**To what extent are the measures taken in equalizing women’s rights in Kazakhstan effective?**

Srazhina Eliza

Nazarbayev Intellectual School of Physics and Mathematics

Global Perspectives and Project Work

Ainagul Urazalina

February 26, 2021

# **Acknowledgments**

I am grateful to many people because during my research work, when I had problems with implementation, they helped me by directing me to the right road.

First of all, I would like to express my gratitude to my teacher on the GPPR Ainagul Kenzhegalievna, who always supported and gave very useful advice. Thanks to her responsiveness, I think I was able to implement all my ideas and avoid mistakes.

Secondly, I am very glad that my sister was able to help me in the election of participants. After all, it was she who found the people I needed and offered them the idea of an interview, and then I myself agreed with them about the time and how exactly this process would take place.

And in the end, I would like to thank the participants themselves, who agreed to the interview, and who gave their time for such a project. Furthermore, for the fact that they tried to answer all questions openly. After all, without them, I would not have been able to realize my idea.

# **Abstract**

The paper considers the problem of gender inequality and its main purpose is to find out the effectiveness of measures taken by Kazakhstan in combating gender inequality. Information was collected with the help of interview and through literature review. According to the findings, the majority of people believe that this problem exists in our country, which proves that the theme of gender inequality is familiar to many people, but only a few themselves have encountered it in real life. This paper seeks to answer that the effectiveness of measures is at an average level.

**Key words:** gender inequality, the effectiveness of measures

# **Абстракт**

В статье рассматривается проблема гендерного неравенства, основной целью которой является выяснение эффективности принимаемых Казахстаном мер по борьбе с гендерным неравенством. Информация собиралась с помощью интервью и обзора литературы. Согласно полученным данным, большинство людей считают, что эта проблема существует в нашей стране, что доказывает, что тема гендерного неравенства знакома многим людям, но лишь немногие сами сталкивались с ней в реальной жизни. В данной статье делается попытка ответить на вопрос о том, что эффективность мер находится на среднем уровне.

**Ключевые слова:** гендерное неравенство, эффективность мер

# **Абстракт**

Мақалада гендерлік теңсіздік мәселесі қарастырылады, оның негізгі мақсаты гендерлік теңсіздікке қарсы күрес бойынша Қазақстанның қабылдап жатқан шараларының тиімділігін анықтау болып табылады. Ақпарат сұхбат пен әдебиеттерді шолу арқылы жиналды. Алынған мәліметтерге сәйкес, адамдардың көпшілігі бұл проблема біздің елімізде бар деп санайды, бұл гендерлік теңсіздік тақырыбы көптеген адамдарға таныс екенін дәлелдейді, бірақ оны нақты өмірде бірнеше адам ғана кездестірді. Бұл мақала шаралардың тиімділігі орташа деңгейде деп сұраққа жауап береді.

**Тірек сөздер:** гендерлік теңсіздік, шаралардың тиімділігі

# **Introduction**

The topic of gender inequality is one of the most relevant issue around the world and Kazakhstan is no exception. The problem itself can cover all spheres of society. For instance, according to the statistics, women receive only 65% of men's salaries, which means that women usually receive less than men (Harper's BAZAAR Kazakhstan, 2020). Another example is women in particular are vulnerable to domestic violence, of which physical violence accounted for 66.5%, psychological violence-57.7% and sexual violence-45.9% (Harper's BAZAAR Kazakhstan, 2020). There are also many other examples that show the state of women in our country. In particular, this is due to the fact that the country itself does not have a clear concept of what gender inequality is, therefore, no one will fight it at the proper level. In addition, we have long tried to adhere to traditional methods of education, namely, what is the role of women and men (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016, 2005).

