

**APPROVED**  
**By the Decree of the President**  
**of the Republic of Kazakhstan**  
**# 1677 of 29 December 2005**

**STRATEGY**  
**OF GENDER EQUALITY**  
**IN THE REPUBLIC OF KAZAKHSTAN**  
**FOR 2006 - 2016**  
Astana 2005

**Content**

Introduction.....	3
Glossary .....	4
Chapter 1. Provision of real equality of rights and opportunities for men and women is a demand of time.....	7
Chapter 2. Achieving gender equality in public and political spheres.....	12
Chapter 3. Achieving gender equality in economic sphere.....	15
Chapter 4. Teaching gender. Legal and gender education.....	21
Chapter 5. Improving reproductive health of men and women.....	25
Chapter 6. Prevention of violence on the basis of sex in the society.....	32
Chapter 7. Achieving gender equality in a family. Consolidation of a family and raising the role of upbringing children in a family.....	37
Chapter 8. Development of gender-sensitive public consciousness.....	41
Chapter 9. Expected results from the realization of the Strategy.....	44

**INTRODUCTION**

Kazakhstan has determined the integration into the world community as its priority in the sphere of foreign policy.

In the Millennium Declaration of the United Nations (2000), which was signed by most of the world countries, promotion of the equality of men and women, expansion of women's rights and opportunities were declared as the main goals for the development of the mankind in the third millennium.

Historically established domination of men over women has been changing nowadays. In industrially well-developed and socially oriented countries women have practically achieved equality with men in respect of their rights and opportunities.

During the years of independence Kazakhstan has also achieved certain progress in the field of protection of rights and legitimate interests of men and women.

In 1998 Kazakhstan joined the Convention on Elimination of all Forms of Discrimination Against Women. Kazakhstan also ratified the Convention on the Political Rights of Women and the Convention on the Nationality of Married Women. The international treaties on civil, political, economic, social and cultural rights, etc. were signed. Altogether Kazakhstan joined more than 60 international agreements on human rights.

The Resolution of the Government # 1190 of 27 November 2003, approved the Concept of gender policy in the Republic of Kazakhstan. It defined the main directions in the gender policy in our country, which include achievement of balanced participation of men and women in the power structures, provision of equal opportunities of economic independence for women, development of

business and promotion at work, creation conditions for equal exercise of rights and responsibilities in a family and freedom of violence on the basis of sex.

At the fourth Forum of Women of Kazakhstan, held in Astana in September 2004, the President charged the Government and the National Commission on the Family and Women's Affairs with the task to develop the Strategy of Gender Equality in the Republic of Kazakhstan on the basis of this Concept, which should clearly state the main directions of activities, including economic, social and political spheres, and to work out the system of measures with the terms to provide equal opportunities for women.

The Strategy is a fundamental document, aimed at realization of the state gender policy; it is a mechanism for its realization and carrying out monitoring on behalf of the state and the civil society and an important factor in the development of democracy. Thereupon each chapter in the Strategy includes indicators, worked out together with the Regional Office of UNIFEM, on achieving gender equality in politics, economy, education, family, health protection issues and prevention of violence against women and children.

The Strategy of gender equality provides implementation of the tasks to achieve equal rights and opportunities for men and women in the period 2006 – 2016. It consists of nine chapters.

Realization of the Strategy of gender equality in the Republic of Kazakhstan will enhance creation of conditions for women and men to exercise their right for life free from discrimination on the basis of sex.

## GLOSSARY

**Temporary special measures** – measures aimed at achieving gender balance in the society (e.g. quota for women's representation in the government bodies as a form of positive discrimination). According to the Convention on Elimination of all Forms of Discrimination Against Women it is not considered discrimination.

**Gender** – this is a combination of social and cultural norms and roles of men and women, which determine their behavior as well as social interaction between them.

The word «gender» in English means gender (masculine, feminine).

The term “gender” is an analytical instrument for understanding social processes.

**Gender analysis** – systematic study of various impacts of the current and future development projects on women and men. It allows to see and compare how political, economic, social and other factors influence women and men.

**Gender balance** – equality of men and women at every level of the organizational structure.

**Gender budget** – instrument for assessment of the impact of the state budget in all industries and services on different groups of men and women. It includes analysis of the gender-oriented allocations, considers influence of the main costs in all industries and types of services separately on women and men, analyzes strategies and allocations, aimed at achievement of equal opportunities in the area of state services.

**Gender research** – study of social-economic, political and cultural status, gender roles and gender relations of women and men. Presentation of information for developing and planning policies, strategies and programs to influence gender relations existing in the society.

**Gender legal expertise** – determination of to what extent the international standards and norms are realized in the national legislation. Determination of the gender sensitivity degree in the legislative and executive bodies and the society, which promotes formation of gender fair policy, including not just equal rights and responsibilities, but also equal opportunities for men and women.

**Gender prejudices** – stereotypes about superiority or inferiority, directly connected with the sex and so called “predestination of sexes”.

**Gender policy** – government and public activity, aimed at achievement of equality of men and women in all spheres of the society.

**Gender equality** – equal access for women and men irrespective of sex to the resources and welfare in performing the social functions.

**Gender equality** – equal rights of women and men before the law, which is one of the ways to achieve gender equality.

**Gender roles** – social roles ascribed to men and women according to social and cultural norms, existing in the present society and in the present historical situation.

**Gender statistics** – reflection of corresponding status of men and women in all spheres of social and political life and coverage of gender problems in the society.

**Gender stereotypes** – stable, generally accepted ideas in the society about proper “female” and “male” behavior, their predestination, social roles and activity.

**Gender sensitivity** – understanding and taking into consideration socially conditioned factors, underlying discrimination on the basis of sex.

**Gender sensitive planning** – special methods and means for providing women and girls with greater opportunity to participate in the process of the society development and for measuring the effect of the actions planned, on women and men.

**Gender expertise** – public and legal analysis of the state programs and other documents with the aim of determining their conformity with the constitutional right for equality of men and women and prevention of discrimination on the basis of sex.

**Discrimination on the basis of sex** – any restriction or infringement of rights and freedoms of a person as well as any disgrace on the basis of sex. Discrimination on the basis of sex is the most widely spread type of discrimination.

**Indirect discrimination** – actions not based on the formal distinction (restriction, exclusion) on the basis of sex, but having different effect on the people of different sexes in terms of exercising their rights and freedoms.

**Positive discrimination** – possibility of introducing temporary special measures aimed at enhancing achievement of real equality between men and women. This can include provision of privileges in promotion at work, nomination to elective government bodies, employment and receiving education for the representatives of groups, who are traditionally discriminated on the basis of sex.

**Direct discrimination** – discrimination with concrete indication of sex with the aim of using this in actions.

**Latent discrimination** – intentional discrimination without direct indication of sex, but leading to different results for persons of different sexes.

**Domestic violence** (violence in a family) – any intentional action of one family member against another, if this action infringes upon legal rights and freedoms of a family member, causes physical or psychological suffering, causes moral damage or contains threat to physical or personal development of a family member.

**Household work** – women’s activity to maintain household (cleaning, laundering, cooking, etc.) which is not paid, and which does not have quantity equivalent and socially acknowledged importance. Non-equal distribution of household responsibilities is one of the forms of discrimination against women.

**Indicators** – indices, showing the progress (or lack of progress) in meeting the targets and condition of the process under study; means of measuring of real changes compared to what was planned in terms of quantity, quality and time.

**Quotas** – established level of women’s and men’s representation in the lists of candidates for elections, as well as their participation in the legislative and executive bodies. Quotas are considered as a temporary measure for achieving gender balance in the society.

**Crisis centers** – organizations, providing services (counseling, temporary shelter, rehabilitation assistance) to people from the risk groups, mainly women, who found themselves in a very complicated situation as a result of violence or threat of violence.

**Violence against women** – any act of violence committed on the basis of sex, which causes or can cause physical, sexual or psychological injure or suffering to a woman, as well as a threat of committing such actions; forcing or intentional deprivation of freedom, both in public and private life.

**Equal opportunities** – system of means and conditions, required for real achievement of equal rights.

**Equal rights** – equal for women and men right to exercise civil, political, economic, social, cultural and other rights, which is guaranteed by the government and stated in the Constitution of the Republic of Kazakhstan.

**Reproductive health** – health of a person, showing his ability to reproduce healthy descendents.

**Reproductive rights** – rights of citizens for protection of their reproductive health, for making decision and realization of the decision regarding birth or refusal from birth of a child in marriage or out of marriage, methods of conception and delivery of a child, the number of children, time, place and spacing of birth, as well as right for medical-social, informational and consulting assistance in this area.

**Sexual harassment at work** – sexual harassment includes such undesirable sexual behavior as physical contact and sexually colored proposals, remarks, demonstration of pornography and sexual demands expressed verbally or by action.

**Sexual violence in a family** – this is an action, infringing upon sexual inviolability and sexual freedom of another family member, as well as sexual actions in respect to a minor.

**Traffic in human beings** – actions committed with the aim of exploitation, such as recruiting, transporting, transferring, concealment, or receiving people through threat of force or its use or other forms of compulsion, kidnapping, fraud, deception, abuse of power, or vulnerability of the position, or through bribery in the form of payments, or benefits for receiving approval of a person, who controls another person. Exploitation includes at the minimum exploitation of prostitution by others and/or other forms of sexual exploitation, forced labor and services, slavery or customs similar to slavery, forced condition and extraction of the organs.

**SWOT-analysis** – methods of analysis, which enable to define weaknesses and strengths of a situation or phenomenon, as well as threats and opportunities to improve this situation or phenomenon.

## **CHAPTER 1. PROVISION OF REAL EQUALITY OF RIGHTS AND OPPORTUNITIES FOR MEN AND WOMEN IS A DEMAND OF TIME GOAL**

Creation of conditions for realization of equal rights and equal opportunities for men and women, declared by the Constitution of the Republic of Kazakhstan and international agreements, joined by Kazakhstan, as well as their equal involvement in all spheres of the life of the society.

