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

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## INTRODUCTION

Kazakhstan has identified integration into the world community as a priority in the sphere of foreign policy.

In the Millennium Declaration of the United Nations (2000), which was signed by most of the world's countries, promotion of gender equality and women's empowerment declared as the main goals for the development of humankind in the third millennium.

The historical domination of men over women has been changing in recent times. In industrially well-developed and socially oriented countries women have come very close to achieving equality with men with respect to their rights and opportunities.

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

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

Government Resolution #1190, of 27 November 2003, approved the Concept of Gender Policy for the Republic of Kazakhstan. It defined the main directions for gender policy in our country, which include the achievement of balanced participation of men and women in the power structures, the provision of equal opportunities for women's economic independence, entrepreneurship and career development, creation of conditions for equal exercise of rights and responsibilities in a family and freedom from gender-based violence.

At the fourth Forum of Women of Kazakhstan, held in Astana in September 2004, the President charged the Government and the National Commission on Family and Women's Affairs with the task of developing a Strategy for Gender Equality in the Republic of Kazakhstan on the basis of this Concept. This Strategy was to clearly state the main directions of activities, including those in the economic, social and political spheres, and to develop a system for measuring the provision of equal opportunities for women within certain time constraints.

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

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

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

## KEY WORDS AND PHRASES

**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 the Elimination of All Forms of Discrimination Against Women this 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 one to see and compare how political, economic, social and other factors influence women and men.

**Gender balance** – the equality of men and women at every level of 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, and analyzes strategies and allocations aimed at the achievement of equal opportunities in the area of state services.

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

**Gender legal expertise** – determination of the extent to which international standards and norms are realized in the national legislation. Assessment of the gender sensitivity degree of 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 resources and welfare in performing the social functions.

**Gender equity** – 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, 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 a monetary equivalent or 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 status 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 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 injury 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 or her 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** – 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 IN THE RIGHTS AND OPPORTUNITIES FOR MEN AND WOMEN IS A DEMAND OF TIME**

### **GOAL**

Creation of conditions for the realization of equal rights and equal opportunities for men and women, as declared by the Constitution of the Republic of Kazakhstan and international agreements which have been joined by Kazakhstan, as well as their equal involvement in all spheres of the life and 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%). On average there are 1,077 women versus 1,000 men.

The 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 than girls. Starting with the age of 25, the percentage of men becomes less than 50 and gradually falls with the increase in age.

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

Owing to the existing stereotypes regarding the distribution of roles in society, women have fewer rights and opportunities in life than men.

At present, only four women have been appointed ministers, eight as deputy ministers, three as chairpersons of committees, five as deputy Akims of Oblasts (province), one as Akim of a rayon (district) Among deputy Akims of rayons 17% are women, among Akims of rural and semi-rural districts 11% are women, among their deputies 18% are women. There are no women among the Akims of the Oblasts or cities.

There has been 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 positions of power decreases with the increases of the ranks of the position.

The representation of women in Parliament decreased from 11.2% in 1999 to 9.5% in 2004. There was also a decrease in representation of women on local legislative bodies from

19.2% in 1999 to 17.1% in 2004, although the number of women-candidates nominated to the maslikhats (local councils) increased by 16% compared with 1999 and was 1,619 women.

Women are less in demand on the labor market. Only one woman out of six, who applied to the employment department for a job, was given a job. Women with higher and specialized education 45 and older have the least possibility of gaining employment.

At present women constitute half of those employed, but their salaries make up only 61% of men's salaries. The reason is that women, in general, hold positions that are not well paid, even in traditionally "women's" fields such as public health and education, where women's salary in 2004 made up 85% and 81% of the men's salaries, respectively.

Instances of violence against women, and their sexual exploitation, persist.

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

To provide a 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 on improvement of the situation of women in the Republic of Kazakhstan; this has been 85% already carried out.

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

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

To achieve the largest possible number of women representatives in government bodies at the decision-making level;

To improve legislation and to establish institutions for ensuring gender equality;

To hasten the passing of 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 the 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 increases in legal and social guarantees for women;

To revive moral values; and

To cultivate a positive image of family and marriage.

## **Strengths**

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

Kazakhstan was given a high positive evaluation by the UN Committee on elimination of discrimination against women on their implementation of CEDAW.

There has been growth of women participating in civil activity and an increase in the number of women's non-governmental organizations.

Support by the Government of the Republic of Kazakhstan of credit specifically to promote women's entrepreneurship.

The willingness of the Government of the Republic of Kazakhstan to include the interests of women in state policy.

The establishment of the National Commission on Family and Women's Affairs under the President of the Republic of Kazakhstan, the adoption of a National Action Plan on

improvement of the situation of women in the Republic of Kazakhstan, and the Concept of Gender Policy for the Republic of Kazakhstan.

The establishment of the “Otbasy” (“Family”) deputy group in the Parliament of the Republic of Kazakhstan.

The establishment of the section on the protection of women’s and children’s rights in the National Center on Human Rights.

