



NAZARBAYEV
UNIVERSITY

Social Inclusivity and Gender Equality: The Library's Role in Promoting SDG 5

Presented by

Joseph Yap & Yelizaveta Kamilova
Nazarbayev University Library

ALA VIRTUAL
COMMUNITY • THROUGH • CONNECTION
JUNE 24-26, 2020

Presentation Outline

- Gender Issues in Kazakhstan
- SDG Initiatives in Kazakhstan in Relation to Gender Equality
- Overview of NU Library
- NU Library's Programs in Support of SDG 5
- Week of Women
- Human Library
- IFLA SDG Stories
- Our Published Paper



KAZAKHSTAN



Gender Inequality Index:

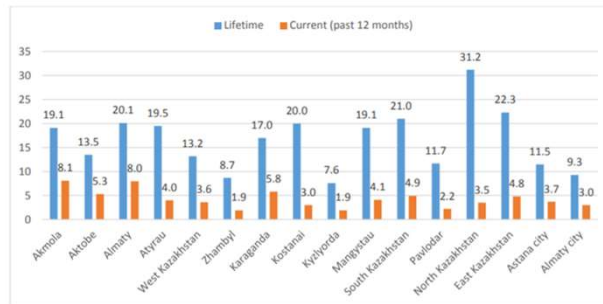
A composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and the labor market.

2019 RANK:
50

<http://hdr.undp.org/en/indicators/68606>

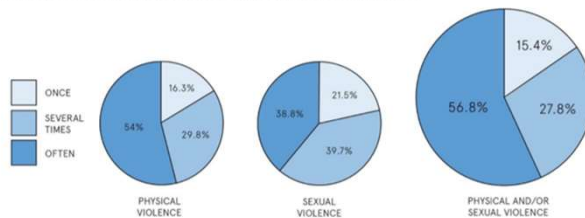
Gender Issues

Women remain subject to gender-based violence



Women in Kazakhstan are more likely to experience severe forms of physical partner violence such as punching, kicking or having objects thrown at them, rather than moderate violence. Women were also more likely to report experiencing frequent violence; 57 percent of women who experienced intimate partner violence reported frequently experiencing violence in the past 12 months.

Figure 3. Frequency of intimate partner violence as reported by women in the Study, among women who experienced any physical and/or sexual intimate partner violence



In an OECD report (n.d.), it mentioned several gender issues such as:

- over-representation of women in “feminised” sectors of the economy
- women on average earn only 67% of what men do
- women remain largely absent at directorial and executive levels – according to the World Bank, only 4.2% of large corporations are led by women

Women Leaders in Kazakhstan

<i>Identifier</i>	<i>Age</i>	<i>Level of Education</i>	<i>Leadership Role</i>	<i>Experience in Leadership Role (years)</i>	<i>Industry</i>
Participant A	N / D	Bachelor	CEO/Founder	15	Education Services
Participant B	N / D	Bachelor	Director	5	Education Services
Participant C	N / D	Bachelor	General Manager	3	Medical Services
Participant D	49	PhD	CFO/Founder	14	Educational Services
Participant E	42	PhD	CEO/Founder	13	Higher Education
Participant F	N / D	LLM	CEO/Founder	13	Sports (International)
Participant H	35	MA	Director	5	Clothing Manufacturing and Retail Outlet
Participant I	57	Bachelor	Director	15	Manufacturing
Participant J	N / D	MSc	Director	4	Medical Services
Participant K	N / D	MA	Director/Founder	12	Musical Production
Participant L	52	MA	CEO	8	Construction
Participant M	N / D	MSc	Head of regional division	7	Finance
Participant N	N / D	MBA	Executive Director	3	Finance
Participant O	32	MA	CEO/Founder	6	Fashion and Clothing
Participant P	36	MSc	General Manager	10	Retail
Participant Q	N / D	MA	Executive Director	11.5	Retail
Participant R	33	MBA, MA	Director of Department	3	Government
Participant S	36	Bachelor	Executive Director	6	NGO

Kakabadse, N. K., Tatli, A., Nicolopoulou, K., Tankibayeva, A., & Mouraviev, N. (2018). A gender perspective on entrepreneurial leadership: Female leaders in Kazakhstan. *European Management Review*, 15(2), 155–170. <https://doi.org/10.1111/emre.12125>

