

THE ATTITUDE OF THE SOVIETS TO THE LOCAL STAFF AND THE POLICY OF SENDING STAFF FROM THE CENTER

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Abstract

In 1970-1980, personnel were attracted to all branches of the national economy, and the number of employees increased from 2641.5 thousand to 4833.5 thousand. However, this growth happened artificially, that is, due to the transfer of many workers from outside the republic.

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Serious deficiencies in the development of the republic's industry had a negative impact on the training of national workers. In large cities, new industrial enterprises for the population were rapidly established. For example, 15 enterprises were built in 1971-1975 in the city of Tashkent alone. By the end of the 1970s, there were more than 400 industrial enterprises and associations in the city. These enterprises supplied 1/3 of the total volume of industrial products produced in Uzbekistan. In general, 50% of industrial enterprises in the republic are located in the territory of Tashkent city and region, and only 1/3 of the workers of these enterprises are representatives of indigenous peoples. Despite the increase in the number of workers in the population, according to the data of 1979, the indicator in Uzbekistan was in 13th place among the Soviet republics. In Uzbekistan, the weight of national working personnel was significantly less. Although serious measures and appropriate decisions are taken to solve this problem, the distribution of national personnel in some sectors has become uneven. In the official documents, it was emphasized that there should be more representatives of indigenous peoples among the workers. However, in practice, this problem was half-finished. In Uzbekistan, the arrival of rural youth to industry and other sectors of the national economy was very slow. For example, in 1968, 36% of all young people and teenagers were employed, and in 1970, 43% remained to work on collective farms. This means 1.9 times more than the number of young men and women employed in the industry. It should be noted that 68% of young men and women under the age of 18 employed in collective farms had secondary or incomplete secondary education. The majority of the local population in the republic lived in rural areas and most of them were engaged in agriculture. In this situation, the redistribution of a part of peasants to industrial sectors was one of the main conditions for increasing the weight of national personnel in the republic's workforce. The use of this method was carried out to some extent in the 1970s, and this indicator has increased slightly in the following years. Villagers who joined the ranks of industrial workers did not change their social status, most of them became skilled workers. In particular, in 1983, the number of Uzbek workers increased slightly, and the growth of this indicator occurred in all industries. It reached 51.7% in industry, 46.5% in construction, 38.6% in transport, and 40.8% in communications. There are more Uzbek workers in light industry - 65.7%, in food industry - 59%, in oil production - 55.2%, in non-ferrous metallurgy - 31.4%, machine building

and metal processing in the field of processing - 25.2%, in chemistry and petrochemicals - 24.9%. Uzbeks occupied 45.7% of the total workers in the republic, and 68.7% of the total population. It can be seen that the share of representatives of the local population among the workers was lower than their share among the population of the republic.

The disproportion in the distribution of labor resources among the industrial branches of production is primarily related to the uneven location of the productive forces in the republic. For example, in Tashkent region, there are 80 workers for every 1000 people employed in the national economy, in Surkhandarya, this figure is 20, and more than two-thirds of them are state farm workers. In some districts, where the main population of Uzbekistan is indigenous people, they are the majority among workers, while in other districts, where representatives of the indigenous population are distributed among other nationalities and peoples, their number is small. For example, in most industrial enterprises of the Fergana Valley, the proportion of Uzbek workers is between 40-60%, while in Tashkent region it does not exceed 20-23%. The reason is that heavy industries are located in highly developed cities of the republic, where most of the workers are representatives of other nationalities.

