



KAMBAG'ALLIKNI QISQARTIRISH VA BANDLIK VAZIRLIGI  
XODIMLARINING MALAKASINI OSHIRISH MARKAZI

# “AHOLI BANDLIGI SOHASIDAGI DAVLAT SIYOSATINING AMALGA OSHIRISHNING DOLZARB MASALALARI”

MAVZUSIDAGI RESPUBLIKA ILMIY-AMALIY  
KONFERENSIYASI MATERIALLARI

TOSHKENT – “KAMBAG'ALLIKNI QISQARTIRISH VA BANDLIK VAZIRLIGI  
XODIMLARINING MALAKASINI OSHIRISH MARKAZI” – 2023

**KAMBAG‘ALLIKNI QISQARTIRISH VA BANDLIK VAZIRLIGI  
XODIMLARINING MALAKASINI OSHIRISH MARKAZI**

**OLIY TA‘LIM, FAN VA INNOVATSIYALAR VAZIRLIGI  
TOSHKENT DAVLAT IQTISODIYOT UNIVERSITETI**

**“AHOLI BANDLIGI SOHASIDAGI DAVLAT SIYOSATINING AMALGA  
OSHIRISHNING DOLZARB MASALALARI”  
mavzusidagi Respublika ilmiy-amaliy konferensiyasi materiallari**

**Toshkent, Kambag‘allikni qisqartirish va bandlik vazirligi xodimlarining  
malakasini oshirish markazi  
2023 yil 26 oktyabr**

**Toshkent-2023**

Anjuman mamlakatimizda aholi bandligini taminlash, ularning mehnat huquqlarini kafolatlash va shu bilan birga mehnat bozorida samarali ish o‘rinlarini yaratish, aholida tadbirkorlik ko‘nikmasini shakllantirish, hududlarda ijtimoiy-iqtisodiy va innovatsion rivojlanish maummolarini hal etishda tadqiqotlarning olib borilishini jadallashtirish, muhokama qilish, vujudga kelgan muammolar yechimini takliflarini ishlab chiqish maqsadida o‘tkazildi.

**Mas’ul muharrir:**

X.N. To‘xtaboyev

**Tahrir hay’ati:**

i.f.d, prof. B.X.Umurzoqov

yu.f.d, prof. B.N.Toshyev

i.f.n, dots. X.U. Do‘stmuxammad

t.f.d. (DSc), dots. R.R.Nurmamatova

SH.A.Dadashev

Maqolalar mazmuni bilan ilmiy anjuman tashkiliy qo‘mitasining fikrlari aynan bir xil bo‘lmasligi mumkin. Iqtiboslar va ma’lumotlar uchun mualliflar mas’uldirlar.

Kambag‘allikni qisqartirish va bandlik vazirligi xodimlarining malakasini oshirish markazi, 2023 yil.