Public Attitude Towards LGBT in Kazakhstan

FIGURE 10 The public attitude towards LGBT people in Kazakhstan, % (n=864)

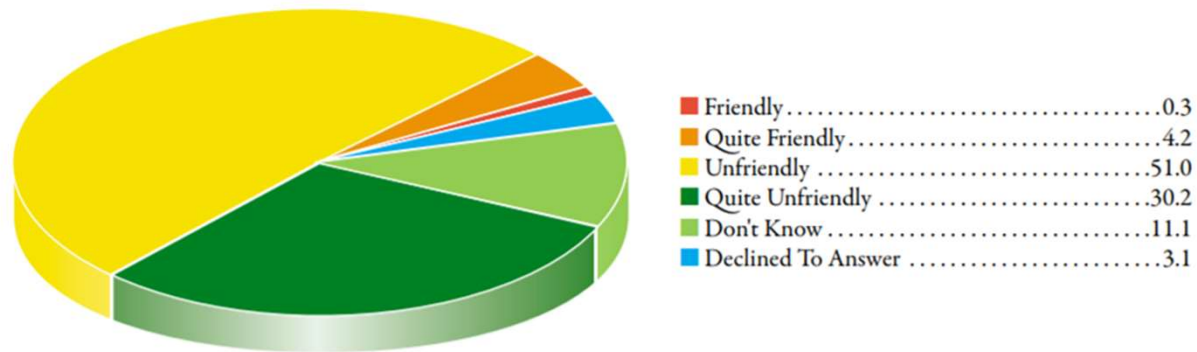
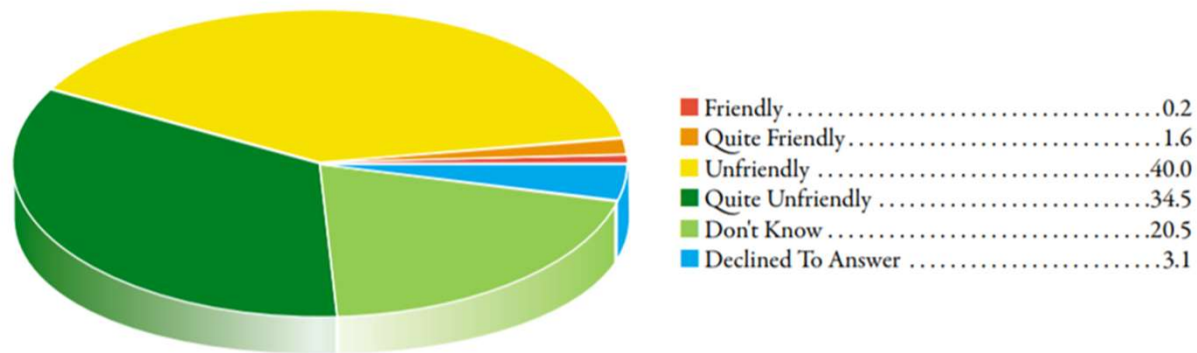


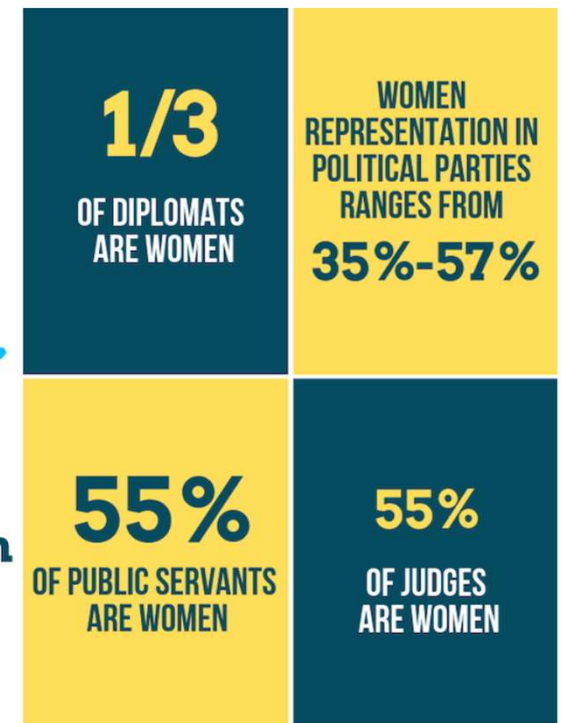
FIGURE 11 The public attitude towards transgender people in Kazakhstan, % (n=864)



