

## SOCIO-PSYCHOLOGICAL FACTORS IMPACTING THE ADAPTATION OF WOMEN TO WORK IN THE CIVIL SERVICE

*Makhkamova Dilfuza Bakhtiyarovna*

*Head of the Department of the Agency for the Development of Public Service  
under the President of the Republic of Uzbekistan*

**Abstract:** The adaptation of employees in an organization is an important part of the human resource management system. At the beginning of his career, an employee inevitably faces a large number of difficulties, the bulk of which arise due to the lack of information about the order of work, criteria for evaluating work, peculiarities of relationships between colleagues, etc. In addition, when applying for a job, an employee finds himself faced with the need to accept the organizational requirements imposed by the organization, to reconsider his views and habits, correlating them with the norms and rules of conduct accepted in the organization, traditions and values. The article presents an analysis of empirical data aimed at determining the socio-psychological determinants of women's adaptation to public service.

**Keywords:** adaptation, escapism, stress, maladaptation, colleague relationships, efficiency.

The position of women in society always attracts the attention of the scientific community. The intense debate about the position and role of women in modern society is mainly centered around two ideologies: patriarchal and egalitarian. Proponents of the first claim that the world is based on "natural foundations." Their destruction leads to the destruction of society. "Natural basis" means the distribution of functions in the family and society. At the same time, the famous thesis is put forward about a woman-mother, mistress, keeper of the fortress, from which it follows that the house is a woman's world. A man is a breadwinner, a public figure who connects the family with society. They consider this distribution of functions to be natural, since gender differences are more important than individual, personal differences<sup>1</sup>.

This is the main evidence that the involvement of women in social production for the sake of patriarchal ideology has already led to negative consequences in the family, the destruction of maternal instinct, the decline of morality, moral

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<sup>1</sup> Aksenovskaja Ludmila N., Bazarov Takhir U. Managing the organizational culture: a technological issue // Psychology in Russia: State of the art. – 2011. Vol. 4. – №1. – P. 361-370.

immorality. The main part of the supporters of this ideology is the male part of the population. Men often mask their conservatism in assessing women's problems with imaginary concern for women, ignoring social inequality. One of the most important tasks of employers in modern HR management practice is the selection of employees of the organization with adaptation for the most effective inclusion in the team. The problem of adaptation to a new workplace is relevant for the person himself, and is characterized by the fact that everyone is faced with the need to work and join a new team. Proponents of egalitarian ideology criticize the patriarchal point of view, calling the "natural" distribution of functions a social illusion created by created social conditions. Equality of roles is based on the personal complementarity of women and men in the family and society. The main thesis supported by the proponents of this ideology is as follows: nature has assigned to women only the function of birth, everything else should be done by both women and men, and everyone should have a free choice<sup>2</sup>.

Studying the role and place of women in society is particularly important at the formation and development stage of a society with new socioeconomic relations. Until recently, there were no issues related to women's status in society. However, the current global crisis has mainly affected women and their families. Therefore, there is clear evidence of a trend towards separating the labor markets and women's transition to a secondary, less prestigious position in production.

The process of feminizing poverty continues, as women continue to predominate among those with low incomes, unemployment, and poverty. According to research conducted by experts, the main positions held by women are described briefly, based on a range of indicators. These include: administrative and political positions; the amount and type of property (wealth or capital, or economic power); income level; moral recognition, reputation, and influence (spiritual or moral power); and working conditions. Prospects for upward social mobility, free time.

From the above classification, it is clear that the gender aspect of human rights and freedoms should form the basis of society's actions. It is impossible to discuss the real development of humanity without considering the gender factor. Additionally, in almost all countries, women account for half or even most of the population. However, today, they are denied many opportunities in economic and political life, compared to men. This gender inequality persists in society due to stereotypical ideas of men and women. Despite ratification of the Convention on the Elimination

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<sup>2</sup> Mills A.J. Studying the Gendering of Organizational Culture Over Time: Concerns, Issues and Strategies / A.J. Mills // Gender, Work and Organization. – 2002. – Vol. 9. – №3 June. – P. 286-307.

of All Forms of Discrimination against Women by many countries around the world, women's rights in society, at home and at work, are constantly being violated. These violations of gender rights can take various forms, from direct violations of equal rights through hiring and firing to the creation of specific obstacles for women. The situation for women's rights is worsening, especially during the period of socio-economic change in society. Negative trends of inequality between men and women are becoming more apparent:

- In politics, women are excluded from legislative and executive bodies.
- In the economy, there is increased discrimination in terms of wages and hiring and firing.
- In culture and media, patriarchal relationships between men and women based on the idea of "nature" are strengthened. Traditional attitudes towards women's roles are reinforced, as is the mass exploitation and commercialization of female bodies<sup>3</sup>. The weakness of women's competitive position is reflected not only in employment characteristics, but also in the rate of unemployment. Women are more likely to be fired, which means they face a greater risk of losing their job. This is a major concern for them, as most working women are afraid of losing their jobs and almost half of them are not at all sure that they will find a better job.

At the same time, the level of job-related fear and confidence in employment opportunities depends on a woman's age and education. Fears of losing a job peak at retirement age, and one of the factors that support women's competitiveness in the labor market is the low cost of their labor. However, in a context where the labor market has undergone a fundamental shift from historical norms, women are less likely to engage in free and proactive activities than men, who are more accustomed to such behavior. Women are forced to not only massively change their social and professional status, but, in many cases, to reduce it by becoming unemployed and then retraining for forms of work that do not require education or accumulated professional knowledge<sup>4</sup>.

