

Human Resources In Production Cooperatives (Cooperatives) In 1946-1960: Problems And Solutions (On The Basis Of Archive Materials)

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Abstract

The article analyzes the fact that the issue of personnel policy in handicraft cooperatives and its cooperatives in Uzbekistan in the former USSR is within the exclusive rights of the CPSU, and its composition and work done in this area.

Keywords: Crafts cooperative, artel, cooperative, personnel policy, production, consumer goods, cooperative of the disabled, educational institutions, insurance council

Introduction

After Uzbekistan's independence the transition to a market economy has created the necessary conditions for entrepreneurship in all forms of ownership, including the provision of basic consumer goods and services, and all forms of cooperatives based on democratic governance and supporting economic initiative.

World experience has shown that cooperatives are still an important means of self-employment and the realization of their initiatives. In this case, the distinctive feature of

cooperative property from other forms of property is the common property of persons who voluntarily merge into a cooperative enterprise. The advantage of the cooperative is that labor incentives depend on the final results of work, self-financing and self-sufficiency, democratic forms of government.

Research on the activities of cooperatives has shown that despite the huge changes in the history of the former USSR and our country and various situations, cooperatives have played an important role in meeting the material and spiritual needs of people in any situation. Crafts cooperatives, one of the leading industries in the production of consumer goods, played an important role in this. This cooperation brought together the production cooperatives (artel) in the system and took leadership in their activities. There is very little work on the activities of the Uzbek Crafts Cooperative and its co-operatives, and the activities of the co-operatives of the disabled have not been studied at all. From the second half of the 1980s, the topic of cooperation began to be studied by historians and economists. The years 1946-1960 are characterized by the achievements and shortcomings of the post-war recovery years, the consolidation, reorganization and complete liquidation of artel cooperatives. In the post-war years, first of all, cooperative and local production played an important role in the development of the Uzbek economy and as one of the main resources for the development of the social sphere. For many years, the Crafts Cooperative of Uzbekistan has been engaged in the cooperation of craftsmen, employment of people with disabilities, production and a wide range of socio-cultural activities.

The Main Part

The issue of personnel policy in cooperatives is within the exclusive competence of the CPSU, and almost all official election positions are included in the nomenclature of the regional executive committee, the regional committee and the Council of Ministers of the USSR and the Central Committee of the CPSU. It should be noted that the position of Deputy Coordinator for Organizational and Personnel of the artel has in practice played the role of political commissar of the artel. The KPSS exerted its influence on the production co-operatives and its entire structure through its propaganda and ideas and policies. The artels did not ignore every decision of the party, although they did not mention craft cooperatives,

and took part in the party's mass campaigns. On average, every tenth cooperator was a communist. Although the number of party members in the artels did not exceed 5-10, up to 90 percent of the delegates to the co-operative congresses were communists. In the post-World War II years, cultural and educational work in the artel cooperatives was carried out mainly in the following areas: the organization of training for new professions, the development of libraries, lecturers, literacy courses, the publication of stand newspapers.

At a meeting of the Board of the Department of Crafts Cooperation under the Council of Ministers of the USSR on June 5, 1945, the issue of training workers for mass professions in the system of craft cooperation was discussed. The board of the Crafts Cooperative Board noted that in 1945 the plan for training personnel for mass professions had not been carried out. Instead of 10,950 people, 6,748 people were trained, which is 63 percent of the plan. Of these, 6485 people, or 72%, were trained on the basis of brigade-individual training, 253 people or 23.9% were trained in technical schools.

The total composition of the Fergana Craftsmen's Cooperatives in 1950 was 1,144 Uzbeks, including 192 women, 667 Russians, 367 women, 118 members of the Communist Party, 37 women, and 67 members of the VLKSM. of which 15 were women, 1880 were non-partisans, and 578 were women. According to the information on the training of Artel members, the total number of members is 489 people, 5 schools have been established and 234 people study there. The training covered 255 people, 164 of whom were between the ages of 50 and 70 years.

