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**CONFLICT SITUATIONS IN THE PROCESS OF TRAINING INDUSTRY PERSONNEL IN SURKHANDARYA AND KASHKADARYA REGIONS: HISTORICAL ANALYSIS AND RESULTS (1925-1950)***Mamatqulov Bekzod Sherozovich**Iqtisodiyot va pedagogika universiteti dotsenti, PHD**Qodirova Malika Qobiljon qizi**Iqtisodiyot va pedagogika universiteti**Axborot texnologiyalari va raqamli iqtisodiyot fakulteti talabasi*

**Annotatsiya.** 1925-1991 yillarda O'zbekiston janubiy viloyatlari Qashqadaryo va Surxondaryoda sanoat sohasi kadrlari tayyorlash jarayonidagi ziddiyatli holatlar ilmiy asosda tahlil qilingan.

**Kalit so'zlar:** O'zbekiston SSR, sanoat, fabrika, zavod, islohot, jamiyat, tarix fani, ish haqi, hunar maktablari, ayollar maktablari.

**Аннотация.** На научной основе проанализированы противоречивые обстоятельства процесса подготовки кадров в промышленной сфере в 1925-1991 годах в Кашкадарьинской и Сурхандарьинской областях южного Узбекистана.

**Ключевые слова:** Узбекская ССР, промышленность, фабрики, фабрики, реформы, общество, история, заработная плата, профессиональные школы, женские школы

**Abstract.** In the years 1925-1991, the conflicting situations in the process of training industrial personnel in the southern regions of Uzbekistan, Kashkadarya and Surkhandarya, were analyzed on a scientific basis.

**Key words:** Uzbekistan SSR, industry, factory, factory, reform, society, history, wage, vocational schools, women's schools.

In the early years of the Soviet state's power, the issue of training industry personnel was considered one of the most problematic tasks. As a result of the increase in the number of industrial enterprises related to the development of agriculture and natural resources in Uzbekistan, difficulties were encountered in providing them with personnel. Especially among the cadres there was a shortage of representatives of the local nationality. This opened a wide way for the flow of industrial personnel from Russia to Central Asian industrial enterprises. Only 1% of the engineering-technical intellectuals were representatives of the local nationality [1, 47].

There were not enough educational institutions for training qualified workers and technicians. FZU (factory - zavod uchenichestva, school for workers at the factory) began to be established for the training of qualified workers. Skilled workers were organized in two directions, that is, in the form of FZU and technical schools. In FZUs, workers are trained for almost all areas of industry, while in vocational schools, personnel are trained for an industrial trust or enterprise.

In 1923, there were 11 technical schools in Turkestan, where 865 students studied. This year, 1379 trainees participated in 19 vocational technical courses in the country. 827 people studied at technical schools [1, 170].

In 1926, 738 students studied in 10 factory-plant educational schools, 176 people studied in 3 vocational-technical schools. In 1925-1926, 1 million 230 thousand rubles were allocated for technical education in Uzbekistan. However, the material and technical base of this type of educational institutions is inadequate, and the classrooms are not well equipped. They lacked teaching staff.

Efforts were made to train specialized industrial personnel in factory educational schools. For example, 289 children were trained at the FZU school at the Fergana silk factory, 661 people were trained at the FZU in the Samarkand cotton industry. In the Fergana Valley, the FZUs were established, which mainly train personnel for the cotton industry, silk industry and textile industry enterprises. Also, in December 1929, a 6-month FZU school was opened at the Bukhara silk-spinning factory.

Working universities for 120 people were established in Bukhara, Andijan, and socio-economic, technical and other departments were established in them. Universities of this type were opened for 320 people in Tashkent, 200 people in Kokand, and 40 people in Kashkadarya and Surkhandarya regions. In 1928-1929, a course was organized at the Tashselmash plant to train workers and improve their skills, and 500 workers were involved in the course. In 1931, 925 workers attended such courses [1, 8]. Only 30 percent of them were Uzbek workers. In 1931, 20 technical circles were organized at this factory, and 25 workers participated in it. In connection with the "Attack" movement, the number of women among the workers increased, and some work was done on their training. Women mainly worked in tailoring, weaving, food, hairdressing industries.

The training school for sewing women was opened in Tashkent in 1926. In 1928-1929, 47 students studied in this school, 57% of them were Uzbek women. In general, the percentage of women in FZUs has also increased. For example, in 1928, women made up 28 percent of FZUs, and in 1932, they made up 32 percent. Industrial enterprises became bigger. In 1932, 54.7 percent of all workers in Uzbekistan worked in large enterprises. In 1927-1928, this indicator was 19.8 percent [1, 4].

Technical modernization of industrial enterprises required continuous improvement of workers' skills. Accordingly, various circles and courses on technical education were increased in factories and plants. In 1932, a total of 642 clubs were operating in the factories and factories of Uzbekistan, and 20,900 workers were engaged in them. The documents of the Soviet era state that the personnel training plan was already completed, in practice, the training of workers the heads of the trust and the directors of the plant did not pay the necessary attention to the matter. Due to lack of personnel training, the staff of the trust administration was not fully staffed.

In 1938, when the situation of training workers in cotton factories of Uzbekistan was analyzed, the established plan was not implemented, only 30-40 percent of the plan was implemented in practice, and the activities of institutions that train and improve the skills of workers were in an unsatisfactory state.

