

*Materials of Conferences***GENDER DIFFERENCES EFFECT ON DEVELOPMENT OF HUMAN CAPITAL IN THE REPUBLIC OF KAZAKHSTAN**

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The main problem of gender researches consists in determining possibilities for overcoming gender inequality, gender-based discrimination at all levels and in all spheres of social life – labour, economy, politics and family.

In UN Millennium Declaration adopted in 2000 and signed by the most countries of the world, promotion of gender equality and empowerment of women were specified as the main objectives of humanity development in the third millennium. Thus, out of eight Millennium Development Goals (MDG) three related to women problems and gender relations. Namely:

- Goal No. 3 – promotion of gender equality and empowerment of women;
- Goal No. 4 – child mortality rate reduction;
- Goal 5 – improvement of mothers' health.

Republic of Kazakhstan Gender Equality Strategy for 2006–2016 was approved in 2005. This strategy aims at creation of conditions for equal rights and opportunities of men and women, equal participation in all spheres of social life and activity in accordance with the UN Millennium Development Goals.

This strategic document ushers in a new stage in social policy of the Kazakhstan. Thus, in particular, the Strategy emphasizes insufficient public awareness of the need for the gender equality, presence of steady traditional stereotypes on the role of women in society.

Gender equality strategy provides for indicators that will be used for the control of its implementation including the following:

- contribution by women and men to GDP;
- number of people living on the breadline;
- rate of HIV propagation among pregnant women;
- maternal mortality structure.

In the Republic of Kazakhstan Gender Equality Strategy for 2006–2016, gender is considered as combination of social and cultural norms and roles of men and women that determine gender behaviour and social relations between genders.

At the present moment, gender problem was determined as the priority one by many international organizations that admit that gender indicators should be introduced into all social and economic programs contributing to democratization of soci-

ety, improvement of the quality of life, eradication of poverty and sustainable development of nation.

Inclusion of Kazakhstan into category of countries with high human potential (HRI 0.804) – 82nd place of 182 countries, in the UN Report on Human Development testifies of the possibility of achievement of a new economic upswing since in 2007 was 73rd (HRI 0.794) among 177 countries in the rating of the average level of human potential development. This is indicative of Kazakhstan rating improvement, in accordance with the World Human Development Report by UNDP, and on the sources of new economic upswing, which have not been used to the fullest extent yet.

Evaluation of indexes of certain components of human development and HDI for population on the whole and broken down by genders shows improvement of all indexes of human development both for women and men. However, gender differences are still significant. Thus, at the increase in GDP per capita of 3,889 USD over the period of 2003–2009, GDP volume per a women increased only by 4,092 USD, while that per a man increased by 5,578 USD (Table).

Considering industries and regions, no industry or region of the Republic of Kazakhstan can be noted for women's average salary equal to let along higher than that of men.

At that, it is possible to mention here that as compared with men's salary, average salary of women is within the wide range from 57,4% in hospitality and restaurant business to 89,9% in the sphere of education.

The higher is the above ratio, the less is the difference in average salary of men and women.

For the purpose of ensuring equal rights and possibilities, the government set the following tasks:

- cause that as many women as possible would work in regulatory bodies at decision making level;
- improve legislation and establish institutions for gender equality ensuring; develop legislative means for women's rights protection;
- create conditions for active participation by women in economic life;
- provide economic preferences for women; take measures necessary for improvement of mother's and child health and ensure substantial improvement of legal and social guarantees for women;
- revive moral values and cultivate positive image of family and marriage.

The following important laws were passed for this purpose in 2009: «On Governmental Guarantees of Equal Rights and Opportunities for Men and Women», «On Prevention of Domestic Violence». For the purpose of furtherance of democratization processes, effective promotion and every possible

protection of women's rights and extension of international cooperation, a new structure – Coalition of Women of Kazakhstan, has been established by the National Commission on Women's Affairs and Family and Demography Policy under the president

of the Republic of Kazakhstan. This coalition will make the role of women's non-governmental organizations more significant through focusing of efforts on implementation of gender policy and will allow for an effective online decision making.

Human Development Components Dynamics, by genders

	2003	2004	2005	2006	2007	2008	2009
1	2	3	4	5	6	7	8
– Life expectancy at birth	65,8	66,18	65,91	66,19	66,34	67,11	68,60
including:							
women	71,5	72,0	71,77	72,03	72,32	72,43	73,55
men	60,5	60,62	60,30	60,55	60,69	61,91	63,62
Gender difference, years	11,0	11,4	11,5	11,5	11,88	10,52	9,93
– women employment rate, %	49,1	49,0	48,9	49,3	49,6	47,9	48,0
– women to men salary ratio, %	60,8	61,7	61,1	62,3	65,8	63,8	65,1
– GDP per capita, USD	6532	7273	8699	9800	10839	11276	11337
including:							
women	4652	5220	6193	7125	8210	8557	8744
men	8556	9484	11398	12683	13673	14208	14134
Gender difference, USD	3903	4264	5205	5559	5464	5651	5390
– Labor force participation rate, %	70,0	69,9	69,4	69,7	70,4	71,1	70,7
women	65,0	64,8	64,3	65,0	65,7	66,7	66,1
men	75,6	75,6	75,2	74,9	75,6	76,1	75,9
– Unemployment rate, %	8,8	8,4	8,1	7,8	7,3	6,6	6,6
women	10,4	9,8	9,6	9,2	8,7	7,9	7,5
men	7,2	7,0	6,7	6,4	5,9	5,3	5,6

Source of information: Statistics digest «Women and Men of Kazakhstan» Astana, 2010, p. 5.