Most of the country's population understands the whole issue of gender inequality but does not think about its impact on society. First of all, it is worth noting that gender inequality contributes to slow development of society, which is shown in negative consequences, such as welfare costs and management increase, and also productivity is significantly slowed down (Kalabikhina, 2012). Another impacts, but only for the state if you just ignore the problem, the statistics will not show the best results. They will simply suffer damage in the production and economic plan, due to the missed opportunities for different generations, in loss of earnings, in loss of income and ineffective Labour Department (Kalabikhina, 2012). Since the lower level education of mother, the lower the investment in the human capital of children, the lower the return from education (Kalabikhina, 2012). After all, the work itself will describe the fact that Kazakhstan has been taking various measures against inequality for a long time, but the focus will be on how effective these actions are, since this is an indicator of the country's development, and a high rating requires a gender equality index. Therefore, this work in turn is very important and has a strong impact.

Personally, I was interested in the topic of gender inequality because I am a person who often faces such a problem. This can manifest itself in different places in a public place, in the circle of my family. This usually happens because our country has conservative views on many things and a kind of "mentality". For example, when I found it difficult to choose a profession between a surgeon and a dentist, my teachers replied that in the field of surgery, the number of women is very small and when they hire for the first time they will consider men.

This work is aimed to identify how effective are Kazakhstan's measures in combating gender inequality and this is significant because it gives the opportunity to determine how much we are developing because this problem has a strong influence on our country.

There are sub-questions that the research work itself focuses on and they will help you understand the topic more deeply:

* What are the reasons of gender inequality?
* What measures is Kazakhstan taken to equalize women’s rights?
* Based on the measures, are there any changes with what was and is now?

I expect such outcomes from my research work:

* after the work done, I will be able to analyze the whole situation and clearly show the changes in our country:
* based on the results we will be able to predict a further solution:

1. If the results show that there are changes and our country is actively fighting this problem, then we have nothing to worry about.
2. If the results show that there are no major changes and we are still exposed to inequality in society, then this work may push us to go in a different direction and take other measures.

# **Literature review**

The topic of gender inequality is very relevant in Kazakhstan. Strategy for gender equality in the Republic of Kazakhstan for 2006-2016 (2005) has demonstrated that this is primarily due to the fact that there is no understanding of the need for gender equality in society. In addition, Strategy for gender equality in the Republic of Kazakhstan for 2006-2016 (2005) says that in our country there are traditional stereotypes about the role of women and men. Also due to the fact that there is no cooperation at the proper level between state bodies and special organizations that protect people's rights (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016, 2005). Another fact from the same author is the insufficient volume and use of statistical data.

Gender inequality has four main reasons. Firstly, the female gender receives less salary, where they get only 65% of men’s salaries (Harper’s BAZAAR Kazakhstan, 2020). Secondly, women in particular are involved in household chores, for instance according to 85.1% of the country's citizens, maternity leave is a woman's business (Harper’s BAZAAR Kazakhstan, 2020). Thirdly, in most cases, women are victims of human trafficking (Harper’s BAZAAR Kazakhstan, 2020). Also, Harper’s BAZAAR Kazakhstan (2020) emphasizes, that they are usually unprotected to abuse at home, for example physical violence amounted to 66,5%, psychological violence amounted to 57,7% and sexual violence amounted to 45,9%.

There are Kazakhstan’s actions to protect women’s rights. First of all, Southbaeva (2017, p. 451) has demonstrated that in 2009, the Parliament made bills such as “On equality rights and opportunities of women and men of the Republic of Kazakhstan” and "Countering domestic violence". Similarly, Southbaeva (2017, p. 450) pointed out the fact that in 1998 on November 29 Kazakhstan having joined the Convention on the Elimination of All Forms of Discrimination against Women, this means that the rights of men and women are equal and this is enshrined in the Constitution of the Republic of Kazakhstan. Furthermore, Institute of The Commissioner for human rights, this was a key factor in the expansion of democracy in Kazakhstan (Southbaeva, p. 451, 2017). Moreover, in 2016, the Concept of family and gender policy until 2030 was confirmed. It is based on ensuring equality in all spheres of life, and it does not allow discrimination and requires the elimination of gender stereotypes (The concept of family and gender policy, 2016).

