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## **UNEMPLOYMENT. HUMAN CAPITAL. GENDER POLICY**

**Abstract.** In practice, there is a difference in life expectancy, literacy, education and earnings of men and women in the global trend in human development. At the same time, the possibilities of women are more limited than those of men. The unequal position of men and women entails negative socio-economic consequences: gender asymmetry in the labor market, the feminization of poverty, the problem of “double employment” of women. Gender-based discrimination also manifests itself in family decisions, unequal access to household incomes, unequal participation in raising children and family benefits, domestic violence, trafficking of women for the purpose of sexual exploitation, maternal mortality, short life expectancy men, low general health indices.

**Keywords:** unemployment, human capital, gender policy, equality, female labor.

### **INTRODUCTION**

The labor market is the most complex element of a market economy. Here, not only the interests of the employee and the employer are intertwined when determining the price of labor and the conditions of its functioning, but, as in a mirror, practically all the socio-economic phenomena occurring in the Republic of Kazakhstan are reflected [3]. On how well the economy functions, in what phase of the economic cycle it is, what is the behavior of the main market actors: the employer's employee depends on the demand for labor and its supply, and accordingly the unemployment rate.

A long period of unemployment reduces the competitiveness of the individual, reduces his chances of getting a job again. As a result, chronic, “stagnant” unemployed people have less motivation to work, to professional development and retraining, which can lead to the development of psychological apathy, a change of lifestyle to dependent, oriented to casual earnings against the background of a drop in living standards.

Human capital - a combination of knowledge, skills used to meet the diverse needs of man and society as a whole.

Initially, human capital was understood only as a combination of investments in a person, increasing his ability to work - education and professional skills. In the future, the concept of human capital has expanded significantly. Recent calculations made by World Bank experts include consumer spending — household spending on food, clothing, housing, education, healthcare, culture, and government spending on these goals.

Human capital in the broad sense is an intensive productive factor in economic development, the development of society and the family, including the educated part of the workforce, knowledge, tools for intellectual and managerial work, the environment and work activities that ensure the efficient and rational functioning of human capital as a productive development factor.

In a meaningful way, human capital includes a stock of health, knowledge, and abilities that are capitalized under the following conditions:

- streaming, accumulative stock of human abilities in phases of life;
- the feasibility of using the stock of abilities, which leads to an increase in labor productivity;
- an increase in labor productivity naturally leads to an increase in employee earnings;

• an increase in income motivates the employee to make additional investments in his human capital, accumulate it cumulatively.

Gender relations are socially organized relations between the sexes. As a rule, this is an inequality relationship in which men dominate. Gender relations are understood as a product of the interaction of women and men, which are social communities with the macro- (society) and micro- (family) environment. Gender studies help to study and understand how a particular society determines, shapes and consolidates the social roles of women and men in the public consciousness and in the consciousness of the individual, as well as what consequences this distribution has for them.

In accordance with the Strategy “Kazakhstan-2050”: a new political course of a successful state” (hereinafter referred to as the “Strategy-2050”), the country has taken a course towards accelerated modernization and industrialization, which are reflected in the Concept for Kazakhstan becoming one of the 30 most developed countries in the world. Kazakhstan intends to use the 15-20-year-old “window of opportunity” to implement five strategic directions: the development of human capital, the improvement of the institutional environment, the establishment of a knowledge-based economy, the formation of a modern infrastructure and deepening international integration.

For Kazakhstan, such a strategic document for the first time opens a new stage in the social policy of the state. So, in particular, the Strategy notes the lack of public awareness of the need for gender equality, the presence of stable traditional stereotypes about the role and place of women in society.

#### MAIN PART

The Gender Equality Strategy provides indicators by which its implementation will be monitored, including:

- the contribution of women and men to the formation of GDP;
- the number of people living below the poverty line;
- HIV prevalence among pregnant women; - maternal mortality structure;
- number of permanent preschool institutions, etc.

So, it can be argued that in the Republic of Kazakhstan a sufficiently strong legal base has appeared for observing the equality of women and increasing their status in various spheres of public life. In the population, women make up more than half (more than 52.1%), therefore, the main directions of the state social policy are reduced to issues of family, women and children.

The results of studies on the problem of gender equality of foreign and domestic authors allow us to conclude that it has not been completely resolved in any of the countries of the world. Gender equality remains the subject of heated public debate and the goal of the social policies of states developing along the path of democracy and the development of human rights.

