

ля. В ходе анализа мировой политики в области обеспечения адекватного жилища были выявлены основные направления совершенствования казахстанской модели по обеспечению доступного жилья.

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IMPLEMENTATION TENDENCIES OF GENDER EQUALITY IN THE MODERN KAZAKHSTAN SOCIETY

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ABSTRACT

Purpose of research. The main goal of this scientific article is to consider the strengths and weaknesses, as well as possible directions for reforming policies regarding gender equality and the widespread introduction of gender approaches in Kazakhstan.

Methodology. The methodological basis of this scientific article is the analysis of official statistical information, open sources, as well as the works of domestic and foreign scientists in the field of gender equality.

Originality /value of research. The implementation of gender policy in modern Kazakhstani society is an important direction of state policy, when this direction becomes an important resource for strengthening Kazakhstani statehood and modernizing society.

Research results. The practice of world experience indicates that women who make strategically important decisions contribute to accelerating the processes of gender equality and the results of these decisions have global positive effects for the stable functioning of the economy. The state should take measures to ensure the right of women to participate in public and political life, regardless of their political views. To promote the creation of favorable conditions for the realization of women's rights to association. To facilitate the opening of new women's public associations, their functioning and participation in society.

Keywords: men, women, equality, gender policy, gender gap, gender division of labor.

ҚАЗІРГІ ҚАЗАҚСТАН ҚОҒАМЫНДА ГЕНДЕРЛІК БІЛІКТІЛІКТІ ПАЙДАЛАНУ ТЕНДЕНЦИЯЛАРЫ

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АНДАТПА

Зерттеу мақсаты. Осы ғылыми мақаланың негізгі мақсаты: күшті және әлсіз жақтарын, сонымен қатар гендерлік теңдік және Қазақстанда гендерлік тәсілдерді кеңінен енгізу саласындағы саясатты реформалаудың мүмкін бағыттарын қарастыру.

Зерттеу әдіснамасы. Бұл ғылыми мақаланың әдіснамалық негізі - ресми статистикалық ақпараттарды, ашық дереккөздерді талдау, сондай-ақ гендерлік теңдік саласындағы отандық және шетелдік ғалымдардың жұмыстары.

Зерттеудің бірегейлігі / құндылығы. Қазіргі қазақстандық қоғамда гендерлік саясатты іске асыру мемлекеттік саясаттың маңызды бағыты болып табылады, дәл осы сала қазіргі уақытта қазақстандық мемлекеттілікті нығайту мен қоғамды жаңарту үшін маңызды ресурсқа айналууда.

Зерттеу нәтижелері. Әлемдік тәжірибе көрсеткендей, стратегиялық маңызды шешімдер қабылдайтын әйелдер гендерлік теңдік процестерін жеделдетуге ықпал етеді және осы шешімдердің нәтижелері экономиканың тұрақты жұмысына жаһандық оң әсер етеді. Мемлекет әйелдердің саяси көзқарастарына қарамастан қоғамдық және саяси өмірге қатысу құқығын қамтамасыз ету үшін шаралар қабылдауы керек. Әйелдердің ассоциацияға құқығын іске асыру үшін қолайлы жағдайлар жасауға жәрдемдесу. Әйелдердің жаңа қоғамдық бірлестіктерінің ашылуына, олардың қоғамдағы қызметі мен қатысуына ықпал ету.

Түйін сөздер: ер, әйел, теңдік, гендерлік саясат, гендерлік алшақтық, гендерлік еңбек бөлінісі.

ТЕНДЕНЦИИ РЕАЛИЗАЦИИ ГЕНДЕРНОГО РАВЕНСТВА В СОВРЕМЕННОМ КАЗАХСТАНСКОМ ОБЩЕСТВЕ

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АННОТАЦИЯ

Цель исследования. Основная цель данной научной статьи: рассмотреть сильные и слабые стороны, а также возможные направления реформирования политики в отношении гендерного равенства и широкого внедрения гендерных подходов в Казахстане.

Методология исследования. Методологической основой данной научной статьи является анализ официальной статистической информации, открытых источников, а также работ отечественных и зарубежных ученых в области гендерного равенства.

Оригинальность/ценность исследования. Реализация гендерной политики в современном казахстанском обществе является важным направлением государственной политики, именно данное направ-

ление в настоящее время становится важнейшим ресурсом как для укрепления казахстанской государственности, так и для модернизации общества.

