

Gender Inequality in The Labour Market in Kazakhstan And Uzbekistan*

prof. dr hab. Krystyna GOMÓŁKA

Gdansk University of Technology

Department of Eastern Studies, Faculty of Management and Economics, Gdansk, Poland

Correspondence should be addressed to: Krystyna GOMÓŁKA, krystyna.gomolka@zie.pg.gda.pl

* Presented at the 43th IBIMA International Conference, 26-27 June 2024, Madrid, Spain.

Abstract

The aim of the following article is to present gender inequality in the labour market in Kazakhstan and Uzbekistan. Gender inequality was researched by analyzing documents providing rights for women and men in Kazakhstan and Uzbekistan. The author presented the unequal treatment of women in the labour market by examining the causes of the level of employment of women and men - contract workers, higher unemployment among women, and finally by the lower remuneration offered to women workers in both countries. The research was conducted on the basis of the analysis of statistical data available on the websites of the Kazakh and Uzbek statistical offices.

Keywords: Gender inequality, labour market, Kazakhstan, Uzbekistan, employment, unemployment, wages

Introduction

In the post-Soviet countries, the situation of women in the labour market is not the same as that of men. It is more difficult for women to find a satisfactory job and to remain it. They often receive lower remuneration in comparison with men in the same position, and they are much less likely to be promoted.

The collapse of the USSR, which led to the creation of fifteen independent states, and socio-economic transformations have maintained and sometimes exacerbated inequalities between women and men in the labour market.

The aim of the article is to show gender inequality on the labour market in Kazakhstan and Uzbekistan in the first two decades of the 21st century. The author focused on the following issues: the employment and unemployment rate as well as the comparison of wages between women and men. The paper highlights the differences and proposes an explanation for their occurrence.

The concept of gender inequality is defined here as *any difference in the situation of women and men in the sphere of professional work*.

The paper uses statistical data from the statistical office in Kazakhstan and analyses legal acts as well as literature on the presented subject.

There is a lot of research on labour market gender inequality in literature (Gurieva, Kzantseva, Mararitsa, and Gundelakh (2022); Menendez-Espisna, Liosa, Thomas, Huarez, Salz-Villar, Diez. de Witte,Boada-Grau (2020), E. Carnaghan and D Bahry (1990). The aspect of inequality is analysed through the perspective of wife employment (Huber, & Spitze, 1981), feminist attitudes that affect the elimination of inequalities in the labour market (Bolzendahl, Myers, 2004), careers and gender roles (Corrigall, & Konrad, (2007) Davis & Greenstein, (2009), England (2004). Janet Goernick examines women's access to paid work and their share of the labour force (Goernick, 1999). A lot of attention has been paid to manifestations of women discrimination in various labour markets: (Kamasheva, Kolesnikova, Karasik, Salakhov (2013). Many papers examine the impact of the COVID-19 pandemic on the women's labour market, as women were more likely to be redundant more often than men (Landival, Ruppanner, Collins (2020); Hai-Anh Dang, Cuong Viet Nguyen (2021); Couch, Fairlie, Huannan Xu (2022) Reinchelta, Makovi, Sargsjan (2021). The subject of inequality on labour markets in post-Soviet countries has been discussed less frequently in the literature. Most often, the problem of gender inequality was analysed in the characteristics of employment (Мавлюда, Абдуллаева (2020); Tojiyeva, Ibragimov (2021). The literature emphasizes that gender inequalities caused by economic change are not self-evident, and that economic expansion and women's economic empowerment do not always go hand in hand with the elimination of inequalities (Khitarihvili 2016). The issue of gender inequality is more often emphasized in the literature on Uzbekistan than on Kazakhstan, as the position of women in the labour market is much more difficult in the first of the analysed countries (Muradova, Seitz (2021); W. Me (2021), Tokhtakhodzhaeva, (2008)

International rankings confirm that Kazakhstan is a leader in Central Asia when it comes to addressing the root causes of gender inequality. However, there are still significant gender gaps in the key areas. In particular, discrimination against women on grounds of gender in the labour market occurs: both in hiring or dismissal, in restricting access to certain professions and positions, and in remunerating less on the same position. Discrimination is particularly severe for pregnant women and those with young children, and persists in access to anti-poverty social measures and in the pension system (Khamzina, Buribayev, Alshurazova, (2020). A meaningful and targeted action is required to identify and address the remaining factors of systemic discrimination and gender differences. Discriminatory procedures are used in recruitment to reduce the possibility of employing women in selected positions and in certain sectors (Dauletbai, Ryskaliyev, Mirzalieva, Tursynbayeva, Muratova, Yermek,. Buribayev, Khamzina, (2019). A slight improvement in the situation of women on the labour market in the first two decades of the 21st century and a reduction in the gender pay gap in Kazakhstan are indicated by Yermek, Buribayev, Khamzina and Yanovskaya, Rajasekhara Mouly, Nazyrova, Salimzhanova (Buribayev, Khamzina (2019); Yanovskaya, Rajasekhara Mouly, Nazyrova, Salimzhanova (2020). Further improvements require women to balance work and family responsibilities and to take over some jobs by men (Mukhanova, Nazikova, Zulanov, Tokareva (2019), and the use of flexible working arrangements for women, which are still little known in Kazakhstan (Beissenova, Rakisheva, (2022)

Regulations on equal rights for women and men in Kazakhstan

Article 14 of the Constitution of the Republic of Kazakhstan prohibits the discrimination based on social, official and property status, origin, gender, race, nationality, language, attitude towards religion, belief, place of residence or any other circumstances (Конституция Республики Казахстан (1992).

Article 6 of the Labour Code of the Republic of Kazakhstan states that workplace discrimination is forbidden on the grounds of origin, social, official status, property, gender, race, nationality, language, religion, place of residence, age or physical disability, or participation in public associations. Compliance with labour law is monitored by state inspectors under legal protection (Article 191) (Трудовой Кодекс Республики Казахстан). Care of women's rights in Kazakhstan is taken by of by the National Commission for Women, Family and Demographic Policy (Barro,Cornell, (2022).

The main legislative act in the field of gender policy is the "On State Guarantees of Equal Rights and Opportunities for Men and Women" Act adopted in 2009. Equal treatment of women and men is provided for in Articles 2 and 12 of the document, which states that the state guarantees gender equality in the field of health, education, as well as aims to reduce the gap between the average life expectancy of women and men, ensures equal conditions for women and men to all types of vocational and tertiary education (Закон Республики Казахстан О государственных гарантиях равных прав и равных возможностей мужчин и женщин ,2021)

Several other gender policy documents have been drafted in Kazakhstan. The first of them was the Gender Equality Strategy for 2006-2016, which paid attention to the change in legislation adapting equal treatment of women and men (Стратегия Гендерного Равенства в Республике казахстан на 2006 - 2016 годы). Another one, The new concept of family and gender policy until 2030, published in the form of Decree No. 384 of 6th December 2016, developed by the Ministry of Information and Social Development of the Republic of

Kazakhstan, recognized family policy as an integral part of the state's social policy. The aim of family policy is to create decent conditions for the family protection and development. The state budget has provided adequate funding for this purpose. A pilot project on gender equality in the social protection, health and education sectors, has been implemented in the Akmola region.

