

# **1. Appendix**

## **1. Survey with male participants about their opinion on working women (quantitative research)**

1. What is your age?

- 18 and below (8%)

- 19-39 (54%)

- 40-59 (38%)

- 60 and above (0%)

2. What is your marital status?

- Married (48%)

- Not yet married (38%)

- Divorced (14%)

- Prefer not to say (0%)

3. What is your education degree?

- High school or below 18 (36%)

- Bachelor's degree (46%)

- Master's degree (10%)

- Other (8%)

4. Do you have women colleagues?

- Yes (36%)

- No (42%)

- No, I work remotely (14%)

- I am currently unemployed (8%)

5. What are your attitudes to the idea of working woman?

- Approved (18%)

- Neutral (40%)

- Disapproved (28%)

- Not sure (14%)

6. What do you think is related to the main obstacle for women to work in Central Asia?

- Biases of mentality and traditions (26%)

- Lack of workplaces (12%)

- Lack of time due to having family and children or any other household activities (34%)

- Women's reluctance to work (20%)

- Other (8%)

7. Should men participate in household activities and share at least the most part of the childcare responsibilities with women?

- Yes (26%)

- No (74%)

8. Do you think women empowerment should be reformed?

-Yes (4%)

-No (26%)

- I do not know (32%)

- I do not care (38%)

9. Do you admit that women face negative attitudes from society while trying to go to work in Central Asia?

- Yes (10%)

- No (44%)

- Maybe (26%)

- Prefer not to say (20%)

10. Is it necessary to raise the awareness in society about the violation of women's rights?

- Absolutely (10%)

- No, it is not needed (64%)

- Maybe (26%)

## **2. Interpersonal interviews with five working women from five countries of Central Asia (qualitative research)**

### **2.1 Participant from Kazakhstan**

-Hello, where are you from?

-Hello, I am from Kazakhstan

-What is your age?

- I am turning 25 this year

-What is your level of education?

-I have finished Bachelor a year ago

-What do you do?

- I am currently working as an accountant

-Does the number of male-colleagues exceed the number of female ones?

-yes

-Did you have any difficulties in the agreement and approval of your decision to work with your family members?

-my husband couldn't bear this for the first time but now he has dealt with this and always supports me

-How many job interviews have you had throughout your life? Why do you think you did not get hired?

- I have been through a lot of interviews and I got rejected only couple of times. I don't know, sometimes because of my miserable experience and sometimes because there were some more male candidates that seemed better than me

-Do you know the meaning of the "glass-ceiling" term?

- no, I have never heard about this before

-Have you ever been treated contemptuously by your male colleagues or managers?

- yes, it happened couple of times, but I have never endured that, and I got shocked and disgusted. I left these jobs right away!

-Have you ever noticed suspicious excessive attention from male colleagues or managers?

-yes, this also happened to me when I was younger and worked in a different company

-Do you think all the prejudices in labor market you ever got from men occurred due to traditions and mentality?

-I am sure this is one of the main factors, as people in Kazakhstan and also in other countries of Central Asia put traditions and culture first. They never prioritize human factors, they always think about others and put themselves into frames of their culture

-Do you think such attitudes can be changed throughout the future decade?

- I want to believe in this and I hope for a better progress thanks to new generations. Kazakhstan already is doing better that it was before, and I am glad that women are feeling themselves more free today

-What would you suggest in order to change the stereotypical thinking of society towards working women in Central Asia?

-it is very important to educate men to make them respect woman's desires and educate women as well as women to make them understand their rights

-Thank you for your time!

## **2.2 Participant from Uzbekistan**

-Hello, where are you from?

- Hello, I am from Uzbekistan

-What is your age?

- I am 35

-What is your level of education?

- I have finished college to be a cooker

-What do you do?

- Now I am a co-owner of a small bakery in the capital of Uzbekistan

-Does the number of male-colleagues exceed the number of female ones?

-No

-Did you have any difficulties in the agreement and approval of your decision to work with your family members?

- I used to have some disagreements with my father when I was younger and was working as a cook, but now I am married and my husband only helps me with my business

-How many job interviews have you had throughout your life? Why do you think you did not get hired?

- I did not go through much interviews in my life, but there were some when I was not hired and I think it happened because I had just got married and interviewers had known that I would get into maternity leave soon maybe, I am not sure

-Do you know the meaning of the “glass-ceiling” term?

- no, I have never heard about this

-Have you ever been treated contemptuously by your male colleagues or managers?

- yes, there were cases when my chef was acting too bossy towards me and my other female colleagues. He was treating us like unpaid laborers, and I couldn't bear it anymore

-Have you ever noticed suspicious excessive attention from male colleagues or managers?

- no, I don't remember this

-Do you think all the prejudices in labor market you ever got from men occurred due to traditions and mentality?

- I am sure that the factors you named are very divisive. So, I would say yes

-Do you think such attitudes can be changed throughout the future decade?

- I hope that new generations will change it. I don't want my two daughters experience that at all. That's why I always try to talk with them about such things

-What would you suggest to change the stereotypical thinking of society towards working women in Central Asia?