Результаты исследования. Мировой опыт показывает, что женщины, принимающие стратегически важные решения, способствуют ускорению процессов гендерного равенства, и результаты этих решений оказывают глобальное положительное влияние на устойчивое функционирование экономики. Государство должно принять меры для обеспечения права женщин на участие в общественной и политической жизни независимо от их политических взглядов. Содействовать созданию благоприятных условий для реализации прав женщин на объединение. Содействовать открытию новых женских общественных объединений, их функционированию и участию в жизни общества.

Ключевые слова: мужчина, женщина, равенство, гендерная политика, гендерный разрыв, гендерное разделение труда.

INTRODUCTION

At the highest level of the state apparatus of Kazakhstan, a responsible attitude is observed towards the development of gender equality. Over the past ten years, Kazakhstan has achieved significant success in expanding the powers of women in the socio-political sphere. Among of the key achievements, there can be singled out two important laws: the Law «State Guarantees of Equal Rights and Opportunities of Men and Women», the Law «Prevention of Domestic Violence» from 2009, and the adoption of the National Strategy of Gender Equality for 2006–2016. There have also been important shifts in women's participation in the socio-political life of Kazakhstan, but women are still not well represented in key political positions. Currently, the proportion of women is 27.4% in the Parliament, 6.38% in the Majilis and 1% in the Senate.

The concept of family and gender policy in the Republic of Kazakhstan until 2030, which purpose is to ensure equality in rights, benefits, duties and opportunities for men and women in all spheres of public life, as well as to eliminate all forms and manifestations of gender discrimination. This provides an unprecedented opportunity to develop a nationwide approach to achieving gender equality in practice.

Thus, issues of gender equality are very relevant in modern society. The article discusses the strengths and weaknesses, as well as possible directions for reforming policies regarding gender equality and the widespread introduction of gender approaches in Kazakhstan.

THE MAIN PART OF THE STUDY

Considering the general characteristics of gender, it can be noted that this concept includes the totality of cultural, psychological and social norms that are available in a given society, which will depend on the gender orientation of people. Belonging to one or another sexual type will not affect socio-ethical standards and reveal mental qualities, behavior patterns, occupation, professional aspects of women and men. Being a man or a woman in society means arranging certain prescribed gender roles.

The definition of gender expresses aspects of social differences between women and men. Gender is created by society as differences between a woman and a man, given the status and hierarchical position of these biological units in a particular society. The system of ethical standards, involving the implementation of specific actions, contains a certain system of knowledge and ability to determine gender differences in society. The definition of gender is a complex socio-cultural element of society combining distinctive features in male and female principles, behavior, and qualitative characteristics [1].

There are several dependencies in practice of gender theories:

1) gender differences form through adaptation in society, the principles of the labor division, the system of gender relations, means of public relations.

2) Gender aspects form by the people themselves: agreements with accepted norms and roles in society, as well as imitation of them.

Classical gender science does not require the existence of certain physiological, social and social relations between women and men. Its main postulates are that the fact of differences is not a priority in itself; their socio-cultural assessment and modeling is considered more important. The priority in the study of gender problems is not the characterization of deviations in the statuses, positions and other directions of the existence of men and women, but the study of the positions of the governance structure and dominance in society through gender positions [2].

Gender inequality characterized by the fact that all kinds of sources of production, social, cultural and other resources are formed unevenly. The essence of these processes is gender discrimination. In other words, any movements that hinder individual individuals, in particular women, from gaining the ability to use specific resources or income that may be available to others, that is, men.

It is necessary to consider the fundamental problems of gender equality to consider this problem. In particular, it is necessary to highlight the following problem areas: equal rights in the personnel market; stabilization of the demographic situation; cultural, social and administrative-political position of women.

N. Kabir wrote in his book «Gender mainstreaming in poverty eradication and development goals formulated in Millennium Declaration. A guide for policymakers and other stakeholders»: «A gender perspective means recognizing that women are at the crossroads between productive and reproductive activities, between economic activity and concern for human existence. They work in both areas, and because of this, they have a great responsibility and much is at stake. They greatly suffer when the goals of these two areas contradict each other, and therefore need very much their better integration» [3].

In other words, when pursuing an effective gender policy, it is not necessary to satisfy women's interests to the detriment of men's interests or vice versa, a search for their integration and coordination. In practice, this appears as a search for a balance between economic and human development.

