

**THE POLICY OF WORKING PERSONNEL MOVEMENT FROM THE TERRITORY OF
THE USSR TO THE UZBEKISTAN SSR IN THE 1950-1960**

Amirdinov Jahongir Abdumajidovich

Senior lecturer of the Department of "Social and Humanitarian Sciences" of the Kimyo
International University in Tashkent Branch Samarkand
e-mail: amirdinov.jahongir@mail.ru

Abstract. When considering this issue, which is "the policy of moving workers from the territory of the USSR to the Uzbekistan SSR in the 1950s and 1960s," in particular the internal and external labor policies of the Soviet government and the improvement of personnel quality, it was determined that it was necessary to examine the historical and statistical sources of their transformation. Consequently, this article addresses the potential of our country's industry personnel and their migration.

Keywords. *Soviet Union (USSR), Uzbekistan SSR, labor and personnel policy, production, industry and construction, personnel qualification.*

Introduction. The issue of researching the Soviet system's personnel policy and its consequences is one of the significant problems in the history of Uzbekistan. This issue was on the agenda as an important issue in the history of the Soviet era, in particular in the 1950s and 1960s. It remains a unique issue in social and political development even today. From this perspective, it is impossible not to examine the personnel policy implemented under the administrative-command system of the Soviet state for many years, its impact and repercussions on social and spiritual life, and the standard of living of the population, and to draw the appropriate lessons and conclusions.

From the vantage point of the researched period, the chosen era has an ideological aspect, including the emergence and development of large industries in Uzbekistan during the transition of the economy to a peaceful path in the years following the war, the migration of many nationalities and peoples, and the full reason why it stayed. All of this was accomplished at the expense of human development planning.¹

In the first half of the 20th century, the labor policy implemented by the Russian Empire and the Soviet state in Uzbekistan used violence as its main tool. "It is common knowledge that the Uzbek people have endured difficult periods and trials throughout their thousand-year history".² During the period under study, the inhabitants of the Surkhan oasis were subjected to a variety of sociopolitical processes, including labor reforms, general collectivization, resettlement on newly appropriated lands, mass repressions, and cotton's singular rule. Their objective evaluation determines the significance of the study.

Resolution No. F-5598 of the President of the Republic of Uzbekistan dated October 8, 2020 is the law "On additional measures to further study the heritage of repression victims and perpetuate their memory"³ which serves as a scientific-legal part in this article.

In the Soviet Union, in 10 years (1950–1960), modern industry was built as a result of a heroic process of industrialization (and in fact, in 1950, almost 90% of the economically active

¹ Hamidov Dilshod. Master's thesis on personnel policy and its consequences in Uzbekistan during the Soviet era (1950-1991). Andijan - 2016. 4th p.

² Mirziyoev Sh. Together we will build a free and prosperous, democratic country of Uzbekistan. -Tashkent: Uzbekistan, 2017. -p. 5.

³ Decree of the President of the Republic of Uzbekistan dated 08.10.2020 No. F-5598.

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population worked in agriculture).⁴ Priority development of heavy industry was achieved with great losses: constant backwardness in agriculture, production of consumer goods, low standard of living for almost all layers of the population, chronic hunger, and extremely unfavorable living conditions.

The most important aspect is that this industrialized economy was able to guarantee victory during the most difficult years of the Second World War, which included a period of retreat, evacuation, and the establishment of production in the east. If we compare the economic potential of Germany and the USSR before the war, it should be taken into account that the industries of many occupied European countries worked for German fascism, and together they produced 1.5–3 times more coal, metal, and electricity than the USSR produced machines.⁵ This also ensured Germany's armament superiority (in terms of tanks, aircraft, and guns) compared to the USSR, which gave it an advantage from the start of the war.

Literature Review. There are opinions and facts in the literature that reflect the essence of the Soviet government's reforms in the national republics, including Uzbekistan, regarding labor and personnel policies and their activities. In the 1920s, the first investigations on this topic were published. Its authors participated directly in these reforms. For example, Y.L. Zelkina worked as a member of the Land Commission in the Tashkent region and explained the beginning and tasks of agrarian reforms.⁶ In another work, he examines labor relations in Central Asia from the period of Tsarist Russia to collectivization. A.M. Davidov's work covers labor and personnel relations in Kokan Volost on the eve of the reform, while Ye.D. Yefanov's research examines the issue of labor reforms in Andijan. In the years after World War II, the issue was raised by G.R. Rizayev and A. Gurevich. In 1950–1980, labor reforms were studied by such scientists as R. Yu. Bobojonova, K. M. Tursunov, R. Kh. Aminova, L. D. Kunakova, J. A. Zaychenko.

In the works of Sh. Rashidov, N. Rahmonov, K. Tuychiev, S. I. Gitlin, and S. Rakhimov, the role of the ideas of Marxism-Leninism in the construction of the Soviet national policy, the content of decisions and orders issued on personnel policy, and the important ideological importance of the Communist Party in personnel policy are illuminated in style.⁷

Research Methodology and Empirical Analysis. According to labor sociology and general knowledge in this subject, an employee is always a citizen of his society. His consciousness and behavior are inextricably linked to the social and political climate of the globe and the country in which he resides and works.

