential, and long-term income levels.

Including the following sections in the survey questionnaire, the researchers aimed at considering, on the one hand, the process promoting involvement of respondents in social life, and on the other hand, the process of embedding of social norms and values by respondents.

6. Social integration

Women who took part in the survey were asked to answer questions related to the level of communication with people living outside their households (some children, a mother or a father, close relatives, friends or

neighbours). Breakdown of responses was as follows:

- 35.1% (814 women) of respondents communicate with children living outside of households on a daily basis; 14.4% (333 women) respondents have contact on a weekly basis; 10.4% (242 women) respondents communicate on a monthly basis; 26.6% of respondents (616 women) respondents do not have such relatives outside their households;
- 26.3% (613 women) of the survey respondents communicate with their parents (a mother or father) every day; 21.8% (508 women) of respondents have contact on a weekly basis; 20.8% (485 women) on a monthly basis; 17.2% (401 women) of respondents do not have such relatives outside their households.
- 13.3% (310 women) of respondents communicate with their close relatives on a daily basis; 29.1% (680 women) of respondents communicate on a weekly basis; 42.5% (994 women) on a monthly basis; and 1.7% (40 women) of respondents do not have such relatives

outside their households.

- 29.5% (690 women) of respondents have contact with their neighbours or friends every day; 38% (890 women) of respondents communicate with them on a weekly basis; 21.7% (508 women) on a monthly basis; 1.7% (39 women) of respondents do not have such ties outside their households.

The rate of communication with everyone who lives outside the household varied from 3 to 8 percent on an annual basis, and from 1 to 3 percent of respondents said that they never communicate with anyone outside their household.

Today, the unpaid domestic labour of women is a pressing issue on the agenda. The "invisibility" of women's unpaid labour results in ignoring the important role of women's unpaid labour in the well-being of not only the household itself, but also the country as a whole.

In this regard, working women who participated in the survey were asked questions related to unpaid domestic labour (Table 16).

TABLE 16:

Breakdown of respondents' answers to the question about participation in the proposed activities without payment, in addition to their paid job

Type of activity	Rate, %/number of respondents						
	Daily	Regularly 3-4 times a week	Regularly 1-2 times a week	Occasionally Once a month	Occasionally Once a year	Never	I do not know
Care and education of children of 0 to 6 years old	33.2/543	4.7/77	4.3/70	3.9/64	2.3/37	42.6/697	9.2/150
Care and education of children of 6 to 15 years old	38.3/633	4.6/76	4.8/79	3.4/55	1.6/27	38.6/634	8.3/137
Household work (cleaning, shopping, cooking, etc.)	69.4/1152	12.4/206	7.1/118	2.0/34	0.4/6	5.0/83	3.7/61
Allotmenting	7.5/123	4.1/67	5.2/84	6.1/99	8.2/133	61.7/1007	7.2/118
Caring for older relatives	8.3/136	2.8/45	5.6/91	6.0/97	4.1/67	64.3/1048	9.0/146
Caring for physically disabled relatives	3.0/49	0.7/11	1.6/26	2.7/43	1.8/29	79.5/1288	10.7/174
Caring for older relatives	2.4/39	1.5/24	2.4/39	2.9/47	3.3/54	76.0/1230	11.4/185

By reviewing the data in Table 15, we can see a trend that is common to the majority of respondents who answered the relevant questions in the questionnaire, which is expressed as follows: women do household work every day (1,152 respondents, which is 69.4% of working women who took part in the survey) and the care/education of children (33.2% of children aged under 6 and 38.3% of children aged under 15, respectively).

On average, women spend a week on the following activities:

- care and education of children aged under 15 – 26 hours;
- household work – 20 hours;
- allotmenting – 10 hours;
- caring for older relatives – 11 hours;
- caring for physically disabled relatives - 20 hours;
- caring for sick relatives – 8 hours;
- self-care and entertainment - 11 hours.

Such a breakdown supports the respondents' answers to the previous question: during a week women spend the most time, on average, on caring and educating children aged under 15 as well as household work.

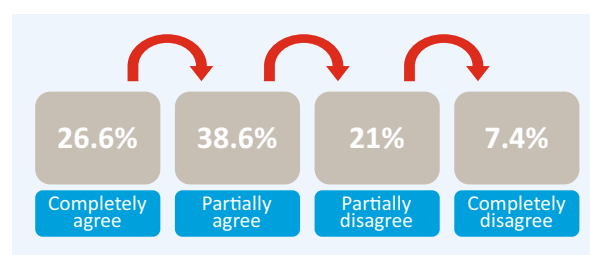
7. Culture and social norms, participation in public life

Although financial responsibilities in the family have been reallocated, an overwhelming burden of household responsibilities and caring for family members is still resting on women, which indicates the continued power of deep-rooted beliefs about the role of work, a household, society, men and women in these areas. Over a long period of time, care-giving responsibilities were considered a private issue that should be

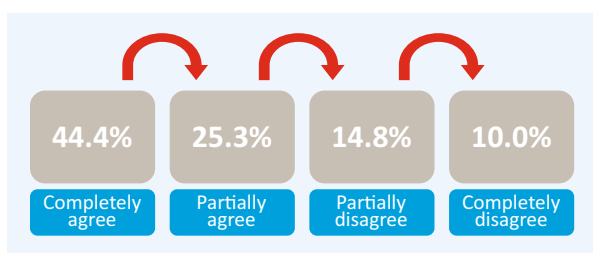
addressed as part of an agreement between family members. In recent years, there has been an understanding that the issue of combining work and household responsibilities should be addressed through government intervention. An increasing number of stakeholders agree on the need for a more equitable distribution of responsibilities between the government, an enterprise, society, a household and individuals.

Currently, society is putting more and more emphasize upon changes in the roles of men and women. In order to assess the opinions of women participating in the survey, they were offered a number of statements related to this issue, and the breakdown of respondents' responses is as follows:

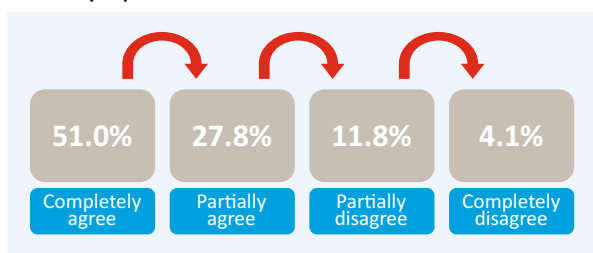
- The majority of women who took part in the survey agreed (completely or partially) that: "A working mother can have a close relationship with her children, as well as a mother who does not work" - 83.7% (1961 respondents); 4.4% of respondents (104 women) did not know how to answer.



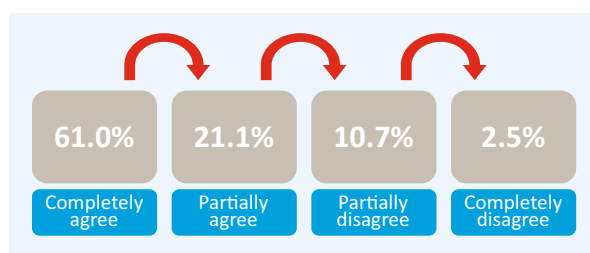
- About 70%, which is 1,629 respondents, completely or partially agreed that: "For a woman to be a housewife, it is the same as performing paid work"; 21% of respondents partially disagreed with this; 7.4% (233 women) of respondents totally disagreed; 129 women, who make up 5.5% of all participants in the survey, did not know the answer.



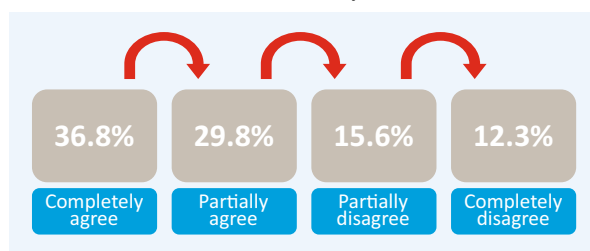
- 51% of all respondents (1,194 women) completely agreed with the statement that: "Having a job is the best way for a woman to be an independent person"; 27.8% of women partially agreed with them; 78% (1,845 people), the majority of women participating in the survey, agreed that having a job would ensure their independence. Nearly 12% (277 women) partially disagreed with them; 4.1% (95 women) completely disagreed with the statement; 5.2% (122 people) did not have any opinion.



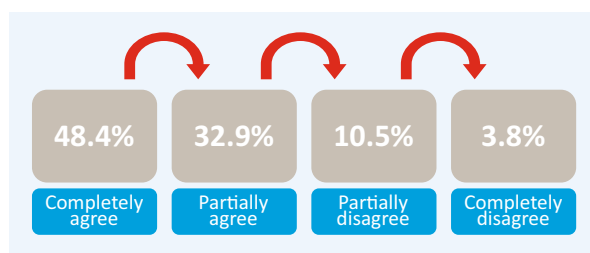
- More than half of all women who answered the survey believed ("completely agree") that: "Both husband and wife should contribute to the household budget" and, if we add the opinions of those who partially agreed with this statement, then 81.1% (1,921 women) concurred with it. 10.7% (250 women) partially disagreed with it; 2.5% (59 women) completely disagreed; 4.6% (107 women) of respondents did not know the answer.



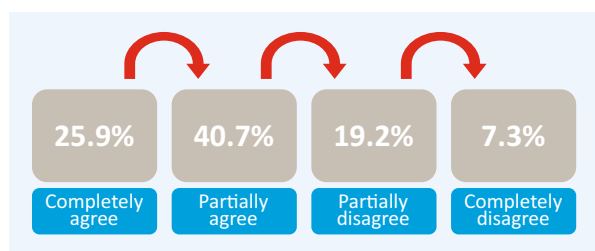
- 66.6% of all respondents completely or partially agreed with the statement that: "Basically, fathers can look after children as well as mothers", 15.6% (364 women) partially agreed; 12.3% (293 women) completely disagreed; 5.3% (124 women) of all respondents did not have an answer at the time of the survey.



- 81.3% (1,903 women) of all survey participants completely and partially agreed that: "Men should have the same responsibility for household duties and childcare as women"; 10.5% (246 women) partially disagreed with this statement; 3.8% (90 women) completely disagreed with it; 4.3% (100 women) did not know the answer.



- Slightly over one quarter, 25.9% (605 women) of all women participating in the survey completely agreed that: "Taking care of others leaves no time for women to get a job"; more than 40% (951 women) of respondents partially agreed with this opinion; almost 20% (450 women) partially disagreed with it; 7.3% (170 women) completely disagreed; 7% of respondents did not know the answer.



Turning to the survey findings on the next question, it is worth noting that in the answers to the question above, there were no

variances in the type of settlement of respondents, that is, urban and rural areas. 92.3% of the survey participants (2,194 women) had never been involved in associations/unions or communities; 6.8% (63 women out of 159 women in villages or suburbs, 34 women in an oblast center, and 62 women in a capital/city of national significance) responded affirmatively to the question (Table 17).

45.6% (73 women) of respondents who answered affirmatively to this question had been involved in the activities of non-profit organisations/associations of any type; 30% (48 women) had been involved in the activities of school/parent committees. 1.8% (44 women) of respondents specified the interaction rate with the organisations as "every day or every week"; 2.3% (56 women) of respondents interacted with them "on a monthly basis".

TABLE 17:
Breakdown of respondents' answers to the question about being a part of any associations/unions or communities?

Type of association/union	Number of female respondents surveyed	Percent
Non-profit organisation/association of any type	73	45.6
Independent women's association	15	9.4
Informal women's club (informal association of women) with a specific purpose	5	3.1
Religious organisation	6	3.8
Association of women within a political party	5	3.1
Participation in a municipal association / local community, paid or unpaid	3	1.9
School / parent committees	48	30
Other	5	3.1

8. Access to institutions for children and adults

The respondents (1,177 women) who during the survey had their own child (or her husband's child) aged under 15, living in their household, answered the questions in this section of the questionnaire.

Replying to the question about accessing the services of kindergartens, other children's centers or the services of specially hired and paid people to look after children (outside of compulsory educational institutions), 38% of respondents answered affirmatively (447 women, out of which 111 women live in villages or suburbs; 113 women live in a city (region center); 223 women live in the capital (city of nationwide significance).

Replying to the question about the quality and availability of childcare services, the respondents' ratings were as follows (Table 18)

23.4% of respondents (106 women) who answered affirmatively to the previous question (447 women) have rated the aspects of delivering childcare services as a "Big problem" (basically, women meant the cost of services provided by these institutions and their distance from the household), and more than half of them live in a capital/city of national significance. Practically the same number of women believe that these issues are not problematic at all.

Half of all respondents who answered the survey, 50.2% specified that their husbands look after their children apart from them (in the capital/city of national significance, there are one and a half times more respondents with such answers than in rural areas or suburbs); 38% of women specified the assistance provided by grandparents.

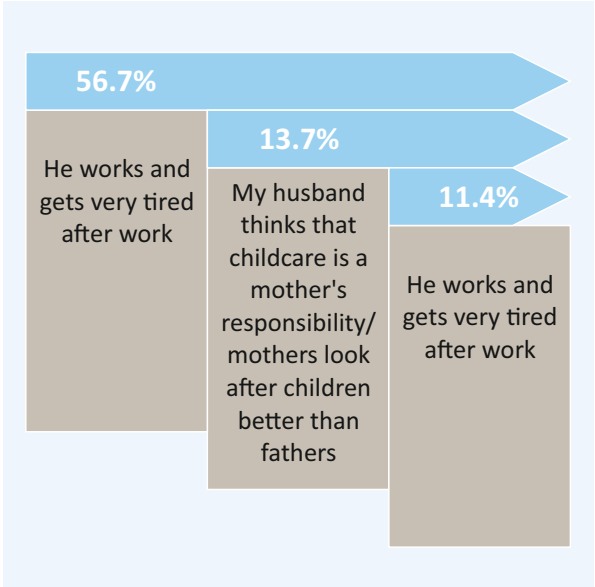
The main reason that fathers are not involved in childcare - 56.7% of women in the study

TABLE 18:

Breakdown of respondents' answers to the questions about the range of aspects of the provision of childcare services according to the problem complexity level

	Rating of services by respondents, people/%				
	Major problem	Average problem	Minor problem	It is not a problem at all	Total
Village (or a suburb)	19	32	19	38	108
	17.6%	29.6%	17.6%	35.2%	100%
City (region center)	25	19	21	47	112
	22.3%	17.0%	18.8%	42.0%	100%
Capital/city of national significance	62	80	55	26	223
	27.8%	35.9%	24.7%	11.7%	100%
Total	106	131	95	111	443
	23.9%	29.6%	21.4%	25.1%	100%

specified that they were tired after a working day, while the answers do not vary by the type of settlement of respondents.



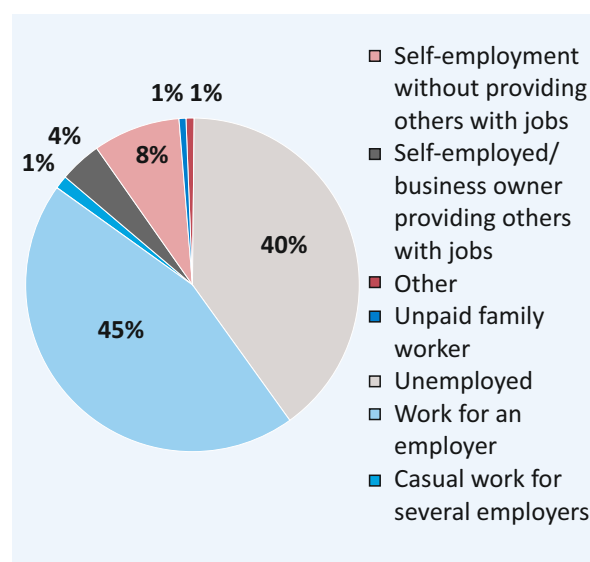
A PICTURE OF INFORMAL EMPLOYMENT OF WOMEN IN KAZAKHSTAN IN COMPARISON WITH INTERNATIONAL PRACTICE (BASED ON THE STUDY FINDINGS)

The analysis of the degree of informal employment of Kazakhstan women was based on four combined data elements: employment status, formality of the contract, social insurance coverage and formality of the enterprise. This approach was selected to apply the ILO's common evaluation criteria in the field of informal employment. Moreover, employment in the agricultural sector was also included, as some countries may have a high level of informality in this area.