There also can be different parties of these contracts. So the peculiarity of the paternalistic type of policy towards women, carried out in Soviet times, was that the contract «working mother» was concluded between a woman and the state, men as fathers were excluded from it. However, now this contract is increasingly violated by the state. And experts talk about its unilateral termination by the state in modern Kazakhstan.

It is necessary to highlight the objective and subjective prerequisites that determine what type of gender policy will be chosen by the state. Objective premises include: trends in the development of gender stratification in society, the existing legal framework in this area, the development of gender statistics and gender studies in the country, the level of political activity of women's / men's organizations. Subjective prerequisites include the nature of gender perceptions and stereotypes prevailing in the public mind, the level of awareness of gender issues by the population as a whole, and people making key political and economic decisions, in particular.

In Kazakhstan, as in many other countries, the interests of men and women in the public consciousness with a large gender gap are almost not reflected as political and group, which is explained by the low level of development of group self-awareness of gender groups, the low level of their internal solidarity, trust and, accordingly, social and political capital. However, if for men presenting their interests in politics is not a problem, due to the historically established «male domination» (P. Bourdieu) in the public sphere, for women the situation is diametrically opposite [4].

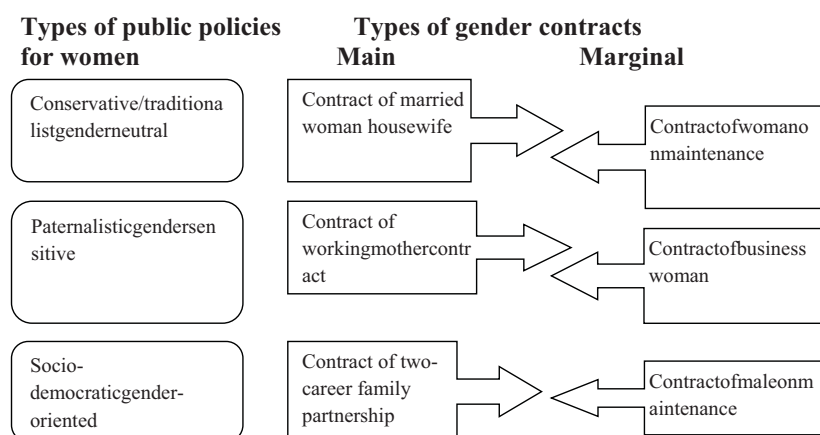


Figure 1 – Oppositions of basic and marginalized gender contracts in different types of public policies for women

Note – based on source [5]

The contradiction of family and professional roles is resolved in different ways when carrying out different types of state policy regarding women in different types of societies. Accordingly, there are different oppositions of the basic and marginal gender contracts that men and women enter into when fulfilling their gender roles. (figure 1).

Today, the social roles of women and men are undergoing significant restructuring. Nevertheless, «social discrimination of women» persists now. The importance of this problem compounds by the following factors:

- strengthening the position of the male population in key sectors of the economy. Women are mainly employed in low-wage sectors (health and education). The proportion of men's employment has grown in the marketing sector, the provision of insurance services, and financial and credit operations. Since the material incentives and prestige of these priorities are quite high;

- material incentives for women are thirty-five percent lower than for men. If we compare the growth rates of wages, we can see that there is a difference in wages. In areas of the economy that have priorities for further growth, a high level of technical equipment, mainly men are employed. If the organization has jobs and the employment center provides a referral, a man will be hired, not a woman with small children, who will be refused a job. According to statistical studies, women are not quoted on the personnel market after forty years. although by this time they usually have extensive experience in the specialty. Women force to do less skilled work and lose their professional skills.

The importance of female labor and women's professional interests are not taken into account in economic niches, moreover, in priority sectors of financial structures, labor markets, and socio-cultural areas of labor application.

In this connection, some economic and political aspects contribute to the consolidation of inequality between men and women. The effectiveness of programs and policies is increasing in those areas where gender is taken into account. The development of women's entrepreneurship is a good alternative to the processes of unemployment and social stability [6].

The gender division of labor retains quite stringent status differences. There is a clear division of responsibilities in the sectors of employment throughout the world system. Thus, gender equality issues gain momentum at the macro and micro levels.

Despite the numerous international documents securing women rights and the UN Convention, a woman lives in survival conditions in our modern society. Of course, this is a phenomenon of gender inequality [7].

