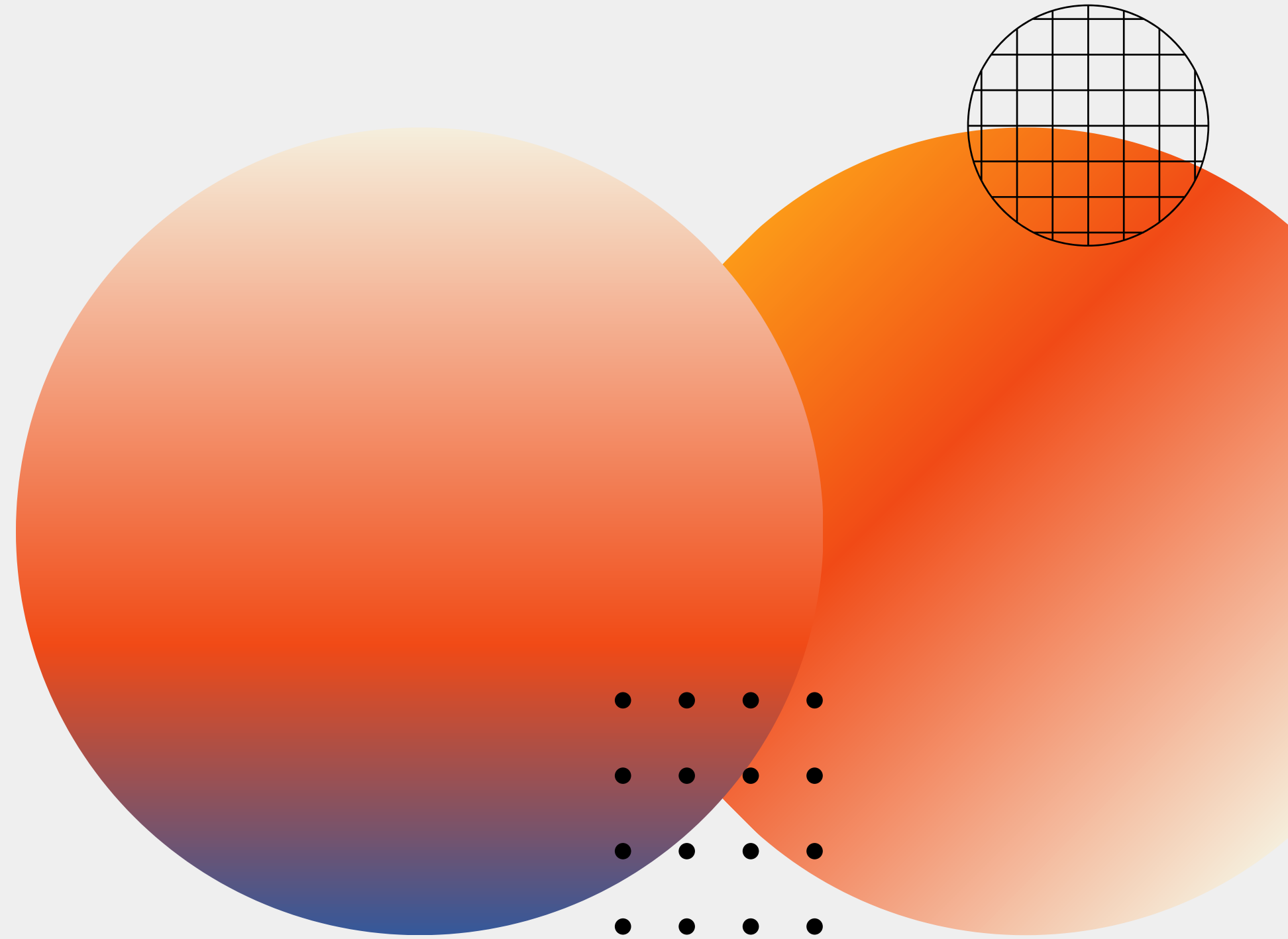


Let's Start

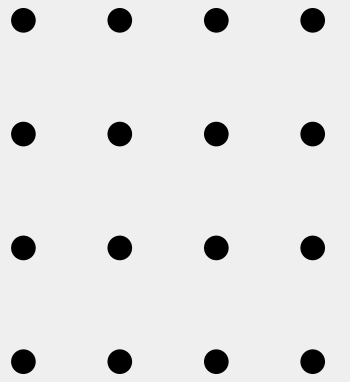
Gender Equality in Labor Law

Comparative of Kazakhstan
and Other Countries



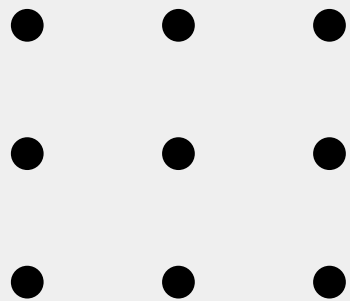
Agenda

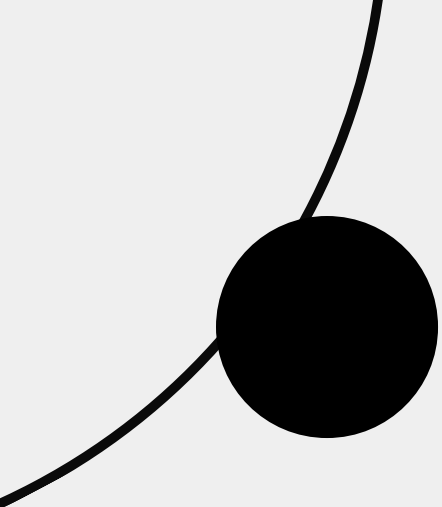
- Introduction
 - Global Gender Equality Overview
 - Kazakhstan's Labor Laws
 - Comparing Kazakhstan with Other Countries
 - Economic and Social Impact
 - Recommendations for Kazakhstan
 - Conclusion
-