Unpaid family workers. Chart 1 Presents the situation of women in the labour market in the country according to a questionnaire survey. It is as follows: 40% of the workforce (15 to 64 years old) are unemployed (hence, unemployed or inactive), 46% are paid employees (working for one or more employers), 12% of women are self-employed (with or without other jobs), and 1% of labour force are unpaid family workers. Based on the calculation of the number of employed

women¹, only 1.3% of women are unpaid household workers (informal workers identified for the first time).

CHART 1:
Status of women in the labour market



1. In the survey, there is a misalignment between the definition of formal employment (according to the ILO's classification) and self-defined employment status. In this regard, we will consider making some adjustments.

Unregistered business. With regard to self-employed women in Kazakhstan, the formal status of their economic unit was reviewed, i.e. whether the enterprise is registered or not (the researchers failed to obtain data related to household production for end use). 9.69% of respondents work for unregistered enterprises (employment outside the formal sector). Percentage reported in the ILO Report Women and Men in the Informal Economy: A Statistical Brief, is 7.3% in 2017, which is close to the results obtained in the course of the study. However, a substantial proportion of the women surveyed representing a category of "self-employed" (43.05%) reported that they worked for a company that was either not registered or was in the process of registration. Chart 2 presents that the majority of unregistered enterprises operate in the market services sector. It is assumed that small-scale enterprises most often engaged in trade, transport and personal services, remain unregistered and, consequently, informal. 80% of these companies employed only one person (the owner respondent), which suggests that the probability of being in the informal sector is very high at the lower levels of distribution by size, although two people reported an unregistered entity employing 40 employees.

CHART 2:
Unregistered enterprises by sector

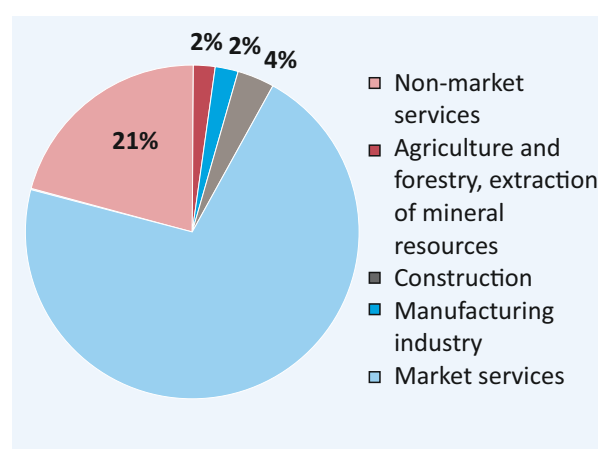
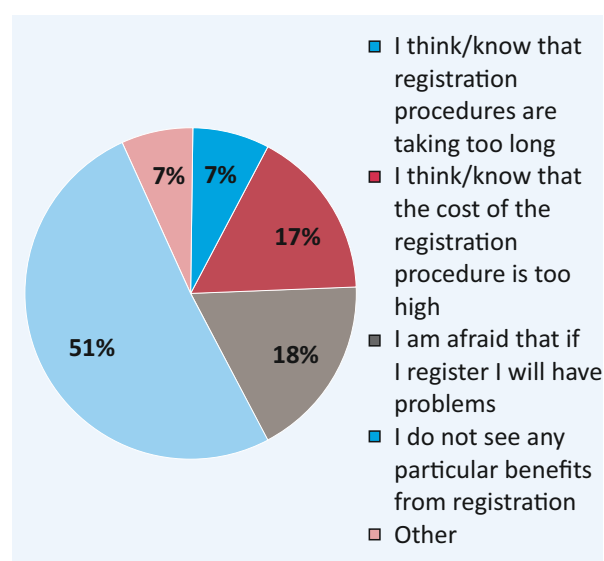


Chart 3 shows the reasons why unregistered entities did not choose to register, and shows that the majority of them (51%) did not see any specific benefits from registration. Another 18% of entities feared that they would voluntarily face the problems of too many inspections and bribery, while an additional 24% of entities considered registration too expensive or taking too long.

CHART 3:
Reasons for not registering an entity



Informal paid employees. For paid employees, we take into account the formality of the contract and the payment of social security contributions. Only 4.85% of female employees did not have a written employment contract. 30% of them stated that they work informally at their own discretion, meaning they believe it is better for them not to have a written contract, or were motivated by higher wages or the right to receive social assistance without a formal contract (Chart 4).

CHART 4:
Reasons for the absence of a written employment contract

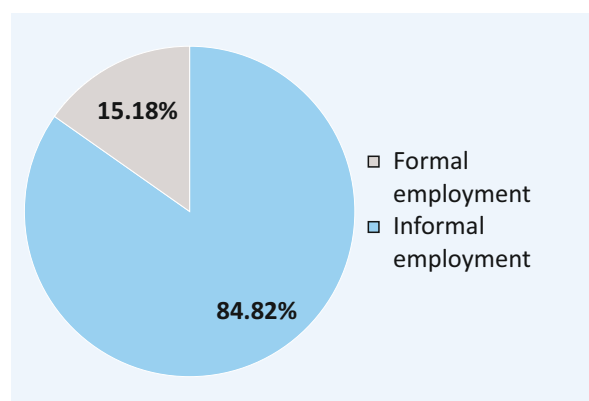


Nevertheless, the situation with social insurance coverage is more common. 5.38% of paid employees were not entitled to annual paid leave, 7.13% of women were not entitled to paid sick leave, 4.13% of women were not entitled to maternity leave, 16.17% of women were not entitled to paid health insurance, and 9.21% of respondents were not entitled to compensation for dismissal. The authors of the report had come to the conclusion that some of these five aspects may be specific to the national labour code and/or the employment contract itself, and are therefore determined by the lack of social insurance coverage if all five factors are there (compared to the ILO recommendation to consider the lack of only the first two). Under these conditions, only 2% of employed women have

encountered a lack of social security for all five criteria, which is the basis that we consider in determining informality.

Overall 15.2% of all employed women² are engaged in the informal sector of the economy, that is, they either work in an unregistered enterprise or work without a formal contract in compliance with the rules of the Labour Code (Chart 5).

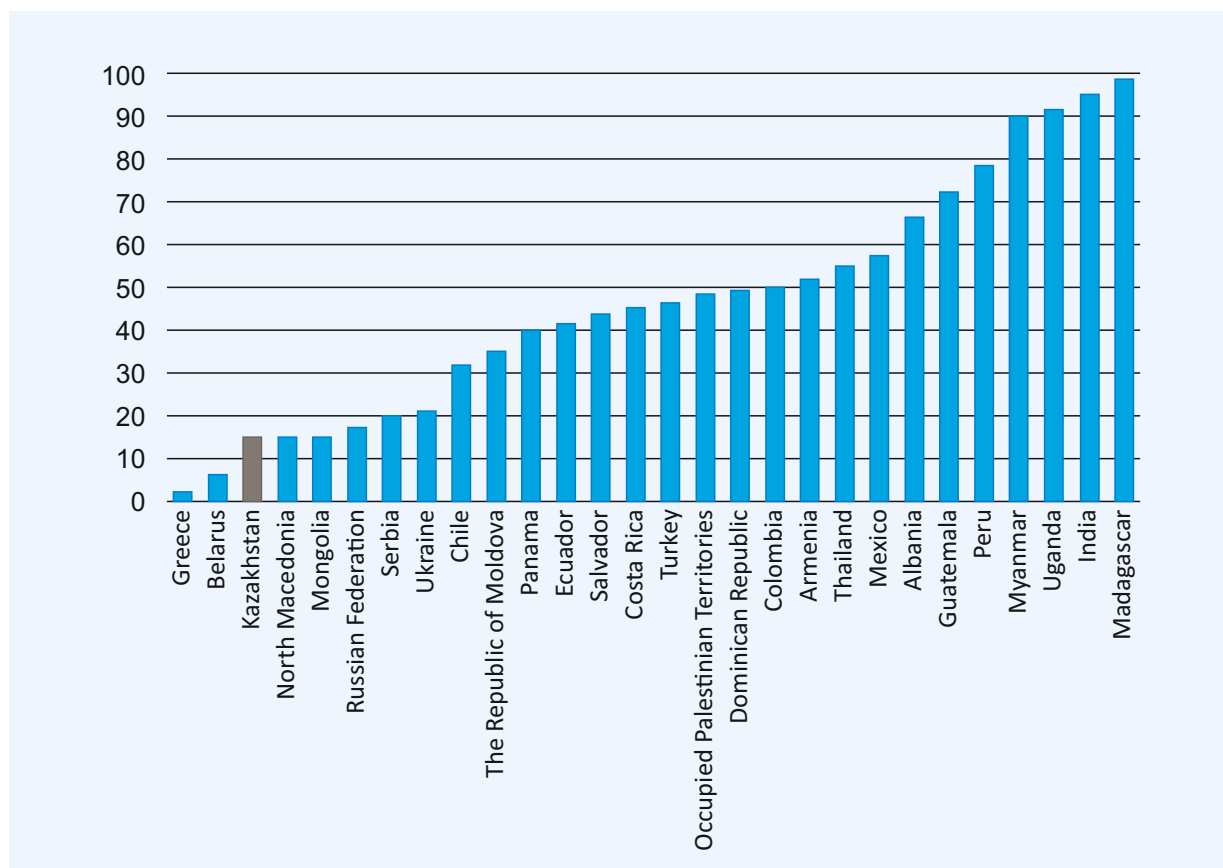
CHART 5:
Informal employment of women in Kazakhstan



The resulting 15.2% of informally employed women in 2019 is quite close to the percentage published by the ILO for 2017, which is 16.1%, confirming the validity of the study. In addition, this indicates a slight decrease in the indicator between the two years compared. Moreover, in 2017, men's informal employment was 16.2%, which indicates that there is no gender gap in informal employment. Taking this into consideration, Kazakhstan is in quite a favourable position compared to other countries for which there are ILO statistics. The availability of data on women's informal employment is mostly limited in less developed countries (Chart 6), but there are some major trends. The situation in Kazakhstan is similar to other countries in transition such as Russia, Ukraine, Serbia and North Macedonia, and much better than in most countries in East Asia and Africa.

2. Again, due to the difference specified in the previous footnote, if the number of women informally employed is expressed as a percentage of the total number of employed people (according to a self-defined employment status), this figure is 15.79%, which is on par with the indicator based on the official definition of employment status.

CHART 6:
Women's informal employment by country



In the ILO Report Women and Men in the Informal Economy: A Statistical Brief provides a more complete picture of the informal economy (for all employees, not just women) (Chart 7). This suggests that Kazakhstan is in the 20% -49% group range, supporting the findings presented above. Countries in Western Europe, North America, and Australia with advanced economies perform better, while most countries in Sub-Saharan Africa perform at significantly low levels. However, Kazakhstan's performance is higher than that of most countries in South East Asia and Latin America, while its comparison with the rest of the countries in transition (mainly located in Eastern Europe and Central Asia) is similar.

Nearly a third of informally employed women work from home, and another 30% of women work in a factory, office, workshop, shop, or stall (Chart 8). The latter confirms the informality of enterprises at the level of 9.69%. Other locations are a workplace located in the home (12%), indicating, most likely, self-employed and unpaid family workers, as well as a market or bazaar stall (11%), validating the data provided on Chart 2 that most informal entities belong to the market services sector. Chart 9 shows that 59% of informally employed women are employees in the service and trade sectors, which once again validates our findings presented on Chart 2 that they primarily work in the market services sector.

CHART 7:
Women's informal employment by country

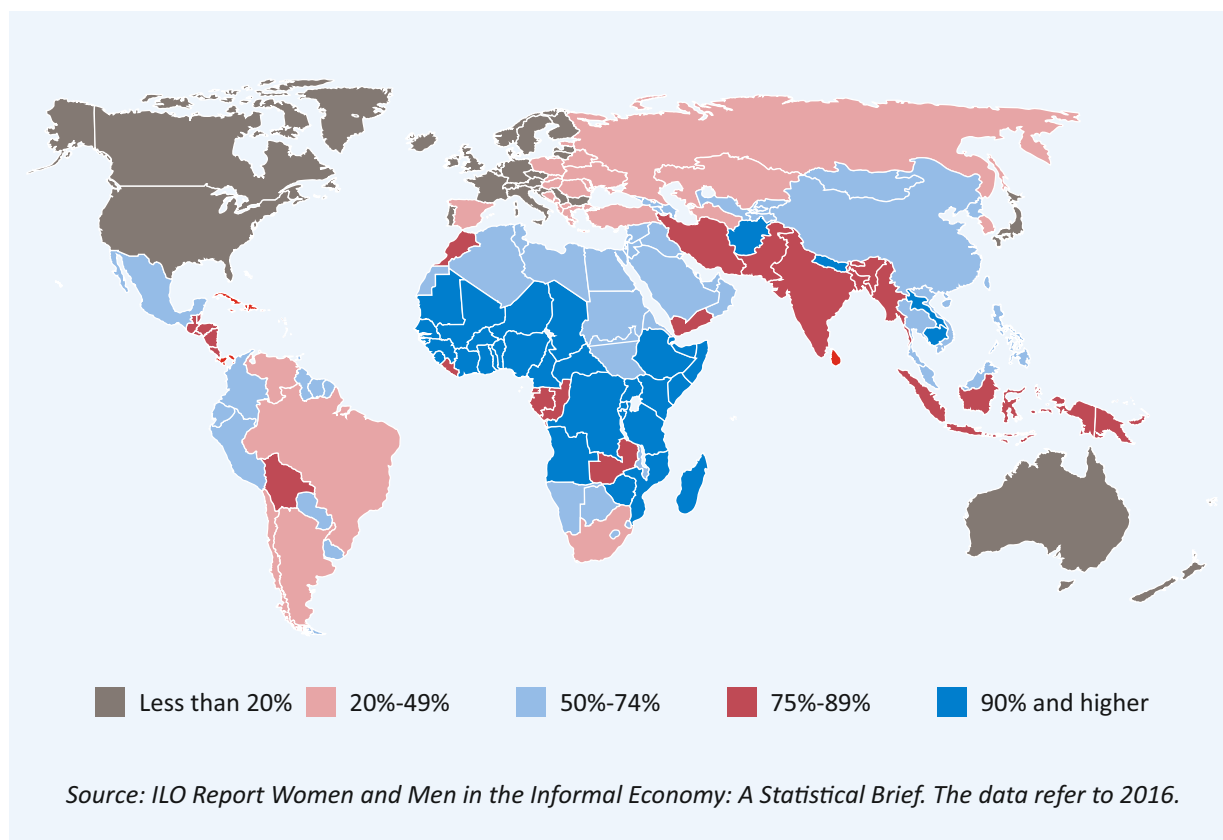


CHART 8:
Place of women's informal employment

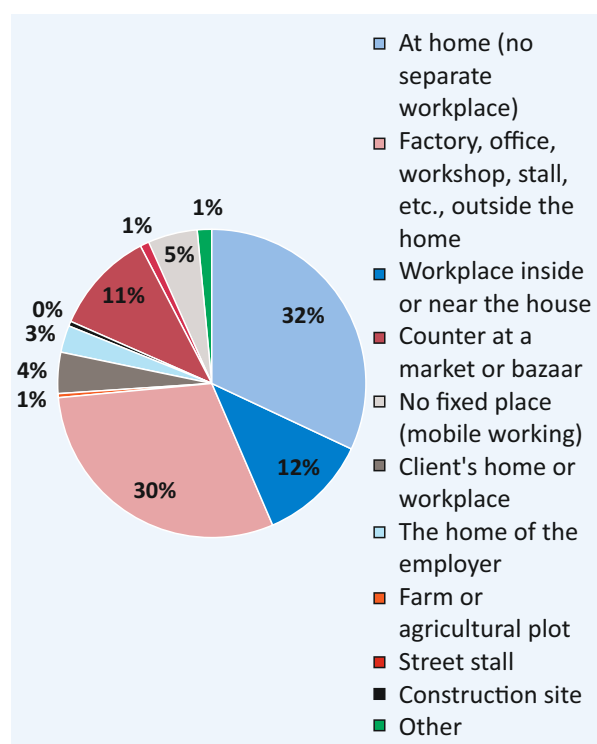
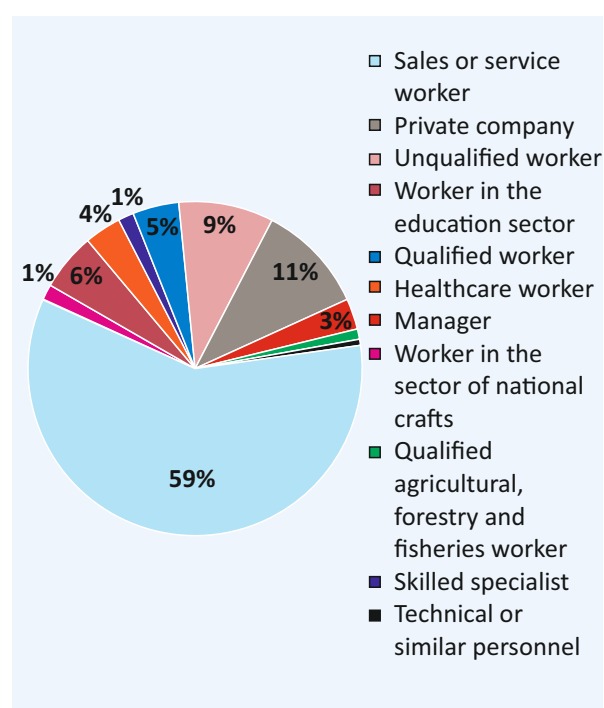