The weight and significance of the sexual distinctive system in social organs is based on the following factors.

- the study of the social aspects of working with the poor is particular importance in the global cultural, social context and administrative-economic changes. When differences in individual sectors of public life do not affect the macro-social parameters, but also the person's private life, his inner values and socio-cultural norms.

- gender studies are in explicit or implicit discrimination against women. when there is a contradictory set of gender aspects and channels of behavior.

Kazakhstan ranked 60th in the gender gap index in 2018 according to the World Economic Forum (WEF). Thus, Kazakhstan fell by 28 positions from 2013 to 2018. Iceland and the Scandinavian countries: Norway, Sweden and Finland have kept the best indicators in this rating for many years [8].

The index is designed to measure gender differences in access to resources and opportunities in individual countries, rather than the actual level of available resources and opportunities in these countries. Thus, the index measures only gender differences in the countries of the world, regardless of their level of development.

The level of the gender gap that exists between women and men in different countries measures by 14 different variables in four key areas: economic participation and career opportunities, education, health and survival, political rights and opportunities.

The index should be used by states that seek to reduce gender inequality as a tool to analyze issues in their social policies, develop measures to narrow the gender gap and track their effectiveness over time (figure 2).

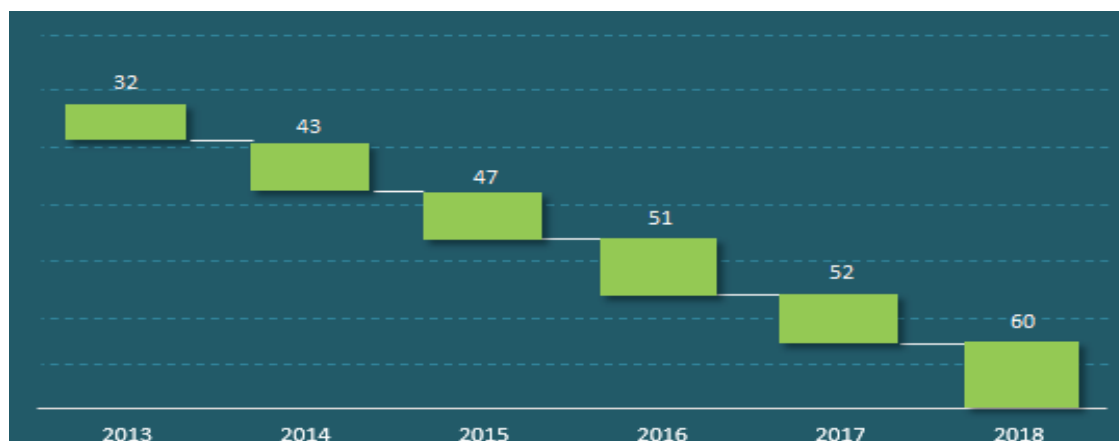


Figure 2 – The gender gap index in Kazakhstan

Note – based on source [9]

In Kazakhstan, the main legislative act in the field of gender policy is the Law of the Republic of Kazakhstan «On state guarantees of equal rights and equal opportunities for men and women» adopted in 2009.

The Gender Policy Concept until 2006 and the Gender Equality Strategy in the Republic of Kazakhstan for 2006-2016 were also adopted and implemented, which allowed us to take further steps to create and improve national legislation in the interests of gender equality. At the moment, the Concept of Family and Gender Policy is being implemented in the Republic of Kazakhstan until 2030, approved in 2016[10].

In general, programs favorably influenced the degree of gender equality in Kazakhstan. For example, as part of the implementation of gender policy in the Majilis of the Parliament of the Republic of Kazakhstan in the first year of the implementation of the Gender Strategy (2006), the proportion of women was 10,4%, and in the final year (2016) it increased to 27,1%. In January 1, 2018 the proportion of women reached 44,7% (however, among the deputies of the Majilis - only 27,4%).

Table 1 – Composition of deputies of Mazhilis of the Parliament and civil servants of the Mazhilis Office of the Republic of Kazakhstan

Posts	2017		2018		percentage 2018	
	women	men	women	men	women	men
Total	152	188	153	185	44,7%	55,3%
Deputies of the Mazhilis	29	77	29	75	27,4	72,6
Majilis apparatus	123	111	124	109	52,6	47,4
Head of staff	--	1	--	1	-	100
Deputy Head	-	4	-	4	-	100

Note – based on source [11]

In the country and regions, equal opportunities form for the realization of abilities in both men and women. Since these rights are legislatively enshrined in the Constitution of the Republic and international agreements in which Kazakhstan is engaged.