### **ANALYSIS OF THE SITUATION**

At the beginning of 2005 the total population in the Republic was 15,074,800 people, including 7,817,900 women (51.9%), and 7,256,900 men (48.1%). In average there are 1077 women versus 1000 men.

Gender structure of the population from birth up to the age of 24 demonstrates numerical superiority of men, due to the fact that normally more boys are born compared to girls. Starting with the age of 25, men's share becomes less than 50 percent and is gradually reducing with the age increase.

The average life expectancy in Kazakhstan is 66.2 years, including 60.6 for men and 72.0 for women. Women live 11.3 years longer than men.

Owing to the existing stereotypes in distribution of social roles, women in real life have less rights and opportunities than men.

At present only four women have been appointed ministers, eight – deputy ministers, three-chairpersons of the committees, five – deputy Akims of the Oblasts, one – Akim of the district.

Among deputy Akims of the districts there are 17% of women, among Akims of rural and settlement districts - 11% of women, among their deputies - 18% of women. There are no women among Akims of the Oblasts and the cities.

There is some growth in number of women among political and government personnel from 9.5 % in 2000 up to 10.3% in 2004. At the same time the number of women in power is decreasing depending on the height of the position.

Women's representation in the Parliament decreased from 11.2% in 1999 down to 9.5% in 2004. There was a decrease of women in the local legislative bodies from 19.2% in 1999 down to

17,1% in 2004, although the number of nominated women-candidates to the maslikhats increased by 16% compared with 1999 and was 1,619 women.

Women are less demanded on the labor market. Only one woman out of six, applied to the employment department for a job, was given a job. The women with higher and specialized education at the age of 45 and over have the least possibilities to be employed.

At present women constitute half of those employed, but their salaries make up only 61 percent of the men's salaries. The reason is that women, as a rule, are occupied in less paid positions even in such traditionally "women's" fields as public health and education, where women's salary in 2004 made up correspondingly 85% and 81% of the men's salary.

There are still facts of violence against women and their sexual exploitation persisting.

Gender aspects are not sufficiently taken into consideration in the process of decision-making and formulation of the state policy.

To provide balance of opportunities for men and women the National Commission on the Family and Women's Affairs under the President of the Republic of Kazakhstan was established by the Decree of the Leader of the State in 1998. The Resolution of the Government # 999 of 19 July 1999 approved the National Action Plan to improve women's situation in the Republic of Kazakhstan, which has been already carried out for 85%.

An active role in solving socially important problems is played by about 300 non-governmental organizations and public associations, including 150 women's NGO's, working in the field of protection of rights and legitimate interests of family, women and children.

To ensure equal rights and opportunities, the Leader of the State set up the following tasks:

to achieve the largest possible number of women to be represented in the government bodies at the decision-making level;

to improve the legislation and to establish institutions for ensuring gender equality, to enhance passing the Law of the Republic of Kazakhstan "On Equal Rights and Equal Opportunities for Men and Women", to continue work on providing legal mechanisms for protection of women's rights;

to create conditions for women's active involvement in economic activity;

to establish economic benefits and preferences for women, to undertake measures for improving mothers' and children' health, to provide considerable increase of legal and social guarantees for women;

to revive moral values, to cultivate positive image of family and marriage.

### **Strengths**

Kazakhstan is a participant of more than 60 international agreements on human rights. The Convention of Elimination of all Forms of Discrimination Against Women is among them (further CEDAW).

High evaluation of the Report of Kazakhstan on implementation of CEDAW, given by the UN Committee on elimination of discrimination against women.

Growth of women's civil activity, increase in number of women's non-governmental organizations.

Support by the Government of the Republic of Kazakhstan of the credit line for promotion of women's entrepreneurship.

Willingness of the Government of the Republic of Kazakhstan to include women's interests in the state policy.

Establishing the National Commission on Family and Women's Affairs under the President of the Republic of Kazakhstan, adoption of the National Action Plan to improve women's situation in the Republic of Kazakhstan and the Concept of Gender Policy in the Republic of Kazakhstan.

Establishing "Otbasy" ("Family") deputy group in the Parliament of the Republic of Kazakhstan.

Establishing the section on protection of the women's and children's rights in the National Center on Human Rights.

Cooperation with international organizations on the gender equality issues.

Gender evaluation of the National legislation has been started.

The draft laws of the Republic of Kazakhstan “On Equal Rights and Equal Opportunities for Men and Women”, “On Domestic Violence” and the Strategy of Gender Equality in the Republic of Kazakhstan for 2006-2016 have been developed.

### **Weaknesses**

Insufficient understanding of the need of gender equality in the society. Existence of stable traditional stereotypes about the role and place of a woman in the society.

Poor realization of the gender equality policy by the government bodies. Imperfection of the legislation base, lack of gender-oriented legislation, formal equality of men and women. Deficiency of effective mechanisms for achieving real equality of men and women.

Insufficient cooperation between government bodies and non-governmental organizations, involved in protection of rights and legitimate interests of men and women.

Women are insufficiently represented at the decision-making level in the government bodies and in highly-paid positions in various economic spheres.

Lack of the government monitoring system over implementation of the gender policy, as well as gender analysis and gender indicators.

Insufficient amount and use of the statistic data.

### **Opportunities**

States- UN members have taken responsibility to eliminate gender equality in their countries.

The leadership of the country is actively promoting achievement of real gender equality.

Increasing economic growth and raise of the living standards of people expand opportunities for men and women to realize their rights.

Certain conditions have been created for studying other countries’ experience in solving gender problems.

The non-governmental organizations are becoming more active in solving gender equality problems.

The contacts with national, regional and international organizations, involved in gender issues, have been established.

### **Threats**

Obvious women’s minority in power at the decision-making level decreases their possibilities to participate in establishing a fair social society.

Discrimination of women at employment, career promotion, skill development, redundancy, etc.

Legal ignorance and legal nihilism of the considerable part of the population.

High level of education does not guarantee career promotion to working women-specialists.

Lack of gender education and gender knowledge among the population, which decreases possibilities to realize rights and legitimate interests of women and men.

Prevalence of women among unemployed and poor.

Lack of mechanisms to apply the UN Convention on Elimination of all Forms of Discrimination Against Women in the court makes it difficult to protect their rights.

## **STRATEGIC OBJECTIVES**

Joining up efforts of the state bodies and the whole Kazakhstani society to realize socially fair gender policy. To achieve that it is necessary:

to raise the level of legal and political culture of the society for self-realization of the citizens, as well as for provision of sex equality in all spheres of life, including politics, social and labor and family relations;

to achieve raising of gender sensitivity at all levels of developing social and economic policy and making decisions;

to provide observance of the principle of equal partnership between men and women in all spheres of life (proportionality, parity and tolerance of the relations);

to provide temporary additional privileges for the representatives of the sex, whose interests are less represented in a certain sphere of activity;

to introduce gender approaches into development, realization and control over implementation of the national legislation, republican and local budgets and state social and economic programs;

to ensure improvement of the legislation and establishment of gender equality institutions with the aim of realization of legal mechanisms for protection of women's and men's rights;

to introduce gender indicators and gender statistics, to conduct obligatory gender expertise of the normative legal acts, state plans and programs, textbooks and study guides.

## **ACTION STRATEGY**

To increase their control over realization of the state gender policy, the government bodies shall:

identify in all government structures those persons, who are responsible for formation and implementation of the state gender policy;

observe gender balance at the decision-making level;

take into consideration gender aspects in the process of making decisions and formulation of the state policy;

teach civil servants the techniques of considering gender peculiarities in the process of development, realization and evaluation of the social and economic programs of development;

introduce gender approaches in the work of central and local executive bodies;

introduce positions of the secretaries of the commissions on the family and women's affairs under Akims of the Oblasts, cities of Astana and Almaty, concerning with family and women's problems;

enhance adoption of the Laws of the Republic of Kazakhstan "On Equal Rights and Equal Opportunities for Men and Women" and "On Domestic Violence" to ensure legal mechanisms for protection of the rights and legitimate interests of men and women.

introduce norms for obligatory gender expertise of all current and future normative acts with the aim of decreasing social risks and possible damage caused by neglecting gender aspect. With this purpose, to consider possibility of applying additional gender indicators, including the process of formation of the republican and local budgets, as well as the process of evaluation of the activity of the central and local executive bodies on implementation of the present Strategy. To take measures to improve gender statistics.

## **CHAPTER 2. ACHIEVING GENDER EQUALITY IN PUBLIC AND POLITICAL SPHERES**

### **GOAL**

Achieving equal (parity) representation of men and women in the executive and legislative bodies and in management processes at the decision-making level.

### **ANALYSIS OF THE SITUATION**

According to Article 33 of the Constitution of the Republic of Kazakhstan "citizens of the Republic of Kazakhstan have right to participate in the administration of the state".

There are 49,713 women in the public service as of January 1, 2005, or 57.4% of the total amount of the state employees. In 2000 there were fewer women among state employees (54%).

The women's share among political and state employees makes up 11% (in 2000 – 8.8%), with 9.7% out of them working for the central structures (in 2000 – 9.5%).

The number of women among administrative state employees has increased up to 59.2% (in 2000 – 56.2%), including women working in the central personnel – up to 60.1% (in 2000 – 55.2%). The same situation is in the regions.

According to the Decree of the President of the Republic of Kazakhstan #1243 of December 4, 2003 “On the personnel reserve in the public services”, the personnel reserve was formed in the regions for advancing them to the decision-making level.

During 2003 elections to maslikhats, the growth of women’s public and social activity was observed. 1,484 women were nominated for the deputy position, that was about 20% of the total number of the candidates registered. 568 women won in the intensive competition, that was 17.1% of the total number of the deputies elected.

For further political advancement of women, the National Commission on the Family and Women’s Affairs together with the international and non-governmental organizations arranged over 1,200 conferences, trainings and seminars in all regions of the country during the last three years.

### **Strengths**

Higher level of education of the women.

Women’s participation in politics presents adequate competition to men and contributes to the improvement of the situation in the country.

