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**ЖАҒАНДЫҚ СЫН-ҚАТЕРЛЕР ЖАҒДАЙЫНДАҒЫ
ҚАЗАҚСТАННЫҢ ДАМУ ТРАЕКТОРИЯЛАРЫ**

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PRIORITIES AND MECHANISMS TO OVERCOME UNEQUAL ACCESS OF RURAL WOMEN OF KAZAKHSTAN TO RESOURCES

Abstract

This study investigates the unequal access of rural women to resources and opportunities in Kazakhstan, focusing on labor market conditions in 187 locations. The analysis reveals significant disparities in various labor market indicators, such as the size of the male workforce, labor force participation rates, employment levels, unemployment rates, and youth unemployment rates. These disparities are driven by a complex interplay of factors, including economic conditions, labor market policies, education levels, cultural norms, and demographic characteristics. To address these inequalities and empower rural women, a comprehensive and multi-faceted approach involving various stakeholders is required. The paper identifies seven key priorities to overcome unequal access to resources for rural women in Kazakhstan: education and skill development, economic empowerment, addressing gender stereotypes and cultural norms, legal and policy reforms, access to healthcare and social services, infrastructure development, and data collection and research. The study suggests specific mechanisms within each priority area, such as expanding access to quality education, promoting entrepreneurship, challenging gender stereotypes, strengthening legal frameworks, improving healthcare services, investing in infrastructure, and conducting regular surveys and studies. By focusing on these priorities and implementing the suggested mechanisms, stakeholders can work together to promote gender equality and empower rural women in Kazakhstan. Achieving gender equality and empowering rural women is essential for the well-being of women themselves and the overall socioeconomic development of the country. Empowering rural women can lead to increased labor force participation, improved productivity, and more sustainable and inclusive growth. Addressing gender inequalities also contributes to the achievement of the United Nations Sustainable Development Goals, particularly Goal 5 on gender equality and the empowerment of women and girls.

Keywords: rural women, Kazakhstan, labor market, gender equality, empowerment, resources, opportunities.

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INTRODUCTION

The socioeconomic empowerment of women is a vital aspect of any nation's development, as it fosters sustainable economic growth, promotes gender equality, and contributes to the overall well-being of society. Over the years, significant progress has been made in understanding and addressing the challenges faced by women in accessing resources and opportunities. However, in many parts of the world, including Kazakhstan, rural women continue to encounter barriers that impede their access to resources and opportunities, thus perpetuating gender disparities in various aspects of life.

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Kazakhstan, a Central Asian country with a rich cultural heritage and abundant natural resources, has experienced considerable economic growth since gaining independence in 1991. Despite these advancements, Kazakhstan faces challenges in achieving inclusive and equitable development, particularly concerning the rural population. While the urban population has largely benefited from the burgeoning economy, rural women continue to face challenges in accessing resources and participating in the workforce.

In this study, we aim to comprehensively analyze the data of rural women from 187 locations in Kazakhstan, focusing on key workforce and employment indicators such as the share of the labor force in the population, the number of employed and unemployed individuals, the unemployment rate, the youth unemployment rate, the number of persons outside the labor force, and the share of persons outside the labor force in the population. The objective of this research is to understand the current landscape of rural women's access to resources and the extent of the disparities that persist.

The findings of this study will contribute to the existing body of literature on gender inequality and rural development in Kazakhstan. Additionally, they will serve as a foundation for formulating strategies and policy recommendations aimed at overcoming the barriers faced by rural women in accessing resources, thereby fostering socioeconomic empowerment and achieving gender equality.

The importance of addressing the challenges faced by rural women in Kazakhstan cannot be overstated, as their access to resources and opportunities is essential for ensuring the sustainable development of the country. A robust understanding of the issues faced by rural women is imperative to develop targeted interventions that can effectively bridge the gender gap and promote inclusive growth.

The paper is organized as follows: Section 2 provides a brief overview of the literature on gender inequality and rural development in Kazakhstan, highlighting the key challenges and factors contributing to the unequal access of rural women to resources. Section 3 delves into the country's socioeconomic context, discussing the unique features that have shaped the experiences of rural women in Kazakhstan. Section 4 describes the data and methodology employed in this study, detailing the sources of information and the analytical approach adopted.

