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Agenda item 4

**PROMOTION AND DEVELOPMENT OF TIME-USE SURVEY**

**Gender in Kazakhstan: gender policy and gender statistics**

**Study of time use in Kazakhstan\***

**Submitted by the National Statistical Agency of Kazakhstan**

**I. GENDER IN KAZAKHSTAN: GENDER  
POLICY AND GENDER STATISTICS**

**A. State policy on gender equality in Kazakhstan**

1. Since independence, much has been done in Kazakhstan to integrate the country into the world community in areas including human rights and gender equality. Regulatory, legal and institutional machinery for ensuring gender equality has been designed and is being put into operation.

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\* This paper has been prepared at the invitation of the secretariat.

2. The principal regulatory text protecting women's rights and upholding gender equality is the Constitution of 30 August 1995, which guarantees equality of rights and freedoms irrespective of sex and prohibits discrimination of every kind.

3. Kazakhstan acceded to the Convention on the Elimination of All Forms of Discrimination against Women in 1998, and has ratified the optional protocol. It reported to the United Nations in 2001 on its implementation of the Convention and was favourably reviewed. It has ratified the United Nations Convention on the Political Rights of Women, the Convention on the Nationality of Married Women and six International Labour Organisation conventions, among them the Discrimination (Employment and Occupation) Convention, 1958, the Abolition of Forced Labour Convention, 1957, and the Equal Remuneration Convention, 1951.

4. Kazakhstan has signed the international covenants on civil and political rights and on economic, social and cultural rights. In all, it has acceded to over 60 international human rights agreements.

5. The National Commission for Women and the Family, which reports to the President of the Republic of Kazakhstan, was established in 1998 as an institutional mechanism for developing specific strategic approaches and programmes to address gender inequality issues. (The Commission developed out of the Council on Family and Women's Issues and Demographic Policy, also part of the presidential apparatus, which began work in 1995.) The Chairperson of the Commission has ministerial status. A National Commission on Family Issues and Gender Policy was established as part of the presidential apparatus by Presidential Decree dated 1 February 2006.

6. A group of 32 members of Parliament from both houses called Otbasy (Family) has been created in the Kazakhstan Parliament to uphold the interests of the family, women and children in legislative terms.

7. The position of Human Rights Representative (Ombudsman), on whose staff there is a gender-issues specialist, was established by Presidential Decree No. 947 of 19 September 2002.

8. Four Kazakhstan Women's Forums have been held, at three-year intervals, between 1995 and 2004 to develop the women's movement. The first forum was held in Taraz in 1995, and the others in the Republic's new capital, Astana, in 1998, 2001 and 2004.

9. A new voluntary association, the Confederation of Kazakh Businesswomen (rural), was established in 1998, and the first women's party, the Political Alliance of Women's Organizations (which became the Kazakh Women's Democratic Party in 2000), in 1999. The national "Women of Kazakhstan" movement was registered as a voluntary association the same year.

10. There are now some 4,500 non-governmental organizations operating in the Republic, of which 150 are concerned purely with family, women's and children's issues.

11. Since the Government of Kazakhstan entered into commitments at the Fourth World Conference on Women at Beijing in 1995, the country has devised and has been carrying out a series of strategies and programmes to bring about gender equality:

(a) The Outline of State Policy for Improving the Status of Women (a Presidential Decree dating from 1997), which defines a strategy and priorities for giving effect to the principles of equal rights and liberties and equal opportunities for men and women on the basis of the Kazakh Constitution and international undertakings. This document is rooted in the basic principles laid down in the Beijing Platform for Action;

(b) The National Plan of Action to Improve the Status of Women in Kazakhstan (Government order No. 999, 19 July 1999), which defines tasks, specific courses of action, the government bodies responsible and deadlines for accomplishment in each of the 12 areas covered by the Beijing Platform. The Plan identifies four priorities as strategic goals: improving women's health; promoting women's active involvement in public and economic life; economic support for women; and efforts to combat discrimination against women;

