



TRAINING OF INDUSTRIAL PERSONNEL IN UZBEKISTAN IN THE FIRST YEARS OF SOVIET POWER

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ABSTRACT

In the conditions of Uzbekistan and other previously backward regions that did not have industry before, training industrial specialists was both an integral part of the cultural revolution and an important condition for the development of industry. As V. I. Lenin noted in his works: To manage, you need to be competent, you need to fully and accurately know all the conditions of production, you need to know the technique of this production at its current height, you need to have a well-known scientific education. These are the conditions that we must meet at all costs.

KEY WORDS: "Cultural construction", public education, Soviet East, agricultural technical schools, collectivization.

Lenin's program of "cultural construction" contained certain outwardly attractive provisions for "ordinary people": the requirements for free and compulsory education, the need for a sharp increase in the level of literacy of "working people", etc. But, as a matter of fact, there was nothing new in these installations. Long before him, well-known enlighteners of Europe and the East formulated the humanistic principles of public education. Fruitful educational activities were carried out at the turn of the XIX-XX centuries in Turkestan. Local jadids-Abdulla Avloni, Munavvar Kary Abdurashidkhanov, Makhmudkhoja Behbudi, Ishankhoja Khankhodaev and others. often, they opened public schools at their own expense, prepared modern textbooks, and published educational and methodical literature. These schools were graduated by tens of hundreds of young Turkestanis who later made a great contribution to the national culture. So, graduates of the new-fashioned schools were Mannon Uyghur, Kayum Ramazan, Aibek, who became the pride of Uzbek literature.

The Bolsheviks paid close attention to the issues of "socialist construction in the Soviet East". "The analysis of the class entanglement in the Central Asian village at this stage is of enormous importance for the entire work of our party in the Soviet East," wrote the magazine *Revolution and Nationality*.

The industrialization of the country, which unfolded on the basis of the decisions of the XIV Party Conference, raised the problem of cadres. The creation of new contingents of industrial workers was one of the necessary conditions for industrialization. This problem became particularly acute during the five-year plans, when intensive construction of new enterprises was carried out in various regions of the country. Already the sixteenth Congress of the CPSU(b) made the implementation of the first five-year plan directly dependent on solving the problem of cadres, especially on training new detachments of highly qualified workers. This was important

not only for the implementation of plans for industrialization and the entire national economy. "The gigantic pace of socialist industrialization of the country," said the resolution of the XVI Congress of the CPSU (b) – "was accompanied by a significant quantitative growth of the working class, raising its material and cultural level, raising real wages, switching to the seven-hour working day, introducing a five-day continuous week, and a sharp reduction in unemployment." [2]

In Uzbekistan, mechanical engineering and metalworking as a branch of modern industry were formed in fact in the first years of Soviet power, since the 1920s, in close connection with the development of agriculture, primarily cotton growing, and the cotton processing industry.

In 1927, the machine shops of the Main Cotton Committee (Glavkhlopkom) were put into operation in Tashkent, which started producing spare parts for the technological equipment of cotton gins and oil mills of the republics of Central Asia. Along with spare parts, cotton horse seeders, fiber separators (gins) and fluff separators (linters) were produced. All this at first was done according to foreign models and in small quantities. This was the first step towards the creation of agricultural engineering here as one of the most important branches of the emerging national economic cotton complex.

In 1929, the Central Committee of the CPSU (b) adopted a historic resolution "On the cotton independence of the USSR". One of its points stated: "Immediately start building a plant in Central Asia for the production of cotton equipment." [1]

Tashkent was chosen as the site for the construction of a large agricultural engineering plant. The construction of Tashselmash was carried out at an exceptionally fast pace for



that time. Already on May 1, 1931, its main workshops began to produce products.

28 million rubles of capital investments were spent on the construction of the first machine-building plant in the republic and reconstruction of repair enterprises in-1928-1932.