In 2018, Kazakhstan is on the 60th place in the gender gap index, thus showing that since 2013 it has lost 28 positions to other countries (Kazakhstan has fallen from 32nd to 60th place, 2019). UNDP (n.d.), says that Kazakhstan is moving towards gender inequality in international indicators and shows that in 2019 it ranks 50th out of 189 countries and the gender development index is equal to 0.795. Also, UNDP (n.d.) notes that in 2020, Kazakhstan ranks 72 out of 153 countries, respectively, the gender development index is 0.710.

Strategy for gender equality in the Republic of Kazakhstan for 2006-2016 (2005), says that there are results associated with an increase in the number of women in the political and government staff, taking into account statistics in 2000, the number was 9.5%, and in 2004 it is equal to 10.3%. However, the number of women in Parliament has decreased, since in 1999 the figure was 11.2%, while in 2004 the figure was 9.5% (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016, 2005). As Strategy for gender equality in the Republic of Kazakhstan for 2006-2016 (2005) notes, there was a decrease in women in local legislative bodies, for example, in 1999 it was 19.2%, and in 2004 it was 17.1%. But women applying for maslikhats (local councils) increased by 16% and amounted to 1619 women, which is a good result (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016 (2005). Kazakhstan has fallen from 32nd to 60th place (2019), reported that one of the most striking example is the results after the implementation of the gender policy was the women's place in the Majilis of the Parliament. In the Majilis of the Parliament of the Republic of Kazakhstan in 2006 it was 10.4%, in 2016 it increased by 16.7% and showed a result of 27.1%. Two years later, by January 1, the percentage of women was 44.7% (Kazakhstan has fallen from 32nd to 60th place, 2019). Secondly, Kazakhstan has fallen from 32nd to 60th place (2019) clarifies the fact that despite the good effect of various state programs, women's salaries are still less than men's by an average of 30% or more. Thirdly, as claimed by Kazakhstan has fallen from 32nd to 60th place (2019) if the salary of female managers for the year increased by 3.4% and amounted to 292200 tenge, then for men it was 608500 tenge and increased by 5.8%. Fourthly, Kazakhstan has fallen from 32nd to 60th place (2019) emphasizes that as an occupational safety engineer, men's income increased by 4.6% over the year, while women's income decreased by 12.1% over the year. The last things that the same article describes is in the field of translation, women saw an increase of 2.7% over the year, while men saw a decrease of 3.7%.

# **Methods**

In my research work where the topic is connected with gender inequality in Kazakhstan, I used primary source, because when we are given real evidence about certain cases that are being investigated (Streefkerk, 2016). I decided to use the interview as a primary resource for these reasons (Pros and cons of interviewing as a research method, n.d.).

* During the conversation, a person does not have much time to think, so his answers are usually quite sincere and truthful. For example, in a written survey, you can write the answer that seems, for example, more socially acceptable, and this will distort the research data.
* During the interview, you can see not only a specific view of a person on a particular phenomenon but also assess the level of their education and culture.
* The method is quite fast to conduct: it can take only 10-15 minutes, during which the researcher can get answers to all his questions.

Therefore, I chose this research method because these parameters are not contained in the survey.

There were 5 questions in my interview and they were all open-ended questions, which require more thought and more than a simple one-word answer, as "yes" or "no". I tried to select people from different fields, but according to certain criteria, such as that, all candidates were over 16 years old and their total number accounted for 5. All of them currently live in Aktobe, so it would be easy for me to contact them and the duration of the interview was about 5-10 minutes. The first candidate I interviewed was a teacher in the Faculty of Dentistry at a Medical academy who has her own family. The second candidate is also a teacher in the Faculty of Dentistry at the Medical academy. The third candidate is a railway worker who is working in Kazakhstan Temir Joly. The fourth candidate is a girl who is studying in the first year of the master's degree, in Zhubanov University. And the last candidate is a student of Nazarbayev University.

