

## SITUATION OF TRAINING OF LOCAL WORKERS IN THE INDUSTRY OF UZBEKISTAN AT THE END OF THE 20TH CENTURY

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### Abstract

Due to the Second World War, there were some major changes in the industry of Uzbekistan. The occupation of large areas of the country by Nazi Germany led to the transformation of Uzbekistan into a base armory for the front. More than 100 large industrial enterprises, which were relocated from the central regions of the country due to the hard work of the Uzbek people, were settled in the republic in a short period of time and joined the ranks of the working enterprises.

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During the war years, the mobilization of a large part of the specialists and workers of Uzbekistan's industry to the front put the industry and the national economy in a difficult situation. As a result, in the years after the war, there was a great need for specialists, especially workers, in many old and new industrial enterprises in the republic. Therefore, it was necessary to pay special attention to the training of workers, especially to increase them at the expense of representatives of the local nationality. At that time, the composition of the existing personnel was not very high-quality, and there was a problem of training national personnel for the labor pool in the educational institutions of the republic. For example, in the 1944-1945 academic year, Uzbeks made up 25% of the total number of students in all FZT (factory-factory education) schools in Uzbekistan, and 4,181 of the 24,737 workers trained in 1945 were Uzbeks ( was 17%). In these years, the indicator of Uzbek management personnel was 14.5% in heavy industry and 27% in light industry.

The main tasks of the post-war period in Uzbekistan were the restoration and development of the national economy, and first of all, great attention was paid to the industrial sectors aimed at increasing the production of agricultural equipment and machinery. Almost half of the total amount spent was allocated to heavy industry. Electric power, fuel and metallurgy, chemical industry, machine-building, especially agriculture and road-irrigation machine-building began to develop rapidly. The restoration and development of the industry required an increase in the number of working personnel.

In September 1946, the decision "On measures to improve the training of labor reserves in vocational and technical educational institutions and FZT" was adopted. At that time, FZT schools were the educational system that trained the main personnel of the industry. Based on the decision, attention was paid to the provision of workers to industrial enterprises in the republic, not only to make students specialists, but also to raise their general cultural and political level. In 1946-1950, 74,100 workers were trained for the industrial enterprises of Uzbekistan. Of these, 39,800 young workers were trained

in vocational and technical educational institutions, 28,500 were employed in industry, 7,500 in construction, 3,500 in transport, and 300 in agriculture<sup>1</sup>. Due to this, in 1948, the number of workers in the factories and factories of Uzbekistan reached 199,400, 207,900 in 1949, and 223,300 in 1950. In FZT schools, 40% of state labor reserves were trained, and in 1951-1955, 80% of workers were trained. In 1950-1953, 16,600 young specialists were trained in republican universities, of which 5,000 (30%) were representatives of the local population, 19,000 in technical and secondary special educational institutions, of which 6,200 (33%) were Uzbeks<sup>2</sup>. Despite this, there was a shortage of specialists in the industry and agriculture of the republic. During this period, state plans were adopted and funds were allocated to meet the demand of industrial enterprises for workers in almost all regions of Uzbekistan.

In 1954, the system of vocational and technical education was reformed, and it began to prepare personnel for all sectors of the national economy. During these years, workers of local nationality made up 28.8% of all graduates, and in 1955 they made up 62.8%<sup>[1]</sup><sup>1</sup>. Of course, there are important aspects of adopting plans for providing industrial enterprises with workers and specialist personnel, but their flaws were clearly visible in recent years due to the fact that they were carried out based on the interests of the one-sided center. There have been cases of overstating the number of trained personnel as a result of the planned delay. Due to the competitive nature of many places, the quantity of work is often emphasized, and the quality is neglected. The workers were not motivated materially and morally. The work of organizing labor on a scientific basis has not developed sufficiently.

