

Gender Mainstreaming in Kazakhstan: A University Audit as the First Stage to Inform Policy

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Abstract : This international, interdisciplinary study presents the first stage of a gender mainstreaming project within one university as a microcosm of society in Kazakhstan to make concrete policy recommendations and set up the potential for new research to monitor change over time. Local, regional, and UN representatives have noted the critical need and interest in gender related issues in Kazakhstan. Gender mainstreaming has been noted as a strategy to understand and address gender equality and equity such as within the academy in exploring and examining organizational/management issues, university decision-making and leadership, assessing the overall academic climate, discrimination issues, hiring and promotion, and student recruitment and retention. This presentation provides preliminary findings from the university gender audit, highlighting key elements for moving forward in gender mainstreaming. The full study analyzes findings from the full gender audit including interview with key stakeholders, time-use surveys, participant-observations and interviews with female students, staff and faculty, and reviews of formal organizational policies and practices.

Keywords : academia, equity, Eurasia, gender audit, gender mainstreaming, Kazakhstan, policy, time-use survey

Conference Title : ICGE 2016 : International Conference on Gender and Education

Conference Location : Tokyo, Japan

Conference Dates : September 05-06, 2016