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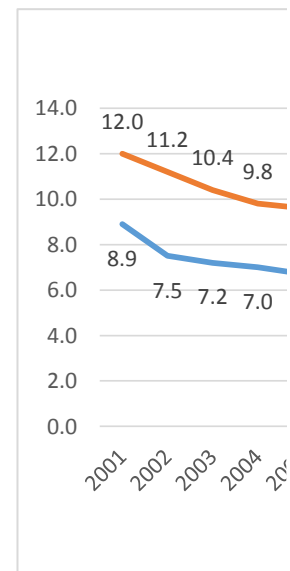
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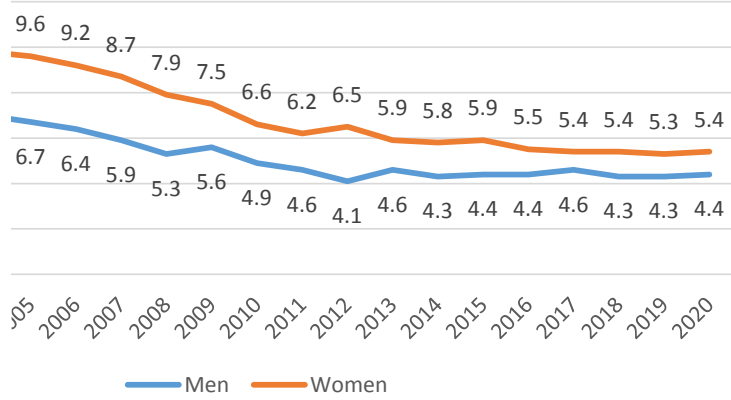
years	Unemployment rate		Employment rate of the population aged 15 years and over, by sex		Differ.
	Men	Women	Men	Women	
2001	8.9	12.0	69.3	57.2	3.1
2002	7.5	11.2	70.2	57.6	3.7
2003	7.2	10.4	70.2	58.2	3.2
2004	7.0	9.8	70.3	58.4	2.8
2005	6.7	9.6	70.2	58.1	2.9
2006	6.4	9.2	70.1	59.0	2.8
2007	5.9	8.7	71.2	60.0	2.8
2008	5.3	7.9	72.1	61.4	2.6
2009	5.6	7.5	71.7	61.1	1.9
2010	4.9	6.6	73.0	61.8	1.7
2011	4.6	6.2	73.5	62.6	1.6
2012	4.1	6.5	74.0	62.5	2.4
2013	4.6	5.9	73.7	62.5	1.3
2014	4.3	5.8	73.4	61.5	1.5
2015	4.4	5.9	72.6	60.3	1.5
2016	4.4	5.5	73.2	60.6	1.1
2017	4.6	5.4	72.9	60.4	0.8
2018	4.3	5.4	72.6	61.3	1.1
2019	4.3	5.3	73.0	61.2	1.0
2020	4.4	5.4	72.1	60.3	1.0



[Unemployment rate, by sex and age \(years\) \(stat.gov.kz\)](https://stat.gov.kz)

[Employment rate of the population aged 15 years and over, by sex \(stat.gov.kz\)](https://stat.gov.kz)

## Unemployment rate





Unemployment rate		Employment rate of the population aged 15 years and over, by sex					
<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>		
Mean	5.47	Mean	7.51	Mean	5.47	Mean	7.51
Standard Error	0.31	Standard Error	0.49	Standard Error	0.31	Standard Error	0.49
Median	4.75	Median	6.55	Median	4.75	Median	6.55
Mode	4.60	Mode	5.40	Mode	4.60	Mode	5.40
Standard Deviation	1.37	Standard Deviation	2.18	Standard Deviation	1.37	Standard Deviation	2.18
Sample Variance	1.89	Sample Variance	4.74	Sample Variance	1.89	Sample Variance	4.74
Kurtosis	0.27	Kurtosis	-0.83	Kurtosis	0.27	Kurtosis	-0.83
Skewness	1.06	Skewness	0.73	Skewness	1.06	Skewness	0.73
Range	4.80	Range	6.70	Range	4.80	Range	6.70
Minimum	4.10	Minimum	5.30	Minimum	4.10	Minimum	5.30
Maximum	8.90	Maximum	12.00	Maximum	8.90	Maximum	12.00
Sum	109.40	Sum	150.20	Sum	109.40	Sum	150.20
Count	20.00	Count	20.00	Count	20.00	Count	20.00

**Gender parity index of girls and boys in primary, average and higher education**

Year	Primary	Secondary	Higher education
2000	1.00	1.00	1.20
2001	1.00	1.00	1.20
2002	1.00	1.00	1.30
2003	1.00	1.00	1.40
2004	1.00	1.00	1.40
2005	1.00	1.00	1.40
2006	1.00	1.00	1.40
2007	1.00	1.00	1.40
2008	1.00	1.00	1.40
2009	1.00	1.00	1.40
2010	1.00	1.00	1.40
2011	1.00	1.00	1.40
2012	1.00	1.00	1.40
2013	1.14	1.14	1.30
2014	1.00	1.00	1.30
2015	1.00	1.00	1.30
2016	1.00	1.00	1.23
2017	1.00	1.00	1.20
2018	1.00	1.00	1.17
2019	0.90	1.00	1.10
2020	0.90	1.10	1.10

[source: Ratio of girls and boys on primary, average and higher levels of education \(gender parity index\) \(stat.gov.kz\)](https://gender.stat.gov.kz/page/frontend/detail?id=37&slug=-31&cat_id=8&lang=ru)

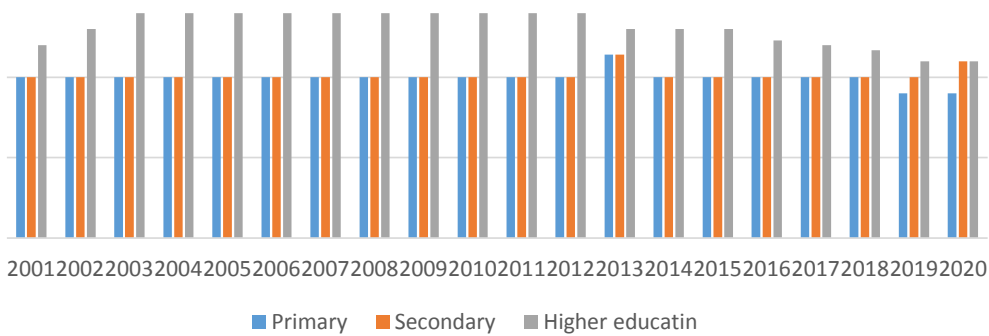
**Gross enrolment in higher education, by sex**

