

GENDER ANALYSIS OF THE GLOBAL LABOUR MARKET AND COMPARATIVE ANALYSIS OF KAZAKHSTAN, 2019-2021

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Abstract. Gender-specific labour market issues, both globally and regionally, are very acute for the global society. The relevance of the chosen subject of the study is based on the fact that the existence of gender inequalities entails unequal opportunities for self-fulfilment for men and women in all spheres of life. The purpose of this research is to identify and compare contemporary gender-specific features of the global labour market and the labour market of the Republic of Kazakhstan. The methodological approaches of this study are based on a combination of system analysis methods, in particular: analytical, statistical and graphical. The main results that emerged from this study are the outcomes of a comparative analysis of the global labour market and the labour market in Republic of Kazakhstan and their interpretation. In the course of the comparative analysis, at the level of the world labour market and the Republic of Kazakhstan labour market, the following were analysed: unemployment rates of men and women, indicators of the proportion of men and women with higher and secondary vocational education in the economic population structure, indicators of average hourly wages of men and women by main occupation, indicators of the gender structure of branches of the national economy, and economic activity of men and women. The results of the research and the conclusions obtained have significant practical value for understanding gender inequalities in the global and Republic of Kazakhstan labour markets and can be used for further research to develop ways to overcome gender inequalities in the labour markets.

Keywords: gender-specific features; analysis; gender gaps; gender inequalities; labour market, Kazakhstan

JEL codes: J01, J16

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1. Introduction

The development of a framework for conducting and interpreting gender analysis of labour markets, both globally and regionally, is essential for identifying the gender specificities of these markets and for developing interventions to promote gender equality. The labour market can be defined as a socio-economic category that determines the level of economic development, depends on and simultaneously responds to economic fluctuations, describes the level of human development and affects the well-being of the population.

A comprehensive study of labour market issues is not attainable without a gender approach, which allows consideration of the causes, mechanisms and consequences of unequal opportunities for both genders in the labour market. The modern stage of society is defined by the tendency to declare, enshrine and promote equal rights and opportunities for all people, regardless of their gender identity. An analysis of the current actual situation in the global labour market demonstrates that proclaimed equality is only formal and that labour markets in most countries exhibit signs of gender inequalities. The specific labour market position of both sexes has been widely studied in the academic literature.

Numerous studies demonstrate that male and female workers distinguish between many attributes concerning personal and work attributes. A suitable example is the structure of employment by economic activity, as there are more feminised (e.g. education or health) and more muscular (e.g. mining or construction) sectors (Matuszewska-Janica and Witkowska, 2021).

Several researchers connect the differences in employment conditions between men and women to some specific factors, which are objectively determined and influence the selection of job offers in the labour market. Among these factors, the conventional distribution of roles in society, whereby women devote more time and attention to caring for the home and children, is highlighted (Goldin, 2014; Blau and Kahn, 2017; Adda et al., 2017; Cortés and Pan, 2020).

A study of the literature has identified that some academics have highlighted as gender-specific features of women in the labour market the possibility of flexible working hours, part-time work (Booth and Van Ours, 2013) and the desire to work close to home (Le Barbanchon et al., 2021).

Thus, for the flexibility of working hours and part-time work, women are willing to accept a particular reduction in pay. In theory, explaining the gender gap only by women's commitment to flexible working arrangements, as measured by working hours and distance to work, is ambiguous. As compared to men, women have a longer period of unemployment after a job loss, which increases the gender gap in employment (Cavapozzi et al., 2021).

Gender inequality is an issue in almost every country in the world. Their inextricable connection to the labour market demonstrates that inequalities in social and

labour relations and wages are at the heart of socio-economic inequality, as wages are the main source of income for citizens in most countries, including Republic of Kazakhstan (RK).

At the state level, there is a perception that gender equality is a prerequisite for the sustainable development of a democratic society (Bertrand, 2020). Over the past decades, many governments, private firms and corporations, have made significant efforts to narrow the gender gap in labour markets. However, despite this, the gender gap remains considerable in many countries.

According to the ILO(2022), the main problems in employment and work are declining employment, unemployment and rising long-term unemployment. According to [that report](#), young people and women are the most affected by these problems in the labour market. The processes of globalisation inherent in the modern world lead to a growing problem of informal working relationships, to which young workers and women are exposed.

Gender equality is an essential element of modern labour market policy as it has several undeniable advantages. Thus, equal participation of men and women in the labour market increases competition in the market and, thus, increases the efficiency of the market. In addition, the greater the number of entities involved in the marketplace, the greater the tax revenue for the state as the income tax base grows.

