

ANNOTATION

to the dissertation of the doctoral candidate of the NARXOZ University, Gaukhar Koblanovna Kenzhegulova on the topic: “The role of women’s social behavior transformation in public administration,” submitted for a doctor of philosophy (PhD) in the educational program 8D04101 – Public and Local Administration.

Relevance of the research topic. Public administration is a key area that determines the strategic development of countries, and women's participation in this process is an important indicator of social activity, gender equality and the effectiveness of management decision-making. According to the Organization for Economic Cooperation and Development (OECD), the involvement of women in governance processes contributes to improving the quality of public administration, increasing public trust and making more inclusive decisions [OECD, 2023]. A special role in this process is played by women's social activism, which not only contributes to their professional self-realization, but is also an important tool for transforming the management system. The active participation of women in political processes, public initiatives and government institutions expands the agenda of socially significant issues, such as equal access to education and health care, protecting the rights of vulnerable groups, developing family policy and combating gender discrimination. In addition, the social activity of women in public administration is not only a factor in their professional self-realization, but also an important tool for shaping inclusive policies. However, despite the measures taken to ensure gender balance, women still face barriers to occupying leadership positions, and their level of social activism in public administration remains low. According to the World Economic Forum (WEF), women occupy on average only 26.7% of leadership positions in the public sector, with this figure varying depending on the region and level of economic development of the country [WEF, 2023]. In Kazakhstan, according to statistics from the Bureau of National Statistics, the share of women among civil servants is 55.2%, but their representation in senior management remains at 18.7%, indicating a persistent gender gap. This imbalance not only limits women's access to highly paid and promising positions, but also narrows their opportunities for career growth and professional development. Moreover, the insufficient level of social activism of women in public administration hinders the promotion of initiatives aimed at expanding their participation in management processes. As a result, gender imbalances in decision-making persist, slowing down the implementation of inclusive policies.

At the same time, the remaining institutional and social restrictions make it difficult for women to actively participate in governance processes. Despite the measures taken, the uneven distribution of governance resources, the lack of systemic support tools and low involvement in the formation of the state agenda remain significant obstacles. In the context of modernization of public administration and the implementation of strategic priorities of Kazakhstan, special attention should be paid to the development of scientifically based recommendations

aimed at eliminating structural barriers and creating a favorable environment for increasing women's social activism. In this regard, a comprehensive analysis of the factors hindering the development of women's social activism, effective mechanisms for stimulating civic engagement is needed, which will enhance the influence of women on public administration processes and will contribute to the implementation of the principles of justice, transparency and equal opportunities.

The object of the study is the processes of formation and development of social activity of women in public administration.

The subject of the study is a set of organizational and economic relations arising in the process of social activism and involvement of women in public administration.

The purpose of the dissertation research is to develop recommendations for increasing women's social activism in public administration and their involvement in the implementation of state social programs in Kazakhstan. To achieve this goal, the following tasks were defined.

Research goals:

- to study the theoretical foundations of the formation and development of women's social activism in public administration based on the analysis of gender roles;
- to systematize foreign models of development of women's social activism and their involvement in public administration;
- to analyze women's social activism and determine the degree of its influence on public administration in Kazakhstan based on the correlation-regression method (taking into account data standardization by the Z-score method);
- to assess the degree of influence of women's education level on their social activity in public administration;
- to develop institutional mechanisms to support women's social activism and the possibility of its integration into public administration processes;
- to develop recommendations for increasing women's social activity in public administration and their involvement in the implementation of state social programs in Kazakhstan.

Methodology and research methods are based on the use of qualitative and quantitative methods of analysis, allowing to assess the impact of social activity of women on public administration processes. The following methods were used in the work:

- correlation and regression analysis based on the use of JASP software for quantitative assessment of the relationship between the levels of education of women and their involvement in public administration processes;
- data standardization (Z-score) to assess the degree of social activity of women and its impact on the effectiveness of public administration;
- qualitative method of semi-structured interviews conducted among three groups of respondents: women with different levels of education (bachelor's, master's, doctoral), representatives of non-profit organizations (NGOs) and government agencies. The interviews included 11 thematic groups of questions

developed based on the methodology of Carol Bacchi (2010) and studies by Claxton Oldfield et al. (2010), Acus Acus (2019) and Koper et al. (2018);

- qualitative analysis using Atlas.ti software to process interview data, identify key topics and trends in the perception of women's social activity;

- comparative analysis of institutional mechanisms for supporting women's social activity in Kazakhstan and international experience.