What I got as a result was a little different from what I expected. It seemed to me that since this topic is relevant for our country, many people have knowledge in this area. However, in fact, it turned out differently, but it is worth noting that almost all participants were interested in this topic, and began to really think about gender inequality. Moreover, it was the interview that gave me more detailed information about people's opinions. Since in the survey, they could simply choose different answers without even thinking. This proves once again that choosing an interview in my case is the best way to research.

The main problem in the study was that during the interview, due to unstable communication, each time it was necessary to ask again or repeat the questions. In addition, it took 10 minutes to adjust the sound, as it was not audible at first and this issue referred to some certain participants.  Another problem, just as important, is that it was clear that some respondents were not strong on this issue, so sometimes I had to express my opinion and even explain so that they would have a general picture. And it would be difficult to interview those who have been through it themselves. Since it is not always possible to find such information on the Internet, and it is unlikely that they would agree with it. 

# **Results**

As it was mentioned, the work was aimed at identifying the effectiveness of Kazakhstan's measures against gender inequality, since this problem is currently one of the most important topics. The information that I took as a primary source turned out to be useful. The number of respondents was 5, despite this, many had similar answers to the questions. The majority tried to answer questions openly and clearly. Although they were not deeply aware of this problem, however, they had a general knowledge of this topic.

The complete transcription of the responses is stored in the Appendix. Below, I noted the key answers of the respondents that I considered significant:

* The answers to the first question were divided into 2 types: the first group of people think that there are no reasons to prove gender inequality. In contrast, the other group of people suppose that gender inequality’s main reason is moral sets since childhood and find the lack of available job on an equal footing with men.
* The next question was about the relevance of this theme, where people’s answers similarly were divided into two: the first group of respondents answered that this issue is not topical for our country. Although the second group assured that the topic concerned Kazakhstan. Which means that people who do not believe that this problem is relevant in our country have not encountered it in real life or have not noticed it.
* About the documents regulating the rights of women and men in the Republic of Kazakhstan, it was revealed that 2/5 had never heard of such a thing. The remaining 2 people knew this concept which called “Strategy for gender equality in the Republic of Kazakhstan for 2006-2016” but 1 of them did not know the exact name. Which means that people have a general concept, but many of them have not studied it in detail.
* Moreover, all participants felt that a woman in our society plays a very important role as a wife, mother, and versatile person, this information is similar to the secondary source where it said that in our country there are traditional stereotypes about the role of women and men (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016, 2005).
* If we discussed the measures that should be taken to equalize the rights of women and men, there were different responses. For instance, 3/5 thought that it could be better to raise children from an early age to defend and know their rights. Next 1/5 supposed that it isn’t necessary to take any actions. And the remaining 1 participant said that the government should interact with special organizations that are fighting for rights, it was the same to the secondary source where it said that due to the fact that there is no cooperation at the proper level between state bodies and special organizations that protect people's rights (Strategy for gender equality in the Republic of Kazakhstan for 2006-2016, 2005).
* To the last question, many answered that if people take measures, it can be avoided. And some participants said that 10 years is not enough to cope with the problem.

In general, based on this, I would say that all the answers were quite well formulated. As expected, the younger generation is more interested in the topic of gender inequality than older people. Since at the very beginning, those people who are over 23 years old did not know what to answer, but after a while they just started to offer their various ideas, to think about them. This in turn means that during the conversation they were interested.

The answers that I expected to hear and what I received from the participants were similar. Many almost accurately identified the causes of gender inequality (lack of education, stereotypes), were able in some cases to give their own examples (such as the fact that they receive less wages than men), and most importantly offered their own options for measures.

I say that there were no serious problems during the collection of information, if we do not take into account the number of respondents that I chose. Usually, 5 people are enough to take an interview. However, I think it would be a good idea if I could interview a large number of people. Since I would have done more research, but because time was limited, it was impossible to interview more people. Moreover, all respondents except only one spoke either Kazakh or Russian, so I had to constantly translate all the material to make the participant feel comfortable.