Female participation in the labour market usually contributes to increase economic development, and very often, with good labour conditions, increases economic autonomy and life satisfaction of women. It is convenient to favour the labour conditions in order to make compatible the women's work outside the home with family tasks.

Modern realities of life require the labour market to be more flexible regarding the choice of professions, hours of employment and opportunities for remote work. The study identified the main gender-specific developments in both the labour market of RK and the global labour market.

Modern society is defined by economic disparities, high levels of influence and the widespread adoption of digital technology. All these and many other developments have required research into contemporary aspects of the global labour market and the labour market in RK, with a particular emphasis on gender aspects of its functioning using modern approaches (Dauliyeva and Zhubanazarova, 2020). In the works of scholars and practical recommendations for the development of territories, the issues of horizontal and vertical segregation and gender equality in different countries and regions are considered; the specifics and preconditions of gender imbalance in the regional context of the RK require more detailed consideration.

The purpose of this research is to identify and compare contemporary gender-specific features of the global labour market and the labour market of the Republic of Kazakhstan.

2.Economic Literature

There were many changes in the World, regarding female labor participation since year 1950. Until year 1950, many women worked, in low income countries, with little pay, in some farming or services activities without few opportunities for well paid jobs. In many middle or high income countries there was an important increase of more well paid jobs for women when industrial development fostered the development of services.

Ortiz-Ospina et al (2018) present a graph where the rate of labor participation of single women had reached 60% in the United States in 1955 and evolved to reach 65% in year 2005. The great change happened with married women, who had only a 30% of participation rate in year 1955 and reached 60% for the period 1995-2005.

These authors present many interesting data of female participation by geographical areas, economic sectors and age. They analyze informal employment and include a graph comparing the Female-to-Male Ratio of time devoted to unpaid care work, in year 2014 with data from the OECD, with the highest ration in India (9.83) and ratios higher than 2 in many countries. Some countries with that ratio below 2 were Switzerland (1.75), Kazakhstan (1.73), United States (1.61) and Denmark (1.3).

The Nobel Prize of year 2023, Claudia Golding, wrote in 1989 an article on the life-cycle labor-force participation of married women in the United States.

Guisan(2009) presents an international study of indicators of social well-being, education, gender equality and development in 132 countries and Guisan(2018) highlights the important impact that the increase of industrial production has on the development of services and other sectors, with many labor opportunities for women and men, and on the increase of real income per capita, and real wages, contributing to increase labor conditions.

Guisan and Aguayo(2010) analyze the evolution of gender equality in 20 American countries for the period 2000-2010, finding a high positive correlation between education and women participation in social activities, and a high positive correlation of women participation with satisfaction with life and economic development.

Guisan and Aguayo(2019) analyze labour satisfaction of women and conciliation in Spain, comparing the results of several studies that show differences on the environment for conciliation of work and family life for the period 2010-2018. The comparison shows low percentage of Enriching or Favourable, and a high percentage of Unfavourable or Very Unfavorable: Enriching 7% in Spain (19% in the World), Favorable 20% in Spain (31% in the World), Unfavorable 45% in Spain (39% in the World), and v 28% in Spain and 12% in the World. Very Unfavorable environments of work are very unhealthy and against workers rights and it is important that institutions, trade unions or workers associations provide support in order to eradicate that problem

Perez-Ortiz et al (2020) present an interesting graph for Female Global Index of Quality of Labor (horizontal axis) and Male Global Index (vertical axis) and draw the bisector in the first quadrant, with data of 23 European Union countries. They classify the countries in 4 groups according to the values of the Male and the Female Indexes.

The coordinates of most of countries are over the bisector of the first quadrant, as to say the quality of labor is usually higher for men than for women.

Other interesting studies on female employment and equality are cited in the next sections.

3.Materials and Methods

The selection of specific research methods was determined by the nature of the factual material, the context and the purposes of this study. The selected methods are an ordered system in which their place is defined according to each stage of the study of the gender specificities of the global labour market and the labour market of RK, using techniques and conducting operations with theoretical and factual material in a given sequence. The research performed on gender in global labour market development and the labour market of RK is based on a qualitative combination of system analysis methods.

In particular, the following methods were used when studying the existing scientific and regulatory literature base: analysis, synthesis, induction, deduction, concretisation, methods of generalisation and analogies.

Statistical methods and methods of economic analysis were used to identify the status and trends of the object under study. For greater clarity, the data obtained from the analysis are presented using graphical methods. The study was based on the global labour market and the labour market in RK.