(c) The Outline of Gender Policy (Government order No. 1190, 27 November 2003) sets out the basic principles, priorities and objectives of gender policy in Kazakhstan over the short (up to 2010) and long (up to 2030) term. It sets the following objectives for gender policy: balanced representation of men and women in power structures; equal opportunities for economic independence, business development and career advancement; establishment of conditions permitting equal exercise of rights and performance of obligations within the family; and freedom from gender-related violence. It is based on the Constitution, Kazakhstan's strategy for development up to the year 2030, the National Plan of Action to Improve the Status of Women, the Convention on the Elimination of All Forms of Discrimination against Women and other seminal documents. It also makes provision for the introduction of gender education, instruction and training for female politicians, a review of existing legislation from a gender-sensitive viewpoint, and a gender analysis of the budget and State plans and programmes;

(d) The Outline of Gender Policy and the Millennium Development Goals (2004) resulted in some corrections to the National Plan of Action to accommodate the Millennium Development Goals. The Plan sets priorities and strategies for attaining the gender-related aspects of the Goals in economic matters, labour relations, health care and efforts to combat violence against women and children;

(e) Besides establishing common foundations for the development of a long-term education strategy, the Outline Plan for Education Development (2004) lays emphasis on the need to develop the network of organizations involved in preschool education, which perform a social service by enabling deprived women to go to work and by supporting socially unprotected and deprived families. The Outline calls for gender awareness and training in overcoming gender stereotypes, upholding women's rights at all levels of education;

(f) The Strategy for Gender Equality in Kazakhstan, 2006-2016, approved by Presidential Decree No. 1677 of 29 December 2005, paves the way and provides the means for the creation and execution of a State gender policy monitored by the State and civil society,

which is an important element in the emergence of democracy. Each section of the Strategy includes indicators developed in conjunction with the regional office of the United Nations Development Fund for Women (UNIFEM) to document the attainment of gender equality in politics, economics, education, the family, health care and the prevention of violence against women and children.

12. The Strategy sets the objective of ensuring that 30 per cent of decision-makers are women. It calls for the introduction of gender awareness into the education system and the passage of an equal rights and opportunities act.

13. There are plans to draw up a programme for the development of the “soft” economic sectors in which women have traditionally worked. More girls and women are to be taught technical subjects, since many new jobs are to be created in the highly paid oil, gas, metal-working and similar industries.

14. To boost women’s employment, the Strategy suggests developing State-run and private preschool institutions and devising ways of involving men in childcare.

15. Provision is made for special programmes to improve the women’s health index and the nation’s reproductive health.

16. Legislation affording protection to victims of trafficking, including those who give evidence against traffickers, will be amended, and a new law on household violence will be enacted.

17. The Strategy for Gender Equality is to be put into effect in two stages:

Stage 1: 2006-2008: essential preparations, adoption of regulatory instruments, design and introduction of programmes, textbooks, methods and indicators, development of institutional machinery for the attainment of equal rights and opportunities for men and women;

Stage 2: 2009-2016: gradual nudging of public consciousness towards a paradigm shift from the dominance of one sex to partnership and collaboration between the sexes, creating a “gender-sensitive” society and “parity democracy” in Kazakhstan.

18. The execution of the Strategy will help enable men and women to exercise their right to life without discrimination on sexual grounds. A draft national plan of action to attain gender equality over the period 2006-2016 was formulated in 2006 and is expected to be approved during the year.

## **B. Gender statistics in Kazakhstan**

19. Gender statistics are of great importance when taking action to attain gender equality.

20. Gender statistics comprise all data on men and women depicting their status in all spheres of public life; they are intended for use by all active in politics, by government bodies and by ordinary citizens.

21. They permit a dispassionate evaluation of the effects of national programmes and strategies and a measurement of progress towards attainment of the development goals set in the main international action platforms. By reflecting changes in men's and women's status, they serve as a starting point for the formulation of subsequent political decisions and programmes.
22. The strategic objectives set at the Fourth World Conference on Women (Beijing, 1995) included indications of where gender statistics could be improved and incorporated into various aspects of men's and women's daily lives (strategic objective H.3).
23. The National Plan of Action to Improve the Status of Women, approved by the Government in 1999, provided for a series of steps to improve gender statistics pursuant to which, and to the programme to improve State statistics, 1999-2005, the Statistical Agency has drawn up and proposed gender indicators.
24. By Agency order, a working group has been set up to develop and apply gender indicators, improve gender statistics in Kazakhstan and provide users of statistics with full information on gender-related matters; the group is operational.
25. Every year the Agency produces many publications and large quantities of analysis on a variety of topics, taking gender indicators into account. To provide a fuller depiction of gender relationships within the country, a special annual statistical compilation entitled "Men and Women in Kazakhstan" has been released every year since 1999; this covers demographic, health care, education, employment and unemployment and crime indicators disaggregated by sex. The list of indicators covered grows every year.
26. The compilation is very popular among experts on gender issues, non-governmental and international organizations, voluntary associations, academics, teachers and tertiary-level students.
27. The 2005 compilation included new statistics on household income spent on consumption, province by province and disaggregated between urban and rural districts; it also provided more extensive data on health care. We are continuing to investigate men's and women's health in environmentally unfavourable areas.
28. Sex-disaggregated data on time use by men and women were also provided, account being taken of nature of occupation and different types of community, together with basic indicators of the labour market by region, numbers of State employees at each level of government and other information.
29. One can see from the data in the section on "The United Nations Development Goals in Kazakhstan" what progress, in gender terms, the country has made towards those goals.
30. The outline for this year's "Men and Women in Kazakhstan" also includes indicators of men's and women's contributions to gross domestic product and social indicators on childbirth and childcare benefits.