## MUNDARIJA

Muallif F.I.SH.	Maqola mavzusi	Beti
<b>1-SHO‘BA. YANGI TAXRIRDAGI MEHNAT KODEKSIDA XODIMLARGA YARATILGAN IMKONIYATLAR VA ULARNING MEHNAT FAOLIYATINI AMALGA OSHIRISH.</b>		
Нурмаматова Р.Р.	РЕСПУБЛИКАМИЗ БЎЙИЧА КОРХОНАЛАРДА МЕХНАТ МУҲОФАЗАСИ ҚОНУНЧИЛИГИ БУЗИЛИШИ МУАММОЛАРИНИНГ ТАҲЛИЛИ	9
Muradov S.H.	MEHNATNI MUHOFAZA QILISHNING RIVOJLANISH TARIXIY BOSQICHLARINI O‘RGANISH	12
Мурадов С.	ОПРЕДЕЛЕНИЕ ОТДЫХА И ОТПУСКОВ НА ОСНОВАНИИ НОВОГО ТРУДОВОГО КОДЕКСА	17
<b>2-SHO‘BA. AHOЛИ BANDLIGI SOHASIDA DAVLAT SIYOSATI AMALGA OSHIRISH.</b>		
Xabibullayev R.A.	KASBIY STANDART MAKETIDA FUNKSIONAL XARITANI SHAKLLANTIRISHDAGI MUAMMOLAR	22
Мамадалиева Х.Х.	СОВРЕМЕННЫЕ ТЕНДЕНЦИИ РАЗВИТИЯ ТРУДОВОЙ МИГРАЦИИ В УЗБЕКИСТАНЕ	26
Шолдаров Д.А.	КАМ ТАЪМИНЛАНГАН АҲОЛИ ҚАТЛАМИГА БАНДЛИК СОҲАСИДАГИ ДАВЛАТ СИЁСАТИ	30
Додиев Ф.Ў.	ЎЗБЕКИСТОНДА АҲОЛИ КАМБАҒАЛЛИГИНИ ҚИСҚАРТИРИШ ЙЎЛЛАРИ	33
Рахматуллаева Ш.Х.	КРІ -КАК ИНСТРУМЕНТ ПОВЫШЕНИЯ ЭФФЕКТИВНОСТИ ТРУДА НА ПРЕДПРИЯТИЯХ	37
Бакиева И.А.	АЁЛЛАР ИШ БИЛАН БАНДЛИГИДА КАРЬЕРАНИ РИВОЖЛАНТИРИШ МУАММОЛАРИ	42
Қурбонов С.П.	УНУМЛИ БАНДЛИККА АСОСЛАНГАН ИСЛОҲОТЛАР КАМБАҒАЛЛИКНИ ҚИСҚАРТИРИШГА АСОСИЙ ИМКОНИЯТ	46
Қурбонов С.П.	АҲОЛИНИНГ УНУМЛИ БАНДЛИК ДАРАЖАСИНИ БАҲОЛАШНИНГ АҲАМИЯТИ	52

Искандарова Д.	БАНДЛИКНИ ТАЪМИНЛАШ – АҲОЛИ ТУРМУШ ДАРАЖАСИНИ ОШИРИШНИНГ МУҲИМ ОМИЛИ СИФАТИДА	60
Баҳриддинова М.А.	ЎЗБЕКИСТОНДА АҲОЛИ БАНДЛИГИ СОҲАСИДА ДАВЛАТ СИЁСАТИНИ ЮРИТИШ ВА БАНДЛИК МУАММОЛАРИ	64
Хувайдуллаева И.Х.	ПРОБЛЕМЫ И ПЕРСПЕКТИВЫ ГОСУДАРСТВЕННОЙ ПОЛИТИКИ В ОБЛАСТИ ЗАНЯТОСТИ НАСЕЛЕНИЯ	68
Бердиев Ж.М.	ПОНЯТИЕ КОМПАЕНС КОНТРОЛЯ И ИСТОКИ ВОЗНИКНОВЕНИЯ	72
A.S. Bekbossinova, L. Vasa	STATE EMPLOYMENT AND LABOR POLICY AS A MECHANISM FOR REDUCING SOCIAL INEQUALITY	79
Jalilova Sh.T.	YOSHLARNI ISH BILAN TA'MILSHDA HUKUMAT QARORLARINING AXAMIYATI	83
<b>3-SHO'BA. HUDUDLARDA IJTIMOIIY-IQTISODIY VA INNOVATSION RIVOJLANISH MAUMMOLARINI HAL YETISHDA TADQIQOTLARNING O'RNI.</b>		
Хашимов П.З, Кабирова У. Н.	СУЩНОСТЬ И КЛАССИФИКАЦИЯ ИНТЕЛЛЕКТУАЛЬНОГО ПОТЕНЦИАЛА	86
Нурмаматова Р.Р, Сафаров С.С.	ИШСИЗЛИК САБАБЛАРИНИ КАМАЙТИРИШ УСУЛЛАРИ ТАҲЛИЛ ҚИЛИШ	89
Kuralay O. Nurgaliyeva, Dinara S.Mussabalina	ASSESSING UNEMPLOYMENT AND EMPLOYMENT LEVELS IN A REGIONAL CONTEXT: PROBLEMS AND SOLUTIONS	94
Shakhzod Saydullaev	THE ART OF POST-IPO TRACKING: MAXIMIZING RETURNS AND MANAGING RISKS	99
Gaukhar K.Kenzhegulova, Anna A. Kredina	THE IMPACT OF ECONOMIC PROCESSES ON EMPLOYMENT IN THE CONTEXT OF SUSTAINABLE DEVELOPMENT	102
Atajanova D.B.	HUDUDLARNI RIVOJLANTIRISHDA YOSHLARNI KASB-HUNARGA O'RGATISH MUAMMOLARI	107
Абдужаббаров А.А.	АҲОЛИНИ ИШ БИЛАН ТАЪМИНЛАШНИНГ ИЖТИМОИЙ- ИҚТИСОДИЙ ОМИЛЛАРИ	110
Qulliyev O.A.	АҲОЛИ ТУРМУШ ДАРАЖАСИ ВА УНИ О'ЗБЕКИСТОНДА ОШИРИШНИНГ ISTIQBOLLI IMKONIYATLARI	115