The research on the issue was conducted in three phases. The first stage included an analysis of existing approaches in the scientific and normative literature, and a study of theories and methodologies of gender studies in the labour market; highlighting the problem, purposes and methods of research, and developing a research plan.

The second stage involved a gender analysis of global labour market development and the labour market in RK. At this stage, five basic analysis techniques were consistently implemented. First of all, a horizontal analysis was performed, which provided data on the dynamics of absolute and relative indicators of gender-specific features of the global labour market and the labour market in the RK.

A vertical structural analysis was then performed to determine the structure of the indicators, assessing the influence of various factors on the final result, for example, determining the employment structure of men and women by economic activity in the world labour market and the labour market of RK.

As a further technique, a trend analysis was performed, which involved comparing each item of statistical data with several previous periods and identifying trends in the global labour market and the labour market in the RK. Relative coefficients were also analysed, which included a calculation of gender-specific labour market indicators. The second phase of the study concluded with a comparative analysis, which compared the

calculated indicators at the global labour market level with those of the labour market in RK.

The study analysed such indicators as the unemployment rates of men and women, the proportion of men and women with higher and secondary vocational education in the structure of the employed population, the average hourly wages of men and women by type of the main occupation, the gender structure of branches of the national economy, and the economic activity of men and women.

The values obtained for the world labour market and the labour market in RK were thoroughly analysed, and trends specific to each market were identified.

In the third stage, the analytical work was completed, the theoretical and practical conclusions were clarified, and the results were summarised and systematised.

4.Results and Discussion

To identify the gender specificities of the global labour market and the labour market in RK, a detailed study was performed. The study analysed the structure of the global labour market. For example, the employment rate for women in 2021 was less than 50%, while for men it was 75%. The analysis demonstrated that the employment gap between men and women has narrowed by less than 5% over the past 30 years.

Employment rates for men and women by region of the world are presented in Figure 1.

Women's employment patterns around the world vary greatly by region of residence. Southern Africa has the highest number of working women, over 64%, and the lowest percentage of working women in the world, 21%, in the Arab countries. The high employment rate of women in regions with lower levels of development is explained by high levels of poverty.

The gap between male and female employment rates in Northern, Southern and Western Europe is 12.5% - a decrease of 8.3% over the last 20 years due to the global financial crisis. For the countries of Eastern Europe, the employment gap between men and women is 15.1%, and the female labour force participation rate is 53.2% (International Labour Organization, 2022).

Notably, the crisis in the global labour market has had an impact on women. In 2021, the employment rate among them decreased by 5%, compared to 3.9% for men. Many women have quit the labour market and are no longer working.

The additional domestic responsibilities that have arisen for women as a result of the isolation mode imposed by the pandemic risk a return to conventional gender roles. An assessment of the labour force structure in the labour market of RK is presented in Figure 2.