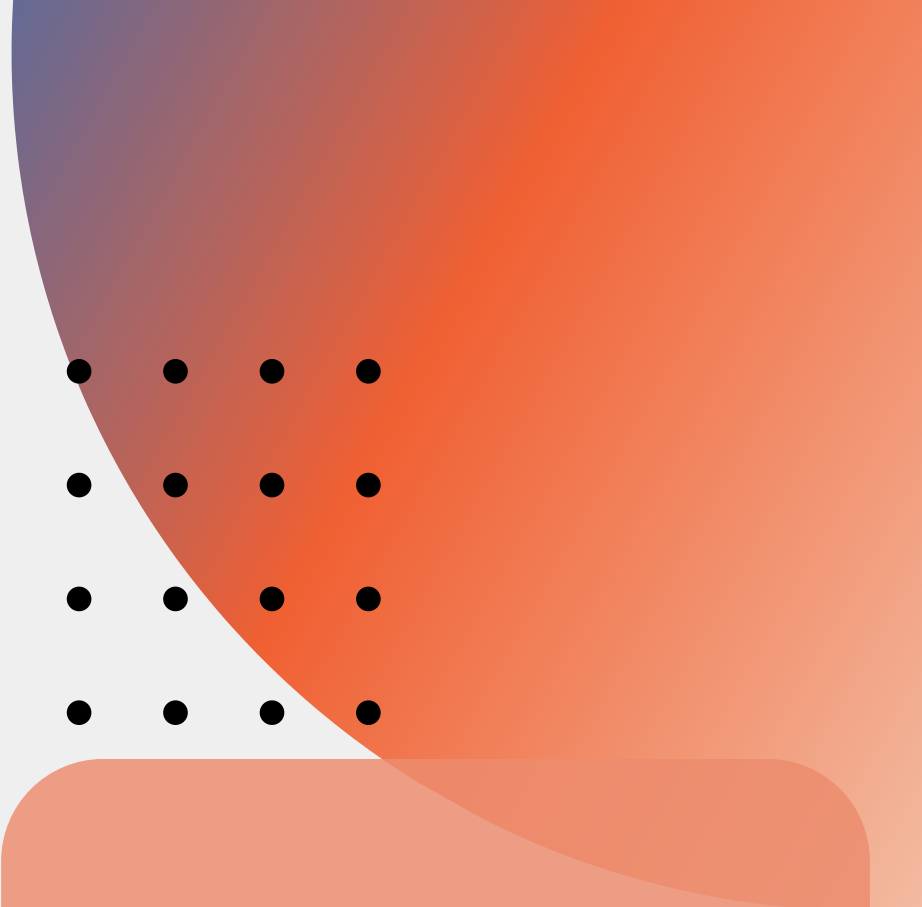
Introduction

Did you know that globally, women still earn 20% less than men for the same work, and in many countries, legal frameworks fail to fully protect their rights at work?





Global Gender Equality Overview



Key Global Statistics:

25% of countries equal pay for work of equal value

75 countries legally restrict women's job opportunities

High-Income Countries Sweden

Gender wage gap: 10%.

Female labor force participation: 81%.

Policies: parental leave for both parents (480 days), workplace pay audits.

Middle-Income Countries Kazakhstan

Gender wage gap: 23%.

