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## FROM THE HISTORY OF TRAINING PERSONNEL – WOMEN FOR INDUSTRY IN UZBEKISTAN IN 50-80 YEARS OF THE XX CENTURY

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### ABSTRACT

In this article, the author, based on the study of fundamental works, explored the history of training personnel – women for industry in Uzbekistan. The chronological framework of the article covers the years 1950-1980. The article also notes that in the process of studying historiography, personnel policy went through two stages. It is characterized by the fact that general approaches to the study of historical processes have not changed compared to previous studies, and in the course of studying this topic, they were characterized by the fact that in the post-war period, personnel policy in Uzbekistan was not subjected to objective research, but no attempts were made to do so.

### KEYWORDS

Personnel policy, chronology, industry, general secretary, social progress, party, working class, industrial profession, historiographic review

### INTRODUCTION

Analysis of the literature on the problem under study already in the 1960s. undeniably indicates that there have been certain shifts in the interpretation and understanding of national history. Since the personnel

policy in the USSR was traditionally controlled, first of all, by party structures and belonged to the field of “big politics”, in Soviet historical science this problem was

either not raised at all, or was studied strictly in line with the “general line” of the party.

Therefore, the 1960-1980s. in the sense of studying the designated topic, they are characterized by the fact that the personnel policy in the post-war USSR was not only not subjected to objective research, but even attempts were not made to do so (they could end very sadly for the career of a researcher) [1].

The authorities tried to provide representatives of the nomenklatura and technical intelligentsia by providing various benefits and privileges with a higher standard of living, the interests of the political elite and these segments of the population diverged more and more. The concentration of the country's actual power and economy in the hands of “commanders of industry” and other local economic leaders significantly undermined the position of the CPSU in the Soviet state.

The principle of “personnel stability” led to the fact that local managers eventually became full-fledged masters in the institutions and objects of the economy that they led. The creation of close ties within the nomenclature, on the one hand, led to the virtual impunity of local managers, on the other hand, it was in conflict with the objective laws of the development of Soviet society and destroyed the already shaky authority of the party among the broad masses of the people [2].

In general, the Soviet period of the historiography of the problem is characterized by the fact that the study of the personnel policy of the party and the Soviet government was under the control of the CPSU as an important, backbone political issue. This fact, together with the obvious and hidden shortcomings of the Marxist methodology, was the reason that the personnel policy in the USSR was not subjected to a comprehensive and objective study. Nevertheless, it cannot be denied that some scientific works have accumulated valuable material for future developments in this area.

A wealth of experience in the political leadership of social development, in particular the training of workers and specialists for industry, was accumulated by party and public organizations, economic bodies and special educational institutions of Uzbekistan during the period of the final completion of socialist construction and at the stage of developed socialism in 1956-1965 [3].

It should be noted that even at the twelfth congress, held in Tashkent on February 15-17, 1954, the issues of promotion to leadership positions of young and capable workers from all party organizations of the republic, including in Uzbekistan, as well as their further improvement of the ideological education and training of leading cadres, the strengthening of rural party organizations with experienced leaders, the

promotion of representatives of local nationalities to high posts was of particular importance.

Pursuing a policy of nominating cadres from among the workers and peasants, who were declared to be their mainstay in strengthening Soviet power, firstly, sufficient conditions were not created for the work of candidates, and secondly, not all candidates met the requirements. Naturally, those who were promoted to leadership positions from among the peasants and workers did not have the necessary skills and knowledge. Therefore, there was a high level of unemployment among workers promoted from below to leadership positions [4].

The personnel policy of the ruling communist party was a system of requirements for the leading cadres of the country. These requirements that guide, control, regulate and evaluate their behavior were part of the general socio-political norms and traditions developed taking into account the social structure of society, the interests and ideas of members of society.

This system of requirements had a multi-level, hypocritical character, but there was a certain order that determined the form, motivation, direction, assessment of behavior, forms of work with personnel and permissible deviations of the main part of managers. Suffice it to say that in terms of the level of training of specialists in secondary specialized and higher educational institutions, Uzbekistan in the mid-

50s was ahead of many developed countries of the West, not to mention the states of the East. Engineers and technicians employed in industry make up the predominant part of the production and technical intelligentsia of Uzbekistan [5].