Lack of local workers in industrial enterprises, many leaders have not left the center line, and even in these years, they are not actively engaged in the training of workers from among the local youth. They went and continued the way of bringing ready personnel from other republics. More and more central office leaders took to this work and worked to realize their main goals. Thousands of workers and servants from other regions were invited to work due to the excess labor force in the country. In particular, in 1985-1986, despite the surplus of labor resources reaching 200,000 people in the city of Tashkent alone, about 125,000 workers and specialists from the RSFSR, Belarus and Ukraine were attracted to the republic for the formation of new production and labor teams. However, the scientists of Uzbekistan and Central Asia emphasized that many labor resources were brought from the southern regions of the union to the Central Asian republics, as well as to Uzbekistan, in recent years, and now many jobs are held only by indigenous people. They added offers to fill the account. However, such proposals were often rejected, rude approaches were allowed, and local residents who came to industrial enterprises from villages to ask for work were dismissed as unskilled and having many children, and in many cases were not hired. At a time when the situation is difficult, the number of unemployed people in the republic has increased, and housing issues and other social situations, which are a big problem for the local population, have become aggravating. Management found various excuses for these problems. There are widespread unfounded opinions that the Uzbek people are not suitable for work in modern industries and that many young people are unemployed. In fact, at the end of the 80s, there were about a million unemployed people in the republic. Among the unemployed, i.e. the officially unemployed part of the working-age population, 16-29-year-olds accounted for 33.5% in 1970, 46.7% in 1979, and 50% in 1986. However, the reason for this is not because they lack the desire to work, but because of the targeted policy of the center, and also because some local official leaders have not implemented modern methods of production and labor organization, their workplaces, residences, problems such as kindergartens were not created enough.

The Soviet leadership and national cadres were tired of worrying about the interests of their country and its prosperity. Each nation's pride and national feelings are stronger in its own country than others. For this reason, insufficient attention was paid to the problem of national personnel training. As a result, the number of national personnel in some enterprises has decreased significantly. For example, in the mid-1980s, 26.3 percent of the total number of workers were local personnel due to the lack of attention paid to the national composition of those being recruited in the "Navoiyazot" production association. Many shortcomings were allowed in the policy of providing personnel to industrial enterprises. In the period under study, the fact that the local population is mainly concentrated in the traditional sectors of social production with a low degree of automation, and the fact that there are few in the fields that determine the development of science and technology, showed the increasing number of shortcomings in the personnel policy implemented by the center. In particular, after 1985, industrial national cadres of the

working class were mainly concentrated in the industrial (67.5%) and food (59%) industries. There were almost no Uzbek workers in heavy industries. For example, their number was 31.4% in non-ferrous metallurgy, 32.3% in engineering and metalworking industries, 35.2% in chemical and petrochemical industries, and 46.1% in energy. In many enterprises, especially in enterprises subordinate to the union, these indicators are even lower, for example, in the 1980s, at the "Podyomnik" plant, representatives of the local nationality made up 10% of the total number of employees, at the Olmalik mining and metallurgical combine, 12.8 % was equal to 13.1% in the Tashkent tractor association [1].

In the management policy of the Soviet government, the center's colonial-consumerist attitude towards the republic was the effect of the policy of systematic Russification of the country. The predominance of the Russian language in industrial enterprises in urban conditions created additional difficulties for young men and women from the countryside who did not know the language well to acquire industrial professions. This is especially evident in the training of workers in new, complex specialties. The fact that the training of personnel in production was mainly conducted in Russian, and the fact that the trainers spoke mostly in Russian made the young people of the village afraid to come and work here.

In the 1980s, more than 65% of the entire industrial potential was concentrated in 5% of the republic. Industrial facilities were usually built in large cities. For example, on the eve of independence, almost half of Uzbekistan's industrial base was concentrated in Tashkent and Tashkent region. The center did not take into account the socio-demographic situation in the country. Like all the republics of Central Asia, there is a high proportion of the rural population, naturally, most of the labor force, more than two-thirds, is located in the countryside. In Khorezm, Surkhandarya, Kashkadarya, Jizzakh regions and Fergana valley, this indicator was 70-75%, and in Uzbekistan as a whole it was 58%. Although rural population has increased in the number of industrial workers in Uzbekistan, labor force reserve has also increased due to the high natural growth of the local population. In 1959-1980, the amount of labor resources in Uzbekistan increased by 25%, and in the Union, this indicator increased by 9%. This required the establishment of new enterprises, the increase of qualified local personnel, and their placement in accordance with workplaces.