Cooperation with international organizations on the gender equality issues.

An evaluation of National Legislation with regard to gender 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 for gender equality in society. Existence of stable traditional stereotypes about the role and place of a woman in the society.

Poor implementation of the gender equality policy by the government bodies. An imperfect legislative base and lack of gender-oriented legislation; i.e. lack of formal equality between men and women. A 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 government bodies and in highly-paid positions in various economic spheres.

The lack of a government monitoring system for the implementation of the gender policy, or gender analysis and gender indicators.

Insufficient amount and use of statistic data.

### **Opportunities**

UN member-states have taken on the responsibility of eliminating gender inequality in their countries.

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

Increasing economic growth and a raise in people’s living standards expand opportunities for men and women to realize their rights.

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

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

Contacts between national, regional and international organizations involved in gender issues, have been established.

### **Threats**

Women’s obvious minority in power at the decision-making level decreases their opportunities to participate in establishing a fair social society.

Discrimination against women in employment, career promotion, skill development, redundancy, etc.

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

A high level of education does not guarantee career promotion for working women-specialists.

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

The prevalence of women among the unemployed and poor.

Lack of mechanisms to apply the UN Convention on the Elimination of All Forms of Discrimination Against Women in the courts makes it difficult to protect women's rights.

### **STRATEGIC OBJECTIVES**

Bring together efforts of the state bodies and the whole Kazakhstani society in order to realize socially fair gender policy. To achieve that it is necessary:

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

To achieve a rise in gender sensitivity at all levels of social and economic policy development and decision making;

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 gender, whose interests are less well represented in a certain sphere of activity;

To introduce gender approaches into the 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 creating legal mechanisms for protection of women's and men's rights;

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

### **ACTION STRATEGY**

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

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

Observe a gender balance at the decision-making level;

Take into consideration gender issues in the process of making decisions and formulation of the state policy;

Teach civil servants the techniques of considering the specificity of gender 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 the position of secretary of the commission on family and women's affairs under Akims of the Oblasts, and cities of Astana and Almaty, which will be concerned with family and women's issues;

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

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

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

### **GOAL**

Achieve equal (parity) representation of men and women in the executive and legislative bodies and in the 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 working in public service as of January 1, 2005, or 57.4% of the total number of state employees. This is an increase since 2000 when women made up 54% of state employees.

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

The number of women among administrative state employees has increased to 59.2% from 56.2% in 2000, of those working in central personnel women make up 60.1% (55.2% in 2000). The same situation also exists 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 the purpose of advancing them to the decision-making level.

During the 2003 maslikhat elections, there was observed a growth in women’s public and social activity. 1,484 women were nominated for the deputy positions; about 20% of the total number of candidates registered. 568 women won in the intensive competition; making up 17.1% of the total number of deputies elected.

For further the political advancement of women, the National Commission on the Family and Women’s Affairs, together with 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**

The higher level of education of women.

Women’s participation in politics presents an 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 to the permanently changing situation.

Women are more dutiful, orderly, are better communicators, and express greater interest in and care about the people.

The growth of women’s civil activity, and activation of women’s non-governmental organizations.

### **Weaknesses**

Persistent stereotypes about women’s role in society, and the patriarchal approach to the issue of gender equality.

A deficiency of effective mechanisms for the advancement of women.

An insufficient support for the initiatives of women and women’s organizations from government bodies.

A lack of strategies and programs for women’s advancement to power in political parties.

The fragmented activity of women's non-governmental public associations, and dissociation of the efforts of the women's organizations aimed at the protection of women's interests.

The lack of political experience among women.

### **Opportunities**

The possibility of introducing quotas for women as a temporary measure to provide for their wider participation in the executive and legislative branches of power according to the UN Convention on the Elimination of All Forms of Discrimination Against Women.

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

The possibility to study the experience of well-developed countries regarding the political advancement of women.

### **Threats**

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

An insignificant number of women in power at the decision-making level lessen their role in conducting reforms in the country.

The existence of public stereotypes and irrational prejudices, which hamper the political advancement of women.

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

Improper execution of the legislative acts and international agreements related to families, women and children both by government bodies and public associations can harm the activities of women and women's NGOs in realizing their rights in all spheres of the society.

## **STRATEGIC OBJECTIVES**

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

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

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

To take measures to increase the political potential of women and their political activity in solving social problems.

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

## **ACTION STRATEGY**

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

To advance women for different positions from the personnel in reserve who are already approved;

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

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

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

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

When drawing up the party lines, to achieve 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 party leaders as well as women willing to be involved in political activities.

#### **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 leading positions at the decision-making level.
3. The share of women in Parliament.
4. The share of women in politics/political parties.
5. Availability of mechanisms for women's promotion in government bodies.

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

#### **GOAL**

Achieve gender equality in the economic sphere, further the development of women's entrepreneurship, and increase women's competitiveness on the labor market.

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

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

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

At present 3,700,000 women take part in the economy of Kazakhstan; that constitutes 49 % of the total number of people employed.

