

GENDER ACTION PLAN

A. Country Context

1. **Legal framework.** Kazakhstan has developed policy and legal frameworks—rights guarantees, legal provisions, national strategies, action plans, and programs—that are designed to advance gender equality as a national goal. The country’s Constitution recognizes gender equality.¹
2. **Labor force participation.** The 2019 Human Development Report data shows women’s labor force participation rate at 62.7% compared to 75.5% for men.² Women’s participation in the labor force remains concentrated in sectors defined as the service sphere with 71.4% of women employed in this sector compared to 52% of the men.³
3. **Occupational segregation.** Legal constraints contribute to gender gaps in the workplace with women forbidden from working in 191 occupations in the fields of mining, construction, manufacturing, agriculture, energy, water and transportation. Women are also required to retire 4 years earlier than men, at the age of 59.⁴
4. **Social and economic roles.** Notions of the traditional roles of women and men persist in Kazakhstan with women’s role associated with the family and home more than with the economic and political sphere.⁵ Women are underrepresented in executive positions in almost all spheres of the economy including energy where 12.6% of such positions are held women.⁶ Women are also underrepresented in the field of science, technology, engineering and mathematics with only 31.6% of graduates from tertiary programs in the field being women (footnote 2).
5. **Vulnerable households.** Kazakhstan law recognizes certain groups of people as “vulnerable” which includes several categories of vulnerable women: mothers of many children, single-parent families, and elderly persons.⁷ The proportion of women older than retirement age, 15.1%, is double that of men above their retirement age (at 7.5%).⁸ The issue of single motherhood is widespread and growing.⁹ The Kazakhstan government has identified single-parent families and single mothers as being especially at risk of living in poverty (footnote 1).
6. **Time-saving benefits of smart gas meters.** Focus group and expert discussions conducted during the project’s gender assessment concluded that installation of smart gas meters decreases the time households spend on gas billing enquiries and bill payment, particularly in rural areas, as it removes the need for regular visits to KTG’s offices. The gender assessment concluded that the key beneficiaries of this time saving would be women, as they had primary responsibility for such household duties, with a particular benefit for time-poor single mothers, and mobility-constrained elderly (footnote 9).

¹ Asian Development Bank (ADB). 2018. *Kazakhstan Country Gender Assessment*. Manila.

² United Nations Development Programme. 2019. [Kazakhstan Human Development Report: Urbanization as an Accelerator of Inclusive and Sustainable Development](#). New York.

³ Republic of Kazakhstan, Ministry of National Economy, Committee on Statistics. 2015. *Women and Men in Kazakhstan*. Astana.

⁴ World Bank. 2020. [Women, Business and the Law 2020](#). Washington, D.C.

⁵ ADB. 2018. [Kazakhstan Country Gender Assessment](#). Manila.

⁶ A. Auelbekova. 2017. [How Many Female Chiefs in Kazakhstan?](#) *Forbes*. 17 April.

⁷ Law of the Republic of Kazakhstan No. 94-І on Housing Relations dated 16 April 1997 (with amendments and additions as of 1 July 2021), [Article 68](#).

⁸ Ramboll UK Limited. 2020. *Joint Stock Company KazTransGas Poverty, Social and Gender Analysis Report*. London.

⁹ United Nations Population Fund Kazakhstan. 2019. *Situation Analysis of the Republic of Kazakhstan*. Nur-Sultan.

B. Company Context

7. (Confidential information deleted.)

8. **Corporate policies.** KTG has an Ombudsperson with the responsibility of ensuring the observance of human rights in relation to workers and local communities. The company has a code of business ethics which prohibits any discriminatory actions based on personal characteristics such as gender and includes anti-sexual harassment provisions.

9. (Confidential information deleted.)

Table 1: Joint Stock Company KazTransGas Staff, Sex Disaggregated

Staff roles	Total	Male	Female	% Female
Management positions	428	338	90	21%
Engineers	1,886	1,635	251	13%
Technical positions	7,632	6,732	900	12%
Administrative positions	1,002	340	662	66%
Total	10,948	9,045	1,903	17%

Source: Ramboll UK Limited. 2020. *Joint Stock Company KazTransGas Poverty, Social and Gender Analysis Report (as at July 2020)*. London.

C. Gender Action Plan for KTG

10. The project is categorized as Effective Gender Mainstreaming (EGM). The gender measures are presented in the gender action plan (Table 2).

Table 2: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms
Outputs	By 2025	
1. Modern gas metering and billing system that benefits vulnerable women deployed	1b. Database of vulnerable ^a households headed by women created during the implementation of the new metering and billing system (2020 baseline: not applicable) 1c. Flexible payment terms that include at least an additional 90-day delay in the payment due date for gas delivered to the homes of vulnerable households headed by women adopted (2020 baseline: not applicable)	1.–3. KTG's Development Effectiveness Monitoring Report
2. Gender equality of the work environment advanced	2a. Cumulative number of women participants in certified trainings ^b increased to at least 1,500 by 2025 (Baseline 2020: 371)	

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting Mechanisms
	2b. Number of women in management roles increased to at least 95 (2020 baseline: 90)	

ADB = Asian Development Bank, KTG = Joint Stock Company KazTransGas, OP = operational priority.

^a Vulnerable people are defined in Kazakhstan law (Law of the Republic of Kazakhstan No. 94-1 on Housing Relations dated 16 April 1997 [with amendments and additions as of 1 July 2021], [Article 68](#)) and include several categories of vulnerable women, including mothers of multiple children, single-parent families, and older persons.

^b Training topics are related to career development—e.g., leadership.

Source: Asian Development Bank.