

impact on family relations. Mediation allows the parties themselves to find a compromise solution without resorting to court proceedings.

Thus, the introduction of innovations in the family law of the Republic of Belarus is an important step towards a fairer and more accessible legal system that reflects modern realities and takes into account changes in social norms. Simplification of the procedure for divorce, strengthening the protection of children's rights, updating the procedure for registration of marriages and divorces, flexibility in the issues of joint child-rearing and the use of mediation all contribute to a more harmonious and effective regulation of family relations.

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FEMINIZATION OF POVERTY: KAZAKHSTANS'S LESSONS

Феминизация бедности: уроки Казахстана

The purpose of the study is to analyze the problem of feminization of poverty on the example of the Republic of Kazakhstan. The policy of this state in recent years is aimed at the observance and protection of human rights. At the same time, social and economic inequality between men and women persists in Kazakhstan.

One of the global problems of the world is gender inequality. Closely related to this problem is the phenomenon of “feminization of poverty”. This term means that poverty is much more widespread among women than among men, their poverty is much more acute than men's, and poverty among women is increasing¹. Why does the problem of poverty, even in developed countries, affect women more than men? In most countries of the Organization for European Economic Cooperation the chances of getting a job for a woman are about 16 % lower than for a man, and women earn on 15 % less than men².

Firstly, there is a tangible difference in wages between men and women. For example, men's salaries in Kazakhstan are 27 % higher than women's³. When applying for a job, women often agree to a lower salary than that indicated in employers' vacancies. Moreover, differences in wages do not depend on differences in intelligence or education.

¹ РЕЗОЛЮЦИЯ ПАСЕ 1558 (2007) Феминизация бедности // *Текст, принятый Ассамблеей* 26 июня 2007 года (21-е заседание).

² *Веселовский, С.Я.* Глобализация и проблема неравенства доходов в современном мире : анализ. обзор / С.Я. Веселовский // РАН. ИНИОН. Центр науч.-информ. исслед. глобал. и регион. пробл. Отд. глобал. проблем. – М., 2017. – 185 с. (Сер.: Социал. и эконом. аспекты глобализации). С. 55.

³ В Казахстане растет разрыв между зарплатами женщин и мужчин // *Zakon.kz.* – URL: <https://www.zakon.kz/finansy/6434477-v-kazakhstane-rastet-razryv-mezhdu-zarplatami-zhenshchin-i-muzhchin.html> (дата обращения: 15.10.2024).

Secondly, there is a very clear specification of gender roles in the family, which implies women's active participation in raising children and doing housework, which often puts them in a choice between family and career. Men, for example, have the opportunity to work overtime and agree to long business trips, which affects their career growth, while women, in addition to their main work, take care of the family and home⁴. Men, due to their time resource, take on more responsibility and advance in their careers, while women often choose more flexible schedules. Gender stereotypes (prospect of maternity leave, presence of children) influence employers' attitudes towards women, leading to a situation where men are seen as more attractive candidates. In Kazakhstan, where in many regions the traditional way of life is preserved, a woman's position in her ability to work is also influenced by her family status.

The problem of feminization of poverty is addressed in Kazakhstan primarily through legal regulation. Article 14 of the Constitution does not allow any discrimination on the basis of gender. In 2009, the Law on State Guarantees of Equal Rights and Equal Opportunities for Men and Women was adopted. In 2021, amendments were made to the Labour Code in terms of abolishing the list of jobs in which the use of women's labour is prohibited.

In line with the commitments made by the state through signing the 1951 The Equal Remuneration Convention and adopting the UN Sustainable Development Goals (one of which is to achieve gender equality and empower all women and girls⁵), Kazakhstan ensures the development of a safe sector for childcare, including public pre-schools; access to quality education, which promotes women's employment; providing employers with flexible working conditions, including the possibility of remote work; creating jobs with equal access to and payment for parental leave for both parents; and promoting the principles of shared responsibility within the family⁶. This approach allows women to become more involved in the labour market and increases their earnings. These measures helped reduce the gender wage gap during the COVID-19 pandemic; help ensure effective gender policies in the state.

So, the wage gap between men and women remains an urgent and significant problem. Its overcoming requires a comprehensive approach.

Results of the study: Despite a certain way of life and views on the status of women, the Republic of Kazakhstan provides legal protection against the spread of poverty among women and implements norms, including those of international character, in practice.

⁴ Круглова, Е.Л. Феминизация бедности как одна из основных угроз молодой российской семьи / Е.Л. Круглова // Дискуссия. – 2020. – № 2 (99). – С. 62. – URL: <https://cyberleninka.ru/article/n/feminizatsiya-bednosti-kak-odna-iz-osnovnyh-ugroz-molodoy-rossiyskoy-semi> (дата обращения: 12.11.2024).

⁵ Цель 5: Обеспечение гендерного равенства и расширение прав и возможностей всех женщин и девочек // ООН. – URL: <https://www.un.org/sustainabledevelopment/ru/gender-equality/> (дата обращения: 12.11.2024).

⁶ О внесении изменения в Указ Президента Республики Казахстан от 6 декабря 2016 года № 384 «Об утверждении Концепции семейной и гендерной политики в Республике Казахстан до 2030 года»: Указ Президента Респ. Казахстан от 1 апр. 2022 г. № 853.