# **Conclusion**

Considering the initial sub-questions that I raised at the beginning of the study and the questions I used for the interview, now I can note the key facts.

* What are the reasons of gender inequality?

There are three main reasons of gender inequality, first of all, this is connected with stereotypes in society and the moral sets since childhood. Secondly, it will be better to add about the lack of education, when children are not taught to fight for their rights. Thirdly, find the lack of available job on an equal footing with men. These were the responses of the participants. They were similar to what I considered a secondary resource. For instance, if we consider the job sphere the answers were correct, but in details, the female gender receives less salary, where they get only 65% of men’s salaries (Harper’s BAZAAR Kazakhstan, 2020).

* What measures is Kazakhstan taken to equalize women’s rights?

Kazakhstan has taken various measures to prevent gender inequality.  First of all, Southbaeva (2017, p. 451) has demonstrated that in 2009, the Parliament made bills such as “On equality rights and opportunities of women and men of the Republic of Kazakhstan” and "Countering domestic violence". Similarly, Southbaeva (2017, p. 450) pointed out the fact that in 1998 on November 29 Kazakhstan having joined the Convention on the Elimination of All Forms of Discrimination against Women, this means that the rights of men and women are equal and this is enshrined in the Constitution of the Republic of Kazakhstan.

* Based on the measures, are there any changes with what was and is now?

In some fields, the changes were for the better. For instance, in 2019 Kazakhstan ranks 50th out of 189 countries by international indicators, and the gender development index is equal to 0.795 (UNDP, n.d.). However, Gender inequality (n.d.) notes that in 2020, Kazakhstan ranks 72 out of 153 countries, respectively, the gender development index is 0.710. As for the good changes, the best option is an increase the number of women in the political and government staff.

And the main question for which this project was created is:

* To what extent are the measures taken in equalizing women’s rights in Kazakhstan effective?

I tried to find the connection between the secondary source and the primary source. As mentioned earlier, opinions on gender inequality are divided. If we consider the fact that I took information on the Internet, namely statistics, tables, it turned out that the problem itself exists in our country. And judging by the answers of the participants, people, in particular, do not face such cases in real life. This can be viewed from two sides, on the one hand, that this problem is not so common. This can be a direct proof that the measures taken by Kazakhstan are effective. However, on the other hand, it is worth noting that these people may face a problem, but without paying attention to it, and maybe not knowing that it is gender inequality.

Based on this, it can be said that my work requires further research to justify the theory that I had after the interview, which is based on two opinions. The first is that once people do not notice the signs of gender inequality, it is no longer there. And the second guess is that it manifests itself but people do not know that this phenomenon is called gender inequality. Therefore, in the future, I need to interview a large number of people to determine which of the theories is correct and to analyze the work done.

**References**

Harper’s BAZAAR Kazakhstan. (2020, September 4). Мужчины vs Женщины. Гендерное неравенство в Казахстане. https://harpersbazaar.kz/gendernoe-neravenstvo-v-kazakhstane/

Kalabikhina I. E. (2012, 15 April). Почему важно развивать институт гендерного неравенства а России. *Научные исследования экономического факультета.* <http://www.demoscope.ru/weekly/2012/0505/analit04.php>

Kazakhstan has fallen from 32nd to 60th place in terms of gender equality in five years. (2019, March 7). https://kstnews.kz/news/kazakhstan/item-49059

Pros and cons of interviewing as a research method. (n.d.). Plusiminusi. <https://plusiminusi.ru/plyusy-i-minusy-intervyu-kak-metoda-issledovaniya/>

Southbaeva, S. B. (2017). Mechanisms for the protection of women’s rights in Kazakhstan. *Бюллетень Науки и Практики-Bulletin of Science and Practice Научный Журнал*, 450–451. <https://cyberleninka.ru/article/n/mechanisms-for-the-protection-of-women-s-rights-in-kazakhstan>