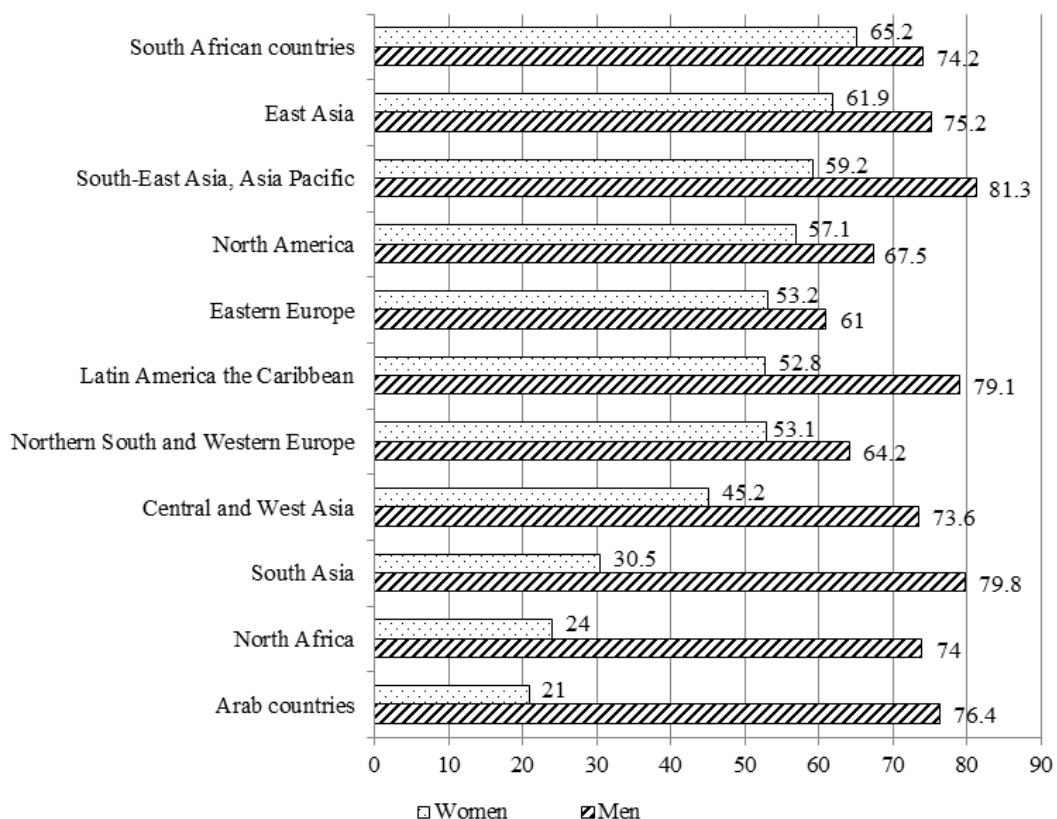


Figure 1. Employment rates for men and women by region of the world in 2021 (% of total)
Source: based on data from International Labour Organization (2022).

Based on the data presented (Figure 2), the labour market in Kazakhstan is male-dominated, and the gender structure of the labour market has been stable over the last three years, with a gap between men and women of 2-4%. The global unemployment gap, according to International Labour Organization (2022), varies from region to region. It is low in developed countries.

In Arab and North African countries, where social standards prevent women from holding gainful employment, unemployment rates for women are twice as high as for men. In Eastern Europe and North America, it is lower.

The study demonstrates that for the European Union (EU), the average economic activity rate for women in 2021 is 63.9%, almost 10% lower than for men. Over the past four years, there has been a gradual increase of over 4% in the economic activity rate for women in the EU and a slight decrease for men. It can be concluded that the increase in economic employment has been reached through an increase of over 7.5 million jobs for women.

The EU countries are distinguished by large variations in the significance of the employment rate. The highest employment rate for women is in countries such as Sweden, with a 76.0% employment rate women, in the Netherlands, Denmark, Germany with over 72%, Lithuania, Estonia and Finland with over 70%. Italy has the lowest number of working women in the EU at 49.5% and Greece at 45.3%

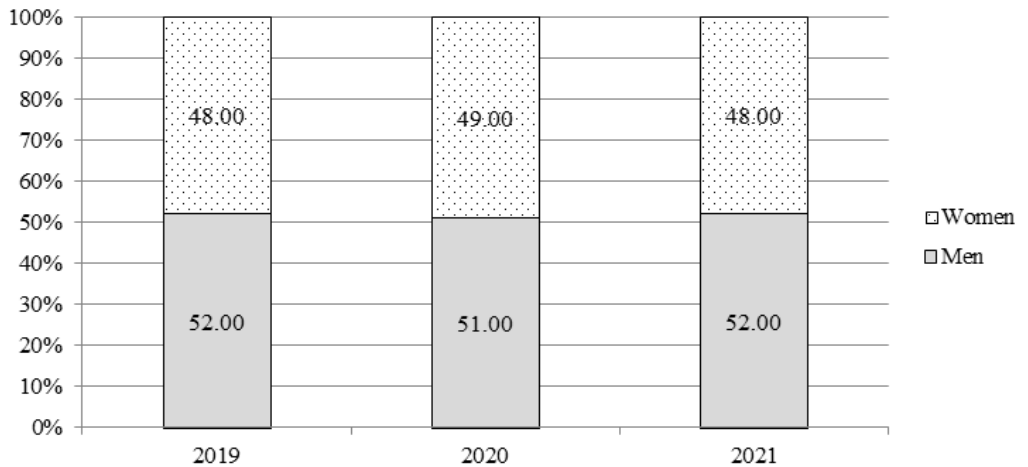


Figure 2. Labour force structure in the labour market

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

There is great variation, according to the particular country, in the unemployment rate in the EU countries. Thus, Greece has the highest female unemployment rate at 24.2%, while the male unemployment rate is much lower, at 15.4%. In Spain, the unemployment rate for women (17%) is higher than that for men (13.7%). However, there are several countries in the EU where male unemployment is higher than female unemployment.