31. The compilation is becoming even more important now that the Strategy for Gender Equality 2006-2016 is being devised and put into effect. A new section, “Expected outcome from the Strategy”, has been added: the outcome simply could not be tracked without “Men and Women in Kazakhstan”.

32. There are nine parts to the Strategy. Seven together establish 60 different indicators - 53 statistical, the remainder denoting the existence of particular preconditions for gender equality - to characterize the attainment of the goals set.

#### **Strategy for Gender Equality in Kazakhstan - indicators**

Part	No. of indicators
Attainment of gender equality in public and political life	5
Attainment of gender equality in economic matters	16
Gender education: legal and gender-related instruction	7
Better reproductive health for men and women	15
Prevention of sex-related violence	5
Attainment of gender equality in the family. Strengthening of the family, enhanced role for upbringing within the family	7
Development of public gender awareness	5
Total	60

33. Under the Plan of Action 2006-2008 pursuant to the Strategy for Gender Equality, 2006-2008, the Statistical Agency, in conjunction with other governmental departments and ministries, is developing gender indicators for use in evaluating the efforts of central and local governmental authorities to put the Strategy into effect.

34. This has also afforded an opportunity to increase the number of gender indicators in the system of living-standards measures.

35. An extensive system of indicators of living standards and poverty, some of them disaggregated by sex, was developed by the Statistical Agency in 2002-2003 under the Poverty Monitoring System: support for the joint World Bank, Asian Development Bank, UNDP and Government Poverty Reduction Programme. It was brought out in a 2003 publication under the title “Indicators for poverty monitoring in Kazakhstan”. The publication contained metadata on the poverty monitoring system and data proper for the whole Republic and for 16 separate regions covering the period 1990-2002.

36. Ultimately, the work on the system of poverty-monitoring indicators yielded 65 principal measures corresponding to the country’s main goals and objectives in human development and poverty reduction, and 103 supplementary indicators offering a fuller description of the situation as regards various aspects of human development and poverty. In the 2005 publication the list of indicators was expanded to 170 entries, 34 of which are disaggregated by sex.

**Principal and supplementary indicators for monitoring poverty  
in Kazakhstan, by section of the system of indicators**

Section	No. of indicators	
	Total	Gender-related
1. Macroeconomic	9	0
2. Integral	3	1
3. Incomes and income inequality	38	3
4. Employment and unemployment	16	11
5. Population growth	15	9
6. Public health and nutrition	32	10
7. Education	19	1
8. Living conditions	14	0
9. Environment	8	0
10. Crime	2	2
11. Civil society	12	4
<b>Total</b>	<b>170</b>	<b>41</b>

37. The appearance of gender-related statistics in Kazakhstan has led to gender appraisals of a large number of State, nationwide and regional social and economic development programmes. The data on gender have allowed action to ensure gender equality to be incorporated into those programmes, in accordance with the Platform for Action adopted at the Fourth World Conference on Women and the Millennium Declaration adopted by the United Nations General Assembly at its 2000 session in New York.

38. Indicators for monitoring progress in gender policy in Kazakhstan in the context of the Millennium Development Goals are being devised under a UNDP/UNIFEM project, "Gender and the Millennium Development Goals", designed to create a database on international indicator tracking and comparability, and a methodology in accordance with international and European standards.