CHART 9:
Profession/skill level of informally employed women



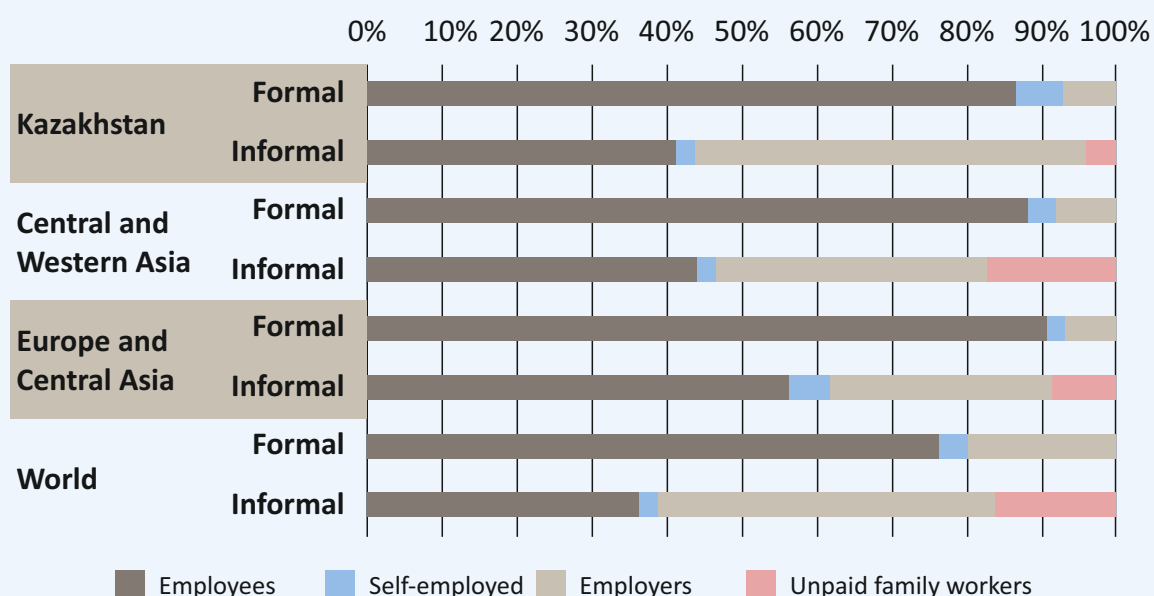
WOMEN'S INFORMAL EMPLOYMENT FROM THE INTERNATIONAL ANGLE

In this section, the authors of the report have broken down women's informal employment in Kazakhstan into its component parts and made international benchmarking, where possible, based on the data published in the above-mentioned report according to the indicators of 2016. Moreover, for some indicators, there is no gender breakdown, so the authors made a comparison based on total informal employment.

Chart 10 presents the structure of informal and formal employment in four standard categories of employment. Women's employment in Kazakhstan is compared with total employment in three regions: Central and Western Asia, Europe and Central Asia, and the world. The structure of both formal and informal employment of women in Kazakhstan, to a great extent, confirms a similar structure in the countries of Central and West Asia, which are actually the

backbone of the CIS, which includes Kazakhstan as well according to its cultural heritage and common past. As to formal employment, the main share of it is paid employees, while the shares of employers and employees employed on an individual basis (self-employed) are insignificant and approximately the same. Informally employed women are primarily self-employed, which means they are self-employed and do not employ others. This is followed by women who are informally employed, while the rate of women among employers and unpaid family workers is relatively lower. Compared to the ECA and the international level, the findings are similar, but with some notable differences. For example, in ECA, more informal workers are employed, while at the international level, this figure is actually substantially lower than in Kazakhstan, due to both self-employed workers and unpaid family workers.

CHART 10:
Structure of informal and formal employment by employment status



Source: Calculation of the authors of the report on Kazakhstan (data from the questionnaire survey of the study); ILO Report *Women and Men in the Informal Economy: A Statistical Brief for other regions* (2016).

Note: Kazakhstan related data refers only to women. As for the rest of the regions, the data relate to all employees.

The level of informal employment of women in Kazakhstan tends to decrease as women get older, but there are no major differences between age groups (Chart 11). Similar trends can be observed in the ECA, while the relationships between factors at the international level and in the countries of Central and West Asia, are more specific. However, the overall picture that women's informal employment in Kazakhstan is lower than the regional average, is relevant for all age groups.

Informal employment rate decreases depending on the level of education (Chart 12). However, the reduction of informal employment of women in Kazakhstan is much less obvious than in the other regions under comparison; it is not possible to receive data for the group without education due to the very small number of observations. However, comparative experience shows that the prevalence of informality in this group can reach 93%.

CHART 11:
Share of informal employment in total employment by age

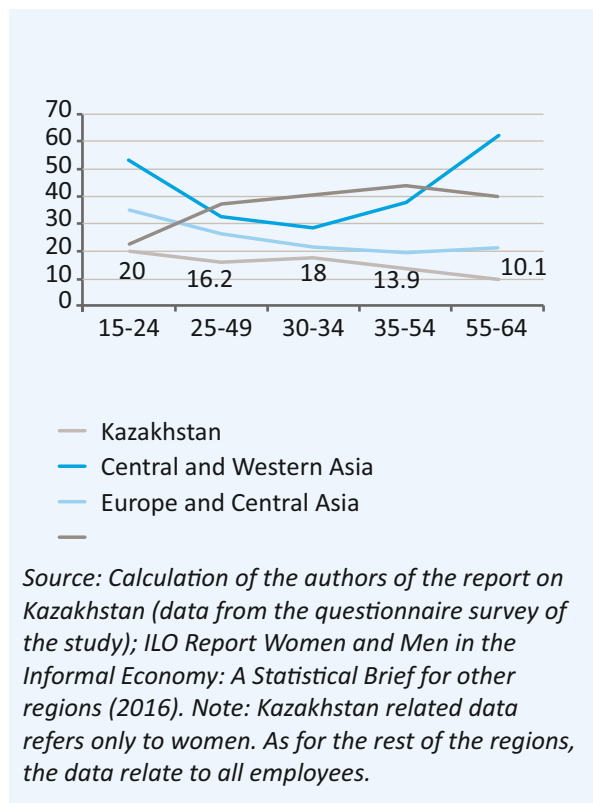
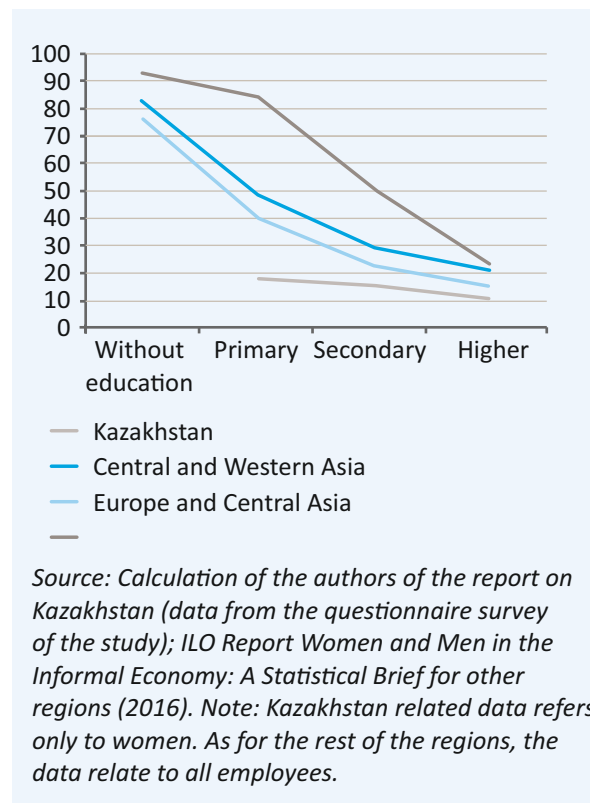


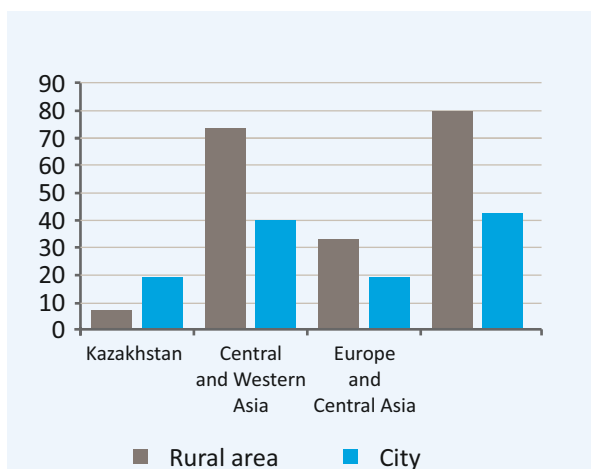
CHART 12:
Share of informal employment in total employment by level of education



Review of the geographical location (type of settlement) of informally employed women in Kazakhstan brings interesting ideas and perspectives. In contrast to global and regional models, women's informal employment in Kazakhstan is more common to urban areas, which can be confirmed by the greater presence of informal employees in sales and services rather than in agriculture (see Chart 2 and Chart 9). Women's informal employment in urban areas is similar to the ECA average, which is quite high (18.9%). Finally, the authors examined the share of women's informal employment by several criteria for which there were no international or regional comparative data, but the findings appear to be intriguing. For example, the level of informal employment is lowest among

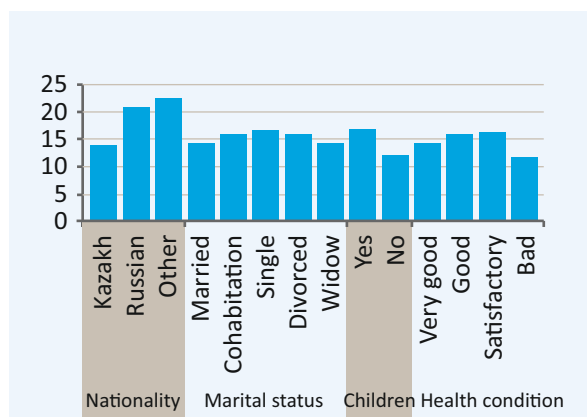
ethnic Kazakhs (13.4%), about 50% higher among ethnic Russians (20.6%), and highest among other ethnic groups (22.8%). There are no major differences in women's informal employment rates based on marital status, although they are obviously higher among women with children. This indicator would suggest that mothers are more susceptible to informal employment because of their responsibility to perform unpaid household work of a bigger scope depending on the number of children. Finally, the degree of informal employment of women increases as their health deteriorates, except for the "poor health" category, which may relate both to the small number of respondents in this category and to the inactive participation of people with poor health in the labour market.

CHART 13:
Share of informal employment in total employment by type of settlement (city/village)



Source: Calculation of the authors of the report on Kazakhstan (data from the questionnaire survey of the study); ILO Report Women and Men in the Informal Economy: A Statistical Brief for other regions (2016). Note: Kazakhstan related data refers only to women. As for the rest of the regions, the data relate to all employees.

CHART 14:
Share of informal employment in total employment by several indicators



Source: Calculation of the authors of the report on Kazakhstan (data from the questionnaire survey of the study); ILO Report Women and Men in the Informal Economy: A Statistical Brief for other regions (2016). Note: Kazakhstan related data refers only to women. As for the rest of the regions, the data relate to all employees.

INACTIVE WOMEN IN KAZAKHSTAN FROM THE INTERNATIONAL ANGLE

Inactivity in the labour market is measured as an inverse dependence on engagement in the labour market, that is, it is based on the number of all unemployed people and people who are not actively seeking for a job, as a share of the entire labour force. The structure of the female labour force (15 to 64 years old) is represented on Chart 15. 53.3% of the female labour force (15 to 64 years old) are employed, which is close to, but lower than the ILO estimate of 59.4% (this, however, covers everyone aged 15 and above). 7.1% of the female labour force is unemployed, thus setting the female unemployment rate at 11.8%, which is double the official figure of 5.4% (2017). However, there are 39.6% of women of the total labour force who do not

work and are not seeking a job. They are inactive in the labour market of Kazakhstan. This is the workforce that will be covered in this and the following sections.

The figure of 39.6% obtained as a result of our study briefly duplicates the figure of 37.3% published by the ILO in 2019, which confirms the reliability of the findings. Chart 16 shows the development of women's inactivity in the labour market over time. Thus, it is assumed that this indicator had been decreasing for a longer period in the 2000s, then a lull followed, and again began to increase in the late 2010s. This suggests that the issue may require immediate attention from political decision-makers at government level.

