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**GENDER FACTORS IN THE LABOR MARKET OF KAZAKHSTAN  
IN THE CONTEXT OF GLOBAL TRANSFORMATIONS OF  
INTERNATIONAL RELATIONS**

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**Abstract.** The article is devoted to the analysis of gender factors in the labor market of the Republic of Kazakhstan in the context of global transformations of international relations, using comparative and institutional approaches. The relevance of the topic is driven by the increasing role of gender equality as an element of the global normative agenda, as well as the growing influence of international institutions on the formation of national employment policy in the context of economic diversification and the country's integration into the global community.

The authors examine the impact of international standards and practices developed within the frameworks of the United Nations, International Labor Organization, and Organization for Economic Co-operation and Development on the transformation of the gender structure of Kazakhstan's labor market. Based on statistical and comparative analysis, key trends in women's participation in the national economy are identified, as well as persistent imbalances, including the gender pay gap and sectoral employment segregation.

Particular attention is paid to comparing the Kazakhstani model with international practices. The article identifies the main institutional models of gender policy – Scandinavian, continental European, Anglo-American, East Asian, Singaporean pragmatic, and Chinese state-industrial – and analyzes their key characteristics in terms of achieving gender parity. The analysis reveals that a high level of women's participation in the economy does not always lead to a reduction in inequality, as evidenced by both European and Asian experiences.

The study reveals institutional and sociocultural constraints hindering the achievement of gender equality in Kazakhstan and substantiates the specificity of the national model, which combines elements of both European and Asian approaches.

**Keywords:** gender equality, labor market, Kazakhstan, international relations, employment, gender gap, institutional policy, sustainable development

## **Introduction**

In the context of the ongoing transformation of international relations, not only economic and political factors are gaining importance, but also socio-humanitarian standards, among which gender equality holds a central place. It is regarded as one of the key indicators of a country's development quality, reflecting the efficiency of human capital utilization and the degree of a nation's integration into global processes. In this regard, the study of gender aspects of the labor market is of particular relevance, especially for countries with transitional economies, including the Republic of Kazakhstan.

The relevance of the topic is determined by the combination of interrelated factors. On the one hand, Kazakhstan is actively engaged in international cooperation and aligns itself with the norms and standards developed by leading international organizations, which influences the formation of its domestic socio-economic policy. On the other hand, in the context of structural economic modernization, there is a growing need for a more comprehensive and efficient use of labor resources, including the expansion of women's economic participation. At the same time, persistent disparities in wages, occupational segregation, and career opportunities indicate the presence of systemic constraints.

The aim of this study is to identify and analyze the characteristics of the gender structure of Kazakhstan's labor market, taking into account the impact of global institutional changes. To achieve this aim, the following objectives are set: to examine the key theoretical approaches to the study of gender equality; to analyze current statistical indicators; to compare the situation in Kazakhstan with international experience; and to identify the main institutional barriers and possible ways to overcome them.

The methodological foundation of the study is based on interdisciplinary approaches that integrate the principles of institutional theory, human capital theory, and the concept of sustainable development. This approach enables to examine gender dynamics in the labor market as the result of interactions among economic, social, and cultural factors.

## **Description of Materials and Methods**

A set of complementary methods was used in the study, including quantitative analysis, a comparative approach, institutional analysis, and elements of structural-economic analysis, which made it possible to comprehensively examine the gender-specific features of Kazakhstan's labor market in the context of global changes.

The quantitative (statistical) method was applied to process empirical data reflecting labor force participation, employment levels, and wage disparities between men and women over the period 2019-2024. The use of this approach enabled to identify key trends, assess the dynamics of the indicators, and determine the scale of gender disparities in the economy [1; 2; 7; 5].

The comparative method was used to examine Kazakhstan's situation in relation to similar indicators in European and Asian countries. This made it possible to identify the specific features of the national model and assess the extent to which it aligns with various international practices [3; 4; 6]. Within this approach, key models of gender policy were analyzed, enabling a substantive comparison of their core characteristics.