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

The Law of the Republic of Kazakhstan "On Micro-Credit Organizations" which regulates the legal status of such organizations and simplified the procedure for their founding has been passed. During the last seven years, in compliance with the Micro-credit Program, the poorest citizens were given about 125,000 micro-credit loans for the total amount of 12 billion tenge.

In 2004, 282,000 unemployed persons applied to authorized bodies for employment, with 142,800 women (51%) among them, including 43,500 women (30%) from rural areas. 74,500 of these women were employed (52%), including 21,600 women from rural areas (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 the non-registered sector. The so-called “self-employed population” is mainly made up of women for whom trade is the only source of income and support for their whole family. The rate of women’s self-employment is especially high in the agricultural sector: 60% of women working in this sector are self-employed.

The industrial and professional differentiation between men and women has significant influence on the difference in the rate of payment. Higher salary levels in a certain industry usually results in increasing the share of male employees and, consequently, in forcing women out and into the spheres with lower salaries.

Women’s average monthly salary in 2004 was 21,000 tenge (160 US dollars). An increase in the discrepancy between men’s and women’s salaries has been observed. In 1999 a women’s salary constituted 67.6% of a man’s salary, while in 2004 it was 61.7%. This tendency exists even in traditionally “women’s” sectors of the economy (public health, education, social services, culture).

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

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

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

### **Strengths**

The purposeful increase of investment in “human capital”, which is as substantial as investments in the economic development of the country, is the most important precondition for 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 of the necessity to prevent any forms of discrimination against women.

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

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

The growth of women’s activity in the economy.

The establishment and development of women’s non-governmental organizations, which are involved in the economic advancement of women.

### **Weaknesses**

The unequal distribution of resources between men and women.

Due to a number of social and cultural factors women find 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 assets to mortgage.

The higher unemployment rate among women as compared to men and the concealed discrimination and dismissals influenced by gender at places of employment.

The higher poverty level among women when compared with men.

Women bear the majority of the load of non-paid household work, and they have less time for a career or raising their professional skills and self-education. Our society still does not

acknowledge the economic value of women's non-paid household work, including taking care of children.

The lack of attention paid to gender issues in the process of making up the budget.

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

### **Opportunities**

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

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

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

Opportunity 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 obtain credit. Training women in new skills and specialties which will be in demand in the highly paid industries.

### **Threats**

For men the risk of poverty is higher among the unemployed, single pensioners and disabled. For women the poverty risk groups includes single mothers, disabled women, mothers having children out of wed-lock, and unemployed women.

In the first place, women's weak competitive positions can be seen in women's concentration in 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.

A high level of educational does not guarantee working women-specialists opportunities for career advancement.

The economic rights of men and women do not have mechanisms for their realization due to a lack of the necessary legal knowledge among wide sections of the population. This is the factor which limits possibilities for initiating suits and considering actions through the courts on the violation of economic rights.

The lack of research and information campaigns on the issues of fighting discrimination against women in places of employment.

Under unemployment conditions women are more exposed to sexual harassment and discrimination.

## **STRATEGIC OBJECTIVES**

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

Application of a 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 eliminating gender inequality.

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

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

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

Development of mechanisms for conducting expert evaluation with regards to gender (economic, social and legal).

Leveling the payment rate between various branches of economy and diminishing gender differences in the type 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 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 Kazakhstan joining 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 women's competitiveness on the labor market with the use of support systems (counseling, assistance in training and employment);

furthering the development of women's entrepreneurship and self-employment;

Develop a program for vocational retraining and administration and business management for women. The program will be focused on the following topics: business management, and increasing self-confidence and professional competence.

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

To work out mechanisms promoting women's involvement in business and providing development assistance to their business. 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 guaranteed system for achieving gender equality in the process of career advancement and creating conditions for combining a successful career with home responsibilities and the bringing-up of children.

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

To improve mechanisms and raise the role of social partnerships 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 the development of socially oriented entrepreneurship with consideration given to gender aspects, aimed at:

strengthening humanitarian motivation for labor activity and business itself; investments into “human capital”;

expansion and development of family businesses, which consolidates the institution of the family. Creation of a wide network of jobs “at home” with flexible working schedule and new forms of labor distribution;

replacement of command and control methods of solving problems in the area of business management by economic methods along with the development of social partnerships and in the spirit of mutual aid.

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

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

To forecast the demand for gender specialists in Kazakhstan

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

To realize activities aimed at improving working conditions with consideration given to gender specific issues, and to provide control over their implementation.

To consider the 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 received credit 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 shares in the formation of the gross domestic product.
5. The total number of people who have applied for employment, 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 ratio of men’s to women’s wages in the cities and villages separately.
9. The total number of new jobs in rural areas, including men and women separately.
10. The unemployment rate among men and women according to age, in the cities and villages.
11. The duration of a period of unemployment for men and women.
12. The share of the population with an income below the cost of the market 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 of paid working positions in branches not related to agriculture.
15. The total number of people receiving 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 gender.