Паринова Д.	ИЗУЧЕНИЕ И ПРИМЕНЕНИЕ ОСНОВ ФИНАНСОВОЙ ГРАМОТНОСТИ КАК ОДИН ИЗ ПУТЕЙ ПОВЫШЕНИЯ БЛАГОСОСТОЯНИЯ НАСЕЛЕНИЯ	120
Мурадов С.	ПРОБЛЕМЫ ТУШЕНИЯ ПОЖАРОВ КЛАССА Е ЛИЧНЫМ СОСТАВОМ ПОЖАРНОЙ ОХРАНЫ В МИРЕ	125
Нормурадов Н.С.	ҚИШЛОҚ ХЎЖАЛИГИЖА РАҚАМЛИ ТЕХНОЛОГИЯЛАРИНИНГ ЎРНИ	132
Rahmatova Sh.Sh.	BUXGALTERIYA HISOBI VA HISOBOTIDA SHAKLLANTIRILGAN AXBOROTNING SIFATINI BAHOLASH	137
Kosimov S.D.	IMPACT OF BUSINESS SUPPORT INFRASTRUCTURE DEVELOPMENT ON EMPLOYMENT	141
<b>4-SHO‘BA. ZAMONAVIY MEHNAT BOZORI SHAKILLANISHI: MUAMMOLAR VA ISTIQBOLDAGI VAZIFALAR.</b>		
Rahmonov A, To‘xtaboyev X.	YOSHLAR MEHNAT BOZORINING SHAKILLANISHIDA PROFESSIONAL TA'LIMNING O'RNI	145
Rahmatullayeva D.	YOSHLARNI TADBIRKORLIKKA JALB ETISH ORQALI ISH BILAN BANDLIGINI TA'MINLASH	149
Гойипназаров С.Б.	СУНЪИЙ ИНТЕЛЛЕКТНИ ЖОРИЙ ЭТИШ НАТИЖАСИДА МЕХНАТ БОЗОРИДАГИ ЎЗГАРИШЛАР	152
Ҳайитбоев Р.	ЎЗБЕКИСТОННИНГ ЧЎЛ МИНТАҚАЛАРИДАГИ АҲОЛИНИНГ ИЖТИМОИЙ-ИҚТИСОДИЙ МУАММОЛАРИНИ ЕЧИШДА ТАДҚИҚОТЛАРНИНГ РОЛИ	156
Abdugaffarov A.A.	MEHNAT BOZORINING RIVOJLANISHINI O'RGANISH	159
Мирзахалилова Д.М.	СОВРЕМЕННОЕ СОСТОЯНИЕ РЫНКА ТРУДА РЕСПУБЛИКИ УЗБЕКИСТАН	163
Атажанова Д.Б.	ЗАМОНАВИЙ МЕХНАТ БОЗОРИДА ҲУНАРЛИ ЁШЛАР БАНДЛИГИНИ ТАЪМИНЛАШ МАСАЛАЛАРИ	168
Ortiqov U.A.	MEHNAT BOZORIDA SUN'IY INTELLEKTGA OID KASB VA MALAKALAR TIZIMINI MEHNAT BOZORIDA RIVOJLANTIRISH ISDIQBOLLARI	171