In 2020, amendments were adopted to the laws 'On elections in the Republic of Kazakhstan' and 'On political parties', according to which party electoral lists are created taking into account at least 30% of the representation of women. There is still a shortage of women in senior positions in local governments. The proportion of female regional "akims" position in 2020 was 5.9% and that of deputy "akims" was 9.3%. Between 2018 and 2020, there was an increase in the number of women in management positions from 23.6% in 2018 to 36.1% in 2020. Particular efforts have been made to increase the share of women to 30% on the boards of state-owned companies. Special attention of the National Commission for Women and Family and Demographic Policy was devoted to the issue of expanding the economic opportunities of women living in rural areas, deprived of access to state programs and services. According to the Bureau of National Statistics, one in three women living in rural Kazakhstan is self-employed and earns an income that satisfies her consumption needs (Обзоры ОЭСР по государственному управлению. Реализация гендерной политики в Казахстане (2020)).

The role of women in small and medium-sized enterprises has increased. As of 1st January 2021, it was reported that 43.26% of operating SMEs in the country are led by women. They own or manage 54.5 % of enterprises in the wholesale and retail sector, 59.59 % manage real estate companies, 25.1% work on their own farms (Концепция семейной и гендерной политики в Республике Казахстан до 2030 года утверждена Указом Президента Республики Казахстан от 6 декабря 2016 года № 384).

In Uzbekistan, since regaining independence, women's rights have been guaranteed only by Articles 18 and 26 of the Constitution, reaffirming the equality of rights and opportunities for women and men. On the basis of these provisions, the state tried to implement the policy of equality between women and men and to ensure protection against all forms of discrimination, to raise the status and role of women in the socio-political life of the country (Конституция Республики Узбекистан (1992)). In practice, Uzbekistan lacks effective mechanisms for comprehensive protection of and support for women. The most acute gender-related problems are manifested both in the area of employment and the participation of women in the management of state and society affairs. According to the World Bank's Women, Business and Law survey, conducted in 187 countries around the world, Uzbekistan scored 70.6 out of 100 in terms of gender equality, lagging behind all CIS countries (Carnaghan and Bahry(1990); Bolzendahl, Myers, (2004); Tokhtakhodzhaeva M.,(2008); Khitarishvili (2016)). The change in the position of the president resulted in the introduction of new legal principles. The National Development Strategy (2017-2021) includes an article guaranteeing equal rights and opportunities for women and men.

In the Presidential Decree of 7th March 2019 "On measures to further strengthen the guarantee of workers' rights and support for women's entrepreneurship", the government committed to lifting restrictions on employment in all sectors of the economy, and increasing women's participation in economic life. In 2019, the authorities repealed a 1999 law restricting women from taking up work in more than 45 professions, citing unfavourable working conditions. By Presidential Decree of 7th March 2019 Uzbekistan National Human Rights Centre, the Uzbekistan Women's Committee and the Ministry of Justice of Uzbekistan have drafted the bill "On Guarantees of Rights and Opportunities for Women and Men". That document confirmed the ensuring equal rights in the public service irrespective of gender, eliminating discrimination against women in the labour market and the authorities' responsibility to implement the policy of equal rights for both genders (Alimova, Egamberdiev (2023)).

In 2020, the National Strategy for Achieving Gender Equality 2020-2030 was published. The document prohibits employers from indicating preferences based on gender, age, applicant's appearance, and documented cases of such behaviour. If such occurred they were to be punished by an administrative penalty (Uzbekistan develops Gender Strategy for 2020-2030, 2020).

On September 22nd 2022, the Parliament of Uzbekistan introduced additions to the law "On the guarantee of equal rights for women and men". It provides for a gender audit to examine the ratio of women and men in the management boards of companies and organisations, to assess the effectiveness of implementation of legislation on equal rights for women and men. The gender audit is carried out on the basis of a three-year plan for public audits of enterprises and organisations approved by the Federation of Trade Unions of Uzbekistan. The government was obliged to abolish all laws against gender equality (Закон Республики Узбекистан, О ВНЕСЕНИИ ДОПОЛНЕНИЙ И ИЗМЕНЕНИЙ В ЗАКОН РЕСПУБЛИКИ УЗБЕКИСТАН «О РАВНЫХ ПРАВ И ВОЗМОЖНОСТЕЙ для женщин и мужчин»(2022)).

Employment rates among women and men. Reasons for lower employment of women

The Kazakh labour market is characterised by high employment of women and the availability of skilled workers (Khamzina, Buribayev, Alhsurazova (2020). Women accounted for 48.2% of the total workforce in 2021, of which 55.3% were salaried and 44.7% were self-employed and entrepreneurs (Бейсенова, Ракишева, (2022).

Kazakhstan's legislation on education provides for equal access for men and women to higher education. The share of women in the total number of students was 49.5% in 2021 and 50.5% of men. The minimal gender gap is characteristic of secondary schools, of various types with a predominance in favour of men. At the postgraduate level, the share of women is 1.7 times higher than that of men (Женщины и мужчины в Казахстане (2010-2021); Mukhanova, Nazikova, Zulanov, Tokareva (2019).

One of the reasons for the existing gender imbalance in the professional sphere is the widespread stereotypes of 'male' and 'female' professions. Many employers are still reluctant to hire women for positions in, for instance, the mining industry or transport (Альшанская (2022). The potential of women in the economy is not fully taken into account, due to the refusal of some women to work due to domestic duties (Маланьина (2019; Yanovskaya, Rajasekhara Mouly, Nazyrova, Salimzhanova (2020). Kazakhstan's dynamic development of entrepreneurship among women is mentioning worthy, it is related to the fact that the gender dimension is not taken into account when allocating funds for the implementation of activities supporting entrepreneurship (Смагулова, Рахимова (2022).

Table 1 Employment of women and men in Kazakhstan in thousands in the years 2000-2021

Year	Kazakhstan population in thous.	Professionally active	Kazakhstan Total Employment in Thous.	Employment of men in thous.	Employment of women in thous.
2000	14 856,6	7 232,36	6221,9	3 272,3	2949,6
2001	14 851,1	7 479,1	6698,8	3 638,6	3060,3
2002	14 866,8	7 399,7	6708,9	3 486,4	3222,5
2003	14 951,2	7 657,3	6 985,2	3 578,9	3406,3
2004	15 074,8	7 840,6	7099,4	3700,7	3398,7
2005	15 219,3	7 901,7	7261,0	3731,2	3521,8
2006	15 396,9	8 028,9	7403,5	3865,4	3538,1
2007	15 571,5	8 228,3	7631,1	3922,8	3708,3
2008	15 982,5	8 415,0	7857,2	4 017,7	3839,5
2009	16 204,6	8 457,9	7903,4	4 039,9	3863,5
2010	16 440,5	8 610,7	8114,2	4 161,6	3952,4
2011	16 673,9	8 774,6	8301,6	4250,3	4 051,3
2012	16 910,2	8 981,9	8507,1	4 375,9	4 131,2
2013	17 160,9	9 041,3	8570,6	4 389,4	4 181,3
2014	17 415,7	8 962,0	8510,1	4 389,3	4120,7
2015	17 669,9	9 074,9	8623,8	4 250, 3	4 051,2

2016	17 918,2	8 998,8	8553,3	4 440,4	4 113,0
2017	18 157,3	9 027,4	8585,2	4 458,9	4 126,3
2018	18 395,6	9 138,6	8695,0	4 474,7	4 220,3
2019	18 631,8	9 221,5	8780,8	4 535,4	4 245,4
2020	18 879,5	9 180,8	8732,0	4 519,5	4 212,5
2021	19 122,4	9 256,8	8807,1	4 554,9	4 252,2

Source: Author's own elaboration based on: *Женщины и мужчины в Казахстане 2000-2021*, Retrieved from: <https://stat.gov.kz/ru/publication/collections/?year=&name=16816&period=>[accessed 9.07.2023].

