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**ГЕНДЕРНОЕ РАВЕНСТВО
КАК НЕОБХОДИМАЯ СОСТАВЛЯЮЩАЯ
СОЦИАЛЬНО-ЭКОНОМИЧЕСКОГО РАЗВИТИЯ СТРАН**

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В настоящее время гендерному вопросу уделяется большое внимание. Это связано с тем, что равенство полов является актуальным вопросом. Проблема гендерного равенства возникает в странах СНГ по многим причинам, одной из которых являются проводимые экономические, социальные, политические реформы. Однако необходимо отметить, что следует придавать большое значение проблеме гендерного равенства как составляющей экономического развития стран. Это свидетельствует о том, что важным является не только гендерное равенство как социальная справедливость, но и гендерное равенство как ресурс экономического развития. Экономическое развитие неотделимо от социального, политического, экологического, культурного развития людей. Кроме того, оно неразрывно связано с вопросами мира, безопасности и свободы.

Ключевые слова: гендер; равенство; экономика; развитие; общество; политика.

**ГЕНДЕРДИК ТЕҢЧИЛДИК ӨЛКӨНҮН СОЦИАЛДЫК-ЭКОНОМИКАЛЫК
ӨНҮГҮҮСҮНҮН ЗАРЫЛ БОЛГОН ТҮЗҮМДҮК БӨЛҮГҮ КАТАРЫ**

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Бүгүнкү күндө гендер маселесине чоң көңүл бурулууда. Бул жыныстардын ортосундагы теңчилдик актуалдуу маселе экендиги менен байланышкан. КМШ өлкөлөрүндө гендердик теңчилдик маселесинин келип чыгышы көптөгөн себептерге байланыштуу, алардын бири жүргүзүлүп жаткан экономикалык, социалдык жана саясий реформалар. Белгилей кетүү керек, өлкөнү экономикалык жактан өнүктүрүүнүн түзүмдүк бөлүгү катары гендердик теңчилдик маселесине өзгөчө маани берүү керек. Гендердик теңчилдик маселеси социалдык адилеттүүлүк катары гана эмес, ошондой эле гендердик теңчилдик маселеси экономикалык өнүктүрүү ресурсу катары да маанилүү экендигинен кабар берет. Экономикалык өнүктүрүү адамдардын саясий, экологиялык, маданий өнүгүүсү менен ажырагыс биримдикте. Мындан тышкары, ал тынчтык, бкоопсуздук, эркиндик маселелери менен да тыгыз байланышта.

Түйүндүү сөздөр: гендер; теңчилдик; экономика; өнүктүрүү; коом; саясат.

**GENDER EQUALITY AS A NECESSARY COMPONENT
OF THE SOCIO-ECONOMIC DEVELOPMENT OF COUNTRIES**

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At present, much attention is paid to gender issue. This is due to the fact that gender equality is an important issue. The problem of gender equality arises in the CIS countries for many reasons, one of which are ongoing economic, social, political reforms. However, it should be noted that great importance should be given to the issue of gender equality as a component of economic development of countries. This fact confirms that essential factor shall be not only gender equality as social equality, but gender equality as a resource for social and economic development as well. Economic development is inseparable from social, political, ecological and cultural development of people. In addition, it is inseparably linked with issues of peace, security and freedom.

Keywords: gender; equality; economics; development, society; politics.

Formulation of the problem. Consequences of transitional period have increased gender inequality in political, economic and social spheres of the CIS countries. In a transforming society, there is a real threat of reducing investment to women human capi-

tal since at the level of individual households comes the realization of inefficiency of such investments.

In some CIS countries, such as Kazakhstan and Russia, issues of gender equality are pointed out quite sharply. The socio-economic transformation of society

required the state to establish a new policy that takes into account the vector of changes in international policy of gender equality more closely.

Analysis of recent research and publications. Many authors, both foreign and national, have touched upon problems of gender equality [1–5].

Among the researchers who made the greatest contribution to the development of the theory of human capital are well-known American and British scientists: L. Turrow, J. Ben-Porat, J. Minzer, W. Farr, A. Lotha, A. Marshall, S. Mushkin, and others. In modern economic science, there are quite a lot of research works of scholars on given issue: G. Sent-Pola, E. Kanuto, A. Aulina, J. Grayson, K. Vang, N. Irinda, S. Lombardini, I.E. Kalabikhina, Yu.V. Yakovets, A.A. Abisheva, B.A. Zhunusova, N.K. Mamyrova, T.P. Smirnova and others.

The aim of the research. The aim of research is to review and study the gender equality issue in the post-Soviet area, as well as to reveal problems that are needed to be solved with intent of contributing to the dynamic social and economic development of society in modern conditions.

The main results of the research. Gender equality is equal legal status of women and men and equal opportunities for its implementation, allowing individuals regardless of gender to freely use their abilities to participate in political, economic, social, public and cultural spheres of life [6].

