



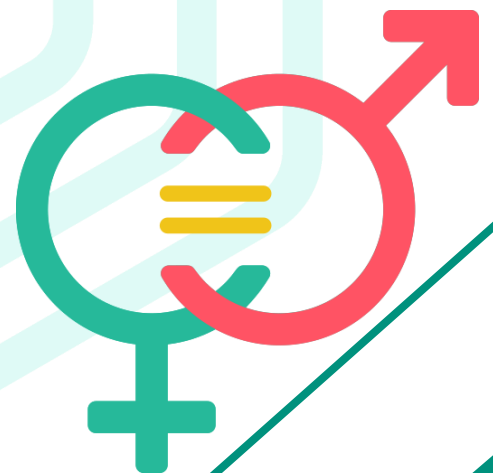
D. Serikbayev

**EAST  
KAZAKHSTAN  
TECHNICAL  
UNIVERSITY**



# Gender equality plan

**NJSC «D. Serikbayev East Kazakhstan  
technical university»**



[www.ektu.kz](http://www.ektu.kz)

Approved by the Chairman of the Board – Rector of D. Serikbayev EKTU  
on May 16, 2026.

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## WHO ARE WE?



**Chairman of the Board – Rector  
Saule Zhadygerovna Rakhmetullina**

Gender equality is an important condition for the sustainable development of universities, improving the quality of education and scientific research. In modern conditions, universities act not only as educational institutions but also as social institutions that shape the values of equality, inclusiveness, and social responsibility.

D. Serikbayev East Kazakhstan Technical University, as a leading technical university of the Republic of Kazakhstan operating in a region with a developed mining and metallurgical industry, bears special responsibility for ensuring equal opportunities for all participants in the educational and scientific process.



**Konurbayeva Zhadyra  
Tusupkanovna**

Member of the Board – Vice-  
Rector for Science and  
Innovation



**Mashekenova Asiya Khasenovna**

Member of the Board – Vice-  
Rector for Academic Affairs



**Sarsembaeva Arayly Alibekovna**

Member of the Board – Vice-  
Rector for International  
Cooperation

## International Research Center “DIGITAL SOCIAL RESEARCH” (DSR)

The International Research Center “DIGITAL SOCIAL RESEARCH” (DSR) acts as a key expert and analytical partner in the development and implementation of the gender plan of the university. The Center provides methodological support, conducts gender diagnostics, develops a system of indicators, and supports the implementation of activities and evaluation of their effectiveness. The participation of DSR allows integrating international approaches and best practices into the university management system and increasing the effectiveness of the implemented gender policy.

## Office for Sustainable Development

The Office for Sustainable Development is responsible for the operational implementation of the gender plan, including organizing and carrying out activities, collecting data on key indicators, and ensuring internal communication.

*Coordination of the implementation of the gender plan of the university is carried out by the Vice-Rector for Strategic Development, who ensures control over the execution of activities, integration of the gender agenda into the strategic documents of the university, and interaction between structural divisions.*

# INTRODUCTION

In the context of the transformation of higher education and the increasing requirements for sustainable development of organizations, the implementation of gender equality principles becomes an integral part of the institutional policy of universities. The gender plan serves as a tool for a systematic approach to ensuring equal access to education, scientific activity, and career growth, as well as to creating a safe and non-discriminatory environment.

D. Serikbayev East Kazakhstan Technical University, being a leading technical university of the region, operates in the context of industries with traditionally low representation of women, including engineering and technological fields. This determines the need for targeted work to expand women's participation in STEM fields, develop their scientific potential, and ensure equal conditions for professional realization.

This gender plan is aimed at forming a comprehensive system of actions ensuring:

- expansion of women's participation in educational programs of technical profile;
- increasing the role of women in research activities;
- maintaining gender balance in governance;
- creating an inclusive, safe, and favorable university environment.