Institutional analysis was employed to assess the influence of the international environment on the formation of domestic employment policy. In particular, the study examined the impact of international norms, standards, and recommendations on the development of the gender agenda and the transformation of national institutions [5; 6].

The structural-economic approach made it possible to analyze the sectoral distribution of employment and identify the relationship between industry structure and gender inequality. This contributed to a deeper understanding of the underlying causes of persistent income disparities and occupational segregation [10; 11].

The empirical basis of the study consisted of data from both international and national sources, including statistics from international organizations and official indicators of the Republic of Kazakhstan [1; 2; 3; 7]. The combined application of these methods ensured a comprehensive analysis and made it possible to identify the key patterns shaping gender dynamics in the labor market under contemporary conditions.

## **Results**

The gender structure of Kazakhstan's labor market has undergone gradual changes in recent years under the influence of both internal socio-economic processes and external institutional factors. In the context of globalization and the growing role of international standards, a relatively high level of women's participation in the economy is maintained, while persistent qualitative disparities continue to exist.

The study found that the gender structure of the labor market in Kazakhstan in 2019-2024 was formed under the influence of both internal socio-economic factors and external institutional changes associated with the global transformation of international relations. The analysis of statistics shows that women's participation in the economy remains relatively high, while there are persistent structural imbalances.

According to international and national statistical sources, the participation rate of women in the labor force of Kazakhstan in 2023 amounted to 63,4%, while among men this indicator reached 75,6% [1; 2]. Compared to 2019, there is a slight decrease in the economic activity of women, which is associated primarily with the consequences of the pandemic crisis and an increase in the burden in the field of unpaid domestic labor. At the same time, the employment rate of women in 2023 was 61,2%, which is also inferior to the same indicator among men [7].

The analysis shows that women's employment in Kazakhstan is characterized by a pronounced sectoral concentration. The largest proportion of women are employed in education, health, trade and services, while industry, construction, transport and high-tech sectors are dominated by male employment. Such a structure indicates the persistence of horizontal occupational segregation, in which women are predominantly concentrated in sectors with relatively lower wages.

One of the key findings of the study was the identification of a sustainable gender pay gap. In 2022-2023 this indicator in Kazakhstan remained at the level of 20-23% [5], which significantly exceeds the average indicators of most OECD countries. The persistence of such a gap is due to a combination of factors, including differences in the sectoral structure of employment, women's limited access to leadership and highly paid positions, and the lack of prevalence of flexible forms of employment.

Analysis of international experience has shown that the quantitative participation of women in the economy is not always accompanied by the achievement of actual gender equality [6]. Comparison of Kazakhstan with the countries of Europe and Asia indicates the presence of an intermediate model of gender integration. In terms of women's participation in the workforce, Kazakhstan is approaching a number of East Asian economies, including the Republic of Korea and China, but it is noticeably inferior to the Scandinavian states, where the level of women's participation exceeds 70% [3; 4].

At the same time, in terms of the gender wage gap, Kazakhstan demonstrates values comparable to the industrial-Asian economies, primarily Japan and China. This leads to the conclusion that the high level of women's involvement in the economy alone does not eliminate structural forms of inequality.

Institutional analysis has found that international organizations and global normative mechanisms have a significant impact on the development of national gender policies. Kazakhstan's participation in the initiatives of the United Nations, the International Labor Organization and the Organization for Economic Cooperation and Development contributes to the gradual introduction of the principles of gender equality in the system of state regulation of employment. At the same time, the practical implementation of these principles is limited by infrastructural and sociocultural factors.

Key limitations include insufficient development of the preschool education system, limited availability of mechanisms for combining professional and family spheres, as well as continuing traditional patterns of distribution of social roles. These factors influence the career paths of women and prevent their participation in highly profitable sectors of the economy.

