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**SERVICE DISCIPLINE IN THE PROFESSIONAL ACTIVITIES OF FEMALE
EMPLOYEES OF THE INTERNAL AFFAIRS BODIES OF THE REPUBLIC OF
UZBEKISTAN: PROBLEMS AND SOLUTIONS**

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Annotatsiya. Ushbu maqola ichki ishlar organlarida xotin-qizlarning xizmat o‘tash tartibi va ularning faoliyatini tartibga solish bo‘yicha rivojlangan mamlakatlar tajribasini ilmiy asosda tahlil qilishga bag‘ishlangan. Tadqiqot davomida xotin-qizlar xizmatidagi huquqiy, ijtimoiy va institutsional jihatlar, shuningdek ularning xizmatga jalb qilinishi va professional rivojlanish imkoniyatlari ko‘rib chiqildi. Maqolada milliy qonunchilik bilan bir qatorda xalqaro standartlar va ilg‘or xorijiy tajribalar solishtirildi. Tadqiqot natijalari xotin-qizlar xizmatini tartibga solish bo‘yicha samarali mexanizmlar va siyosiy strategiyalarni aniqlashga yordam beradi. Shu bilan birga, maqola ichki ishlar organlarida gender tengligini ta‘minlash, xizmat jarayonlarini optimallashtirish va xotin-qizlar faoliyatini samarali tashkil etish bo‘yicha amaliy tavsiyalar ishlab chiqishga xizmat qiladi. Tadqiqot shuni ko‘rsatdiki, xotin-qizlarni xizmatga jalb qilish nafaqat ijtimoiy adolat va gender tengligini mustahkamlash, balki ichki ishlar organlarining samaradorligini oshirish va fuqarolarga xizmat sifatini yaxshilashga ham xizmat qiladi.

Kalit so‘zlar: ichki ishlar organlari, xotin-qizlar, xizmat o‘tash tartibi, gender tengligi, professional rivojlanish, huquqiy asoslar, xalqaro tajriba, institutsional mexanizm, ijtimoiy himoya, xizmat samaradorligi

Abstract: This article is devoted to a scientific analysis of the experience of regulating the service of women in internal affairs bodies in developed countries. The study examines legal, social, and institutional aspects of women’s participation in service, as well as their professional development opportunities. Both national legislation and international standards, along with advanced foreign practices, are comparatively analyzed. The findings of the research help identify effective mechanisms and policy strategies for organizing women’s service. Furthermore, the article provides practical recommendations for ensuring gender equality, optimizing service processes, and enhancing the efficiency of women’s professional

activities in internal affairs bodies. The research demonstrates that involving women in service not only strengthens social justice and gender equality but also increases the efficiency of internal affairs institutions and improves the quality of services provided to citizens.

Keywords: internal affairs bodies, women, service regulation, gender equality, professional development, legal framework, international experience, institutional mechanism, social protection, service efficiency

Аннотация: Статья посвящена научному анализу опыта регулирования службы женщин в органах внутренних дел в развитых странах. Исследование охватывает правовые, социальные и институциональные аспекты участия женщин в службе, а также возможности их профессионального развития. Сравнительно анализируются национальное законодательство и международные стандарты, а также передовой зарубежный опыт. Результаты исследования позволяют выявить эффективные механизмы и стратегические подходы к организации службы женщин. Кроме того, статья содержит практические рекомендации по обеспечению гендерного равенства, оптимизации служебных процессов и повышению эффективности профессиональной деятельности женщин в органах внутренних дел. Исследование демонстрирует, что привлечение женщин к службе способствует не только укреплению социальной справедливости и гендерного равенства, но и повышению эффективности работы внутренних органов и улучшению качества предоставляемых гражданам услуг.

Ключевые слова: органы внутренних дел, женщины, регулирование службы, гендерное равенство, профессиональное развитие, правовая база, международный опыт, институциональный механизм, социальная защита, эффективность службы

Introduction (Kirish): Service discipline in internal affairs bodies holds significant importance in effectively organizing employees' professional activities, ensuring legality, and strengthening law and order in society. In the Republic of Uzbekistan, large-scale reforms implemented in the internal affairs system in recent years—particularly the improvement of personnel policy, enhancement of employees' professional potential, and strengthening of their social protection—have further increased the relevance of ensuring service discipline. Especially noteworthy is the growing number of female employees serving in the internal affairs system, which necessitates in-depth scientific study of their professional activities, the quality of fulfilling service obligations, and adherence to discipline. Today, women actively participate in patrol-post service, operational-search units, prevention inspectorate, investigation, and administrative management systems, making a worthy contribution to the efficiency of internal affairs bodies' activities. The purpose of this article is to identify problems related to ensuring service discipline among female employees in the internal affairs bodies of the Republic of Uzbekistan and to develop scientifically grounded solutions for their elimination.