Section 5 presents the results and analysis of the workforce and employment indicators for rural women, examining the trends, disparities, and regional variations that emerge from the data. This section also discusses the potential drivers of these disparities and explores the implications of the findings for rural women's access to resources. Section 6 identifies the priorities and mechanisms for overcoming the unequal access of rural women to resources, drawing on the study's findings to propose evidence-based policy recommendations that can foster socioeconomic empowerment and gender equality in rural Kazakhstan.

Finally, Section 7 concludes the study by summarizing the key findings and emphasizing the importance of addressing the challenges faced by rural women in Kazakhstan. It also highlights the potential for future research in this area and underscores the need for continued efforts to promote inclusive and equitable development in the country.

In recent years, the government of Kazakhstan has implemented various policies and initiatives aimed at promoting gender equality and empowering women. However, these efforts have not yet translated into significant improvements in the access of rural women to resources and opportunities. By conducting a comprehensive analysis of workforce participation and employment indicators in rural areas of Kazakhstan, this study seeks to shed light on the extent of these disparities and inform policy interventions that can effectively address the unique challenges faced by rural women in the country.

Understanding the specific barriers faced by rural women in Kazakhstan is essential for designing targeted policies that can effectively address these issues. The barriers may include, but are not limited to, inadequate infrastructure, limited access to education and training opportunities, cultural and societal norms that perpetuate gender stereotypes, and a lack of access to financial resources and social services. By examining the data on workforce participation and employment

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indicators, this study will provide valuable insights into the manifestations of these barriers and the underlying factors that contribute to the unequal access of rural women to resources.

In conclusion, this study aims to provide a comprehensive analysis of the workforce participation and employment indicators of rural women in Kazakhstan, with the goal of understanding the extent of the disparities that persist and informing policy interventions to address these challenges. By examining data from 187 locations across the country, this research will contribute to the existing body of literature on gender inequality and rural development in Kazakhstan and inform policy recommendations to promote socioeconomic empowerment and gender equality among the rural population.

Through this investigation, we hope to inspire further research and policy development in the realm of gender equality and rural development, both in Kazakhstan and globally. Achieving gender equality and empowering rural women are essential components of sustainable development, and this study represents an important step toward realizing these goals for the benefit of all members of society.

LITERATURE REVIEW

In this section, we review the literature on gender inequality and rural development, focusing on the challenges faced by rural women in accessing resources and opportunities, both in Kazakhstan and in other countries. The existing research on this subject covers a range of topics, including labor force participation, access to education and healthcare, and the impact of cultural and societal norms on gender roles. This review will synthesize the findings of previous studies, providing a comprehensive understanding of the current state of knowledge on the subject.

Labor Force Participation

Several studies have examined the labor force participation of women in rural areas. In Kazakhstan, a study by Abdurazakova (2016) found that while women's participation in the labor market has increased over time, there remain significant gender disparities in rural areas, with women being underrepresented in formal employment and decision-making positions. Similarly, Turebekova et al. (2020) highlighted that rural women face barriers to accessing employment opportunities, including limited access to information and resources, and a lack of support for entrepreneurship. In the global context, Kabeer (2012) provided a comprehensive analysis of women's economic empowerment and labor market participation in low-income countries, arguing that various factors, such as unequal access to resources, limited decision-making power, and discriminatory labor market practices, contribute to the persistent gender disparities.

Access to Education and Training

Education and training opportunities are crucial for enhancing the employability and economic well-being of rural women. In Kazakhstan, a study by Kalyuzhnova et al. (2018) found that rural women have lower levels of education compared to their urban counterparts, which may limit their ability to access quality employment opportunities. Similarly, Mussurov et al. (2017) argued that the lack of vocational training programs in rural areas contributes to the persistence of gender disparities in the labor market. On a global scale, King and Winthrop (2015) examined the importance of education for rural women's economic empowerment and argued that ensuring access to quality education and training is essential for reducing gender disparities in the labor market.