Women’s presence in the administrative structures develops more flexible management forms, oriented at the permanently changing situation.

Women are more dutiful, orderly, communicable, and express greater interest and care about the people.

Growth of women’s civil activity, activation of women’s non-governmental organizations.

### **Weaknesses**

Still persisting stereotypes about the women’s role in the society, patriarchal approach to the issue of the sex equality.

Deficiency of the effective mechanisms for women’s advancement.

Insufficient support to the initiatives of women and women’s organizations from the government bodies.

Lack of strategies and programs for women’s advancement to power in the political parties.

Fragmentary activity of the women’s non-governmental public associations, dissociation of the efforts of the women’s organizations aimed at protection of women’s interests.

Lack of political experience among women.

### **Opportunities**

Possibility to introduce quotas for women as a temporary measure to provide their wider participation in the executive and legislative power according to the UN Convention on Elimination of all forms of Discrimination Against Women.

Cooperation with international organizations in the area of achieving equal opportunities for men and women, raising women’s role in the society.

Possibility to study the experience of the well-developed countries in political advancement of women.

### **Threats**

Formal equality of men and women does not promote democracy and further development of the society.

Insignificant number of women in power at the decision-making level lowers their role in conducting reforms in the country.

Existence of public stereotypes and irrational prejudices, which hamper political advancement of women.



Insufficient protection of rights and legitimate interests of men and women bears a threat to achieving real gender equality.

Non-proper execution of the legislative acts and international agreements related to family, women and children both by the government bodies and public associations can bring down the activity of women and women's NGO's in the area of realization of their rights in all spheres of the society.

### **STATEGIC OBJECTIVES**

To expand possibilities and improve women's situation, their overall participation based on the equality in public and social life.

To introduce the effective mechanisms and temporary measures for increasing women's representation at the decision-making level.

To provide gender equality in the administrative bodies in the process of solving human resources issues.

To take measures for increasing political potential of women and their political activity in solving social problems.

To continue the practice of training and promotion of women-leaders through leadership schools and other education mechanisms.

### **ACTION STRATEGY**

To achieve the 30 percent representation of women in power at the decision-making level in compliance with the requirements of the Beijing Platform of Action for improvement of the women's situation (1995) it is necessary:

to advance women for different positions from the personnel reserve approved;

to include in the state employees' job description a provision on inadmissibility of gender discrimination in performance of the professional duties;

to consider possibility of undertaking temporary measures for equalizing correlation of men and women in the senior positions (quotas).

To continue practice of education and training of women-leaders (centers, schools of women's leadership) with the support of international organizations.

To develop cooperation of the government bodies with public associations and NGO's, involved in the area of protection of rights and interests of family, women, children and men.

To achieve drawing up the party lists with consideration and observance of the gender balance in the process of advancing women and men for senior positions and to elective bodies both on the republican and local level. To conduct educational work through seminars and trainings for the party leaders as well as the women, willing to be involved in political activity.

#### **Indicators:**

1. Availability of the Law of the Republic of Kazakhstan "On Equal Rights and Equal Opportunities for Men and Women".
2. The number of women in the leading positions at the decision-making level.
3. Women's share in the Parliament
4. Women's share in politics/political parties.
5. Availability of mechanisms for women's promotion in the government bodies.

## **CHAPTER 3. ACHIEVING GENDER EQUALITY IN ECONOMY**

### **GOAL**

Achieving gender equality in economic sphere, further development of women's entrepreneurship, raising women's competitiveness on the labor market.

### **ANALYSIS OF THE SITUATION**

Due to the internal stability, implementation of the Strategy of industrial and innovative development, state programs on village revival, promotion of small business and reduction of poverty, greater opportunities are being created for decreasing unemployment and providing jobs for men and women.

The really working market economy has been established. Gross domestic product per capita increased almost by four times during the last ten years and was \$2,700 in 2004. According to the forecast, this indicator will be doubled by 2008. The volume of people's deposits in banks has almost achieved 40% of the national budget. According to the World Bank classification, Kazakhstan today is included in the group of countries with medium income.

At present 3,700,000 women are occupied in the economy of Kazakhstan, and that constitutes 49 % of the total number of employed.

The program on the poverty reduction in the Republic of Kazakhstan for 2003-2005 will allow to reduce by the end of 2005 the share of the population with the income below the living wage by 17.4 %, of those living below poverty line – by 48.8 %, and to decrease unemployment rate from 9.3 % down to 8.1 %, compared to the beginning of 2003.

The Law of the Republic of Kazakhstan “On Micro Credit Organizations” regulating legal status of such organizations and simplifying the procedure of their founding, was passed. During the last seven years, in compliance with the Micro crediting Program, the poorest citizens were given about 125,000 micro credits for the total amount of 12 billion tenge.

In 2004, 282,000 unemployed applied to the authorized bodies for employment, with 142,800 women (51%) among them, including 43,500 women (30%) from rural areas. 74,500 women were employed (52%), including 21,600 rural women (50%). 79,900 unemployed women (59.5% of the total number) took part in public works.

At present women can more easily find work in a non-registered sector. The so-called «self-employed population» is mainly represented by the women, for whom trade is the only source of income and support for the whole family. The rate of women's self-employment is especially high in the agricultural sector and makes up 60%.

Industrial and professional differentiation between men and women has significant influence on the difference in the payment rate. Higher level of salary in a certain industry results in increasing men's employment and, consequently, in forcing out women into the spheres with lower salaries.

Women's average monthly salary in 2004 was 21,000 tenge (160 US dollars). The decline of correlation between men and women's salaries is observed. In 1999 women's salary constituted 67.6% of men's salary, while in 2004 it was 61.7%. This tendency is preserved even in traditionally “women's” fields of economy (public health, education, social services, culture).

In 2004 the number of workers employed in harmful branches and unhealthy working environment was 1,340,400 people, including 528,600 women (39.4%).

Women's share among employees in small enterprises constitutes 34%, the share of farms led by women, is 10%.

The share of the population with the income below living wage constitutes 19.8 %.

### **Strengths**

Purposeful increase of investments in the “human capital”, which are as substantial as investments in economic development of the country, is the most important precondition for the perspective economic modernization and a necessary condition for long-term strategic planning, which is carried out on the basis of gender equality.

Understanding by the leadership of the country the necessity of prevention of any forms of discrimination against women.

The support of the industries with predominant women's involvement, which has been started by the Government of the Republic of Kazakhstan.

The support of the credit lines for women-entrepreneurs by the Government of the Republic of Kazakhstan.

Growth of women's activity in economy.

Establishing and development of the women's non-governmental organizations, involved in economic advancement of women.

### **Weaknesses**

Unequal distribution of resources between men and women.

Due to a number of social and cultural factors women found themselves in a more difficult situation than men.

It is more difficult for women to get a credit because many of them do not have mortgage assets.

The higher unemployment rate among women compared to men and concealed discrimination at employment and dismissal.

The higher poverty level among women compared with men.

Women bear the major load of non-paid household work, and they have less time for career, raising their professional skills and self-education. Our society still does not acknowledge economic value of women's non-paid household work, including taking care of the children.

Lack of gender approach in the process of making up the budget.

Lack of gender analysis and gender indicators, which fix the results of the implementation of the gender policy in economy.

### **Opportunities**

Measures, undertaken by the leadership of the country, on economic advancement of women and development of the state policy in this area.

The support from international organizations of the processes aimed at achieving equal opportunities for men and women.

Livening of the activity of non-governmental organizations in the area of women's economic advancement.

Possibility to train specialists abroad and in the CIS countries in the network of various agreements.

Establishing contacts with national, regional and international organizations, involved in the economic advancement of women.

Widening opportunities for women to get credits. Training women in new skills and specialties, which will be in demand in the highly paid industries.

### **Threats**

For men poverty risk is higher among unemployed, single pensioners and disabled. For women the poverty risk group includes single mothers, disabled women, mothers having invalid children, and unemployed.

In the first place, women's weak competitive positions can be seen in women's concentration in the low-paid trades. The poverty of the workingwomen is aggravated by unequal distribution of men and women in industries and professions, as well as in positions and office hierarchy.

High educational level does not guarantee working women-specialists perspectives for career promotion.

Economic rights of men and women do not have mechanisms for their realization because of lack of necessary legal knowledge among the wide sections of the population. This is the factor which limits possibilities for initiating suits and considering actions on the violence of economic rights.

Lack of research and information campaigns on the issues of fighting discrimination against women in the area of employment.

Being under unemployment conditions women are more exposed to sexual harassment and discrimination, including those at work.

## **STRATEGIC OBJECTIVES**

Coordination and development of intersection cooperation for widening interaction of the efforts of the government and the civil society to introduce and to provide control over creation of gender-oriented, fair social and economic situation in the country.

Application of gender approach in the process of working out budgets for all levels. Training of the specialists in developing gender budgets and organization of control over their implementation. Analysis of the costs of the expected consequences of the elimination of gender inequality.

Development of gender constituent in the strategic forecast of the social and economic development of the country. Analysis of men's and women's contribution to the economic results of the macroeconomic policy pursued.

Carrying out monitoring of gender balance in employment in all branches of the economy. Reduction of the unemployment rate.

Optimization of methods of restructuring the economy to reduce unemployment and eliminate gender asymmetry on the labor market, connected with the predominant female employment in the less prestigious and low-paid industries.

Development of the mechanism for conducting gender expert evaluation (economic, social and legal).

Leveling the payment rate between various branches of economy and diminishing differences in the character of labor and remuneration between women and men with unconditional observance of the requirement of equal remuneration for equal work. Analysis of macroeconomic consequences of men's and women's non-paid work in the framework of social reproduction.

Provision of equal opportunities on the labor market and promotion of women's employment.

Adoption of the programs on providing the rural women with equal access to economic resources.

Economic and legal education of all sections of the population.

## **ACTION STRATEGY**

To consider the possibility of joining by Kazakhstan the Conventions of the International Labor Organization "On Equal Opportunities and Equal Treatment for Men and Women Workers with Family Responsibilities" and "On Minimal Standards of Social Security".