Muradov S.H.	MEHNATNI MUHOFAZA QILISHNING RIVOJLANISH TARIXIY BOSQICHLARINI O'RGANISH	176
Muradov S.H.	SANOAT KORXONALARI RAHBAR VA MUTAXASSISLARINING MEHNAT MUHOFAZASI BO'YICHA BILIMLARINI TEKSHIRISHNI RAQAMLI TEXNALOGIYALAR ASOSIDA TASHKIL ETISHNING AHAMIYATI	180
Мурадов С.	ПРОБЛЕМЫ ТУШЕНИЯ ПОЖАРОВ КЛАССА Е ЛИЧНЫМ СОСТАВОМ ПОЖАРНОЙ ОХРАНЫ В МИРЕ	184
Райимкулова Ш.А.	СОВРЕМЕННЫЙ РЫНОК ТРУДА И МАКРОЭКОНОМИЧЕСКОГО СОСТОЯНИЯ СТРАНЫ	191
Мукумова Н.Н, Олимова Л.Э.	ГОСУДАРСТВЕННАЯ ПОЛИТИКА В ФОРМИРОВАНИЕ КАДРОВОЙ ПОЛИТИКИ СТРАНЫ	194
<b>5-SHO'BA. OILAVIY TADBIRKORLIKNI RIVOJLANTIRISHNING USTUVOR YO'NALISHLARI.</b>		
Daniyarov Q.D.	KICHIK BIZNESNI KREDITLASH: MUAMMOLARI VA ULARNI HAL QILISH YO'LLARI	200
Inoyatov M.M.	OILAVIY BIZNESNING OSIYO IQTISODIYOTIDAGI O'RNI	203
Xolmuradov M.A.	OILAVIY TADBIRKORLIKNI RIVOJLANTIRISH SHAROITLARI VA MUAMMOLARI	206
Жўраева Ш.У.	OILAVIY TADBIRKORLIKNI USTUVOR YO'NALISHLARI VA TAHLILI	210
Abdugaffarova O.A.	OILAVIY TADBIRKORLIKNI RIVOJLANTIRISH VA SAMARADORLIGINI OSHIRISH YO'LLARI	214
Абдурахманова З.Г.	ГОСУДАРСТВЕННАЯ ПОДДЕРЖКА ПРИОРИТЕТНЫХ НАПРАВЛЕНИЙ РАЗВИТИЯ СЕМЕЙНОГО БИЗНЕСА	218
<b>6-SHO'BA. DRAYVER ASOSIDA ISHBILARMONLIKNI RIVOJLANTIRISH IMKONIYATLARI VA MUAMMOLARI.</b>		
Очиллов А.Т.	КОРРУПЦИЯГА ҚАРШИ КУРАШ – БУГУНГИ КУННИНГ ДОЛЗАРБ МУАММОСИ	222

Жабборова З.М, Носиров А.С, Примкулова З.Ф.	ЖИЗЗАХ ВИЛОЯТИДА ДРАЙВЕР АСОСИДА ИШБИЛАРМОНЛИКНИ РИВОЖЛАНИШИ	225
Саттаров Ғ.О.	МИНТАҚАДА ЭКСПОРТ САЛОҲИЯТИНИ ОШИРИШ ЙЎНАЛИШЛАРИ	230
Жалилов А.Б.	ТИЖОРАТ БАНКЛАРИ ЭМИССИОН ҚИММАТЛИ ҚОҒОЗЛАР ОПЕРАЦИЯЛАРИ МУОМАЛАСИНИНГ ЎЗИГА ХОС ХУСУСИЯТЛАРИ	234



2. Сафаров С.С. Инвестициянинг иқтисодий ўсишдаги ўрни. “Ўзбекистонда рақамли иқтисодиётни ривожлантиришда менежмент ва корпоратив бошқарувнинг аҳамияти” халқаро илмий-амалий конференцияси маъруза тезислари тўплами. 2020-йил 20-май. –Т.: –2020. Б. 458-460.

3. Сафаров С.С. Қашқадарё вилоятида инвестиция муҳитига таъсир етувчи омиллар. ISSN-2249-9512. Б. 33-36.

**Электрон адабиётлар:**

4. [www.enterprisesurveys.org](http://www.enterprisesurveys.org).

5. stat.uz, <https://www.economicdiscussion.net/unemployment.top-6-strategies>.

6. [Ўзбекистонда ишсизлик даражаси қанча — Яндекс: нашлось 7 тыс. результатов \(yandex.ru\)](https://yandex.ru).