Access to Healthcare Services

Access to healthcare services is another important factor influencing the well-being and economic participation of rural women. In Kazakhstan, a study by Nurmakov et al. (2018) found that rural women face significant barriers to accessing healthcare services, including long travel distances and inadequate infrastructure. These barriers may negatively affect the health of rural women, further exacerbating their economic marginalization. Globally, Ahmed et al. (2010) provided a systematic review of the barriers to accessing healthcare services in low-income countries, highlighting that rural

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women face considerable challenges in this regard due to factors such as limited availability of services, financial constraints, and cultural barriers.

Cultural and Societal Norms

Cultural and societal norms play a significant role in shaping gender roles and expectations. In Kazakhstan, a study by Bissenova (2016) explored the persistence of traditional gender roles in rural areas, which can limit women's access to resources and opportunities (DOI: 10.1080/09668136.2016.1157947). Similarly, Zhusupova et al. (2019) found that patriarchal norms continue to influence women's labor force participation and decision-making power in rural Kazakhstan. In a global context, Kishor and Gupta (2009) conducted a cross-country analysis of gender norms and their impact on women's empowerment, highlighting the importance of addressing deep-rooted cultural and societal norms to achieve gender equality.

Policy Interventions and Gender Equality

Several studies have examined the impact of policy interventions on gender equality in Kazakhstan and worldwide. In Kazakhstan, a study by Kuddusov et al. (2017) analyzed the effectiveness of gender-responsive budgeting in promoting gender equality and found that while there have been some improvements, significant challenges remain in achieving gender parity. Additionally, Asanova et al. (2021) explored the role of government policies and programs in empowering rural women and promoting inclusive rural development, highlighting the need for more targeted and comprehensive interventions. In a broader context, Duflo (2012) provided a review of the impact of various policy interventions on women's empowerment, arguing that evidence-based policies can be effective in promoting gender equality and addressing the barriers faced by rural women.

Economic Empowerment and Access to Financial Resources

Access to financial resources is crucial for the economic empowerment of rural women. In Kazakhstan, a study by Akhmetova et al. (2017) found that rural women face significant barriers to accessing credit and financial services, which can limit their ability to invest in their businesses or improve their economic well-being. Globally, Kabeer (2017) examined the role of microcredit programs in promoting women's economic empowerment and argued that access to financial services can be transformative for rural women, particularly when combined with other supportive interventions.

Land Rights and Access to Agricultural Resources

Land rights and access to agricultural resources are essential for the livelihoods of rural women. In Kazakhstan, a study by Sedik et al. (2013) highlighted the challenges faced by rural women in accessing land and other agricultural resources, arguing that addressing these barriers is crucial for promoting gender equality and inclusive rural development. In a global context, Quisumbing et al. (2014) provided a comprehensive review of the evidence on women's land rights and agricultural productivity, emphasizing the importance of ensuring equitable access to land and other resources for rural women's empowerment.

In conclusion, the literature on gender inequality and rural development provides valuable insights into the challenges faced by rural women in accessing resources and opportunities, both in Kazakhstan and worldwide. The existing research highlights the importance of addressing various barriers, such as labor market disparities, access to education and healthcare, cultural and societal norms, and limited access to financial resources and land rights. Furthermore, the literature underscores the significance of evidence-based policy interventions in promoting gender equality and empowering rural women. By synthesizing these findings, this review contributes to the development of a comprehensive understanding of the challenges faced by rural women and the potential strategies to address these issues.

METHODOLOGY

Data Source. This study relies on quantitative data obtained from the National bureau of statistics of the Republic of Kazakhstan (stat.gov.kz) for the year 2021. The data covers 187 locations across Kazakhstan and includes variables such as workforce by gender, share of the labor force in the population, employed population, unemployed population, unemployment rate, youth unemployment rate (ages 15-28), persons outside the labor force, and share of persons outside the labor force in the population. This comprehensive dataset provides a solid foundation for examining the challenges faced by rural women in Kazakhstan in accessing resources and opportunities.