Year	men	women
2000	34.3	41.3
2001	38.4	47.9
2002	42.8	55.8
2003	42.8	59.1
2004	46.3	65.2
2005	47.9	66.7
2006	46.7	65.1
2007	44.1	61.1
2008	42.2	56.7
2009	42.7	56.7
2010	43.6	55.3
2011	46.6	59.7
2012	49.2	60.2
2013	46.1	57.2
2014	42.3	54.7
2015	43.2	53.9
2016	45.2	57.3
2017	48.6	60.3
2018	54.7	67.0
2019	61.1	73.2
2020	58.07	70.35

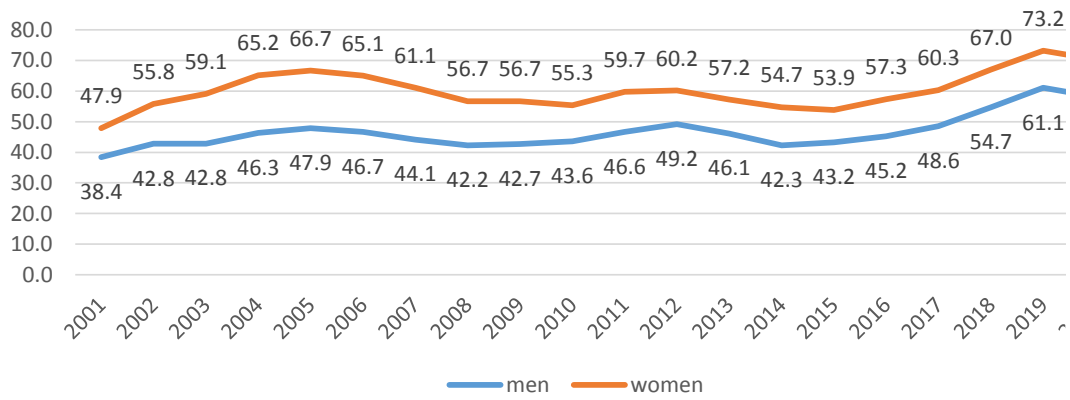
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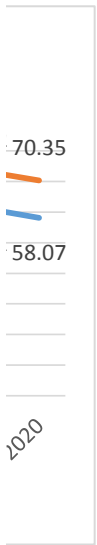


### Gender parity index of girls and boys in primary, average and higher education



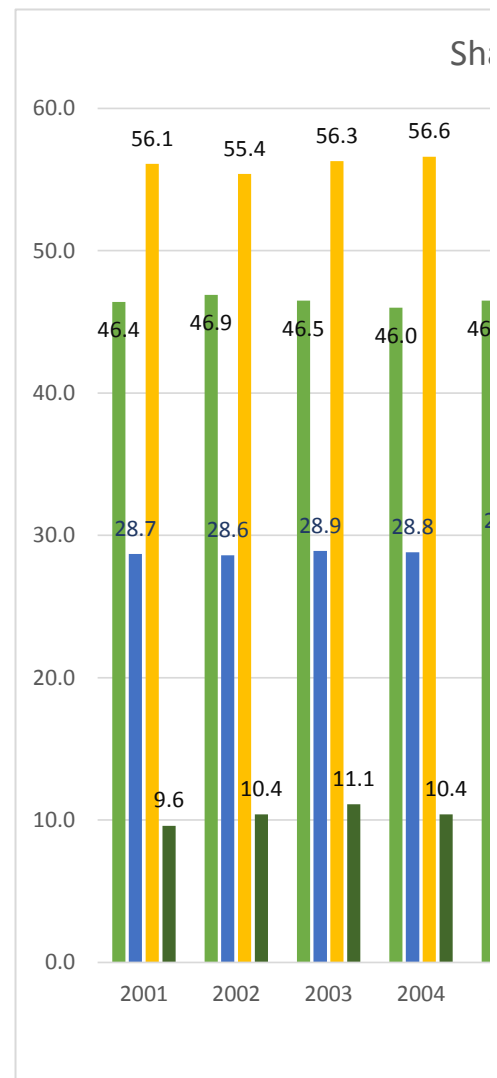
### Gross enrolment in higher education by sex (in thousands)





	<i>men</i>		<i>women</i>
Mean	46.02	Mean	59.63
Standard Error	1.16	Standard Error	1.34
Median	45.24	Median	59.08
Mode	#N/A	Mode	#N/A
Standard Deviation	5.04	Standard Deviation	5.82
Sample Variance	25.43	Sample Variance	33.86
Kurtosis	3.75	Kurtosis	0.66
Skewness	1.64	Skewness	0.45
Range	22.68	Range	25.29
Minimum	38.37	Minimum	47.89
Maximum	61.05	Maximum	73.18
Sum	874.41	Sum	1132.94
Count	19.00	Count	19.00

Share of employed women by groups of types of economic activities (%)					
Year	Agriculture	Industry and construction	Service sector	Politics	Average
2001	46.4	28.7	56.1	9.6	35.2
2002	46.9	28.6	55.4	10.4	35.3
2003	46.5	28.9	56.3	11.1	35.7
2004	46.0	28.8	56.6	10.4	35.5
2005	46.5	29.2	56.1	10.4	35.6
2006	46.5	30.5	56.5	10.3	36.0
2007	46.3	30.8	56.8	9.8	35.9
2008	47.3	29.9	56.9	9.8	36.0
2009	47.9	29.9	56.4	9.5	35.9
2010	47.2	29.8	56.2	9.4	35.7
2011	48.5	29.5	55.7	9.5	35.8
2012	47.6	29.2	47.6	10.0	33.6
2013	46.9	30.0	56.2	9.1	35.6
2014	45.9	27.9	56.3	8.7	34.7
2015	43.9	27.1	56.3	9.7	34.3
2016	44.2	28.4	55.5	10.1	34.6
2017	43.7	28.4	55.1	9.3	34.1
2018	43.1	28.8	55.6	11.7	34.8
2019	42.4	28.4	55.4	7.0	33.3
2020	42.4	28.6	55.2	8.9	33.8



women in political posts

source: [https://gender.stat.gov.kz/page/frontend/detail?id=72&slug=-59&cat\\_id=9&lang=en](https://gender.stat.gov.kz/page/frontend/detail?id=72&slug=-59&cat_id=9&lang=en)