SDG Initiatives in Kazakhstan in Relation to Gender Equality

SDG 5: achieve gender equality and empower all women and girls

- 100 Concrete Steps to Implement Five Institutional Reforms
- Kazakhstan 2050 Strategy
- Trainings for Journalists and Media Staff on SDGs and Gender Related SDG for Networking and Adapting to Kazakhstan
- Lecture "Image of Woman in Religion" at The Library of the First President of the Republic of Kazakhstan - Elbassy

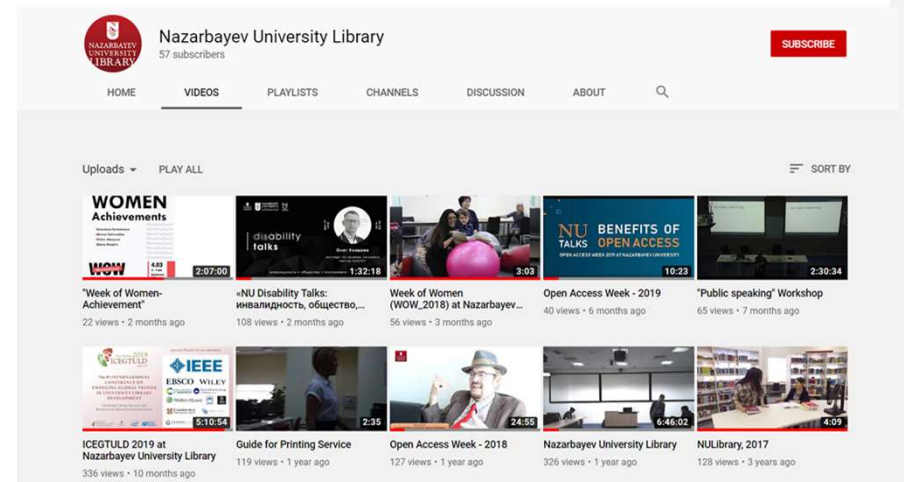
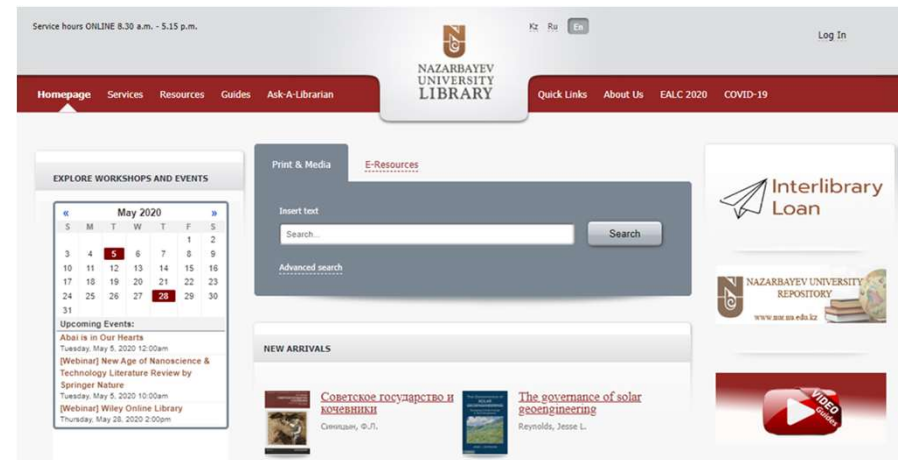
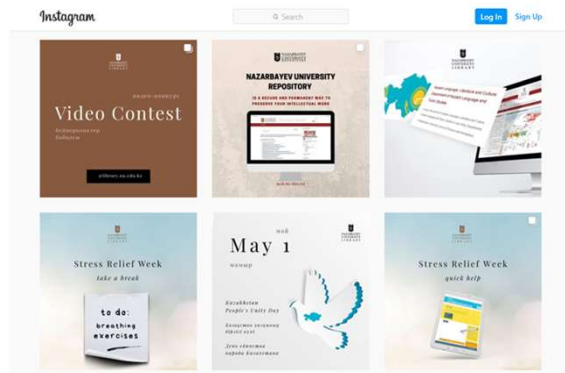


