

Human capital and problem of gender equality in industrial and innovative development of Kazakhstan

Today, problem of gender equality defined as priority by many international organizations recognizing that gender indicators shall be entered into all social and economic programs promoting democratization of society, improvement of quality of life, poverty eradication and sustainable development of the country.

The main problem of the gender researches is finding out the opportunities to overcome a gender inequality, sex discrimination at all levels and in all spheres of social life – work, economy, policy and family.

Gender relationship – socially organized relations between two genders. Usually it is relations of inequality where dominant position takes men. Gender relations understood as a product of interaction of the women and men representing social communities with macro-(society) and micro- (family) environment.

Gender researches help to learn and understand how any society defines, creates and fixes in public consciousness and in consciousness of individuals social roles of woman and man, also what consequence they will have from it.

Some western researches (I. Goffman, K. West, D. Zimmerman, N. Smelzer) give international distinction to the concept “gender”. They believe that “gender” is the distinctions between sexes that have social coverage based on the features of social development of a country.

Russian researches define this term as “social gender or status” [1]. It is defined as the changing social and economic status of the individual which is connected to reproductive behavior of the person, his family role, personal opportunities in education, professional activity, etc. Thus gender features is specific and shown in different spheres.

Economic policy in Kazakhstan promote the beginning of evolutionary women’s movement which being as one of the important institutes of civil society became the first conductor of a gender policy in the republic. There are two periods of women’s movement in Kazakhstan, they are:

1. From 1990 to 1998, gender policy was organized generally by non-governmental organizations. There are two types of the gender policy: the rhetorical – updating of questions of women’s status equally in civil and political rights, equal start opportunities in all spheres; the meritocratic – transition to practical activities, carrying out a gender policy in different areas (policy, economy, education, etc.), beginning of changes of the gender system. There is an active growth of non-governmental organizations, associations and information centers.

2. From 1998 to the present the gender policy is carried out in Kazakhstan not only non-governmental organizations, but also the state [2]. The state support becomes a pacing factor of development of such new direction in scientific researches, as gender development and in Kazakhstan. Specific institutional structures had been created and the normative and legal basis had been enhanced.

3.

Globalization is one of the factors that influence on development of gender researches in Kazakhstan. It links with international centers of female and gender researches. Interaction of Kazakhstan and foreign researches promotes development of gender researches in domestic social and humanitarian knowledge. During the independence years in Kazakhstan there was the whole system of institutional mechanism of protection of the rights of women and increase of their status. These mechanisms permanently develop and enhanced, and their activities in all spheres of activity become more and more effective.

To implement recommendation of Committee on execution of the Convention of the UN “About liquidation of all forms of discrimination against women” on creation of a complex policy and institutional approach in questions of achievement of equality of men and women in all spheres of life “The concept of a gender policy in the Republic of Kazakhstan” was approved in 2003, which shall become a basis for development of national programs and strategy for fight against poverty, reduction of an inequality, eradication of diseases, enhancement of access and quality of education.

In 1998 Kazakhstan joined the Convention of the UN on liquidation of all forms of discrimination against women. Also Conventions of the UN “About the political rights of women” and “About nationality of married woman” in serious of the acts of the International Labour Organization concerning the rights of women and children are ratified.

In 2005 the Strategy of gender equality in Kazakhstan for 2006-2016 was approved. Its purpose is creation of conditions according to the Purposes of development of the millennium of the UN for implementation of equal rights and opportunities of men and women, their equal involvement in all spheres of life and activities of society.

Strategy of gender equality provides indicators, according to which it will be controlled. They are:

- A contribution of women and men to formation of GDP;
- Number of the persons living below the poverty line;
- Level of distribution of HIV among pregnant women;
- Structure of maternal mortality;
- Number of preschool institutions, etc.

Women take a major part of population (more than 52,1%), therefore main directions of social policy of the country concerned about family, women young kids and disabled children, single parents and single mothers.