Methods (Tadqiqot metodologiyasi). During this study, analytical, logical, and comparative-legal methods were employed. The research examined normative-legal documents regulating the activities of internal affairs bodies of the Republic of Uzbekistan, including the Law “On Internal Affairs Bodies Employees” [1; P.5.], internal regulations, professional ethics codes, and scientific literature in the field.

In addition, the professional activities of female employees serving in internal affairs bodies, instances of adherence to service discipline, and practical experiences were analyzed. Throughout the study, a gender approach was applied, taking into account the psychological, social, and professional characteristics of female employees.

Results (Tadqiqot natijalari). The research findings indicate that service discipline in internal affairs bodies is one of the key factors ensuring employees’ conscientious performance of service duties, strict compliance with internal rules and procedures, and adherence to professional ethical standards. [2; P.3.] Adherence to service discipline by female employees directly affects the overall efficiency of internal affairs bodies’ activities. It has been established that the psychological and social condition of female employees plays an important role in their observance of service discipline. Women’s family responsibilities, social roles, and emotional state have a certain impact on their service activities. At the same time, practical experience shows that female employees are distinguished by their loyalty to professional ethics, responsible approach to order and discipline, and activity in teamwork.

During the study, the main causes leading to violations of service discipline were identified as insufficient legal knowledge, low level of professional training, personal and family problems, psychological pressure, and an unfavorable team working environment.

Discussion (Muhokama). Foreign scientific studies indicate that problems exist in the recruitment and retention of women in police agencies. These problems are often related to service discipline and are closely linked to their work quality, leadership support, and organizational culture. For example, a study conducted with employees from nine police departments in the United States noted challenges in recruiting and retaining female police officers: gender stereotypes, low support, and personnel policies limit their service activities. [3; P.15.] Female employees in internal affairs bodies face gender-based inequalities in maintaining service discipline. These inequalities include access to professional opportunities, career advancement, and unfair decision-making in task performance. In particular, a meta-ethnographic study on women police officers found that internal organizational injustices (procedural, distributive, and gendered injustices) negatively affect their health and psychological state, which in turn impacts service discipline, work efficiency, and long-term career. [4; P.27.] Foreign studies also raise the issue of stereotypes and gender-based perceptions faced by women in police recruitment and service: the recruitment rate of women remains low in many places. For instance, in the United States, the proportion of women in policing was 10% in 1997 and only reached 14% by 2020—this indicator reflects gender imbalance. [5; P.10.] Studies emphasize that stereotypes and gender-based perceptions lead

to underestimation of women in service activities and sometimes create barriers to career advancement.

A significant connection between service discipline and the continued activity of female employees in police agencies is the issue of attrition (leaving service). Foreign research has found that women frequently leave policing. Factors such as work-life balance, family responsibilities, and psychological stress negatively affect service discipline and retention rates. This situation not only reduces service efficiency but also weakens trust and cooperation within the service, exacerbating discipline-related problems. [6; P.13.]

To address service discipline and problems faced by female employees, institutional policies and practical measures are proposed: introducing gender-neutral policies within the organization, strict measures against sexual discrimination, and transparent service policies reduce inequalities toward women. [7; P.15.] Additionally, psychological support in service, professional mentoring, and work-life balance support systems strengthen service discipline and encourage women to remain in service long-term. [8; P.12.] The obtained results show that ensuring service discipline for female employees in internal affairs bodies requires a comprehensive approach. In this process, not only normative-legal requirements but also psychological, social, and gender factors must be taken into account. [9; P.21.] Strengthening service discipline requires improving employees' professional qualifications. Regular training sessions, seminars, and workshops deepen female employees' legal knowledge, develop professional skills, and enhance responsibility for service discipline. Furthermore, strengthening the service discipline monitoring system, incentivizing employees who observe discipline, and developing psychological support systems are of great importance. Global experience shows that women's participation in law enforcement agencies increases the effectiveness of crime prevention, community engagement, and preventive measures. Therefore, ensuring adherence to service discipline by female employees remains one of the priority directions of state policy. [10; P.18.]

Conclusion (Xulosa). In conclusion, ensuring service discipline for female employees in the internal affairs bodies of the Republic of Uzbekistan requires not only compliance with normative-legal requirements but also support for their professional development and improvement of psychological and social conditions. The introduction of scientifically grounded approaches and practical recommendations will contribute to strengthening service discipline and further improving the activities of internal affairs bodies.

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