In the southern regions of Uzbekistan, the production tasks of the garment factories were completed only 62% due to the lack of skills of the workers. For example, in the example of the personnel training plan in Kashkadarya, which operated in 1938, when analyzing the state of training of workers, it was found that the plans for



improving the skills of workers individually, as well as in their fields, were not implemented, which caused the production tasks to be incompletely performed. Idi

There is information that the repressions of the Soviet authorities did not bypass the industrial sector, in particular, dozens of young specialists who worked to improve the economy and industry of their republic were repressed. Among the victims of the repression, there are many young specialists who worked in the industrial sector, tried to improve the national economy and economy of their republic, such as Murad Nurillayev, Mirza Rahimov, Sattor Jabbor, Salih Mohammad, Maryam Sultonova, "foreign spies". , was repressed as an "enemy of the people". Actions of national personnel to establish and develop national industry were condemned.

During the Soviet period, efforts were made to include craftsmen, along with other members of society, in various circles and societies related to politics, technology, and defense. In 1938, 1237 volunteer clubs were established in the branches of the Handicrafts Council of Uzbekistan. 22446 artisans participated in them. Most of these circles were "political" circles. The Union of Handicrafts of Uzbekistan has organized schools and courses to provide personnel to the enterprises under its control. In 1937, it was planned to train 700 workers in such courses, but in practice 302 workers were trained, instead of 841 workers in the plan in 1938, 596 workers were trained [1, 219].

One of the most serious problems of the industrial sector was the shortage of highly educated engineering and technical personnel. In 1921, a total of 232 specialists were registered in the industry of Turkestan, and only 94 of them had higher education. With the opening of the Turkestan State University in 1920, it became possible to partially train engineers and technical intellectuals. In 1922, 436 students studied at the mechanical, civil engineering, hydrotechnical and mining departments of the technical faculty of the university.

In 1929, the Central Asian Cotton-Irrigation Polytechnic Institute was established on the basis of the Faculty of Engineering and Agriculture of the Central Asian State University. During these years, the Central Asian Silk Industry Institute was also established [1,302]. In 1931-1932, the Institute of Railway Transport Engineers and the Textile Institute were opened. In 1934, the Central Asian Industrial Institute was established. These institutes trained engineers and technicians not only in Uzbekistan, but also in all Central Asian republics.

In 1933, 69 technical schools, 30 working faculties, and working universities were opened in Tashkent and Samarkand. In 1929, a total of 2,418 specialists were working in the Central Asian republics, and therefore 197 were highly educated engineers and technicians. did The number of engineers in Uzbekistan was almost 4 times less than in the Central regions. In Surkhandarya and Kashkadarya regions, there were no highly educated engineers and technicians in 1930-1935 [1,271].

Analyzing higher education students by nationality, the proportion of Uzbeks is very low. In 1922, a total of 22 Uzbek students studied at Turkestan State University. In the 30s, their weight increases. In 1933, 2,290 students studied in Uzbekistan's higher education institutions, and in 1935, they increased to 2,939. But this process did not go the same in all higher education institutions. For example, in 1923, only 50 of

the 950 students at the engineering and technical faculty of the Central Asian State University belonged to the local nationality. showed

During the period of industrialization policy implemented in 1925-1941, certain works were carried out, results were achieved, but gross mistakes were also made. Acting arbitrarily and administratively without taking into account the rules of human needs and life development, using the means of its implementation in the field of industrialization, and taking into account the material interests and needs of industrial workers lead to serious defects and violations. year.

Stalin's article entitled "The Year of the Great Turn", published on November 7, 1929, was a classic example of an arbitrary, subjectivist approach to the processes of social life. He introduced arbitrary "corrections" to the five-year development indicators of important industries. As a result of these corrections of "Dohi", even the work envisaged in the plan was not carried out. In 1931-1933, the growth rate of the industry decreased, and instead of 23.7 percent in 1928-1929, it was only 5 percent. Such negative situations also apply to the industry of the Uzbek SSR. The start-up period of a number of enterprises has been extended[1, 106].

Doctor of history, professor E. Qabulov explains the negative consequences of industrialization policy in the example of Surkhandarya region as follows. In 1931-1933, there were problems with the establishment of the lemonade factory, the second line of the Termiz cotton ginning plant in Surkhandarya region. The main reason for this situation:

first, the uncertainty of plans;

secondly, the poor condition of the workers of industrial enterprises, their lack of material and household support.

Thus, in the early years of the Soviet rule, Uzbekistan's industrial enterprises were provided with specialists mainly by higher education institutions in the Central regions. Engineers trained by Moscow State University, Leningrad State University, Moscow Polytechnic Institute, Kharkiv Printing Institute were sent to work in Central Asian industrial enterprises. The issue of staffing the industrial sectors was approached from the point of view of the ideology of the Communist Party. "Socialist industrialization" was carried out according to the will of the Center and was based on imperial goals in the formation of workers and engineering-technical personnel. In personnel policy, the extensive method of development was used, and the trend of pursuing quantity was followed. Artificial migration became an important tool of the Russification policy of the Soviet state and became a serious obstacle to the training of qualified personnel from representatives of the local nationality. Immigrant European workers and employees were given a number of benefits by the state and they occupied high-wage positions in important industries, mainly related to manual labor. There were a number of problems in the organization of higher educational institutions and secondary specialized educational institutions and the training of engineer-technical personnel. In the Soviet state, the payment of wages was not properly organized.

Skilled and unskilled, skilled and unskilled workers were paid equally. In addition, the wages of workers and employees of industrial enterprises of Uzbekistan were much lower than the average wages of workers of the Union. There has been a significant gap between the growth rate of production and the rate of wage growth.

While the gross product volume is behind, the wages of workers have not increased. The material living conditions and working conditions of the workers were not up to the required level. The workers lived in the most dilapidated huts and arches. Due to certain reasons, unemployment among workers was higher in Surkhandarya and Kashkadarya regions of the republic, compared to other republics in Uzbekistan within the USSR.

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