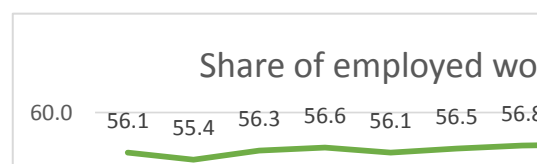
higher education women-executives

source: [The ratio of women and men in the higher education system at the executive level \(stat.gov.kz\)](https://gender.stat.gov.kz/page/frontend/detail?id=21&slug=-16&cat_id=7&lang=en)

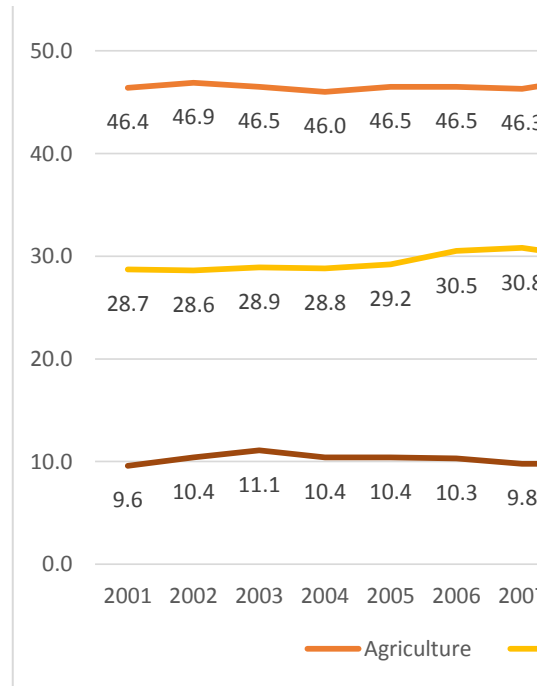
women in agriculture, construction and service

source: [https://gender.stat.gov.kz/page/frontend/detail?id=21&slug=-16&cat\\_id=7&lang=en](https://gender.stat.gov.kz/page/frontend/detail?id=21&slug=-16&cat_id=7&lang=en)

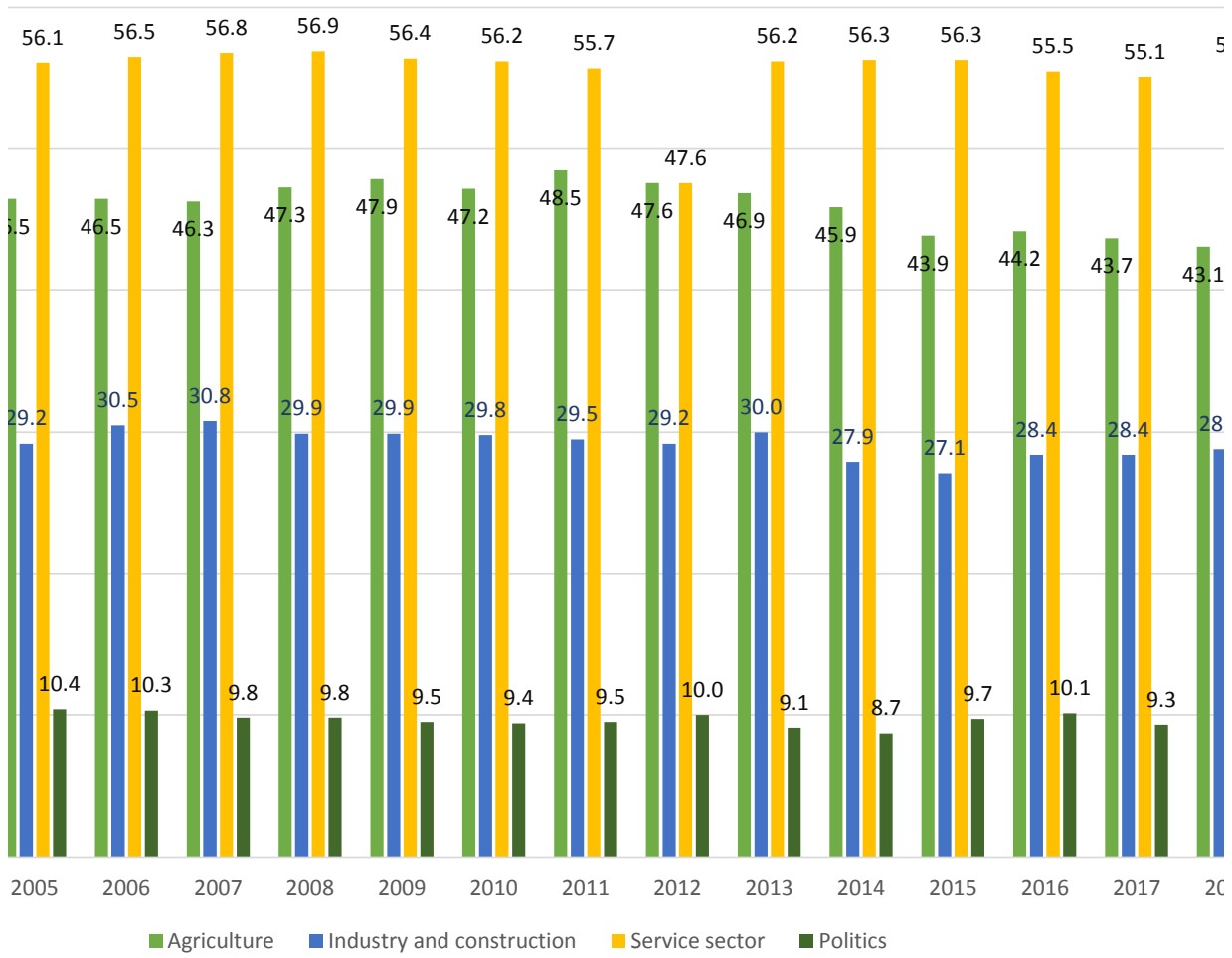
Share of employed women by groups of types of economic activities (%)				
Year	Agriculture	Industry and construction	Service	Political
2001	46.4	28.7	56.1	9.6