Strategy for gender equality in the Republic of Kazakhstan 2006-2016. (2005, November 29). Akorda.Kz. <https://www.akorda.kz/upload/nac_komissiya_po_delam_zhenshin/5.2%20СГР%20англ.pdf>

Streefkerk, R. (2019, September 23). Primary and secondary sources. Scribbr. <https://www.scribbr.com/citing-sources/primary-and-secondary-sources/>

UNDP. (2020). Gender equality | UNDP in Kazakhstan. <https://www.kz.undp.org/content/kazakhstan/en/home/gender-equality.html>

Zakon.kz. (2016, December 29). The concept of family and gender policy until 2030 was approved in Kazakhstan. <https://www.zakon.kz/4836884-koncepcija-semejjnojj-i-gendernojj.html>

**Appendix 1**

**Interview Protocol Form**

Project:  GPPW. Gender inequality in Kazakhstan

Research Question: To what extent are the measures is taken in equalizing women’s rights in Kazakhstan effective?

Date:  21.01.2021

Time: 19:00

Location: in our house

**Interviewer:** What causes of gender inequality can you name, especially in our country?

**Interviewee:** Okay. Umm… The main reason is that since childhood, girls begin to be inspired by the rules that they should follow, for example, to be a good housewife in the future. I think so.

**Interviewer:** Do you think that the problem of gender inequality is relevant in Kazakhstan?

**Interviewee:** Yes, and I'm sure of my answer, because according to statistics. If I'm not mistaken, every *fifth woman* is a victim of domestic violence. And for me, this is already a sign of gender inequality.

**Interviewer:** Do you know about the normative documents regulating the gender rights of citizens of the Republic of Kazakhstan?

**Interviewee:** Ohh… To be honest, I am interested in this topic, and I roughly knew that there are such documents, but I did not know their exact names directly.

**Interviewer:** What roles does a woman have in our society?

**Interviewee:** Hmm. In general, a woman is primarily a person who has her own ambitions and desires. Moreover, we must not forget that she, too, in turn, is a mother, a wife, and how else…And also a person who contributes to the preservation of the hearth.

**Interviewer:** What measures do you think should be taken to equalize the rights of women and men?

**Interviewee:** An interesting question (.). Now there are different social groups that deal with women's rights. And so for me, it would be a good idea if the people start interacting with such groups and supporting them. But of course, we must not forget, that we want to equalize the rights of the people of yes, and not introduce a matriarchal policy.

**Interviewer:** What do you think is it possible to avoid this problem in the next 10 years?

**Interviewee:** I find it a little difficult to answer this question (.). Because it is a little difficult to predict this, but if people start to be more tolerant and interact with such groups as I said before, then I think we can avoid such problems.

**Appendix 2**

**Interview Protocol Form**

Project:  GPPW. Gender inequality in Kazakhstan

Research Question: To what extent are the measures is taken in equalizing women’s rights in Kazakhstan effective?

Date:  18.01.2021

Time: 19:00

Location: online via ZOOM

**Interviewer:** What causes of gender inequality can you name, especially in our country?

**Interviewee:** Gender inequality is a social and cultural phenomenon in which there is discrimination between people because of their sex, mainly between men and women. Moreover, it is not a trivial phenomenon, as its impact is felt at different levels: professional, social, family, for example, in our country, on the social level, a woman may be subordinate to her husband or father(.). On the economic front, the lack of conscientious provision of comfort in the workplace does not always make it possible for women to work on an equal footing with men. Hence, modern women have far fewer job opportunities than men.

**Interviewer:** Do you think that the problem of gender inequality is relevant in Kazakhstan?

**Interviewee:** I think gender inequality is the most sensitive topic among Kazakhstanis. The feminist movement in our country has made a huge leap(.). However, the fact of inequality is clear.

**Interviewer:** Do you know about the normative documents regulating the gender rights of citizens of the Republic of Kazakhstan?

**Interviewee:** Previously, the policy document governing the implementation of gender policy in Kazakhstan was the «Strategy for Gender Equality in the Republic of Kazakhstan» 2006-2016, and now the «Concept of Family and Gender Policy until 2030» has entered into force.