- I suggest other mothers to talk to their daughters to make them know their rights and to make them speak up about all the abusive situations they have ever been. I believe every mother could prevent their girls from bad things

-Thank you for your time!

### **2.3 Participant from Kyrgyzstan**

-Hello, where are you from?

-Hi, I am from Kyrgyzstan

-What is your age?

- I am 30

-What is your level of education?

- I have finished professional college to be an accountant

-What do you do?

- I work as a brand manager for a learning center

-Does the number of male-colleagues exceed the number of female ones?

- yes

-Did you have any difficulties in the agreement and approval of your decision to work with your family members?

- My family always supports me, but my ex-boyfriend used to call dibs on me when I was younger. I used to obey him, but now I understand already how toxic was that

-How many job interviews have you had throughout your life? Why do you think you did not get hired?

-not that much. Of course, there were some interviews when I wasn't hired. Once the head manager started acting quite leered. When I badly reacted to his jokes and behavior, he decided not to hire me in return

-Do you know the meaning of the "glass-ceiling" term?

- if I am not mistaken this term is about the barriers for women to work or something like that

-Have you ever been treated contemptuously by your male colleagues or managers?

- yes, sometimes it seems that people around think that I am woman and I know less and I can do less. It is only a stereotype and I hate such attitudes

-Have you ever noticed suspicious excessive attention from male colleagues or managers?

-yes, I have already told you one of my stories. This happened periodically when I was younger, especially

-Do you think all the prejudices in labor market you ever got from men occurred due to traditions and mentality?

-Yes, I think it's true, culture of our nation retards the progress in protection of women's rights

-Do you think such attitudes can be changed throughout the future decade?

- I want to believe in that, but I am not sure it can happen that soon

-What would you suggest to change the stereotypical thinking of society towards working women in Central Asia?

- Education! We must educate people and teach them what to do to respect women's rights and so on

-Thank you for your time!

## **2.4 Participant from Tajikistan**

-Hello, where are you from?

- Hello, I am from Tajikistan

-What is your age?

- I am 32 years old

-What is your level of education?

-I graduated college. I studied to be administrative worked.

-What do you do?

- I work at logistic company.

-Does the number of male-colleagues exceed the number of female ones?

- Yes, in our collective is more male.

-Did you have any difficulties in the agreement and approval of your decision to work with your family members?

- My mum allowed me to work and support me in my work progress, but there was many problems about my work with my dad, brother and my husband.

-How many job interviews have you had throughout your life? Why do you think you did not get hired?

-I had 5 interviews in my life. I think it is because I don't have university degree.

-Do you know the meaning of the "glass-ceiling" term?

- No.

-Have you ever been treated contemptuously by your male colleagues or managers?

- Not often, but I had some experiences.

-Have you ever noticed suspicious excessive attention from male colleagues or managers?

- One time I had bad moment with ex-boss, but I set boundaries and after that I got fired.

11. Do you think all the prejudices in labor market you ever got from men occurred due to traditions and mentality?

- I don't know exactly, maybe, I never leave my country and I can't compare.

-Do you think such attitudes can be changed throughout the future decade?

- Maybe, I don't know. I don't think so

-What would you suggest to change the stereotypical thinking of society towards working women in Central Asia?

- I think it could change if our people was more educated, loyal and tolerant.

-Thank you for your time!

## **2.5 Participant from Turkmenistan**

-Hello, where are you from?

- Hello, I am from Turkmenistan

-What is your age?

- I am 28

-What is your level of education?

- I have finished a lyceum after school

-What do you do?

- Now I am working in Social Media Marketing for a women's clothing store

-Does the number of male-colleagues exceed the number of female ones?

- No, I would never ever work in such organization as my husband would not allow me to

-Did you have any difficulties in the agreement and approval of your decision to work with your family members?

- I was never allowed to work in the place where my colleagues would be men. My husband would be opposing such jobs because we have a traditional family

-How many job interviews have you had throughout your life? Why do you think you did not get hired?



- I had only one real job interview as I used to be a housewife, I have 3 children already and I was spending my time with them

-Do you know the meaning of the “glass-ceiling” term?

-No

-Have you ever been treated contemptuously by your male colleagues or managers?

-No, this is why to avoid such bad situations my husband did not allow me to work before unless I found a job where my colleagues are only women

-Have you ever noticed suspicious excessive attention from male colleagues or managers?

- No, I am not contacting with men as I have already said

11. Do you think all the prejudices in labor market other women get from men occur due to traditions and mentality?

- a lot of women face such problems; this is why Me and my family was scared to let me work with men. This is men’s nature and eastern mentality, nothing else

-Do you think such attitudes can be changed throughout the future decade?

- I think that our Turkmen nation is caring for the saving of traditions and historical heritage very much and this will not be changed

-What would you suggest to change the stereotypical thinking of society towards working women in Central Asia?

- Maybe to talk about this problem more, educate people, this is very important

-Thank you for your time!