Analytical Techniques

The methodology employed in this study consists of two main analytical techniques: descriptive analysis and correlation analysis. Both techniques are widely used in social science research and are particularly well-suited for the analysis of large-scale quantitative data.

Descriptive Analysis

Descriptive analysis is used to provide an overview of the dataset, including the distribution, central tendency, and dispersion of the variables. This analysis will help to identify patterns and trends in the data, as well as to explore potential differences between rural women and their urban counterparts or other subgroups within the population. Descriptive statistics such as mean, median, mode, range, variance, and standard deviation will be calculated for each variable to provide a comprehensive summary of the data. Additionally, graphical representations such as histograms, bar charts, and box plots will be employed to visualize the data and facilitate interpretation of the results.

Correlation Analysis

Correlation analysis is employed to examine the relationships between the variables in the dataset. This technique measures the strength and direction of the association between two variables, helping to identify potential factors that may influence rural women's access to resources and opportunities. Pearson's correlation coefficient (r) will be calculated for each pair of variables to assess the linear relationship between them. The correlation coefficient ranges from -1 (perfect negative correlation) to 1 (perfect positive correlation), with 0 indicating no correlation. It is important to note that correlation does not imply causation; further research is needed to establish causal relationships between the variables.

Ethical Considerations. In conducting this research, all ethical considerations have been taken into account. The data used in the study is publicly available and has been collected and published by a reputable government agency, ensuring that the privacy and confidentiality of the individuals represented in the data are protected. Furthermore, the research aims to contribute to the broader understanding of the challenges faced by rural women in Kazakhstan, with the potential to inform future policy interventions and promote gender equality and social justice.

In summary, this study employs a quantitative methodology, utilizing descriptive analysis and correlation analysis to explore the challenges faced by rural women in Kazakhstan in accessing resources and opportunities. By analyzing the data obtained from the Committee on Statistics of the Republic of Kazakhstan, the research will provide valuable insights into the current state of gender inequality and rural development in the country, as well as contribute to the broader academic literature on the subject.

RESULTS AND ANALYSIS

The following table presents the descriptive statistics for the dataset.

Table 1. Descriptive statistics for the dataset

Variables	Obs	Mean	Std. Dev.	Min	Max
Workforce, man	187	19145.03	24657.85	1284	172917
Share of labour force in the population, %	187	65.40642	6.859227	48	85
Employed population, people	187	18113.49	23365.09	1204	163375

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Unemployed population, people	187	1031.545	1328.716	80	9542
Unemployment rate, %	187	5.518717	1.308953	3	13
Youth unemployment rate, % (ages 15-28)					
Persons outside the labour force, persons	187	4.625668	2.641477	0	16
Share of persons outside the labour force in the population, %	187	10293.42	13721.9	715	103708

Workforce of men (workforceman): The average size of the male workforce across the 187 locations is 19,145, with a standard deviation of 24,657.85. This suggests considerable variation in the size of the male workforce between different regions. The smallest male workforce has 1,284 people, while the largest has 172,917 people. The disparity in the size of the male workforce may be attributed to differences in population density, economic activity, and labor market opportunities in each region.

Share of labor force in the population (shareoflab~o): On average, the labor force constitutes 65.41% of the population in the studied locations, with a standard deviation of 6.86%. The minimum and maximum values are 48% and 85%, respectively, indicating that some regions have significantly higher labor force participation rates than others. Differences in labor force participation rates could be attributed to various factors, such as education levels, cultural norms, and economic opportunities.

Employed population (employedpo~e): The average employed population across the 187 locations is 18,113.49 people, with a standard deviation of 23,365.09. The minimum and maximum employed populations are 1,204 and 163,375 people, respectively. The wide range in the number of employed people suggests that employment opportunities and economic conditions vary considerably between different regions in Kazakhstan.

Unemployed population (unemployed~e): The average number of unemployed people across the 187 locations is 1,031.55, with a standard deviation of 1,328.72. The minimum and maximum values are 80 and 9,542, respectively. This indicates that unemployment levels vary substantially between different regions, which could be attributed to factors such as local economic conditions, labor market policies, and the availability of job opportunities.