2002	46.9	28.6	55.4	10.4
2003	46.5	28.9	56.3	11.1
2004	46.0	28.8	56.6	10.4
2005	46.5	29.2	56.1	10.4
2006	46.5	30.5	56.5	10.3
2007	46.3	30.8	56.8	9.8
2008	47.3	29.9	56.9	9.8
2009	47.9	29.9	56.4	9.5
2010	47.2	29.8	56.2	9.4
2011	48.5	29.5	55.7	9.5
2012	47.6	29.2	47.6	10.0
2013	46.9	30.0	56.2	9.1
2014	45.9	27.9	56.3	8.7
2015	43.9	27.1	56.3	9.7
2016	44.2	28.4	55.5	10.1
2017	43.7	28.4	55.1	9.3
2018	43.1	28.8	55.6	11.7
2019	42.4	28.4	55.4	7.0
2020	42.4	28.6	55.2	8.9



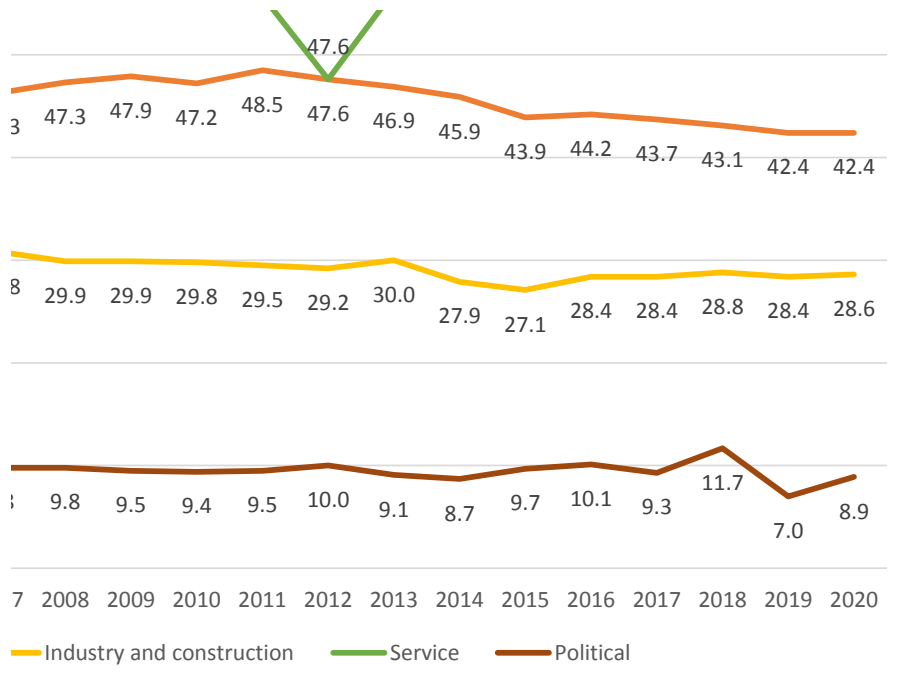
are of employed women by groups of types of economic activities (%)

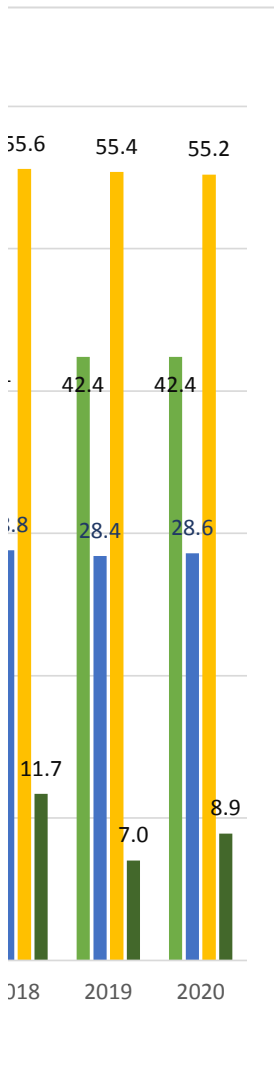


men by groups of types of economic activities (%)







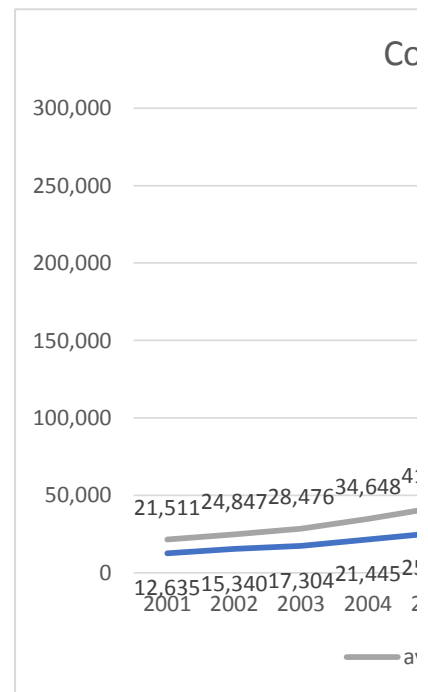
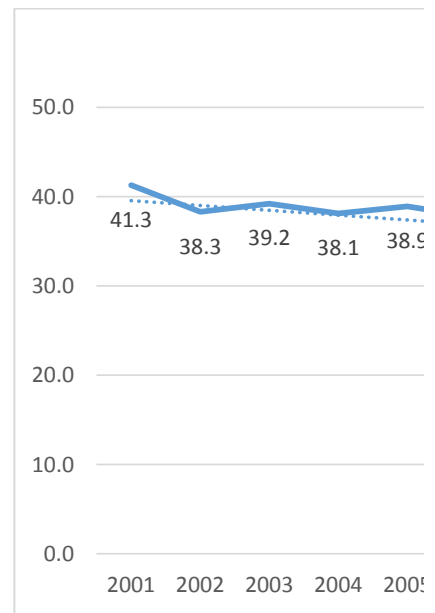


<i>Agriculture</i>		<i>Industry and construction</i>		<i>Service sector</i>		<i>Politics</i>	
Mean	45.8	Mean	29.1	Mean	55.6	Mean	9.7
Standard Error	0.4	Standard Error	0.2	Standard Error	0.4	Standard Error	0.2
Median	46.5	Median	28.9	Median	56.2	Median	9.8
Mode	46.5	Mode	28.4	Mode	56.3	Mode	10.4
Standard Deviation	1.8	Standard Deviation	0.9	Standard Deviation	2.0	Standard Deviation	1.0
Sample Variance	3.4	Sample Variance	0.8	Sample Variance	3.8	Sample Variance	0.9
Kurtosis	-0.7	Kurtosis	0.1	Kurtosis	16.8	Kurtosis	2.9
Skewness	-0.7	Skewness	0.0	Skewness	-4.0	Skewness	-0.7
Range	6.1	Range	3.7	Range	9.3	Range	4.7
Minimum	42.4	Minimum	27.1	Minimum	47.6	Minimum	7.0
Maximum	48.5	Maximum	30.8	Maximum	56.9	Maximum	11.7
Sum	916.1	Sum	581.4	Sum	1112.2	Sum	194.7
Count	20.0	Count	20.0	Count	20.0	Count	20.0