CHART 15:
Women's status in the labour market in Kazakhstan

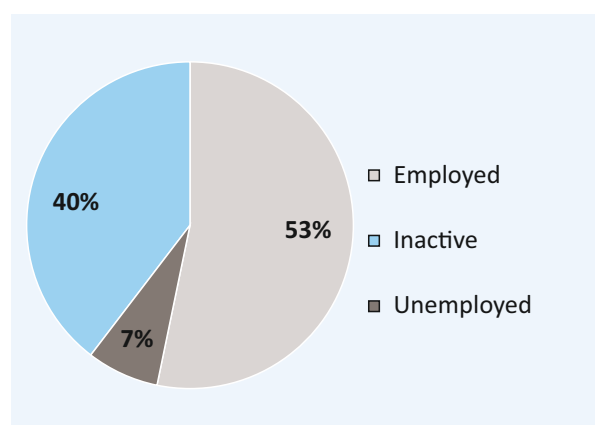
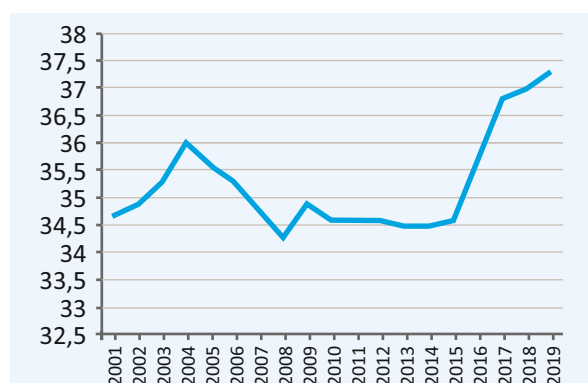


CHART 16:
Inactivity of women in the labour market in Kazakhstan over the passage of time

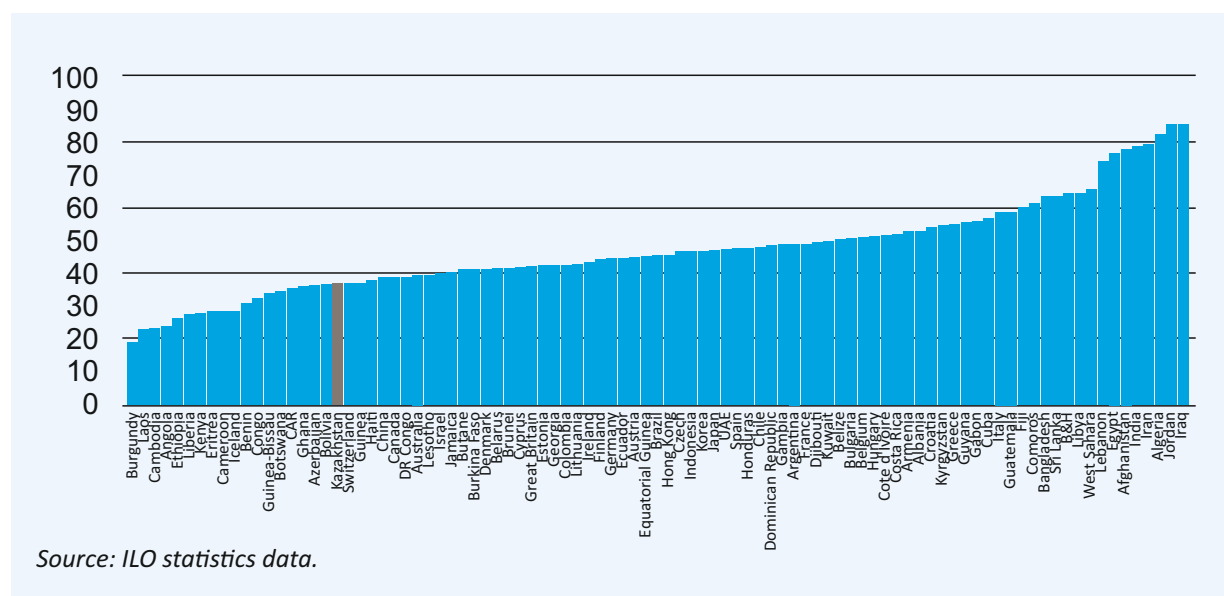


Source: ILO statistics data.

Nevertheless, Kazakhstan is on the left side of the chart showing the global breakdown of women's inactivity indicators (Chart 17), meaning more than three-quarters of the world's countries face higher levels of

women's inactivity in the labour market, including well-developed European Union member-countries, such as Italy (59.2%), Greece (55.6%) and Croatia (54.5%).

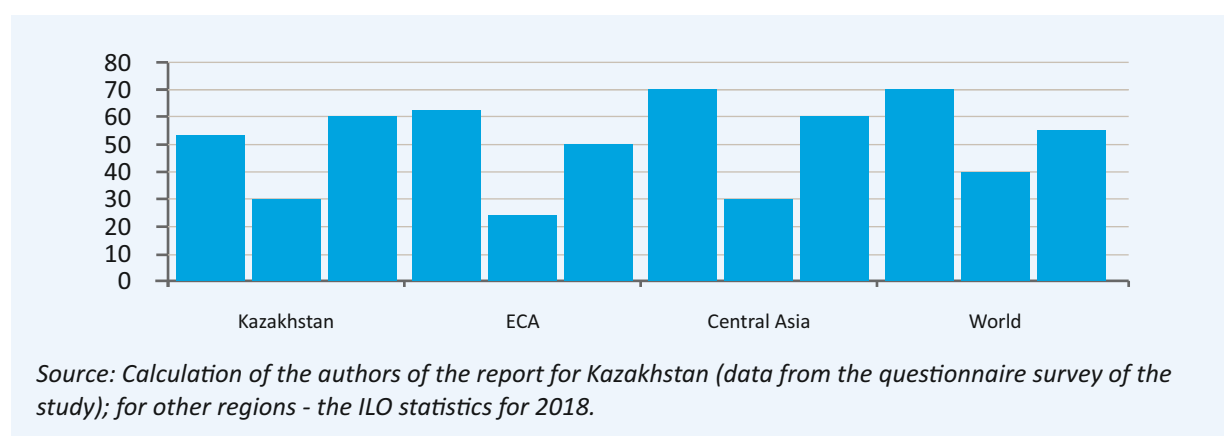
CHART 17:
Women's informal employment by country



The next section provides further breakdown of inactivity rates by age, education level, and type of settlement, as well as some international comparisons. In order to allow for an easy reading of the report, we compared the regions of Central Asia, Europe and Central Asia, where Kazakhstan is located geographically, and the global situation. presents the inactivity rate for three age

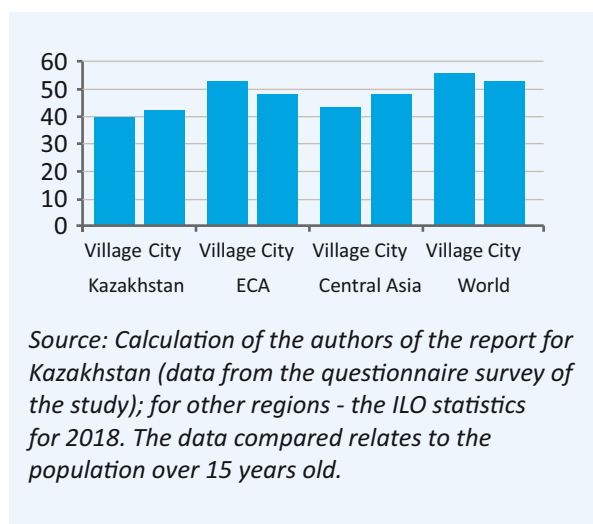
categories and the confirmation that it is very high at both boundaries of the age breakdown (15 to 24 years old and 55 to 64 years old), being the same in the compared groups. In addition, there is a relatively low degree of inactivity for women aged 25 to 54 years old in Kazakhstan, which is 30.8%, and this is again similar to the regional and global average, but higher than in the ECA region.

CHART 18:
Women's inactivity in the labour market by age



There are no apparent differences in the level of inactivity of women when differentiating between urban and rural areas (Chart 19). In general, the indicators are lower than in the compared regions, so the difference between urban and rural areas is not so obvious.

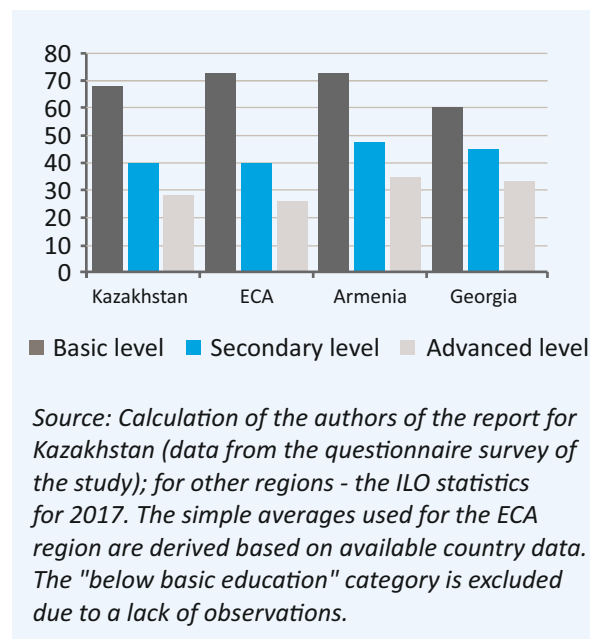
CHART 19:
Women's inactivity in the labour market by type of settlement (city/village)



Women's inactivity in the labour market decreases as the level of education increases (Chart 20), which is clearly confirmed in various sources. Since we lack complete aggregated data for ECA and Central Asia, we get a simple average for ECA from the available data by countries, while we use Armenia and Georgia as the countries compared within CIS. Indicators broken down by secondary and advanced levels of education in Kazakhstan are similar to the ECA average and slightly higher than in Armenia and Georgia.

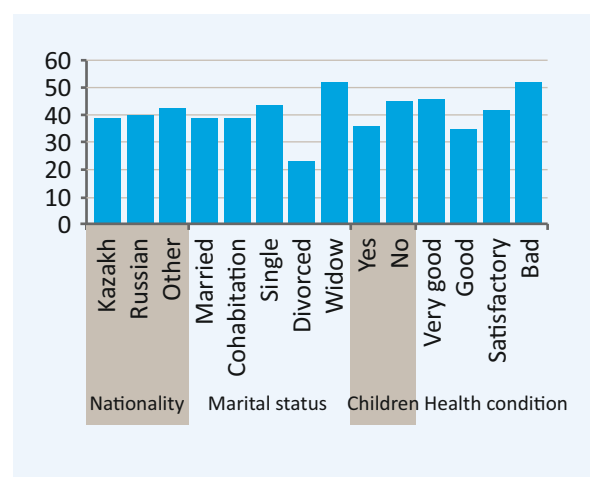
Finally, there are indicators of inactivity broken down by several other characteristics on Chart 21. There are no substantial differences in ethnicity, although this indicator is slightly lower for ethnic Kazakhs than for ethnic Russians. Divorced women are the least represented among the informally employed, while widows is the biggest category here.

CHART 20:
Women's inactivity in the labour market by level of education



Interestingly, the degree of inactivity is higher among women without children (an aspect that we will review further in the next section), while this indicator is inversely related to health status, except for the healthiest people.

CHART 21:
Women's inactivity in the labour market by other characteristics



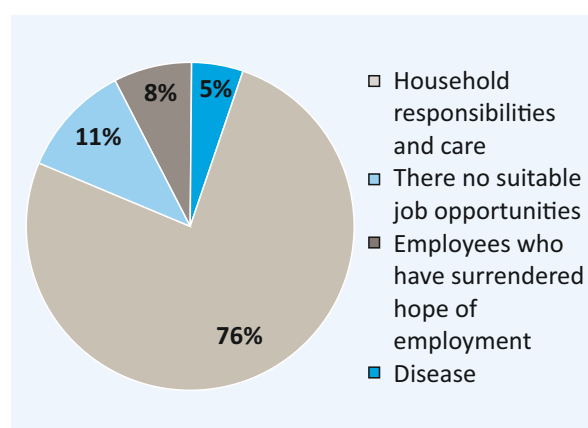
FURTHER

CHARACTERISTICS OF

INACTIVE WOMEN

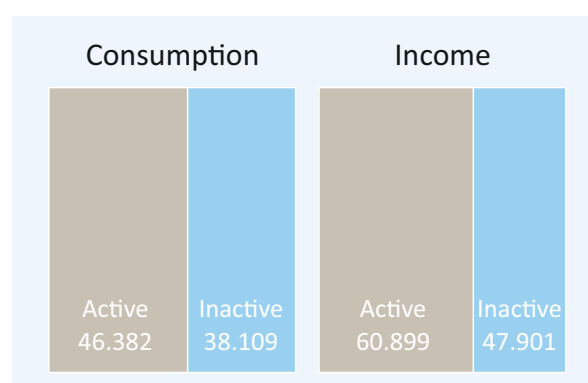
Characteristics and opinions of inactive women are detailed in this section. Since we are not interested in inactive women who are in the process of getting an education or who have retired, we exclude them from the study group and focus on those who do not work, do not study, are not retired or are not seeking a job. Therefore, here we have only a group of 449 women, and this number is enough to reach relatively reasonable conclusions. Chart 22 presents a summary of the causes of inactivity. The questionnaire offered 16 possible answers, which, after excluding questions related to school education and retirement, are broken down into four main categories: illness and disability; care for households, children and the elderly; lack of existing employment opportunities (either because of low demand or because existing opportunities are limited, such as lack of part-time work); and the category of workers who have stopped looking for a job, who are either disappointed with market conditions (have lost hope of finding a job), or because they receive money transfers from relatives or social assistance from the government. The chart illustrates that the most common type of inactivity among women in Kazakhstan is that related to household responsibilities, childcare and the elderly care (76%), while the remaining quarter is distributed among the other three categories, and, therefore, has a relatively low value.

CHART 22:
Aspects of women's inactivity in the labour market



Inactive women live in lower-income households compared to active women, which is inevitable, given that they do not contribute to the family budget (Chart 23). The difference in average consumption per capita in a household is 21.7%, and in income is 27.1%.

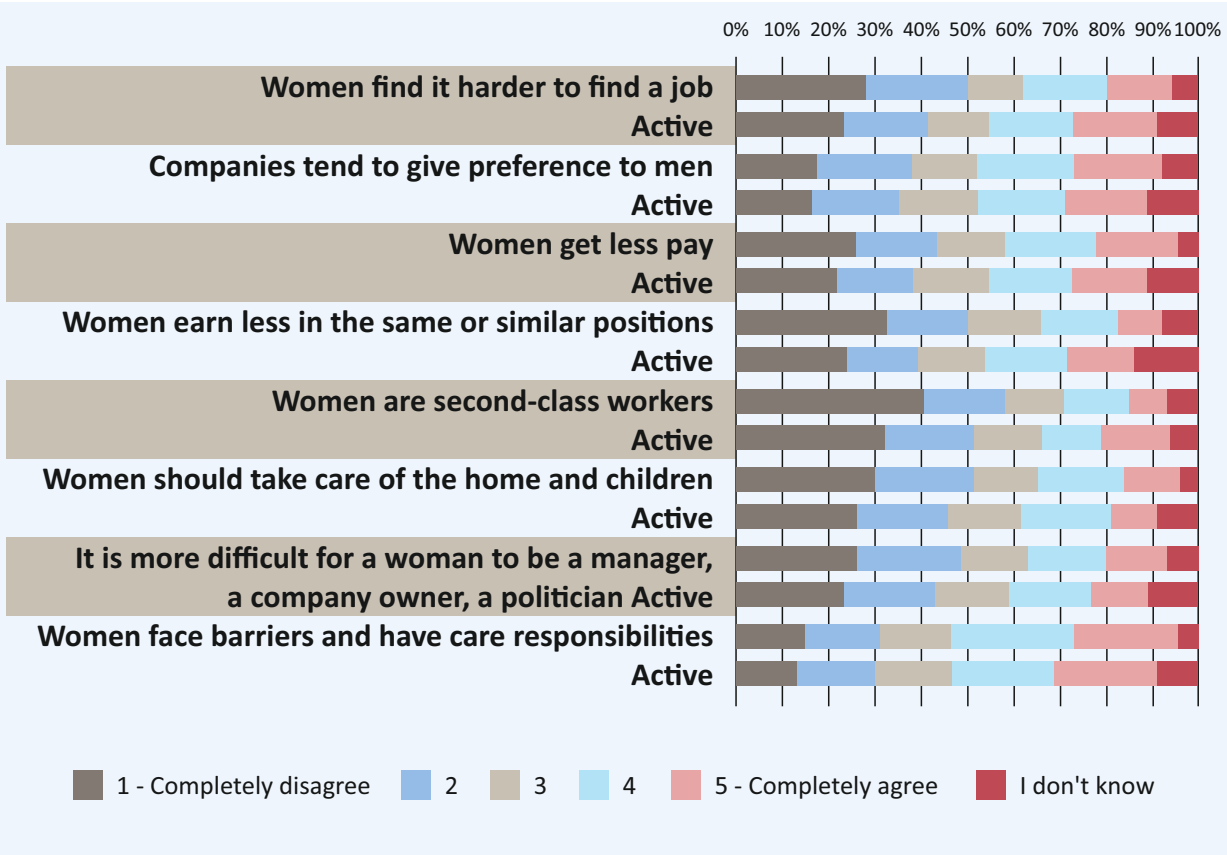
CHART 23:
Poverty at the household level



Four aspects that could potentially affect or at least relate to women's inactivity in the labour market were considered: discrimination, cultural norms, social integration, and access to child and adult care facilities. A nearly equal number of active and inactive women (33.5% compared to 31.5%) answered that there is discrimination (injustice) against women in the Kazakh labour market. However, an indirect study of their perception of discrimination revealed differences. presents the attitude of women to several aspects of gender discrimination: in job search, remuneration, general treatment of female employees, and in positions/professions. The general observation that can be made on the

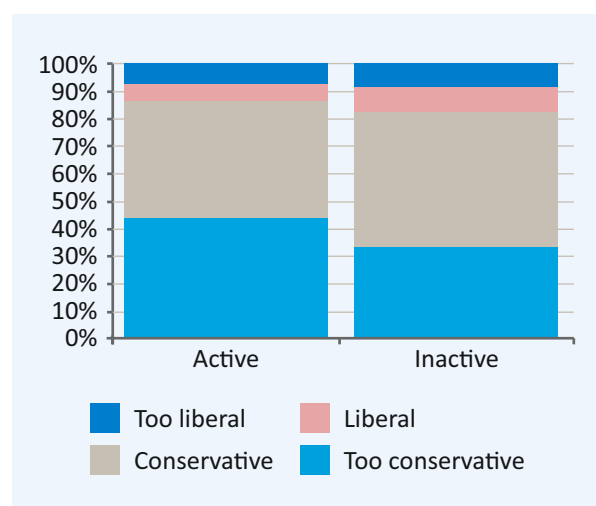
basis of the chart data is that the answers of inactive women are mostly located on the left side than those of active women, i.e., on average, the first group was more likely to agree with the statements than the second one. This suggests that inactive women are more sensitive to gender discrimination. The variances are mainly reflected in gender discrimination in the job search process, in pay for work of similar value, and in the perception of women as second-class workers. Moreover, inactive women constantly give more "I don't know" answers, which can be considered as a fear of expressing a negative attitude to gender discrimination in Kazakhstan.