Gender inequality is now preserved in most areas of society. In particular, in the labor market, women are predominate in low-paid sectors. The gap in salaries in the post-Soviet countries is 30–40 %.

Development of international labor legislation regulating working and labor conditions was the reason for establishment of the International Labor Organization and remains its main task.

The scope of the sub-regional Bureau of the International Labor Organization in Moscow includes 10 states of the Eastern Europe and the Central Asia – Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, the Russian Federation, Tajikistan, Turkmenistan and Uzbekistan. These states are characterized by different levels of economic development, income of population, leadership methods, as well as varying degrees of adherence to traditions and social stereotypes in terms of equality of men and women. These differences impose a different approach to solution of gender issues both between the countries of the region and within separate countries where problems of men and women in the city and in the countryside can differ substantially. At the same time, we can identify a number of common features that characterize the situation of gender equality in countries of the post-Soviet area.

In almost all these countries, women have reached a high level of education (in Russia, for exam-

ple, women in the labor market tend to have a higher level of education than men and constitute more than half of the total number of university students). In addition, women are distinguished by greater professional training, higher economic activity and participation in public life. At the same time, the share of women in dynamically developing and highly paid industries is declining. As the economy is restructured and competition on the labor market grows, employers in the most promising sectors are increasingly making their choice for male employees. In some CIS countries, in particular in the Central Asia, equal access to employment remains the main problem for women in the labor market.

Women as a rule are in the majority of officially registered unemployed database and those who are unemployed for a long time, although these figures often do not reflect the real scale of the problem: a large number of unemployed are not registered and among this group, of course, the vast majority are men.

In the countries of the region, women have limited opportunities for judicial protection of their rights, their access to information about their rights and current legislation in the field of gender equality is limited as well. The equality of men and women is guaranteed by the constitutions of all the CIS countries, which also joined ILO Conventions No. 100 and No. 101. At the same time, there is a huge gap between the theory and practice of applying basic norms and standards in the field of gender equality. States do not have both special anti-discrimination legislation and institutions that are called upon to provide judicial protection, if necessary. Some countries (Russia, Ukraine) have begun works on development of anti-discrimination laws but this process proved to be extremely long and time-consuming.

In the entire post-Soviet area, women are represented in political life very poorly. In the State Duma of the Russian Federation, women comprise only 7.7 % (the highest representation of women among the CIS countries is in the Azerbaijani Parliament – 13 %).

In most of the CIS countries, the reform of social security system has begun, but in the course of the reform, the gender aspects of social security are not central yet. Reduction of number of social institutions, health care institutions and education led to the fact that motherhood in the most cases became a private issue for every woman. Destruction of the Soviet system of pre-school institutions and abolition of almost all state social services have shifted additional responsibilities for the care of children and family members onto the shoulders of women. Social protection system for women with children and the elderly is one of the most important areas that must be reformed to achieve gender equality [7–10].

The United Nations, in its report on the Development of Mankind, identified **development challenges as a choice** [11]. This concept has three components:

- equal opportunities for all people in society;
- a steady transition of these opportunities from one generation to another;
- acquisition of power by people, their participation in development process.

Basically, the process of development is the process of achieving these goals.

Gender equality, being a component of democratic development, positively affects the economic development of any state. Development of gender equality is a condition and a new resource of social modernization and innovative development.

Success of implementation of gender policy largely depends on the ability of society to realize and understand the need to address gender issues in its deep comprehension. Efforts need to be done to eradicate prejudices, prejudices that are rooted in society, transformation of gender worldview – outdated stereotypes and standards must be replaced by new patterns of equal partnership between women and men. Inclusion of “female” potential in solving problems, both at state and global levels allows us to consider development of two major social strategies – sustainable development and gender policy – in a single socio-cultural context. This, in turn, necessitates development of a set of effective mechanisms to create equal opportunities for men and women in all spheres of society and state.

Conclusions. Results of studies on issue of gender equality of foreign and national authors allow us to conclude that the problem has not been solved for 100 % in any of the countries of the world. Gender equality continues to be the subject of sharp public debate and remains the goal of social policies of states, which are developing along the path of democracy and human rights.

The situation is getting worse by growing number of unresolved issues related to the use of women potential.

Social realization of citizens of the country is one of the indispensable conditions for eliminating disproportions in various spheres of life. Research and development in the field of gender equality are important for the CIS countries in terms of their entry into the strategic period of innovation development and creation of competitive environment within the world economic space. It is necessary to continue to carry out structural transformations of the economy, deepen mechanism of effective management, expand the use of scientific and technical information and new technologies. The CIS countries need to be aware of the need to strengthen the information base and build analyti-

cal capacity by setting the goals of achieving gender equality standards and adopting legislation that meets international requirements to combat discrimination. Given the constant attention and aspiration to gender equality, the post-Soviet countries will positively influence the dynamic socio-economic development of society.

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