This is the new stage of qualitative development of this movement in Kazakhstan. It is recognized that Kazakhstan has a conceptual framework of legislative documents providing for strategic approach to gender equality development. National Commission for Women's Affairs and Family-and-Demography Policy established for support of family institution and improvement of social status of women and children is the efficient body in the given process.

Degree of participation by women in political and economic life of Kazakhstan is an important indicator of gender equality. Thus, share of women in the lower house (Mazhilis) of Parliament doubled comparing to the last year and now makes 11,8% and that in administrations (Maslikhats) of all levels – 17%. Over 54 thousand women are now involved in governmental service, which is almost 58% of the total number of public service employees. Nevertheless, participation of women in decision making process has not reached the minimum threshold value of 30% yet as the Beijing package of measures for improvement of women's social status requires. National government intends to achieve the level of 30% participation by women at the decision-making level approximately by 2016.

Gender inequality has historically been based on the special part of getter, supporter and head of

family assigned to men and the part of a housewife caring for children assigned to women. At that, efforts in social sphere were rewarded by money, prestige and power while household duties were underestimated as a rule. Nevertheless, that situation has been first slowly and then quickly changed. Thus, more and more women with children have permanent jobs. Still, career progress of women differs greatly from that of men. Child-bearing age coincides with the time when a woman can effectively use her professional and qualification potential for career progress. Moreover, new mother does not have opportunity for continuous professional development and, consequently, for professional advancement and men managers very often believe that women cannot work with maximum performance after maternity leave and stop to promote them and contribute to their professional advancement.

Taking into account real problems of men and women, government should pursue a well-thought gender policy aimed at ensuring stability of country, improvement of life quality and social health of population, improvement of reproductive health of both women and men, restoration of a traditional role of father and mother in family and promotion of a new form of gender relations in family – com-

plete equality and respectful attitude of man and woman to each other and to each child.

Average life expectancy index representing a composite index characterizing possibility of a long and healthy life of country's population is an important component of human capital development.

Life expectancy of population of the Republic of Kazakhstan is shorter comparing to that of developed countries. In 34 countries of the world population's life expectancy is within the range of 75–80 years. With the same, there is substantial differentiation of life expectancy by genders resulting in the problem of men's over-mortality rate.

There are 1,078 women per 1,000 men in Kazakhstan. Tendency of number of women excess over the number of men begins upon reaching of 30 years. Twice as many women as men live to be 75–79 years old.

At the beginning of 2010, mean age of women was 33,3 years and that of men – 30,0. For urban population shift to older mean age of 34,7 and 30,6 years for women and men correspondingly is typical while rural area women and men mean age is 31,7 and 29,4 correspondingly. Expected lifespan of children born in 2009 is 68,60 years including 73,55 for women and 63,62 for men.

In Kazakhstan, per 1,000 women dies 1,272 men (relative mortality rate) and almost 40% of deceased men were in active working age. Rate of mortality of men of an active working age (16–63 years) is more than thrice as high as that of women of an active working age (16–58 years) and mortality of men caused by intoxication and traumas is more than 4,5 times as high as that of women.

Unfortunately, high mortality rate among men is considered to be a natural process associated with their lifestyle – military service, work in mines and work as pilots and operators of all types of transportation means. Alcohol and drugs abuse also contributes to excessively high mortality rate. According to statistics, number of born boys always exceeds the number of born girls. But approximately by the age of 30, number of men and women lines up and by the age of 40 there are only 800 men per a 1,000 of women and by the age of 50–750 men per a 1,000 of women.

Social status of women and children is an unquestionable criterion of prosperity and well-being of a nation. Independent organization Save the Children has published an interesting data based on the results of study of social status of women and children and correspondingly mothers in 173 countries of the world. According to this information, Norway ranks first in terms of conditions created for mothers. Australia ranks second and is followed by Iceland and Sweden that jointly ranked third in this rating. From among CIS countries, Belorussia has the lead being 33rd in the rating of developed countries. Kazakhstan ranks 51st among all countries and 8th in the list of «less developed countries».

Results of conducted observations show that child care leave period was cut almost half while possibility of making changes in schedule or mode of work, workday hours, workplace and also of distribution of work duties allowed for improvement of labour productivity and elimination of frequent disease incidence. Part-time employment and outside office may be profitable and effective both for employers and employees.

For another thing, working women noted effect of employment flexibility and development of child care services market on their reproductive behaviour.

Various nonstandard work statuses such as extension of child-care leave period, flexible employment types, for example, part-time employment, remote work, should be introduced into the national labour market in order to help women successfully fulfill their potential in the labour market and satisfy the desire to have children.

Therefore, general policy pursued by government shall be geared to achievement of Millennium Development Goals including gender equality. Gradual shift of public social conscience toward the change of gender paradigm from domination of one gender over another to partnership and equal cooperation of both genders is going on in the country.

In order to achieve the above mentioned goals, it is necessary to promote equal-terms participation by women in all processes of social development having opportunity for fulfillment of their personal potential. Women should participate in social sphere activities on equal terms with men and the same should be true for men as regards private spheres of family, household work and child rearing.

Support and development of the initiative by the National Commission for Women's Affairs and Family and Demographic Policy under the president of the Republic of Kazakhstan for study of issue of recognition of child-bearing, giving birth and breast feeding as a type of labour and household work as one of the types of socially useful work and consequent accounting for this factor upon award of pension and welfare is an important line in development of demographic policy.

This new approach will undoubtedly have a certain managerial effect. Separation of the given item in the budget, which can be identified as Children's Fund, will allow for evaluation of expenses and results of all components of its flows, dynamics and results of target actions by government.

Along with that, it appears that all social payments by the government shall be calculated based on the one basic element – minimum subsistence level and not on the monthly calculation index.

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