In the early 1980s, the transition of enterprise and technical educational institutions to the contract system led to a reduction in the scope of training of working personnel. Although the number of vocational and technical educational institutions increased, they were not able to satisfy the ever-growing needs of the republic, that is, in terms of the rate and level of training of qualified workers, the republic was lagging behind the national average. . In many educational institutions, there were serious deficiencies in the organization of the educational process. The students' theoretical and practical knowledge levels are low, and it is necessary to improve the material base. The provision of vocational schools with equipment did not exceed 55%, more than 60% of the existing equipment was outdated and unusable. At the same time, during this period, the buildings of many educational institutions were in need of repair. Although the country has enough funds to repair them in accordance with the requirements of the time, the management performed the repair work every year only in its name. For example, during the past three years of 1980-1985, the state spent 66.5 million for the construction and repair of craft equipment. Although 51.5 million rubles were allocated, 51.5 million rubles were actually appropriated.

In the mid-1980s, the average annual number of unemployed among the national population of our country was 1 million. more than one person. More than 50% of them were young people. This indicator was even higher in rural districts. With such a large number of unemployed, the labor force continued to be imported without stopping. For example, in 1981-1985, Tashkent had an average of more than 200,000 unemployed workers, but about 125,000 workers and specialists from the RSFSR, Belarus, and Ukraine were recruited to newly launched enterprises.[2]

In the 1980s, the share of Uzbeks in the national economy was 50% of the total workforce, and 18% of

employees. Compared with the indicators of other republics, there is a small percentage of workers belonging to indigenous peoples in Uzbekistan. According to the population census taken in 1979, Russians - 63%, 31%, Kazakhs - 64%, 28%, Kyrgyz - 56%, 20%, Tajiks - 55%, 15%. It can be seen that the growth of the indigenous population in industrial production has slowed down. One of the reasons for this is the small share of the local population in social production. According to the data, the contribution of working-age Uzbeks to the national economy is 37.2% of the total population belonging to this nationality. After all, 53.9% of Russians living in Uzbekistan, 52.5% of Tatars, and 51.1% of Koreans worked in the national economy. Another important aspect is the uneven distribution of the indigenous population by sectors, most of them, as noted above, are engaged in agriculture. As industries expanded, the number of specialists and workers increased. Among them, the weight of representatives of Uzbek and other local nationalities has increased. However, at the same time, on the eve of the launch of many industrial enterprises, it was widely used to bring specialists and workers from the central regions of the USSR to the republic. In general, during the years of the rule of the Soviet state, the local population was alienated to a certain extent from the aspects of large-scale industrial production. Industrialized regions were deliberately created and developed with very little involvement of the local population, mainly by attracting workers from the central regions of the former union. For example, in 1989, the number of people employed in the national economy was 5.3 million people, and the share of Uzbeks in industrial production is only 0.7 million established a person.

In conclusion, it can be seen that the economy of the republic has expanded unilaterally in the network structure of the national economy. The situation has become such that in addition to the monopoly of cotton in agriculture, industries that mainly supply the agrarian sector with their products prevailed. The imperfection of the region's industry affected the social composition of the indigenous population, their concentration in the traditional branches of industry, and led to their extremely low number in the branches that define scientific and technical development. Local personnel are more involved in traditional industries, such as light industry and food. If the local population is more involved in science-based productions, their cultural and technical level will be increased, and it would be possible to fill the place of qualified workers in enterprises not with foreign personnel, but with local personnel. Also, the living conditions of the local population would be improved if problems such as improving working conditions, proper orientation of jobs, increasing wages, improving housing and social conditions were completed in a timely manner.

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