The study also showed that the modern Kazakhstan model of gender policy combines elements of European institutional regulation and Asian socio-cultural practices. On the one hand, there is a focus on international standards and the development of mechanisms for normative support of gender equality, on the

other hand, there is a high dependence of the distribution of employment on traditional social attitudes.

Thus, the results of the study indicate the formation in Kazakhstan of a mixed model of gender integration, characterized by a relatively high level of women's participation in the economy while maintaining stable structural imbalances in the field of employment, wages and professional promotion.

## **Discussion**

### *Gender Structure of Kazakhstan's Labor Market (2019-2024).*

According to the World Bank data, the female labor force participation rate in Kazakhstan in 2023 was 63,4%, compared to 75,6% for men [1; 2].

In 2019, female participation stood at 64.8%, indicating a moderate decline following the pandemic period.

According to the Bureau of National Statistics of the Republic of Kazakhstan, the employment rate for women in 2023 reached 61.2%, compared to 72,9% for men [7]. The gender pay gap in 2022-2023 remained at 20-23% [5].

In the Global Gender Gap Index 2023, published by the World Economic Forum, Kazakhstan ranked 62nd out of 146 countries, with a score of 0,719 [6].

Thus, statistical evidence confirms the presence of substantial female participation in the economy alongside persistent qualitative imbalances.

**Comparative Analysis with Developed Countries.** To assess Kazakhstan's position, it is important to refer to the experience of advanced economies.

The average female labor force participation rate in OECD countries in 2023 was 66,8% [3].

In Sweden, the figure reached 74,4%, and in Germany it was 73,1% [3].

In the United States, the rate stood at 68,5% [1].

The gender pay gap in OECD countries ranges from 11% to 13% [4]. Therefore, Kazakhstan demonstrates a comparable level of participation but significantly lags behind in terms of pay equity.

*Institutional models of gender policy: a comparative regional analysis.* Moving from a quantitative comparison of indicators to an institutional analysis, it should be noted that the sustainability of gender equality in the labor market is determined not so much by the level of women's participation as by the comprehensiveness of public policy and the socio-cultural environment. In global practice, several models can be identified that reflect differences in institutional architecture.

*The Scandinavian model.* The Nordic countries (Sweden, Norway, and Denmark) demonstrate the highest levels of female participation, exceeding 70% [4]. This model is characterized by:

- a universal system of early childhood education;
- extended paid parental leave with quotas for fathers;
- an active state policy of gender mainstreaming;
- a low gender pay gap (below 10%).

This model is based on a social-democratic approach to state regulation and a high degree of income redistribution.

*The Continental European model.* Countries such as Germany, France, and Netherlands are characterized by high female employment, although a significant share is part-time. The state actively encourages participation through tax mechanisms and subsidies for childcare institutions, while cultural norms regarding the distribution of family roles persist.

*The Anglo-American model.* In the United States and Canada, the labor market is more flexible and less regulated. Female participation is high, but social guarantees are less universal compared to the Scandinavian model. The primary emphasis is placed on entrepreneurship, corporate responsibility, and anti-discrimination legislation.

However, limiting the analysis exclusively to Western models does not allow for the identification of regional features relevant to Kazakhstan as a Eurasian state. In this context, the experience of East and Southeast Asian countries is of particular interest, where the combination of economic modernization and traditional social structures shapes specific models of gender integration.

*The East Asian industrial model.* This group includes Japan and South Korea.

In Japan, the female labor force participation rate in 2023 was approximately 72%. Despite this high level, a significant gender pay gap persists – around 22% [4].

In South Korea, the female labor force participation rate reaches approximately 63-65%, yet the gender pay gap remains one of the highest among OECD countries exceeding 30% [4].

Key features of this model include:

- the dominance of a corporate culture of long-term employment;
- intense competition in the education system;
- difficulties in balancing career and motherhood;
- the gradual expansion of programs supporting maternal employment.

