



ЕҢБЕК РЕСУРСТАРЫН ДАМЫТУ ОРТАЛЫҒЫ  
ЦЕНТР РАЗВИТИЯ ТРУДОВЫХ РЕСУРСОВ  
WORKFORCE DEVELOPMENT CENTER

# KAZAKHSTAN IS CLOSING THE GENDER GAP

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







## Kazakhstan took 65<sup>th</sup> place in the Global Gender Gap Report 2022

In July, the World Economic Forum presented the **Global Gender Gap Report 2022**, which ranked countries in terms of progress in gender equality based on the latest statistics from international organizations and a survey of company executives. **The rating covers 146 countries**, 102 of which have been participating in it since 2006. The scoring is measured on a scale from 0 to 100 (with 100% being the highest) and indicates the amount of reduction in the gender gap and includes such indicators as access to education, health care, economic activity and political will. The purpose of the ranking is to evaluate and identify the most effective strategies to achieve gender equality.

According to the results, in 2022 the global gender gap was covered by 68.1% (+0.2 p.p. compared to 2021). Thus, at the current rate of its decline around the world, **it will take us 132 years to achieve full parity**. The top 10 countries in terms of aggregate equality are Iceland (91%), Finland, Norway, New Zealand, Sweden, Rwanda, Nicaragua, Namibia, Ireland and Germany (80%).

If we consider **Kazakhstan**, the country improved its indicators and moved up from 80th to 65th place overall in the ranking, being in the neighborhood and yielding to Italy, Israel, Georgia or Singapore, but ahead of Slovakia, Mongolia, the Czech Republic, Poland or Armenia. **In the countries of Central Asia, Kazakhstan occupies the 4th place. In general, the country has improved its performance over the year.**

Figure 1. Kazakhstan in the Global Gender Gap Index in 2022

| Country   | Place | Index | Country  | Place     | Index        |
|---|-------|-------|--|-----------|--------------|
|  Iceland     | 1     | 0,908 |  Israel               | 60        | 0,727        |
|  Finland     | 2     | 0,860 |  Uganda               | 61        | 0,724        |
|  Norway      | 3     | 0,845 |  Zambia               | 62        | 0,723        |
|  New Zealand | 4     | 0,841 |  Italy                | 63        | 0,720        |
|  Sweden      | 5     | 0,823 |  Tanzania             | 64        | 0,719        |
|  Rwanda      | 6     | 0,811 |  <b>Kazakhstan</b>    | <b>65</b> | <b>0,719</b> |
|  Nicaragua   | 7     | 0,810 |  Botswana             | 66        | 0,719        |
|  Namibia     | 8     | 0,807 |  The Slovak Republic  | 67        | 0,717        |
|  Ireland     | 9     | 0,804 |  United Arab Emirates | 68        | 0,716        |
|  Germany     | 10    | 0,801 |  North Macedonia      | 69        | 0,716        |

Source: The World Economic Forum, the Global Gender Gap Report 2022

The greatest achievement of Kazakhstan within the specified criteria is the absence of a gap or **complete equality in access to education** (27th place), providing equal access to school and vocational education for women and men.

According to the criteria of **economic activity and opportunities**, Kazakhstan takes **the 29th place**, where such indicators as participation in the labor market, wage gap, and leadership positions are considered. Thus, Kazakhstan ranks **46th** in terms of equality of wages for the same job, **51st** in terms of labor force participation, and the 1st in terms of equal representation of women among highly skilled and semi-skilled workers.



Figure 1. Kazakhstan in the Global Gender Gap Index in 2022



Source: The World Economic Forum, the Global Gender Gap Report 2022

In terms of **health care and survival**, which takes into account the average healthy life expectancy and gender equality at birth, Kazakhstan ranked 44th with a high index of 0.977.

It should be noted that according to the criterion of **political rights and opportunities** (103rd place), low indicators are noted in all countries of Central Asia and indicate the need for greater involvement of women in the highest political representative and executive bodies.