Programs of industrial and innovative development of the country enter the whole complex of the tasks requiring the decision concerning gender problems. Women are those who unprepared for adaptation in nowadays economic conditions and less competitive compare to men. It is quite often women are among unemployed, work or had to work in low-paid, low-skill and not prestigious types of jobs.

Economic inequality leads uneven access to the resources, which then creates different opportunities for development human potentials at different groups of the population.

The social and economic situation of most of women is worse than men that specify incomplete and ineffective use of human, in particular female potential. So, the share of women in the total number of the unemployed increased from 57,8% in 2005 to 59,4% in 2008, and the average salary of working women is 1,6 times below than a salary of men - 46 707 tenge in comparison with 73 602 tenge.

At the same time in recent years in Kazakhstan social support of women and children is strengthened. So, in 2008 the lump-sum grant for childbirth was increased twice. In 2009 it was 38 thousand tenge. Child care grant increased by 1, 6 times.

Since 2008 implementation of the special program for lowering of maternal and child mortality have been started. National scientific center of motherhood and the childhood, Republican children's rehabilitation center began its work. In 2008 rehabilitation was undergone by over 2, 5 thousand children from all regions of the country.

Moreover, female entrepreneurship also had been supported. In 2008, farming headed by women obtained the credits through rural credit associations. The fund of financial support of agriculture gave women nearly 10 thousand credits for the amount 3 billion tenge [3].

However, mentioned above methods are not enough to support women and men. In this regard following directions are determined to further support of women.

1. Families with children should have special social support.
2. Support of women's economic activity. Creation of conditions for their employment in the conditions of crisis, increases of competitiveness of women in labor market, on retraining and training of women in new perspective specialties is necessary. The question of distant employment, i.e. combination of household work, children's care and work is on consideration.
3. Extension of possibility of women actively to participate in political and public life. In Kazakhstan the number of female deputies in Maslikhat (Representative

body of local government) and in Parliament does not increased and now their share is only about 17 %.

4. Strengthening family and marriage institution. Increase of prestige of family and support young families.

To conclude it is possible to draw a conclusion that the concept of human development is permanently enhanced. Human development is not just development of the person, but rather the whole society. Thus, human development is defined as development of the population.

Human development is historical process. At each stage it goes with different intensity.

Gender strategy expresses interests of progressive sectors of society and guided by objective laws of historical process. It provides sequential democratization of the power by involvement in control of women and men, assumes finding of the mutually acceptable decisions considering gender interests of society. The prevention of infringement, both women and men in opportunities and the rights, legal principles, actions, development of public and government institutions taking into account gender interests, needs shall become norm of the civilized states.

In the modern economic and political spheres of Kazakhstan society it is possible to select the following gender and asymmetrical tendencies:

- women spent more time for unpaid types of activities such household, men – for paid activities in a social production;
- professional horizontal segregation in labor market when traditionally "female" professions are paid less and have no prestige in society;
- professional vertical segregation it is when men hold the higher positions, than women;
- unemployment rate among women is higher than among men and its duration more long;
- average level of a salary of women is 1,5 time lower than men's salary;
- number of women in politics and in power structures is less than men.

The national commission on affairs of women and family population policy under the President of the Republic of Kazakhstan concluded the memorandum for the next three years with United Nations Development Program (UNDP). During joint activities researches on gender issues, demography, problems of aging population, conferences and round table meetings were organized. Parliament considers two important bills: "The code about marriage and family" and "Code about counteraction to domestic violence". The Law "About Social Services" which is also promotes the solution of questions on advancement of women and children of certain categories. Moreover, the Plan on implementation of the Strategy of gender

equality, realization of which will be together with Ministries of Health, science and education, work and social protection of population was accepted.

Literature:

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U. Bekmuhambetova

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Senior Research Associate of the Institute of Economy of CS of MES of Kazakhstan