Gender-in-Trade Project in the Republic of Kazakhstan
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The *Kazakhstan-2050 Strategy*, the *100 Concrete Steps Plan* for the implementation of five institutional reforms and the *Nurly Zhol State Program (2020-2025)* outline important initiatives aimed at modernizing the economy, institutions and society, including the achievement of GENDER equality, and contain specific performance indicators for 2021, 2025 and 2050.
Gender-in-Trade: background and prerequisites

• The UNECE Gender-in-Trade Project was implemented through the UNDA Data and Statistics for More Gender-Responsive Trade Policies project in 2022.

• The project in Kazakhstan focused on identifying the sources of gender-in-trade statistics and a preliminary assessment of indicators.

Foreign trade data in the Republic of Kazakhstan

Dynamics of main foreign trade indicators in Kazakhstan

<table>
<thead>
<tr>
<th>Turnover</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Turnover</td>
<td>94 769,7</td>
<td>97 774,9</td>
<td>86 469,8</td>
<td>101 736,5</td>
<td>134 437,6</td>
</tr>
<tr>
<td>export</td>
<td>61 111,2</td>
<td>58 065,6</td>
<td>47 540,8</td>
<td>60 321,0</td>
<td>84 394,0</td>
</tr>
<tr>
<td>import</td>
<td>33 658,5</td>
<td>39 709,3</td>
<td>38 929,1</td>
<td>41 415,4</td>
<td>50 043,6</td>
</tr>
</tbody>
</table>

Reports have been provided by more than 120,000 enterprises

*Preliminary data*
Microlinking trade and gender data

As a result of the pilot project, two-stage microlinking of trade and non-trade data for 5 years was carried out.

1st stage: enterprise-level microdata on exports and imports of goods used for 2017-2021.

- Exports
- Imports
- Up to 3 main commodity groups (at 4-digit HS level)

As a result, more than 120,000 traders were obtained.

2nd stage: trade data was linked to enterprise-level non-trade statistics using (BIN)
Microlinking (continued)

Initial trade coverage ratio:

Export coverage: 95% for two-way traders, 77% for exporters
Import coverage: 79% for two-way traders, 51% for importers

<table>
<thead>
<tr>
<th>Trade status</th>
<th>Share in the total number of companies, %</th>
<th>Share in total exports value, %</th>
<th>Share in total imports value, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Importers</td>
<td>66.3</td>
<td></td>
<td>43.62%</td>
</tr>
<tr>
<td>Two-way traders</td>
<td>5.1</td>
<td>83.96</td>
<td>56.35%</td>
</tr>
<tr>
<td>Exporters</td>
<td>4.5</td>
<td>16.03</td>
<td></td>
</tr>
<tr>
<td>Non-trading companies</td>
<td>24.1</td>
<td>&lt;0.1</td>
<td>&lt;0.03</td>
</tr>
</tbody>
</table>
The key source of non-trade data is labor statistics.

1-T “Report on Labor”, to be submitted on a quarterly basis; and
1-T “Report on Labor”, to be submitted on an annual basis.

2-MP “Report on Small Enterprise Activities”, to be submitted on a quarterly and annual basis.

Variables used:
- Employment, by gender, 2017-2021
- Wages, by gender, 2017-2021
- Employment and wages by gender and occupation (ISCO), 2017-2021
The SBR provided **general characteristics of companies** based on the following classifications:

- Classification of Economic Activities (OKED)
- Enterprise Size Classification by Number of Employees (KRP)
- Classification of Economic Sectors (KSE)
- Classification of Forms of Ownership (KFS)
- Classification of Business Organizational and Legal Forms (KOPF)

As well as variables on the **ownership and management** of trading companies, in particular:

- Company managers by gender
- Company owners by gender
General findings of analysis: basic indicators

**Employment (female/male): 51-53 female employees per 100 male employees in 2017-2021**

**Gender pay gap** – around 29-31% in 2017-2021
General findings of analysis: basic indicators and company management by gender

In trading companies run by women, employment and pay gap indicators were much more favorable to women.

Average number of employees in companies run by women

Average number of employees in companies run by men
General findings of analysis: basic indicators and company management by the manager’s gender (2)

Notably, in companies run by women, the number of female employees was higher than that of male employees.
In 2021, men accounted for 68.1%, and gender equality in employment was recorded among the professionals. The largest difference in employment was recorded among workers in Categories 7 and 8.

<table>
<thead>
<tr>
<th>Occupations</th>
<th>Share of men in total employment, %</th>
<th>Share of women in total employment, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>01 Managers</td>
<td>5.9</td>
<td>2.3</td>
</tr>
<tr>
<td>02 Professionals</td>
<td>8.8</td>
<td>8.7</td>
</tr>
<tr>
<td>03 Technicians and associate professionals</td>
<td>5.0</td>
<td>3.6</td>
</tr>
<tr>
<td>04 Clerks</td>
<td>1.3</td>
<td>2.6</td>
</tr>
<tr>
<td>05 Service and sales workers</td>
<td>3.2</td>
<td>3.8</td>
</tr>
<tr>
<td>06 Qualified agricultural, forestry and fishery workers</td>
<td>1.0</td>
<td>0.4</td>
</tr>
<tr>
<td>07 Craft and related trade workers</td>
<td>19.9</td>
<td>2.9</td>
</tr>
<tr>
<td>08 Plant and machine operators and assemblers</td>
<td>17.2</td>
<td>2.7</td>
</tr>
<tr>
<td>09 Elementary occupations</td>
<td>5.8</td>
<td>4.8</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>68.1</strong></td>
<td><strong>31.9</strong></td>
</tr>
</tbody>
</table>
Despite the gender equality in employment, the gender pay gap among the professionals was one of the highest among all occupations (about 35%).
Analysis findings by gender and company ownership

SBR provides for analyzing ownership data for most trading companies owned by individuals or legal entities. The number of companies with at least one male owner was more than twice the number of companies with one or more female owners.

Number of resident companies with at least one male, female or legal entity owner

- Male-owned companies: 26,773
- Female-owned companies: 12,157
- Companies owned by legal entities: 3,569
Based on the weighted data, legal entities own most of the assets of trading companies, while male owners own 4 times more assets than female owners.
Achievements and future development prospects

- Execution of p. 37 “Introduce proposals to expand the range of gender indicators in the state statistics system” of the Action Plan for the Implementation of the 2030 Concept of Family and Gender Policy in the RK;
- Interest on the part of the RK Ministry of Trade and Integration in using gender-in-trade data, request for even more information in a disaggregated form.

For future work, the following key factors can be noted:

- Gender-in-trade data will be published regularly;
- Due to the fact that data microlinking provides great opportunities for analyzing various aspects of the activities of trading companies and providing new indicators, other gender indicators on the economic block will also be considered.
Thank You!

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