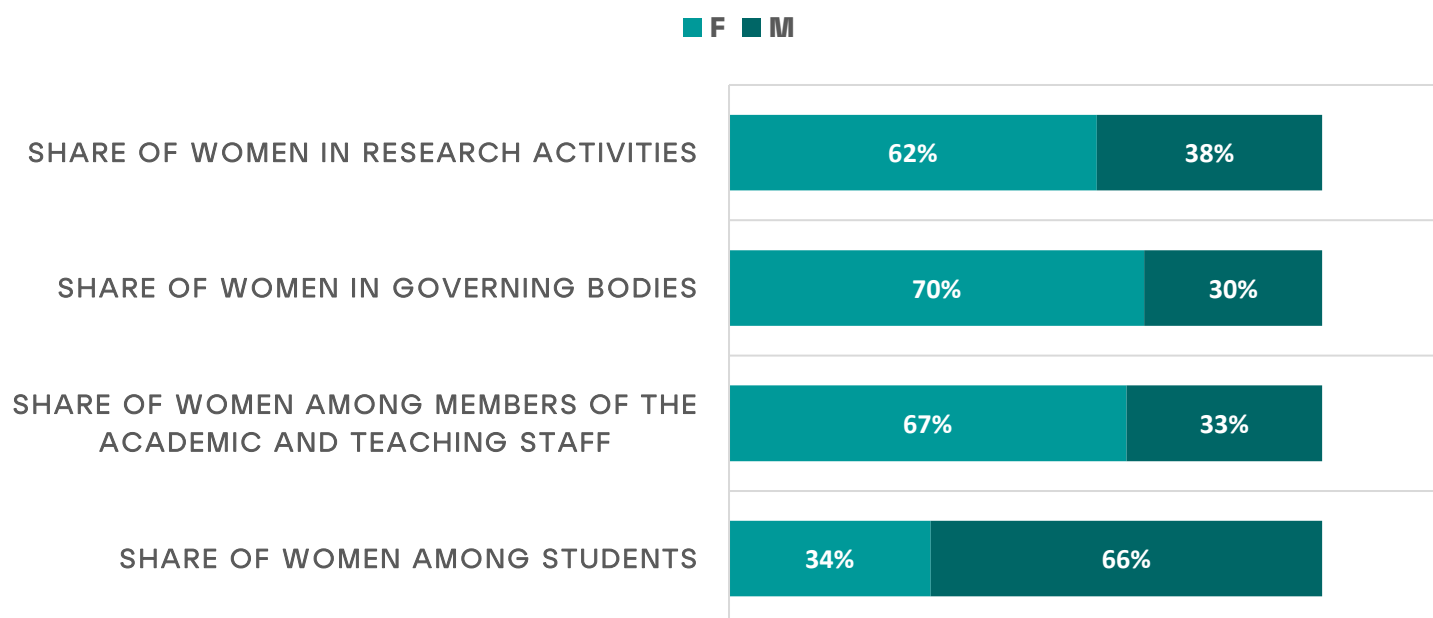
The implementation of the gender plan is carried out on the basis of the distribution of functions among key participants: coordination at the level of strategic management is ensured by the Vice-Rector for Strategic Development, operational implementation is carried out by the Office for Sustainable Development, and expert and analytical support is provided with the involvement of specialized research centers.

In developing the plan, the university relies on a hierarchy of legal acts, which ensures compliance with both national legislation and international requirements. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a fundamental international document aimed at eliminating discrimination based on gender. International recommendations in the field of gender equality in education and science (UNESCO, OECD) are aimed at expanding women's participation in STEM fields.

The Constitution of the Republic of Kazakhstan establishes the principle of equality of rights and freedoms of a person and citizen regardless of gender. The Law of the Republic of Kazakhstan “On State Guarantees of Equal Rights and Equal Opportunities for Men and Women” defines the legal foundations for ensuring gender equality and preventing discrimination. The Decree of the President of the Republic of Kazakhstan “On Approval of the Concept of Family and Gender Policy in the Republic of Kazakhstan until 2030” establishes the strategic directions of state policy in the field of gender equality. Internal regulatory documents of the university (development strategy, HR policy, sustainability policy) ensure the implementation of the principles of equality and non-discrimination.