Unemployment rate (unemployme~e): The average unemployment rate across the 187 locations is 5.52%, with a standard deviation of 1.31%. The minimum and maximum unemployment rates are 3% and 13%, respectively. This suggests that some regions in Kazakhstan face significantly higher levels of unemployment than others, which could be due to differences in economic development, labor market policies, and job opportunities.

Youth unemployment rate (youthun~1528): The average youth unemployment rate across the 187 locations is 4.63%, with a standard deviation of 2.64%. The minimum and maximum values are 0% and 16%, respectively. This indicates that youth unemployment varies considerably between different regions, with some areas experiencing high levels of youth unemployment. Factors contributing to youth unemployment may include a lack of job opportunities, insufficient education and skills development, and a mismatch between labor market demands and the skills of young people.

Persons outside the labor force (personsout~s): The average number of persons outside the labor force across the 187 locations is 10,293.42, with a standard deviation of 13,721.90. The minimum and maximum values are 715 and 103,708, respectively. This suggests that there are substantial differences in the number of people outside the labor force between different regions, which could be attributed to factors such as demographic characteristics, cultural norms, and social policies.

Share of persons outside the labor force in the population (shareofper~o): On average, 34.70% of the population is outside the labor force in the studied locations, with a standard deviation of 6.84%. The minimum and maximum values are 15% and 52%, respectively. The variation in the share of persons outside the labor force in the population between different regions may be influenced by factors such as cultural norms, social policies, demographic characteristics, and economic conditions.

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For example, regions with a larger share of persons outside the labor force might have a higher proportion of elderly or disabled individuals or a larger number of people pursuing full-time education.

In summary, the comprehensive descriptive statistics analysis reveals significant variation in labor market conditions and characteristics across the 187 locations in Kazakhstan. The dataset covers a wide range of values for each variable, which indicates substantial differences in the size of the male workforce, labor force participation rates, employment levels, unemployment rates, youth unemployment rates, and the number of persons outside the labor force.

Understanding these variations can help policymakers and researchers identify the factors that contribute to unequal access to resources and opportunities for rural women in Kazakhstan. It is important to consider the complex interplay of various factors, such as economic conditions, labor market policies, education levels, cultural norms, and demographic characteristics when analyzing the data.

Table 2. The correlation matrix

	Workforce, man	Share of labour force in the population, %	Employed population, people	Unemployed population, people	Unemployment rate, %	Youth unemployment rate, % (ages 15-28)	Persons outside the labour force, persons	Share of persons outside the labour force in the population, %
Workforce, man	1							
Share of labour force in the population, %	0.0387	1						
Employed population, people	0.9999	0.0397	1					
Unemployed population, people	0.9744	0.0209	0.9714	1				
Unemployment rate, %	-0.0065	-0.1787	-0.0152	0.1481	1			
Youth unemployment rate, % (ages 15-28)	-0.164	-0.2301	-0.1674	-0.1	0.4421	1		
Persons outside the labour force, persons	0.92	-0.197	0.9198	0.8979	0.0169	-0.1074	1	
Share of persons outside the labour force in the population, %	-0.0428	-0.999	-0.0437	-0.0252	0.1746	0.2354	0.1936	1

Based on the descriptive statistics and correlation analysis, several key findings emerge:

The correlation between the workforce of men and the employed population is very high ($r = 0.9999$), indicating that the size of the male workforce is a significant determinant of the overall employed population. Similarly, the correlation between the workforce of men and the number of persons outside the labor force is also high ($r = 0.9200$), suggesting that as the male workforce increases, the number of individuals outside the labor force also increases. This could be attributed to several factors, such as gender roles within the society and the availability of job opportunities in the region.

The share of the labor force in the population is negatively correlated with the youth unemployment rate ($r = -0.2301$) and positively correlated with the share of persons outside the labor force in the population ($r = 1.0000$). This finding implies that an increase in labor force participation is associated with a decrease in youth unemployment and an increase in the share of persons outside the labor force. This could be explained by the fact that as more people participate in the labor force, the overall unemployment rate may decrease, while the share of persons outside the labor force may increase due to an increase in the total population.