These countries include Ireland and Lithuania (International Labour Organization, 2022). The analysis of unemployment rates for men and women in the labour market in the RK in 2019-2021 is presented in Table 1.

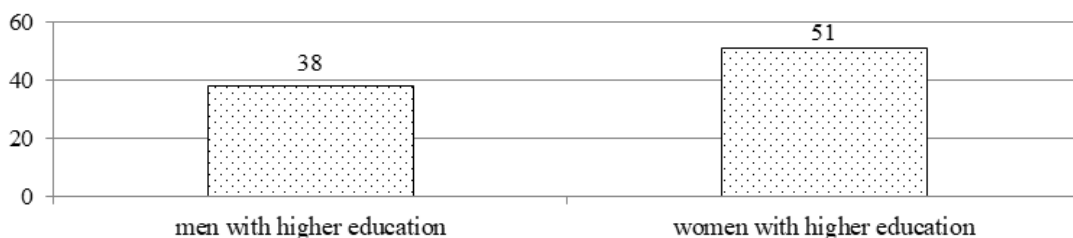
The unemployment rate among the population of the RK is within the global average, averaging less than 5%. Notably, the unemployment rate for women is, on average, 1% higher than that for men. The trend is typical for long-term unemployment.

Table 1. Analysis of unemployment rates for men and women in RK

Indicator	2019			2020			2021		
	Total	men	wom en	Total	men	wom en	Total	men	wom en
Labour force, thousand persons	9221.5	4739.7	4481.8	9180.8	4729.1	4451.7	9256.8	4756.6	4500.1
Labour force share of the population, %	70.1	76.3	64.6	69.2	75.5	63.7	69.3	75.4	63.9
Employed population, thousand persons	8780.8	4535.4	4245.4	8732.0	4519.5	4212.5	8807.1	4554.9	4252.2
Employees, thousand persons	6681.6	3443.0	3238.6	6686.7	3404.2	3282.5	6710.2	3414.1	3296.1
Self-employed, thousand persons	2099.2	1092.4	1006.8	2045.4	1115.3	930.1	2096.9	1140.9	956.0
Unemployed population, thousand persons	440.7	204.3	236.3	448.8	209.6	239.2	449.6	201.7	247.9
Unemployment rate, %	4.8	4.3	5.3	4.9	4.4	5.4	4.9	4.2	5.5
The long-term unemployment rate, %	2.2	1.7	2.6	2.2	1.7	2.7	2.1	1.6	2.6

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

The gender structure of the labour market in RK according to availability of higher education is presented in Figure 3.


Figure 3. The gender structure of the labour market in RK according to higher education availability in 2021 (%)

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

A study of statistical data has demonstrated that, as of 2021, the proportion of men with higher education in the labour market in RK is lower than that of women. Based on the data obtained, it can be confirmed that one in two working women in Kazakhstan has higher and postgraduate education, while the proportion of working men with higher

education is only 38%. The gender structure of the labour market in RK according to the availability of secondary vocational (specialised) education is presented in Figure 4.

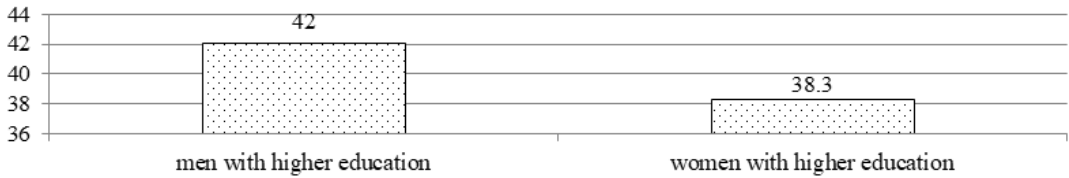


Figure 4. Gender structure of the labour market in RK according to the availability of secondary vocational (specialised) education in 2021 (%)

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

Based on the data received, it can be estimated that in 2021 the share of men with secondary vocational (specialised) education in the labour market of RK was 42%, while the share of women was only 38.3%. In addition, among women in the labour market in RK, 10.5% have only general secondary education, and 3.8% have primary vocational education. The pay gap between men and women globally ranges from 25% to 39%. In a family where both a man and a woman work, therefore, the loss of the man's job will be more painful.

The pay gap between men and women in EU countries averages 16.1%, but this gap is not homogeneous and is highly diverse from country to country. A common trend over the last decade for almost all EU countries has been the narrowing of the pay gap between women and men. But despite the general trend of increasing employment opportunities for women, there are some countries where the gender pay gap is growing.