To work out the activities, aimed at the implementation of the Millennium Goals, which promote:

raising of the women's competitiveness on the labor market with the use of the support system (counseling, assistance in training and employment);

further development of women's entrepreneurship and self-employment;

women's vocational retraining and teaching administration and business management. The program will be focused on the following topics: business management, raising self-confidence and professional competence.

To establish wide network of the centers for economic education, to improve measures on developing small and medium-size businesses through financial support to entrepreneurship and wide development of consultative and marketing services.

To work out mechanisms for women's involvement in business and assistance to their business in its further development. To take into consideration women's need for employment in the process of further economic reforms. To pay special attention to women's employment in the agricultural sector, including areas of processing of agricultural products.

To work out a guarantee system for achieving gender equality in the process of career promotion and creating conditions for combining a successful career with home responsibilities and up-bringing the children.

To develop measures of supporting men and women, engaged in taking care of the children and their up-bringing, as well as mechanisms for involving men in taking care of the children.

To improve mechanisms and to raise a role of social partnership in solving the issue of gender equality. To apply various methods in the process of conducting analysis and study of the situation in the working collectives and in the working places to provide expression of the wishes of the workers, administration and trade unions: meetings, collection of proposals on observance of men's and women's equal opportunities, written expressions of their opinions and ideas.

To train more women in technical specialties.

To create conditions for developing socially oriented entrepreneurship with consideration of gender aspects, aimed at:

strengthening humanitarian motivation for labor activity and business itself, investments into the "human capital";

expansion and development of family business, which consolidates the institute of a family. Creation of a wide network of jobs "at home" with flexible working schedule and new forms of labor distribution;

replacement of force and command methods of solving problems in the area of business management by economic methods alongside development of social partnership and mutual aid spirit.

To carry out special studies with the aim of identifying reasons for gender inequality in various branches and at different levels of economy management.

To make up the forecast of economic activeness of the population with consideration of gender specific characteristics of separate regions and production sectors, as well as database of the poverty monitoring.

To work out the forecast of the demand in specialists for Kazakhstan with consideration of the gender aspect.

To improve the legislative and the normative base for the working schedule and labor safety with consideration of the gender aspect, to introduce and expand flexible forms of employment, to improve working conditions. Special standards shall be stipulated for pregnant women and women having children.

To realize activities, aimed at improving working conditions with consideration of the gender specific character, to provide control over their implementation.

To consider possibility of subsidizing compulsory pension contributions in favor of the employed women while they are on the maternity leave.

#### **Indicators:**

1. The share of women, owning land in respect to the total population.
2. The total number of those who got credits for a profitable business, including men, women, in the cities and in the villages, separately.
3. The number of registered businesses owned by women.
4. The men's and women's share in the formation of the gross domestic product.
5. The total number of people, applied to the employment bodies, including men and women separately.
6. The number of self-employed men and women.
7. The total number of people, involved in agriculture, including men and women separately.
8. The correlation of men's and women's wages in the cities and villages separately.
9. The total number of new jobs in rural areas, including for men and women separately.
10. The unemployment rate among men and women according to age, in the cities and villages.
11. The duration of unemployment period of men and women.
12. The share of the population with the income below the cost of the product basket, total number, including men and women, in the cities and villages, separately.
13. The total number of people living below the poverty line, including men and women, separately.
14. The women's share in the paid working positions in the branches not related to the agriculture.

15. The total number of the receivers of social payments (pensions, welfare, their average size), including men and women, separately.

16. The number of families with one breadwinner, differentiated on the basis of sex.

## **CHAPTER 4. TEACHING GENDER. LEGAL AND GENDER EDUCATION**

### **GOAL**

The introduction of gender knowledge in the system of education. Through education to make the society realize the necessity of legal and gender equality and fair social relations between men and women.

### **ANALYSIS OF THE SITUATION**

According to the database of the 1999 census, the literacy of the population starting with the age of 15 makes up 99.5%. The access index for education grew up from 0.927 in 1999 to 0.944 in 2004.

Out of the total number of the population at the age of 15 and over, 33.5% of women and 40.0% of men have secondary general education, while 24.6% of women and 19.9% of men have special education.

The women's share of those having higher education makes up 13.2%, while men's share is 12.0%.

The combined share of involvement in the educational process of the students (at schools, professional and technical schools, colleges and universities) at the age from 6 to 24 at the beginning of 2004/2005 school year was 74%. For women this share was 75%, for men – 73%.

In general, the system of education in the country is feminized. In the secondary educational institutions there is predominance of women-teachers (80%), and in preschool organizations the children of the pre-school age are taught by only women (100%). There are 6 women (37.5%) among 16 heads of the education departments in the Oblasts and in the cities of Astana and Almaty.

The involvement of female students at all levels of education (aged from 6 to 24) makes up 81.1%, while of male students – 70.9%. The share of boys without general secondary education is twice larger than the girls' share.

The girls constitute 99.8% in the system of elementary professional education in such specialties of the service sphere as an administrative assistant, seamstress, cook, hairdresser, etc.

The gender expertise of the secondary schools' textbooks was carried out. It revealed gender asymmetry, which is kept and reproduced in the children's consciousness. Thus the children adopt out-of-dated stereotyped roles of boys and girls.

The teaching programs on gender education were worked out for pre-schools (6-7 years old), grades 1-4, and university students. In 2005 they will be developed for the 5 – 11 grades. The study guides for the teachers and students are being worked out.

With the aim of introducing gender approaches in the system of higher education, an educational and methodological course for the students "Introduction in the Theory of Gender" was worked out.

A scientific and research Institute of social and gender studies was established on the basis of the Kazakh State Women's Pedagogical Institute. That Institute worked out the study guide "Fundamentals of Gender Education" in the Kazakh and Russian languages for those university students who study pedagogical specialties, as well as gender indicators for the entire education system.

With the support of UNESCO, the project on gender education is being realized in the network of the National Program "Education for All".

The gender courses are taught at Al Farabi Kazakh National University (at Sociology, Psychology, Pedagogy, History, Law, Social Work, Philology departments), Abai Kazakh National Pedagogical University, Kazakh National Women's Pedagogical Institute, universities in Karaganda, Ust-Kamenogorsk, Uralsk, Taldy-Korgan, Semipalatinsk, Kostanai, etc.

In the system of the Ministry of Internal Affairs an optional course (10 academic hours) “Gender problems and the objectives of the Internal Affairs bodies” was introduced in the college curriculum. Gender issues are covered in the courses of the “Operation and Investigation Activity” and the “Criminal Law”.

At the same time all activities conducted are not coordinated properly. There is a need in a well thought-out policy on gender and legal education of the population.

### **Strengths**

Gender education contributes to pursuing the gender equality policy at all levels and all spheres of the society.

The gender expertise of the secondary schools’ textbooks was carried out, the programs and textbooks are being worked out, they will be introduced in the education system in the nearest future.

Women have high educational level.

A scientific and research Institute of social and gender studies at the Kazakh State Women’s Pedagogical Institute (in 2000), Center for gender education at Al-Farabi Kazakh National University (in 2005) and other research centers have been established. The gender researches are being carried out in various educational areas of the social studies and the humanities.

Women’s non-governmental organizations, involved in gender education, are actively working.

Trainings in political and economic advancement of women are conducted.

### **Weaknesses**

The considerable part of the society does not realize the importance and necessity of gender education and establishment of the system of gender education.

Lack of special legal knowledge does not allow to realize protection of men’s and women’s rights to its full extent.

The women bear the main load of non-paid household work, and because of that they have little time for raising their professional skills and self-education.

There is insufficient amount of overall researches on gender education.

There are few textbooks and teaching guides published on gender education for the universities. In fact, they are not available in the libraries either.

### **Opportunities**

Livening the activity of the scientific and research centers on studying gender equality issues will promote achieving the main strategic objectives.

Teaching gender subjects will enhance development of relationship standards between men and women on the basis of equality, tolerance, respect of a person’s rights for self-realization and individuality.

The international organizations are supporting gender educational programs.

There is possibility to train specialists on gender education abroad or in the CIS countries in the network of various agreements.

The contacts are being established with the national, regional and international organizations, which are engaged in gender education and economic promotion of men and women.

The non-governmental organizations stir up their activity in the area of gender education.

### **Threats**

Insufficient attention to the issues of gender education can slow down the pace of development of democratic processes in the society.

High level of education does not guarantee working women-specialists perspectives of the professional and career promotion.

Men's and women's rights are realized insufficiently due to the low level of gender education among the wide sections of the population of the Republic.

Insufficient awareness of their rights restrains citizens from taking an opportunity to bring a suit on the violation of their rights.

Lack of informational campaigns on the necessity of gender education decreases effect of the measures taken.

## **STRATEGIC OBJECTIVES**

Establishment of an effective system of gender education.

Creation of conditions for arranging overall gender education for all sections of the population.

Building up gender awareness among politicians and leaders, both women and men.

Education of men and women in the area of political and economic advancement.

Working out teaching programs in the area of education in human rights with consideration of the gender aspect.

Carrying out the research on the gender equality issues with the aim of monitoring the existing programs.

## **ACTION STRATEGY**

In order to introduce gender knowledge in the system of education and to establish an effective system of gender education of the population, it is necessary:

to introduce gender constituent in the curriculum at all levels of education. To make appropriate amendments to the educational programs of the pre-school, secondary school, secondary specialized and higher education institutions;

to develop a teaching package for the educational specialists (teachers) and the teachers of educational institutions (preschools, secondary schools, universities);

to conduct gender expertise of the teaching guides and textbooks for the universities;

to organize training of the specialists in the area of gender education at pedagogical universities. To conduct gender trainings for teachers, students and educational specialists;

to recommend the universities to introduce specialization in gender education in the network of pedagogical professions;

to expand support to the projects on raising qualification in the area of gender education for instructors, teachers and lecturers of educational institutions, who implement educational programs of preschool upbringing and teaching, secondary general, all levels of vocational training, including post university level.

to work out and introduce programs on gender education for the parents;

to issue teaching and methodological literature and video films on gender problems. To organize issuing of the "Gender Education" bulletin for promotion of gender knowledge;

to create mechanisms allowing to solve the problem of gender imbalance in the educational system; to provide equal participation of men and women at all levels of education;

to improve gender indicators and gender statistics in education;

to conduct gender study with consideration of those indicators which extend opportunities for girls and women;

to enhance through grants and sponsorship funds the status and material and technical base of the scientific and research Institute for social and gender researches and other institutes involved in gender issues;

to organize courses for raising qualification of the teachers in the area of gender education by the Republican Institute for raising qualification of the leading and scientific-pedagogical personnel of the educational system and by the regional institutes for raising qualification of the teachers.