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

### **GOAL**

The introduction of gender knowledge in to the system of education. Through education, to make 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 rate of the population starting at the age of 15 is 99.5%. The access index for education grew 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 general secondary education, while 24.6% of women and 19.9% of men have a specialized education.

Of those having a higher education women make up 13.2%, while men make up 12.0%.

The combined enrolment rate (at schools, vocational schools, colleges and universities) of the population from the age of 6 to 24 at the beginning of the 2004/2005 school year was 74%. For women this rate was 75%, for men it was 73%.

In general, the system of education in the country is female dominated. In secondary educational institutions there is predominance of female-teachers (80%), and in preschool organizations the children of the pre-school age are only taught by women (100%). There are 6 women (37.5%) among the 16 heads of Oblast education departments 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 men without a general secondary education is twice that of women.

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

A gender evaluation of secondary school textbooks was carried out. It revealed a 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.

Teaching programs on gender education were created for pre-schools (6-7 years old), grades 1-4, and university students. In 2005, this 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 sensitive approaches into the system of higher education, an educational and methodological course for students "Introduction to the Theory of Gender" was created.

A scientific and research institute of social and gender studies was established within the Kazakh State Women's Pedagogical Institute. The Institute created a study guide "Fundamentals of Gender Education" in the Kazakh and Russian languages for those university students who study pedagogical specialties, in addition to developing gender indicators for the entire education system.

With the support of UNESCO, the project on gender education is being implemented within the framework of the National Program "Education for All".

Gender courses are taught at Al Farabi Kazakh National University (at Sociology, Psychology, Pedagogy, History, Law, Social Work, and Philology departments), Abai Kazakh

National Pedagogical University, Kazakh National Women's Pedagogical Institute, and universities in Karaganda, Ust-Kamenogorsk, Uralsk, Taldy-Korgan, Semipalatinsk, and Kostanai, among others.

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 into the college curriculum. Gender issues are covered in the courses "Operation and Investigation Activity" and "Criminal Law".

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

### **Strengths**

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

An evaluation of the content of secondary school textbooks was carried out with regard to gender, the programs and textbooks are being developed, and they will be introduced in the education system in the near future.

Women tend to have high levels of education.

A scientific and research Institute of Social and Gender Studies at the Kazakh State Women's Pedagogical Institute (established in 2000), the Center for Gender Education at Al-Farabi Kazakh National University (established in 2005) and other research centers have been established. Studies on gender are being carried out in various educational areas of 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 being conducted.

### **Weaknesses**

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

A lack of special legal knowledge inhibits realization of the protection of men's and women's rights to their full extent.

Women largely bear the load of non-paid household work, and because of that they have little time for raising their professional skills or furthering their education.

There is an insufficient amount of overall research conducted on gender education.

There are few textbooks or teaching guides published on gender education for the universities and are also not available in the libraries.

### **Opportunities**

Encouraging efforts of scientific and research centers on studying gender equality issues will promote achievement of the main strategic objectives.

Teaching courses on gender will enhance the development of relationships between men and women which are based on equality, tolerance, and respect for a person's rights of self-determination and individuality.

International organizations are supporting gender education programs.

There are opportunities to train specialists on gender education abroad or in the CIS countries with in the network of various agreements.

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

Non-governmental organizations are increasing their activity in the area of gender education.

### **Threats**

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

A high level of education does not guarantee working women-specialists prospects for professional work and career promotion.

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

Insufficient awareness of their rights prevents citizens from taking the opportunity to bring a suit when their rights are violated.

A lack of informational campaigns on the necessity of gender education decreases the effects 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.

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

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

Creation of teaching programs in the area of human rights education with consideration given to the gender aspect.

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

### **ACTION STRATEGY**

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

To introduce a gender component in the curriculum at all levels of education;

To make appropriate amendments to the educational programs of pre-schools, secondary schools, and secondary specialized and higher education institutions;

To develop a teaching package for education specialists and teachers at educational institutions (preschools, secondary schools, universities);

To conduct a gender expertise of the teaching guides and textbooks used in universities;

To organize trainings for 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 for projects on raising qualifications in the area of gender education for instructors, teachers and lecturers from education institutions, who implement educational programs in pre-schools, general secondary schools, all levels of vocational training, and including post university level;

To create and introduce programs on gender education for parents;

To issue teaching and methodological literature and video films on gender issues;

To organize and issue a “Gender Education” bulletin for the promotion of gender knowledge;

To create mechanisms which facilitate solving the problem of gender imbalances 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 Research and other institutes involved in gender issues;

To organize courses for raising qualifications 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 qualifications of 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, including the Parliament and maslikhat deputies and mass media employees;

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

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

#### **Indicators:**

1. Ratio of women to 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 to men in science.
7. The share of women studying in the educational system towards employment with the security forces.

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

### GOALS

Preservation and improvement of the reproductive health of men, women and adolescents in order to ensure normal reproduction among the population and a rising quality of life.