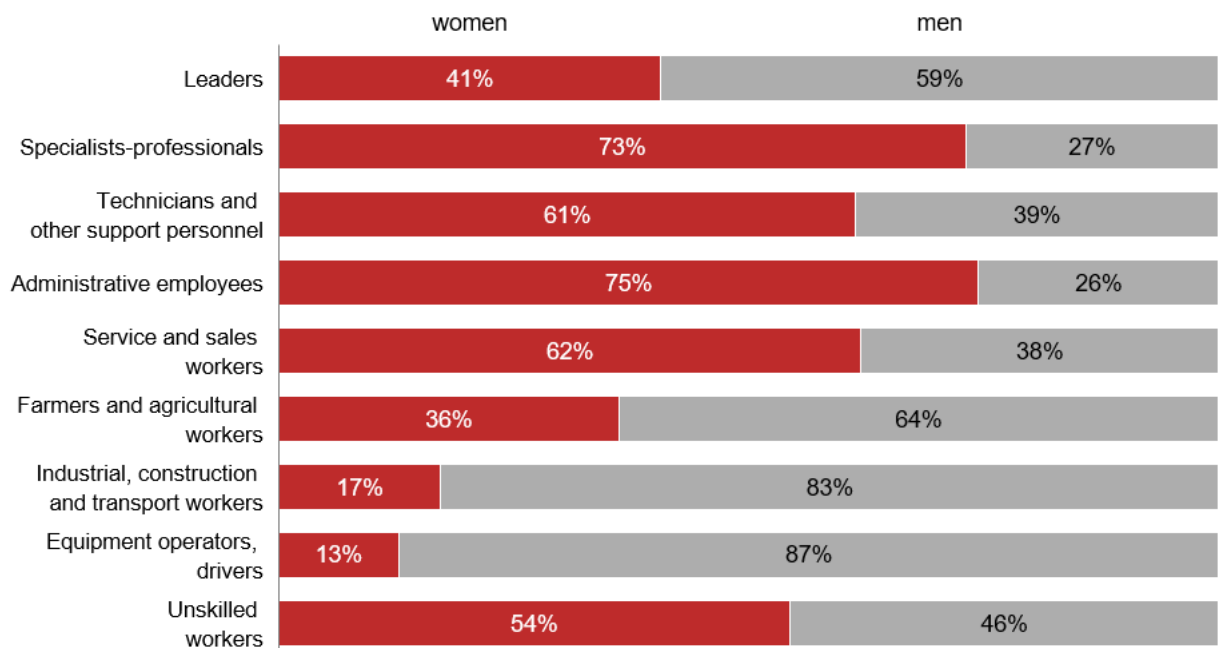
One of the most interesting indicators in the ranking is **the extent to which women participate in decision-making processes**. Thus, at the end of 2022, the share of women among leaders in the public and private sectors around the world was only 33%, with the smallest representation in the areas of supply chain organization and transport, energy, and industry. A relatively high rate (from 42% to 47%) of women's participation in leadership positions is observed in sectors with female dominance – education, health care, the provision of other individual services and the activities of non-profit organizations.



## Gender representation in the labor market

If we consider the gender representativeness in the labor market based on the data on the current Electronic Labor Contracts (4.3 million), then we can see that women constitute **the backbone of highly qualified professionals** in Kazakhstan. However, the ratio of women to men in leadership positions is much lower. Also, the number of women who are engaged in unskilled labor is significantly higher than that of men. In addition, there is a significant **male dominance in agriculture, construction, industry and transport** (Figure 2).

Figure 2. The number of electronic labor contracts among men and women by main groups of the National Classification of Occupations



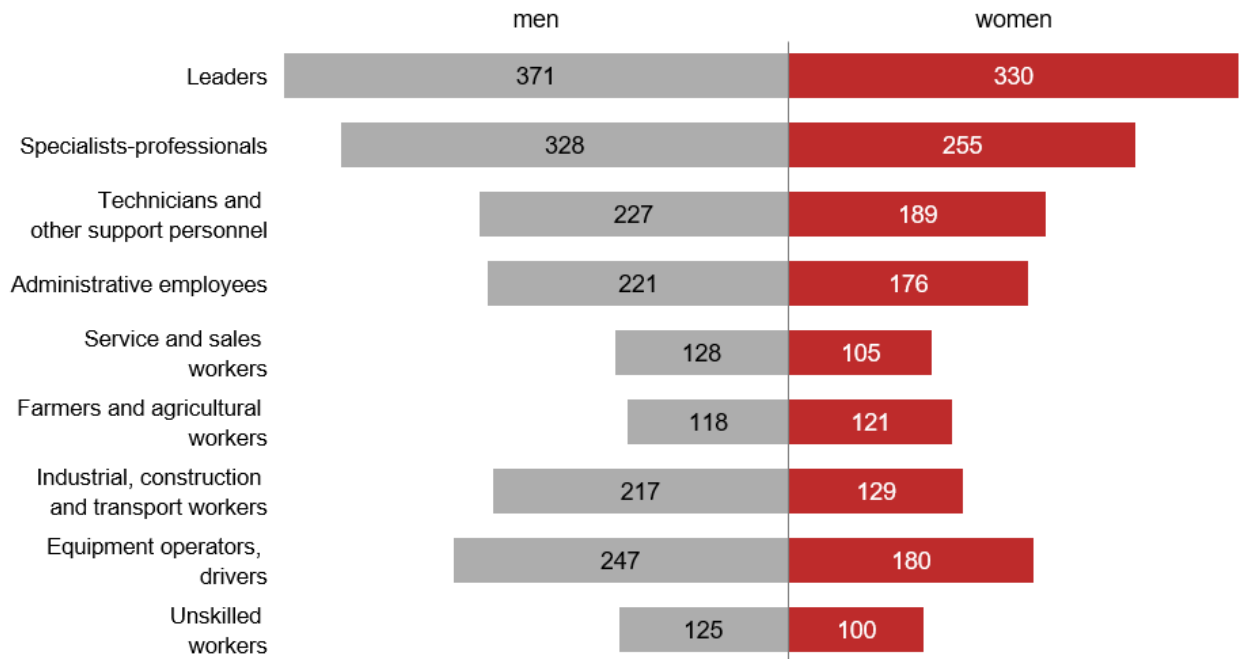
Source: hr.enbek.kz, data as of April 1, 2022.