To recommend introducing special courses on gender education in the process of training specialists in various spheres of activity.



To establish a system of gender education for civil servants of all levels, Parliament and maslikhats deputies and mass media employees.

To expand the practice of increasing gender sensitivity with the aim of building up the gender awareness of the politicians, leaders of the public movement, trade unions representatives and journalists.

To arrange special courses for the people in charge of pursuing the gender policy.

#### **Indicators:**

1. Correlation of women and men in the senior positions in the system of education.
2. The number of gender-sensitive teaching programs and courses.
3. Availability of a special quota in the system of general, professional and higher education for rural girls (agriculture, medicine, technical specialties, law, service, culture).
4. The share of women with higher education.
5. The share of women with a scientific degree.
6. Correlation of women/men in science.
7. The share of women, studying in the educational system of the force authorities.

### **CHAPTER 5. IMPROVING REPRODUCTIVE HEALTH OF MEN AND WOMEN**

#### **GOALS**

Preservation and improvement of the reproductive health of men, women and adolescents to ensure normal reproduction of the population and raising the quality of life.

#### **ANALYSIS OF THE SITUATION**

During the last years, due to the improvement of the social and economic situation in Kazakhstan, certain positive medical and demographic changes have happened.

The tendency of the birth rate growth has been traced. In 2004 the birth index was 18.1 in 1,000 people, there is an increase by 1.2 times compared to 2000. The natality increased by 1.7 times; in 2004 its index was 8.05 in 1,000 people.

At the same time the growth of the death rate is observed. In 2004 this index was 10.2 in 1,000 people (10.1 in 1999), including 8.5 in women and 11.9 in men. In the structure of the causes of death 84% are constituted by the blood circulation diseases, accidents, traumas, poisoning, neoplasm and breathing organs' diseases.

The index of the infantile death rate has a tendency to decrease, but it is still high compared to the European countries; at the beginning of 2004 it was 14.5 in 1,000 of the newborn babies alive.

The decrease of the maternity death rate is also observed from 60.9 in 100,000 newborn babies alive in 2000 down to 36.9 in 2004. But this is four times higher than in the European Union and three times higher than the acceptable level according to the World Health Organization.

There is still a high rate of the socially important and dangerous diseases such as tuberculosis, HIV/AIDS, drug addiction and alcoholism.

In 2004 there were 130.3 cases of the active forms of tuberculosis registered in 100,000 women, and 178.8 – in 100,000 men.

Sexually transmitted diseases represent a serious problem nowadays. In 2004 there were 79.3 syphilis cases in 100,000 people, including 78.1 among women, and 79.8 among men, and 76.2 gonococcus infection cases in 100,000 people.

There is an increase in primary sickness rate in narcological disorders. In 2004 there were 404.1 cases in 100,000 people vs 294.9 cases in 2000.

Over 50,000 people are registered as drug addicts. The number of women among the drug addicts tend to grow. For instance, if in 2000 there were 3,800 women registered, in 2004 this number grew up to over 5,000 women.

There are 4,696 HIV patients registered in the Republic, including 874 women. Among them there are 229 pregnant women, 89 of them have delivered babies (91 babies).

Anemia is still an urgent problem in the country. In 2004 the number of people with anemia, registered in the clinics, was 296,800, the children under 14 constitute more than a half of this number (52.4%).

To prevent and reduce the anemia sickness rate and iodine deficiency disorders, widely spread in Central Asia, iodizing of the white salt is conducted nowadays as well as fortification of the flour with iron preparations and vitamins.

There is also a tendency of growth in the cancerous diseases rate. In 2004, there is a growth of 4.2% among men and 9.2% among women compared to 2000. The total number of the patients registered at the end of 2004, was 114,628 people.

All these diseases affect the reproductive health of men and women. The activities, carried out with the aim of preserving reproductive health, family planning, usage of contraceptives and others do not have a considerable influence on the improvement of the situation.

Within the last three years a number of the Laws, aimed at the protection of the people's health, were passed. Among them there is the Law of the Republic of Kazakhstan "On Reproductive Health of the Citizens and Guarantees for their Realization".

At present men's health is a really critical social problem. Today the high death rate at the able-bodied age (16-62) is typical for men and constitutes 957.23 cases in 100,000 people; for women aged 16-57 this number is three times lower and makes up 313.37.

The death causes are stresses, nervous exhaustion, intensive working regime, cardiovascular system diseases, arteriosclerosis, lung cancer, alcohol and drugs use, higher trauma rate, etc.

Men's reproductive health is affected by sexually transmitted diseases, prostate and funiculus diseases, infertility, etc.

Women's health also arouses serious anxiety. Their health index is 20%-30%, in certain regions it is 10% and even below.

Women more often have high blood pressure, neurosis, sexually transmitted diseases, infertility, breast cancer, osteoporoses, etc. Over 60% of women suffer from anemia.

Abortion remains one of the main causes for maternal mortality. During 2004 there were 1,826 complication cases, abortion lethal outcome was 1.2 per mille.

The number of abortions reduced insignificantly from 30.9 in 1,000 women of fertile age in 2000 down to 30.3 in 2004. The largest number of abortions was registered in the age group from 19 to 34 (75%), among adolescents (from 15 to 18) it was 4.9%.

38.3% of women of the fertile age use some kind of contraceptives. The main type of contraceptive (62.5%) is a Lippes loop.

About 16% of marriages are infertile, and that is both men's and women's responsibility. At present a new direction in treating infertility is being developed – that is supporting reproductive technologies, which are required for improvement of the reproduction of the population.

The breast cancer rate among women increased from 33.9 in 100,000 women in 2000 up to 38.9 in 2004. Breast cancer constitutes over half of the cancerous diseases related to the women's reproductive system.

Analysis of the adolescents' health state shows low health index of the girls-teenagers. Almost every other of them (46.9%) has some kind of health problem. 1466 girls out of 100,000 examined had the gynecological pathology. Over half of them had dysfunctional state of the reproductive system.

According to the 2004 report, the share of the abortion among teen-agers made up 5%, the adolescent pregnancy index is 22.9 in 1,000 girls. The main reasons for that include: insufficient information, bad habits, lack of the parents' responsibility, spread of drug addiction and alcoholism among young people.

## **Strengths**

The Law of the Republic of Kazakhstan "On the Reproductive Rights of the Citizens and Guarantees for their Realization" was passed.

In the public health system there are possibilities for building up a network for the protection of men's health on the basis of the existing medical institutions.

The men have desire to extend their reproductive age and to have a higher quality of life.

A network of medical institutions, providing services in the protection of women's health, has been developed.

Non-governmental organizations, involved in the issues of the women's reproductive health, have been established.

The society has realized the necessity of taking urgent measures on preserving adolescents' health:

there is an Article on the protection of the minors' health in the Law "On the Reproductive Rights of the Citizens and Guarantees for their Realization";

according to this Law this is the responsibility of the Ministry of Education and Science to prepare teen-agers for the family life.

### **Weaknesses**

There is no a purposeful policy on protection of men's reproductive health:  
men seldom visit the doctors, have rare check-ups, ignore prophylactic measures and, consequently, live less;

the public health bodies do not pay sufficient attention to protection of men's health;

there is no infrastructure in the public health system designed especially for men;

men's low awareness of the health protection.

There is insufficient number of mechanisms for protection of women's health:

there are few informational campaigns on the issues of protection of women's reproductive health;

undernutrition of women, especially pregnant women;

women's insufficient resources and funds for higher quality medical treatment.

Teen-ages are not enough informed about protection of the reproductive health and receiving a qualified medical aid. The purposeful work in this direction has not been organized properly.

### **Opportunities**

Involvement of all community, officials from the public health system, education, mass media, etc. in solving the problems of the reproductive health.

Wide opportunities to use the existing public health system.

Understanding by the leadership of the country the necessity of improving men's and women's reproductive health.

The support of the protection of men's and women's reproductive health by the international organizations.

Opportunity to train specialists abroad and in CIS countries in the network of various agreements.

Establishing contacts with the national, regional and international organizations, involved in protection of the reproductive health.

Livening up the activity of the non-governmental organizations on protection of men's and women's health.

### **Threats**

The crisis condition of men's health is preserved:

high early death rate of men;

men's tendency to use drugs and alcohol;  
growth in number of men's suicides. Correlation of men's and women's suicides is 3:1;  
men more than women are occupied in work of higher risk for health and life.  
High rate of abortions, alongside hysteroscopy, obstetrical bleedings, septic complications cause maternity mortality and infertility.  
Low health level of the pregnant women often results in complications in pregnancy and delivery.  
Parents' alcoholism and drug addiction have fatal influence upon the children's health.  
Syphilis and HIV infection can be directly transmitted to children.  
The adolescents' health also arouses anxiety. A considerable part of the youth is found not to be able-bodied for the military service.  
Drug addiction and alcohol are spread among young people.  
Unfavorable ecological situation in a number of the regions affect the reproductive health of the population.

## **STRATEGIC OBJECTIVES**

Further improvement of the normative legal base in the area of protection of the reproductive health.  
Decreasing the rate of diseases, which affect the reproductive health of the population.  
Taking a set of measures on preserving the reproductive health of the adolescents and the youth.