Kazakhstan has been making significant strides in involving women in the public sector: currently, the share of women in the Majilis is 27,4% (29 out of 107 places). These figures indicate important successes since the adoption of the National Strategy for Gender Equality in 2006, when women accounted for only 10,4% of the seats in the Mazhilis of the Parliament.

Table 2 – Gender Inequality Index in the Republic of Kazakhstan

Year	Gender Inequality Index	Indicatorsof component:							
		Maternal mortality rate (per 100,000 live births)	Fertility rate (per 1000 women aged 15-19 years)	Places in the Majilis of the Parliament, ratio of male to female		Percentage of population aged 15 and over at least with secondary education		Share of economically active working-age population	
				men	women	men	women	men	women
2008	0,459	31,2	31,12	0,830	0,170	0,806	0,806	0,832	0,788
2009	0,463	36,8	28,84	0,822	0,178	0,814	0,815	0,831	0,785
2010	0,428	22,7	28,30	0,823	0,177	0,822	0,824	0,840	0,788
2011	0,395	17,6	29,46	0,757	0,243	0,829	0,832	0,839	0,788
2012	0,379	13,5	31,35	0,757	0,243	0,837	0,841	0,842	0,792
2013	0,375	12,6	33,64	0,738	0,262	0,845	0,849	0,842	0,794
2014	0,372	11,7	34,72	0,738	0,262	0,853	0,858	0,845	0,788
2015	0,369	12,8	30,83	0,733	0,267	0,860	0,866	0,849	0,792
2016	0,370	12,7	32,13	0,724	0,276	0,875	0,868	0,851	0,784
2017	0,350	12,5	24,93	0,726	0,274	0,876	0,884	0,850	0,785
2018	0,354	14,0	23,90	0,724	0,276	0,884	0,892	0,854	0,803

Note – based on source [12]

The share of women in business was 38% prior to the implementation of the Gender Strategy. In 2015, 44,2% of all active SMEs in the country were headed by women. However, in 2018, the share of women heads of SMEs decreased to 42,1% (however, in 2017 the share was even lower – 42%).

Today the women's business development is carried out through the state programs «Employment Roadmap 2020», «Business Roadmap 2020», as well as various programs of international financial institutions (EBRD, ADB) and Entrepreneurship Development Fund Damu. 66,3% were employed among women and 65,4% among men of the self-employed on an individual basis with incomes above the subsistence level in the final quarter of last year. On a private farm, 21% of women and 17,1% of men with incomes above the subsistence level are engaged in the production of goods for sale and exchange. There are 7,1% of men and 4,5% of women among employers.

Despite the beneficial effect of various state programs, women's wages are still lower than men's wages by an average of 30% or more. Moreover, the higher the position taken, the wider the gap: at the level of heads of organizations, women are paid twice lower than men. Women managers' salary increased by 3,4% per year (to 292.2 thousand tenge), while male leaders salary increased by 5,8% per year (immediately to 608.5 thousand tenge). Wages declined among women as an occupational health and safety engineer (by 12,1% per year), while men showed an increase in this position (by 4,6% per year).

At the same time, wages decreased for translator positions among men by 3,7%, while for women, on the contrary, there was an increase of 2,7% in this position per year.

Table 3 – Monthly nominal wage average by occupation and position

Position	2017			2018			rate of growth, %		
	total	men	women	total	men	women	total	men	women
Head of organization	458,1	575,0	282,7	486,9	608,5	292,2	6,3	5,8	3,4
Head of Special Units	325,0	385,1	250,0	344,5	414,4	256,8	6,0	7,5	2,3
Economist	204,9	238,8	190,1	236,2	295,2	213,6	15,3	23,6	12,4
Legal adviser	205,2	208,4	201,8	215,2	220,1	210,2	4,9	5,6	4,2
Occupational Health and Safety Engineer	212,8	210,3	219,8	213,7	219,9	193,1	0,4	4,5	-12,1