The leader among EU countries with the largest gender pay gap is Estonia, where the gap is over 25%. The EU country that has come closest to equal pay regardless of gender is Romania, with a gender pay gap of less than 5%. For most of the countries studied, higher gender pay gaps are common in the private sector compared to the public sector. This situation is explained by the fact that public sector employment, and consequently pay, is frequently regulated by employment contracts or other forms of protection.

The largest gender pay gaps based on the form of economic control are common in countries such as: Cyprus where the gender pay gap in the public sector is 6.6% and 23% in the private sector, Poland at 2.8% in the public sector, 16.1% in the private sector, Belgium 0.1% in the public sector, 9.2% in the private sector. But not all countries are significantly more gender-biased in the private pay sector; the opposite is true in Romania, Slovenia and Bulgaria. The gender gap is practically the same in Finland and the Czech Republic (International Labour Organization, 2022). The development of the average hourly wages of men and women by type of economic activity in RK is presented in Table 2.

Table 2. Analysis of the average hourly wages of men and women in RK by main activity in 2021

Type of economic activity	Average hourly wage of men, tenge	Average hourly wage of women, tenge
1	2	3
Agriculture, forestry and fisheries	787	739
Industry	1796	1402
Construction	1724	1616
Wholesale and retail trade; repair of cars and motorcycles	1317	1188
Transportation and warehousing	1463	1236
Accommodation and catering services	1488	982
Information and communication	1832	1647
Finance and insurance activities	2812	1919
Real estate transactions	805	886
Professional, scientific and technical activities	2132	1698
Administrative and support services activities	1304	1086
Public administration and defence; compulsory social security	1034	866
Education	1022	1138
Healthcare and social services	1262	1112
Art, entertainment and recreation	843	766
Providing other types of services	2122	1891
The average, meaning of the average hourly wage	1427	1179

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

Based on the data, the average hourly wage for women in RK, in general, is lower than that for men by more than 17%. Of all the activities analysed, women earn higher wages than men in only two areas: real estate and education. In all other fields of activity in RK, men's wages are higher than women's.

In some categories, such as financial and insurance activities, accommodation and catering services, the average hourly wage for men is above 30%. The structure of the employed population by type of economic activity based on gender in RK in 2021 is presented in Table 3.

Table 3. Gender structure of the RK labour market by economic activity 2021

Types of economic activity	Women		Men		Total employees
	person	%	person	%	
Agriculture, forestry and fisheries	20232	29	50364	71	70596
Industry	173054	27	462088	73	635142
Construction	18990	13	130699	87	149689
Wholesale and retail trade	112423	52	101980	48	214403
Transportation and warehousing	63101	28	162840	72	225941
Providing accommodation and food services	21595	59	15018	41	36613
Information and communication	27989	42	39069	58	67058
Finance and insurance activities	63696	68	30551	32	94247
Real estate transactions	9438	45	11538	55	20976
Professional, scientific and technical activities	34551	42	47211	58	81762
Administrative service activities	30989	23	105570	77	136559
Public administration and defence	153177	37	257611	63	410788
Education	804014	76	259287	24	1063301
Healthcare and social services	374831	79	102217	21	477048
Art, entertainment and recreation	37121	51	35231	49	72352
Providing other types of services	20875	44	26634	56	47509

Source: based on data from the Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics (2022).

Based on the study, it can be stated that the number of men and women is not homogeneous in the various areas of economic activity in the RK. Thus, the main areas in which female employees predominate are wholesale and retail trade, accommodation and catering services, financial and insurance activities, education, health and social services, the art, entertainment and recreation.

In the rest of the economic activities, men constitute the majority of the gender structure of the employees. Over the past decade, the economic activity rate in the Republic of Kazakhstan has been stable at around 70%. Therewith, the gender gap in economic activity was around 10%. Analysis of RK's labour market by region demonstrated that in 2021 the largest proportion of women was employed in Almaty: 504900, almost 4% more than in 2020.

In addition, the leaders regarding the number of working women in RK in 2021 were the Almaty region, where more than 455700 women were employed, and the Turkestan region, where the number of working women was 350300. In most regions of RK, the number of employed men is higher than the number of employed women. Only three regions of the country demonstrate the opposite trend. Thus, in Almaty the number of employed women is 55.3 thousand more than men, in Astana the number of employed women is 5.4 thousand more, and in the Pavlodar region, the number of employed

women is 5 thousand more. The regions of Turkestan, Almaty and Karaganda have the highest prevalence of employed men.