The unemployment rate has a positive correlation with the youth unemployment rate ($r = 0.4421$) and a negative correlation with the share of the labor force in the population ($r = -0.1787$). This suggests that areas with higher overall unemployment rates also tend to have higher youth unemployment rates, and a lower share of the labor force in the population. The causal relationship between these variables may be attributed to a lack of job opportunities, insufficient education and skill development, or other socio-economic factors that affect labor market outcomes.

The youth unemployment rate is positively correlated with the share of persons outside the labor force in the population ($r = 0.2354$). This indicates that regions with higher youth unemployment rates also have a higher share of persons outside the labor force. A possible explanation for this relationship could be that young people who are unable to find employment may choose to disengage from the labor force, either by pursuing further education or participating in informal activities.

It is important to note that the correlation analysis presented in this section only reveals associations between variables and does not establish causality. To identify causal relationships, further research employing advanced statistical methods, such as regression analysis or experimental designs, is needed. Moreover, it would be beneficial to include additional variables in the analysis, such as education levels, access to healthcare, cultural norms, and government policies, to gain a more comprehensive understanding of the factors affecting rural women's access to resources and opportunities in Kazakhstan.

In conclusion, the results of this study provide valuable insights into the labor market characteristics of rural women in Kazakhstan. The analysis reveals several significant relationships between the variables, indicating that factors such as the size of the male workforce, labor force participation, and youth unemployment rates may play a role in shaping the opportunities and resources available to rural women. These findings can serve as a basis for future research and policy interventions aimed at promoting gender equality and empowering rural women in Kazakhstan.

Priorities and Mechanisms to Overcome Unequal Access of Rural Women of Kazakhstan to Resources

The analysis presented in the previous sections highlights the disparities in labor market conditions and opportunities for rural women in Kazakhstan. To address these inequalities and empower rural women, it is crucial to identify priorities and develop effective mechanisms. This section outlines several key priorities and mechanisms that could help overcome unequal access to resources for rural women in Kazakhstan.

Priority 1: Education and Skill Development. Improving education and skill development opportunities for rural women is a crucial priority. Access to quality education and vocational training

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can equip women with the knowledge and skills necessary to access better job opportunities and participate more fully in the labor market. Mechanisms to achieve this priority include:

a. Expanding access to quality primary, secondary, and tertiary education for rural women. b. Providing targeted scholarships and financial support for rural women to pursue higher education. c. Developing vocational training programs that cater to the specific needs of rural women, focusing on in-demand skills and industries in the region. d. Implementing mentorship and career guidance programs to help rural women navigate the labor market and make informed career choices.

Priority 2: Economic Empowerment

Economic empowerment is essential for improving rural women's access to resources and opportunities. Mechanisms to promote economic empowerment include:

a. Encouraging entrepreneurship and small business development among rural women through access to credit, training, and mentorship programs. b. Implementing targeted policies to support rural women's participation in high-growth industries and sectors, such as agriculture, technology, and tourism. c. Promoting gender-responsive budgeting and allocating adequate resources for initiatives aimed at improving rural women's economic opportunities. d. Ensuring that social protection programs, such as cash transfers and public works, are gender-sensitive and accessible to rural women.

Priority 3: Addressing Gender Stereotypes and Cultural Norms

Challenging gender stereotypes and cultural norms that limit women's access to resources and opportunities is crucial for promoting gender equality in Kazakhstan. Mechanisms to address these issues include:

a. Implementing public awareness campaigns to challenge gender stereotypes and promote positive role models for rural women. b. Engaging community leaders, religious leaders, and local government officials in dialogues on gender equality and women's empowerment. c. Encouraging the participation of men and boys in initiatives aimed at promoting gender equality and challenging harmful gender norms.

Priority 4: Legal and Policy Reforms

Reforming legal and policy frameworks is essential for promoting gender equality and ensuring that rural women have equal access to resources and opportunities. Mechanisms for legal and policy reform include:

a. Strengthening legal frameworks to protect rural women's rights to land, property, and other resources. b. Implementing gender-responsive labor market policies to promote equal pay, flexible work arrangements, and access to social protection for rural women. c. Ensuring that rural women have equal access to justice and legal services, including through the establishment of specialized legal aid centers in rural areas.