The situation is aggravated by the growing complex of unresolved issues related to the use of female potential.

As international practice shows, models of gender relations have a significant impact on the level of functional stability of the family. The higher the level of gender equality, the greater the responsibility, parity and effectiveness in the fulfillment by family members of their household, economic, moral-educational, protective and other important functions.

Thus, it becomes obvious that the formation of conditions for the formation of a modern sustainable family and the achievement of gender equality is an inextricable process of social modernization of society.

The development of a comprehensive Concept of family and gender policy in the Republic of Kazakhstan (hereinafter referred to as the Concept) as a link between existing concepts in the field of competitiveness and social development seems an obvious and justified necessity and one of the fundamental conditions for the successful integration of the Republic of Kazakhstan into the world community.

The consequences of the transition period have intensified gender inequality in the political, economic and social spheres of the post-Soviet countries. In a transforming society, there is a real threat of reduced investment in female human capital, as at the level of individual households comes the realization of the inefficiency of such investments. In Kazakhstan, issues of gender equality are pointed out quite acutely. The socio-economic transformation of Kazakhstani society has required the state to formulate a new

policy that more closely takes into account the vector of changes in the international gender equality policy. The country's leadership is actively contributing to the achievement of such equality, creates the conditions for studying the experience of different countries in solving specific problems, and establishes contacts with national, regional and international organizations dealing with gender issues.

Currently, the gender problem has been identified as a priority by many international organizations, recognizing that gender indicators should be introduced in all social and economic programs that contribute to the democratization of society, improving the quality of life, poverty eradication, and sustainable development of the country. The main problem of gender studies is finding out the possibilities of overcoming gender inequality, discrimination on the basis of sex at all levels and in all spheres of social life - labor, economics, politics, family. Gender is seen as a set of social and cultural norms and roles of men and women that determine their behavior, as well as social relationships between them.

Gender relations are socially organized relations between the sexes. As a rule, this is an inequality relationship in which men dominate. Gender relations are understood as a product of the interaction of women and men, which are social communities with the macro- (society) and micro- (family) environment. Gender studies help to study and understand how a particular society determines, shapes and consolidates the social roles of women and men in the public consciousness and in the consciousness of the individual, as well as what consequences this distribution has for them. A country distinction to the concept of "gender" is given by some Western researchers (I. Hoffman, C. West, D. Zimmerman, N. Smelser). In their opinion, "gender" is the difference between the sexes, having a social coloring in accordance with the peculiarities of social development in a particular country. Russian researchers interpret this term as "social gender or status" [1]. It is defined as the changing socio-economic status of the individual, which is associated with the reproductive behavior of a person, his family role, individual opportunities in education, professional activity, etc. Moreover, gender characteristics are specifically manifested in various fields. Economic reforms in Kazakhstan contribute to the beginning of the evolutionary women's movement, which, being one of the important institutions of civil society, became the first conductor of gender policy in the republic.

State support is becoming the main factor in the development of such a new direction in scientific research as gender development, and in the Republic of Kazakhstan. Certain institutional structures are being created, and the regulatory framework is being improved. Among the factors contributing to the development of gender studies in Kazakhstan, it should be noted the factor of globalization. He has international contacts with centers for women's and gender studies. The interaction of Kazakhstani and foreign researchers contributes to the development of gender studies in domestic social and humanitarian knowledge.

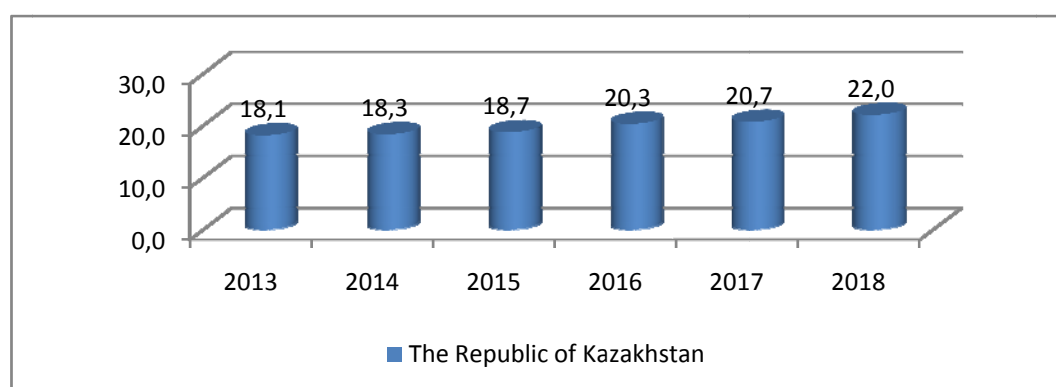


Figure 1 - The proportion of women heads of farms or farms

The proportion of women heads of farms or farms increased from 18.1% in 2013 to 22% in 2018.