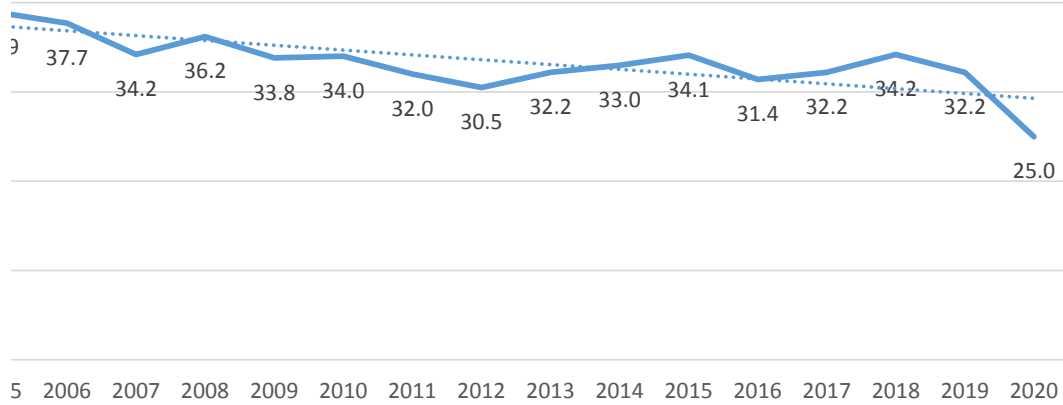
Comparison of wages of men and women

year	Wage gender gap (%)	aver. monthly salary men, tenge	aver. monthly salary women, tenge
2001	41.3	21,511	12,635
2002	38.3	24,847	15,340
2003	39.2	28,476	17,304
2004	38.1	34,648	21,445
2005	38.9	41,840	25,564
2006	37.7	49,737	30,984
2007	34.2	62,629	41,202
2008	36.2	73,508	46,922
2009	33.8	80,491	53,276
2010	34.0	92,853	61,273
2011	32.0	106,533	72,430
2012	30.5	118,799	82,625
2013	32.2	129,382	87,677
2014	33.0	144,183	96,545
2015	34.1	151,694	99,911
2016	31.4	169,352	116,108
2017	32.2	179,575	121,793
2018	34.2	195,959	129,039
2019	32.2	222,514	150,779
2020	25.0	243,524	182,679

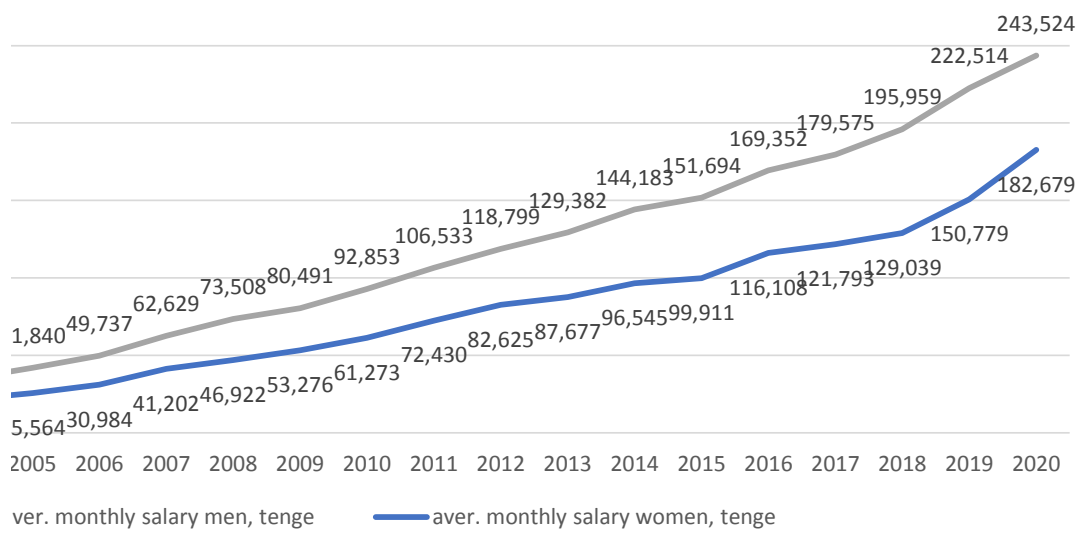
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### Wage gender gap (%)