CHART 24:
Personal perception of gender discrimination aspects



Although perception of gender discrimination may be more obvious among inactive women, they do not cultivate more conservative cultural beliefs than active women do (Chart 25). The data suggest that Kazakhstan women are conservative in their beliefs about the role

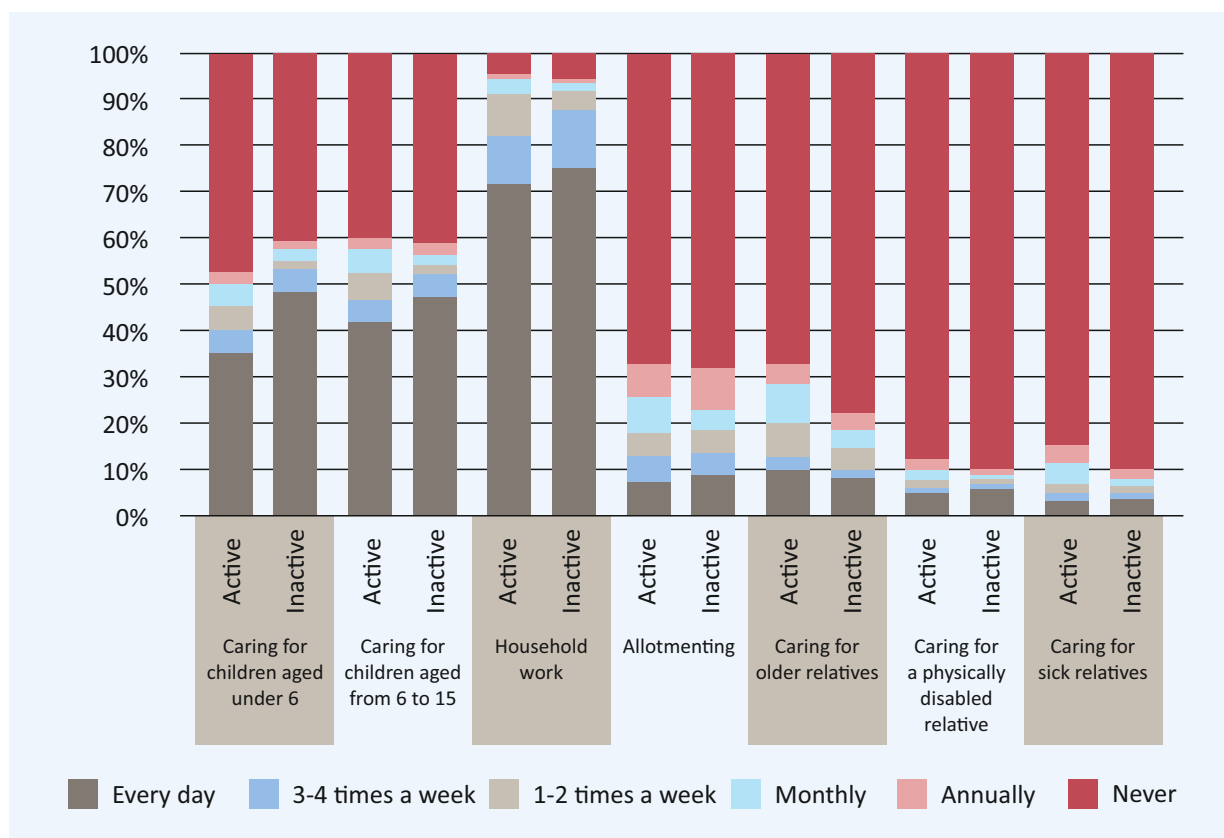
CHART 25:
Cultural beliefs – Summary indicator



of women in the family and society, since more than 80% of them reported conservative beliefs on a number of characteristics. It is, however, interesting to note that women are slightly less conservative than active women, suggesting that cultural standards are probably not an obstacle to women's integration into the labour market.

Women spend their time primarily on childcare and household responsibilities (Chart 26). Despite the study's finding that this is the main cause of inactivity, the rate of these two activities does not vary significantly from similar indicators among active women in the labour market. However, there is some difference in favour of inactive women, especially when caring for children aged under 6, as 50% of them reported daily engagement in childcare compared to 35% of active women. In addition, both active and inactive women in Kazakhstan rarely work on their allotment and care of elderly family members.

CHART 26:
Rate of women's participation in household responsibilities, child and elderly care



These findings are confirmed when calculating the number of actual hours that women spend on care and household responsibilities (Chart 27). Inactive women spend more time than active women on all the activities, despite the maximum levels and differences in childcare and household responsibilities. The differences in these two categories reach 35.9% and 28.7%, accordingly. Data on the amount of time spent caring for

children and elderly family members confirm that active women use kindergarten services more often (Chart 28). The thing is that, despite the minor difference, inactive women still rely less on such services. However, the overall number of women who do not use day care services may indicate the need to expand the infrastructure of such facilities, as well as to raise awareness of the benefits of pre-school education for children.

CHART 27:

Number of hours spent by women on child and elderly care and household responsibilities

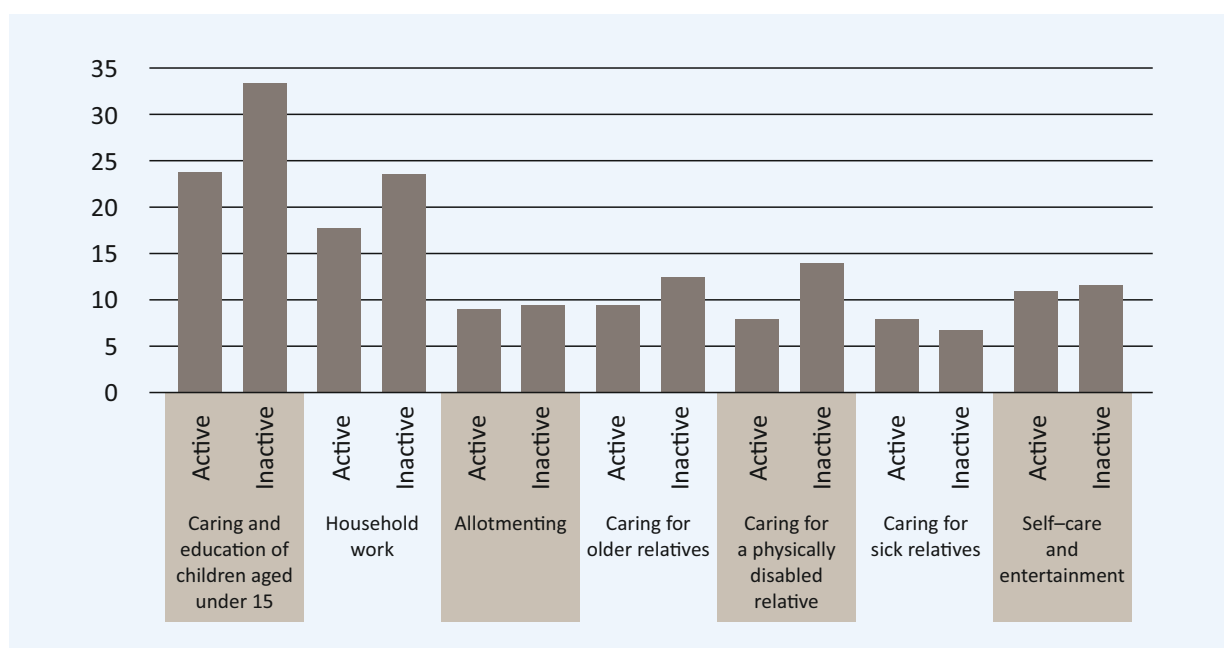
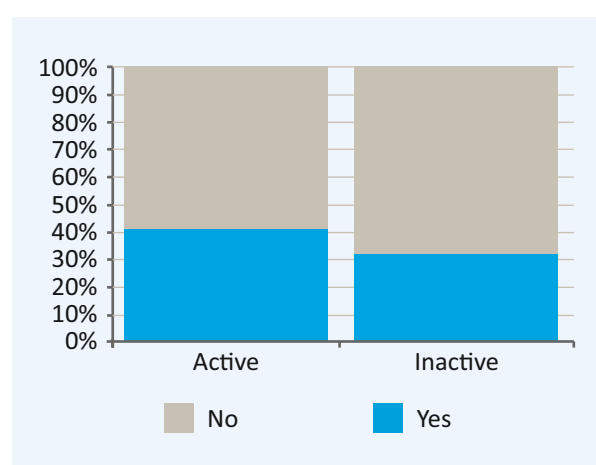
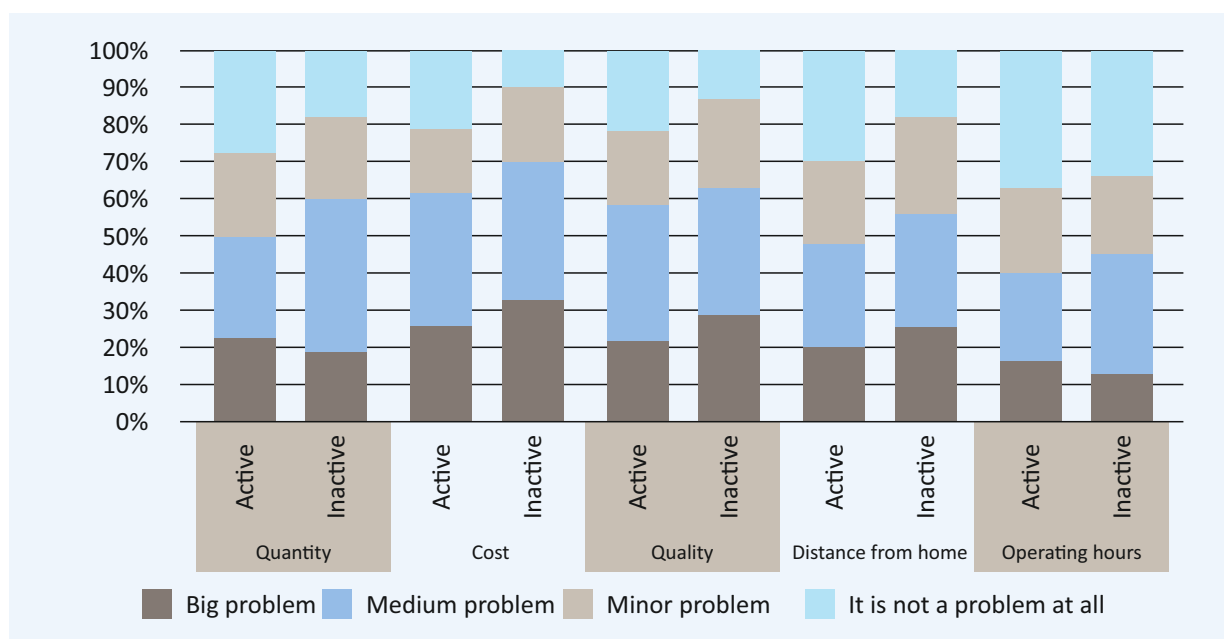


CHART 28:

Women who use the services of kindergartens

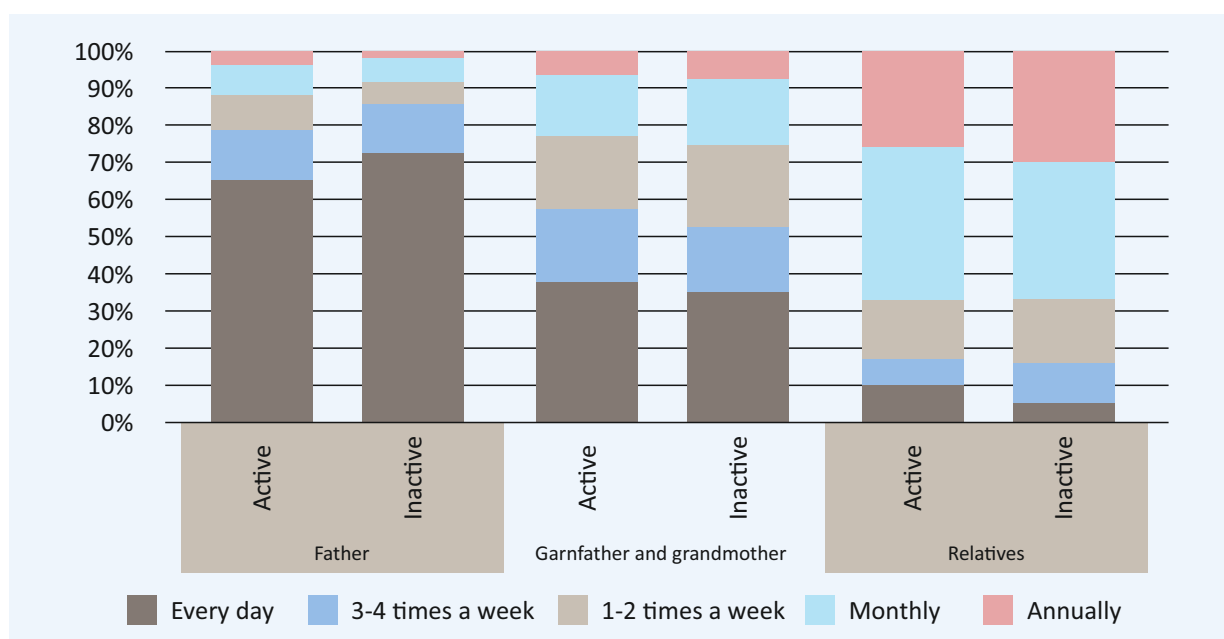


Nearly all aspects of the childcare system - quantity, cost, quality, distance, and operating hours are a big problem for inactive women rather than for active women in Kazakhstan. Chart 29 presents that the data columns for inactive women are slightly raised, so the "big problem" and "medium problem" categories show large values. This provides additional grounds to increase accessibility and improve access to kindergartens to further increase women's engagement in the labour market in Kazakhstan.

CHART 29:**Extent of problems in various aspects of the system of facilities or specialists in childcare**

Finally, inactive women are more likely to receive support for childcare from their husband and less likely to receive support from their mothers and other relatives (Chart 30). It is likely that inactive women are more concerned about the lives of their immediate family members than active women, who are

more likely to rely on their parents and other relatives to care for their children when career building. However, both among active and inactive women, fathers are involved in childcare on a daily basis in more than 60% of cases; among grandparents, this figure is lower than 40%, and among other relatives is less than 10%.