In terms of wages, **men earn substantially higher average wages than women** in all groups on the National Classification of Occupations. For example, male executives earn an average of 12.4% more than female executives. Despite the large number of women are in the “specialists-professionals” group, their wages are 29.0% lower than those of men. **The largest gap is on the "workers in industry, construction, transport" group**, where the average earnings of men are 69% higher compared to women (Figure 3).

In terms of regions, **a significant gender pay gap is observed in the oil and industrial regions**, while in the southern and agricultural regions the pay gap is minimal. In the Mangistau region, the average salary for men is 86% higher than for women and the main contribution to the wage gap falls on “workers in industry, construction, transport” and “professional specialists” groups. In megacities, the gender pay gap is in the range of 16% - 19% and the main contribution to the pay gap falls on "professional specialists" and "workers in industry, construction, transport" groups. Meanwhile, **in the Almaty region and the city of Shymkent**, there is relative equality in wages in all groups of the classifier of occupations (Figure 4).

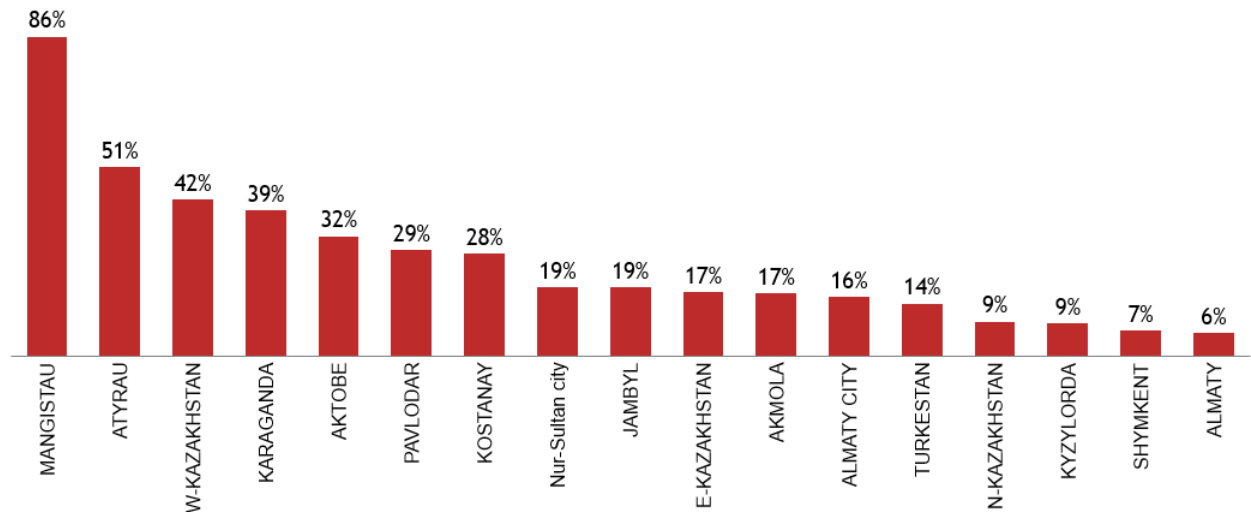


Figure 3. Average wages among men and women by main groups of the National Classifier of Occupations (in thousand tenge)



Source: AIS MLSPP

Figure 4. Gender pay gap by region



Source: AIS MLSPP

Despite significant progress in the Global Gender Gap Report, there are still regions and professions in Kazakhstan where there is a significant gender pay gap and the ratio of women to men. At the same time, the creation of equal opportunities for women in all spheres of society is an important condition for the sustainable development of the country.