

APPROVE
Member of the Board-
Vice-Rector for Social
Development



Suatay S.K.

2023

**NON-DISCRIMINATION POLICY FOR WOMEN
OF THE NON-PROFIT JOINT STOCK COMPANY
“KAZAKH NATIONAL UNIVERSITY NAMED AFTER AL-
FARABI”**

1. GENERAL PROVISIONS

1.1. For the purposes of this Policy, the concept of “non-discrimination against women at university” means the exclusion of any distinction or limitation on the basis of gender, which is aimed at weakening or nullifying recognition, use or exercise by women, regardless of their family provisions based on the equality of men and women, human rights and fundamental freedoms in political, economic, social, cultural, civil or any other area.

1.2. Al-Farabi Kazakh National University condemns discrimination against women in all its forms, agrees to promptly, by all appropriate means, carry out policy to eliminate discrimination against women and to this end was set of measures has been developed.

2. COMPLEX OF MEASURES

2.1. The University is committed to using the principle of gender equality and women in their constituent documents and local regulations and to ensure, through other appropriate means, the practical implementation this principle.

2.2. The University takes appropriate measures prohibiting any discrimination against women.

2.3. The University refrains from committing any discriminatory acts or practices against women and ensures that will carry out its activities in accordance with this commitment.

2.4. The University undertakes to take all appropriate measures to eliminating discrimination against women by any person, organizations or enterprises.

2.5. The University takes all appropriate measures to ensure comprehensive development and progress of women, as well as their participation in activities university in order to guarantee them the exercise and enjoyment of the rights human rights and fundamental freedoms on the basis of equality with men.

2.6. The University takes all appropriate measures to:

2.6.1. Change social and cultural patterns of behavior of men and women with a view to achieving the eradication of prejudices and the abolition of customs and all other practices that are based on the idea of inferiority or superiority of one of the sexes or stereotypical roles of men and women.

2.6.2. Ensure that the educational mission of the university includes yourself a correct understanding of motherhood as a social function and recognition shared responsibility, both women nd men, for the education and development of their children.

2.7. The University is taking all appropriate measures to eliminate discrimination against women in all areas of activity, provides women, on equal terms with men, the right to:

2.7.1. Participate in voting in all elections and be elected to all collegial bodies of the University.

2.7.2. Participate in the formulation and implementation of goals and mission University and occupy leadership positions, as well as carry out all job functions and functions of the university.

2.8. The University takes all appropriate measures to ensure women have the opportunity on equal terms with men and without any discrimination to be an authorized person and represent the interests university in resolving issues arising from any direction activities of the university.

2.9. The University is taking all appropriate measures to eliminate discrimination against women in employment in order to ensure on the basis of equality between men and women, equal rights, in particular:

2.9.1. The right to work is an inalienable right of all people.

2.9.2. The right to equal opportunities in employment, including application of the same selection criteria for hiring.

2.9.3. The right to promotion and job security, as well as enjoyment of all benefits and working conditions, to obtain professional training and retraining, including advanced training and internships.

2.9.4. The right to equal remuneration, including equal benefits conditions regarding work of equal value, as well as equal treatment of assessment quality of work.

2.9.5. The right to social security, in particular in the case of care pension, unemployment, illness, disability, old age and other cases loss of ability to work, as well as the right to paid leave.

2.9.6. The right to health protection and safe working conditions.

2.10. To prevent discrimination against women due to marriage or motherhood and guaranteeing them an effective right to work The University takes appropriate measures to prohibit, under threat of sanctions, dismissal from work on the grounds of pregnancy or maternity leave or discrimination due to marital status upon dismissal.