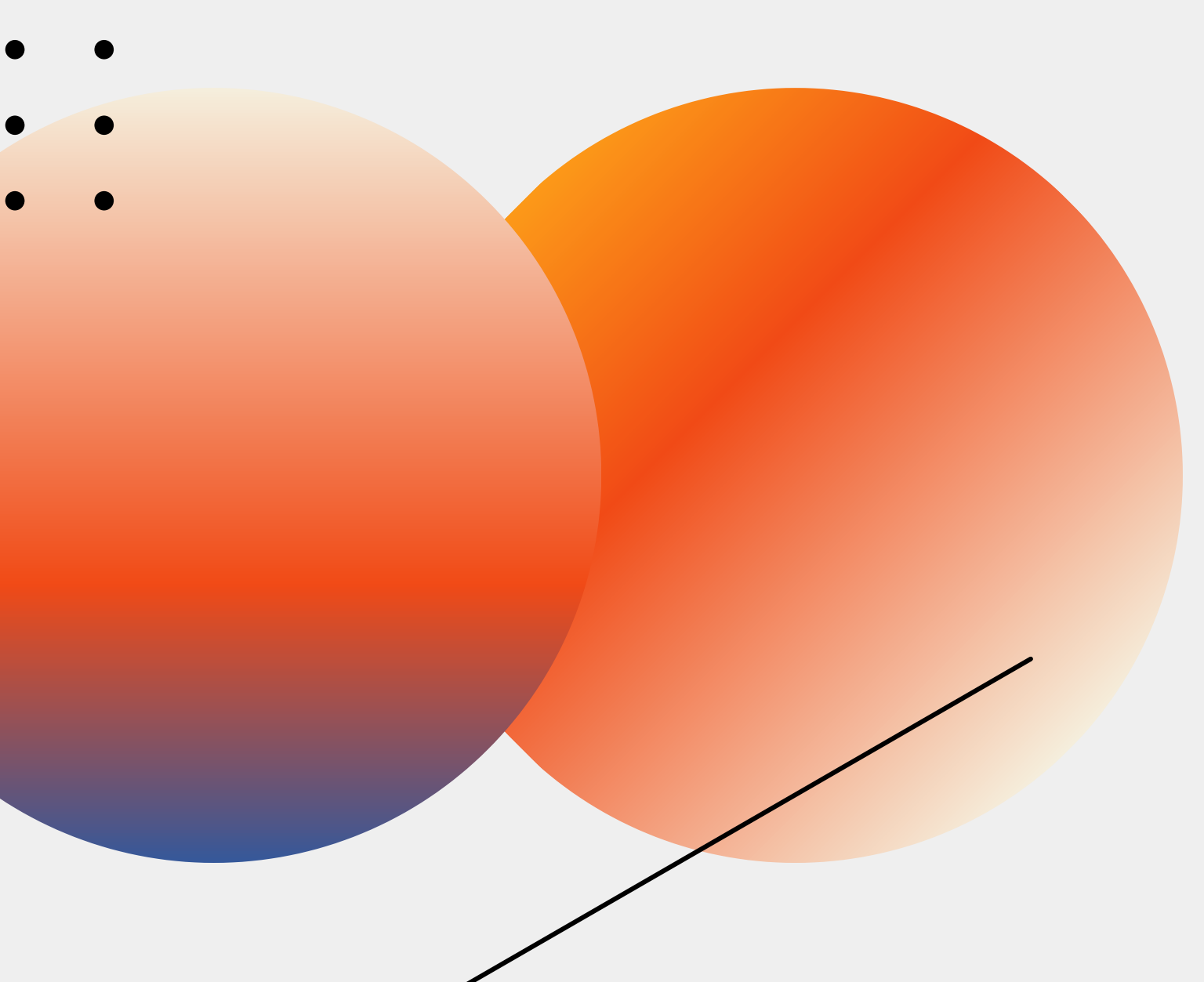
Female labor force participation: 67%

Limited paternity leave and pay transparency laws hinder progress.

Low-Income Countries Sub-Saharan Africa

40% of women participate in the formal workforce, 80% of men.