### Comparison of monthly aver. wage by sex (in KZT)



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*Wage gender gap (%)*

Mean 34.62

Standard

Error 0.82

Median 34.10

Mode 32.20

Standard

Deviation 3.78

Sample

Variance 14.26

Kurtosis 0.65

Skewness -0.41

Range 16.30

Minimum 25.00

Maximum 41.30

Sum 727.00

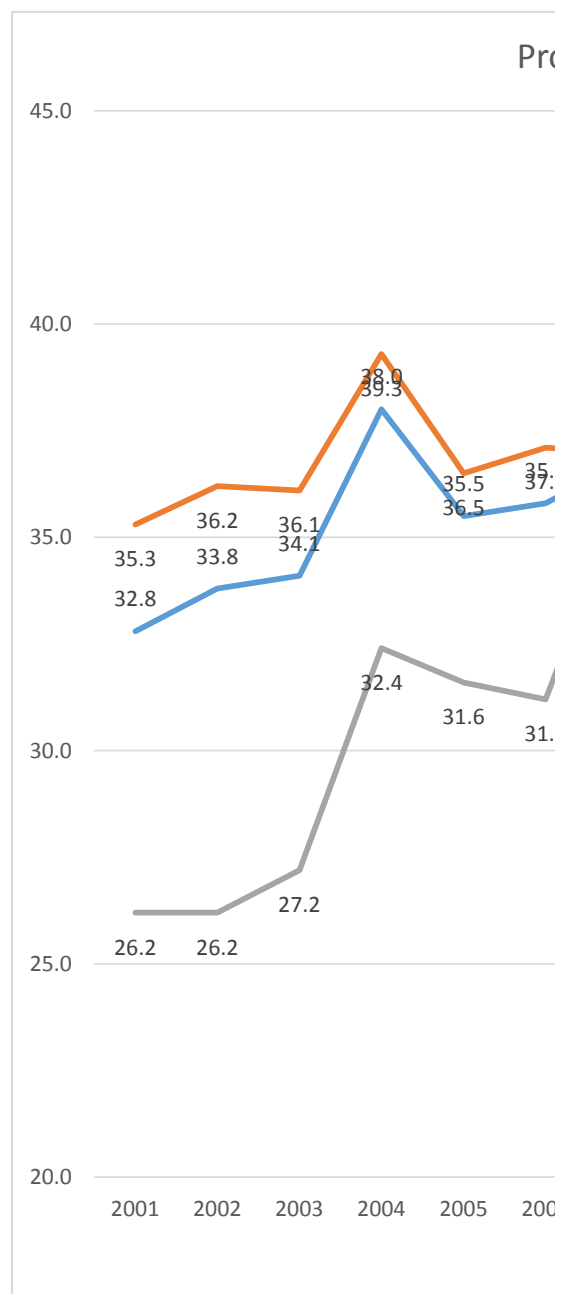
Count 21.00

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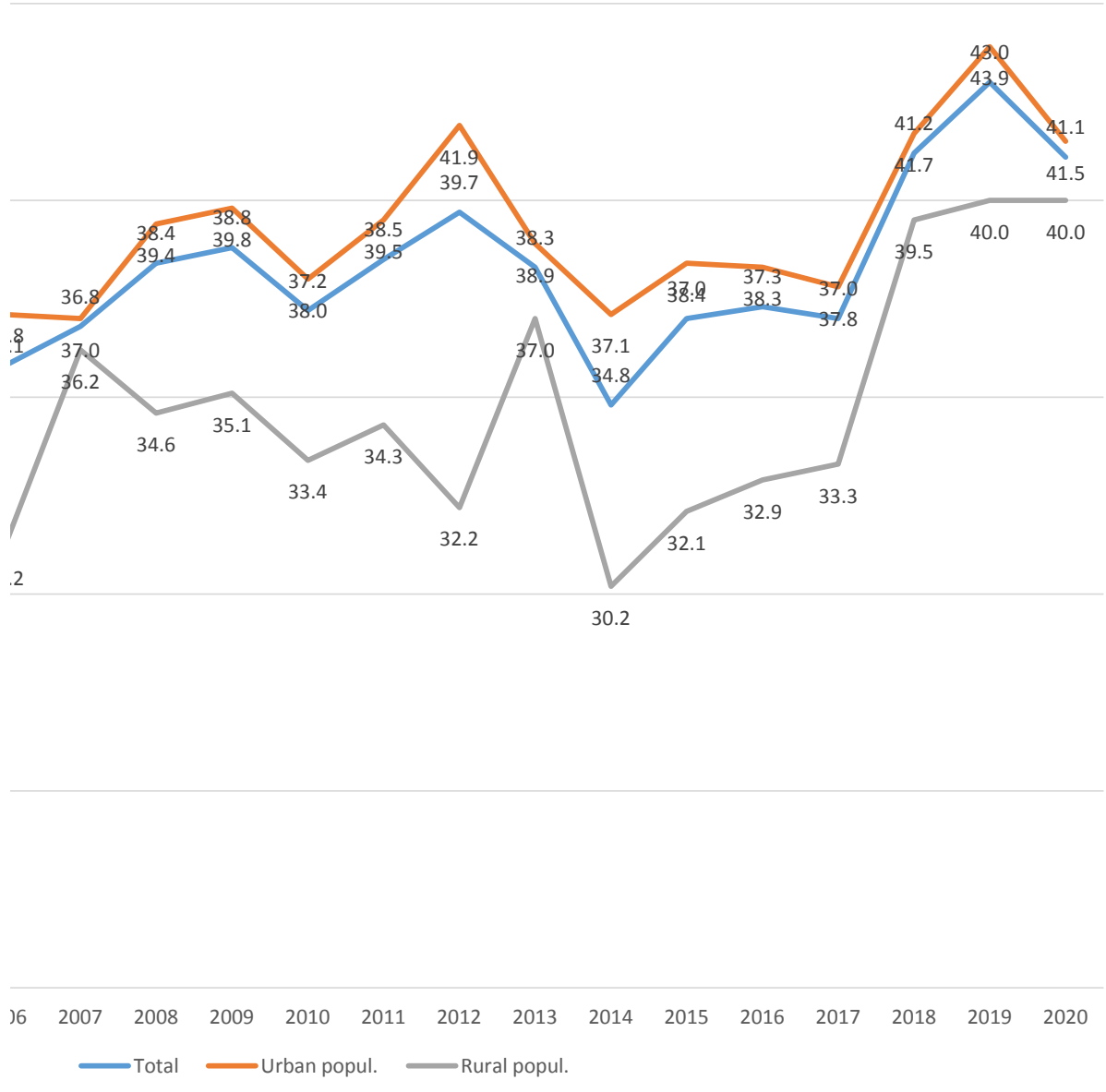
proportion of women in managerial positions (%)			
Year	Total	Urban popul.	Rural popul.
2001	32.8	35.3	26.2
2002	33.8	36.2	26.2
2003	34.1	36.1	27.2
2004	38.0	39.3	32.4
2005	35.5	36.5	31.6
2006	35.8	37.1	31.2
2007	36.8	37.0	36.2
2008	38.4	39.4	34.6
2009	38.8	39.8	35.1
2010	37.2	38.0	33.4
2011	38.5	39.5	34.3
2012	39.7	41.9	32.2
2013	38.3	38.9	37.0
2014	34.8	37.1	30.2
2015	37.0	38.4	32.1
2016	37.3	38.3	32.9
2017	37.0	37.8	33.3
2018	41.2	41.7	39.5
2019	43.0	43.9	40.0
2020	41.1	41.5	40.0

source:

[https://gender.stat.gov.kz/page/frontend/detail?id=73&slug=-60&cat\\_id=9&lang=en](https://gender.stat.gov.kz/page/frontend/detail?id=73&slug=-60&cat_id=9&lang=en)



Proportion of women in managerial positions (%)