39. The Statistical Agency has made use of gender indicators in designing economic and social programmes, among them:

(a) Population statistics - population size by age and sex, life expectancy, deaths by causes, maternal and infant mortality;

(b) Health statistics - incidence of infectious disease by age and sex, drug-related and psychiatric disorders by sex, abortions, numbers of health-care workers by sex, numbers of maternity homes, women's health centres, obstetric and gynaecological practices, hospital beds for pregnant women and women giving birth, numbers of sick women and initial diagnoses, numbers of abortions per woman by age group, numbers of women using contraception, the cohort of pregnant women, and particular illnesses arising during pregnancy;

(c) Education statistics - per preschool institution - number of children of each sex, number of teaching staff; per ordinary school - numbers of pupils by sex and age; per vocational

school and post-secondary institution - total numbers, intake and graduations by sex; per training college and higher educational institution - total numbers, intake and graduations by sex, distribution of students by courses, fields of study, age and language of instruction, number and types of teaching staff by sex; per academic discipline - age, qualifications and movements of scholars engaged in research and investigation, distribution of scholars by discipline and by sex;

(d) Working conditions - staffing table, number of accident victims by principal kinds and causes of accident, work-related disorders by sex;

(e) Wages and employment - numbers of hired (paid) workers by branch of the economy by sex; nominal average monthly wage per employee by sex;

(f) Crime - number of recorded crimes, numbers of recorded crimes against women and against minors, rapes, sexual violence, sexual congress and other sexual activity with persons under 16, enticement into prostitution, establishment and keeping of dens of prostitution and procurement, illegal abortions;

(g) Other indicators.

40. Further work on gender statistics will focus on:

(a) Improving the gender aspect of the system of indicators in use in national and department-level statistics;

(b) Introducing gender indicators developed in accordance with the Strategy for Gender Equality;

(c) Assessing current programmes and improving index calculation methods;

(d) Broadening the range of publications of gender-related statistics;

(e) Improving data presentation and publicizing methods, including the use of the Internet.

## **II. TIME-USE SURVEY IN KAZAKHSTAN**

41. People's time budgets turn out to be one of the most important unifying characteristics of conditions enabling the individual to develop and satisfy his or her needs. Studying the time spent on the main occupations in life (employment, housework, meeting physiological requirements, free time etc.) from a gender perspective is of the essence, since it enables the differences between men's and women's daily lives to be analysed.

42. The main source of information on people's time budgets in Kazakhstan is a sample household survey conducted once every three years (beginning in 2000) by the State statistical authorities in all provinces and in the cities of Astana and Almaty.

43. The purpose of the survey is to obtain information about how time is allocated between work (paid and unpaid) and non-work activities, identifying differences in time use between urban and rural areas, men and women, adults and children.
44. The exercise encompasses all household members aged 6 and over, and the study of time use extends over seven days and all days of the week.
45. Respondents are given forms containing questions about the time they spend on a given list of possible occupations. For each individual surveyed, all the various activities in which they engage and the time spent on them over the course of the week is recorded on the form as accurately as possible. Detailed instructions on how to fill in the form are given on the back. Since the time-use module is one component of the sample household survey, during the time-use exercise only data about the chronology of respondents' daily occupations are collected; all remaining details about household members (social and demographic characteristics, income data, etc.) are taken from the common database. Organizing the survey along these lines and reducing the volume of information captured in each questionnaire makes it possible to conduct a broad-spectrum analysis of the data.
46. The findings are put into tables showing time use by adults and children, men and women, in various kinds of activities over the course of the week by region, settlement type, etc. Bulletins giving indicators of the time spent in various occupations on average per respondent and per participant in each occupation have been published on the basis of the survey results. People's usual occupations have been analysed by studying the selection of the occupations in which they engage and how they are distributed over the seven days of the week. Some fairly detailed survey statistics have been presented from a gender viewpoint (broken down by age, account being taken of occupation and settlement type) in "Men and Women in Kazakhstan".
47. For the time being the time series we have is, unfortunately, too short to enable us to make a thorough comparative analysis of trends in the use of people's time budgets across the country. Some conclusions can, however, be drawn since all the most important social and economic changes in society, in employment patterns and in living conditions for particular social groups are reflected in people's actual behaviour and their use of their overall time budgets or parts thereof.
48. The table gives values for people's actual needs as the chief factors determining the patterns of time spent in daily activities and how those patterns change.
49. People had significant amounts of free time in 2000, in urban areas especially, but the possibility that this was the result of unemployment cannot be ruled out since unemployment rates at the time were still fairly high (12.8%). Budget surveys have revealed an increase in the work put in by the rural population on individual allotments, since working harder on their allotments during the period of transition was, for most of the population, one of the main ways of maintaining relative social stability.