Official translator	186,1	312,2	157,2	188,7	300,5	161,4	1,4	-3,7	2,7
Procurement agent	160,3	168,1	148,5	182,1	191,2	167,6	13,6	13,8	12,9
Accountant	164,1	186,5	161,5	174,1	195,7	171,8	6,1	4,9	6,4
Computer Network Technician Specialist	167,4	170,9	153,9	173,6	180,4	148,2	3,7	5,5	-3,7
Driver	135,8	135,9	94,3	135,9	135,9	138,2	0,1	0	46,5
Secretary	89,4	131,5	86,0	91,0	144,3	87,3	1,8	9,7	1,5
Maintenance worker	74,3	76,3	63,8	78,5	81,6	64,9	5,6	7,0	1,6
Security	55,8	56,8	49,6	63,1	64,2	55,2	13,1	12,9	11,4
Cleaner	49,7	58,7	49,4	52,7	59,9	52,3	6,0	11,5	5,8
Note – based on source [12]									

Having examined the statistical data, it can be noted that women make up a significant part of the number of Kazakhstan, or 53%, as well as 47% of the number of people employed in the industrial potential of the Republic. The educational level of women is higher than that of men. nevertheless, the number of women heads of firms in specific sectors of the economy is not higher than 6–9%. As a rule, women are employees. And their remuneration for labor is slightly higher than the cost of living.

The processes of underemployment or full employment among the female population are more prolonged in the Republic of Kazakhstan.

The following negative points can be highlighted considering the trends in the dynamics and structure of unemployment among women:

1) unemployment growth and the percentage of women among long-term unemployed. The approximate temporary unemployment rate for women is about ten months, and accordingly, for men, about eight months. Moreover, the risk of not working for a long time remains for women who are thirty years old or more;

2) growing number of women who quit their jobs for personal reasons. The employment rate of women from among the dismissed workers is steadily declining (from 71% in 2017 to 59% in 2018);

3) the number of women is decreasing who enter the personnel market for the first time is decreasing (61% in 2017, 49% in 2018). There is an increase in the number of single mothers among registered unemployed.

Women are less in demand on the republican labor market. Only one out of every five women received jobs in 2017 who applied for employment services. Almost zero employment prospects for women from 45 years and above with higher and secondary special education.

Huge opportunities are being formed to reduce unemployment and increase employment due to state stability, the formation of a strategy for industrial and innovative development, a policy of rural revival, small business development and poverty reduction. A really created market economy works. Gross domestic product has grown by almost 4.5 times per capita and in 2018 amounted to 9,200 US dollars over the past ten years. According to recent studies our country is included in the union of countries with a low level of welfare in the current economy [12].

Considering the number of people employed in the economy, it can be noted that fifty percent are women. However, only 62 percent of men's remuneration is the salary of women. And in sectors that have always been represented by women to a greater extent (the sector of medicine and the provision of educational services), female labor paid in 2018. about eighty percent of the same for the male population.

The preferences and motives of women themselves influence the position of female labor in the labor market. After conducting research on the standards of behavior of mature individuals within the family and occupation by professional activities, taking into account age and gender factors, it was found that a more important factor in women's labor activity is a material factor, albeit with a socio-psychological tone: women are flattered to have their income and to be independent. In addition, it must be borne in mind that employment in a team helps a woman in a psychological aspect: a sense of collectivism, a desire and the ability to escape from problems are a significant factor in a woman's psychological well-being.

Elements of the rational use of the main legislative acts in terms of gender equality of citizens are more important than ever for modern Kazakhstani society. The functioning of the modern socio-legal state is

associated with solving a system of problems that were not previously considered in a public perspective. Therefore, it is important to coordinate modern requirements for the functioning of social public rights and obligations, increase the level and quality characteristics of adopted regulatory and administrative acts, and improve legislation [13,14].

The world's problems have grown in full in modern society. The fate of the country depends on the effective resolution of it. The basic postulates are basic for all aspects of human life to strengthen gender balance in society.

It must be remembered that in the field of lawmaking, aspects of gender equality should appear not only in those aspects of the legal orientation that traditionally protect the rights of women, but also in the most diverse ones (family law, labor code, constitution of the country) [15].

Functional processes are regularly carried out to change society, social and cultural institutions in modern society. The priority significance of these aspects was highlighted by the Union of Women of Intellectual Labor under the project «Central Asian Gender Group» under a grant from the Soros Foundation-Kazakhstan. Considering the main ideas of this project, you can notice its importance for collecting analytical data on the situation of the female population in Kazakhstan and the publication of a collection of materials of sociological studies.