Job advertisements in Kazakhstan include requirements for the gender of candidates. During interviews, candidates are asked questions about fulfilling family responsibilities, plans to start a family, or having children (Huber and Spitze,(1981); Kamaszewa, Kolesnikowa, Karasik, Salachow (2013); Dauletbai- Ryskaliyev, Mirzaliyeva Tursynbayeva, Muratova, Buribaev, Khamzina, (2019). Меурс, Нугманова, Салимжанова (2022). At the same time, there are no such doubts about combining work with family responsibilities when hiring a man. There are no female representatives in senior positions in state institutions, as well as among managers of public sector enterprises and regional leaders. In 2020, only 3% of women held a position out of 162 district chiefs in the country (Khamzina, Buribayew, Alhsurazova (2020); Gurieva, Kzantseva, Mararitsa, Gundelakh, (2022),

Table 2. Employment of women/men in Kazakhstan in sectors in 2016-2021 in thous

Sector	2016	2017	2018	2019	2020	2021
Agriculture, forestry and fisheries	613,0/772,8	575,9/743,9	529,8/698,4	502,9/681,8	497,8/677,3	496,1/680,3
Industry	589,8/1389,9	670,0/1436,6	687,8/1457,8	652,7/1456,0	691,5/1485,9	682,8/1513,2
Construction	137,3/542,1	136,2/477,8	152,8/476,3	150,6/485,0	146,8/484,1	146,5/494,9
Wholesale and Retail Trade, Repairs	780,5/525,7	791,7/543,2	836,9/559,8	825,4/605,6	825,0/596,3	828,7/623,3
Transportation and Warehousing	120,9/498,6	129,6/478,4	137,3/487,4	137,3/500,6	144,1/473,4	137,8/471,7
Accommodation and Food Service	124,6/46,7	132,8/59,1	130,9/56,8	134,5/62,4	123,0/70,7	124,9/66,0
Information and Communication	74,2/85,8	67,7/88,4	73,0/93,5	68,0/93,7	67,5/92,0	72,5/89,1
Finance and insurance activities	106,4/73,7	102,3/72,6	107,6/72,8	113,1/77,0	107,5/81,4	103,3/81,6
Real Estate Transactions	58,1/59,1	83,9/78,6	850/72,6	81,4/73,0	82,6/75,8	92,7/75,7
Professional and Technical Activities	125,3/114,9	117,8/121,4	124,1/124,8	129,8/126,5	127,0/127,7	125,7/121,6
Administrative and ancillary	95,9/159,6	97,4/182,3	107,4/180,9	120,4/171,8	114,1/171,4	116,3/171,3

services activities						
Public Administration and Defence; Compulsory insurance	185,9/286,9	189,4/289,8	195,4/305,1	203,1/292,2	195,6/293,8	179,5/304,6
Education	764,2/268,9	778,4/277,8	806,2/289,6	816,5/292,2	800,9/308,6	816,6/303,3
Health and Social Care	350,0/119,7	357,0/125,4	357,6/141,2	366,8/135,9	370,4/142,1	383,8/142,2
Arts, Entertainment and Recreation	76,2/56,4	77,0/56,7	84,9/60,6	79,5/62,5	78,3/60,1	78,5/56,2
Provision of other types of services	136,3/110,4	141,2/121,7	147,5/101,1	175,1/120,7	186,2/121,3	207,6/116,8

Source: Author's own elaboration based on: Женщины и мужчины в Казахстане 2000-2021, Retrieved from: <https://stat.gov.kz/ru/publication/collections/?year=&name=16816&period=>[accessed 9.07.2023].

The labour participation rate of women is lower than that of men. This situation is due to gender stereotypes, social norms and traditional ideas about family and motherhood, which are widespread in Uzbekistan. If women decide to pursue a career, then they are widely expected to effectively balance family and work life, which is not what men are expected to do. "Life in Transition" research has shown that 80% of the Uzbek population supports the traditional approach to the marriage model, in which "the man works outside the home and earns money, and the woman takes care of the children and the house" (Life in Transition a decade of Measuring Transition, Uzbekistan 2023).

The number of women employees has decreased in years 2010 to 2021. Women in Uzbekistan accounted for 47.7% of the total workforce in 2010 and 41.3% of the workforce in 2021. The overall share of women in the public sector is just over 50% (Алиева К.,(2023). In Uzbekistan, women were much more reluctant to become entrepreneurs. According to the data of the statistical office, in 2016, 69,756 (1.14%) women out of 6073.6 thousand employees were entrepreneurs. This means that the remaining women are wage earners. In 2021, the number of women entrepreneurs increased to 85,634 and they accounted for 1.53% of all working women (Структура занятости в Узбекистане меняется в сторону контрактной работы(2022). The largest number of female entrepreneurs worked in trade and the service sector. This means that more than 98% were wage earners (not entrepreneurs).

Higher education in Uzbekistan is accessible to men and women alike. The number of female students in the academic year 2010/2011 was 36% compared to 64% of male students. In the academic year 2020/2021 – 51.7% are men and 47.3% are women (Share of students in educational institutions by gender, 2000-2021). Although equal men and women right are guaranteed by law, women are underrepresented in many fields: science, technology, engineering and mathematics. Gender stereotypes also have a significant impact on the career choices of women and men, and they set opportunities in education and choice of fields for future professional development (Muradova, Seitz (2021); Women and the world of work in Uzbekistan 2020).

Table 3 Total population in Uzbekistan, number of economically active, employed, and employed men and women as a percentage, 2000-2021

Year	Uzbekistan population in thousand in total	Economically active in thous.	Uzbekistan Total Employment in thous.	Employment of men in thous.	Employment of women in thous.
------	--	-------------------------------	---------------------------------------	-----------------------------	-------------------------------

2000	24650,4	9018,4	8983,0		
2001	24964,4	9173,5	9136,0		
2002	25275,8	9377,8	9333,0		
2003	25568,2	9621,2	9585,0		
2004	25864,3	9945,5	9910,6		
2005	26167,2	10224,0	10196,3	5324,8	4871,5
2006	26488,1	10492,5	10467,0	5463,4	5003,6
2007	26868,2	11299,2	10735,4	5817,3	5017,1
2008	27303,6	11603,1	11035,4	5978,3	5057,1
2009	27767,4	11929,5	11328,1	6127,8	5200,3
2010	28562,4	12286,6	11626,4	6333,3	5295,1
2011	29123,4	12541,5	11919,1	6502,5	5416,6
2012	29555,4	12850,3	12223,8	6669,1	5554,1
2013	29993,5	13163,0	12523,3	6769,6	5723,7
2014	30492,8	13505,4	12818,4	6970,3	5848,1
2015	31022,5	13767,4	13058,3	7094,0	5964,3
2016	31575,3	14022,4	13298,4	7224,8	6073,6
2017	32120,5	14357,3	13520,3	7333,1	6189,2
2018	32656,7	14641,7	13273,1	7749,3	5523,8
2019	33255,5	14876,4	13541,1	7931,7	5609,4
2020	33905,2	14797,4	13236,4	7751,8	5484,6
2021	34558,9	14980,7	13538,9	7946,6	5595,3

Source: Author's own elaboration based on: Uzbekistan Statistical Committee, Labour Market: Retrieved from: <https://gender.stat.uz/en/main-indicators/labor#> [accessed 9.07.2023].