During the first five-year plan, the volume of output of the metalworking industry of the Uzbek SSR increased almost 8 times. The share of the branch in the gross industrial output of Uzbekistan increased in 1932 to 6.3% against 1% in 1913.

It should be noted that the training and education of cadres was of great importance for setting up industrial affairs. V. I. Lenin emphasized that "to overcome the economic and cultural backwardness of the country and successfully build socialism, engineers, agronomists, technicians, and scientifically educated specialists of all kinds are needed in greater and greater numbers than before...". [2] He demanded: "...Set up a broad, planned, systematic and open business of selecting the best employees in economic construction, administrators and organizers of special and general, local and national scale." [3]

When selecting personnel, V. I. Lenin advised, it is necessary to take into account their political and business qualities, testing them in practical work. He strongly recommended that "as carefully and patiently as possible test and recognize real organizers, people with a sober mind and practical acumen..." [4].

In carrying out its personnel policy, the Communist Party primarily attached great importance to Lenin's principle of political training of cadres, their party adherence to principles, and strict observance of national interests. The Party demands that a modern leader should be able to combine partisanship with deep competence, discipline with initiative and creative approach to business, and constantly remember his high responsibility for the implementation of state plans, responsibility to the people entrusted to him to lead, to the party and the people [5].

Training of personnel, of course, will begin with universities. Agricultural universities and technical schools were forges for training specialists of higher and lower qualifications. The problem of highly and intermediate qualified personnel was a particular bottleneck in the work on

the technical reconstruction of agriculture. Thus, in 1928-1929, only 285 people had higher qualifications in agriculture in Uzbekistan and 2485 had secondary qualifications. The process of formation and operation of new agricultural technical schools during the first five-year plan was very weak. If in 1928 there were seven agricultural technical schools, and in the 1929/30 academic year - 11, then by the end of 1930 their number increased to 18 and in 1928/30. they have produced about 400 industrial specialists. [6]

In 1932, there were already nineteen agricultural technical schools, which trained 6.7 thousand people, and among them there were 18.3 women, for whom certain living conditions were created. [7]

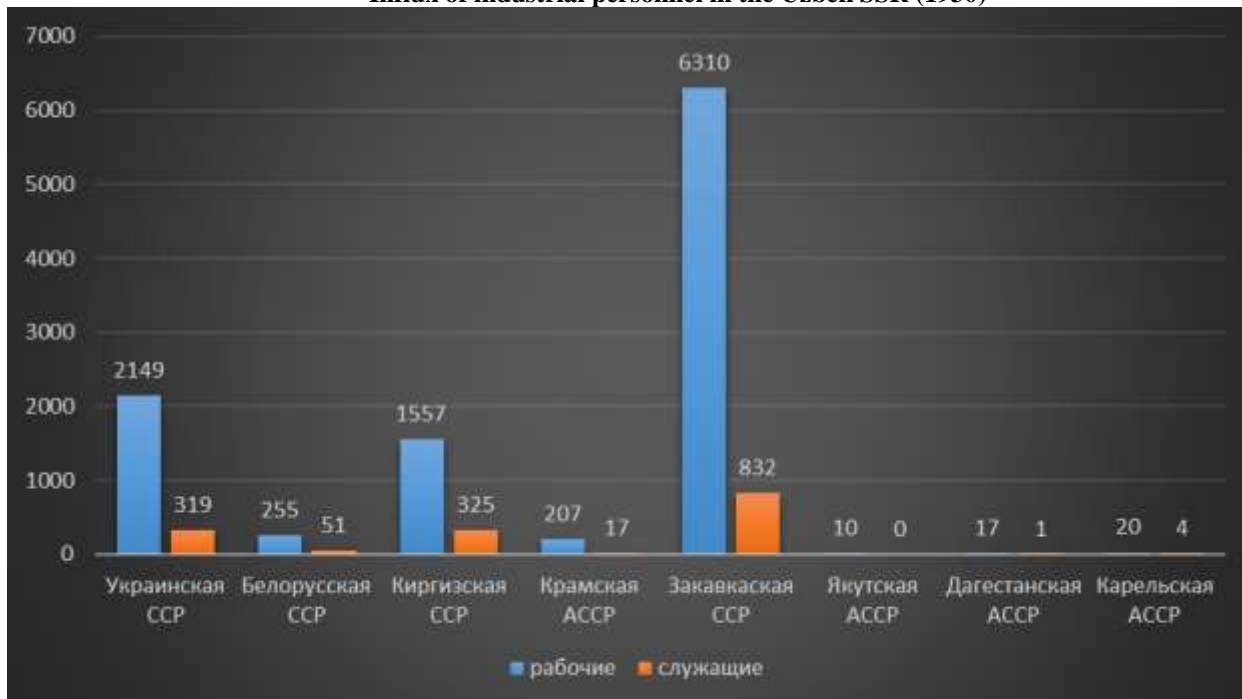
In total, in 1928-1932, all agricultural universities and technical schools of the republic graduated two thousand people, and 55-63 students were trained in them, including 1100 working degrees.