# ANALYSIS OF KEY QUANTITATIVE INDICATORS

In order to assess the current state of gender equality at D. Serikbayev East Kazakhstan Technical University, an analysis of key quantitative indicators reflecting the participation of women in educational, scientific, and managerial activities of the university was conducted.



The analysis showed that the gender structure of the university is characterized by heterogeneity and a combination of positive trends with persisting structural imbalances.

The proportion of women among students is 34%, which reflects a pronounced gender imbalance in the student body. This situation is typical for technical universities and is caused by a number of factors, including persistent gender stereotypes when choosing educational trajectories, insufficient promotion of engineering and technological fields among girls, as well as limited representation of female role models in the STEM sphere.

At the same time, the proportion of women among the academic staff reaches 67%, which indicates a high level of their involvement in the educational process. A similar trend is observed in management: women occupy 70% of leadership positions, which indicates a relatively high level of institutional representation. The participation of women in scientific activities amounts to 62%, reflecting their significant role in the university's research processes.

Thus, the current situation is characterized by:

- high representation of women in teaching and management;
- significant involvement in scientific activity;
- a pronounced gender imbalance at the level of educational trajectory (especially in STEM).

The identified features indicate the need to transition from fragmented initiatives to a systematic gender policy aimed at:

- eliminating vertical and horizontal segregation;
- expanding women's participation in technical fields;
- ensuring sustainable gender balance at all levels of university activities

# STRUCTURE

The action plan for the implementation of the Gender Equality Plan (GEP) is developed based on a systematic and structured approach and covers key areas of university activity. The structure of the plan corresponds to European practices of gender policy implementation and includes thematic areas reflecting priority zones of institutional change: governance, education, scientific activity, employment, organizational culture, and well-being. The action plan is structured according to key directions reflecting priority areas of ensuring gender equality in the university. Each direction includes a set of actions aimed at achieving specific results.

## **Direction 1. Institutionalization of Gender Policy**

This direction is aimed at forming a sustainable institutional foundation for the implementation of gender policy at the university. It includes the introduction of management mechanisms, distribution of responsibilities, as well as the development of a system for collecting, analyzing, and using gender-disaggregated data. Institutionalization is a basic condition for the effectiveness of the Gender Equality Plan, as it ensures the integration of gender equality principles into strategic management, organizational processes, and the decision-making system.

### **Operational Objectives**

- ensuring institutional responsibility for the implementation of gender policy;
- forming a system of regular collection and analysis of gender-disaggregated data;
- integration of gender equality principles into strategic and regulatory documents of the university;
- increasing organizational competence in the field of gender equality.

## Actions

1.1.1. Appointment of a responsible person (Gender Officer) or creation of a coordination body for gender equality issues.

1.1.2. Definition of roles and responsibilities of structural units in the implementation of the Gender Equality Plan.

1.2.1. Development and implementation of a system for collecting gender-disaggregated data (for students, academic staff, administrative personnel).

1.2.2. Preparation of regular (annual) reporting on gender indicators

1.3.1. Integration of gender equality principles into strategic documents of the university (development strategy, HR policy, etc.).

1.3.2. Development and approval of internal regulatory documents in the field of gender equality.

1.4.1. Conducting training activities for employees on gender equality and the Gender Equality Plan.

## Direction 2. Gender in Education

This direction is aimed at integrating the principles of gender equality into the educational process of the university. It involves the inclusion of a gender component in the content of educational programs, the development of gender sensitivity among students and teachers, as well as the elimination of gender stereotypes in learning. Special attention is paid to expanding women's participation in STEM fields and creating an inclusive educational environment that ensures equal access to knowledge and academic opportunities.