CHART 30:**Rate of receiving free childcare assistance**

FINDINGS AND CONCLUSIONS

- *Today, the measures taken in the country are forms of a universal system of providing social support to socially vulnerable women, but at the same time they are inadequate and require transformation for a number of reasons: lack of a unified approach to defining the "category of socially vulnerable women"; different criteria for need assessment (poverty line, food basket, subsistence minimum); administrative barriers due to the need to collect documents for each type of social assistance for low-income families; under-development of women's entrepreneurship.*
- *Thus, the current situation not only slows down the rate of poverty reduction and government spending on social assistance, but also means that the country's existing labour resources are underutilized, despite the growing demand for labour force in the context of the transition to a new round of economic growth.*
- *The policy of employment expansion, while still gender-neutral, does not fully consider the factor of gender inclusion, and, in particular, increasing the degree of involvement of women from vulnerable groups in the implementation of effective state programmes in employment arena. The reality of the present Kazakhstan labour market is that women continue to occupy weaker positions in the labour market than men do: their professional qualifications and wages are lower; occupational and industry segregation is high.*
- *Ineffectiveness of government regulation and control structures create specific difficulties in business development, which are commonly referred to as administrative barriers. As a result, the natural response of small-scale enterprises, which are usually women's subjects of employment, is to enter the shadow economy, which can be an immediate consequence of social insecurity if the risk occurs.*
- *Despite the diversity of country-level activities of various institutional structures for women's economic empowerment, the entire range of opportunities offered does not fully reach the beneficiaries covered in the report. We can only assume that the underlying cause for this situation can be identified as the lack of an equal opportunities policy at the level of each individual structure/institute/programme, the development of which should be based on the principles of an integrated gender approach.*
- *It should be noted that at the regional level, there are examples of effective policies in this area, but this approach is based on the personal initiative of representatives of the decision-making level and, last but not least, their understanding of the importance of introducing a gender component in the development or implementation of*

programmes/initiatives/projects, in particular Programmes of Territorial Development.

- *The main issues of informal women's employment are as follows: incomplete coverage of the social security system; administrative barriers; lack of legal guarantees for the development of business activities; unjustified level of taxation of entrepreneurs at this level without taking into account their interests; lack of financial and lending resources for initial development; lack of preferential lending; rental and purchase of premises for business activities; immaturity of markets for manufactured products.*
- *A common phenomenon of informal employment in the country is associated with territorial disaggregation of the level of poverty, suggesting that there is a direct correlation between these two phenomena. In other words, informal employment, as a type of business activity, is most common in regions with a high and average share of the population, whose incomes are below the subsistence level. This distribution suggests that this category of population includes people with unstable and low incomes, that is, this part of the population can potentially move to the category of low-income segments of the population, thereby increasing the burden on the social protection system.*
- *Social, cultural, and economic factors determine both the scope and nature of segregation. These factors include social norms and stereotypes of men and women about family life and work; level of education and training; tax and social security systems; social security policies and institutions; the structure of the*

labour market and the extent of the informal economy; discrimination in entering the labour market and in the workplace.

- *Women with a higher education level prevail among the respondents-representatives of informal employment. Most likely, they joined the ranks of this category during the transition to a market economy in the process of restructuring the national economy. On the one hand, this is positive in terms of the capability to provide themselves and their family with a more or less decent income. On the other hand, they have been exposed to conditions that involve various social risks, which may later affect their families including children.*
- *Gender inequality in social protection reflects the adverse effects of direct and indirect discrimination against women throughout their working lives. Women's interrupted careers, lower wages and shorter work experience, as well as earlier retirement mean that women's social security benefits are lower on average than men's. Owing to a lower status of women or inadequate length of service, women are often excluded from existing company pension plans and health insurance programmes. In mandatory funded pension systems, women receive lower pensions than men, provided the pension is calculated on the basis of women's longer life expectancy. Gender-based unequal compensation payments at retirement age have serious repercussions for social and employment policies, in the context of feminization of the older age group in all regions of the world.*
- *Women, as well as other groups of people who become the victims of*

discrimination, can adapt to the deteriorating conditions in the labour market. They can agree to work less hours rather than not working at all and be unemployed; when faced with discrimination, they can refuse to look for a job at all. Underemployment and the phenomenon of so-called "discouraged workers", which is widespread among groups of people who are subject to discrimination, tend to hide much higher real unemployment rates.

- In addition, women are more likely to work as household employees, temporary workers, or have casual earnings. In the event of self-employment, women are more likely to work on their own account in the informal economy. Finally, women are the overwhelming majority in the category of home care assistants (often at no charge).
- Although financial responsibilities in the family have been reallocated, an overwhelming burden of household responsibilities and caring for family members is still resting on women, which indicates the continued power of deep-rooted beliefs about the role of work, a household, society, men and women in these areas.
- 40% of the workforce (15 to 64 years old) are unemployed (hence, unemployed or inactive), 46% are paid employees (working for one or more employers), 12% of women are self-employed (with or without other jobs), and 1% are unpaid family workers. Based on the calculation of the number of employed women, only 1.3% of women are unpaid household workers (informal workers identified for the first time).
- 9.69% of respondents work in unregistered enterprises (employment

outside the formal sector). Percentage reported in the ILO Report *Women and Men in the Informal Economy: A Statistical Brief*, is 7.3% in 2017, which is close to the results obtained in the course of the study. However, a substantial proportion of the women surveyed representing a category of "self-employed" (43.05%) reported that they worked for a company that was either not registered or was in the process of registration.

- The majority of unregistered enterprises operate in the market services sector. It is assumed that small-scale enterprises most often engaged in trade, transport and personal services, remain unregistered and, consequently, informal. 80% of these companies employed only one person (the owner respondent), which suggests that the probability of being in the informal sector is very high at the lower levels of distribution by size, although two people reported an unregistered entity employing 40 employees.
- The reasons why unregistered enterprises did not choose to register, and that the majority of them (51%) did not see any specific benefits from registration. Another 18% of entities feared that they would voluntarily face the problems of too many inspections and bribery, while an additional 24% of entities considered registration too expensive or taking too long.
- Only 4.85% of female employees did not have a written employment contract. 30% of them stated that they work informally at their own discretion, meaning they believe it is better for them not to have a written contract, or were motivated by higher wages or the right to

receive social assistance without a formal contract.

- The situation with social insurance coverage is more common. 5.38% of paid employees were not entitled to annual paid leave, 7.13% of women were not entitled to paid sick leave, 4.13% of women were not entitled to maternity leave, 16.17% of women were not entitled to paid health insurance, and 9.21% of respondents were not entitled to compensation for dismissal.
- Overall 15.2% of all employed women are engaged in the informal sector of the economy, that is, they either work in an unregistered enterprise or work without a formal contract in compliance with the rules of the labour code.
- The resulting 15.2% of informally employed women in 2019 is quite close to the percentage published by the ILO for 2017, which is 16.1%, confirming the validity of the study. In addition, this indicates a slight decrease in the indicator between the two years compared. Moreover, in 2017, men's informal employment was 16.2%, which indicates that there is no gender gap in informal employment. Considering this, Kazakhstan is in quite a favourable position compared to other countries for which there are ILO statistics.
- The situation of the informal employment in Kazakhstan is similar to other countries in transition such as Russia, Ukraine, Serbia and North Macedonia, and much better than in most countries in East Asia and Africa.
- Nearly a third of informally employed women work from home, and another 30% of women work in a factory, office, workshop, shop, or stall. The latter confirms the informality of enterprises at

the level of 9.69%. Other locations include a workplace located in the home (12%), most likely indicating self-employed and unpaid household employees, as well as a market or bazaar stall/counter (11%).

- Review of the geographical location (type of settlement) of informally employed women in Kazakhstan brings interesting ideas and perspectives. In contrast to global and regional models, women's informal employment in Kazakhstan is more common to urban areas, which can be confirmed by the greater presence of informal employees in sales and services rather than in agriculture.
- The level of informal employment is lowest among ethnic Kazakhs (13.4%), about 50% higher among ethnic Russians (20.6%), and highest among other ethnic groups (22.8%).
- There are no major differences in women's informal employment rates based on marital status, although they are obviously higher among women with children. This indicator would suggest that mothers are more susceptible to informal employment because of their responsibility to perform unpaid household work of a bigger scope depending on the number of children.
- The degree of informal employment of women increases as their health deteriorates, except for the "poor health" category, which may relate both to the small number of respondents in this category and to the inactive participation of people with poor health in the labour market.
- 7.1% of the female labour force is unemployed, thus setting the female unemployment rate at 11.8%, which is double the official figure of 5.4% (2017). However, there are 39.6% of women in

the total labour force who do not work and are not seeking a job. They are inactive Kazakhstan's labour market.

- *Inactive women live in lower-income households compared to active women, which is understandable, given that they do not contribute to the family budget.*
- *Generally, Kazakhstan women are conservative in their beliefs about the role of women in the family and society, since more than 80% of them reported conservative beliefs on a number of*

characteristics. However, inactive women are slightly less conservative than active women, suggesting that cultural standards are probably not an obstacle to women's integration into the labour market.

- *Both among active and inactive women, fathers are involved in childcare on a daily basis in more than 60% of cases; among grandparents, this figure is lower than 40%, and among other relatives is less than 10%.*

RECOMMENDATIONS

Summing up the aforesaid, we can propose a system of measures to improve techniques for stimulating women in informal employment, with a special focus on socially vulnerable women, and their competitiveness in the labour market.

At the legislative branch level

It may be noted that government regulation and control should be effective elements of a single policy. However, inefficient activities of government regulation and control structures create specific difficulties in business development, which are commonly referred to as administrative barriers. As a result, the natural response of small-scale enterprises is to enter the shadow economy. Despite the fact that the legal, regulatory and programme documents address key issues in small-scale business development, legislative support is not fully effective and efficient. This is often due to the declarative nature of these laws and the lack of a detailed mechanism for implementing the provisions and measures laid down in it. It is necessary to audit existing laws, statutes and regulations governing business issues in order to eliminate existing contradictions. This will bring them in line with the requirements of the time and create the most transparent legislation in the field of small and medium-scale enterprises.

In this regard, it would be relevant to constantly monitor statutory instruments, including those of a departmental nature.

- *This would eliminate excessive and inefficient government regulation of business activities. When drafting laws, statutes and regulations, it is necessary to make a detailed forecast of its impact,*

that is, to provide a thorough analysis of the issue that is proposed to be addressed by adopting a law, statute or regulation; to provide a detailed substantiation specifying the reasons why it is not possible to address the issue using market mechanisms due to their absence or inadequacy; to provide forecasts of efficiency and benefits for small-scale business; to introduce public discussion of projects and make official publication a prerequisite for their introduction. It is also necessary to remove the ability of government agencies to issue statutory instruments regulating the conduct of audits, defining them within the framework of legislative acts;

- *in order to create the necessary conditions for access to credit resources for the most vulnerable entities, small businesses, which have emerging entrepreneurs, as well as small-scale enterprises that lack adequate collateral. It is advisable to expand the activities of regional funds to promote entrepreneurship and innovation. One has to be aware of the importance of medium and, particularly, long-term loans for renovation and upgrade in order to design and produce competitive products.*

Annex 1 presents the Proposals prepared by the authors of the report in relation to the Amendments and Additions to Laws, Statutes and Regulations related to women's employment, which are closely related to the level of their social protection.

At the executive branch level

Arrangements to improve mechanisms for promoting women's employment and competitiveness in the labour market:

- *to improve the employment promotion programmes implemented by the government employment service by making them more targeted on women/girls, with a specific focus on socially vulnerable categories. This would be by introducing tools for an integrated gender approach, particularly evaluating their effectiveness based on gender-disaggregated data;*
- *to implement tools for an integrated gender approach, such as monitoring and evaluation of on-going employment programmes, in order to strengthen the effectiveness of these programmes and find possible gaps in the targeting of services rendered as part of programmes aimed at socially vulnerable women;*
- *to organise training/re-skilling for women who return to the labour market after taking parental leave or who have long breaks in employment.*
- *to promote business by providing one-time subsidies for vocational training and professional development of women who have returned from maternity leave and had been sent to employment centers;*
- *to draw up a comprehensive sub-programme within the Enbek State programme for the Development of Productive Employment and Mass Entrepreneurship to facilitate the employment of socially vulnerable women; develop entrepreneurship among women, which includes various models of interaction between government, public and commercial structures, implementing the idea of socially responsible business in practice,*

so combining business development support arrangements;

- *to raise public awareness of productive employment programmes by creating open information materials, for example, the "Enbek Programme Memo"; distributing information through mobile communication providers; making social videos on state social orders.*

Arrangements to improve incentive mechanisms for promoting the employment of women, self-employed workers and potential entrepreneurs, and their competitiveness in the labour market:

- *to improve the stimulus package aimed at integrating unemployed women into the business sector by favourable credit facilities, educational services and advisory assistance;*
- *based on international best practices, to draw up a training programme to run small-scale business, followed by its implementation in upper secondary schools and at all levels of vocation training, except for postgraduate ones;*
- *to conduct an analysis to identify commercially attractive arrangements aimed at women working in the informal sector in order to legalise their business activities;*
- *to facilitate women's participation in small-scale and family businesses, taking into account expanded opportunities to provide tax, credit and insurance benefits in these areas;*
- *to promote micro-loan programmes by expanding the categories of individuals for issuing micro-loans and micro-borrowing purposes, in particular, categories of socially vulnerable women, creating conditions for the development of credit unions.*

At the level of civil society and international organisations/donors

Initiate the development of new models of partnership between the government and society, represented by NGOs, to address social issues and regional/national policies on employment, and achieve actual targeting of social assistance towards socially vulnerable women:

- organise and hold a job fair with a focus on socially vulnerable women, involving managers of large and medium-sized enterprises;
- to involve professional training centers in cooperation in order to provide additional education to socially vulnerable women, including those who are distance learning;
- to draw up and produce various information materials together with Atameken NCE (Council of Business Women) that help strengthen the entrepreneurial skills of women, especially the socially vulnerable and with a focus on rural areas, and the provision of such advisory services:
- to establish national and regional Information and Resource Centers (IRC) for NGOs for information and consulting support of NGO projects; to post electronic newsletters on NGO activities on the IRC platform on a quarterly basis; to compile registers of public experts on evaluating the effectiveness of socially important projects; to consolidate proposals from NGOs and government agencies concerning state social orders;
- to establish women's organisations is a necessary step to combat the specific form of social and economic exclusion and discrimination that poor women face because of their gender. Women's organisations can assist in creating new independent groups of workers with functions that differ from the traditional stereotypes assigned to them in society (marriage, motherhood). These organisations should work to build bridges for poor women, create social networks, strengthen relationships, and open up new opportunities;
- promote the development of various forms of care services designed to help parents, especially women, combine their family responsibilities and parenting with paid work.

To study the subject of presence of women in "new" professions related to information and telecommunications technologies. These "new" jobs represent broad opportunities for women's equality, since they are not related to any requirements, such as physical strength, that are associated with traditional professions where men are valued more than women.

Trade Union organisations should liaise with women's organisations that pursue certain economic and social goals. Expanding the representation of Trade Union organisations among new independent groups of workers with functions, considering the fact that women's engagement in representative organisations of workers increases the likelihood of controlling their earnings, as well as expanding their powers.

INTERNATIONAL EXPERIENCE IN ELIMINATING BARRIERS TO WOMEN'S EMPLOYMENT, PAYING MORE ATTENTION TO INFORMAL EMPLOYMENT (BASED ON THE STUDY FINDINGS).

Informal employment of women in Kazakhstan is estimated at 15.2%, while women's inactivity in the labour market is 39.6%. According to international standards, this indicator is at a moderate level, but requires considered and timely political attention. The majority of informally employed women are engaged in the service market, i.e. they either have an unregistered business that belongs to this sector, or they work as shuttle traders, unpaid family workers, etc. Therefore, women's informal employment in Kazakhstan is more urbanized. The main reason for women's inactivity is that they have to take care of their households and children. Inactive women are more sensitive to gender discrimination than active women. They are less likely to rely on kindergarten services and identify quantity, quality, cost,

and distance as crucial factors in the decision-making process when choosing childcare services. Active women are not as concerned about the above factors. Cultural beliefs related to gender roles are assessed as mostly conservative, but without substantial differences between active and inactive women in Kazakhstan.