First of all, it is necessary to remember the scale of inequality, which has become an important characteristic of both world and national social systems. This applies to every country, including Uzbekistan.⁸

The training of native workers suffered from serious shortcomings in the growth of the republic's industry. New industrial businesses for the populace were quickly formed in big cities. For example, 15 enterprises were built between 1960 and 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. 1/3 of the entire amount of industrial goods produced in Uzbekistan were supplied by these companies. Generally speaking, Tashkent city and region was home to 50% of the nation's industrial companies, and just 33% of their workforce is made up of members of indigenous peoples. According to data from 1979, despite an increase in the population's employment rate, Uzbekistan ranked 13th out of

⁴ Materials on the balance of the national economy for 1928, 1929 and 1930. Under the leadership of A.I. Petrov. - M.: Tsunhu USSR, 1932.

⁵ Orlov B.P. Soviet industry during the Great Patriotic War // ECO, 1985. P. 34.

⁶ Zelkina E.L. Land reform in Uzbekistan. -Tashkent, 1925.

⁷ Rashidov Sh. Leninism is the banner of the liberation and progress of peoples. - Tashkent: Uzbekistan, 1972. – p.60

⁸ Kholmurotov S.E., Shoyusupova N.T. Sociology of labor study guide Tashkent - 2016 p. 244

the Soviet republics in this parameter. The proportion of native-born employees was much lower in Uzbekistan. Although significant measures and appropriate decisions are taken to address this issue, the distribution of national personnel has become uneven in certain sectors. It was emphasized in the official documents that there should be more indigenous peoples' representatives among the employees. In practice, however, this problem was only partially resolved.

The subject of investigating the Soviet system's personnel strategy and its effects is one of the issues in Uzbekistan's history that needs to be studied. In the Soviet era's history, particularly in the 1950s and 1960s, this subject was on the table as a crucial one. It continues to be a unique problem in social and political development today. From this vantage point, it is impossible to avoid examining the personnel policy implemented by the Soviet state for many years under the administrative-command system, its effects and repercussions on social and spiritual life, as well as the standard of living of the populace, and coming to the necessary conclusions and lessons. The emergence and growth of significant industrial sectors in Uzbekistan during the transition of the economy to a peaceful path in the years after the war, as well as the migration of numerous nationalities and peoples that led to his arrival and his entire stay, are two examples of the ideological aspects of the chosen period from the perspective of the researched period. All of this was done at the price of human development that was intended.

Result and Discussions. The mobilization of a significant portion of the industry's professionals and workers to the front during the war years created a challenging environment for the sector and the country's economy. As a result, many old and new industrial businesses in the republic had a considerable demand for expertise, especially workers, in the years following the war. 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 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 education) schools in Uzbekistan, while in 1945, out of 24,737 workers trained, 4,181 were Uzbeks (17%). Indicators of Uzbek managerial staff in these years ranged from 14.5% in heavy industry to 27% in light industry. Workers were trained in 1945 in 23 FZT schools, 12 vocational schools, and 3 railway schools.

In general, the following aspects are important in the personnel policy of this period and its transformation in the former union zone:

- First and foremost, the "Marxian-Leninist" philosophy, which had a strict class orientation, led to the strengthening of the one-party rule in the social, economic, and spiritual realms of the nation. This thus resulted in Uzbekistan experiencing challenging living conditions and an eruption of challenging socioeconomic issues;
- Second, the artificialization of the "unified economic space" caused problems such as urban-rural differences, food, housing, a shortage of highly qualified national specialists, and unemployment. The widespread use of the practice of sending personnel from the center instead of training local personnel and the specialization of the republic in the supply of raw materials were the practical proofs of the above processes;
- Thirdly, the educational system used for staff training prioritized quantity above quality. Despite the fact that several reputable secondary special education schools train specialists, a staffing deficit persisted. "This system produced thousands and thousands of low-level employees and dumb people, not personnel who are dedicated to their country, people, and nation, who think independently, who solve any problem consciously and responsibly, who are inquisitive, and who strive for innovation."⁹

⁹ Karimov I.A. We build our future with our own hands. Volume 7 - Tashkent: Uzbekistan, 1999. - P. 94-95

- Fourthly, although local leaders were mostly responsible for managing the economic, political, and socio-cultural life of the former allied republics and their territories, their actions and outcomes were intimately tied to the party and the union's administration. Keeping personnel under a sense of fear at the expense of cruel repressions and educating them in the spirit of ideological dependence became one of the priorities of the personnel policy.

Conclusion and Recommendations. In general, the analysis during these years revealed the following conclusions:

- The socioeconomic development of the Soviet state followed a "planned development" strategy during the study years. The creation of the "unified Soviet people" was directly related to personnel issues in the Soviet government's policies, and since the national interests of the allied republics were not taken into consideration, Uzbekistan's personnel policy was carried out unilaterally based on the interests of the center;
- The Soviet government constantly applied the policy of transferring personnel to the allied republics, including Uzbekistan. The procedure for appointing representatives sent from the center to responsible positions in the national republics was established, and this process continued until the years of independence. The implementation of this policy was one manifestation of discrimination against the interests of the local population. The policy of relocating locals from their homes to regions designated for new cotton growing has intensified in order to better the conditions of center staff and provide them with housing. As a result, the population experienced housing issues, there were more workers than there were jobs available, and the demographic situation became even more complicated.
- The Soviet state, which declared Uzbekistan the republic of workers and peasants, then the republic of "workers", and finally the republic of the "masses of the people", left it under the strict control of the communist party ruling the country, in the hands of the "party soviet complex". As a result, cadres became the main movers of the party.

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