

GENDER ACTION PLAN

of the Kazakhstan Institute of Standardization and Metrology

for 2023-2025

The Republic of Kazakhstan has made significant efforts to promote gender equality and combat gender-based discrimination. One of the key legal documents related to gender equality is the Law of the Republic of Kazakhstan dated December 8, 2009, № 223-IV «On State Guarantees of Equal Rights and Equal Opportunities of Men and Women» (https://adilet.zan.kz/eng/archive/docs/Z090000223_/01.07.2021).

This Law regulates public relations in the field of ensuring state guarantees of equal rights and equal opportunities for men and women and establishes the basic principles and norms related to creating conditions for gender equality in all spheres of public and social life.

The main objectives of the state policy to ensure equal rights and equal opportunities for men and women are:

- Ensuring equal rights and equal opportunities for men and women in all spheres of public and social life;
- Improvement and development of the legislation of the Republic of Kazakhstan;
- Education and promotion of a culture of gender equality among the country's population, preventing gender-based discrimination;
- Fulfillment of universally recognized principles and norms of international law and international obligations.
- Raising the level of legal and political culture of society to ensure gender equality in all areas of life, including politics, socio-economic, and family relations.

The Gender Action Plan outlined here is a roadmap for gender-related initiatives adopted by the National Standardization Body (KazStandard). Its aim is to make KazStandard's activities more gender-sensitive and to expand the participation of women and their influence in the decision-making process.

KazStandard acknowledges Goal 5 of the Sustainable Development Goals on the United Nations' Agenda for Sustainable Development until 2030, which revolves around achieving gender equality.

KazStandard signed the UNECE declaration on Gender-Responsive Standards and Standards Development.

In this Gender Action Plan, the results of a gender assessment are presented, and the actions necessary to achieve gender goals and final outcomes are detailed.



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Gender Action Plan

No	Activity/ Output	Measures and Actions	GAP indicator	Baseline (data collection might be needed)	Target	Timeline (years) or months	Owner and Responsibilities	Budget (Currency)	Comments
Availability of gender-disaggregated data for decision-making and monitoring									
1	Collection of gender data on KazStandard employees by means of a survey and continuous monitoring	Collect and analyze data	the number of men and women, their ratio in percentage format	<p>Basic assessment of current data collection practices. Kazstandard employs 302 employees, of which 109 are men and 193 are women. In our organization, there is 1 General Director, 3 Deputy General Directors, one of them is a woman in charge of the standardization direction. Compliance Manager – men. The Internal Audit Manager is a woman. QMS Manager is a woman. There are 11 structural divisions in total, 53.8% of them are women holding decision-making positions, 46.2% are men. There are 6 branches in total, 12.5% of women holding decision-making positions (1 unit), 87.5% of men (7 units).</p>	collect data every 2 quarters	2023-2025	HR	N/A	CEO approved
2	Collection of gender data by the secretariat of technical committees for standardization and continuous monitoring	Collect and analyze data	the number of men and women, their ratio in percentage format	<p>Basic assessment of current data collection practices. There are 56 national technical committees for standardization in total. 44 TC are chaired by men (78.6%), women - 12 TC (21.4%).</p>	collect data annually	2023-2025	Center for Strategic Planning and Analysis NTD Development Department	N/A	Ayalym's department



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Professional development									
3	Conduct seminars on gender awareness, trainings and practical exercises	Organize training sessions for all staff KazStandard	number and percentage of participants	No one has been trained	Achieving 100% participation in the seminar by the end of 2025	Annually 2023-2025	Center for Strategic Planning and Analysis NTD Development Department	N/A	ISO resources, e-learning of the UN Women Training Center eLearning https://trainingcentre.unwomen.org/
4	Conduct seminars on gender awareness, trainings and practical exercises	Organize training sessions for TC Members	number and percentage of participants	No one has been trained	Achieving 100% participation in the seminar by the end of 2025	every 2 quarters 2023-2025	Center for Strategic Planning and Analysis NTD Development Department	N/A	ISO resources, e-learning of the UN Women Training Center eLearning https://trainingcentre.unwomen.org/