Several recommendations can be made based on these findings. **Increased audits**, especially tax and labour inspections, may be the first response to the situation of informal business and informal employment. This is supported by the fact that 70% of women are forced to choose informal jobs in Kazakhstan. However, while tax and labour audits are a traditional textbook approach, they can actually lead to adverse rather than positive results. In particular, 18% of respondents said that they

remain in the informal sector, fearing new inspections and bribery. Therefore, a softer approach is probably more appropriate and practical, whereby the development of certain policies and specific programmes will indirectly **encourage business registration**. Examples may include paying the cost of registration (or at least subsidising it) for very small companies, or subsidising interest to get a bank loan (even though this may be burdened by a potential lack of collateral in the initial stages). This relates to the fact that another 17% of respondents said that registration procedures were too expensive, and 7% of respondents said they were time-consuming.

Africa and Latin America

When formalising an entity, one should pay specific attention to the **tax system** (as well as the potential set of parafiscal payments). Studies conducted by the ILO in Africa and Latin America (Maldonado, 1999) have shown that if informal enterprises were formalised, i.e. had been subject to taxation of the formal sector, they would not survive. However, informal entities are not able to claim back the VAT they paid for their purchases, and/or are involved in bribes that exceed the amount they would have paid in taxes if they had been registered. For instance, in Argentina, the Monotax system was introduced in 1998 to replace income tax, VAT and social contributions. Monotax was a unique monthly lump sum. Its amount depended on criteria such as annual turnover or electricity consumption in the workshop/shop, resulting in a relatively low amount compared to the one that a small-scale entrepreneur would otherwise have had to pay. A similar programme was introduced in Brazil (see Van Elk and de Kok, 2014) aimed at simplifying the fiscal system by replacing all taxes and social

contributions with a single monthly contribution. The increase in the degree of formality ranged from 4% (determined by paying taxes and social contributions) to 12% (determined by having a license). The positive effect was twice as important for micro-enterprises with employees, compared to those without employees. Obtaining a license has had a positive effect on the degree of employment and reduction of social contributions, and, in particular, the separation of social contributions from the payroll has played an important role in the process of formalisation and jobs creation.

Another option that is in effect in many European countries is to **set a VAT threshold**: companies shall not be subject to VAT until they reach their turnover threshold, which gives them the opportunity to settle and grow. Later, the incentive to register when the threshold is reached may follow best practices to raise public awareness of requesting tax revenue data. Since the authors of the study report recorded the concentration of informal employment of women in Kazakhstan in the field of sales and services, such a measure may seem attractive. For example, in **Brazil**, the fiscal revenue lottery was organised in 2007, while the Government of **Northern Macedonia** implemented the "My VAT" programme using a smart-phone application that provides consumers with a refund of 15% of the final VAT paid. Such programmes may "sideline tax morals" and have adverse long-term welfare effects (Fabbri and Wilks, 2016), but they are widely used in **Argentina, Chile, Costa Rica, as well as in China ("fapiao"), Greece, Slovakia, and Portugal**. Women's informal employment can also be addressed by rationalizing **credit restrictions**. Namely, the main obstacle to formalising may be the lack or unavailability of adequate financing for small-scale entrepreneurs. At the global level,

micro-finance organisations have paved the way to solve problems with collateral and credit history. Some of them were especially focused on helping vulnerable workers who are most likely to be informally employed. For example, the EU-funded PlanetFinance project Market Access through Cooperative Action in Ghana helped raise awareness and motivation of micro-finance institutions to reach the poorest and most vulnerable segments of the population, and provided project support to identify and create new credit products for the poorest clients. These new products enabled customers to purchase relevant business resources, pay insurance premiums, and stabilise their earnings throughout the year. The project supported not only women producers in the value chain of nuts and butter manufacturing, but also helped IFI to focus its efforts on poor rural women engaged in agro-processing, which traditional financial institutions usually avoid working with. Then this approach supported their formalisation process. Overall, four loan products were designed and used: a working capital financing loan (nuts), a working capital financing loan (butter), a loan for a heating kettle, and a mill loan. The use of heating kettles has resulted in improved quality and productivity in oil processing. Other examples can be found in Charmes and Mei (2016).

The main recommendation for increased engagement of inactive women in Kazakhstan is to **expand the infrastructure of childcare facilities**, raise awareness of their social/educational impact on children, develop, and disseminate policies that foster gender balance in the family. Activities on these aspects should not interfere in the cultural environment of Kazakhstan.³

Currently, the authors of the report do not have a full understanding of the situation with kindergartens in Kazakhstan and the extent to

which they could meet current or potential needs for preschool education and care. However, after having reviewed the levels of current demand, current and potential supply, the authorities may consider expanding existing childcare capabilities. Their availability and awareness of potential users (parents) later may become more important.

Malta

Maltese Childcare b'Xejn is a noteworthy example of a programme to support increased women's engagement by reducing their (and their family's) financial constraints associated with kindergartens. Cultural norms in Malta have been highly gender-differentiated, and Maltese people were more likely than European people to believe that women should stay at home to look after children rather than join the labour market, especially when children were still small (Special Eurobarometer, 2010). The free childcare system took into account the large number of inactive Maltese women and facilitated their move to the labour market, while actively raising children. By eliminating one of the most important structural barriers, this measure has yielded substantial benefits, especially for mothers with lower levels of education, skills and lower earnings. By providing free childcare to working parents, it made childcare accessible to all. Mothers who benefited from the free childcare programme joined the workforce 130 days before mothers who did not enjoy it, resulting in an overall 10.7% increase in working hours.

The Netherlands

The Kwaliteitscontrole in de Kinderopvang initiative in the Netherlands aimed at helping working parents, and, in particular, working mothers, to continue or expand their engagement in the labour market through well-designed and enhanced quality control and by providing publicly available

3. This does not mean that culture must necessarily transform, but rather that all government actions aimed at supporting women's increased engagement must be adapted to cultural norms, beliefs, and perceptions.

information about facilities that provide quality childcare in the country. Thanks to legislative intervention, high-level quality criteria were established for childcare facilities, and municipalities were responsible for supervising the compliance with these requirements. This is aimed at a comprehensive approach to solving the problem. As a result, the level of maternal employment has increased by 3% compared to 2005-2009. The engagement rate of women with children in the labour market is stable, and among mothers with a partner, it has increased from 69.2% (2009) to 70.4% (2014).

There are inactive women in Kazakhstan who have stopped looking for a job or have found employment opportunities inadequate. However, **increased flexibility** in working conditions may be supported as part of the government policies. First, legislation should focus on providing employers with an opportunity to offer flexible working conditions, such as distance work, work from home, flexible working hours, and a combination of these. This may be very important in cases where inactive women may need to travel long distances to get to their workplace. Once the legal provisions are established and/or adjusted accordingly, various programmes can support women's engagement by promoting flexible working conditions. Bolsa Rosa in **Latin America** is a noteworthy example of offering professional women/mothers jobs with flexible working hours. In fact, it is a private online job search platform and job placement service that brings together qualified female candidates with vacancies that have flexible working conditions in solid and reliable companies. The platform worked with both women and companies to ensure productive collaboration and selection of the most suitable candidates/vacancies. Although this was a

private initiative, it can still encourage governments to look for ways to promote similar activities if they want to develop a market for flexible/non-standard jobs.

UK and EU countries

Finally, **policies on maternity, paternity and parental leave** should be reviewed to identify whether they support women's participation in the labour market, in particular, by providing space for gender balance in the household or not. Great Britain was one of the first countries to introduce a shared parental leave, which allowed parents to share 52 weeks of paid leave and payments due after the birth or adoption of a child. This approach then spread to almost all EU countries, as well as to many other countries around the world. However, in some countries, cultural conditions still do not encourage fathers to use this opportunity. This should be taken into account together with the need to raise awareness of the need to adjust the traditional allocation of gender roles. Previous experience, including in developed western countries, has shown that awareness-raising campaigns and gender-sensitive public education can have an important impact on promoting gender equality and women's engagement. Such campaigns should necessarily include elements to combat actual gender discrimination or its perception. Although we did not aim to identify gender discrimination in this analysis, we were able to provide limited evidence that women not engaged in the labour market may have a more keen perception of gender discrimination in the Kazakhstan labour market. This could provide a basis for such campaigns, which can use role models and leaders to challenge culture, perceptions and attitudes in general.

The mechanism for promoting both the formalisation and increased women's engagement in the labour market can be

applied from the supply side: by **investing in employees through (professional) training**, implementing active programmes in the labour market, providing subsidies, etc. This is related primarily to the conclusion that the number of informal jobs and low engagement rate decreases as the level of education increases. Technical and vocational education and training (TVET) is quite popular all over the world, especially in terms of replicating the German dual system in other countries. For example, **Egypt** had been implementing such a project since 1995 for 20 years, when traditional school education was combined with practical experience, and regional units acted as self-funded intermediaries. A joint evaluation of teachers and employers enabled people to receive a second degree certificate. The government and employers shared the costs. Other apprenticeship programmes, adult apprenticeships (such as Voksenlærlingeordningen in **Denmark**), certification of competences, and so on have also been implemented worldwide.

A vigorous labour market policy, a part of which enhances skills while other components may be associated with formalisation, remains quite popular and is taking off around the world. For example, in **Northern Macedonia**, small-scale enterprises have been provided with small grants to formalise their business. The advantage of such programmes is the low cost of information and transactions, because business plans are based on an existing business, and it is easier to assess its sustainability.

Other active labour market programmes in other countries were targeted at professional development and re-skilling, especially for inactive women who have been out of the labour market for a long time. Basic training in job search skills, employment skills, self-

assessment testing, etc. at the local level should be conducted before introducing such programmes. Local women's organizations can be an important intermediary between local/central government and inactive women. Many countries have conducted very specific and **detailed profiling of inactive people**, identifying their skills and needs; a noteworthy example is the Dote Unica Lavoro initiative in **Italy**. It has facilitated a clear comparison between supply and demand for hard-to-fill positions as well as re-employment of people outside the labour market (i.e. those who have been out of the labour market the longest). A month after the intervention, 48% of participants returned to the labour market, and this figure increased to 61% after six months, compared to only 6% and 22% among the non-covered population.

Governments have also used various subsidy schemes to support engagement of individuals. However, this policy can be a double-edged sword, since subsidies can create a risk of abuse if they are not adequately developed and do not have a limited and targeted implementation period. Subsidy programmes aimed at a very specific niche of the labour market may be particularly important. For example, the Eingliederungsbeihilfe programme in **Austria** aims to increase the rate of people's engagement in the labour market, which mostly includes inactive women. It has been called an **"integration subsidy" paid directly to employers to promote the hiring of the most disadvantaged individuals**. The evaluation revealed the beneficial effect of the programme on the employment of beneficiaries, and, in particular, on older individuals, in terms of the funding period, time of unemployment and income.

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ANNEX 1

Proposals in Relation to the Amendments and Additions to laws and regulations related to women's employment

No	Structural element	Current edition	Revision of the proposed amendment and addition	Justification
1	2	3	4	5
The Labour Code of the Republic of Kazakhstan				
1	Article 54 p.2	Article 54. Limitation of the possibility of termination of an employment contract at the initiative of the employer 2. It is not allowed to terminate the employment contract at the initiative of the employer on the grounds provided for by sub-paragraphs 2) and 3) of paragraph 1 of Article 52 of the Code entered into with pregnant women who provided the employer with a certificate of pregnancy, women with children aged under 3, single mothers, raising a child aged under 14 (a disabled child aged under 18), other individuals raising this category of children without a mother.	Article 54. Limitation of the possibility of termination of an employment contract at the initiative of the employer 2. It is not allowed to terminate the employment contract at the initiative of the employer on the grounds provided for by sub-paragraphs 2) and 3) of paragraph 1 of Article 52 of the Code entered into with pregnant women who provided the employer with a certificate of pregnancy, mothers with many children, women with children aged under 3, single mothers, raising a child aged under 14 (a disabled child aged under 18), other individuals raising this category of children without a mother.	With the aim of protecting a socially vulnerable category of citizens and a broad involvement in formal labour relations.
2	Article 70 p. 3	Article 70. Part-time work 3. An employer, upon a written application of a pregnant woman, one of the parents (adoptive parent) having a child (children) aged under 3, shall set part-time working hours.	Article 70. Part-time work 3. An employer, upon a written application of a pregnant woman, one of the parents (adoptive parent), having a child (children) aged under 3, a mother with many children, a single mother with a child aged under 14 (disabled child under 18) shall set part-time working hours.	Expanding the list of citizens eligible for part-time working hours will enable women to be a party to formal labour relations.

1	2	3	4	5
3	Article 71 p.6	Article 71. Working hours 6. For artists and cultural professionals of professional organisations of art and cultural entertainment, mass media employees, athletes, coaches, a different length of working day (working shift) may be set in accordance with the labour legislation of the Republic of Kazakhstan, regulations of the employer, collective or employment contracts.	Article 71. Working hours 6. For artists and cultural professionals of professional organisations of art and cultural entertainment, mass media employees, athletes, coaches, a mother with many children, a single mother with a child aged under 14 (disabled child under 18) a different length of working day (working shift) may be set in accordance with the labour legislation of the Republic of Kazakhstan, regulations of the employer, collective or employment contracts.	With a view to expanding opportunities for setting flexible working hours for socially vulnerable categories of citizens
4	Article 76 p.2	Article 76. Night work 2. They are not allowed to work at night: - employees aged under 18; - pregnant women who have provided the employer with a certificate of pregnancy. 4. The employer shall not be entitled to employ the following workers for night work without their written consent: 1) women with children aged under 7 and other individuals raising children aged under 7 without a mother; 2) employees raising children with disabilities aged under 16.	Article 76. Night work 2. They are not allowed to work at night: - employees aged under 18; - pregnant women who have provided the employer with a certificate of pregnancy. - women with children aged under 7; - women raising disabled children aged under 16; - mothers with many children. 4. To remove	With a view to expanding the rights of socially vulnerable categories of citizens, since many women cannot work at night
5	Article 77 New sub-paragraphs	Article 77. Overtime work 3. The following workers are not allowed to work overtime: 1) pregnant women who have provided the employer with a pregnancy certificate; 2) employees aged under 18; 3) disabled people.	Article 77. Overtime work 3. The following workers are not allowed to work overtime: 1) pregnant women who have provided the employer with a pregnancy certificate; 2) employees aged under 18; 3) disabled people. 4) women with children aged under 7; 5) women raising disabled children aged under 16; 6) mothers with many children.	With the aim of protecting the rights of socially vulnerable categories of citizens

1	2	3	4	5
6	Article 85 p. 4	Article 85. Work on weekends and holidays 4. It is prohibited to engage pregnant women who have provided a pregnancy certificate to their employer in work on weekends and holidays.	Article 85. Work on weekends and holidays 4. It is prohibited to engage women who have children under the age of 7, women raising disabled children aged under 16, mothers with many children, pregnant women who have provided the employer with a pregnancy certificate in work on weekends and holidays.	To remove barriers to women's engagement in formal labour relations, as well as to protect the rights of socially vulnerable categories of citizens
7	Article 95 p. 4	Article 95. Recall from paid annual leave 4. It is not allowed to recall an employee from paid annual leave, who has not reached the age of 18, pregnant women and workers engaged in heavy work, work with harmful and (or) dangerous working conditions.	Article 95. Recall from paid annual leave 4. It is not allowed to recall an employee from paid annual, who has not reached the age of 18, women with children aged under 7, women raising disabled children aged under 16, mothers with many children, pregnant women and employees engaged in heavy work, work with harmful and (or) dangerous working conditions.	With the aim of protecting a socially vulnerable category of citizens and a broad involvement in formal labour relations.
8	New Article	NA	Article 84-1. Additional days off for individuals caring for disabled children and women working in rural areas One of the parents (guardian, trustee) is granted four additional paid days off per month for caring for disabled children upon their written application, which can be used by one of the specified persons or shared between them at their discretion. Payment for each additional day off is made in the amount of the average salary. Women working in rural areas may be granted one additional day off per month without pay upon their written application.	An additional guarantee for increasing the engagement of women in formal labour relations. Similar to the Russian Federation

1	2	3	4	5
9	New Article	NA	Article 93-1. The order of providing a paid annual leave to employees raising disabled children One of the parents (guardian, trustee, adoptive parent) who is raising a disabled child aged under 18, is granted annual paid leave at his or her request at a convenient time.	An additional guarantee for increasing the engagement of women in formal labour relations. Similar to the Russian Federation
10	Article 157 New sub-paragraph	Article 157. Content and structure of a collective contract 2. The collective contract may include mutual obligations of employees and the employer on the following issues: NA	Article 157. Content and structure of a collective contract 2. The collective contract may include mutual obligations of employees and the employer on the following issues: 17-1) on guarantees and benefits for women with children aged under 7; women raising disabled children aged under 16; mothers with many children.	An additional guarantee for increasing the engagement of women in formal labour relations.