Throughout the study period, more than 70% of women were employed in education, healthcare and retail. These are lower-paying sectors compared to the "male industries", e.g. construction, mining, transport, etc. According to the data of the statistical office from 2021, the share of women in construction sector is 23.3%, in industry – 31.7%, in agriculture, forestry and fisheries – 42.4%, in transport and warehouse management – 23.3%, in professional, scientific and technical circles – 49.9% (Share of women total employment by type of economic activity %, 2016-2021; Muradova, Seitz (2021). During the research period, there was a weak increase in the number of women employed in these sectors (Toiyeva, Ibragimov (2023).

Table 4 Employment of women/men in Uzbekistan by sector from 2016-2021 in thousands.

Sector	2016	2017	2018	2019	2020	2021
--------	------	------	------	------	------	------

Agriculture, forestry and fisheries	1595,2/ 2051,5	1627,9/ 2043,4	1533,0/ 2003,4	1531,3/ 2013,3	1484,7 2014,5	1448,9/ 1965,7
Industry	710,5/891,0	760,8/898,4	724,5/940,1	757,9/914,7	738,2/926,0	752,8/958,6
Electricity, gas, steam and air-conditioning	11,5/86,6	11,0/74,3	9,3/60,2	9,7/69,4	9,1/66,9	9,3/69,0
Water supply, sewage, collection and disposal of waste	11,7/52,0	11,3/46,9	12,2/44,2	8,4/36,3	9,1/38,1	9,7/41,0
Construction	73,7/1189,9	75,0/1215,0	69,9/1136,6	82,0/1242,6	82,2/1223,4	82,5/1265,4
Wholesale and retail trade	745,5/703,9	766,2/714,0	707,3/694,5	740,2/696,2	699,9/706,4	752,9/782,7
Transportation and storage	46,0/592,2	47,2/607,7	54,9/590,3	46,9/599,7	44,2/566,3	46,6//607,6
Accommodation and food services	161,5/146,5	165,3/148,0	155,7/146,2	164,4/150,9	156,5/146,4	174,0/167,1
Information and Communication	20,8/41,7	21,0/43,3	17,9/44,8	20,1/42,1	20,7/38,0	24,7/45,6
Financial and insurance activities	24,4/41,7	27,5/44,5	28,5/45,0	26,4/49,4	27,1/45,4	26,5/44,0
Real Estate transitions	22,8/46,5	22,8 /46,5	20,8/43,7	20,8/41,6	18,1/35,3	20,9/42,3
Professional scientific and technical activities	45,4/90,0	46,8/94,1	48,0/93,5	44,3/96,6	43,9/87,7	46,7/91,3
Management and provision of ancillary services	28,4/45,2	28,8/47,3	28,0/48,1	35,9/60,4	35,0/62,6	36,6/63,6
Public administration and defence compulsory social security	174,6/ 424,6	179,1/ 407,7	170,0/ 544,3	176,9/ 466,1	176,0/ 459,2	175,0/ 463,3
Education	835,8/269,8	836,8/269,8	850,5/361,1	858,4/276,0	867,6/290,5	900,0/319,8
Health care and social services	460,5/141,1	461,3/141,3	482,4/121,6	473,9/142,8	510,8/158,7	502,8/147,9

Arts, entertainment and recreation	29,5/35,6	29,7/35,6	29,3/36,3	29,9/36,1	30,6/36,3	31,8/38,4
Other types	1033,3/373,9	1055,5/453,4	749,5/795,6	564,7/997,5	504,7/853,3	524,9/833,3

Source: Author's own elaboration based on: Uzbekistan Statistical Committee, Labour Market: Retrieved from: <https://gender.stat.uz/en/main-indicators/labor#> [accessed 9.07.2023].

Gender-specific development of the unemployment rate. Reasons for higher unemployment among women

Secondly, the level of unemployment among women on an annual basis in the years 2000-2021 should be considered. Traditionally, women are more likely to be redundant in the labour market. This trend became apparent during the pandemic. According to a study conducted by UN Women in Kazakhstan together with UNFPA (2022), 22% of men and 26% of women lost their jobs in Kazakhstan in the first months of lockdown (Situational Analysis of men and gender Equality in The Central Asia Region 2022). The retail trade and the services sector operated under the conditions of periodically introduced restrictions. Women, who make up the majority of those working in these sectors, were more likely than men to experience the risk of moving into the precariat.

Women, especially those with children, experience more difficulties in finding jobs because they are seen as guardians of family life. Uzbekistan has a higher fertility rate than Kazakhstan. In such households, women were more likely than in Kazakhstan to stay at home and not to undertake gainful employment. As many as 93% of people surveyed in Uzbekistan believe that a woman must perform household chores even if her husband is unemployed (Матвиенко, (2019 Corrigall and Konrad (2007).

When selecting an employee, employers are more likely to hire men, and when it comes to layoffs, it is more common for women. From employers' perspective, a woman is a less valuable employee, because in their opinion, she will always prioritise family over professional development (Muradova, Seitz,(2021).

Table 5. Unemployment rate among women and men in Kazakhstan and Uzbekistan 2000-2021 in percentage

Year	Kazakhstan Total	Men	Women	Uzbekistan	Men	Women
2000	13,5	.	.	12,2	9,3	13,2
2001	10,4	8,9	12,0	11,2	8,7	12,0
2002	9,3	7,5	11,2	10,1	8,0	11,1
2003	8,8	7,2	10,4	9,1	7,3	10,9
2004	8,4	7,0	9,8	8,2	6,7	9,8
2005	8,1	6,7	9,6	7,1	5,9	8,2
2006	7,8	6,4	9,2	6,0	5,1	6,0
2007	7,3	5,9	8,7	5,0	4,3	5,9
2008	6,6	5,3	7,9	4,9	4,3	5,7
2009	6,6	5,6	7,5	5,0	4,5	5,9

2010	5,8	4,9	6,6	5,4	4,7	6,3
2011	5,4	4,6	6,2	5,0	5,1	4,8
2012	5,3	4,1	6,5	4,9	5,0	4,7
2013	5,2	4,6	5,9	4,9	5,0	4,7
2014	5,0	4,3	5,8	5,1	5,2	4,9
2015	5,1	4,4	5,9	5,2	5,3	5,0
2016	5,0	4,4	5,5	5,2	5,3	5,0
2017	4,9	4,4	5,4	5,8	6,0	5,6
2018	4,9	4,3	5,4	9,3	7,7	11,6
2019	4,8	4,3	5,3	9,0	6,0	12,8
2020	4,9	4,4	5,4	10,5	7,9	14,1
2021	4,9	4,2	5,5	9,6	6,0	13,3

Source: Author's own elaboration based on: Gender data of Labour. Retrieved from: <https://gender.stat.uz/en/main-indicators/labor#> [accessed 10.09.2023].