<https://kazakhembus.com/>

Overview of NU Library

- Established in **2010**
- Collection

Indicators	Unit Description	2018	2019
Collections*		199,087	209,059
Print Books	volumes	159,216	167,908
CDs/ DVDs	volumes	2,996	3,057
Microforms	volume	7,195	7,196
e-Books (perpetual access)	titles	29,680	30,898
Print Periodicals	volumes	13,844	15,458
Publications in NU Repository	titles	3,079	3,769
Database	titles	95	94
Subscriptions			



NU Library's Programs in Support of SDG 5

Week of Women

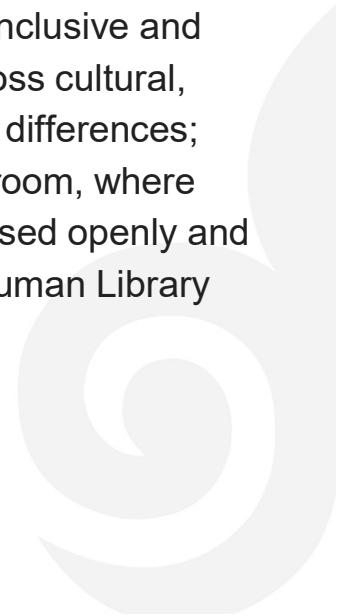
The aims of the WOW are to:

- Build a gender-balanced world by increasing the awareness on the role and achievements of women;
- Strengthen gender equality and promoting women's rights through panel discussions;
- Promote inclusive and quality education for all sharing ideas to forge women's advancement.

Human Library

The goals of HL are to:

- “Better our understanding of diversity in order to help create more inclusive and cohesive communities across cultural, religious, social and ethnic differences;
- Create a special dialogue room, where taboo topics can be discussed openly and without condemnation.” (Human Library Organization, 2019).

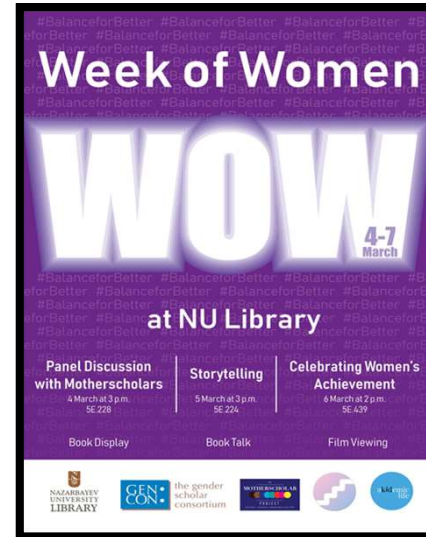


WEEK OF WOMEN • SCHEDULE OF EVENTS • MARCH 6-10, 2017				
DAY	TIME	EVENT	ORGANIZED BY	LOCATION
Week-Long	All day	"Yes, I Can"	UN Women	Main Atrium
		Photo Exhibition of Women in Non-traditional Jobs	UN Women	Main Atrium
		Book Display	NU Library	NU Library
		Gender in the Classroom	Consortium of Gender Scholars	NU Classrooms
Monday	11:00 - 13:00	Influential International and Kazakh Women	MULTACAD Exhibitor	Block 2 entrance
		Youth Talk: Economic Empowerment of Socially Vulnerable Women	UN Women & NU Library	Library, 3rd Floor, Small Group Study Room
		Top Women in Business in Kazakhstan: Panel Discussion	Graduate School of Business	Block C3, Auditorium
		Korean Traditional Cosmetics and the Modern Cosmetic Industry	NU Korean Club	Block 7, Room 7.105
Tuesday	19:00	"Flowers of Freedom" Film Screening	NU Cinema Lectures Club	Block 2, Room 2.105
Wednesday, March 8 International Women's Day!				
Thursday	19:00	HeForShe: Panel Discussion	NU Women Lead	Block 9, Room 9.105
	19:00	"Rosalind Franklin, Photo 51" Film Screening	NU Science Cafe	Block 6, Room 6.410
Friday	13:00-14:00	Women's Role and Position in Society: Public Debate	Naval Debate Club	Main Atrium
	18:00	Mothers Day Feminism in Kazakhstan	Feminist Talks	Block 9, Room 9.105
	19:00	Where is my glass slipper? Moana, Disney Princesses, and Changing Feminist Narratives	Communication and Composition Department, SHSS	Block 8, Room 8.105