### Operational Objectives

2.1. Integration of a gender approach into educational programs and disciplines.

2.3. Reduction of gender stereotypes in the educational environment.

2.4. Expansion of women's participation in STEM fields.

### **Actions**

2.1.1. Conducting an analysis of educational programs for the presence of a gender component.

2.1.2. Inclusion of gender aspects in the content of disciplines (including through case studies, examples, and research).

2.1.3. Development and implementation of specialized courses on gender topics.

2.2.1. Organization of training seminars and workshops for teachers on gender-sensitive teaching.

2.2.2. Conducting educational activities for students (lectures, workshops, quizzes).

2.3.1. Conducting information campaigns aimed at overcoming gender stereotypes in education.

2.4.1. Implementation of career guidance activities to attract girls to STEM fields.

2.4.2. Support for female students through mentoring and participation in research projects.

### **Direction 3. Gender in Research Activities**

This direction is aimed at ensuring gender equality in the research activities of the university. It covers both equal access to scientific careers and resources, as well as the integration of the gender dimension into the content of research. An important aspect is the elimination of structural barriers that limit women's participation in research activities, as well as the development of gender-sensitive research, especially in interdisciplinary fields, including ecology, sustainable development, and industry.

## Operational Objectives

3.1. Ensuring equal opportunities for participation in research activities and access to resources.

3.2. Increasing publication activity of women researchers.

3.3. Integration of the gender dimension into research and projects.

3.4. Development of expert and scientific cooperation in the field of gender studies.

## Actions

3.1.1. Monitoring the gender composition of research teams and participants in scientific projects.

3.1.2. Ensuring equal access to grants, laboratory infrastructure, and scientific resources.

3.2.1. Supporting publication activity (consultations, training sessions, assistance in submitting articles).

3.2.2. Encouraging women's participation in international research projects and conferences.

3.3.1. Inclusion of gender analysis in the content of scientific research (where applicable).

3.3.2. Conducting seminars on integrating the gender approach into research projects.

3.4.1. Development of cooperation with research centers, including DIGITAL SOCIAL RESEARCH.

3.4.2. Participation in scientific events and expert discussions on gender issues.

## Direction 4. Equal Opportunities in Employment

This direction is aimed at ensuring equal opportunities in employment, including hiring processes, remuneration, career development, and participation in university governance. Special attention is paid to eliminating gender inequality, reducing the gender pay gap, as well as creating a transparent and non-discriminatory HR policy. This direction is also focused on increasing the representation of women in leadership and academic positions.

### Operational Objectives

- 4.1. Ensuring equal access to employment and career advancement.
- 4.2. Reducing the gender pay gap.
- 4.3. Increasing the representation of women in leadership positions.
- 4.4. Formation of a non-discriminatory and transparent HR policy.

### Actions

- 4.1.1. Monitoring the gender composition of employees by categories (academic staff, administrative personnel, management).
- 4.1.2. Ensuring transparency of hiring and promotion procedures.
- 4.2.1. Conducting regular analysis of the gender pay gap.
- 4.2.2. Development of actions to reduce it (if imbalances are identified).
- 4.3.1. Implementation of leadership development programs for women
- 4.3.2. Encouraging women's participation in management and collegial bodies.
- 4.4.1. Development and implementation of anti-discrimination policies and procedures.
- 4.4.2. Conducting training activities on equal opportunities and non-discrimination

## Direction 5. Communication and Culture

This direction is aimed at forming a gender-sensitive organizational culture and increasing awareness of gender equality principles within the university community. Communication plays a key role in transforming the institutional environment, as it contributes to overcoming stereotypes, shaping inclusive values, and increasing the engagement of staff and students. Special attention is paid to the development of gender-inclusive communication, increasing the visibility of gender issues, and integrating equality principles into the university's information policy.

### Operational Objectives

- 5.1. Increasing awareness of gender equality among staff and students.
- 5.2. Formation of a gender-sensitive and inclusive organizational culture.
- 5.3. Ensuring gender-inclusive communication in university information materials.
- 5.4. Increasing the visibility of gender-related topics in the public and academic space.