Salaries of men and women in Kazakhstan and Uzbekistan

Gender-based occupational segregation is one of the main factors causing the gender pay gap in Kazakhstan and Uzbekistan.

In Kazakhstan, although the law guarantees equal treatment of women and men in the labour market, in practice women's wages were lower than men's. A 2019 study identified the factors that cause the gender pay gap: discrimination, stereotypes and biases in hiring and decision-making, career breaks. In sectors of the economy where female employment predominates, such as education and healthcare, salaries are lower than the national average (occupational segregation) . In sectors where men are the majority employed, such as oil and gas, mining, manufacturing, transport and construction, wages are higher than the national average. The ban on employing women in the "male" sectors has been lifted, but in practice it is difficult for women to find employment in some sectors (Равны ли возможности мужчин и женщин в Казахстане – исследование (2022); Reinchel'ta, Makowi, Sarkisjan (2021).

In the main occupational groups, the average salary of men is higher than that of women. For example, men in managerial positions in Kazakhstan earn an average of 12.4 % more than women in the same positions (Равны ли возможности мужчин и женщин в Казахстане – исследование (2020). The document "On the approval of the concept of family and gender policy in the Republic of Kazakhstan until 2030" states that the difference between the average salary of women and men in 2022 was 24.0%, and should decrease in the following years in 2023 – 23.0%, in 2024 – 22.7%, in 2025 – 22.4%, in 2026 – 22.1%, in 2027 – 22.0%, in 2028 – 21.5%, in 2029 – 21.3%, in 2030 – 21.0% (Об утверждении концепции семейной и гендерной политики в Республике Казахстан до 2030 года).

The Uzbek Statistical Office does not present detailed data presenting the average salary of men and women. Every year, it publishes a communication on the difference between the average salary of men and women. In Uzbekistan, the average wage of women in 2018 was about 39% lower than that of men (Uzbekistan, State Statistics Committee, 2018). In 2023, the gender pay gap widened by 44% (Salary in Uzbekistan (2023). Aleksandra Molchanovskaya, director of the Labour Force Development Centre in Uzbekistan, stressed that the gender pay gap in oil and industrial regions is greater than in agricultural regions. For instance, in the Mangystau region, known for its mining and industry, the average wage for men is 86% higher than for women. The main contributor to the wage gap is for professionals and workers in industry, construction and transport. The job vacancies for specific jobs, around 68% included gender requirements, 72% included age requirements and 22% included appearance requirements. For example, 42% of job offers for the position of accountant took into account

gender and 46% specified the desired age of the employee. Women were offered jobs in female-dominated sectors. Gender stereotypes in Uzbekistan perpetuated occupational segregation and contributed to the concentration of women in low-paid occupations (Молчановская (2021). In the Uzbek labor market, men and women have been destined for careers based on societal definitions of "masculinity" and "femininity," and this is associated with perpetuating pay disparities (Blau and Kahn (2016).

Studies have proved that when women occupy managerial positions, they are perceived as having the characteristics typically attributed to women, i.e. softness, flexibility, caution, perseverance, and are offered lower pay (Booth & Leigh, 2010).

In both countries, women's lower wages reflect past discrimination in terms of vocational training and employment. In both Kazakhstan and Uzbekistan, there is a direct correlation between the percentage of working women and the level of wages in the industry. The higher the percentage of women employed, the lower the wages (Soshchin, Yemelina, (2020); Menendez- Espisna, Liosa, Thomas, Huarez, Salz- Villar, Diez, Witte, Boada- Grau, (2020). In industries where working women are responsible for half of the workforce, wages are lower because they are employed in low-paid positions.

The Statistical Office of Uzbekistan does not publish detailed data on the salaries of women and men, so the author used a comparison of salaries in the sectors of Kazakhstan and Uzbekistan in the years 2016-2023.

Table 6 Average salary in Kazakhstan by sector, 2016-2023 in USD

Sector	2016	2017	2018	2019	2020	2021
Agriculture, forestry and fishing	242,9 2	276,26	377,59	471,06	390,60	416,46
Industry	581,5 8	649,65	902,90	1063,77	856,70	1128,22
Mining and quarrying	930,8 3	1036,62	1429,47	1696,82	1352,64	1790,59
Manufacturing	457,3 3	505,73	716,50	855,00	703,60	943,78
Electricity, gas, steam and air conditioning supply	407,1 8	440,98	602,82	694,14	559,36	680,56
Water supply; sewerage, waste management and remediation activities	279,5 0	309,13	433,73	503,74	393,28	493,70
Construction	533,6 7	589,10	835,12	993,36	757,63	1014,71
Wholesale and retail trade; repair of motor vehicles and motorcycles	390,3 8	441,64	607,31	716,10	558,82	693,41
Transportation and storage	526,5 8	587,14	816,46	938,46	758,99	1028,92
Accommodation and food service activities	380,6 9	424,84	585,37	639,00	552,28	757,84
Information and communication	608,0 8	672,58	906,61	1070,80	873,90	1201,15
Financial and insurance activities	846,7 2	906,05	1286,58	1503,92	1162,60	1506,51
Real estate activities	367,3 2	447,74	603,58	678,68	550,49	617,22
Professional, scientific and technical activities	963,8 5	814,87	1096,97	1352,63	1027,39	1203,78
Administrative and support service activities	342,5 9	460,33	719,45	944,63	660,86	808,37
Public administration and defence; compulsory social security	353,9 8	379,88	518,77	641,65	557,09	690,21

Education	281,5 4	293,03	398,34	514,99	495,96	676,40
Human health and social work activities	315,8 1	329,74	431,47	545,07	526,54	676,02
Arts, entertainment and recreation	328,5 3	361,43	491,42	609,35	487,52	490,46
Other service activities	651,8 6	639,75	639,31	893,10	679,98	657,38

Source: Author's own elaboration based on: Salary in Kazakhstan 2016-2023, Retrieved from: <https://stat.gov.kz/en/> [accessed 12.06.2023].

The lowest wages in Kazakhstan in 2016 were recorded in the following sectors: agriculture, education, health care and water treatment. In the first three sectors, the vast majority of employees were women. The highest wages were recorded in mining, financial and insurance activities, as well as professional and scientific activities. These are sectors dominated by men. The difference between the highest average salary in the sector and the lowest was almost 4 times. In 2021, salaries in the education and healthcare sectors increased, this was due to the increased importance of these industries, especially healthcare sector during the COVID-19 pandemic. The lowest wages were recorded in the agriculture, arts and recreation sectors, while the highest wages were recorded in the mining and financial sectors. The lowest salaries were more than four times lower than the highest ones.

Wages in the sectors in Uzbekistan were similar. The economic situation in the country was worsened by an increasing inflation.

Table 7. Average salary in Uzbekistan in sectors, 2016-2023 in USD

Sector / Year	2016	2017	2018	2019	2020	2021
Agriculture, forestry and fisheries	399,38	199,55	116,58	141,55	150,02	149,75
Industry	873,30	389,56	234,04	246,35	274,61	289,93
Construction	633,77	277,66	157,11	176,22	187,78	205,56
Trade	559,45	253,49	141,42	144,49	145,13	150,98
Transportation and storage	800,82	357,27	212,01	225,93	254,87	292,00
Accommodation and food services	352,75	161,54	87,72	92,05	88,74	108,15
Information and Communication	1042,25	511,11	324,37	346,53	387,59	435,42
Financial and insurance activities	1163,50	606,79	384,54	474,61	596,72	704,12
Education	598,36	272,78	158,40	176,09	196,96	207,46
Health care and social services	505,65	227,55	132,04	150,43	175,82	188,55
Arts, entertainment and recreation	694,80	307,13	179,89	193,36	216,94	231,84
Other types	600,03	280,57	186,18	243,42	257,56	292,87

Source: Author's own elaboration based on: Salary in Uzbekistan, Retrieved from: <https://www.ishhaqi.uz/en/salaries-in-country> [accessed 12.06.2023].

