

To the Dissertation Council of the
University of International Business
named after K. Sagadiev

Ref. No. WA-103

Date: 10/09/2025

ACT OF IMPLEMENTATION

about the results of scientific research

We hereby confirm that the results of doctoral research by **Kenzheali Yerkezhan** on the topic *"The impact of gender stereotypes on the formation of the labor market in Kazakhstan: theory, assessment and development scenarios"* are of high scientific significance and practical value for the activities of the Women Asia Foundation.

As part of our work to advance women's rights and strengthen gender equality, the research has been used in the following areas:

1. **Educational programs and training:** The dissertation research materials have been integrated into training modules for women aimed at developing leadership and entrepreneurial skills, as well as into courses on financial and digital literacy.
2. **Advocacy and public initiatives:** The research findings are used to develop recommendations for government agencies and international partners on increasing women's employment, eliminating the gender pay gap, and promoting women into management positions.
3. **Monitoring and evaluation of the foundation's projects:** Based on identified factors of gender inequality, indicators are developed to assess the effectiveness of our projects to expand women's economic opportunities.

Thus, KENZHEALI YERKEZHAN's research findings not only confirmed the relevance of studying gender stereotypes in the Kazakhstani labor market but also became a practical tool for implementing Women Asia programs and projects. Their application allows us to substantiate the need for reforms, develop sustainable mechanisms for protecting women's rights, and strengthen the influence of civil society in the area of gender equality.

President of the
Public Foundation "Women Asia "



Maigarina G.Y.