Thus, the East Asian model demonstrates that a high level of economic development does not automatically ensure gender parity.

*The Singaporean pragmatic model.* Singapore is characterized by female participation at around 69-71% [4]. Government policy focuses on:

- stimulating employment through tax incentives;
- developing the digital economy;
- supporting flexible forms of employment.

At the same time, the gender pay gap is lower than in most East Asian countries, amounting to approximately 14-16% [4]. The Singaporean model is notable for its combination of market flexibility and targeted state support.

*The Chinese state-industrial model.* In China, female participation has traditionally remained high – around 60-61% [4]. Historically, socialist ideology contributed to the mass involvement of women in the productive sphere.

However, in recent years, disparities in income and career opportunities have been increasing.

Key features of this model include:

- active participation of women in industry and services;
- significant regional inequality;
- gradual expansion of the private sector and shifts in the employment structure.

The analysis of Asian models shows that:

- 1) A high level of female participation is possible under various institutional configurations – from social-democratic to state-industrial systems.
- 2) The gender pay gap in several Asian countries exceeds that of Europe.
- 3) Cultural and demographic factors play a more prominent role than in Western countries.

For Kazakhstan, the Asian experience is particularly relevant, as the country combines elements of an industrial economy, a post-socialist legacy, and a Eurasian cultural context.

Table 1. Comparative analysis of gender indicators in the labor market: Kazakhstan, Europe, and Asia (2019-2024)

| Country       | Female Labor Force Participation, % (2023) | Male Participation, % (2023) | Gender Pay Gap, % | Features of the Institutional Model   |
|---------------|--|------------------------------|-------------------|---|
| Kazakhstan    | 63.4                                       | 75.6                         | 20-23             | Transitional economy; limited work-life balance infrastructure; high sectoral segregation |
| Sweden        | 74.4                                       | 79.8                         | <10               | Social-democratic model; advanced parental leave system and gender mainstreaming          |
| Germany       | 73.1                                       | 80.2                         | 12-13             | Continental model; high share of part-time employment among women                         |
| United States | 68.5                                       | 78.1                         | 16-18             | Flexible labor market; emphasis on entrepreneurship and anti-discrimination regulation    |
| Japan         | 72.0                                       | 83.5                         | ~22               | Corporate culture of long-term employment; challenges in balancing career and motherhood  |
| South Korea   | 64.5                                       | 82.7                         | >30               | One of the highest gender pay gaps in OECD countries; traditional role distribution model |
| Singapore     | 70.2                                       | 82.4                         | 14-16             | Pragmatic model; labor flexibility; promotion of the digital economy                      |
| China         | 60.5                                       | 76.3                         | 18-20             | State-industrial model; high female participation in industry                             |

**Sources:** World Bank (Labour Force Participation Rate, 2024); OECD Gender Wage Gap Data (2024); International Labour Organization (ILOSTAT, 2023); national statistical data.

Thus, a comparative analysis of European and Asian models suggests that

achieving a high level of women's quantitative participation in the economy is not a sufficient condition for gender equality. The key factor lies in the institutional comprehensiveness of public policy, including measures to reduce the gender pay gap, support work-life balance, and expand women's participation in high-tech sectors.

The comparative table presented above reflects data for 2019-2024 (the latest available comparable indicators from international databases such as the World Bank and OECD).

The data demonstrate that, in terms of female participation, Kazakhstan is closer to East Asian economies, yet it significantly lags behind the Nordic countries. At the same time, the gender pay gap in Kazakhstan is comparable to that of Japan and China, but is considerably higher than in Northern Europe.