### ANALYSIS OF THE SITUATION

Over the last few years, due to improvements in the social and economic situation in Kazakhstan, certain positive medical and demographic changes have taken place.

A growth in the birth rate has been traced. In 2004 the birth index was 18.1 in 1,000 people, this was an increase of 1.2 times compared to 2000. Natural population growth increased by 1.7 times; in 2004 its index was 8.05 in 1,000 people.

At the same time a growth of the death rate has also been observed. In 2004, this index was 10.2 in 1,000 people (up from 10.1 in 1999), including 8.5 in women and 11.9 in men. Of the causes of death, 84% are caused by blood circulation diseases, accidents, traumas, poisoning, tumors and respiratory diseases.

The index of the infant death rate has been decreasing, but is still high compared to European countries; at the beginning of 2004 it was 14.5 in 1,000 of live births.

A decrease in the maternal death rate has also been observed, from 60.9 in 100,000 live births 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 also a high rate of 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 cases in 100,000 men.

Sexually transmitted diseases currently represent a serious problem. 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 has also been an increase in the primary sickness rate in drug related 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 is growing. For instance, if in 2000 there were 3,800 women registered, in 2004 this number grew to over 5,000 women.

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

Anemia is still an urgent problem in the country. In 2004, the number of people with anemia, registered in clinics, was 296,800; 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, the iodization of salt and fortification of flour with iron and vitamins is becoming more spread in Central Asia.

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

All of these diseases affect the reproductive health of men and women. Activities carried out with the aim of preserving reproductive health - family planning, use of contraceptives, etc. - have not had considerable influence towards improving the situation.

Within the last three years a number of laws aimed at the protection of 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 critical social problem. Today, a high death rate of men of an able-bodied age (16-62) is not unusual 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 causes of death are stress, nervous exhaustion, intensive working regimes, cardiovascular diseases, arteriosclerosis, lung cancer, alcohol and drug use, a higher trauma rate for men, etc.

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

The state of women's health also arouses serious anxiety. Their health index is 20%-30% of the total number of women, and in certain regions it is 10% and even below. Women more often have high blood pressure, neurosis, sexually transmitted diseases, infertility, breast cancer, osteoporosis, etc. Over 60% of women suffer from anemia.

Abortion remains one of the main causes for maternal mortality. In 2004 there were 1,826 cases of complication from abortion, and the death rate from abortions was 1.2 per mille.

The number of abortions fell insignificantly from 30.9 in 1,000 women of fertile age in 2000 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 reproductive age use some kind of contraceptive. The main type of contraceptive (62.5%) is the intra-uterine device (IUD).

About 16% of marriages are infertile, and that is the responsibility of both men and women. 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 cases of cancerous diseases related to women's reproductive system.

Analysis of the state of adolescents' health shows a low health index of the female-teenagers. Almost every other one (46.9%) has some kind of health problem. 1,466 girls out of 100,000 examined had a gynecological problem. Over half of them were found to have a dysfunction of the reproductive system.

According to the 2004 report, the share of abortions among teen-agers made up 5% of total abortions; the adolescent pregnancy index is 22.9 in 1,000 girls. The main reasons for that include: insufficient information, bad habits, lack of parental responsibility, and the 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 opportunities for building up a network for the protection of men's health on the basis of the existing medical institutions.

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

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

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

Society has realized the necessity of taking urgent measures to preserve 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"; and

According to this law it is the responsibility of the Ministry of Education and Science to prepare teen-agers for family life.

### **Weaknesses**

There is no a purposeful policy on the protection of men's reproductive health:

Men seldom visit their doctors, have rare check-ups, ignore prophylactic measures and, consequently, live shorter lives;

The public health agencies do not pay sufficient attention to protection of men's health;

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

Men have a low awareness of how to protect their own health;

There is an insufficient number of mechanisms for the protection of women's health;

There are few informational campaigns on the issues of protecting women's reproductive health;

The lack of proper nutrition for women, especially pregnant women; and

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

Teen-agers are not well enough informed about protection of their reproductive health and receiving qualified medical aid. The purposeful work in this area has not been effectively organized.

### **Opportunities**

Involvement of communities and officials from the public health system, education system, mass media, etc. in solving the problems related to reproductive health.

Wide opportunities to utilize the existing public health system.

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

Support for the protection of men's and women's reproductive health by international organizations.

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

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

Encouraging the activities of non-governmental organizations towards the protection of men's and women's health.

### **Threats**

The crisis condition of men's health persists:

high early death rate of men; men's tendency to use drugs and alcohol; growth in number of suicides among men's - the ratio of men's to women's suicides is 3:1; and men are more likely than women to be occupied in high risk work.

The high rate of abortions, alongside complications from pregnancy, obstetrical bleedings, and septic complications causing maternal mortality and infertility.

The low health level of the pregnant women often results in complications during pregnancy and delivery.

Parents' alcohol and drug addiction can have a fatal influence upon the health of their children.

Syphilis and HIV infections can be directly transmitted to children.

The health of adolescents also arouses anxiety. A considerable part of the youth have been found not able-bodied for military service.