As we mentioned above, the success (failure) of female adaptation depends on many factors and, in particular, on social status, which is an integral indicator of a woman's position in society. Socio-psychological adaptation, stability in production activities is becoming relevant as one of the factors of successful adaptation in production activities. The socio-psychological adaptation of a person to industrial activity is an

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<sup>3</sup> Sillaste G.G., Kozhamzharova G.J. Social discrimination of women as a subject of sociological analysis // *Socis*. — 1997. — No.31.

<sup>4</sup> Sharaburak K.V. Organization of labor adaptation of personnel in the organization – Moscow, 2015. – 83 p.

adaptation to the immediate social environment in the team, to the traditions and unspoken norms of the team, to the style of work of managers, to the peculiarities of interpersonal relations that develop in the team<sup>5</sup>.

Professional adaptation is a complete and successful occupation of a profession, that is, getting used to the profession, adapting to the content and nature of work, its conditions and organization. This is expressed in the acquisition of professional knowledge and skills, to a certain degree of qualification, as well as in accordance with the character of a person's professional characteristics. When applying for a job, it is important to know that the employee has the necessary professional skills. But for a completely successful professional adaptation, the stability of work at the enterprise is a condition for its high-quality performance, as well as general social stability in society and the state.

Another reason why women may not be able to work is a value system that is based on gender stereotypes. In this system, women are taught in a family environment that they should only engage in professions that are typically considered to be "female". Engaging in other professions is seen by society as a violation of its moral standards.

It can be argued that women are less likely to work due to their psychological makeup. The main characteristics of female work are independence, creativity, and willingness to take risks, which are often seen as masculine traits. Another significant factor that hinders women's ability to effectively adapt to work life is the conflict between their roles as mothers and workers. A role conflict occurs when an individual with a certain position has different expectations for their behavior and is unable to fulfill all of these roles at once. This can be especially difficult for women who have responsibilities in both the home and the workplace.

According to E. N. Smetanin's research, there are three levels of women's adaptation to economic conditions. Those with a high level see the need and benefits of reform. Their personal circumstances are developing well under current conditions. They have benefited greatly from the reforms, and as a result, experience a state of psychological well-being and continue to work steadily.

Women with a low level of adaptation are pessimistic about economic change and believe that the changes have significantly complicated their lives and led to loss. As a consequence, they experience negative emotional experiences and sometimes psychological states like hopelessness and disappointment. Women with an average

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<sup>5</sup> Shapolova V.V. Corporate culture as a factor of social adaptation of a manager's personality // Scientific bulletin of Belgorod State University. Series: Humanities, volume 19. – 2013. – №20(163). – Pp. 305-310.

level of adaptation occupy a middle ground. They are more critical than balanced individuals about the impact of reforms on their lives, due to difficulties. This criticality reflects their average standard. In contrast to women with a lower level of adaptation, those with an average level have a more positive outlook on life, noting positive changes alongside difficulties. The emotional backdrop of their lives will be at a more favorable developmental stage.

The highest level of work activity, a focus on economic independence, and initiative were noted among professional workers, entrepreneurs, and those who occupy prestigious or well-paid positions, regardless of income. However, most women retain their older views on life, and in all professional groups other than those mentioned above, women prefer working in public-sector enterprises<sup>6</sup>.

The focus on specific adaptation methods is largely determined by women's occupation, income level, and age. The younger generation of women in all professional groups (workers, maid, students, entrepreneurs) show high flexibility, rejection of paternalist principles of relationships with the state, great optimism, self-defense, and use of their own vital resources, as well as other life principles. This leads to the conclusion that the flexibility of women occurs in a combined manner, depending on the social environment at work, as well as the economic situation.

The social adaptation of women within organizations depends on their marital status, number of children, and working conditions<sup>7</sup>. Under the influence of demographic, economic, and socio-psychological factors, this process either improves or worsens. The analysis of empirical results obtained to find practical confirmation of these theories is significant, as it allows us to systematize specifically the causes, methods, and factors of psychological characteristics in women's adaptation to public organizations.

In conclusion, the socio-psychological factors influencing the adaptation of women to work in the civil service are complex and multifaceted. It is evident that women entering the civil service face numerous challenges related to organizational requirements, interpersonal relationships, and the need to adjust their behavior to conform to workplace norms. Understanding and addressing these factors is crucial for creating a supportive and inclusive work environment that facilitates the successful adaptation of female employees.

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<sup>6</sup> Smetanin E.N. Adaptation of the population to the modern economic situation // Sociological research. - 1995. — No. 4, — p. 85.

<sup>7</sup> Shapolova V.V. Corporate culture as a factor of social adaptation of a manager's personality // Scientific bulletin of Belgorod State University. Series: Humanities, volume 19. – 2013. – №20(163). – Pp. 305-310.

To enhance the adaptation process for women in the civil service, several proposals can be considered. Organizations can implement mentorship programs to provide guidance and support to new female employees, helping them navigate the challenges of adaptation and integration into the workplace. Training programs on cultural sensitivity, diversity, and conflict resolution can also be beneficial in improving relationships among colleagues and promoting a harmonious work environment.

Furthermore, organizations should conduct regular evaluations and assessments of their policies and practices to ensure they are conducive to the successful adaptation of women in the civil service. By promoting transparency, communication, and opportunities for feedback, organizations can foster a culture that values diversity and supports the professional development of all employees.

In conclusion, by recognizing and addressing the socio-psychological factors influencing the adaptation of women to work in the civil service, organizations can create a more inclusive and equitable workplace where all employees can thrive and contribute effectively to the organization's mission and goals.