

NP JSC "South Kazakhstan University named after
M. Auezov"



"Gender equality"



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Introduction

Gender equality is a state in which people of all genders have equal rights, responsibilities and opportunities. This is a key aspect of a just society and an important element for sustainable development. Gender equality is linked to issues of discrimination, human rights, social progress and sustainable development. It involves removing barriers that prevent women and men from participating equally in all aspects of life. An interesting fact: according to the UN, women make up 70% of the world's poor, and many of them face discrimination in access to education and work.

Problems of gender inequality

Despite significant progress, gender inequality is still a global problem:

- **The wage gap.** In most countries, on average, women earn less than men for the same job. This phenomenon is called the "wage gap." The reasons include stereotypes, discrimination, and fewer women in high-paying industries.

- **Limited access to education and professional development.** In some regions of the world, girls and women continue to face restrictions in their access to education, which reduces their chances of obtaining high-paying jobs.
- **Gender-based violence.** In different countries, women are often subjected to physical and psychological violence, which is associated with ingrained gender stereotypes and prejudices.
- **Less participation of women in politics and decision-making.** Women make up less than 25% of national parliamentarians worldwide, and their representation in higher government is significantly lower than that of men.

Causes of gender inequality



Gender inequality has social, cultural and economical cause:

- ❖ **Cultural stereotypes and traditions.** In many societies entrenched stereotypes about the roles of women and men limit women's rights and opportunities by imposing traditional responsibilities and roles.
- ❖ **Social norms and prejudices.** There may be well-established prejudices in society that certain professions or fields of activity are not suitable for women, which creates additional barriers to their participation in economic and political life.
- ❖ **Access to resources.** In many countries, women face limited access to financial and educational resources, which limits their opportunities for career growth and improving their standard of living.

Ways to achieve gender equality

An integrated approach is needed to overcome gender inequality:

- ✓ **Lawmaking and politics.** The creation and implementation of laws aimed at protecting women's rights and ensuring equal access to education, work and social support. Taking measures to eliminate the wage gap and gender-based violence.

- ✓ **Education and enlightenment.** It is important to educate society on gender equality, to overcome stereotypes and prejudices through educational programs and media campaigns.
- ✓ **Increasing women's participation in politics and business.** Encouraging women's participation in decision-making and leadership positions help to achieve a more equitable distribution of power and resources.
- ✓ **Support for women entrepreneurs.** The development of programs to support women's entrepreneurship and create conditions for equal access to financial resources helps to reduce economic inequality

The role of international organization

International organizations play an important role in promoting gender equality:

- ❖ **The UN and the Sustainable Development Goals.** Gender equality is one of the Sustainable Development Goals (SDG No. 5) adopted by the United Nations in 2015. The goal is aimed at eliminating all forms of discrimination and violence against women and girls, ensuring equal access to opportunities and rights.
- ❖ **UN Women.** The organization works to protect women's rights, develop leadership skills and strengthen the role of women in economics and politics.
- ❖ **The World Bank and the International Monetary Fund.** These organizations develop and implement projects aimed at

improving women's economic opportunities, especially in developing countries.

An interesting fact: Within the framework of the UN Women, Peace and Security program, more than 80 peace agreements have been concluded that include gender aspects.

Successful examples of countries

Some countries have made significant progress in promoting gender equality:

Sweden. Sweden is often mentioned as one of the countries with the best indicators of gender equality. Strict laws against discrimination and violence have been established here, and equal participation of men and women in politics and the economy is ensured.

Iceland. Iceland has become the first country in the world to adopt equal pay laws. Employers are required to confirm that there is no gender pay gap, which has significantly reduced wage differences.

Norway. Norway actively supports programs to promote women to senior positions, which has significantly increased the proportion of women in senior positions in companies.

The role of universities

Educational institutions play a key role in shaping public opinion about gender equality and ensuring equal opportunities for all students. It is important to note the following aspects:

- ✚ **Gender education:** The introduction of courses and programs aimed at studying gender issues allows students and pupils to realize the importance of equality and respect for each individual. These programs help to overcome stereotypes and form a more open and inclusive mindset among young people.
- ✚ **Support for women in Science and Technology:** Universities can actively encourage women's participation in traditionally male-dominated fields such as STEM (science, technology, engineering and mathematics). Mentoring and internship programs can play an important role in supporting women in these fields.
- ✚ **Creating an inclusive environment:** It is important to ensure equal conditions for all students, regardless of their gender, race, sexual orientation or health status. This includes access to resources such as counseling, psychological support, and financial assistance.
- ✚ The University of Utrecht has a "Gender Equality" program, which aims to ensure equal opportunities for women and men in science and education.
- ✚ Oxford University Scholarships for Women: Financial support for women, especially in Science, Technology, Engineering and Mathematics (STEM).



Leadership Programs for women: Universities such as INSEAD create courses and trainings for women leaders so that they can successfully occupy leadership positions.

- The University of Cape Town (South Africa) is implementing a project that includes a gender research center, scholarships for women in STEM and support programs for victims of gender-based violence.

• The study of gender inequality: Research centers can analyze the causes and consequences of gender discrimination, as well as offer solutions. An example is research by the London School of Economics on the impact of gender on the economy.

Zero Tolerance Policy: The introduction of strict rules and measures against sexual harassment and gender discrimination on campuses. Universities such as Stanford are actively implementing such programs.

- **Engaging students in activism:** Universities and schools can support initiatives to protect women's rights and gender equality. This may include organizing events, seminars and campaigns aimed at raising awareness and activating the student community.

Proposed measures of the South Kazakhstan University named after M. Auezov

Mentoring programs: Organizing programs where successful female mentors support female students in their career and personal development.

Support for women's entrepreneurship: Development of

startup accelerators and grant programs for women entrepreneurs.

Youth work: Organizing meetings in schools to teach girls and boys the importance of gender equality.

Combating gender inequality: Creation of educational programs aimed at supporting women and girls in science and education.

Educational campaigns: Awareness days on gender stereotypes, women's rights and issues related to gender-based violence.

Gender equality is not only a matter of social justice, but also an important aspect of economic and cultural development. The elimination of gender barriers contributes to improving living



standards, reducing poverty and strengthening human rights. Achieving gender equality requires collective efforts on the part of Governments, businesses, educational institutions and civil society.