## **ASSESSING UNEMPLOYMENT AND EMPLOYMENT LEVELS IN A REGIONAL CONTEXT: PROBLEMS AND SOLUTIONS**

**Kuralay O. Nurgaliyeva** – Cand. Sc. (Econ.), Vice-Rector, Kenzhegali Sagadiyev University of International Business, Almaty, Kazakhstan

**Dinara S.Mussabalina** – PhD, Head of Social and Business Studies Center, University of International Business, Almaty, Kazakhstan

In the modern global context, the domestic politics of states is faced with several serious problems, such as unemployment, climate change, epidemics and economic crises, which threaten the stability of nations and require joint efforts to solve them. Over the past three decades, unemployment has become one of the critical problems affecting not only developing but also developed countries. Its impact is manifested through widespread poverty, declining wages and social and political sustainability threats. The Covid-19 pandemic has had a powerful impact on unemployment around the world. The impact of the pandemic on the labor market was multifaceted and highly dependent on the country, region and economic sector. This article assesses the unemployment and employment levels in a regional context using the example of Kazakhstan. Unemployment is a serious socio-economic problem that has a negative impact on society, individual citizens and the economy as a whole.

Analysis of the unemployment level in Kazakhstan is an important element of the country's economic and social policy. An increase in unemployment can cause social tensions, deteriorate the quality of life and negatively affect the stability of society. In addition, the unemployment rate indicates problems and challenges in the economy leading to social inequality, requiring special attention to social justice issues. Analysis of the unemployment rate is necessary for developing and

implementing employment policies, allowing the government to create new jobs and support vulnerable groups in the labor market<sup>36</sup>.

According to the Bureau of National Statistics, by the end of 2021, the unemployment rate in Kazakhstan was 4.9%. Over the year, the number of unemployed decreased by 0.6%, reaching 450.4 thousand people. It is worth noting that a year earlier, there was recorded an increase in this indicator of 2.6% ( Figure 1).

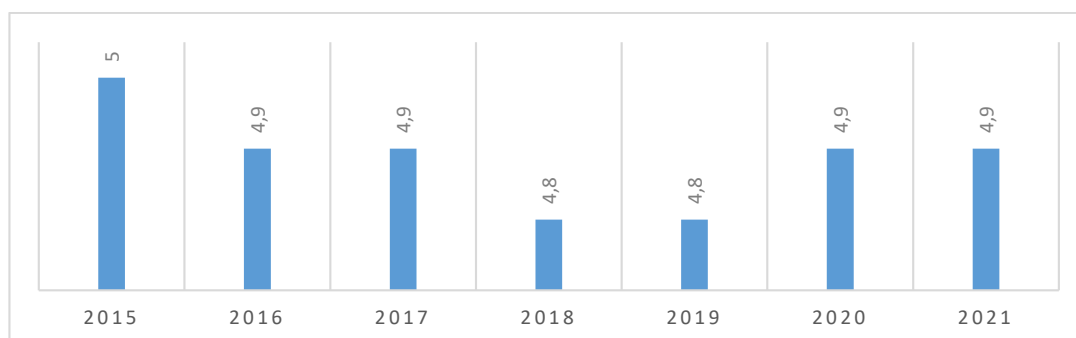


Figure 1 – Population unemployment rate, %, 2015-2021

Note- compiled by authors based on the source<sup>37</sup>

While the unemployment rate in Kazakhstan remains stable in cities, standing at 5% at the start of the year, in rural areas, it fell from 4.8% to 4.7% over the year. In Table 1, there is provided data on the unemployed population and the unemployment rate in various regions of Kazakhstan for the period from in 2001, 2010 and 2022.

Table 1 - Unemployed population and unemployment rate in the regions of Kazakhstan, in 2001, 2010, 2022.