	<i>Total</i>	<i>Urban popul.</i>	<i>Rural popul.</i>
Mean	37.53	38.685	33.28
Standard Error	0.56	0.502168	0.910194
Median	37.30	38.35	33.1
Mode	37.00	37.1	26.2
Standard Deviation	2.56	2.245762	4.07051
Variance	6.55	5.043447	16.56905
Kurtosis	-0.07	0.018479	-0.28501
Skewness	0.15	0.679618	-0.04145
Range	10.20	8.6	13.8
Minimum	32.80	35.3	26.2
Maximum	43.00	43.9	40
Sum	788.10	773.7	665.6
Count	21.00	20	20

## Quantitative Survey, The sociological survey was conducted with a sample of 150

Do you think there is inequality between men and women in Kazakhstan?		
No, we are all equal	37.1%	
Yes exists, but not explicitly.	29.8%	
No, but sometimes it shows.	18.7%	
Yes, very strong.	14.4%	
If the inequality exists, how does it express?		
Distribution of housework	31.4%	
Care for children and the elderly	23.3%	
Lack of women in politics	14.4%	
Unequal pay	14.0%	
Division of professions into male and female	12.8%	
Life duration	9.5%	
Presentation of men and women in the media	3.6%	
Q3: If inequality doesn't exist, why?		
It's my own opinion	26.0%	
Traditions and customs of our culture	18.5%	
It historically developed in our society	18.4%	
Religion	9.4%	
Q4: Are you familiar with the concept of gender policy?		
Yes	37.2%	men 23.4%
No	35.3%	
Heard something about it	27.5%	
Q5: Which of these problems you would call most common for men?		
High mortality	58.9%	
High chance of heart diseases	53.9%	
Unemployment	39.4%	

Q6: Which of these problems you would call most common for women?

Early pregnancy	75.8%
Unpaid housework	71.4%
Double load at work and home	68.6%
High mortality	9.6%
Unemployment	18.3%

Q7: which problems you would call common for both sexes?

unemployemnt	24.9%
high competition in the labor market	15.3%

Q8: Do you think it is necessary to involve women in politics?

Yes	58.3%	men
No	22.7%	22.3%
I don't know	19.0%	

Q9: Do you think that in Kazakhstan, professions are divided into "male" and "female"?

No	45.8%
Don't know	9.0%
Yes	39.6%

Q10: If yes, which profession would you call "typically female"?

Secretary	37.9%
Librarian	36.0%
Makeup artist	28.2%
Lifeguard	0.0%
Miner	0.0%
Driver	0.0%

Q11: If yes, which profession would you call "typically male"?

Miner	45.1%
Security guard	38.2%
Lifeguard	37.7%
Teacher	0.6%
Librarian	0.2%

Q11: If yes, which profession would you call typically for both sexes?

Doctor	42.1%
Manager	39.3%
Teacher	36.5%

Q12: Do you think men and women have the same wage for same jobs?

Yes	51.5%
No	14.7%
Never thought about it	34.8%

Q13: Do you think men and women have the same conditions when hired?

Yes	32.3%	Yes
No	27.7%	No
Don't know	24.0%	
Never thought about it	16.0%	

Q14: Do you think a woman should go on maternity leave and stay at home to take care of a child?

Yes	85.1%
Not necessarily	7.6%

Q15: Who do you think is responsible for raising children in a family?

Both parents	90.5%
Mother	0.8%

Q16: Who do you think does most of the housework in a Kazakhstani family?

Women/wife	71.1%
Both	3.2%
Father/husband	3.4%

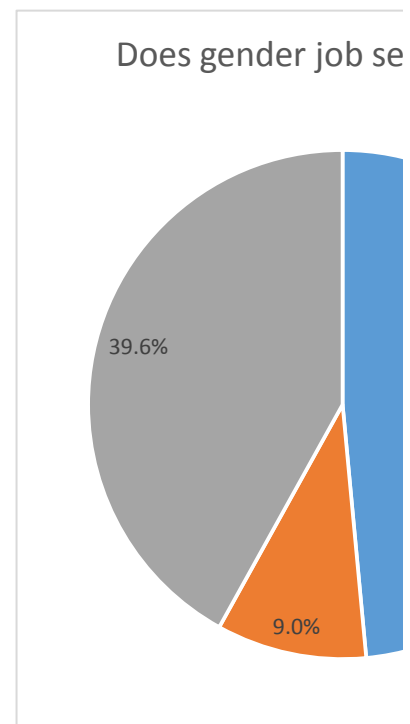
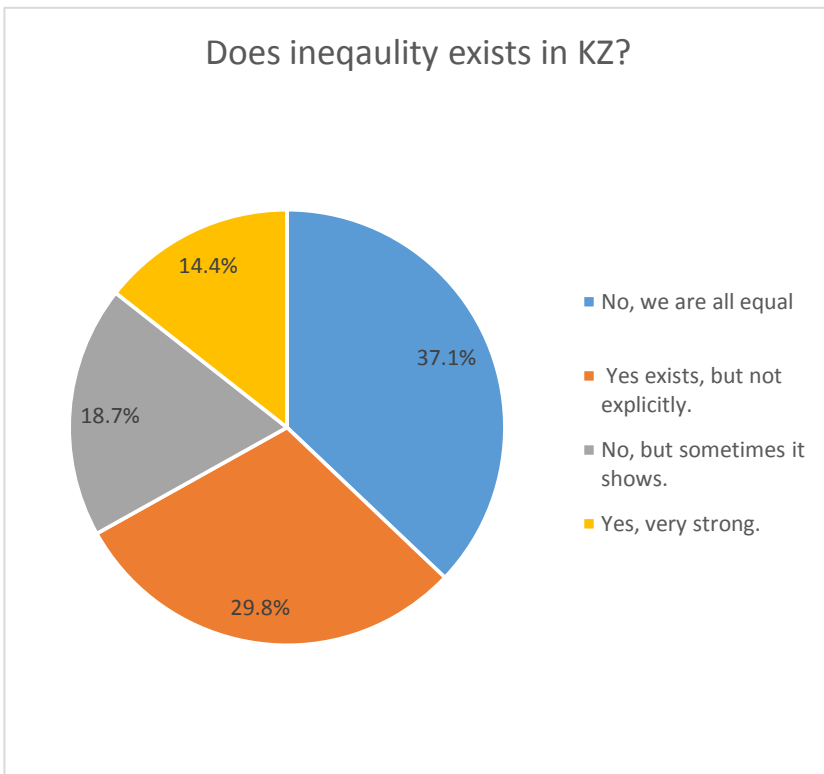
Q16: In your opinion, is it necessary to teach Kazakhstanis