Challenges: Informal labor dominates



Kazakhstan's Labor Laws on Gender Equality

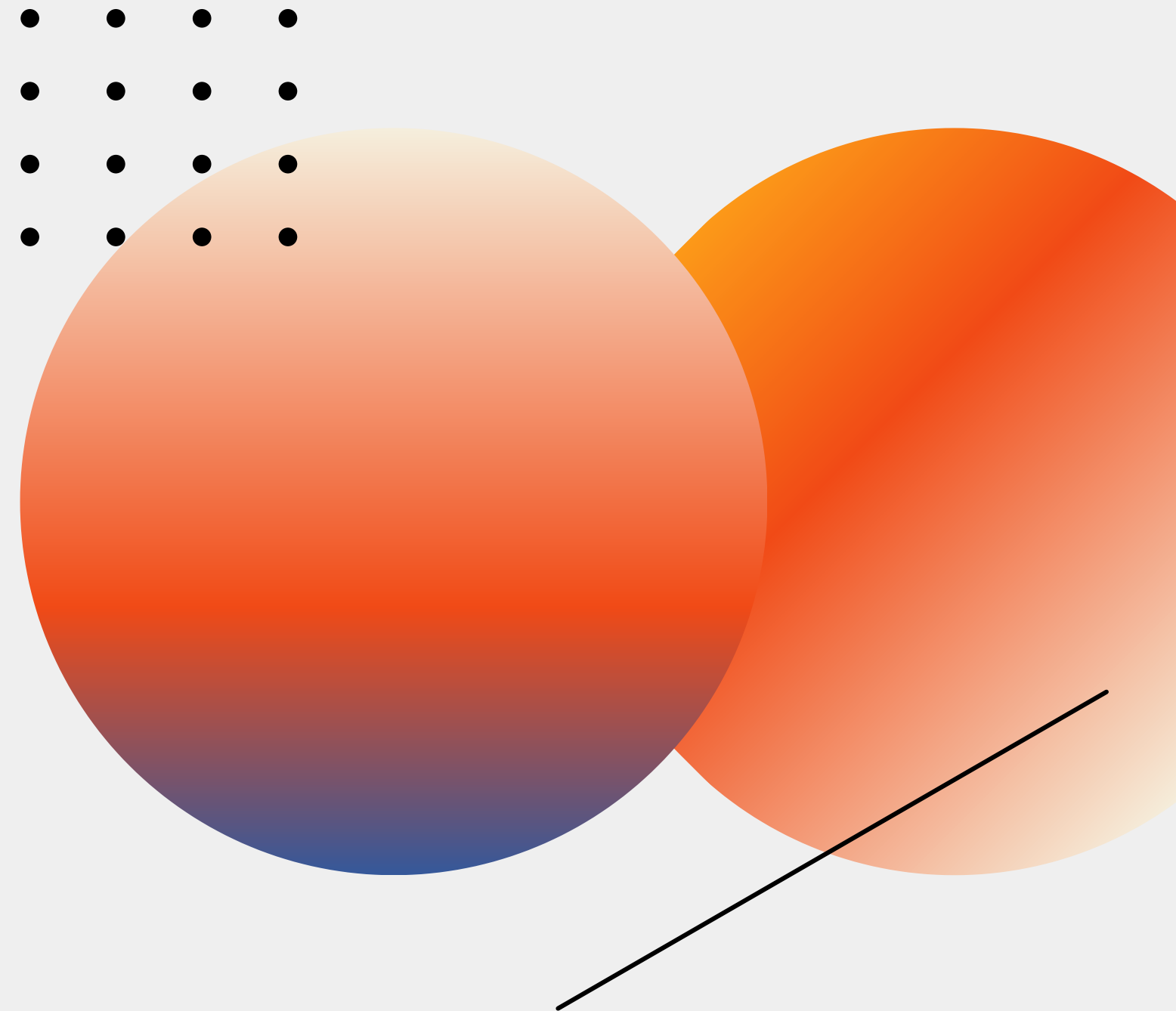
Progress Achieved

- Constitutional Provisions
- Labor Code (2015)
- 126 days of paid maternity leave
- Representation: Women hold 28% of managerial positions.

Kazakhstan's Labor Laws on Gender Equality

Challenges

- Pay Gap:
Women earn 23% less than men
- Parental Leave:
Only mothers receive extended leave
- Legal Loopholes:
Enforcement mechanisms are weak
Limited support for women



Comparative Analysis

with Other Countries

High-Income Countries (Sweden, Norway, Germany)

Parental Leave: **Sweden** 480 days; **Germany** 14 months

Pay Transparency: Request salary comparisons.

Leadership Representation: **Norway** 40% female quota on corporate boards

41% of women in top leadership roles



Comparative Analysis

with Other Countries

Middle-Income Countries (Kazakhstan, Mexico)

- **Kazakhstan:**
 - 126 days maternity leave, but no paternity leave.
 - Female workforce participation: 67%.
- **Mexico:**
 - Women earn 18% less than men.
 - Maternal health laws provide 12 weeks of paid maternity leave.



Comparative Analysis