**Interviewer:** What roles does a woman have in our society?

**Interviewee:** There used to be a rather narrow understanding of a woman's purpose - cooking, cleaning, taking care of her husband and bringing up children. The social role of women in modern society is quite different and certainly not limited to this list. In modern society, it is only worth marrying and having children when a woman has found herself in a career and has a stable income.

**Interviewer:** What measures do you think should be taken to equalize the rights of women and men?

**Interviewee:** Uh…First of all, it is the governments duty to make sure all people in Kazakhstan are treated equally, despite the gender. Secondly but most importantly, every family should teach their children about gender equality and should not plant old-fashioned stereotypes about men’s and women’s roles in family and society (like father is a breadwinner and mother is a housewife) into their minds.

**Interviewer:** What do you think is it possible to avoid this problem in the next 10 years?

**Interviewee:** Umm, in the next 10 years, probably not(.). It would take many decades to achieve any form of equality.

**Appendix 3**

**Interview Protocol Form**

Project:  GPPW. Gender inequality in Kazakhstan

Research Question: To what extent are the measures is taken in equalizing women’s rights in Kazakhstan effective?

Date:  15.01.2021

Time: 20:00

Location: online via ZOOM

**Interviewer:** What causes of gender inequality can you name, especially in our country?

**Interviewee:** Gender inequality? I don't know. We all have equal rights and the state in general… I don't see gender inequality, everything seems to be a democratic republic.

**Interviewer:** Do you think that the problem of gender inequality is relevant in Kazakhstan?

**Interviewee:** There is probably no such problem [uncertainly]. I think so [laughter]. Everyone is equal.

**Interviewer:** Do you know about the normative documents regulating the gender rights of citizens of the Republic of Kazakhstan?

**Interviewee:** I don't know(.). I didn't even think about it, in general, I think about this topic... And we have a secular state due to this, as in other republics, as an Islamic state, in our secular state there are no problems, I think so.

**Interviewer:** What roles does a woman have in our society?

**Interviewee:** A woman? The main role is probably [uncertainly]. A woman brings up ... a woman is like creating a hearth, warmth in the hearth due to this creates comfort in the family, so that a man is well. If a woman brings up a child well, then he will also be a leader, regardless of the gender of a boy or a girl. The main role is probably played by a woman [repeats].

**Interviewee:** What measures do you think should be taken to equalize the rights of women and men?

**Interviewee:** This is the most important thing that depends on the woman, right? From her most important education, education, and how she treats herself. If she allows it, it means self-abuse and something else. If she does not like this job, because she does not pay enough, then there are still other jobs. I think [laughter]. She can earn more than men, do not dwell on it I think, where men earn less, earn more, where violence is mostly. If a person does not respect himself, he can be bullied everywhere, raped, well, not raped, but bullied, yes? Self-esteem is low if a woman has low self-esteem… In general, self-esteem is taken from childhood and is taken when little girls are brought up. They need to be brought up with a personality, that she is a person herself… So that she can stand up for herself, so that she is smart, educated, well-mannered.

**Interviewer:** What do you think is it possible to avoid this problem in the next 10 years?

**Interviewee:** This problem? I suppose it’s probably possible [uncertainly]. I think such a problem [laughter]…I do not think that there is such a problem, so yeah.

**Appendix 4**

**Interview Protocol Form**

Project:  GPPW. Gender inequality in Kazakhstan

Research Question: To what extent are the measures is taken in equalizing women’s rights in Kazakhstan effective?

Date:  18.01.2021

Time: 20:00

Location: online via WhatsApp video

**Interviewer:** What causes of gender inequality can you name, especially in our country?

**Interviewee:** This lack of education, lack of education in terms of this is also the cause of inequality (.). That is, some women, for example, do not know about their rights.