The methodological basis of the study was made up of official materials of state bodies of the Republic of Kazakhstan, including legislative acts, state programs, strategic documents, statistical data and analytical reports of international organizations, as well as research by domestic and foreign scientists devoted to issues of women's social activity, gender equality and public administration.

Scientific novelty. This study contributes to the development of the theory and practice of public administration, revealing the mechanisms of women's involvement in governance processes through social activism. The work systematizes existing approaches to defining women's social activism, proposes new methodological tools for its assessment and develops recommendations for its strengthening in state social programs. The main results of the study are as follows:

- the author's interpretation of the definition of women's social activism in public administration as a form of active participation of women in the economic and social development of the country is proposed;

- a methodology for quantitative assessment of women's social activism and its impact on public administration using correlation and regression analysis and data standardization by the Z-score method is developed;

- an economic and mathematical model of the impact of women's social activism on the effectiveness of public administration is developed, allowing for a quantitative assessment of the impact of the level of women's involvement on key indicators of public administration and social development;

- a comparative analysis of the impact of the level of education on the social activity of women in public administration is conducted;

- the process of institutionalization of women's social activism in Kazakhstan was analyzed using the example of the palliative care system, key stages of formation of initiative communities, their interaction with government agencies and mechanisms of influence on decision-making in the social sphere were identified;

- practical recommendations for promotion and support of women's social activism in the implementation of state social programs were developed, taking into account international experience and the specifics of public administration in Kazakhstan.

The main provisions submitted for defense:

1. The author's interpretation of "women's social activism" as targeted actions of women promoting changes in society through participation in the economy, social sphere and politics.

2. Application of the Z-score method for quantitative assessment of women's social activism, women's involvement in public and administrative processes, as well as their impact on the implementation of state social programs.

3. Assessment of education as a factor of structural influence on public administration showed that the level of education determines the nature and degree of women's involvement: with an increase in the level of education, the nature of women's involvement changes - from public initiatives to administrative processes and institutional transformations.

4. The model of partnership between the state and civil society based on women's social activism in palliative care consists in filling the shortcomings of the state health care system through the integration of women's initiatives into public administration mechanisms, which makes it applicable in other areas of social policy.

5. The institutionalization of women's social activism in Kazakhstan is justified taking into account the key mechanisms, barriers and incentives that influence the formation of sustainable structures of interaction between women's organizations and state institutions, which must be taken into account when developing strategies to support women's participation in governance.

Compliance with scientific development directions or government programs

In the context of Kazakhstan's long-term strategic guidelines set out in the “Kazakhstan-2050” Strategy, gender equality and the empowerment of women in public administration are regarded as integral elements of inclusive development. One of the key priorities of the strategy is the formation of an effective public administration system based on the principles of meritocracy, transparency, and equal opportunities. As a result, women’s active participation in managerial processes and their social engagement are viewed not only as factors of social justice but also as instruments for improving the effectiveness of public governance. Furthermore, the significance of women’s social activism is growing amid the need to increase their participation in the economy, which is especially emphasized in the strategic initiatives outlined in President Kassym-Jomart Tokayev’s Address to the People of Kazakhstan, titled “Just Kazakhstan: Rule of Law, Economic Growth, Public Optimism,” delivered on September 2, 2024. The address highlights the importance of eliminating imbalances and creating conditions for equal opportunities and inclusive development for all citizens of Kazakhstan. In this regard, the development of effective tools to support women's social engagement becomes a critical task for ensuring sustainable development and social justice in Kazakhstan.

Theoretical significance of the research results. The theoretical significance of the study lies in complementing and expanding existing scientific approaches to the study of women's social activism in the context of public administration. The study expands the conceptual framework of social activism, clarifying its role in the political and socio-economic spheres. Incorporating the gender aspect into broader theories of institutionalization and social movements allows us to complement theoretical developments in the field of political participation, public administration and gender studies. The study offers the author's vision of women's social activism, revealing its influence on the processes of institutional development and implementation of public policy, especially in countries with developing economies.

Practical significance of the research results. The practical significance of the study lies in its applicability to the development of public policy and governance mechanisms aimed at enhancing gender equality and increasing the role of women in decision-making. The results obtained can be used in developing strategies to increase women's participation in public administration, as well as in the activities of state and non-governmental organizations. The study promotes the integration of women's activism into national programs, including in the areas of social security, healthcare (in particular, palliative care) and entrepreneurship. The identified barriers and opportunities serve as the basis for practical recommendations for the formation of gender-sensitive state programs and the improvement of mechanisms for involving women in governance processes. The results of the study may also be useful for international organizations promoting the implementation of gender policy in Kazakhstan and the harmonization of national strategies with global initiatives, including the UN Sustainable Development Goals (SDG 5).