Addiction to drugs and alcohol is spreading among young people.

The unfavorable ecological situation in a number of regions adversely affects the reproductive health of the population.

## **STRATEGIC OBJECTIVES**

Further improvement of the normative legal base in the area of protection of reproductive health.

A decrease in the rate of diseases, which affect the reproductive health of the population.

Taking a set of measures on preserving the reproductive health of adolescents and youth.

## **ACTION STRATEGY**

To establish 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 contraceptives.

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

To conduct information/education work among the population to increase their knowledge in the area of modern contraceptives, aimed at both men and women.

To encourage men to take responsibility for preserving their own health, to provide free information on men's health issues, and to provide counseling on family issues.

To improve the normative legal base in the area of protection of maternal and child health, to ensure as a priority the development of these services and to increase financing for these services.

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

To decrease sickness rate from anemia and breast cancer;

To establish centers for early screening for breast cancer with in existing oncology facilities;

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

To provide the population with the access to information on sexual health and childbirth, safe motherhood and breastfeeding, nutrition, misuse of psychotropic substances, the influence of unfavorable ecological factors on the health of the people, and how to lead a healthy life.

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

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

To ensure transition to using the life birth definition recommended by the WHO;

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

To take measures to protect the health of elderly people to extent their active life;

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

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

To achieve a decrease in the rate of diseases which affect the reproductive health of the population;

To carry out moral and sexual education of adolescents and youth in order to raise their awareness of these issues with the aim of decreasing the number of unwanted pregnancies and the spread of abortions; and

To form models of medical and social assistance and conduct social rehabilitation of adolescents and youth in need.

### **Indicators:**

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

## **CHAPTER 6. PREVENTION OF GENDER BASED VIOLENCE IN SOCIETY**

### **GOAL**

Creation of conditions for a dignified life which is free of violence. Rejection of violence as a form of relationship between people. Elimination of violence in all of its various forms in all social spheres, including in families.

### **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 assault intended to cause 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 procreation.

According to some specialists, over 60% of all women have been exposed to physical or sexual violence at least once in their life. 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 the protection of 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 have been established in practically every region of the country. They are supported mainly by grants from international organizations.

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

From 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. Concrete recommendations were passed on improvement of the legal practice in that area.

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

The draft law of the Republic of Kazakhstan “On Domestic Violence” has been developed; identifying the range of people who are to be protected from domestic violence, and a list of the organizations which must render assistance to the victims. It stipulates that the court system must introduce protective orders with the aim of further preventing 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 Illegal Migration Issues” and “On Introduction of Additions to the Criminal Code of the Republic of Kazakhstan” were passed. Additions were introduced in to the Law of the Republic of Kazakhstan “On Tourist Activity in the Republic of Kazakhstan”, which declare the illegal export of people outside Kazakhstan or their illegal transit to be a crime, subject to imprisonment for a 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 implemented.

At present an inter-departmental commission under the Government of the Republic of Kazakhstan is operating to combat illegal export, import and trafficking of people. A 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 criminal cases of recruiting people for sexual and other types of exploitation (trafficking) were registered in 1999, 3 in 2000, 5 in 2001, 0 in 2002, 4 in 2003 and 14 in 2004.

### **Strengths**

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

A mechanism for collecting statistic information on the rate of violence against men and women has been established.

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

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

The public's attention has been attracted to the problem of commercial sex and infringement upon sexual inviolability.

The scientific and practical Center for the Social and Psychological Service implemented 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 with technical support from the UN Children's Foundation (UNICEF). The curriculum, plan and training and methodological curriculum for schoolchildren from grades 5-10 have been developed. After revision they will be introduced into the education system.

### **Weaknesses**

The stereotypes still exists in society that the problem of domestic violence is not to be addressed by society, that the family is an untouchable unit of society and the no interference into its internal affairs is permitted. Half of all domestic violence victims do not report it to the law enforcement bodies because they fear moral condemnation.

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

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

Victims of trafficking usually find themselves without visas and passports or with forged passports, thus turning them into illegal migrants; for this reason they do not want to contact the law enforcement bodies in spite of their unlawful living and working conditions.

### **Opportunities**

The development of the state program and the involvement of all government levels and subdivisions in the fight against violence.

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

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

The establishment of a network of crisis centers and shelters for victims of violence. Later these can become methodological and informational centers for institutions which provide 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".

Ratification of the UN Convention Against Transnational Organized Crime.

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

### **Threats**

Gender asymmetry, being fundamental to the system of human relations and serving as a feeding source for violence based on the idea of the "natural" superiority of men, can take

undesirable forms. It can also result in deformation of the personality of one who has been a victim of violence.

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

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

Family violence is one of the factors in men’s and women’s suicides, homicides and non-fatal bodily injury, as well as one of the main reasons for crime among children, teenagers and youth.

Often there is also a violation of human rights involved with respect to the victims of trafficking, such as right to life, personal freedom, and equality before the law, freedom of movement and marriage, and protection from illegal arrest and detention.