**The Law of the Republic of Kazakhstan "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women".
No. 223-IV as of 08.12.2009**

1	Article 7 New sub-paragraph	Article 7. The competence of central executive bodies in ensuring equal rights and equal opportunities for men and women Central executive bodies within their competence in the field of ensuring equal rights and equal opportunities for men and women: NA	Article 7. The competence of central executive bodies in ensuring equal rights and equal opportunities for men and women Central executive bodies within their competence in the field of ensuring equal rights and equal opportunities for men and women: 2-1) promote equal rights and opportunities for men and women in the labour market;	With the aim of protecting a socially vulnerable category of citizens and a broad involvement in formal labour relations.
2	New Article	NA	Article 10-1. Ensuring gender equality of rights and responsibilities of men and women at work Gender equality of rights and responsibilities of men and women at work is ensured by: 1) providing equal access of men and women to jobs and promotion at all levels of the	Women's rights and gender equality are among the fundamental rights guaranteed in numerous treaties, resolutions, declarations, platforms and programmes of action in human rights. The main international treaty on women's rights is the United

1	2	3	4	5
			<p>organisation;</p> <p>2) implementation of policies aimed at supporting women's professional development;</p> <p>3) equal rights and equal opportunities for men and women in terms of wages;</p>	<p>Nations Convention on the Elimination of all forms of Discrimination against women (CEDAW) and its Optional Protocol. Women's rights and non-discrimination are also fundamental components of other UN norms, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the Declaration on the Elimination of Violence against Women.</p>
<p>The Law of the Republic of Kazakhstan "On Employment" No. 482-V ZRK, as of April 6, 2016.</p>				
1	<p>Article 3</p> <p>New sub-paragraph, sp.14</p>	<p>Article 3. Main directions of the government policy in the sector of employment of the population</p> <p>Government employment policy is aimed at ensuring complete, productive and freely selected employment and is implemented by:</p> <p>NA</p> <p>14) implementation of financial, tax and investment policies consistent with the government employment policy, which encourages the creation of jobs and special jobs for the employment of disabled individuals.</p>	<p>Article 3. Main directions of the government policy in the sector of employment of the population</p> <p>Government employment policy is aimed at ensuring complete, productive and freely selected employment and is implemented by:</p> <p>2-1) ensuring equal rights and opportunities for men and women in the labour market;</p> <p>14) implementation of financial, tax and investment policies that are consistent with the government employment policy promoting the creation of jobs and special jobs for the employment of disabled people, single women with children aged under 7; women raising disabled children aged under 16; mothers with many children.</p>	<p>With the aim of protecting a socially vulnerable category of citizens and a broad involvement in formal labour relations.</p>
2	<p>Article 7</p> <p>Sp. 9</p>	<p>Article 7. The competence of the authorized body on employment issues</p> <p>The authorized body on employment issues within its competence:</p> <p>9) shall develop and approve the procedure for job quotas</p>	<p>Article 7. The competence of the authorized body on employment issues</p> <p>The authorized body on employment issues within its competence:</p> <p>9) shall develop and approve the procedure for job quotas</p>	<p>Expanding the list of citizens of job quotas for employment purposes</p>

1	2	3	4	5
		for employment: young people who have lost or remained without parental care until the age of majority and graduates of educational organizations; convicts released from imprisonment; individuals registered with the probation service;	for employment: young people who have lost or remained without parental care until the age of majority and graduates of educational organizations; convicts released from imprisonment; individuals registered with the probation service; single women with children aged under 7; women raising disabled children aged under 16; mothers with many children.	
3	Article 9 New sub-paragraph	Article 9. The competence of local executive bodies Local executive bodies shall ensure the implementation of the government policy in the sector of employment of the population by:	Article 9. The competence of local executive bodies Local executive bodies shall ensure the implementation of the government policy in the sector of employment of the population by: 9-1) establishing a quota of jobs for the employment of citizens from among single women who have children aged under 7; women raising disabled children aged under 16; mothers with many children.	With a view to providing employment for socially vulnerable categories of women and engage them in formal labour relations
4	Article 10. New paragraph	Article 10. The competence of the local authority on employment affairs Local authority on employment affairs:	Article 10. The competence of the local authority on employment affairs Local authority on employment affairs: 4-1) shall promote the employment of single women with children aged under 7; women raising disabled children aged under 16; mothers with many children	With a view to providing employment for socially vulnerable categories of women and engage them in formal labour relations
5	Article 17. New sub-paragraphs	Article 17. Social protection arrangements against unemployment 4. Employment quotas are set for: 1) disabled people who have been given a clean bill of health; 2) young people who have lost or remained without parental care until the age of	Article 17. Social protection arrangements against unemployment 4. Employment quotas are set for: 1) disabled people who have been given a clean bill of health; 2) young people who have lost or remained without parental care until the age of	Expanding the list of citizens for job quotas for employment of socially vulnerable categories of women

1	2	3	4	5
		majority and graduates of educational organizations; 3) convicts released from imprisonment; 4) individuals registered with the probation service; NA	majority and graduates of educational organizations; 3) convicts released from imprisonment; 4) individuals registered with the probation service; 5) single women with children aged under 7; 6) women raising disabled children aged under 16; 7) mothers with many children.	
6	Article 19 New sub-paragraphs	Article 19. Vocational training 4. The right to receive vocational training as a priority is given to: 1) disabled people; 2) parents, adoptive parents, guardians (trustees) raising disabled children; 3) unemployed people registered with the employment center for more than six months; 4) individuals seeking a job for the first time (who have not previously worked) and do not have qualifications; 5) former convicts released from imprisonment and (or) who have undergone compulsory treatment;	Article 19. Vocational training 4. The right to receive vocational training as a priority is given to: 1) disabled people; 2) parents, adoptive parents, guardians (trustees) raising disabled children; 3) unemployed people registered with the employment center for more than six months; 4) individuals seeking a job for the first time (who have not previously worked) and do not have qualifications; 5) former convicts released from imprisonment and (or) who have undergone compulsory treatment; 6) women with children aged under 7; 7) mothers with many children.	With a view to providing employment for socially vulnerable categories of women and engage them in formal labour relations
7	Article 23. New paragraph	Article 23. Promotion of business initiatives 2. The priority right to receive government support arrangements from among the unemployed, and certain categories of employed individuals determined by the Government of the Republic of Kazakhstan shall be: 1) people living in rural areas, single-industry/company towns, and small towns; 2) disabled people, if according to a medical report, their health condition does not prevent them from performing professional	Article 23. Promotion of business initiatives 2. The priority right to receive government support arrangements from among the unemployed, and certain categories of employed individuals determined by the Government of the Republic of Kazakhstan shall be: 1) people living in rural areas, single-industry/company towns, and small towns; 2) disabled people, if according to a medical report, their health condition does not prevent them from performing professional	With a view to increasing the number of people who have a priority right to promote business initiatives

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		<p>duties or does not threaten their health and (or) the labour safety of other people;</p> <p>3) individuals over fifty years old before reaching retirement age;</p> <p>4) young people aged under 29.</p>	<p>duties or does not threaten their health and (or) the labour safety of other people;</p> <p>3) individuals over fifty years old before reaching retirement age;</p> <p>4) young people aged under 29;</p> <p>5) women with children aged under 7;</p> <p>6) women raising disabled children aged under 16;</p> <p>7) mothers with many children.</p>	
8	Article 27 New sub-paragraph	<p>Article 27. Job quotas for employment of certain categories of citizens</p> <p>1. Local executive authorities set employment quota for:</p> <p>1) disabled people of two to four percent of the number of jobs, without taking into account difficult and dangerous jobs in accordance with the procedure determined by the authorized body for employment of the population;</p> <p>2) individuals registered with the probation service;</p> <p>3) convicts released from imprisonment;</p> <p>4) young people who have lost or remained without parental care until the age of majority and graduates of educational organizations;</p>	<p>Article 27. Job quotas for employment of certain categories of citizens</p> <p>1. Local executive authorities set employment quota for:</p> <p>1) disabled people of two to four percent of the number of jobs, without taking into account difficult and dangerous jobs in accordance with the procedure determined by the authorized body for employment of the population;</p> <p>2) individuals registered with the probation service;</p> <p>3) convicts released from imprisonment;</p> <p>4) young people who have lost or remained without parental care until the age of majority and graduates of educational organizations;</p> <p>5) single women with children aged under 7;</p> <p>6) women raising disabled children aged under 16;</p> <p>7) mothers with many children.</p>	<p>With a view to providing employment for socially vulnerable categories of women and engage them in formal labour relations</p>

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State Programme for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021 (GD RK as of November 13, 2018 No. 746)				
1	4. Objectives, target indicators, tasks and indicators of results of the Programme	<p>4.3.3 Development of the labour market through employment promotion and labour force mobility</p> <p>The following tasks will be solved as part of this priority:</p> <p>1) facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income large families and people raising disabled children;</p> <p>2) increase of labour force mobility;</p> <p>3) development of a single digital platform for employment.</p> <p>Task 1. Facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income large families and people raising disabled children;</p>	<p>4.3.3 Development of the labour market through employment promotion and labour force mobility</p> <p>The following tasks will be solved as part of this priority:</p> <p>1) facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, single parents raising children aged under 7, members of low-income large families and people raising disabled children;</p> <p>2) increase of labour force mobility;</p> <p>3) development of a single digital platform for employment.</p> <p>Task 1. Facilitating employment for unemployed citizens, certain categories of employed people determined by the Government of the Republic of Kazakhstan, NEET youth, single parents raising children aged under 7, members of low-income large families and people raising disabled children;</p>	With a view to expanding the list of people defined by the Government Decree of the RK for involvement in productive employment
2	5. Main directions, ways to achieve the goals and objectives of the Programme, appropriate arrangements	<p>5.1.2. Short-term professional training in the qualifications and skills required on the labour market</p> <p>Short-term professional training of the Programme participants shall be provided in educational institutions with elements of dual training, including through mobile training centers.</p> <p>The Programme participants, who are having short-term vocational courses, shall be young people under the age of 29 and unemployed people</p>	<p>5.1.2. Short-term professional training in the qualifications and skills required on the labour market</p> <p>Short-term professional training of the Programme participants shall be provided in educational institutions with elements of dual training, including through mobile training centers.</p> <p>The Programme participants having short-term vocational training, are young people aged under 29 and unemployed persons, whether registered or not in</p>	With a view to increasing the competitiveness of socially vulnerable categories of women in the labour market, and professional mobility, providing the opportunity to combine employment with family responsibilities

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		(regardless of registration in employment centers); certain categories of employed people determined by the Government of the Republic of Kazakhstan; NEET youth; members of low-income large families; low-income disabled people who can take up employment; employees who are to be made redundant.	employment centers, certain categories of employed persons defined by the Government of the Republic of Kazakhstan, single parents raising children aged under 7, NEET youth, members of low-income large families, low-income disabled persons who can take up employment, employees who are to be made redundant, women during statutory leave to care for a child aged under 3. Employers are provided with lump-sum subsidies of ____ MS (minimum salary) for vocational training and professional development of women returning from maternity leave, and sent by employment centers;	
3	5. Main directions, ways to achieve the goals and objectives of the Programme, appropriate arrangements	<p>5.2.1. Training in the basics of entrepreneurship under the Bastau Business project</p> <p>The Bastau Business project is aimed at training Programme participants in entrepreneurial skills, including the principles of establishing agricultural cooperatives, as well as supporting their business projects.</p> <p>Participants learning the basics of entrepreneurship as part of the Bastau Business project are unemployed people registered in employment centers, certain categories of employed persons, defined by the Government of the Republic of Kazakhstan, NEET youth category, members of young families, low-income families, low-income disabled people who can take up employment and have entrepreneurial potential, and those living in rural settlements and raion (district) centers, living in cities since 2018, including single-industry/company</p>	<p>5.2.1. Training in the basics of entrepreneurship under the Bastau Business project</p> <p>The Bastau Business project is aimed at training Programme participants in entrepreneurial skills, including the principles of establishing agricultural cooperatives, as well as supporting their business projects.</p> <p>Participants learning the basics of entrepreneurship as part of the Bastau Business project are unemployed people, registered or not in employment centers, certain categories of employed persons defined by the Government of the Republic of Kazakhstan, NEET youth, women during their statutory care for a child under 3 years old, single parents raising children under 7 years old, members of young families, low-income large families, low-income disabled persons who can take up employment, have entrepreneurial potential,</p>	With a view to expanding the category of individuals, as well as to involve them in productive employment

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		towns and towns.	and live in rural areas and raion centers, since 2018 living in cities, including single-industry/company towns and towns.	
4	5. Main directions, ways to achieve the goals and objectives of the Programme, appropriate arrangements	<p>5.2.2. Maintaining entrepreneurial initiatives</p> <p>The stakeholders in measures to facilitate entrepreneurial initiatives are unemployed people, certain categories of employed people determined by the Government of the Republic of Kazakhstan, young people, including NEET youth, members of young and low-income large families, low-income disabled people who can take up employment, agricultural cooperatives and their members who have not reached the retirement age set by Article 11.1 of the Law of the Republic of Kazakhstan "On Pension Provision in the Republic of Kazakhstan", peasant holdings and farms, including members of anchor cooperations.</p>	<p>5.2.2. Maintaining entrepreneurial initiatives</p> <p>The stakeholders, in measures to facilitate entrepreneurial initiatives, are unemployed people, certain categories of employed persons defined by the Government of the Republic of Kazakhstan, women during their statutory leave to care for a child under 3 years old, single parents raising children under 7 years old, young people, including NEET youth, members of young and low-income large families, low-income disabled persons who can take up employment, agricultural cooperations and their members who have not reached the statutory retirement age established by paragraph the Article 11.1 of the Law of the Republic of Kazakhstan "On Pension Provision in the Republic of Kazakhstan", peasant holdings and farms, including members of anchor cooperations.</p>	With a view to expanding the category of individuals, as well as to involve them in productive employment
5	5. Main directions, ways to achieve the goals and objectives of the Programme, appropriate arrangements	<p>5.3.1. Promoting employment for job seekers, unemployed people, certain categories of employed people defined by the Government of the Republic of Kazakhstan</p> <p>The Programme participants receiving measures to facilitate employment, are job-seekers, unemployed people, certain categories of employed people, determined by the Government of the Republic of Kazakhstan, NEET youth, members of low-income</p>	<p>5.3.1. Promoting employment for job seekers, unemployed people, certain categories of employed people defined by the Government of the Republic of Kazakhstan</p> <p>The Programme stakeholders, being a party to arrangements to facilitate employment, are job-seekers, unemployed persons, certain categories of employed persons, determined by the Government of the Republic of Kazakhstan, single</p>	With a view to expanding the category of individuals, as well as to involve them in productive employment

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		families, mothers raising disabled children, and other persons enjoying preferential rights in accordance with the Law.	parents raising children aged under 7, NEET youth, members of low-income families, mothers raising disabled children, and other persons enjoying preferential rights in accordance with the Law.	



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