Approbation and implementation of the results of the dissertation research. The main results of the dissertation were published in 1 collective monograph, 1 author's certificate and 11 scientific papers, including: 3 - in top-rated journals from the Scopus database list (percentile over 35); 4 - in journals recommended by the Committee on Quality Assurance and Quality of Education; 4 - in the materials of the international scientific and practical conference.

The results of the key findings of the study have undergone approval:

1. Kazakhstani women's participation in online marketplaces: Benefits and barriers (Asia & the Pacific Policy Studies, Scopus Q2, percentile – 61, 2022, 9(3), pp. 343–369. DOI: <https://doi.org/10.1002/app5.361>), contribution is 40%.

2. Assessment of the participation of women volunteers in the palliative care system in Kazakhstan (Problems and Perspectives in Management, Scopus Q2, percentile – 75, 2022, 20(4), pp. 483–495. DOI: [http://dx.doi.org/10.21511/ppm.20\(4\).2022.36](http://dx.doi.org/10.21511/ppm.20(4).2022.36)), contribution is 80%.

3. Assessment of women's access to resources in rural areas of Kazakhstan (R-Economy, Scopus Q3, percentile – 52, 2024, 10(2), pp. 123–136. DOI: <http://dx.doi.org/10.15826/recon.2024.10.2.008>), contribution is 30%.

4. The Role of Economic Investments in Mitigating Poverty Across Urban and Rural Kazakhstan (Eurasian Journal of Economic and Business Studies, Committee for Quality Assurance in the Field of Science and Higher Education of the Ministry of Science and Higher Education of the Republic of Kazakhstan, 2024, 68(1), pp. 114–130. DOI: <https://doi.org/10.47703/ejeb.v68i1.372>), contribution is 85%.

5. Gender Equality and Women Participation in Government: the case of Kazakhstan (Economy: Strategy and Practice, Committee for Quality Assurance in the Field of Science and Higher Education, 2021, No. 2(16), pp. 197–205. DOI: <https://doi.org/10.51176/1997-9967-2021-2-197-205>), contribution is 60%.

6. Women's Vision of Higher Education Opportunities in Kazakhstan (Economy: Strategy and Practice, Committee for Quality Assurance in the Field of Science and Higher Education, 2021, No. 3(16), pp. 204–216. DOI: <https://doi.org/10.51176/1997-9967-2021-3-204-216>), contribution is 100%.

7. Assessment of the impact of ICT on women's participation in Kazakhstan's online marketplace (Journal of Economic Research & Business Administration, Committee for Quality Assurance in the Field of Science and Higher Education, 2022, No. 1(139), pp. 3–15. DOI: <https://doi.org/10.26577/be.2022.v139.i1.01>), contribution is 30%.

8. Gender gap in access to multi-sectoral resources: The example of Kazakhstan (E3S Web of Conferences, 4th International Conference on Sustainable, Circular Management and Environmental Engineering – ISCMEE 2024, Vol. 558, p. 01024. DOI: <https://doi.org/10.1051/e3sconf/202455801024>), contribution is 40%.

9. Relationship between agriculture industry shares in GRP and waste levels: Correlation analysis (E3S Web of Conferences, VI International Scientific Forum on Computer and Energy Sciences – WFCES 2024, Vol. 541, p. 03002. DOI: <https://doi.org/10.1051/e3sconf/202454103002>), contribution is 50%.

10. Project Management in Kazakhstan: Challenges and Solutions (Proceedings of the 3rd International Scientific and Practical Conference “Current Problems of Economic Development and Management in Modern Conditions,” Moscow Economic Institute, Moscow, 2020, pp. 349–357. UDC: 35), contribution is 100%.

11. New Trends in the Development of Kazakhstan's Regional Potential: Global Experience, Key Factors, and Strategies / Nurbatsin A.S., Kenzhegulova G.K. – Almaty: “Arys” Publishing House, Kenzhegali Sagadiyev International Business University, 2024. – 240 pages. ISBN 978-601-291-636-2, contribution is 50%.

12. Methodological recommendations for the ranking of regional problems and the assessment of socio-cultural and economic potential (Certificate of Authorship No. 49432 dated 04.09.2024), contribution is 30%.