### Actions

- 5.1.1. Conducting information campaigns dedicated to gender equality issues.
- 5.1.2. Organization of thematic events (lectures, forums, campaigns).
- 5.2.1. Conducting training sessions on building an inclusive culture and preventing discrimination.
- 5.2.2. Integration of gender equality principles into the corporate values of the university.
- 5.3.1. Development and implementation of guidelines for gender-inclusive language.

5.3.2. Audit of university communication materials for gender sensitivity.

5.4.1. Publication of materials on gender topics on official university resources.

5.4.2. Coverage of Gender Equality Plan activities and initiatives in media and social networks.

## **Direction 6. Health and Well-being**

This direction is aimed at ensuring a gender-sensitive approach to the physical and psychological well-being of university staff and students. It takes into account differences in needs, risks, and conditions faced by different gender groups and is focused on creating a safe, supportive, and inclusive environment. Special attention is paid to the prevention of stress conditions, ensuring equal access to medical and sports services, as well as fostering a culture of care and well-being.

### **Operational Objectives**

6.1. Ensuring equal access to health and well-being programs.

6.2. Taking into account gender aspects in medical and psychological support.

6.3. Increasing the level of physical activity and involvement in sports among women.

6.4. Creating a safe and supportive environment for all participants in the educational process.

### **Actions**

6.1.1. Implementation of programs promoting a healthy lifestyle.

6.1.2. Ensuring equal access to sports infrastructure and activities.

6.2.1. Conducting gender analysis of medical examination results.

6.2.2. Development of recommendations for improving health taking into account gender characteristics.

6.3.1. Organization of sports and wellness activities with a focus on involving women.

6.3.2. Conducting information campaigns to promote physical activity among female students and staff.

6.4.1. Providing access to psychological support and counseling.

6.4.2. Conducting activities to prevent emotional burnout and stress.

6.4.1. Психологиялық қолдау мен консультацияларға қолжетімділікті қамтамасыз ету.

6.4.2. Эмоциялық күйзеліс пен стресс жағдайларының алдын алу бойынша іс-шаралар өткізу.

# MONITORING

The implementation of the EKTU Gender Equality Plan is accompanied by a system of regular monitoring and evaluation based on the principles of transparency, accountability, and continuous improvement.

Monitoring is aimed at tracking progress in achieving goals, identifying deviations, and timely adjustment of activities.

## Organization of Monitoring

Coordination of the monitoring process is carried out by the Vice-Rector for Strategic Development. Operational support is provided by the Office for Sustainable Development, which is responsible for data collection, processing, and analysis. Expert and analytical support is carried out with the participation of the DSR research center.

## Main Monitoring Tools

The monitoring system includes:

- I. regular collection of gender-disaggregated data (students, staff, research);
- II. use of a KPI system assigned to each activity;
- III. annual preparation of a report on the implementation of the Gender Equality Plan;
- IV. conducting internal analysis of the effectiveness of implemented actions;
- V. comparative analysis of indicator dynamics (baseline vs. progress).

## Evaluation Frequency

- I. ongoing monitoring — on a continuous basis;
- II. intermediate evaluation — annually;
- III. final evaluation — upon completion of the plan implementation period.

## Use of Monitoring Results

Monitoring results:

- I. used to adjust activities;
- II. integrated into strategic documents of the university;
- III. presented to university management;
- IV. may be published in aggregated form to ensure transparency