with Other Countries

Low-Income Countries (Nigeria, India)

- **Nigeria:**
 - Informal labor accounts for 80% of female employment, with few legal protections.
- **India:**
 - Gender wage gap: 25%.
 - Maternity Benefit Act (2017) provides 26 weeks of paid leave but no mandatory paternity leave.



Economic and Social Impact

\$28 trillion



Economic Costs

- Global GDP could increase 2025
- Countries with strong labor equality laws see higher female workforce participation

Social Costs

- Gender inequality reinforces traditional roles
 - Gender-based harassment in workplaces
-

Recommendations for Kazakhstan

1. Introduce Pay Equity Audits:

- conduct annual wage gap assessments (Canada and Germany)

2. Expand Parental Leave:

- 30 days of paternity leave

3. Set Leadership Quotas:

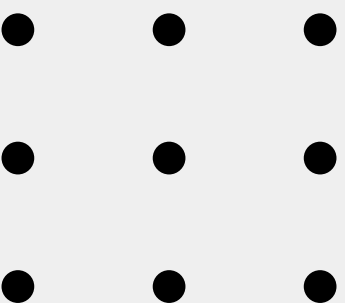
- Mandate 30-40% female representation on boards

4. Support Women in STEM and High-Growth Industries:

- Hiring women in tech, construction, and other male-dominated fields.

5. Enforce Legal Protections:

- Strengthen penalties for wage discrimination and gender-based harassment.



End

Thank you

Do you have any questions?