Over the years of independence, Kazakhstan has developed a whole system of institutional mechanisms for protecting women's rights and increasing their status. These mechanisms are constantly being developed and improved, and their activity in all spheres of life is becoming more and more effective and efficient. In order to implement the recommendations of the UN Implementation Committee

on the Elimination of All Forms of Discrimination against Women on the creation of a comprehensive policy and institutional approach to achieving gender equality in all spheres of life, the "Gender Policy Concept in the Republic of Kazakhstan" was approved (2003), which should become the basis for the development of national programs and strategies to combat poverty, reduce inequality, eradicate diseases, improve access and quality of education.

The Millennium Goals, identified by the UN for Kazakhstan in a gender perspective, were to promote gender equality, empower women, improve maternal health, reduce child mortality, eliminate extreme poverty and hunger. In 1998, Kazakhstan joined the UN Convention on the Elimination of All Forms of Discrimination against Women. The UN Conventions on Political Rights of Women and On Citizenship of a Married Woman, a number of acts of the International Labor Organization concerning the rights of women and children have also been ratified. For Kazakhstan, such a strategic document for the first time opens a new stage in the social policy of the state. So, in particular, the Strategy notes the lack of public awareness of the need for gender equality, the presence of stable traditional stereotypes about the role and place of women in society.

The Gender Equality Strategy provides indicators by which its implementation will be monitored, including:

- the contribution of women and men to the formation of GDP;
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So, it can be argued that in the Republic of Kazakhstan a sufficiently strong legal base has appeared for observing the equality of women and increasing their status in various spheres of public life. In the population, women make up more than half (more than 52.1%), therefore, the main directions of the state social policy are reduced to issues of family, women and children. The deterioration of the socio-economic situation, its instability significantly affect the quality of life of all citizens and especially women with young children and children with disabilities, single parents, single mothers. Programs of industrial and innovative development of the country introduce a whole range of tasks that need to be addressed in relation to gender issues. It was women who were not prepared for adaptation in these economic conditions, less competitive than men. Women more often fall into the number of unemployed, work in forced part-time employment, are pushed to low-paid positions, low-skilled and non-prestigious types of work. Economic inequality entails unequal access to resources, which, in turn, creates different opportunities for the development of human potential in different population groups. Gender roles and differences also determine differences in how the crisis period has affected women and men. During this period, new specific forms of gender inequality appeared, due to the limited mobility of the workforce, lack of awareness of the labor market and the influence of the internal division of labor. The social and economic situation of most women is worse than that of men, which indicates the incomplete and ineffective use of human, namely female potential.

However, these measures are still insufficient to ensure both women and men, since they concern men, a decent level of both their own lives and the maintenance of children.

In this regard, the following directions are identified for further support for women.

1. Particular attention should be paid to social support for families with children.
2. Support for women's economic activity. It is necessary to create conditions for their employment in a crisis, to increase the competitiveness of women in the labor market, and to retrain and train women in promising new specialties. The question of considering distance employment, i.e. on the combination of work with domestic responsibilities and parenting.
3. Empowering women to actively participate in political and public life. In Kazakhstan, the number of women deputies in maslikhats and in the Parliament does not increase; at present, their share is only about 17%.
4. Strengthening the institution of marriage and family. Increasing the prestige of the family, supporting young families.

Thus, from the foregoing, we can conclude that the concept of human development is constantly being improved. Human development - this is the development of man, by this is meant the development



not of any particular person, but of the totality of people who carry out life activities within the framework of a particular society. And from this it follows that human development is determined by the development of the population.

The gender strategy expresses the interests of the progressive sections of society, relies on the objective laws of the historical process, provides for the consistent democratization of power by involving women and men in management, and suggests finding mutually acceptable solutions that take into account the gender interests of society. Prevention of infringement of both women and men on opportunities and rights, legal principles, actions, development of public and state structures taking into account gender interests and needs should become the norm of civilized states. In the modern economic and political spheres of Kazakhstani society, the following gender-asymmetric trends can be distinguished:

- women spend much more time on unpaid activities associated with the household, men on paid activities in social production;
- professional horizontal segregation in the labor market, when traditionally female professions are paid less and have no prestige in society;
- professional vertical segregation, when men occupy higher positions than women;
- the unemployment rate among women is higher than among men, and its duration is longer; the average wage for women is 1.5 times lower than for men;
- Women are represented in politics and power structures much less than men.