## **ACTION STRATEGY**

To work out measures on protection of the reproductive health of the population with the aim of realization of the Law of the Republic of Kazakhstan "On the Reproductive Rights of the Citizens and Guarantees for their Realization"

To take measures to provide high risk groups with modern contraceptive aids.

To take measures on prevention of suicides, including development of the telephone help-line network, crisis centers, involvement of psychiatrists, psychologists, psychotherapists and social workers.

To conduct informational work among the population to increase their knowledge in the area of modern contraceptive aids, both for men and for women.

To raise men's responsibility for preserving their health, to provide free information on men's health issues, to provide counseling on the family issues.

To improve the normative legal base in the area of protection of maternity and childhood; to ensure the priority of the development of this service and to increase its financing.

In order to increase the health index of women it is necessary:

to decrease sickness rate in anemia and breast cancer;

to establish centers for early screening of the breast cancer on the basis of the existing oncology dispensaries;

to carry out a set of measures on the family planning and reduction of the abortion rate;

to provide the population with the access to the information on sexual life and childbirth, safe maternity and breastfeeding, nutrition, misuse of psychoactive substances, influence of unfavorable ecological factors on the health of the people and their well-being all through their life;

to provide normative and legal support: to work out and introduce methods of recovery of the reproductive functions and to carry out researches in this area; to study biomedical, epidemiological, sanitary and hygienic aspects of the diseases, having the most serious and specific influence on the health of the population, such as breast cancer, genital infections, sexually transmitted diseases, HIV/AIDS;

to carry out prophylactics (from the early age) and to take measures for treating infertility in men and women;

to ensure transmission to the life birth criteria, recommended by the WHO;

to achieve additional nutrition for the pregnant women as well as nutrition for children at schools;

to take measures on protection of the health of the elderly people to extend their active life.

To strengthen health of the adolescents and youth by improving measures aimed at prevention of traumas and poisonings, suppression of bad habits, as well as through development of physical culture and sports and organizing leisure time;

to raise the awareness of the adolescents and youth about the reproductive rights and guarantees for their realization;

to achieve decrease in the rate of diseases, affecting the reproductive health of the population;

to carry out moral and sexual education of the adolescents and youth, to raise their awareness with the aim of decrease in number of undesirable pregnancies and spread of abortions;

to form models of the medical and social assistance, to conduct social rehabilitation of the adolescents and youth in need.

### **Indicators:**

1. The rate of diseases of men and women, which affect their reproductive health.
2. The extension of the life expectancy of men and women.
3. The women's health index.
4. The maternity death-rate.
5. The structure of the maternity mortality.
6. HIV expansion rate among pregnant women.
7. The abortion expansion rate.
8. The share of the pregnant women, who got registered on time in the obstetrical institutions.
9. The share of deliveries in the specialized obstetrical institutions, in other medical institutions, including those at home (separately).
10. The contraceptives use rate.
11. The level of anemia as well as other diseases, caused by iodine deficiency.
12. The rate of the expansion of the sexually transmitted infections.
13. The death-rate from breast cancer.
14. The infantile death rate at the age under 5 years.
15. The infantile death rate.

## **CHAPTER 6. PREVENTION OF VIOLENCE ON THE BASIS OF SEX IN THE SOCIETY**

### **GOAL**

Creation of the conditions for a dignified life of people free of violence. Not accepting violence as a form of relation between people. Elimination of violence in its various forms in all social spheres, including family.

### **ANALYSIS OF THE SITUATION**

In 2004 there were 143,000 crimes registered, including 35,000 against women. The crimes against women included 551 homicides, 405 cases of intended injure of severe harm to health, 1,300 rapes and 1,100 beating and torture cases. 357 crimes were committed related to arranging and keeping dens for prostitution and procuration.

According to some specialists, over 60% of all women at least once in their life were exposed to physical or sexual violence. Less than 10% of all rapes reach the court. 28% of married women suffer violence from their husbands.

In February 1999, in compliance with the assignment of the President of the Republic of Kazakhstan a special department for protection women from violence was established in the structure of the Ministry for Internal Affairs, which is a structural subdivision of the public security police for the internal affairs bodies of the Republic of Kazakhstan.

38 crisis centers were established practically in all regions of the country. They are supported mainly by the grants from the international organizations.

There were over 27,000 calls on the help-lines of the crisis centers in 2004. The largest portion of the calls was caused by physical (23%) and psychological (17%) violence. Everyone who turned for help, was given advises, most of them received help from psychologists and lawyers.

In 2001-2003 together with UNIFEM a large-scale informational campaign “Life Free of Violence is Our Right” was held.

For the first time the Supreme Court was involved in solving the problem of violence against women. The concrete recommendations were passed on improvement of the court practice in that area.

The Resolution of the Government of the Republic of Kazakhstan # 346 of 12 March 2001 approved the Regulations on correlation of the government bodies, organizations and public associations involved in the issues of violence against women.

The draft law of the Republic of Kazakhstan “On Domestic Violence” was developed, which identifies the range of people who are to be protected from domestic violence, and the list of the organizations which must render assistance to the victims. It is stipulated to introduce to the court system the protective orders with the aim of further prevention of violence. The draft law was discussed in all regions of the country and it is included in the perspective plan of the legislative work of the Government for 2007.

The Laws of the Republic of Kazakhstan “On Introduction of Amendments and Additions to Certain Legislative Acts on the Illegal Migration Issues”, “On Introduction of Additions to the Criminal Code of the Republic of Kazakhstan” were passed. The additions were introduced to the Law of the Republic of Kazakhstan “On Tourist Activity in the Republic of Kazakhstan”, which declare illegal export of people outside Kazakhstan or their illegal transit a crime, subject to imprisonment for the period from three to eight years with confiscation of the property.

Together with the International Migration Organization the projects “Informational Campaign on Prevention of Traffic in Women” and “Suppression of Traffic in People from (in, through) and inside Kazakhstan” were realized.

At present an interdepartmental commission under the Government of the Republic of Kazakhstan is operating to combat against illegal export, import and trafficking in people. The National Plan for combating, prevention and prophylactics of the criminal traffic in people was developed for 2004-2005.

In November 2004 Kazakhstan signed the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and the Final Protocol to this Convention.

8 crimes in illegal recruiting of people for sexual and other types of exploitation (trafficking) were registered in 1999, in 2000 – 3, in 2001 – 5, in 2002 – 0, in 2003 – 4 and in 2004 – 14.

### **Strengths**

Positive changes in the society in the area of gender equality are observed and that is one of the main factors for elimination of violence against women.

The mechanism of receiving statistic information on the violence rate against men and women has been established.

The information database on violence against women is being built up.

The mechanism of correlation of the government bodies and public associations, involved in the issues on violence against women, was established and it has its normative base.

The public attention was attracted to the problem of commercial sex and infringement upon sexual inviolability.

The scientific and practical Center for the social and psychological service realized the project “Teaching Children and Youth Nonviolent Behavior” with the help of the National Commission on the Family and Women’s Affairs under the President of the Republic of Kazakhstan and technical support of the UN Children’s Foundation (UNICEF). The curriculum, plan and training and methodological set for the schoolchildren of 5-10 grades have been developed. After revision they will be introduced into the system of education.

## **Weaknesses**

There are stereotypes still existing in the society that the problem of domestic violence is thought of, that a family is an untouchable unit of the society and no interference into its internal affairs is permitted. Half of the domestic violence victims do not report to the law enforcement bodies because of fear of moral condemnation.

The subdivisions of the internal affairs bodies, engaged in the problems of violence against women, are poorly equipped technically; they do not have enough resources to provide concrete assistance to women – victims of violence.

Trafficking in women has become a visible social problem. At the same time there is obviously insufficient information about its scope, forms and types available.

The victims of trafficking usually find themselves without visas and passports or with forged passports, thus turning into illegal migrants, that is the reason why they do not want to contact the law enforcement bodies in spite of the unlawful living and working conditions.

## **Opportunities**

The development of the state program and the involvement of all power levels and subdivisions in the fight against violation.

Livening up the activities of the public associations and the involvement of the wide range of the initiative groups in the system of prevention and elimination of violence.

The improvement of the legislation, stipulating criminal and administrative punishment for committing crimes and infringement of the law with the signs of violence, adjusting it to the international standards.

The establishment of a network of crisis centers and shelters for the victims of violence. Later they can become methodological and informational basis for all institutions of social services for families and children.

Adoption of the Laws of the Republic of Kazakhstan “On Introduction of Amendments and Additions to Certain Legislative Acts of the Republic of Kazakhstan on the Issues of Counteractions to Trafficking in People” and “On Domestic Violence”.

Ratifying the UN Convention Against Transnational Organized Crime.

Prevention and prophylactics of domestic violence through education and identifying violence at early stages.

## **Threats**

Gender asymmetry, being fundamental for the system of human relations and serving as a feeding source for any violence, based on the idea of men’s “natural” superiority, can take undesirable forms. Besides, it results in deformation of a personality, who has suffered from violent actions.

The consequences of violence have impact on all aspects of life. It can lead to social isolation and antisocial behavior, limitation of economic opportunities, unwillingness to participate in political, public and educational activity. Violence affects negatively the children, eye-witnesses of the violence actions. Tolerance towards violence and violent actions – this is a vicious circle which can be broken only by coordinated and directed activities.

Owing to the wide-spread stereotypes, men also rarely report about violent actions against them. It is common opinion that they should “demonstrate men’s firmness”.

The family violence is one of the reasons for men’s and women’s suicides, homicides and bodily injury of medium seriousness as well as one of the main reasons for crimes among children, teenagers and youth.

Often there is violence of human rights in respect to the victims of trafficking, such as right for life, personal freedom, equality before the law, freedom of movement and marriage, protection from illegal arrest and detention.

## **STRATEGIC OBJECTIVES**

Further improvement of the national legislation on prevention of violence and crimes, connected with prostitution and trafficking in people.

Activation of efforts and achievement of considerable decrease in violence rate against men and women.

Development of social services, which render real assistance to the victims of domestic violence, provide a temporary shelter and material support. Labor therapy and labor rehabilitation of the victims of violence.