Region	Unemployed population, thousand people				Unemployment rate, %			
	2001	2010	2022	Growth	2001	2010	2022	Growth
Kazakhstan	780,3	496,5	458,3	-322,0	10,4	5,8	4,9	-5,5
Akmola	47,2	25,4	21,0	-26,2	10,8	5,8	4,8	-6,0
Aktobe	41,3	21,4	21,5	-19,8	11,4	5,3	4,8	-6,6
Almaty	75,0	50,2	34,1	-40,9	10,2	5,6	4,7	-5,5
Atyrau	27,5	14,6	16,6	-10,9	13,5	5,4	4,8	-8,7
West-Kazakhstan	40,8	18,8	17,4	-23,4	12,5	5,6	5,0	-7,5
Zhambyl	60,8	33,4	28,2	-32,6	12,7	5,7	5,0	-7,7

<sup>36</sup> Bekzhanova, T., Aliyev, M., Tussibayeva, G., Altynbekov, M., & Akhmetova, A. (2023). The Development of Small and Medium-sized Businesses and its Impact on the Trend of Unemployment in Kazakhstan. *Australasian Accounting, Business and Finance Journal*, 17(4), 73-99.

<sup>37</sup> Bureau of National Statistics (2022). [cited September 05, 2023]. Available: <http://www.stat.gov.kz>

Karaganda	66,2	40,6	24,8	-41,4	9,2	5,5	4,4	-4,8
Kostanay	58,2	30,9	23,2	-35,0	10,3	5,7	4,9	-5,4
Kyzylorda	36,0	18,7	17,0	-19,0	13,9	5,9	4,9	-9,0
Mangistau	15,4	14,1	17,7	2,3	10,5	6,4	5,1	-5,4
Pavlodar	41,4	24,8	19,2	-22,2	9,2	5,6	4,8	-4,4
North-Kazakhstan	39,1	22,0	14,2	-24,9	8,9	5,8	4,9	-4,0
Turkestan	97,3	48,1	43,1	-54,2	11,5	5,4	5,2	-6,3
East-Kazakhstan	55,9	43,7	18,1	-37,8	7,3	5,7	4,7	-2,6
Astana c.	18,3	24,0	29,9	11,6	9,3	6,2	4,6	-4,7
Almaty c.	59,9	45,5	53,0	-6,9	10,8	6,3	5,0	-5,8
Shymkent C.	-	20,3	22,4	-1,9	-	7,6	5,0	-2,6

In 2001, the highest proportion of unemployment was in the Kyzylorda region (13.9%), Atyrau region (13.5%) and the Zhambyl region (12.7%), but by 2022, there has been a decrease of more than two times. Moreover, the lowest unemployment rate was in the East Kazakhstan region (7.3%) in 2001. In half of the regions of the Republic of Kazakhstan, the unemployment rate was higher than the national average. The highest rates were recorded in each in Zhetysu, Kyzylorda, Mangistau and Turkestan regions: 5%. In 6 out of 20 regions, the indicator, on the contrary, is lower than the average for the Republic of Kazakhstan. The lowest rates were noted in Karaganda and Ulytau regions: 4.2%. The highest unemployment rate in urban areas in the first quarter of 2023 was observed in the Zhetysu region (5.3%) and in the Abay and Zhambyl regions (5.1% each). The lowest rates were observed in the cities of Ulytau (4%), Akmola (4.3%) and Karaganda (4.3%) regions. The highest level of unemployment in rural areas was recorded in the Mangistau region: 5.5%. Next come Akmola and East Kazakhstan regions (5.2% each) and Aktobe region (5.1%). The lowest unemployment rate was observed in the villages of the Karaganda region: only 3.7%. Next come Pavlodar and Abay regions: 4.2% and 4.3%, respectively. Significant differences are also observed by gender: the unemployment rate among men fell from 4.4% to 4.1%, while among women, it increased from 5.4% to 5.6%. Next, in the Figure 2 there is provided unemployment rate by gender from 2015 to 2021.