The lowest salaries in 2016 were received by employees of the following sectors: accommodation and catering services, as well as agriculture. The highest salaries were recorded in the following sectors: information and communication (IT), finance and insurance. The lowest salaries were three times lower than the highest. In 2021, the lowest and highest wages remained in the same sectors. As a result of inflation, the nominal value of wages in Uzbekistan has fallen. The gap between the highest and lowest wages has increased. The highest salary in 2021 was 6.5 times higher than the lowest.

Discussion and conclusions

Gender equality is not only a social issue that needs to be addressed at the micro level, but also an economic issue that needs to be addressed at the macro level. The literature on gender inequality in the labour market devotes most of its attention to the employment of women (Hubert and Spitze 1981), whose work is most often the second source of income, the first being the work of men. In earlier works, the authors emphasize the role of caregivers of the home, which is played by women, emphasizing that their work falls into the background (Corrigan, Konrad (2007), England, 2004). In the long run, feminist attitudes have contributed to reducing women's inequality in the labour market, but mainly in highly developed countries (Gurieva, Kzantseva, Mararitsa, Gundelakh (2022), it was only in the second decade of the 21st century that a lot of works showing unequal treatment of women in the labour market appeared. Gender inequality was much more common in Western European markets than in post-Soviet countries where this topic was not the subject of research (Couch, Fairlie, Huannan Xu, 2022; Davis, Greenstein, 2009, England 2004). It was not until the second decade of the 21st century that authors from Kazakhstan, and less often from Uzbekistan, undertook an analysis of the problem, most often limiting themselves to gender inequalities occurring in the labour market of one country. At that time, the issue of inequality was noticed, which groups of women are affected by discrimination in the labour market (Khamzina, Buribayev, Alshurazova, (2020) and its manifestations consisting of: more frequent dismissal of women from work, more difficult to find a job and lower remuneration (Muradova, Seitz, 2021 me, 2021). In the literature on gender inequality in labour markets in post-Soviet countries, there is no publication comparing gender inequality in the labour market in two Central Asian countries – Kazakhstan and Uzbekistan. Nevertheless, the following paper fills a research gap and presents the differences in the situation of women in the labour market in two analysed countries. As a result of the author's analysis of gender inequality examined by the analysis of employment, unemployment and the amount of remuneration, it was established that despite equal access to higher education for men and women, it is more difficult for women to find a job and it is easier to lose it after graduation. In Kazakhstan, women accounted for 48.2% of the total workforce in 2021. In the private sector, the number of the number of women in employment has steadily increased, as the gender dimension is not taken into account when allocating funds to support entrepreneurship. However, more than 70% of working women were salaried. In Uzbekistan, the number of working women has declined over the two decades of the 21st century, accounting for 41.3% of the working population in 2021. Women were much less likely to become entrepreneurs and become self-employed. In 2021, they accounted for only 1.5% of all employees. This means that more than 95% of women were salaried. In Kazakhstan and Uzbekistan, the ban on employing women in the male sector has been lifted, but in practice it is difficult for women to find employment in such sectors. According to employers, a woman is a less valuable employee because of her family responsibilities. The labour force participation rate of women in both countries is almost half that of men, and the percentage of employment of women is lower than that of men.

The unemployment figures clearly show that women were much more likely to be affected than men. In Kazakhstan, in 2021, women accounted for 5.5% of the unemployed and men 4.2%. In Uzbekistan, the unemployment rate was higher at 13.3% for women and 6.0% for men. The structural nature of labour deficits was reflected in the prevalence of long-term unemployment, with half of the unemployed remaining affected for a year or more.

The main gender pay gap is due to occupational segregation: men are employed in sectors where wages are higher, women in sectors where wages are lower. In Kazakhstan, a gradual reduction of the gender pay gap was announced in the document Concept of Gender Policy in the Republic of Kazakhstan. In Uzbekistan, the statistical office announces the difference between the average wage of men and women. In 2023, it was 44% for men. Documents on gender policy did not change in the following years. In both countries, women's lower wages reflect past discrimination in terms of vocational education and employment. In both countries, there is a direct correlation between the proportion of women working in the industry and the level of wages. The more women employed in the sector, the lower the wages. Much greater gender inequality can be observed in Uzbekistan than in Kazakhstan.

Conclusion

Gender equality at a time when job is the source of income for many women is an extremely important issue. In addition, the majority of female workers in Kazakhstan and Uzbekistan are engaged in unpaid domestic work related to caring for children and other family members. The Constitution and gender policy documents in Kazakhstan ensure equal treatment of women and men in the labour market. In Uzbekistan, equal rights for women and men are guaranteed by the Constitution, the National Development Strategy (2017-2021) and the Presidential Decree of 7th March 2019 supporting women's entrepreneurship and the abolition of restrictions on women's work in all sectors of the economy. The problem of gender equality raised by the documents of Kazakhstan and

Uzbekistan indicates that in practice not all provisions are implemented, and the problem of gender inequality on the market is still current and still unresolved. This is confirmed by the author's research that governments' efforts to promote equality between women and men in the labour market are still not realised. Therefore, the aim of the work to show gender inequality in the labour market in Kazakhstan and Uzbekistan in the first two decades of the 21st century has been achieved