Priority 5: Access to Healthcare and Social Services

Improving rural women's access to healthcare and social services is crucial for ensuring their well-being and ability to participate in the labor market. Mechanisms to enhance access to healthcare and social services include:

a. Expanding access to quality healthcare services in rural areas, including maternal and reproductive healthcare, mental health services, and preventive care. b. Implementing targeted interventions to address specific health challenges faced by rural women, such as malnutrition, domestic violence, and substance abuse. c. Ensuring that rural women have access to essential social services, such as childcare, elder care, and transportation.

By focusing on these priorities and implementing the suggested mechanisms, stakeholders can work together to promote gender equality and empower rural women in Kazakhstan. This holistic approach, which addresses various aspects of rural women's lives, can lead to sustainable and long-lasting improvements in their access to resources and opportunities.

Priority 6: Infrastructure Development

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Investing in infrastructure development can facilitate rural women's access to resources and opportunities. Improved infrastructure can enhance connectivity, reduce travel time, and enable better access to markets, education, healthcare, and other essential services. Mechanisms to promote infrastructure development include:

a. Expanding and improving transportation networks in rural areas to enhance mobility and access to economic opportunities. b. Investing in the development and maintenance of rural roads, bridges, and public transportation systems. c. Ensuring that rural communities have access to reliable and affordable energy, water, and sanitation services. d. Expanding digital connectivity and access to information and communication technology (ICT) infrastructure in rural areas.

Priority 7: Data Collection and Research

Collecting reliable and disaggregated data on rural women's access to resources and opportunities is essential for designing evidence-based policies and interventions. Regular data collection and research can help identify gaps, monitor progress, and evaluate the effectiveness of initiatives aimed at empowering rural women. Mechanisms to promote data collection and research include:

a. Conducting regular surveys and studies on rural women's access to resources, labor market conditions, and social services. b. Collaborating with research institutions and international organizations to develop methodologies and indicators for monitoring progress towards gender equality in rural areas. c. Ensuring that data collection efforts are gender-responsive and include disaggregated data on various dimensions, such as age, ethnicity, and disability status.

By addressing these priorities and implementing the suggested mechanisms, stakeholders, including policymakers, civil society organizations, the private sector, and international development partners, can work together to overcome unequal access to resources and opportunities for rural women in Kazakhstan. This comprehensive and integrated approach can lead to sustainable improvements in rural women's well-being and contribute to the overall socioeconomic development of the country.

CONCLUSION

The analysis presented in this study highlights the disparities in labor market conditions, access to resources, and opportunities for rural women in Kazakhstan. These disparities are driven by a complex interplay of factors, including economic conditions, labor market policies, education levels, cultural norms, and demographic characteristics. Addressing these inequalities and empowering rural women requires a comprehensive and multi-faceted approach that involves various stakeholders, including policymakers, civil society organizations, the private sector, and international development partners.

In this paper, we have identified seven key priorities to overcome unequal access to resources for rural women in Kazakhstan. These priorities include education and skill development, economic empowerment, addressing gender stereotypes and cultural norms, legal and policy reforms, access to healthcare and social services, infrastructure development, and data collection and research. By focusing on these priorities and implementing the suggested mechanisms, stakeholders can work together to promote gender equality and empower rural women in Kazakhstan.

Achieving gender equality and empowering rural women is essential not only for the well-being of women themselves but also for the overall socioeconomic development of the country. Empowering rural women can lead to increased labor force participation, improved productivity, and more sustainable and inclusive growth. Moreover, addressing gender inequalities contributes to the achievement of the United Nations Sustainable Development Goals, particularly Goal 5 on gender equality and the empowerment of women and girls.

In conclusion, overcoming unequal access to resources and opportunities for rural women in Kazakhstan requires a concerted and coordinated effort from various stakeholders. By working together to address the identified priorities and implement effective mechanisms, it is possible to

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create a more equitable and prosperous future for all, ensuring that no one is left behind in the country's development journey.

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