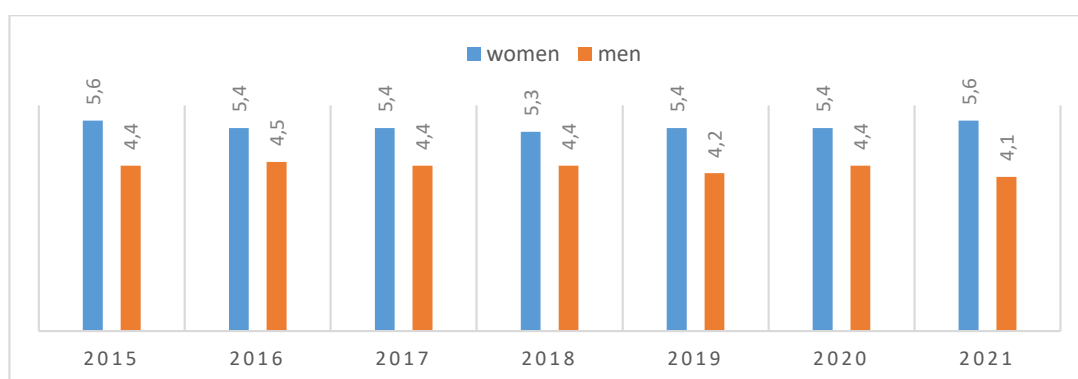


Figure 2 – Unemployment rate by gender, %, 2015-2021

Note - compiled by authors based on the source<sup>2</sup>

Regionally, the highest unemployment rate among men was noted in the Kyzylorda region: 5%. Next comes the Atyrau region: 4.9%. The lowest rates were observed in Mangistau and East Kazakhstan regions: 2.4% and 2.8%, respectively.

Among women, the unemployment rate in the regions of the Republic of Kazakhstan varied from 4.4% in the Karaganda region to 8% in the Mangistau region.

Notably, the unemployment rate for men in rural areas was lower than in cities: 3.9% versus 4.5%. By region, the highest unemployment rates for men were observed in the villages of Atyrau (5.3%) and Akmola (5.2%) regions, the lowest in Abay (1.3%) and Mangistau (2%) regions. In urban areas, the highest unemployment rate for men was noted in the Abay region (7.3%), the lowest in the East Kazakhstan region (2%). At the same time, for women, on the contrary, the unemployment rate in rural areas is higher than in urban areas: 6.1% versus 5%. The highest unemployment rate for women in rural areas was observed % in the Mangistau region: 9.9%. Next comes the Abay region: 7.9%. The lowest unemployment rate for women in rural areas was noted in the Pavlodar region, which is an impressive 4.5%. In urban areas, the highest unemployment rate for women was recorded in the East Kazakhstan region (6.9%), as well as in the Zhetysu and Turkestan regions (6.3% each), the lowest in the Abay region (2.6%).

To reduce the unemployment rate in the country, various measures are being taken, one of them is government employment programs, such as:

1. State program "Enbek". One of the critical government programs aimed at reducing unemployment is Enbek. As of September 1 of this year, 451.6 thousand people became participants in the State Program for the Development of Productive Employment and Mass Entrepreneurship "Enbek" for 2017-2021. 328.5 thousand people were employed, of which 200.7 thousand were in permanent work<sup>38</sup>.

The main directions of the Enbek program include training in popular specialities, development of mass entrepreneurship, relocation of job seekers to regions with suitable vacancies, and assistance in youth employment.

2. The Employment Roadmap projects are divided into four main areas:

- improving the quality of life of the population;
- increasing the availability of financing for SMEs;
- development of the agro-industrial complex;
- business development in the regions.

3. Electronic labor exchange. The authorities also launched the Electronic Labor Exchange – a state job search platform. Moreover, all employment centers, 44 private recruitment agencies and five online job search platforms are connected to it.<sup>39</sup>

---

<sup>38</sup> Jussibaliyeva, A., Akhmetova, G., Saubetova, B., & Baikadamov, N. (2020). State support and regulation of entrepreneurship as factors of employment development. *Central Asian Economic Review*, (1), 8-21.

<sup>39</sup> Gottardello, D. A., Kondybayeva, S. K., & Ilyashova, G. K. (2019). Self-Employment in National Labour Market of Kazakhstan. *Farabi Journal of Social Sciences*, 5(3), 24-32.

4. The Atlas of New Professions – a project that describes professions that, according to market participants, may appear in the next 5-10 years, as well as disappearing and transforming professions. It was created by the Ministry of Labor and Social Protection, the Ministry of Science and Higher Education and the BTS Education company. "Atlas" was developed in nine priority sectors of the economy including mining and metallurgical, oil and gas, agriculture, transport and logistic, mechanical engineering, information and communication technologies, energy, tourism and construction<sup>40</sup>.