2017



2018



2019

**International Women's Day 2020
at NU Library**

<p>3.03 Book Talk 5 - 6 pm Conference Hall SE 228</p> <p>Dinara Kussainova Aliya Issenova Michelle Semerton</p>	<p>Craft Making 3.03 7 - 9 pm PPP Center 3rd floor NU Library</p> <p>Zeinekhan Kuzekova Clare Griffin</p>	<p>4.03 Women Achievements 3 - 4 pm Conference Hall SE 228</p> <p>Zeken Abreyeva Elaine Sharpin Sulovkesh Korimbolova Gulnar Kalimoldina</p>
<p>5.03 Storytelling 1 - 3 pm Children's Room SE 224</p> <p>Professor of NU GSE Dulishon Shametov</p>	<p>Movie at the Library 6.03 7.03 4 - 8 pm Conference Hall SE 228</p>	

WOW
Week of Women

2020

Human Library



FEBRUARY 2018



IFLA SDG Stories (Week of Women) Published: 29 January 2020

← → ↻ 📍 librarymap.ifla.org/stories/Kazakhstan/LIBRARY-RAISES-AWARENESS-AND-FOSTERS-RESEARCH-ENABLING-GENDER-BALANCE-AND-EQUALITY/148 🔍 ☆ 📄 🌐

LIBRARY MAP OF THE WORLD FOLLOW CONTACT US

HOME SDG STORIES COUNTRIES CONTRIBUTORS ABOUT English

Kazakhstan Relevant SDGs

5 Gender Equality 9 Industry, Innovation and Infrastructure 10 Reduced Inequalities 16 Peace, Justice and Strong Institutions 17 Partnerships for Sustainable Development

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LIBRARY RAISES AWARENESS AND FOSTERS RESEARCH ENABLING GENDER BALANCE AND EQUALITY

Kazakhstan has demonstrated commitment to gender equality policy, yet issues of inequality remain. In 2018, the UNDP Gender Inequality Index ranked Kazakhstan 46th among the 162 countries evaluated.

While employment opportunities for women across the country have increased, top government positions continue to be primarily occupied by men, giving them more power in decision-making processes - in 2018, 22.1% of the seats in parliament were held by women. Since March 2019, a woman has occupied the Chair of the Senate, bringing some equilibrium, however, the road to gender-balance in politics is long.



Since 2017, the Nazarbayev University (NU) Library, in partnership with the NU Schools and the Consortium of Gender Scholars, has organised a week-long information program around International Women's Day. The annual "Week of Women" supports the global campaign #BalanceforBetter - a call for action aimed at increasing gender equity and promoting women's rights.

"Week of Women" aims to raise awareness of women's social and political achievements. It provides a space to discuss how the university community can work to promote inclusivity, achieve gender equality, and deliver quality education in support of women's advancement in Kazakhstan. The week-long programme offers events such as panel discussions with mother scholars, book displays and book talks, women storytelling events, film screenings, and engaging contests and competitions. More than 100 participants, including students and academic staff, take part in the "Week of Women" events annually.

The work of the library extends out to its allies in the university. This is reflected in the recently concluded 1st Annual Gender Forum where researchers, policymakers, and practitioners converged. The library was a partner in the event, organised by the Consortium of Gender Scholars, and as a result an institutional repository for gender studies was created, with a dedicated collection supporting gender research.

In 2018, the library team carried out a survey to evaluate the impact of the programme. All surveyed respondents agreed that the programme fosters movement toward a gender-balanced society. Nearly one out of every three respondents claimed the programmes have a positive impact on eliminating forms of discrimination in public and private spheres.

The NU staff commented: "Each of the 'Week of Women' events provides a direct means to increase awareness of the role and achievement of women, seeks ways to address gender equality, and promotes teaching and learning relating to gender parity. The events brought together men and women across campus to think about, to learn, and to find solutions to support work-life balance in university policies. The Library plays a central role in this work, and it sends an important message throughout the campus and beyond."