Controlling these areas will strengthen the importance of gender equality processes in the Republic of Kazakhstan. Which will allow us to fully appreciate the full picture of what are the levers and aspects of the functioning of the social and legal subconscious and the protection of women. Which will comply with the principles of democratic development of the Kazakhstan state.

The aspects of employment and income stabilization, social support for disadvantaged groups are important in these conditions.

After analyzing the socio-economic situation in the reporting year, it was noted that the main indicators of the labor market tend to improve. There is a stabilization of employment processes and an increase in entrepreneurial activity, including among women.

In conditions of free trade, cheap labor is often used. It is women who are employed in low-skilled and low-paid positions with the existing increased level of gender division within the labor force. Globalization processes will lead to an increase in foreign investment and innovation.

When considering the problems of female employment, it is necessary to take into account the following nuance: this category of workers is subject to reduction in the first place, and finding a new type of activity is much more difficult. since it is very difficult for a woman, even in the psychological aspect, to adapt to a change in the established way of life. Thus, unemployment processes in the economy are a big problem in the gender context.

CONCLUSION

Important to ensure the principles of gender equality is the fact that all officials involved in decision-making processes need to know how to integrate the dimension of gender equality into policies. This qualification should become the mandatory qualification of those responsible. Any measures to ensure gender equality must ensure that anti-discrimination provisions and laws are in effect. since the legal framework provides the necessary basis for the formation of equality processes. It serves as a protective measure against gender discrimination, in particular in the labor market.

For the successful implementation of the policy of gender equality requires the presence of powerful, constantly functioning national levers in the Republic of Kazakhstan. which would form and provide control over the implementation of the tender policy in the organizational structures of the executive branch and special commissions in the legislative bodies. The institute of power in the country needs to create special committees and departments that have sufficient tools, human and financial resources to influence all levels of decision-making. Which could raise the question of the structural nature of gender inequality.

Legal acts regulating labor relations do not contain protective actions that contributed to the protection of labor and constitutional rights of women at present stage of the development of the state. In fact, an employee has an unprotected social status, discrimination in employment and lack of competitiveness in the country's

employment market today. In this connection, it is necessary to adopt appropriate amendments in labor, administrative, criminal law, which should be aimed at protecting the rights and needs of women in the modern economy. Moreover, it is necessary to consider the rights of women living in rural areas with special care. It is necessary to take into account the balance of career growth, housekeeping, child rearing for the formation of relevant guarantees in legislative acts.

It is necessary to focus the attention of state bodies on the opening of various educational institutions with the provision of jobs and related services. Also take appropriate decisions to support citizens who take care of minors and their physical and intellectual development.

In order to formulate and further improve the system of gender equality in the state, it is necessary to promote in every possible way the promotion of women to participate in public-state and legislative-legal activities, the adoption of strategically important managerial decisions in all power institutions. The practice of world experience indicates that women who make strategically important decisions contribute to accelerating the processes of gender equality and the results of these decisions have global positive effects for the stable functioning of the economy. The state should take measures to ensure the right of women to participate in public and political life, regardless of their political views. To promote the creation of favorable conditions for the realization of women's rights to association. To facilitate the opening of new women's public associations, their functioning and participation in society.

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SUMMARY

Gender inequity in modern Kazakh society is considered in the article. The current condition of gender inequity in modern Kazakh society is being observed and recommendations of its improvement are suggested.

ТҮЙІНДЕМЕ

Мақалада қазіргі қазақстандық қоғамдағы гендерлік теңдік мәселелері қарастырылады. Қазақстандағы гендерлік теңдіктің ағымдағы жай-күйіне талдау жүргізілді және оны жетілдіру бойынша ұсыныстар ұсынылды.

РЕЗЮМЕ

В статье рассматриваются вопросы гендерного равенства в современном казахстанском обществе. Проведен анализ текущего состояния гендерного равенства в Казахстане и предложены рекомендации по его совершенствованию.

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IMPROVING THE SOCIAL SECURITY MANAGEMENT SYSTEM IN THE REPUBLIC OF KAZAKHSTAN

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ABSTRACT

Purpose of research. The goal of the work is to analyze and determine the most effective current social protection system in the world and Kazakhstan. In the modern world, a social market economy is developing, which should be aimed at improving the well-being of the people. The results of the work show the most common systems of social protection and the possibilities for their improvement.