## **STRATEGIC OBJECTIVES**

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

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

Development of social services which render real assistance to victims of domestic violence, including temporary shelter and material support. Therapy and rehabilitation for the victims of violence.

Arrange 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 practice in the courts.

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 the protection of victims of trafficking abroad and inside the country, including those who give testimony in a lawsuit against persons suspect in the trafficking of people.

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

To consider the possibility of establishing rehabilitation centers at border check-points for victims of trafficking Kazakhstan and other CIS countries until finding out the circumstances of their stay abroad.

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

To reinforce the structural subdivisions of the Ministry of Internal Affairs which are engaged in the prevention and suppression of violence.

To carry out regular visits to women, who need support, defense from violence, or 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, and educational activities (educational programs, issuing booklets and bulletins), related to the problems of prevention of violence, including trafficking.

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

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

In order to prevent violent actions conduct preventive work with disadvantaged families and other vulnerable sections of the population.

To introduce the program “Teaching Children and Youth Nonviolent Behavior” in to the system of education.

To conduct work in the working collectives on introducing a prohibition of any forms of discrimination on the basis of gender, and prohibitions against verbal abuse, sexual harassment and other forms of behavior which disgrace 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 cases of violence against women for the last year.

3. The number of officials in the Ministry of Internal Affairs 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 materials and publications on gender violence.

### **CHAPTER 7. ACHIEVING GENDER EQUALITY IN THE FAMILY. STRENGTHENING OF THE FAMILY AND INCREASING THE ROLE OF CHILD REARING**

#### **GOAL**

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

Development of new models of an egalitarian family, based on the principles of gender equality. Greater 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 family and marriage relations. Their fundamental principles include equality of the spouses’ rights in a family, priority of family upbringing of the children, and 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; 4.6 in rural areas and 3.6 in the cities. 56% of women and 62% of men were married.

The average age at which people marry is increasing; 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 as many women than men among them; these are mainly people of older age.

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

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

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

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

### **Strengths**

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

Understanding in the society of the importance of the family, and realization of its role in brining-up the next generation and thus in the provision of public stability and progress.

Acknowledgement of the necessity to take into consideration the interests of families and children, as well as undertaking special measures for their social support.

The observed tendency of real reform in the patriarchal family structure and emergence of new various models aimed at gender partnership and cooperation.

### **Weaknesses**

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

About 850,000 people, 6% of the population, lives out-side of a family.

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

There are a growing number of divorces; this can cause the family prestige to decrease, increases of tension in the families and more conflicts and violent actions against women.

### **Opportunities**

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

Development of a network of preschools and summer health camps for schoolchildren, which are accessible for all families.

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

## **Threats**

There is a growth in number of persons, who have never been married. There is approximately the same number of single women over the age of 23 and men over the age of 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 number of young people live together without being married, following the experience of western countries.

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

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

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

There is potential for the deterioration of the demographic situation and increases in the number of single men and women.

## **STRATEGIC OBJECTIVES**

Further improvement of national legislation on marriage and further development of social support for families.

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

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

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

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

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

## **ACTION STRATEGY**

To improve legislation on strengthening of marriage and family relations and enhancing the status of the family.

To provide a normative base for the regulation of social support to families with children, including families with many children.

To revive the best family and ethnic-cultural traditions, contributing to the strengthening of the 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 for real equality of rights and responsibilities of men and women in marriage and family relations and in bringing up children.

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

To carry out a multi-faceted study of the status of the family in Kazakhstan with defining perspectives and directions of development of the family and marriage institute with consideration given to the national traditions and mentality of the people.

To work out a complex program for enhancing the family status in Kazakhstan.

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

To develop a network of clubs and other activities for single citizens of various age groups to meet.

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

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

To provide the opportunity to offer incentives to employers designed to encourage equal distribution of family responsibilities and create favorable conditions for breast-feeding by working mothers.

To consider possibility of introducing a section on “Gender Equality in the Family” in the curriculums of schools and universities.

To transform the concept of bringing up children as exclusively female and to enhance the role of fathers.

To create conditions so that maternity need not hamper women’s career promotion and realization of their potential.

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

#### **Indicators:**

1. The compliance of the national legislation with international requirements.
2. The number of specialized institutions for social security of families and children and centers for psychological and pedagogical counseling for families in finding ways out of crisis situations and for social and psychological adaptation to 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 allowance for allowance and its size.
7. The availability of special radio and television programs, as well as articles in print media.

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

### **GOAL**

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

The radical transformation of 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 in rights and opportunities, with consideration given of specific features of men’s and women’s life experiences.

### **ANALYSIS OF THE SITUATION**

In the process of democratization of the Kazakhstani society mass media has a special role as the most sensitive indicator of the state of public opinion.

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

Themes on women's issues are some of the most popular and most frequently presented in the republican and regional mass media. Much attention is paid to women's participation in the non-governmental sector, with particular attention paid to women's NGO's.