**Interviewer:** Do you think that the problem of gender inequality is relevant in Kazakhstan?

**Interviewee:** I think so [uncertainly].

**Interviewer:** Do you know about the normative documents regulating the gender rights of citizens of the Republic of Kazakhstan?

**Interviewee:** Unfortunately, maybe even fortunately, I have not encountered such an inequality. So I didn't have to know if there were any… But now, when I’m talking with you [laughter], I understand that in a developed country, that is, in our educated country, you should know about your rights.

**Interviewer:** What roles does a woman have in our society?

**Interviewee:** Hmm. If we take our Kazakh traditions, then a woman was the personification of mother, mother nature, and other things. But the veneration of women, it was from time immemorial that it was considered... Not that it was like... Well, like a mother. However, given our traditions, as if on the part of women, she is so versatile and intelligent. It turns out and skillfully respect your man, thereby not showing your greatness to him, but showing your wisdom.

**Interviewer:** What measures do you think should be taken to equalize the rights of women and men?

**Interviewee:** [sigh] Well, the most important reason that I just voiced is ignorance and lack of education. From the point of view of the fact that, without knowing your rights, you will never equalize it in rights. In terms of that [sigh] when you're not informatively savvy, you don't know what and where to go to fight for your rights. Therefore, to begin with, my personal opinion is that it is necessary, especially in such localities as, for example, in auls, in remote places, to introduce a kind of cultural mass, as it were, an assembly, an education specifically for women (..). Well, and to give some allowances to every woman every girl should know their rights, but everything is within reason, should not be so matriarchal, it is a direct equinox, and a woman has the right to education, she has the right to work, has the right to not know to travel in the end (...). But first you need to get acquainted, then you can then talk about some different rights, declare something, argue if somewhere someone there was infringed on some rights.

**Interviewer:** What do you think is it possible to avoid this problem in the next 10 years?

**Interviewee:** Uhh. Now social projects are very developed. You know a lot of projects like " Don't be silent”, well, very much such movements that go to protect the rights of women (.). If a woman starts to at least love herself, initially herself, I think then there will be problems that can be avoided. Initially, most likely because of the fact that a person does not love herself, she.. She doesn't care about herself, as they say. But when she knows her rights, represents herself as a person, and respects herself, then she will defend her rights. Secondly, now our young people are more tolerant and so the problem can be avoided.

**Appendix 5**

**Interview Protocol Form**

Project:  GPPW. Gender inequality in Kazakhstan

Research Question: To what extent are the measures is taken in equalizing women’s rights in Kazakhstan effective?

Date:  20.01.2021

Time: 16:00

Location: online via WhatsApp video

**Interviewer:** What causes of gender inequality can you name, especially in our country?

**Interviewee:** Umm.. I believe that there is no gender inequality in our country, since men and women are equal in Kazakhstan.

**Interviewer:** Do you think that the problem of gender inequality is relevant in Kazakhstan?

**Interviewee:** No, it's not relevant. Because it doesn't show its signs.

**Interviewer:** Do you know about the normative documents regulating the gender rights of citizens of the Republic of Kazakhstan?

**Interviewee:** Yes, I know. If I am not mistaken, the "Strategy for Gender Equality in the Republic of Kazakhstan for 2006-2016", then this is its name.

**Interviewer:** What roles does a woman have in our society?

**Interviewee:** Well, a woman plays an important role (.). Because there are many high-ranking positions, and the deputies are also women. Therefore, this once again proves that they are on an equal footing with men, I think. [coughing].

**Interviewer:** What measures do you think should be taken to equalize the rights of women and men?

**Interviewee:** In principle, no measures are necessary, since we have a state that ensures equality.

**Interviewer:** What do you think is it possible to avoid this problem in the next 10 years?

**Interviewee:** Until this day, I did not think that in general there is such a problem. And it is since you are taking an interview on this topic. Maybe it is, but I just didn't notice it[uncertainly]. Indeed, it may be… It manifests itself in some areas, but also at a minor level. Therefore, in principle, this problem can be avoided.