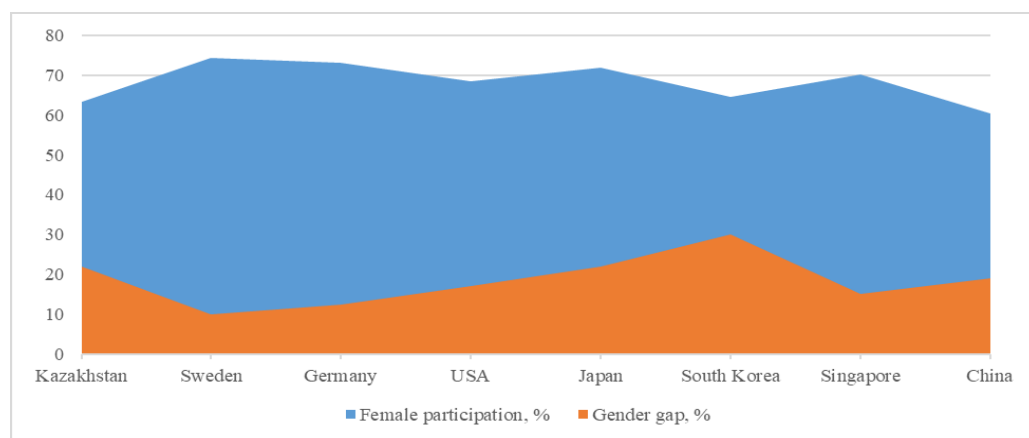


Figure 1. Comparative Analysis of female labor force participation and the gender pay gap (2023)

A particularly illustrative example is the Republic of Korea, where a high level of economic development is combined with one of the most significant gender gaps among OECD countries. This confirms the thesis that economic modernization alone does not guarantee gender equality without a systemic institutional policy.

Thus, it can be concluded that Kazakhstan occupies an intermediate position between the European socially oriented model and the industrial-Asian type of development, which determines the specifics of its further gender transformation.

### Conclusion

The analysis conducted leads to the conclusion that gender factors in Kazakhstan's labor market are gaining strategic importance in the context of the global institutional transformation of international relations. The country's participation in international organizations shapes the regulatory benchmarks of national policy, while gender equality indicators are becoming an element of international assessment of sustainability and investment attractiveness.

Kazakhstan demonstrates a relatively high level of female labor force participation, approaching the indicators of developed economies and several Asian countries. However, the persistent gender pay gap, sectoral segregation, and challenges in balancing professional and family responsibilities point to the need for systemic institutional reforms.

The international comparative analysis shows that quantitative participation of women in the economy does not guarantee the achievement of gender parity. The decisive factor is the comprehensiveness of public policy, including the development of childcare infrastructure, the promotion of flexible employment, the advancement of women in high-tech sectors, and the consistent reduction of the gender pay gap.

Thus, gender equality in the labor market should be viewed not only as a social objective but also as a resource for sustainable economic development and a factor in strengthening Kazakhstan's international competitiveness within the global system.

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**ХАЛЫҚАРАЛЫҚ ҚАТЫНАСТАРДЫҢ ЖАҒАНДЫҚ  
ТРАНСФОРМАЦИЯСЫ ЖАҒДАЙЫНДАҒЫ ҚАЗАҚСТАННЫҢ  
ЕҢБЕК НАРЫҒЫНДАҒЫ ГЕНДЕРЛІК ФАКТОРЛАР**

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**Андағпа.** Бұл мақалада салыстырмалы және институционалдық тәсілдерді пайдалана отырып, халықаралық қатынастардағы жаһандық қайта құрулар жағдайында Қазақстан Республикасының еңбек нарығындағы гендерлік факторлар талданады. Бұл тақырыптың өзектілігі жаһандық нормативтік күн тәртібінің элементі ретіндегі гендерлік теңдік рөлінің өсуінен, сондай-ақ экономиканы әртараптандыру және елдің жаһандық қоғамдастыққа интеграциялануы жағдайында ұлттық жұмыспен қамту саясатын қалыптастыруға халықаралық институттардың ықпалының күшеюінен туындайды.