Bibliography

- Алышанская А.,(2022) Сколько и где зарабатывают женщины в Казахстане, Central Asia Bureau of Analytical Reporting, Nur – Sultan, Retrieved from: <https://cabar.asia/ru/skolko-gde-i-kak-zarabatyvayut-zhenshhiny-v-kazahstane> [accessed 1.07.2023].
- Alimova M. I., Egamberdiev N. B.(2023),The role of science from childhood as a case study the Republic of Uzbekistan, *Science and Innovation International Scientific Journal*, vol. 2 Issue 1, January 2023, pp. 26-32, Retrieved from: <https://doi.org/10.5281/zenodo.7517021>[accessed 9.07.2023].
- Алиева К., (2023) Проблемы гендерного неравенства в трудовых отношениях в Узбекистане, Результаты исследования, Общество и инновации, vol. 1, no 3, <https://doi.org/10.47689/2181-1415-vol4-iss1-2023>.
- Barro, A., Cornell, S., (2022), Social Reforms in Kazakhstan, Retrieved from: <https://www.silkroadstudies.org/resources/220920-Kazakh.pdf> [accessed 9.07.2023].
- Бейсенова А.А ., Ракишева Н.К (2022), Оценка эффективности занятости женщин на рынке труда Казахстана, Scientific Journal Т. 82 № 3 (2022): *Вестник Каз НУ*. Серия психологии и социологии, pp. 159-166. Retrieved from: <https://doi.org/10.26577/JPoS.2022.v82.i3.015> [accessed 12.08.2023].
- Blau, I. Kahn, F., (2016), The Gender Wage Gap: Extent, Trends, and Explanations IZA Discussion Papers 9656, Institute of Labor Economics. Retrieved from. <https://ideas.repec.org/p/iza/izadps/dp9656.html> [accessed 9.07.2023].
- Bolzendahl, C. I. Myers, DJ, (2004,) Feminist attitudes and support for gender equality: Opinion change in women and men, 1974–1998 ,*Social Forces*, 83(2), pp. 759–789.
- Booth, A. L.; Leigh, A. (2010), Do employers discriminate by gender? A field experiment in female-dominated occupations, Working Paper no. 4690, Retrieved from <https://www.econstor.eu/bitstream/10419/36307/1/619061200.pdf> [accessed 12.06.2023].
- Buribajew Y., Khamzina Z. (2019), Gender equality in employment: The experience of Kazakhstan, *Sage Journals*, vol.19, Issue 2, pp.110-124 <https://doi.org/10.1177/1358229119846784> [accessed 12.06.2023].
- Carnaghan E. and Bahry D.,(1990), Political Attitudes and the Gender Gap in the USSR, *Comparative Politics*, vol.22, no 4, pp. 379-399, <https://doi.org/10.2307/421970>.
- Corrigan, E.A and Konrad, AM (2007) Gender role attitudes careers longitudinal study. *Sex Roles, A Journal of Research* 56, pp.842-855. Retrieved from: <https://link.springer.com/journal/11199/volumes-and-issues/56-5> [accessed 12.06.2023].
- K. Couch, R. Fairlie, Huannan Xu,(2022), The evolving impacts of the COVID-19 pandemic on gender inequality in the US labour market: The COVID motherhood penalty, *Economic Inquiry*, <https://doi.org/10.1111/ecin.1305456> pp. 847–55. [Web of Science®] ,[Google Scholar].
- Daulatbai- Ryskaliyew U., Mirzalijewa A., Tursynbajewa, G., Muratova E. M., Yermek A. Buribajew A., Khamzina Z. A., (2019), Gender Inequality Among Employees in Kazakhstan, *The Lawyer Quarterly* vol.9, no.4. Retrieved from: <https://cejsh.icm.edu.pl/cejsh/element/bwmeta1.element.b9e15ff8-f52f-4d98-808f-3e6289df4c3f> [accessed 17.10.2023].
- England P.,(2004), Gender Inequality in Labour Markets: The Role of Motherhood and Segregation, *Social Politics: International Studies in Gender, State & Society*, Volume 12, Issue 2, Summer 2005, pp. 264–288, <https://doi.org/10.1093/sp/jxi014>.
- Gender data of Labour (2023). Retrieved from: <https://gender.stat.uz/en/main-indicators/labor#> [accessed 10.09.2023]. [accessed 15.10.2023].
- Khamzina Z., Buribayew Y., Alhsurazova A, (2020) Is it possible to achieve gender equality in Kazakhstan: Focus on employment and social protection, *Sage Journals*, First published online June 29, 2020, pp. 5-20. DOI: [10.1177/1358229120927904](https://doi.org/10.1177/1358229120927904).
- Goernick J., (1999), Gender Equality in the Labour Market, w: *Gender Equality in the Labour Market* <https://doi.org/10.1093/0198294166.003.0008>.
- Gurieva, S.D.,Kzantseva, T. V Mararitsa, L. V. and. Gundelakh, O. E (2022), Social Perceptions of Gender Differences and the Subjective Significance of the Gender Inequality Issue, *Psychology in Russia*15(2),pp. 65-82, doi:[10.11621/pir.2022.0205](https://doi.org/10.11621/pir.2022.0205).

- Huber, J. and Spitze, G. (1981), Wives' Employment, Household Behaviors, and Sex-Role Attitudes, *Social Forces* 60 (1), pp. 150–69. Retrieved from <https://www.jstor.org/stable/2577937> [accessed 19.11.2023].
- Kamaszewa A., Kolesnikowa J., Karasik, E. Salachow E., (2013), Discrimination and Inequality in the Labor Market, *Procedia Economics and Finance*, vol. 5, pp.386-392. Retrieved from: <https://www.sciencedirect.com/science/article/pii/S2212567113000464> [accessed 20.10.2023].
- Khamzina, Z. Buribajew Y., Alshurazova A., (2020) Is it possible to achieve gender equality in Kazakhstan: Focus on employment and social protection, *Sage Journals*, 20(1). pp.5-20, DOI: [10.1177/1358229120927904](https://doi.org/10.1177/1358229120927904)
- Khitarishvili T., (2016), Gender Dimensions of Inequality in the Countries of Central Asia, South Caucasus, and Western CIS *Levy Economics Institute, Working Papers Series No. 858, pp73*. Retrieved from: <https://www.levyinstitute.org/publications/gender-dimensions-of-inequality-in-the-countries-of-central-asia-south-caucasus-and-western-cis> [accessed 12.10.2023].
- Конституция Республики Узбекистан (1992), Retrieved from: <https://lex.uz/docs/35869> [accessed 1.09.2023]
- Концепция семейной и гендерной политики в Республике Казахстан до 2030 года утверждена Указом Президента Республики Казахстан от 6 декабря 2016 года № 384, Retrieved from: <https://adilet.zan.kz/rus/docs/U1600000384> [accessed 1.09.2023].
- Landival, L. Ch. Ruppner, L. Collins, C. (2020); Early Signs Indicate That COVID-19 Is Exacerbating Gender Inequality in the Labour Force, *Sage Journal* <https://doi.org/10.1177/2378023120947997>.
- Life in Transition a decade of Measuring Transition, Uzbekistan (2023), Retrieved from: <https://thediplomat.com/2023/02/uzbekistans-transition-to-a-green-economy-challenges-and-opportunities/> [accessed 9.07.2023].
- Маланьина А. А., (2019), Проблемы профессиональной сегрегации на рынке труда Казахстана, Publishing House „Sreda“, pp. 71-88, DOI: 10.31483/r-32369.
- Матвиенко И. (2019) Узбекистан: женщины меньше получают, менее образованны, менее равны, Retrieved from: <https://cabar.asia/ru/uzbekistan-zhenshhiny-menshe-poluchayut-menee-obrazovanny-menee-ravny> [accessed 10.08.2023].
- Мее W., Women in the Republic of Uzbekistan (2001), Country Briefing Paper, Retrieved from: <https://www.adb.org/sites/default/files/institutional-document/32604/women-uzbekistan.pdf> [accessed 12.10.2023]
- Меурс, М. Нугманова М, Салимжанова А., (2022) Гендерный режим в Казахстане: занятость женщин на рынке труда и уход за детьми, Retrieved from: <https://ekonomist.kz/gerc/gendernyi-rezhim-v-kazahstane-zanyatos/> [accessed 19.07.2023].
- Muradova, S., Seitz, W., (2021) Gender Discrimination in Hiring in Uzbekistan, Retrieved from: <https://documents1.worldbank.org/curated/en/395981632487281231/pdf/Gender-Discrimination-in-Hiring-Evidence-from-an-Audit-Experiment-in-Uzbekistan.pdf> [accessed 10.08.2023].
- Молчановская А., (2021), Рынок труда Казахстана развитие в условиях новой реальности, Retrieved from https://assets.ey.com/content/dam/ey-sites/ey-com/ru_kz/topics/consulting/ey-labor-market-of-kazakhstan-development-in-a-new-reality.pdf [accessed 12.06.2023].
- Mukhanova G., Nazikova, Z. Zulanov E., Tokareva Y (2019), Implementation Tendencies of gender equality in the modern Kazakhstan Society, *Central Asia Economic Review*, no 6, pp. 107-117. Retrieved from: <https://elibrary.ru/item.asp?id=44867359> [accessed 15.10.2023].
- Menendez- Espisna, S., Liosa, H. A, Thomas, E. A., Huarez, J. R. Salz- Villar, R., Diez, H. de Witte, Boada- Grau, J., (2020), The Influence of Gender Inequality in the Development of job Insecurity: Differences between women and men, *Front Public Health*, vol. 8, Retrieved from: <https://doi.org/10.3389/fpubh.2020.526162>
- О внесении изменения в Указ Президента Республики Казахстан от 6 декабря 2016 года № 384 "Об утверждении Концепции семейной и гендерной политики в Республике Казахстан до 2030 года" Указ Президента Республики Казахстан от 1 апреля 2022 года № 853, Retrieved from: <https://adilet.zan.kz/rus/docs/U1600000384> [accessed 1.09.2023].
- Об утверждении концепции семейной и гендерной политики в Республике Казахстан до 2030 года, (2016), Retrieved from: <https://adilet.zan.kz/rus/docs/U1600000384/info> [accessed 12.10.2023]
- Обзоры ОЭСР по государственному управлению. Реализация гендерной политики в Казахстане (2020), OECD, Retrieved from: https://www.oecd.org/gov/Russian_Gender_Kaz.pdf [accessed 12.09.2023].
- Равны ли возможности мужчин и женщин в Казахстане – исследование (2022), Retrieved from: <https://tengrinews.kz/curious/ravnyi-vozmojnosti-mujchin-jenschin-kazahstane-issledovanie-474888/> [accessed 19.07.2023].