In the process of implementing the industrialization policy in Uzbekistan, qualified specialists and workers were sent from the center and western republics of the country. Mostly, Russian workers from Russia were sent to Uzbekistan to work in industrial enterprises and for permanent residence. The number of "imported" labor cadres increased from year to year, as a result, the number of local cadres decreased as a percentage. Thus, during the first five-year plan, 57 thousand workers were attracted to the large-scale industry of Uzbekistan, 4 thousand people were workers of local nationalities. This led to an imbalance and a distrustful attitude of the local population towards the "imported" personnel [8].

In 1929-1932, a large group of qualified specialists for agriculture was formed. They came from a working-class and peasant background and were active participants in the industrial process in Uzbekistan. But there were no numerous difficulties and shortcomings in the training of agricultural personnel of higher and secondary qualifications, since the turn to forced collectivization took place very quickly, in response to the situation.

In 1928-1932, only light industry sectors required 19 thousand workers of various qualifications [9]. In total, over 650,000 people arrived in Uzbekistan in 1932-1938, including 94.3 thousand people from Russia [10].

Influx of industrial personnel in the Uzbek SSR (1930)



The transfer of labor personnel had a positive impact on the process of successful construction of various enterprises. Specialists from the central regions of the country passed on their rich productive experience and labor skills to local workers, and helped them master modern technological equipment. Their contribution to the creation of industry was great. Thus, in 1932 in the Uz SSR there were 15 power plants (1,525 workers), 4 fuel enterprises (1,038 workers), 1 coal

enterprise (57 workers), 2 oil-producing enterprises (910 workers), 35 metallurgical enterprises (5,493 workers), 2 chemical enterprises (121 workers), 38 textile enterprises (20363 workers), 43 cotton gin enterprises (10197 workers), 4 silk unwinding enterprises (6411 workers), 17 clothing and footwear enterprises (8948 workers), 8 clothing enterprises (5779 workers), 8 oil mills (5325 workers)[11].

Voluntary labor force arrivals in the Uzbek SSR (information for 1930) [12]

Scope of activity	Total arrivals
Mine workers	1739
Kozhevnikov	1989
Pishchevnikov	10690
Textile	workers 14116
Garment	workers 1418
Builders	23569
Railway	workers 19866
Sovtorgservices	26611
Medsantrud	11807
Work	question 14289
Communal	5040
Narpit	7154
Total	142,163

Despite all the difficulties and shortcomings, which are illustrated by numerous examples, the planned program for training mass-qualified agricultural personnel was

implemented. At the same time, the difficulties and shortcomings were largely explained by the unreasonably accelerated pace of collectivization. Weak organizational,



logistical, and socio-technical prerequisites directly pushed many employees to violent actions in the training of personnel.

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