Considering market trends, experts talk about how the labor market will change in the near future. In accordance with these data, adjustments are made to training programs in colleges and universities. The analysis showed that the highest unemployment rate in the country is among women, especially women living in rural areas. However, there is little support from the state, so the following measures are proposed to combat female unemployment. Combating unemployment among women requires a comprehensive approach and a range of activities to create equal opportunities and promote their active participation in the labor market. Here are some steps and strategies that can help reduce unemployment among women:

1. Education and training. Encouraging women's access to higher education and training in areas where there is labor demand. Development of training and retraining programs for women in new and in-demand industries.

2. Support for entrepreneurship. Supporting women entrepreneurs through funding, training, and consulting programs. Promoting the development of women's enterprises and start-ups.

3. Childcare and family support. Creation and expansion of kindergartens and nursery classes to facilitate the combination of family responsibilities and work. Introduction of flexible work schedules and remote work.

4. Combating discrimination. Strictly combat gender-based discrimination in the workplace and in the hiring process. Promoting the development and implementation of equitable policies in organizations.

5. Professional support. Mentoring and training on professional development for women. Promoting the creation of professional networks.

6. Creation of special programs and quotas. Introduce programs and quotas to increase women's representation in industries where they are underrepresented.

7. Information and awareness. Conducting information campaigns about equality and opportunities for women in the labor market.

8. Cooperation with civil society organizations. Working with women's community organizations and groups that can provide support and resources for women in their job search.

9. Monitoring and data analysis. Regular collection and analysis of data on employment and unemployment among women to assess the effectiveness of measures and adjust strategies.

---

<sup>40</sup> Nurbek, S., Sagatov, Y., & Sweeney, J. A. (2022). Skills Technology Foresight in Practice: The Case of the Atlas of New Professions of Kazakhstan. *World Futures Review*, 14(2-4), 106-116.

These measures can help create a more favorable environment for women in the labor market and help reduce unemployment among them. It is important to consider that successfully combating unemployment among women requires the participation of government, employers, educational institutions and civil society.

**Acknowledgment:** This research has been funded by the Science Committee of the Ministry of Science and Higher Education of the Republic of Kazakhstan (Grant “Development Strategy of Kazakhstan Regional Potential: Assessment of Socio-Cultural and Economic Potentials, Roadmap, Models and Scenarios Planning” BR18574240).

## **THE ART OF POST-IPO TRACKING: MAXIMIZING RETURNS AND MANAGING RISKS**

**Shakhzod Saydullaev – Ph.D.,**  
Tashkent State University of Economics

### **Abstract**

The journey of a company from its initial public offering (IPO) to becoming a publicly traded entity is a critical phase marked by excitement and challenges. However, the real test begins after the IPO, in the world of post-IPO tracking. This article delves into "The Art of Post-IPO Tracking," shedding light on strategies that help investors maximize returns while effectively managing risks. It involves vigilant monitoring of market conditions, a deep understanding of a company's financial health, and the ability to adapt to evolving circumstances. This article explores various tools and techniques available to investors, including fundamental analysis, technical indicators, and market sentiment analysis.

**Keywords:** Stock market monitoring, diversification, risk-reward ratios, market sentiment analysis, investment success

Post-IPO tracking encompasses a multifaceted approach that goes beyond merely buying shares at the IPO price. Managing risks is paramount in post-IPO tracking, and this article offers insights into diversification, stop-loss orders, and risk-reward ratios. It also emphasizes the importance of staying informed about regulatory changes and market trends that can impact investments.

By adopting a strategic and informed approach to post-IPO tracking, investors can increase the likelihood of achieving their financial goals while mitigating potential setbacks. This article serves as a valuable resource for anyone seeking to navigate the complexities of post-IPO investments successfully.

The journey of a company's initial public offering (IPO) is a thrilling endeavor, brimming with anticipation and challenges. However, the true test of an investor's mettle begins after the IPO, when they enter the realm of post-IPO tracking. This article unveils the strategies that savvy investors employ to not only navigate this phase successfully but also thrive within it.

In the post-IPO landscape, the stakes are high, and investors must tread carefully. This period demands vigilant monitoring of market conditions, an intimate