The great attention of the Communist Party of Uzbekistan to the issues of training personnel for industrial workers was predetermined by the fact that the working class is the main productive force of society, and without its formation, development in the republic, neither the formation of a socialist industry, nor the socialist reconstruction of the village and, in general, the achievement of any social progress would be possible [6].

The implementation of this course allowed Uzbekistan, as well as other republics of Central Asia and Kazakhstan, in a historically short period of time – less than four decades – “to overcome centuries of backwardness and become a developed socialist republic”. The General Secretary of the Central Committee of the CPSU, Yu.V.Andropov, in his speeches noted that “The Party has always paid great attention to the growth of national detachments of the working class, the leading force in our society. And the results are visible. Today, workers constitute the largest social group in all the Union republics [7].

The issues of training industrial cadres of workers and specialists in the country, including in Uzbekistan, the

growth of their material well-being, cultural and technical level and creative activity at various stages of the development of Soviet society are receiving more and more complete coverage in Soviet historical literature. This is evidenced by a historiographic review of the literature on the working class, on industrial development, given in collective works, monographs and articles by M.A.Akhunova, B.V.Lunin and others [8].

In the 1960s, 44.4% of women were concentrated in industry: more than 3 thousand women held command posts in industry, worked as engineers and equipment. Women appeared in their great contribution to the creation of the material objects of our country. Industrial cadres from among women have grown and hardened in Uzbekistan.

During the war years, the company decided to recruit 60,000 women, many of whom mastered new production professions. Nevertheless, a decision is needed that party, Soviet organizations, the emergence of enterprises, is not a repeated completion of the activities of women, especially Uzbeks, in production, does not require their consolidation in industry. As a result, in the post-war years, the proportion of women in industrial enterprises has significantly decreased: if during the war years women accounted for 51%, now they make up 44% of all enterprises. The percentage of Uzbek women in industry is extremely low. For example, at

industrial enterprises in the city of Tashkent, they rarely account for 6.3% of the total production [9].

Implementing the decisions of the CPSU, the party organization of Uzbekistan did a great job of strengthening enterprises with industrial personnel. Suffice it to say that after the March (1965) Plenum of the Central Committee of the CPSU more than tripled the proportion of specialists with higher and secondary specialized education in the total number of workers at industrial enterprises of the Uzbek SSR. Of course, in the period after 1965 the state of affairs with regard to the training of cadres as a whole, and in particular for industry, has improved substantially. During the study period, there were still significant shortcomings and problems in this important area. Due to the weakness of the development of a network of vocational schools, the vast majority of young workers were trained directly on the job [10].

Slightly trained and highly qualified specialists. This was one of the reasons for the low level of engineering, economic and planning work at many enterprises, in the insufficient number of specialists trained for a number of accelerated developing industries, in particular, for non-ferrous metallurgy, electrical engineering, gas and petrochemistry.

In 1975, the Tashkent Textile Factory launched a remarkable initiative under the slogan “Let the young worker-trainer achieve his goal”. The famous weaver

A.S. Verzilina was the initiator of this patriotic movement. She herself taught the craft to many young women. His students S.Fashutdinova and A.Molodaya, graduates of vocational schools, completed their tasks in the first year of the fifteenth year. How Verzilina herself completed two personal five-year careers in five years, delivering only top-notch products [11]. When we talk about the activities of women in the light industry of Uzbekistan, we all know that there are positive and negative aspects.

By the 25th Congress of the CPSU positive changes had taken place in the qualitative composition of our cadres. At the beginning of 1976, the leading workers of the regional and district levels mostly had a higher education. All secretaries of the regional committees of the Communist Party of Uzbekistan had higher education, more than 60% were specialists in industrial and agricultural production, and among the secretaries of city committees and district committees of the party, 98% had higher education, about 50% were engineers, economists, agronomists, livestock specialists, about 40% had higher party education, political education. The number of women among the secretaries of party committees has increased. In 1975, 135 women worked as secretaries of regional, city and district party committees [12].

The responsible role in providing managers and specialists with industrial personnel, as noted at the VI (1982) Plenum of the Central Committee of the

Communist Party of Uzbekistan, belongs to higher and secondary industrial and agricultural educational institutions. One of the major forges of personnel in agricultural production was the Tashkent Order of Friendship of Peoples Agricultural Institute. Every year 1,500 of its graduates, including 100 industrial personnel of various profiles, replenished the army of specialists and agriculture.

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