Specialized magazines are issued on the topic of maternity and the importance of family and the mother's role in the moral education of the younger generation.

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

All existing mass media, regardless of their form, are able to obtain a state order through participation in open contests. In 2004, state orders were issued to 33 newspapers, 26 magazines, one republican informational agency and 36 central and regional television and radio companies. At present, 80% of 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 a Kazakhstani model of interaction between state and non-governmental organizations. It will ensure a legal basis for wide involvement of the non-governmental organizations in implementation of socially important projects with funding from the state budget. This will raise the quality and the volume of the social services provided to the population.

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

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

Stereotyped images of a woman and gender roles are typical for 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 mass media over the years of Kazakhstani independence promotes an increase in the number of the materials related to the problem of gender inequality.

Encouragement of the women's movement, the growth of women's political potential, effective activity of the women's NGOs and establishment of the women's entrepreneurship.

The 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 these issues in mass media, coverage of the work of women-leaders, lobbying for women's interests at various levels of government 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 too few informational campaigns on the problems of combating discrimination in the relationship of 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 education of the population on gender, including legal issues.  
The state social order for coverage of gender problems will allow considerable increases in the number of various programs on these issues.  
Training of the journalists will contribute to better coverage of gender issues in mass media.

### **Threats**

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

## **STRATEGIC OBJECTIVES**

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

To provide freedom of speech in terms of observing the principles of equality for women and men.

## **ACTION STRATEGY**

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

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

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

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

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

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

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

To provide support for the equal participation of men and women in mass media activities, and 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 within the frames of the state social order.
3. Availability of programs aimed at the social and gender education of the population.
4. Ratio of women to men in the senior positions in mass media.
5. The number of journalists trained in covering gender issues.

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

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

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

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

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

1. Women will have the same access as men to land, material, and financial resources. Women’s competitiveness in the labor market will increase. 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. Mechanisms will be worked out for the development of certain branches of economy (light industry, clothing, food, etc.) 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 women.

4. The number of state and private children's pre-school institutions will be increased with the aim of enabling parents to work. Measures will be taken to support women and men engaged in taking care of, and bringing-up children. Mechanisms will be developed to involve men in taking care of children.

5. The right of women on maternity leave for uninterrupted compulsory pension savings will be stipulated in legislation.

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

1. A system of gender education for the population, starting at an early age, will be developed.

2. Conditions will be created for training girls and women in technical specialties so as to enable them to work in priority-driven branches of the Kazakhstan economy (the oil and gas industry, machine building, construction and transport).

3. Special training will be held for politicians, public movement leaders, trade union representatives and journalists with the aim of raising their awareness of gender issues 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 maternal and child health will become priorities in the work of the relevant government bodies and non-governmental organizations. Public health mechanisms for improving the health of the population will be developed.

2. There will be a considerable decrease in the rate of sickness due to anemia, iodine deficiency disorders, breast cancer and other diseases which affect the reproductive health of the population.

3. Certain measures will be taken to provide men and women with modern contraceptives; the number of abortions will decrease.

4. Men will take more responsibility for preservation of their own health and specific measures will be taken to reduce the trauma and accidental death rate.

5. The women's health index will improve due to implementation of special programs on the preservation of their reproductive health.

6. The health of children and youth will be strengthened; measures will be taken to suppress smoking, drug addiction and alcoholism; and physical education, sports and organized leisure time for young people will be further developed.

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

1. The structural subdivisions within the Ministry of Internal Affairs which are engaged in prevention and suppression of violence, including trafficking of women, will be reinforced.

2. The UN Convention Against Transnational Organized Crime and its Protocols will be ratified.

3. Legislative measures on protection of the rights of victims of trafficking will be taken, including protection of those who give testimony in legal actions against persons suspected in the trafficking of people.

4. The issue of establishing a National Coordination Center on combating the illegal export of people (particularly women and children) will be considered.

5. Crisis centers will function in all districts and cities of Kazakhstan; they will be partly financed from the local budgets and through 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.

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

1. A transition will take place from the patriarchal family with the father as breadwinner and mother as a housewife and caretaker of the family and home, to an egalitarian family model based on the principle of gender equality.
2. Men and women will be able to combine paid work with the bringing-up of children. The standard of living will increase and conditions will be provided for economic, reproductive and cultural-psychological well-being of the family.
3. The procedures for the adoption of children by Kazakhstani citizens will be simplified and the problem issues regarding international adoption will be solved.
4. Studies will be carried out on the status of a family in Kazakhstan with defining perspectives and directions of the development of family and marriage with consideration given to national traditions and mentality of the people. A complex program for enhancing the status of the family 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 the transformation of the public's consciousness towards gender equality.
  2. The practice of arranging wide-scale information and education 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 role of women in the political life of the country will be constantly covered.
  4. Mass media, educational and cultural spheres will minimize the programs based on ideas of gender inequality and their work will be aimed at gender parity and cooperation.
- All these will contribute to a transformation of the public consciousness towards social equality of men and women in all spheres of life and activity.
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