Overcoming all forms of gender discrimination, including in the labour market, is essential for ensuring fundamental human rights and freedoms. Furthermore, ensuring gender equality in employment is key to ensuring sustainable economic development both for individual countries and for the world economy in general.

Previous studies by several scholars have demonstrated that ensuring equal rights and opportunities in the labour market for both sexes would have a positive impact on all areas of modern society (The World Bank..., 2022; Le Barbanchon et al., 2021; Woetzel et al., 2015; Jacob et al., 2019). Gender equality in the labour market would contribute particularly strongly to economic growth and regional development. Based on The World Bank Gender Data Portal (2022), gender equality must be considered an effective method of economic development; the European Commission emphasises that economic growth is traceable to countries in which women obtain equal opportunities in the labour market (Le Barbanchon et al., 2021).

According to United Nations (UN) experts, investments in income-generating activities for women could amount to \$7 for every dollar invested. The McKinsey Global Institute estimates that widespread implementation of gender equality in labour markets could increase global gross domestic product (GDP) by \$12 trillion by 2025 (Woetzel et al., 2015).

Gender equality issues in the labour markets of the modern world have not only scientific but practical significance, as evidenced by a large number of studies by corporate analysts, for which the data obtained are of a purely applied nature. Among such studies are calculations by economists at the US investment group Goldman Sachs (Jacob et al., 2019), which demonstrated a direct connection between a country's declining economic potential and the declining number of working women.

According to studies, gender equality in the labour market would increase GDP in the United States by 9% (the US currently employs around 65% of working-age women) and in Italy by 21% (Italy currently employs around 47% of working-age women).

The McKinsey Global Institute (Woetzel et al., 2015) study includes a labour market analysis of 95 countries representing 97% of global GDP. The results of this study demonstrate that in some countries, women's participation in gross domestic product development is low. It is most commonly a consequence of gender inequality, in some cases explained by women's employment in less productive economic sectors. The full implementation of women's potential in the labour market and their active participation in GDP development is expected to lead to a global economic growth of more than 20% by 2025.

According to experts at Oxfam International, women's unpaid labour accounts for over \$10 trillion annually, approximately 13% of the global gross domestic product (Kunze, 2018). Globally, there are more than 700 million fewer women in paid

employment than men. In addition, women have lower wages, worse social security from employers and are at greater risk of poverty than men.

At the end of 2020, the global average gender pay gap was around 23%. Several factors contribute to gender inequality in the labour market, one of which is a conservative worldview that gives men more rights in the labour market. Thus, there is at least one law in 155 countries that provide for men to have more economic rights than women.

Some 20% of men in 67 countries oppose women getting paid jobs. Nearly 40 per cent of people around the world believe that men should have a priority right to work over women when jobs are scarce, regardless of experience or quality of work (Lawson and Martin, 2018). According to Oxfam International, based on the current global situation, humanity requires around 170 years to attain gender equality in the labour market (Kunze, 2018).

The study proves that trends of gender inequality in the labour market are inherent in the Republic of Kazakhstan, as in most countries of the world. Thus, a study by The World Bank Gender Data Portal (2022), among 190 countries, identified nine European states and Canada as having adapted national legislation in the areas of mobility, labour, health, education and the economy to the greatest extent necessary to respond to women's demands. Only six countries in this ranking scored 100 points each: Belgium, Denmark, France, Latvia, Luxembourg and Sweden.

The average gender equality score, according to The World Bank Gender Data Portal (2022), is 74.71, concluding that almost three-quarters of the world's population is now gender-equal. Kazakhstan ranked 102nd in the World Bank's rankings with a score of 75.63. Most countries in the world have progressed over the past decade towards achieving gender equality. Ten years ago, the global average score was 70.06. Since then, 131 countries have implemented 274 changes in gender equality legislation.

It caused an increase of 4.65 points in the global average to 74.71 as of the current date. The gender analysis of the labour market in the Republic of Kazakhstan has identified the following features: male employment in the RK is higher than female employment, and there is a gender pay gap in the RK labour market. In similar jobs in the same field, men's pay is higher by 20% on average, and in some fields the pay gap exceeds 30%. Thus, the data obtained demonstrate that the labour market in RK is defined by gender inequalities. Notably, the gender pay gap is not only a problem for the labour market in RK, but for the global market.

The study identified the main reasons for the gender pay gap: gender-based discrimination in the labour market, women's orientation towards flexible working hours, part-time work, the conventional distribution of roles in the family where women are assigned a large role in child upbringing, etc.