Бұл жұмыста авторлар Біріккен Ұлттар Ұйымы, Халықаралық Еңбек Ұйымы және Экономикалық Ұнтымақтастық және Даму Ұйымы шеңберінде әзірленген халықаралық стандарттар мен тәжірибелердің қазақстандық еңбек нарығының гендерлік құрылымын өзгертуге әсерін зерттейді. Статистикалық және салыстырмалы талдауды пайдалана отырып, олар әйелдердің ел экономикасына қатысуының негізгі тенденцияларын, сондай-ақ тұрақты теңгерімсіздіктерді, соның ішінде гендерлік жалақыдағы айырмашылықты және жұмыспен қамтудың салалық сегрегациясын анықтайды.

Қазақстандық үлгіні халықаралық тәжірибемен салыстыруға ерекше назар аударылады. Мақалада гендерлік саясаттың негізгі институционалдық үлгілері – скандинавиялық, континенттік еуропалық, англо-американдық, шығыс азиялық, сингапурлық прагматикалық және қытайлық мемлекеттік-индустриалды – анықталып, олардың гендерлік тепе-теңдікті қамтамасыз ету тұрғысынан негізгі сипаттамалары талданады. Бұл әйелдердің экономикаға қатысуының жоғары деңгейі әрқашан теңсіздіктің төмендеуімен қатар жүрмейтінін көрсетеді, бұл Еуропа мен Азия елдерінің тәжірибесімен расталады.

Зерттеу Қазақстанда гендерлік теңдікке қол жеткізуге кедергі келтіретін институционалдық және әлеуметтік-мәдени шектеулерді анықтады және еуропалық және азиялық тәсілдердің элементтерін біріктіретін ұлттық модельдің ерекшеліктерін негіздеді.

**Тірек сөздер:** гендерлік теңдік, еңбек нарығы, Қазақстан, халықаралық қатынастар, жұмыспен қамту, гендерлік алшақтық, институционалдық саясат, тұрақты даму

## ГЕНДЕРНЫЕ ФАКТОРЫ НА РЫНКЕ ТРУДА КАЗАХСТАНА В УСЛОВИЯХ ГЛОБАЛЬНЫХ ТРАНСФОРМАЦИЙ МЕЖДУНАРОДНЫХ ОТНОШЕНИЙ

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**Аннотация.** Статья посвящена анализу гендерных факторов рынка труда Республики Казахстан в условиях глобальных трансформаций международных отношений с использованием сравнительного и институционального подходов. Актуальность темы обусловлена возрастающей ролью гендерного равенства как элемента глобальной нормативной повестки, а также усилением влияния международных институтов на формирование национальной политики занятости в контексте экономической диверсификации и интеграции страны в мировое сообщество.

В работе авторами рассматривается влияние международных стандартов и практик, формируемых в рамках Организации Объединённых Наций, Международной организации труда и Организации экономического сотрудничества и развития, на трансформацию гендерной структуры рынка труда Казахстана. На основе статистического и сравнительного анализа выявляются ключевые тенденции участия женщин в экономике страны, а также сохраняющиеся дисбалансы, включая гендерный разрыв в оплате труда и отраслевую сегрегацию занятости.

Особое внимание уделено сопоставлению казахстанской модели с зарубежными практиками. В статье выделяются основные институциональные модели гендерной политики – скандинавская, континентальная европейская, англо-американская, восточноазиатская, сингапурская прагматическая и китайская государственно-индустриальная – и анализируются их ключевые характеристики с точки зрения обеспечения гендерного паритета. Показано, что высокий уровень участия женщин в экономике не всегда сопровождается снижением неравенства, что подтверждается опытом как европейских, так и азиатских стран.

В результате исследования выявлены институциональные и социокультурные ограничения, препятствующие достижению гендерного равенства в Казахстане, а также обоснована специфика национальной модели, сочетающей элементы европейских и азиатских подходов.

**Ключевые слова:** гендерное равенство, рынок труда, Казахстан, международные отношения, занятость, гендерный разрыв, институциональная политика, устойчивое развитие

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