- Reinchelta M., Makowi K., Sarkisjan A.,(2021), The impact of COVID-19 on gender inequality in the labor market and gender-role attitudes, *European Societies*, vol. 23, Issues 1: European Societies in the time of the Coronavirus Crisis Retrieved from: <https://www.tandfonline.com/doi/full/10.1080/14616696.2020.1823010> [accessed 12.10.2023].
- Salary in Uzbekistan (2023), Retrieved from: <https://www.ishhaqi.uz/en/salaries-in-country> [accessed 12.06.2023].
- Стратегия Гендерного Равенства в Республике казахстан на 2006 - 2016 годы, Retrieved from: https://www.akorda.kz/upload/nac_komissiya_po_delam_zhenshin/5.2%20%D0%A1%D0%93%D0%A0%20%D1%80%D1%83%D1%81.pdf. [accessed 9.07.2023].
- Share of students in educational institutions by gender (2021) Retrieved from: <https://stat.gov.kz/ru/publication/collections/?year=&name=16816&period=>[accessed 9.08.2023]
- Share of women total employment by type of economic activity %, Retrieved from: <https://gender.stat.uz/en/main-indicators/labor#> [accessed 9.07.2023].
- Soshchin S., Yemelina, N (2020), Gender Differentiation In Wages In Kazakhstan, Hight School the Economic Research Paper No. WP BRP 240/EC/2020, Retrieved from: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3751045 [accessed 11.08.2023].
- Структура занятости в Узбекистане меняется в сторону контрактной работы(2022), Retrieved from: <https://iac.enbek.kz/ru/node/1322> [accessed 12.07.2023].
- Situational Analysis of men and gender Equality in The Central Asia Region A report prepared for the UNFPA Country Office in the Republic of Kazakhstan under the Spotlight Initiative Regional Programme for Central Asia and Afghanistan (2022), Retrieved from: https://kazakhstan.unfpa.org/sites/default/files/pub-pdf/eng_final_situational_analysis_of_men_and_gender_equality_in_ca_done.pdf [accessed 9.07.2023].
- Смагулова З.К., Рахимова С.А., (2022) Развитие Женского Предпринимательства в Казахстане: Проблемы и Перспективы, *Вестник Национального института бизнеса*. Выпуск №1 (45), pp.1-10. Retrieved from: <https://cyberleninka.ru/article/n/razvitie-zhenskogo-predprinimatelstva-v-kazahstane-problemy-i-perspektivy/viewer> [accessed 9.07.2023].
- Toiyeva, Z. Ibragimov L.,(2023), Labour Market in Uzbekistan, *Geographical Journal* (73), 4 pp.359-374. DOI: <https://doi.org/10.31577/geogrcas.2021.73.4.19>.
- Tokhtakhodzhaeva M.,(2008) The Re- Islamization of Society in the position of Women in Post – Soviet of Uzbekistan, Retrieved from: https://books.google.pl/books?hl=pl&lr=&id=g_V5DwAAQBAJ&oi=fnd&pg=PR5&dq=related:Kfzx0FwhP4wJ:scholar.google.com/&ots=U0M97aUuZi&sig=K7tK0MF3Qls4XCmtXw2RQu-bEVE&redir_esc=y#v=onepage&q&f=false [accessed 14.10.2023].
- Трудовой Кодекс Республики Казахстан (с изменениями и дополнениями по состоянию на 01.07.2023 г.) https://online.zakon.kz/Document/?doc_id=38910832 [accessed 9.07.2023].
- Uzbekistan, State Statistics Committee, Номинальная начисленная среднемесячная заработная плата (2018) Retrieved from: <https://stat.uz/en/official-statistics/labor-market> [accessed 10.10.2023].
- Uzbekistan develops Gender Strategy for 2020-2030 (2020), Retrieved from: <https://kun.uz/en/news/2020/02/01/uzbekistan-develops-gender-strategy-for-2020-2030> [accessed 9.07.2023].
- Yanovskaya O., Rajasekhara Mouly P., Nazyrova G, Salimzhanova A.,(2020), Women’s Unpaid Work as a Factor of Gender Inequality: A Case of Kazakhstan, *Asian Journal of Business Environment*, Vol. 10, Issue. 2, pp. 17-21, Retrieved from: https://oak.go.kr/central/journallist/journaldetail.do?article_seq=22777 [accessed 14.10.2023].
- Uzbekistan Statistical Comittee, Labour Market (2020), Retrieved from <https://gender.stat.uz/en/main-indicators/labor#> [accessed 9.07.2023].
- Women and the world of work in Uzbekistan. Towards Gender Equality and Decent Work for All, (2020) Retrieved from: https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_776476.pdf [accessed 9.08.2023].
- Закон Республики Узбекистан, о Внесении Дополнений и Изменений в Закон Республики Узбекистан «О Гарантиях Равных прав и Возможностей для женщин и Мужчин»(2022),, Retrieved from: <https://lex.uz/uz/docs/6314592> [accessed 3.02.2023].
- Закон Республики Казахстан, О государственных гарантиях равных прав и равных возможностей мужчин и женщин (с изменениями по состоянию на 01.07.2021 г.), Retrieved from https://online.zakon.kz/Document/?doc_id=30526983&pos=3;-106#pos=3;-106 [accessed 6.07.2023].
- Женщины и мужчины в Казахстане. Статистический сборник (2000-2021), Retrieved from <https://gender.stat.gov.kz/file/WomenAndMan.pdf> [accessed 6.09.2023].