As women generally have to devote more time to household chores (childcare, care of elderly family members, household arrangements), they have less time and fewer

opportunities to learn and develop professionally, thus, their value as professionals in the labour market decreases compared to that of men. In addition, the widespread stereotypical idea that women's careers are frequently shorter than men's as they have to take breaks to give birth and raise children makes employers less likely to invest in female professionals compared to their male counterparts (Matuszewska-Janica and Witkowska, 2021).

Notably, according to International Labour Organization (2022) data, the gender pay gap has narrowed in recent years in many countries as a result of the deterioration in the labour market position of men. The wage differentials between men and women can be explained by several various factors: differences in the level and quality of education, experience in the labour market, duration and type of work, etc. But research has demonstrated that when all of these factors are considered, over 50 per cent of the gender pay gap remains unexplained (Gender equality in..., 2022).

Among the major problems of gender inequality in the labour market in modern society is the employment of women in the informal economy (Chuanchuan and Jingwen, 2021).

First, such activities are not counted in official statistics and are not included in GDP.

Secondly, wages in the informal sector are often lower as they may not be regulated by labour law.

Thirdly, informal employment is predominantly in the service and trade sectors, where women have conventionally been the main workers.

Fourthly, as a result of the pandemic and the crisis of recent years, the majority of people who have lost their jobs are women, which leads to a reduction in the demand for women workers in the official labour market.

In other words, global changes in the global economy have forced women to search for jobs in the informal economy where there is a high risk of gender discrimination, a situation that lays the foundations for the feminisation of poverty (Ngai and Petrongolo, 2017).

In modern society, gender inequalities can manifest themselves not only directly but also indirectly. Thus, when deciding between a male and a female professional, if all other conditions are the same, the job may be given to the male-only as the young woman is expected to go on maternity leave and the woman, who already has children, may need extra time to care for them.

Despite these adverse trends in gender inequality in the labour market, the research demonstrated that currently, there is a steady movement toward gender equality, manifested in the expansion of women's rights and freedoms in all spheres of life: sports, culture, politics, business and the economy. In the modern world, more and more women are breaking conventional stereotypes and social taboos and occupying leading positions in all spheres of life, actively contributing to the world's GDP.

A study by the Credit Suisse Research Institute (Misercola, 2016) demonstrated that businesses with a high percentage of female executives are more efficient and profitable. According to another study by Pepperdine University, Fortune companies with women in management positions and decision-making are 18-69% more profitable than companies in the same industries.

Experts periodically conduct studies on the impact of women executives on the economic potential of companies. According to the study, women's incomes will grow by \$5 trillion over the next five years to reach \$18 trillion. By comparison, it would be twice the projected GDP growth rate of China and India combined (Le Barbanchon et al., 2021). Thus, despite significant efforts to promote gender equality, both globally and in RK, there are still areas where women are not able to fulfil their potential due to gender inequalities.

5.Conclusions

A study of the gender specificities of the global labour market and the labour market of the Republic of Kazakhstan has led to the following conclusions. Gender inequalities in the labour market have been identified as a characteristic of contemporary society. The significance of solving such problems is evidenced by a large number of academic and applied studies. The results of these studies indicate that equal opportunities for men and women in the labour market are fundamental for the harmonious development of society, GDP growth and the well-being of the population. An analysis of the gender structure of the labour market in RK has demonstrated that the labour market is male-dominated, with a higher pay gap of around 20% compared to female workers in the same area, but in some areas over 30%. These trends are common to the global labour market.

Despite significant efforts by international organisations, national governments, corporations and businesses, gender inequalities in the labour market are still an acute problem in contemporary society. Gender analysis of the global labour market has demonstrated a strong connection between a country's level of development and gender inequalities in the labour market. Thus, the lower the state's level of development, the more gender discrimination women face in the labour market. Based on the research conducted, although these adverse aspects confirm the existence of gender inequalities in the labour market, there has been a steady movement towards gender equality in the modern world, manifested in the expansion of women's rights and freedoms in all spheres of life: sports, culture, politics, business and the economy.

In the modern world, increasing numbers of women are challenging conventional stereotypes and social taboos and occupying leading positions in all spheres of life, actively contributing to the world's GDP. The movement towards equal rights and opportunities for self-realisation for all is the only correct development for society in the twenty-first century. However, modern society has unfortunately not yet approached the finishing line in dealing with gender discrimination. Thus, to overcome gender inequalities in the labour market in the current economic and social context, several

significant developments in social policies, legislation and mindsets are required from the individual to the head of department, company, corporation and state.

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