

TCO's experience in promoting gender equality

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Annotation

This article discusses Tengizchevroil's (TCO) experience in promoting gender equality in the workplace. The company takes a systematic approach to creating an inclusive environment, maintaining work-life balance, and providing equal opportunities for employees' professional development. The strategy is based on an adapted Maslow's pyramid, divided into three key levels: providing a comfortable and safe working environment, supporting work-life balance, and developing fulfilment opportunities. The article analyses the implemented initiatives and their impact on the organisation, highlighting the importance of gender equality for the corporate culture and success of the company.

Keywords

Gender Equality - the principle of equal rights, responsibilities and opportunities for all employees regardless of their gender, which contributes to a fair and inclusive working environment.

Inclusion - creating an environment where every employee feels accepted, respected and has equal opportunities for professional growth and fulfilment.

Work environment - the conditions in which employees carry out their work activities, including the physical, psychological and social aspects that affect productivity and well-being.

Work-life balance - an employee's ability to effectively balance professional responsibilities and personal interests, ensuring harmony between work and life outside of work.

Professional development is the process of continuous improvement of employees' skills, knowledge and experience for career advancement and personal effectiveness.

Corporate culture is a system of values, norms and attitudes shared by the company's employees, which determines behaviour, interaction and decision-making within the organisation.

Maslow's pyramid is a model of the hierarchy of human needs adapted for gender equality purposes, where the main levels are: security, work-life balance, and opportunities for fulfilment.

Workplace safety - providing an environment in which employees are protected from risks associated with physical or psychological violence, discrimination and harassment.

Diversification is the process of increasing diversity in the work environment by bringing in people of different genders, ages, ethnicities and other groups to create a more productive and inclusive team.

The scientific novelty consists of the following:

Systemic approach: Tengizchevroil (TCO) uses an adapted Maslow's pyramid to promote gender equality, dividing it into three levels: comfortable and safe working environment, work-life balance, and opportunities for fulfilment.

Inclusion initiatives: Introducing policies on diversity and inclusion, prevention of violence and harassment, and improving living and working conditions.

Balance support: Hybrid working hours, additional social leave and employee welfare programmes.

Capacity building: Leadership programmes for women, mentoring, training and the active involvement of men in promoting gender equality.

Introduction

Gender equality and inclusion are becoming increasingly important aspects of modern corporate culture. In the face of global competition, companies strive to create a work environment where every employee can feel safe and have equal opportunities for professional development. These factors not only promote social justice, but also increase the overall productivity and innovation potential of the organisation.

Tengizchevroil (TCO) implements best practices in gender equality by focusing on creating a safe and comfortable environment for all employees, maintaining work-life balance, and providing opportunities for fulfilment and professional growth. To structure TCO's efforts, there is an adapted Maslow pyramid (Figure 1) that demonstrates three levels of action needed to promote gender equality.



Figure 1 - Maslow's Pyramid divided into three levels

This paper explores TCO's experience in promoting gender equality by analysing the initiatives implemented and their impact on the organisation. It focuses on three key aspects: providing a comfortable and safe working environment, work-life balance, and providing opportunities for fulfilment.

Creating a comfortable and safe working environment

The first and most important step, without which there would be no other effort to support gender equality, is to create a safe and comfortable work environment that allows each employee to realise their potential without fear of discrimination, harassment or bullying. TCO pays particular attention to this because the industry in which it operates is traditionally a male-dominated, shift work environment.

To create the right culture, the company has implemented several key policies. Firstly, the Diversity and Inclusion Policy outlines the company's commitment to creating an inclusive work environment. Second, the Violence and

Harassment Prevention Policy ensures that all employees are protected from discrimination and harassment. These documents form the basis for ensuring equal working conditions and protection for every employee.

Practical measures include improving living and working conditions, such as providing separate accommodation, showers, toilets and 24-hour security. In addition, TCO has developed a system for anonymous reporting through a hotline that allows employees to safely and confidentially report incidents of discrimination or unfair treatment. Importantly, the company actively promotes a culture of trust where employees are free to raise concerns without fear of retaliation.

Work-life balance

Maintaining a work-life balance is the second key element of TCO's strategy. Research shows that failure to achieve this balance is often the reason why women leave the industry. To avoid this problem, TCO implements a wide range of initiatives aimed at retaining employees and increasing their job satisfaction.

One of the measures was the introduction of a hybrid working schedule, which allows employees to work online on Monday and Friday, and the remaining weekdays in the office. This approach helps employees better manage their time.

The Company also provides additional social leave to help employees deal with personal issues without compromising their careers. For example, paid days are provided for medical registration for pregnancy, marriage registration, childbirth, and special leave for parents raising several children.

In addition, TCO offers a number of employee welfare programmes such as daycare reimbursement, children's camps, fitness programmes and housing loans. These measures contribute not only to improving the quality of life of employees, but also to strengthening the corporate culture of caring for employees.

Opportunities for realisation

At the top of the pyramid are opportunities for realisation and professional growth, which create conditions for equal development of all employees of the company. Gender equality in this context implies equal chances for career advancement, professional training and acquisition of new skills.

A key aspect is to ensure that there are female candidates for all key positions within the company, which helps to diversify teams and improve overall performance. TCO monitors employee performance appraisals and remuneration to eliminate any bias and ensure that all employees are treated fairly.

In addition, the company is actively developing programmes aimed at supporting and promoting women. These include leadership development initiatives for women, mentoring programmes and Executive MBA training. An important role is also played by the Women's Community of Employees, which promotes the development of women's careers and creates a favourable atmosphere for women in the company.

TCO also has a MARC programme to actively engage men in promoting gender equality. This promotes a more informed approach to gender issues and an inclusive corporate culture.

One important initiative is working to overcome unconscious bias in decision-making. TCO conducts regular training sessions for employees to raise awareness of bias and develop skills to help them treat colleagues more

objectively and fairly. These activities help not only to promote inclusive thinking, but also to create sustainable cultural change within the organisation.

Conclusion

Promoting gender equality in the corporate environment is an integral part of creating a more equitable and efficient society. TCO's experience shows that a systematic and multi-layered approach to gender issues can significantly improve the work environment and contribute to employee development. The adapted Maslow pyramid, which includes providing a safe and comfortable work environment, maintaining work-life balance, and providing opportunities for fulfilment, provides a solid foundation for the sustainable advancement of gender equality.

Measures such as inclusive policies, non-discrimination, flexible working arrangements and special programmes for women not only increase employee satisfaction and productivity, but also contribute to the growth of the company as a whole. TCO's success in this area reinforces the importance of a holistic approach and a constant endeavour to improve our corporate culture. This makes gender equality not just an ideology, but an effective tool for achieving better business results and a fair future for all employees.

Literature

review

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