Yes, it is necessary	44.3%
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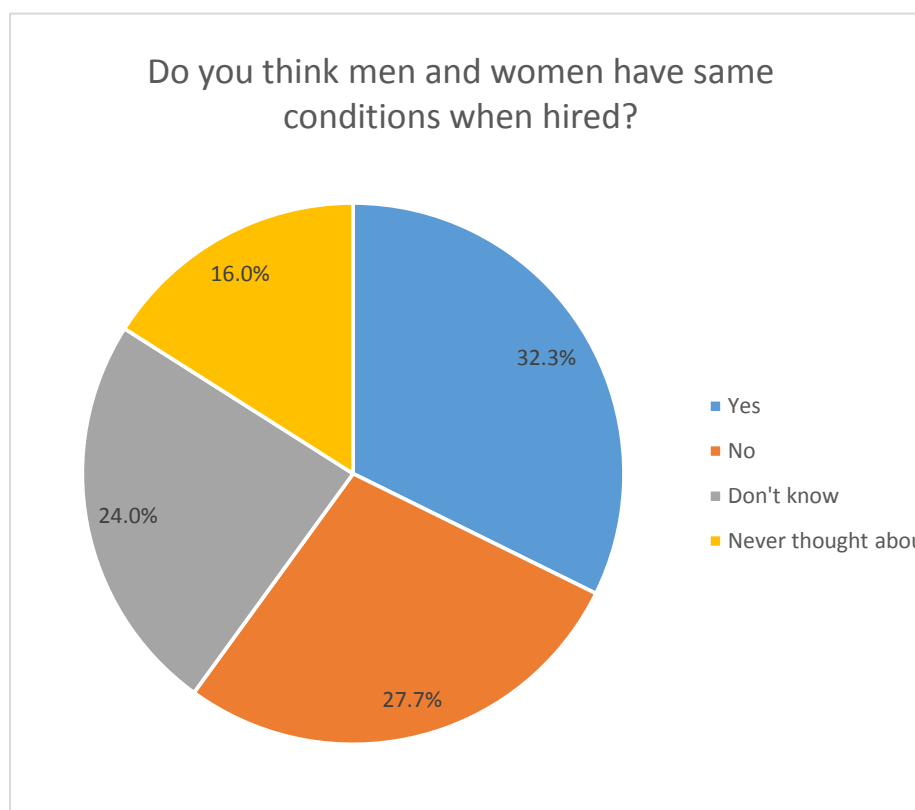
No, it's not necessary	12.7%
Don't know	43.0%

source: Uzkembayeva, M. A., et al. Policy towards Women and Men in Modern Kazakhstan. 2016, library.1  
[Politika v otnošenii ženščin i mužčin v sovremennom Kazachstane : osnove sociologičeskogo oprosa \(fes.d](#)  
translated

10 respondents aged 18 to 60 years (%), 2016



women  
45.8%



women

16.9%

men	women
25.9%	36.2%
	28.2%
25.1%	

men	women
67.8%	73.1%
24.6%	22.4%
7.6%	4.5%

men	women
36.7%	48.9%

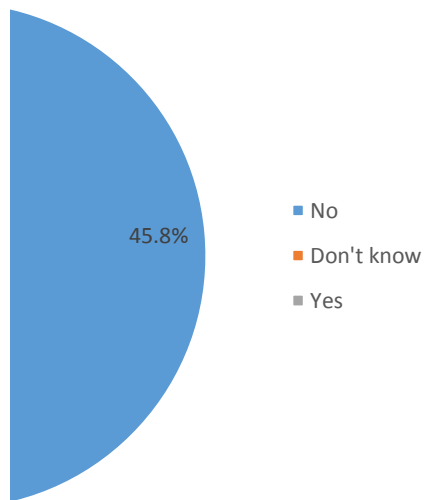


22.9%	6.9%
40.4%	44.2%

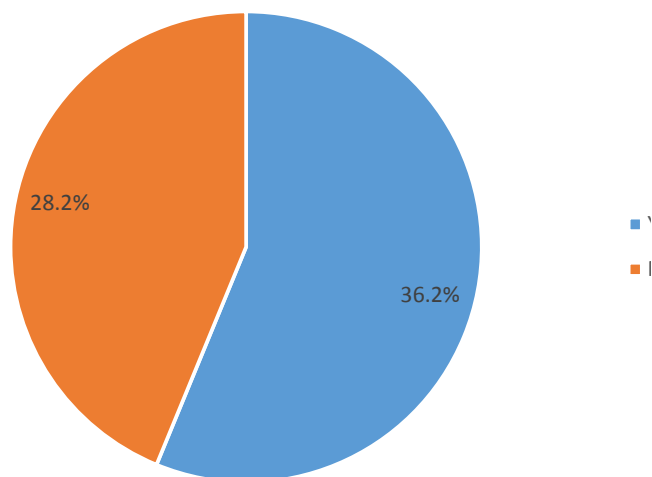
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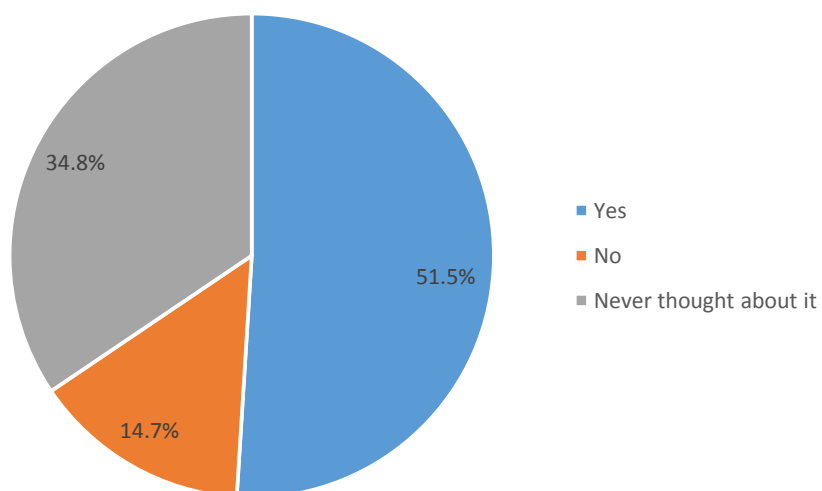
Segregation exists in KZ?



Do you think both sexes have same conditions when hired? (women)



Do you think men and women have same wage for same jobs?



it it







Yes

No