### Use of time in Kazakh households

(person-hours per week)

Time spent over 7 days	Whole population			Of which					
				Urban			Rural		
	1996*	2000	2003	1996*	2000	2003	1996*	2000	2003
Work for payment	44.54	45.04	46.13	42.74	45.21	46.14	47.41	46.10	46.11
Travel to workplace	5.01	5.19	4.47	5.41	5.35	5.05	4.34	5.16	4.17
Work on allotment	16.68	19.24	18.22	16.35	17.04	14.21	16.99	22.12	20.35
Study, skills improvement	17.43	19.10	29.11	17.09	19.22	26.44	18.41	20.17	36.24
Travel to place of study	4.87	3.16	2.45	5.27	3.18	2.35	3.10	3.06	3.13
Finding and buying food	5.45	4.50	3.55	5.54	4.58	4.01	5.22	4.23	3.43
Finding and buying non-food items	3.98	3.26	2.37	3.63	3.21	2.32	4.76	3.04	2.45
Use of public amenities	2.34	2.32	1.44	2.33	2.18	1.48	2.36	3.22	1.40
Preparing food, washing up**	13.85	12.15	14.37	12.90	11.29	14.26	15.62	15.05	14.50
Tidying, repairs	8.11	6.31	5.46	7.50	6.02	5.16	9.24	8.19	6.31
Washing, ironing	5.98	5.23	4.22	5.49	4.55	4.06	6.85	6.06	4.47
Caring for children under 12 living in the family		15.25	14.29		16.14	14.46		14.22	14.04
Caring for children under 12 not living in the family		11.22	9.55		10.58	9.41		12.34	10.34
Care for elderly persons needing assistance		8.35	7.58		8.13	7.41		9.25	8.26
Sleep	57.54	56.25	55.26	57.18	56.06	55.53	58.04	55.36	54.52
Free time	42.34	46.25	36.10	42.33	47.03	35.56	42.36	43.09	36.28

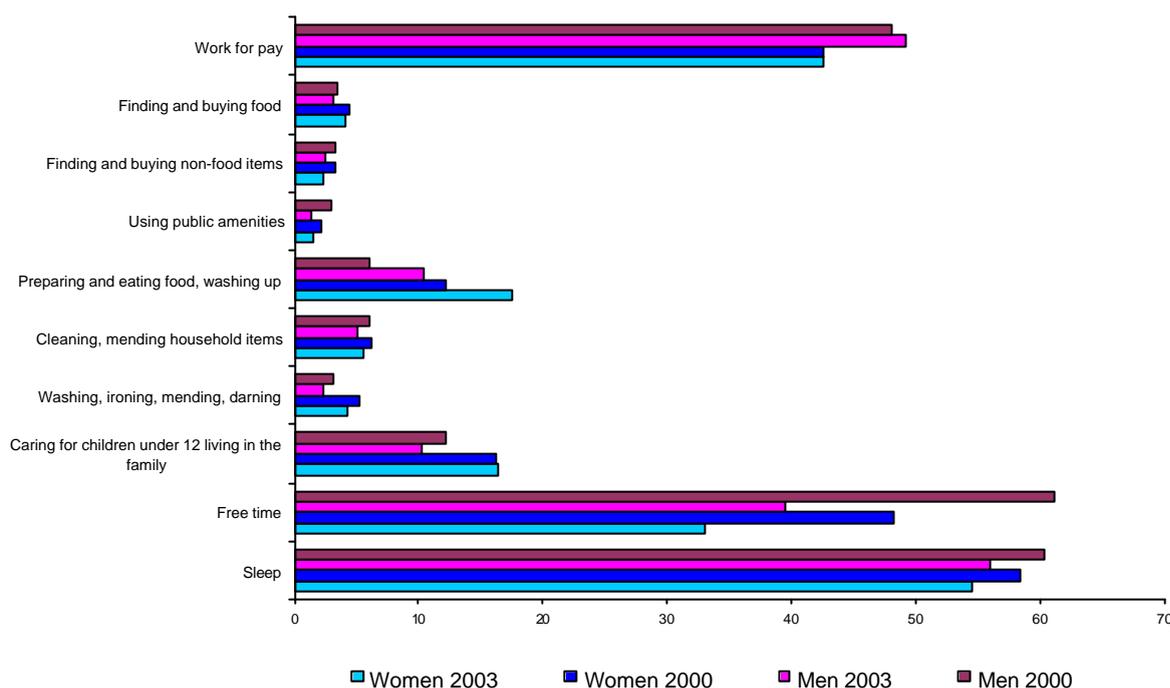
\* Data from a survey of living conditions conducted in 1996 under a World Bank project.

