



**NJC «Kazakh National Agrarian Research University»**

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**Draft Policy Framework for Gender Equality, Diversity and Inclusion at  
KazNARU in the Context of Realizing the Sustainable Development Goals  
(SDGs)**

**Almaty, 2024**

**Draft Policy Framework for Gender Equality, Diversity and  
Inclusion at KazNARU in the Context of Realizing the Sustainable  
Development Goals (SDGs)**

*The Sustainable Development Goals (SDGs) are crucial in addressing relevant issues both at the country and global level and are essential for promoting full development.*

*The promotion of gender equality and the empowerment of women and girls is a crucial aspect of achieving Sustainable Development Goals (especially SDG 5), which was adopted by the global community until 2030 during the 70th session of the UN General Assembly. This issue is highly relevant as it sheds light on the problems of gender inequality, as well as the associated issues it brings about, such as domestic violence, violation of rights, inadequate opportunities in education and employment, among others.*

*In this context, KazNARU recognizes the value and importance of gender equality, which is a necessary element in achieving other goals such as quality education, economic growth, and building equal and inclusive societies.*

**Sustainable Development Goals: Gender Equality in Education**

The education system is primarily aimed at achieving gender equality, including in the economic sphere: further development of entrepreneurship among women, increasing women's competitiveness in the labor market.

Gender education has a number of goals and objectives, which are aimed at achieving gender equality and overcoming gender inequalities. It is proposed to carry out targeted work in KazNARU in the following directions.

**The role of the Kazakh National Agrarian Research University:** the university can contribute to the process of planning, development and implementation of effective gender policies taking into account the SDGs, and the promotion of gender equality, diversity and inclusion in Kazakhstan in the context of the implementation of the sustainable development goals (SDGs).

**The Kazakh National Agrarian Research University** can mobilize research and student potential to implement the development and mastery of new educational programs on gender equality, diversity, and inclusion in KazNARU in the context of the implementation of sustainable development goals (SDGs).

### **Raising awareness of gender issues**

One of the goals of gender education is to make people aware of gender issues. This includes studying gender theories, history of gender movements, analyzing gender norms and stereotypes. The goal is to increase knowledge and understanding about gender issues so that people can think consciously and critically about them.

### **Overcoming gender stereotypes and norms**

Gender education also aims to overcome gender stereotypes and norms. The goal is to break down the prejudices and limitations associated with certain roles and behaviors that are usually associated with a particular gender. Gender education helps people to realize that gender roles and expression can be diverse and not limited by traditional assumptions.

### **Developing critical thinking skills**

Gender education also aims to develop critical thinking skills. The aim is to be able to analyze and evaluate gender norms, stereotypes and inequalities and their impact on people's lives and society as a whole. Gender education helps people develop the ability to see and understand gender issues and inequalities and to seek ways to overcome them.

### ***Building equitable relationships***

One of the main goals of gender education is to form equitable relationships between the sexes. This includes developing communication skills, empathy and respect for differences between people. Gender education helps people to realize that gender equality is an important and necessary condition for a just and harmonious society.

### ***Basic principles of gender education***

*Inclusiveness*

*Critical thinking*

*Interaction and dialog*

*Practical orientation*

*Context-sensitive*



### ***Sustainable Development Goals: Gender Equality in Student Life***

Gender identity is an important part of a person's overall identity and is closely linked to other aspects of their identity. It refers to a person's sense of belonging to a particular gender, including the gender-specific behaviors and personal traits that they exhibit.

Gender identity is made up of three main components: cognitive, affective, and behavioral. The cognitive component involves a person's awareness of their gender and how typical or atypical they feel as a member of that gender. The affective component relates to a person's feelings about themselves, including their personality, appearance, and role behavior, as well as their acceptance of their biological sex. Lastly, the behavioral component involves a person's presentation of themselves and their personality as a member of a particular gender group.

The modern student youth, being a dynamic and innovative part of society, is greatly impacted by societal transformations, particularly concerning gender inequalities. In the past, this social group has experienced various instances of social and political unrest, economic hardships, and significant changes in public and cultural life.

To address these issues, there is a proposal to conduct targeted efforts in educating young people about gender norms and societal norms, so that they can avoid any potential problems. It is essential to ensure that the difficulties faced by young people in their overall identity construction do not negatively influence the formation of their understanding of gender equality.

### ***Sustainable Development Goals: Gender Equality in Employment***

Kazakhstan is committed to promoting gender equality and empowering women. The country aims to create equal opportunities for both men and women in various fields, including employment, business, politics, and public administration. In addition, Kazakhstan is working towards providing women with access to quality education and healthcare and ensuring comprehensive protection for motherhood. To achieve these goals, the country has established a comprehensive institutional system for gender, family, and demographic policy, supported by a robust legal framework.

To date, there has been a positive trend towards increasing women's civic activity and intensifying the activities of women's non-governmental organizations.

Today, women continue to work actively, developing their businesses in a wide variety of economic activities. Women account for 52% of Kazakhstan's population, and 49% of the economically active population. They also provide



30% of all jobs in Kazakhstan's small and medium-sized business sector. Women's contribution to the formation of the country's GDP reaches 40%.

The active role of women is manifested primarily in SMEs. According to estimates by the Statistics Committee of the Ministry of National Economy, 45% of all active SMEs in the country are headed by women. It should be noted that in some regions of the country, there has been a further expansion of women's entrepreneurial activity and self-employment.

Most women-led SMEs operate in wholesale and retail trade (their share is 51% of the total number of such enterprises), agriculture (15.5%), and provide other services, including accommodation and catering services (13%).

Before the implementation of the Strategy, the share of women in business was 38%; today it is 50%.

At the same time, Kazakhstan still has an underrepresentation of women in senior positions in the corporate sector. According to the World Bank, only 9.8% of large corporations have women in top management positions. In the world's largest companies, women make up about 41% of the total number of employees, but only 19% hold senior management positions and 12% board positions. This suggests that there is room for improvement and that every effort should be made to increase women's access to leadership roles in the private sector. In general, Kazakhstan's labor market is characterized by high female employment, availability of qualified workers and low unemployment.

It is proposed to conduct in KazNARU purposeful gender work to form an understanding that in recent decades in various sectors of the economy, there have been great changes in terms of technological progress, replacement of manual labor with automated, and management - remote forms. This applies to the measures defining gender equality in employment and envisaged in the course of implementation of the State Programs of Industrial and Innovative Development of the Republic of Kazakhstan, and defining working conditions at a significant part of workplaces have been improved, which should have a positive impact on gender equality among working women.

The draft Concept document "Policy of gender equality, diversity and inclusion in KazNAIU in the context of the implementation of sustainable development goals (SDGs)" (hereinafter referred to as the Policy) was developed in accordance with the legislation of the Republic of Kazakhstan, the Charter of the NJSC "Kazakh National Agrarian Research University" (hereinafter referred to as KazNAIU) to regulate the main relations to ensure sustainable development of KazNAIU and prepared by the International Office of the NJSC "Kazakh National Agrarian Research University" March 2023