The social realization of the citizens of the country is one of the indispensable conditions for eliminating imbalances in various spheres of life. Research and development in this area is important for Kazakhstan, especially now, in the context of its entry into the strategic period of innovative development and the formation of a competitive environment within the global economic space. The country is undergoing structural transformations of the economy, the mechanism of effective management is deepening, the scope of the use of scientific and technical information and new technologies is expanding. The state is aware of the need to strengthen the information base and build analytical capacity by setting the goals of achieving Western standards of gender equality and adopting legislation in line with international standards aimed at combating discrimination.

Assessing the situation by indicators unified for all countries, it can be noted that Kazakhstan has already eliminated gender inequality at all levels of education so far: there is no quantitative gender inequality in primary and secondary education, there is no problem of girls accessing any of the educational levels. The level of education for women in Kazakhstan is much higher than for men.

Nevertheless, the high level of education among women in our country does not guarantee them prestigious, promising, decent income, career advancement and does not protect them from being released on the labor market, and the level of education is one of the most important qualitative characteristics of the population, which are the basis for the formation of the personnel potential of the country.

## CONCLUSION

Asymmetric gender-based release of staff is one of the manifestations of gender inequality in employment. The dynamics of the unemployment rate shows that in the early stages of radical reforms, the greatest blow fell on women. The reduction in the total number of employed people in the early 90s was due to the active exclusion of women from paid employment to the household or to the rapidly expanding area of irregular employment, the most common forms of which are small retail trade and shuttle business.

Thus, the level of involvement of female labor in innovative, infrastructure and high-tech projects and programs is very low. The presence of restrictions on women in working with difficult and dangerous working conditions negatively affects women's access to highly paid professions. The approved list of works that prohibit the use of women's labor in Kazakhstan, in comparison with the CIS countries, is one of the most extensive.

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**ЖҰМЫССЫЗДЫҚ, АДАМ КАПИТАЛЫ. ГЕНДЕР САЯСАТЫ**

**Аннотация.** Іс жүзінде, адамзат дамуының жаһандық тенденциясында ерлер мен әйелдердің өмір сүру ұзақтығы, сауаттылығы, білімі мен табысы бойынша айырмашылық бар. Сонымен қатар, ерлердің мүмкіндіктерімен салыстырғанда әйелдердің мүмкіндіктері анағұрлым шектеулі. Ерлер мен әйелдердің тең емес позициясы теріс әлеуметтік-экономикалық салдарға әкеледі: еңбек нарығындағы гендерлік асимметрия, кедейліктің феминизациясы, әйелдердің «қос жұмыспен қамту» проблемасы. Гендерлік негіздегі кемсітушілік сонымен қатар отбасылық шешімдерде, үй кірістеріне тең қол жетімділікте, балалар мен отбасының пайдасына теңсіз қатысу, тұрмыстық зорлық-зомбылық, әйелдерді сексуалдық қанаушылық үшін сату, ана өлімі, өмір сүрудің қысқа ұзақтығында көрінеді. ер адамдар, денсаулықтың төмен көрсеткіштері.

**Түйін сөздер:** жұмыссыздық, адами капитал, гендерлік саясат, тендік, әйелдер еңбегі.

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**БЕЗРАБОТИЦА. ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ. ГЕНДЕРНАЯ ПОЛИТИКА**

**Аннотация.** На практике в мировой тенденции человеческого развития существует разница в продолжительности жизни, грамотности, образовании и заработках мужчин и женщин. При этом возможности женщин более ограничены по сравнению с возможностями мужчин. Неравноправное положение мужчин и женщин влечет за собой негативные социально-экономические последствия: гендерную асимметрию на рынке труда, феминизацию бедности, проблему «двойной занятости» женщин. Дискриминация по признаку пола проявляется и в принятии семейных решений, неравном доступе к доходам домохозяйства, неравноценном участии в воспитании детей и в получении семейных льгот, бытовом насилии, трафике женщин с целью сексуальной эксплуатации, материнской смертности, короткой продолжительности жизни мужчин, низких индексах здоровья населения в целом.

**Ключевые слова:** безработица, человеческий капитал, гендерная политика, равенство, женский труд.

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