\*\* The figures for 2003 include, besides preparing food and washing up, mealtimes; previously mealtimes had been counted under free time.

50. Amounts of sleep and free time diminished in 2003 while the amount of time spent on work for payment increased. There was a marked rise in time spent in study and improving skills, but less time was spent on housework and day-to-day chores. It is clear that a rise in living standards and more extensive public amenities and publicly available cultural and educational services had begun to have an effect on people's lives.

**Allocation of time budget among different activities  
by sex in Kazakh households, 2000 and 2003**

(person-hours per week)



51. Disaggregated by sex, the 2003 sample survey data show that women continued to spend more time on housework, traditionally considered a woman's prerogative.

52. The differences found between the amounts of time spent by men and women in work for payment (main job) and unpaid work (housework) relate to crucial problems to do with payment for work performed and the role of paid work as a means of meeting social needs for status, respect and stimulation. Housework evidently cannot serve as a source of family income, so anyone devoting their time to work around the house appears to be a consumer, not a generator, of family wealth. Housework, unseen by society, goes unpaid. But people's standing in society is defined, their social status is determined and the welfare system is constructed around their visible contributions (viz. positions outside the family). So anyone (more often female than male) whose responsibilities and efforts go unseen, are often taken for granted and are not properly appreciated, loses out.

53. Even from the very cursory information given above it is clear why most women, facing a difficult dilemma, are dissatisfied. They are educated alongside men so that they can develop

fully as individuals; they work, pursue careers in a wide variety of fields and encounter almost no formal impediments. Yet the need to run the home increases the burden on them, and as they become more successful professionally they are also more and more caught up in their work. It is not surprising that in actual fact many women find they must choose between their families and their jobs.

54. The next scheduled time-use survey under the Statistical Agency's work plan was conducted in May this year, and the number of questions put to respondents increased. The survey form used in 2000 and 2003 contained 33 time-use options. The 2006 form listed 49 different kinds of occupation. The 2006 time-use module covers a significantly longer list of questions on people's use of their free time. Free time has a special significance in people's time budgets, which grows as society develops since free time is directly related to personal development and is regarded as time for higher pursuits. It is therefore our aim to investigate the uses made of free time and attribute to them shares of socially useful investments of time by different groups within society.

55. Longer-term objectives:

(a) To improve methods and methodological underpinnings for the study of time budgets so as to construct reliable dynamic data series. To investigate tendencies and discover trends in actual behaviour by population groups over given periods as expressed in time use; to analyse the influence on time allocation and use of socio-economic developments and innovations relating to factors such as industrialization and urbanization, changes in the duration and pattern of the working week, the kinds of amenities and cultural services available and changes in people's actual needs. To apply, when conducting surveys, a single set of categories of occupation for time-use statistics. To use methods investigating periods of a single day, with more detailed and precise recording of time spent in different occupations and the accompanying tasks;

(b) To enlarge the body of basic information by obtaining data on the patterns of daily life among various social groups. To expand data analysis methods. To use data in assessing living standards. It is especially important to find out how the rich and the poor live and spend their time, how members of various social strata with incomes below the minimum subsistence level survive, and how changes in value structures have influenced people's actual behaviour at work, in daily life, in education and at leisure;

(c) To inform users of the practical importance of time-use surveys. There can be no informed social policy without such information, which is a crucial indicator of people's daily lives. For a fuller understanding of people's actual behaviour and use of their time, qualitative methods of inquiry will have to be employed, i.e. alongside the objective indicators (duration, pattern, frequency, etc.) subjective indicators and evaluations will have to be sought out - the particular features of value orientations, how they relate to motives for spending time, how they are associated with various kinds of occupation (paid work, housework, free-time pursuits, etc.), and how satisfied people are with the conditions in which they can engage in various pursuits and the outcome of those pursuits.

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