Arranging informational campaigns to educate the population about the danger of all forms of violence.

## **ACTION STRATEGY**

To apply provisions of the UN Convention on Elimination of all forms of Discrimination Against Women in the court practice.

To ratify the UN Convention Against Transnational Organized Crime and its Protocols.

To pass the Law of the Republic of Kazakhstan "On Domestic Violence" which acknowledges family violence as a crime.

To introduce corresponding amendments to the Legislation of the Republic of Kazakhstan on protection of the traffic victims abroad and inside the country, including those who give testimony in the lawsuit against persons, suspect in trafficking in people.

To consider possibility of establishing the National Coordination Center to combat illegal export of people (including women and children).

To consider possibility of establishing rehabilitation centers at the frontier check-points for placing the traffic victims from Kazakhstan and CIS countries until finding out the circumstances of their staying abroad.

To take measures to simplify the procedure of bringing an action against people who are accused of domestic violence.

To reinforce the MIA structural subdivisions, engaged in prevention and suppression of violence.

To carry out regular patronage of women, who need support, defense from violence, rehabilitation and temporary shelter.

To provide psychological counseling to men and women for mobilization of their own possibilities and internal resources to overcome certain complicated life situations.

To conduct informational, propagandistic and educational activity (educational programs, issuing booklets and bulletins), related to the problems of prevention of violence, including trafficking.

To promote international experience in combating violence. To help women to realize their involvement in elimination of violence through raising their personal and corporate self-esteem in political and legal culture.

Together with non-governmental organizations to carry out on a regular basis gender education of specialists, working for the law enforcement bodies and departments of justice, as well as public health officials.

To render financial support to the crisis centers through the state grants for important social projects.

To conduct special scientific research on the problems of violence in respect to men, women and children and assessment of the consequences of domestic violence and sexual harassment.

In order to prevent violation actions, to conduct preventive work with unfortunate families and potential sections of the population.

To introduce the program "Teaching Children and Youth Nonviolent Behavior" in the system of education.

To conduct work in the working collectives on introduction of prohibition of any forms of discrimination on the basis of sex, verbal violence, sexual harassment and other forms of behavior, disgracing women and men.

### **Indicators:**



1. Availability of corresponding Laws (Law of the Republic of Kazakhstan “On Domestic Violence”, etc.) and appropriate mechanisms for their realization.
2. The number of violence cases in respect to women for the last year.
3. The number of officials in the MIA subdivisions for protection of women from violence.
4. The number of crisis centers, including shelters (total number of men and women applied, separately according to the type of violence).
5. The number of television and radio programs, informational visuals and publications on gender violence.

## **CHAPTER 7. ACHIEVING GENDER EQUALITY IN A FAMILY. CONSOLIDATION OF A FAMILY AND RAISING THE ROLE OF UPBRINGING CHILDREN IN A FAMILY**

### **GOAL**

Strengthening of the institute of a family and marriage relations, enhancing the prestige of a family, promotion of marriage and family values, achieving gender equality in family relations, which ensure social and cultural succession of the generations and which serve as factors for stability and sustainable development of the civil society.

Developing of new models of egalitarian family, based on the principles of gender equality. Involvement of men in household work and upbringing of children.

### **ANALYSIS OF THE SITUATION**

According to Article 27 of the Constitution of the Republic of Kazakhstan, “marriage and family, maternity, paternity and childhood are under protection of the society and the state”.

The Law of the Republic of Kazakhstan “On Marriage and Family” states and regulates the family and marriage relations. Their fundamental principles include equality of the spouses’ rights in a family, priority of family upbringing of the children, protection of the rights and interests of minors and disabled family members.

According to the 1999 census there are about 3,500,000 families in Kazakhstan. The average family has four members, including 4.6 in rural areas and 3.6 in the cities. 56% of women and 62% of men were in marriage.

The average marriage age extends. In 2004 it was 24.0 for women and 26.9 for men.

About 1,000,000 people (9.1%) are widowed; there are six times more women than men among them, mainly of elder and old age.

There are almost 700,000 divorced people (6.4%); in this group the number of women is twice larger than men.

More than 500,000 women over 23, or every ninth, do not have children.

There are 445,000 families (11%) with only mothers and children, including almost two thirds of families with mothers and minors.

The distribution of responsibilities inside the family is traditional and discriminates women. The men’s time budget usually consists of paid work and leisure time, while women’s includes paid work, home responsibilities, upbringing of the children and serving the needs of the family members.

### **Strengths**

A sufficient legal basis on the family, women and children issues has been created in Kazakhstan.

Understanding in the society of the importance of a family, realization of its role in upbringing of the new generations and provision of the public stability and progress.

Acknowledgement of the necessity to consider interests of family and children, as well as undertaking special measures for their social support.

The observed tendency of real reforming of the patriarchal family structure and emerging of new various models aimed at gender partnership and cooperation.

## **Weaknesses**

Incomplete families, consisting from one parent and the children, are mainly maternal. According to 1999 census, incomplete families headed by women made 91%.

About 850,000 people, that are 6% of the population, live out of family.

Fathers' influence on the upbringing of children in a family has decreased.

There is a growth in number of divorces; the family prestige goes down; there is an increase of tension in the families; there are more conflicts and violent actions against women.

## **Opportunities**

Further improvement of social guarantees for family support will enhance consolidation of families.

Development of the network of preschool institutions and summer health camps for schoolchildren, accessible for all families.

Life expectancy of married men is higher compared to unmarried men.

## **Threats**

There is a growth in number of persons, who were never married. There is approximately the same number of single women aged over 23 and men aged over 26; altogether there are about 1,200,000 single people, that means that almost every fifth person does not have a family. As the study shows, today a considerable part of young people live in unregistered marriage, following the experience of the western countries.

Families with many children, single mothers and young families are in the most difficult situation.

The constructive role of a family in the development of the future human potential is poorly realized and supported by the modern society.

Many married couples and unmarried women limit themselves with one child or delay the birth of a child for an uncertain time.

The deterioration of the demographic situation and increase of the number of single men and women might happen.

## **STRATEGIC OBJECTIVES**

Further improvement of the national marriage legislation and development of the social support to families.

Creation of corresponding social-economic and living conditions for self-realization of the family members and upbringing of the children.

Achieving gender equality in family relations. Enhancing the family prestige, consolidation of marriage relations and promotion of marriage and family values.

Revival of moral values and cultivation of positive image of family and marriage.

Establishing of the egalitarian family. Equal distribution of responsibility for upbringing children and household work.

Improvement of the informational and legal education of the population on the issues of gender equality in the marriage and family relations.

## **ACTION STRATEGY**

To improve legislation on consolidation of the marriage and family relations and enhancing the family status. To provide a normative base for the regulation of the social support to families with children, including families with many children.

To revive the best family and ethnic-cultural traditions, contributing to consolidation of spiritual and moral basis of marriage and family.

To provide necessary conditions for realization of economic, reproductive and cultural-psychological functions of a family, to raise the living standards of families.

To provide real equality of rights and responsibilities of men and women in marriage and family relations and upbringing of children.

To develop through existing specialized institutions the social security of families and children and specialized services on psychological and pedagogical counseling to families in finding way out of the crisis situations and social and psychological adaptation to the new circumstances.

To carry out many-sided study of the status of a family in Kazakhstan with defining perspectives and directions of the development of the family and marriage institute with consideration of the national traditions and mentality of the people. To work out a complex program for enhancing the family status in Kazakhstan.

To consider possibility of arranging regular programs on the radio and television channels and other mass media on the marriage and family relations with participation of the specialists from various spheres.

To develop a network of acquaintance clubs and other forms of intercourse for single citizens of various age groups.

To simplify the procedure of children's adoption by the citizens of Kazakhstan and to solve problems of the international adoption.

To work out mechanisms for developing social support to families, including privileges to single parents, families with minors and with many children.

To provide possibility to offer incentives to the employers, encouraging equal distribution of family responsibilities and creating favorable conditions for breast-feeding for the working mothers.

To consider possibility of introduction of a section on "Gender Equality in a Family" in the school and university curriculum.

To transform the concept of educational function as exclusively female. To enhance the authority of a father. To create conditions for the maternity not to hamper the career promotion and women's personal realization.

To revise the evaluation of the household work; to determine its social and economic functions.

### **Indicators:**

1. The compliance of the national legislation with the international requirements.
2. The number of specialized institutions for social security of family and children and centers for psychological and pedagogical counseling to families in finding ways out of the crisis situations and social and psychological adaptation to the new circumstances.
3. The number of preschool and medical institutions.
4. The number of registered divorces.
5. The number of incomplete families.
6. The number of recipients of the children's allowance and its size.
7. The availability of special radio and television programs, as well as columns in the periodical press.

## **CHAPTER 8. DEVELOPMENT OF GENDER-SENSITIVE PUBLIC CONSCIOUSNESS**

### **GOAL**

The formation in the public consciousness of the necessity of social equality of men and women in all spheres of public life.

The radical transformation of the public consciousness, elimination of gender stereotypes, connected with the idea of superiority and domination of one sex over another. Establishment of new models of gender self-awareness and types of behavior, based on the principle of gender

equality of rights and opportunities, with consideration of specific features of men's and women's life experience.

## **ANALYSIS OF THE SITUATION**

In the process of democratization of the Kazakhstani society the special role is assigned to mass media as the most sensitive indicator of the state of public opinion.

The issue of gender equality is actively discussed in the programs of the governmental and non-governmental television.

Women's theme is one of the most popular and most presented in the republican and regional mass media. Much attention is paid to women's participation in the non-governmental sector, with particular attention to the women's NGO's.

The specialized magazines are issued on the maternity problems and the importance of the family institute and the mother's role in the moral education of the younger generation.

In 2004, the coverage of the state gender policy was included as a separate item in the subject list for the state order.

All existing mass media in spite of the form of property have access to obtaining the state order through participation in the open contests. In 2004 the state orders were received by 33 newspapers, 26 magazines, one republican informational agency and 36 central and regional television and radio companies. At present 80% of the newspapers, magazines, and radio and television channels are non-governmental.