In 1955, the July Plenum of the Central Committee of the CPSU and the VI Plenum of the Central Committee of the CPSU of Uzbekistan discussed the issue of further development of industry, introduction of scientific and technical achievements into it, and determined measures. Compared to previous years, the amount of funds allocated for the training of workers in order to be able to use new techniques in the industry has been significantly increased. In 1955, 37,907.1 thousand rubles were allocated for personnel training and qualification<sup>[2]</sup><sup>2</sup>. In 1950, the total number of workers and employees working in all sectors of the national economy of Uzbekistan was 853.1 thousand, in 1952 - 924.8 thousand, in 1953 - 947.6 thousand, and in 1955 - 1077.6 thousand people. As a result, the number of workers and servants in the national economy of Uzbekistan increased from 689,100 in 1945 to 1 million in 1958. reached 397.9 thousand people<sup>[3]</sup><sup>3</sup>. The launch of new industrial enterprises, the expansion of old ones, the development of production of new types of products, along with the increase in the number of personnel, required the implementation of important changes. The introduction of new equipment into production, the use of new methods gave an impetus to increase the level of scientific and technical knowledge of workers. The amount of training of specialists in the republic increased year by year. In particular, in 1953, 32.9% of workers and employees of local nationality in the industry of Uzbekistan, in 1958, their weight reached 36.4%, that is, the total number reached 525,500 people. Workers of local nationality of Uzbekistan, including Uzbek; while noting that the number of workers is growing in terms of quantity, it can be observed that their number is different in different branches of industry. For example, in the food, light industry, textile, gas, and oil industries, 30% of workers and employees belong to the local nationality, while in the chemical, metallurgical and some other industries, the share of workers of the local nationality is small.

In the 1960s, some efforts were made to attract representatives of the local nationality to work in enterprises. In order to provide industrial enterprises with local workers, some privileges were given to local youth for entering educational institutions. Some of the representatives of the local nationality have become qualified personnel in enterprises. However, in 1965-1969, 20% of young people who graduated from the eighth and tenth grades of general education schools and entered the industrial enterprises of the republic were Uzbeks, which shows that the number is still low. For example, in 1960, there were 4,415 workers at the Tashtektilmash plant, of which 435 were local residents, and at the Uzbekimmash plant, 239 out of 3,027 workers were local residents, and at the Uzbekselmash plant, 460 were local workers out of 3,027 workers. . The reason for this is the strong emphasis on employment of people of other nationalities in large industrial enterprises, and as a result, the local

population was forced to work mainly in the agricultural sector.

At the same time, many workers were transferred from the center under the pretext of labor shortage in Uzbekistan. Initially, the personnel who moved here together with the industrial enterprises of the center became to a certain extent important in the training of local workers. However, in the following years, the sending of personnel from the center increased. In particular, 115,300 workers were transferred from the RSFSR in 1961-1965, and 66,400 workers were brought there in 1966-1970. The goal of the Soviet regime was to cultivate a multinational cadre of the working class in the region as an excuse, and the exploitation of the rich natural resources of the country was much faster if it was in the hands of the cadres they trusted, not in the hands of their owners. Knowing that it will be realized, he worked on the basis of his beneficial plans. For example, after the opening of the Muruntov gold mine in 1969, personnel were mainly sent from the center to work. According to experts in the mine, the thickness of the gold reserve was 400 meters, and 200 meters of it was mined to the center[1]1. With such conditions, the population of the republic became more and more multi-ethnic. In the industrial centers built during the years of Soviet power, in particular, in cities such as Chirchik, Angren, Almalyk, Bekobod, Navoi, Zarafshan, Mubarak, mainly representatives of other nationalities, i.e. workers who migrated and migrated from different regions of the country, settled. In this way, the industrial cities of the republic also became multinational. For example, Russians live primarily in urban areas, most of them in Tashkent and Tashkent region, and their number is significantly higher in Bukhara, Samarkand and Fergana. Almost half of the Tatars living in the republic corresponded to the city and region of Tashkent2. Therefore, increasing the ranks of workers at the expense of indigenous people, providing them with permanent employment was of great importance for the republic from the point of view of social justice.

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