## Gender Development Plan

### JSC "D. Serikbayev East Kazakhstan Technical University"

#### 2026-2030

N°	Activity	Form of Completion	Deadline	Responsible Persons
1	2	3	4	5
1.	Appointment of an official Gender Equality Coordinator (Gender Officer) – Member of the Board, Vice-Rector for Strategic Development	Order	April 2026	Head of HR Recruitment and Development Department
Promotion of Gender Equality in Education				
1.	Collection and monitoring of gender data on academic staff, employees, and students	Annual report	2026–2030	Director of Academic Affairs Department, Head of Strategy and Quality Assurance
2.	Analysis of educational programs for gender-related topics and integration of such topics into curricula	Analytical report	2026-2030	Head of Department (ICS&GSD), Director of Academic Affairs Department
3.	Gender analysis of ensuring equal access for men and women to retraining and professional development	Report	2026-2030	Director of Academic Affairs Department
4.	Development and implementation of gender courses for economic specialties	Course implementation	2026-2030	Dean of Business School
5.	Formation of gender equality culture among faculty and staff (trainings on gender equality and unconscious bias)	Trainings	2026-2030	Head of Psychological Service
6.	Promotion of gender-sensitive academic environment standards at the university	Report	2026-2030	Vice-Rector for Academic Affairs
7.	Implementation of initiatives to attract girls and women to STEM education	Plan	2026-2030	Lead Career Guidance Manager

Integration of Gender into Research Activities				
8.	Participation in international, national, and regional scientific events on gender and family-demographic policy	Presentations, reports, conference materials	2026–2030	Deans, Heads of Research Centers and Competence Centers
9.	Participation as experts in the National Commission on Women's Affairs and Family-Demographic Policy under the President of the Republic of Kazakhstan and regional commissions	Expert opinions, presentations, reports	2026–2030	Head of DSR Research Center
10.	Study and application of current scientific achievements in gender equality in research and education	Articles, presentations	2026–2030	Deans, Heads of Research Centers and Competence Centers
Promotion of Gender Equality in Employment and Social Protection				
11.	Monitoring and analysis of equal pay for men and women	Report on median salary indicators	2026–2030	Head of Financial and Administrative Office
12.	Training employees on preventing gender discrimination, gender-based violence, including sexual harassment	Seminars, an action protocol specifically against sexual harassment.	2026–2030	Director of the Department of Academic Activities, Director of the Department of Social, Youth Policy and Inclusive Education
13.	Monitoring gender equality in hiring and career advancement	Report	2026–2030	Head of HR Recruitment and Development Department
Promotion of Gender Equality in the Information Space				
14.	Conducting information campaigns to combat gender stereotypes and biases	Inclusion in media plan	2026–2030	Head of Information Policy and Media Communications Center

15.	Publication of media content on gender policy on university information resources	Media materials	2026-2030	Head of Information Policy and Media Communications Center
Promotion of Gender Equality in Health and Well-being				
16.	Conducting informational and explanatory work on the promotion of a healthy lifestyle, healthy and rational nutrition among students and university staff with the aim of strengthening health skills	Media-plan	2026-2030	Head of Sustainable Development Office, Head of Health and Sports Center
17.	Monitoring and gender analysis of scheduled medical screenings for men and women	Analytical report	2026-2030	Director of Social, Youth Policy and Inclusive Education Department
18.	Analysis of increasing women's participation in mass sports and ensuring involvement in sports events	Report	2026-2030	Head of Health and Sports Center

# CONCLUSION

The implementation of the Gender Equality Plan of D. Serikbayev East Kazakhstan Technical University is an important stage of the institutional transformation of the university towards sustainable and inclusive development.

The presented plan forms a systematic foundation for ensuring equal opportunities in education, scientific activity, employment, and management, and also contributes to the development of a gender-sensitive organizational culture.

The comprehensive nature of the plan, including institutional, educational, scientific, and social aspects, makes it possible to: integrate gender equality principles into the key processes of the university; improve the quality of educational and scientific activities; strengthen compliance with international requirements; ensure the university's contribution to achieving sustainable development goals.

The Gender Equality Plan is considered as a dynamic instrument subject to regular updating, taking into account the results obtained, changes in the external environment, and the development of international practices.

Thus, its implementation will contribute to the formation of a modern, sustainable, and inclusive university environment at D. Serikbayev East Kazakhstan Technical University, corresponding to the best international standards.