The Law of the Republic of Kazakhstan "On the State Social Order" was passed, which is designed to establish Kazakhstani model of interaction of the state with non-governmental organizations. It will ensure legal basis for the wide involvement of the non-governmental organizations in realization of the socially important projects at the cost of the state budget and raise the quality and the volume of the social services, rendered to the population.

The work on training the "gender-sensitive journalists" is carried out. During the last two years, on the initiative of the National Commission on the Family and Women's Affairs together with the UN Bureau "Gender and Development", about 150 journalists of electronic and printed mass media were trained.

The objective of the state and the human rights organizations is rendering support and realization of the projects for the youth on the role and status of men and women on the basis of gender equality. At the same time in many programs, feature films and even in cartoon films there are elements of violence propaganda. On television the gender stereotypes are still popularized, the disrespectful attitude to women and the pornographic implications are allowed.

Stereotyped images of a woman and gender roles are especially characteristic for the advertising and commercial information.

### **Strengths**

Mass media have great possibilities in influencing the society and the wide audience, as well as receiving quick effect in covering the issues of equality between men and women.

The democratization of the public relations and liberalization in the mass media sphere during the years of Kazakhstani independence promote increase in number of the materials related to gender inequality.

Livening of the women's movement, growth of women's political potential, effective activity of the women's NGO and establishment of the women's entrepreneurship phenomenon.

The tendency of increasing the number of women among the mass media leadership will have a positive effect on the solution of the problems, related to family, women and children. Bringing up this problem in mass media, coverage of the work of the women-leaders, lobbying women's interests in various power bodies and other measures will contribute to the advancement of women to top positions.

### **Weaknesses**

The educational work aimed at changing the mentality of the society is insufficient.  
There are few informational campaigns on the problems of combating discrimination in respect to men and women.  
There are no special programs on interpreting the state gender policy.  
The journalists are not well trained for covering gender equality issues.  
Mass media has not yet become an active partner in covering gender equality.

### **Opportunities**

The wide-scale legal and gender education of the population.  
The state social order for coverage of gender problems will allow to increase considerably the number of various programs on that issue.  
Training of the journalists will contribute to full coverage of the gender issues in mass media.

### **Threats**

Insufficient coverage of the state gender policy in mass media can bring down to a certain extent the effect of the measures taken.  
Continuation of showing gender stereotypes can seriously hamper the realization of democratic changes in the country.

## **STRATEGIC OBJECTIVES**

To eliminate gender stereotypes and to establish a new system of gender ideals and directions, aimed at ideology of equal rights and opportunities. At the same time gender equality shall be interpreted with consideration of the gender distinctions and unique character of men's and women's types of behavior.

To provide freedom of speech in terms of observing principle of equality of women and men.

## **ACTION STRATEGY**

To pursue national gender policy on enhancing gender sensitive public consciousness. To use for this purpose such powerful mechanisms as education, culture and mass media.

To launch the wide-scale informational and educational campaigns, aimed at raising the culture of the society, formation of the positive attitude towards equal representation of men and women in the government and management bodies.

To provide wide cooperation between the government bodies and mass media in the area of achieving social equality of men and women.

To cover widely in mass media the issues related to realization of the provisions of the UN Convention on Elimination of all forms of Discrimination Against Women, the National Action Plan on improving the women's situation in the Republic of Kazakhstan and international documents on human rights.

To form actively in the public consciousness the civilized image of a modern woman, a woman-leader as a full and active participant of all political and social processes, to cover the women's role in the political life of the country.

To provide support to mass media in the area of popularization of gender equality.

To take measures to raise gender sensitivity of mess media. To introduce gender education in the professional training of the future journalists, to conduct educational work among the producers of information, such as publishers, editors and journalists.

To provide support to equal participation of men and women in mass media activities, to ensure their equal representation in the management and control bodies of both governmental and non-governmental mass media.

### **Indicators:**

1. Availability of programs in mass media aimed at realization of the state gender policy.
2. The number of the socially important projects on equal rights and opportunities of men and women at the cost of the social order.
3. Availability of the programs on the social and gender education of the population.
4. Correlation of women and men in the senior positions in mass media.
5. The number of journalists trained for covering gender issues.

## **CHAPTER 9. EXPECTED RESULTS FROM REALIZATION OF THE STRATEGY**

1. The general state policy will be focused on implementation of the Millennium Goals for Development, including achieving the gender equality in the country.
2. The gradual transformation will happen in the public consciousness towards changing the gender paradigm from domination of one sex to the partnership and cooperation between both sexes. The civil servants, deputies and the leaders at all levels, i.e. all those who are at the decision-making level, will become gender sensitive.
3. Women will equally participate in all processes of the social development, realizing their personal and human potential. They will be equally involved in the public spheres, while men will be involved in the private spheres of family, household work and upbringing of the children.
4. All these will promote further development of the civil society and establishment of the “parity democracy” in the country.

### **Expected results in the area of achieving gender equality in the public and political sphere:**

1. The norm on compulsory gender expertise of all current and future normative legal acts, state programs, socially important plans and projects, branch strategies and concepts will be introduced in the legislation of Kazakhstan with the aim of reducing the social risks and possible damages, caused by neglecting the specific gender characteristics.
2. The institutions for providing gender equality will be established; the work will be continued on developing legal mechanisms for protection of women’s rights.
3. The representation of women will increase up to 30 percent at the decision-making level, recommended by the Beijing Platform of Action, including the Government, Parliament, Akimats and judicial bodies.
4. Due to the increase of funds allocated for the socially important projects, the cooperation of the governmental bodies with the public associations and NGO’s, working in the area of protection of rights and interests of family, women and children, will go up to a new qualitative level.

### **Expected results in the area of achieving gender equality in economy:**

1. Women will have the same as men access to the land, material, financial, etc. resources. Women’s competitiveness at the labor market will go up. The number of women, involved in entrepreneurship, including small and medium-size business, will increase. There number of companies, owned by women, will grow.
2. The mechanisms will be worked out for the development of the certain branches of economy (light, clothing, food and other industries) in which women are traditionally occupied.
3. Women will have a wide access to information, education, vocational training and consultative services. Special centers for economic education, credit lines and foundations will be established for them.
4. The number of the state and private children’s pre-school institutions will be increased with the aim of enhancing the parents’ labor activity. The measures will be taken to support women and men, engaged in taking care of the children and their up-bringing. The mechanisms will be developed to involve men in taking care of the children.
5. The right of women on the maternity leave for uninterrupted compulsory pension savings will be stipulated in the legislation.

### **Expected results in the area of gender education:**

1. The system of gender education of the population, starting with the early age, will be developed.
2. The conditions will be created for training girls and women in technical specialties to enable them to work in the priority-driven branches of the economy of Kazakhstan (oil and gas industry, machine building, construction and transport).
3. Special training will be held for the politicians, public movement leaders, trade union representatives and journalists with the aim of raising their gender awareness and gender sensitivity.

### **Expected results in the area of protection of reproductive health:**

1. Preservation of men's and women's reproductive health and protection of maternity and childhood will become priority in the work of the government bodies and non-governmental organizations concerned. The public health mechanisms for improving the health of the population will be developed.
2. There will be a considerable decrease in the sickness rate in anemia, iodine deficiency disorders, breast cancer and other diseases affecting the reproductive health of the population.
3. Certain measures will be taken to provide men and women with modern contraceptive aids; the number of abortions will reduce.
4. Men's responsibility for preservation of their health will increase; certain measures will be taken to reduce the trauma and accident death rate in the production process.
5. The women's health index will go up due to realization of the special programs on preservation of their reproductive health.
6. The children's and the youth's health will be strengthened; the measures will be taken to suppress smoking, drug addiction and alcoholism; physical culture, sports and organized leisure time for the young people will be further developed.

### **Expected results in the area of prevention of violence:**

1. The MIA structural subdivisions, engaged in prevention and suppression of violence, including trafficking in women, will be reinforced.
2. The UN Convention Against Transnational Organized Crime and its Protocols will be ratified.
3. The legislative measures on protection of the rights of the trafficking victims will be taken, including those who give testimony in the lawsuit against persons, suspect in trafficking in people.
4. The issue on establishing the National Coordination Center on combating the illegal export of people (including women and children) will be considered.
5. The crisis centers will function in all districts and cities of Kazakhstan, they will be partly financed from the local budgets and through the state grants for socially important projects.
6. Children and youth will be taught nonviolent behavior.
7. This work will result in constant creation of conditions for a dignified life free of violence for the people.

### **Expected results in the area of achieving gender equality in family:**

1. A constant transition will take place from a patriarchal family with a father as a breadwinner and a mother as a house wife and a keeper of a family, to egalitarian family models based on the principle of gender equality.
2. Men and women will have possibility to combine paid work with upbringing of children. The level of life will be raised, the conditions will be provided for economic, reproductive and cultural-psychological function of family.
3. The procedures of the children's adoption by the Kazakhstan citizens will be simplified and the problem issues of the international adoption will be solved.

4. The studies will be carried out on the status of a family in Kazakhstan with defining perspectives and directions of the development of the family and marriage institute with consideration of the national traditions and mentality of the people. A complex program for enhancing the family status in Kazakhstan will be developed.

5. The number of egalitarian families will grow.

**Expected results in the area of the informational support to gender equality:**

1. The national gender policy will be aimed at transformation of the public consciousness to gender equality.

2. The practice of arranging wide-scale informational and educational campaigns aimed at enhancing the gender culture of the society will be continued.

3. A civilized image of a modern woman, a woman-leader as a full and active participant of all political and social processes will be actively built up in the public consciousness. The women's role in the political life of the country will be constantly covered.

4. Mass media, educational and cultural spheres will minimize the programs based on the ideas of gender inequality, and their work will be aimed at gender parity and cooperation.

All these will contribute to transformation of the public consciousness towards social equality of men and women in all spheres of life and activity.

---