IFLA SDG Stories (Human Library) Published: 26 July 2019

librarymap.ifla.org/stories/Kazakhstan/"HUMAN-LIBRARY"-IN-KAZAKHSTAN-PROVIDES-SAFE-SPACE-FOR-DISCRIMINATED-COMMUNITIES/138

LIBRARY MAP OF THE WORLD FOLLOW CONTACT US

HOME **SDG STORIES** COUNTRIES CONTRIBUTORS ABOUT English

Kazakhstan Relevant SDGs

      Share this story: 

"HUMAN LIBRARY" IN KAZAKHSTAN PROVIDES SAFE SPACE FOR DISCRIMINATED COMMUNITIES

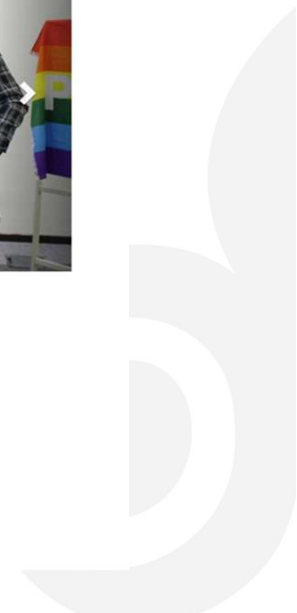
In Kazakhstan, communities which are not a part of the country's five main religious groups face discrimination. Ethnic minorities experience violence and hate crimes, and the LGBTQ+ community experiences violence and discrimination which leads them to hide their identities due to fear. Minorities are underrepresented politically, and cases of suicide have been linked to the pressure of acceptance. These are just some of the problems facing Kazakh society.

The human library is a social movement that originated in Denmark in 2000. It addresses the issue of discrimination based on religion, ethnicity, political opinion, gender, sexual orientation and disability and aims to create an open dialogue where people can challenge their stereotypes.

At Nazarbayev University Library, Human Library events started in 2016, and the Library has hosted five of these activities. People with disabilities, members of the LGBTQ+ community as well as young women in science were invited. The events are a part of the inclusive education program of the library to address discrimination and other social issues, so that young people will understand that it is possible to live in a harmonious society without physical or mental abuse.

In the human library, people read other people instead of books. The event invites a set of "human books" that represent various stereotypes. The goal is for the books to open and share what they feel and how they were able to conquer different types of discrimination. The readers, in turn, ask questions to fully appreciate the life of the human book and promote a broader understanding between one individual and another. Human Libraries create an avenue for people to share their stories by creating a dialogue. This helps them to be better understood by the community, diminishing prejudice and discrimination.

Nearly half of the participants of the human library events said that it was an excellent start towards the community's



Our Published Paper

The screenshot shows the Emerald Insight website interface. At the top, there is a navigation bar with the Emerald Insight logo and a search bar. Below the navigation bar, the article title "Toward becoming an inclusive library: Integrating Sustainable Development Goal 5 in the library agenda" is prominently displayed. The authors, Joseph Marmol Yap and Yelizaveta Kamilova, are listed below the title. The journal information, including "Library Management", ISSN 0143-5124, and the publication date of 5 February 2020, is also visible. The abstract section is titled "Abstract" and contains three sub-sections: "Purpose", "Design/methodology/approach", and "Findings".

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Home / Journals / Library Management / Toward becoming an inclusive library: Integrating Sustainable Development Goal 5 in the library agenda

Toward becoming an inclusive library: Integrating Sustainable Development Goal 5 in the library agenda

Joseph Marmol Yap, Yelizaveta Kamilova

Library Management
ISSN: 0143-5124
Publication date: 5 February 2020

Abstract

Purpose

The library's role in promoting and supporting the United Nations Agenda for Sustainable Development Goal (SDG) is beyond borders. It has the capacity to be a powerful driving force in leading exemplary programs that will transform society in many dimensions. This paper will share the value of libraries in integrating SDG's into their work and how it can positively advocate for change toward attaining an inclusive, open and tolerant society.

Design/methodology/approach

This survey research and program evaluation are designed to solicit opinions from participants of two library programs focusing on gender equality at Nazarbayev University. Data collection was prepared, gathered and analyzed using Qualtrics.

Findings

Participants believed that gender-related programs of the library are positive ways on how to stimulate a gender-balanced society. The programs increased awareness on gender equality

[Yap, J.M.](#) and [Kamilova, Y.](#) (2020), "Toward becoming an inclusive library: Integrating Sustainable Development Goal 5 in the library agenda", *Library Management*, Vol. 41 No. 2/3, pp. 53-66. <https://doi.org/10.1108/LM-08-2019-0057>



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Yelizaveta Kamilova

yelizaveta.kamilova@nu.edu.kz



Joseph Yap

joseph.yap@nu.edu.kz

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