According to the Resolution of the Presidium of the Cooperative of the Disabled of the USSR No. 35 of July 23, 1951 on the selection, training and placement of personnel in the system of the Cooperative of the Disabled of the USSR (secret):

Discussing the decision of the Bureau of the Central Committee of the Communist Party of Uzbekistan (b) No. 160/5 of June 27, 1951 "On the selection and placement of personnel in the Ministry of Food Production of the USSR", the Presidium of the Council of Disabled Cooperatives of Uzbekistan noted that problems existed in the USSR. In the Uzbek cooperative of the disabled, a number of regional leaders are indifferent and politically misunderstood in the selection of leaders and financially responsible people. As a result, the system includes dubious, unfit for official relations people who have tarnished their image

in the eyes of the state. For example, Imotdinov and others from the "October 31st anniversary artel" of the Namangan regional cooperative of the disabled. Some leaders in the system of cooperatives of the disabled of the USSR still pay attention to the signs of entrepreneurship in the selection of personnel, accepting those who do not have such knowledge for jobs that require theoretical and practical knowledge. Acquaintance and kinship are allowed. Many leaders of regional associations and artels do not adequately involve local people in leadership. In general, the recruitment of Uzbek women into the system is not well established. Despite the urgency of the staffing issue at the meetings of the Presidium of the regional association and the artel board, it is a very rare issue. Deficiencies and shortcomings in staffing have led to lower production costs, hidden large stocks, non-fulfillment of production plans, increased orders for raw materials, increased shortages and theft, and more.

Craft cooperatives had educational institutions that trained personnel for their system. In particular, in 1950, the Tashkent Industrial and Economic College in the system of craft cooperation under the Council of Ministers of the USSR announced admission to the first stage in the field of technical planning and accounting for a period of 3 years. It is planned to admit citizens from 14 to 30 years of age with at least 7th grade education. Exams are based on the Constitution of the USSR, Russian language (Uzbek language in Uzbek groups), mathematics. Those who finished 7th grade with excellent grades will be admitted without an exam.

Results And Discussion

The report of the Board of the Council of Crafts Cooperatives of Uzbekistan for 1953 on human resources in the system states that 121 out of 290 co-operative board chairmen have higher, incomplete higher, secondary education, including 7 higher and 5 secondary special education. Of the 246 technical managers of Artel, 15 have higher and secondary special education. It can be seen that most artel chairmen and technical managers had basic knowledge and did not have sufficient technical knowledge. The lack of specialists in the system has had a negative impact on the use of existing techniques and raw materials in a number of co-operatives, as well as on improving product quality.

Resolution of the Board of the Crafts Cooperative Council of Uzbekistan No. 7 of January 6, 1954 "On measures to improve occupational safety and health and industrial sanitation in the enterprises of artel cooperatives of the USSR" The inspection revealed a number of cases of gross violations of basic rules of labor protection and safety. There were 15,630 women and 1,162 adolescents working in cooperatives, including violations of the Labor Code (KZoT-kodeks zakonov o trude), including the use of women in heavy work, the recruitment of adolescents without proper medical examinations and night shifts. Holiday schedules are not available. Many production facilities are cramped relative to the number of workers, are not well lit, and have insufficient ventilation. As a result of shortcomings in the existing working conditions, the number of sick members of the artel during the first nine months of 1953 increased by 9.7 per cent over the same period in 1952.

Resolution of the Central Council of Crafts Cooperatives of the USSR No. 108 of May 3, 1954 on the organization of umbrella production in the second quarter of 1954 and the production of 35,000 umbrellas in 1954, using the experience of the Leningrad artel "Pobeda" In May 1954, the artel was tasked with sending 10 people to study the operation of umbrella production. It is obvious that the artels in their activities worked to master the production of products that meet the needs of the population.

Order of the Council of Craftsmen's Cooperation of Uzbekistan No. 950 of October 29, 1954 on holding a demonstration of custom-made garments in artel cooperatives and workshops of the craft cooperative. to help, to disseminate the experience of the best tailors, tailors, and modelers, to draw the attention of all artel members to the struggle to improve product quality.

During the first 9 months of 1955, the Uzbek handicraft cooperative fulfilled the state plan by 107.1% and produced industrial products worth 945 million soums. Compared to the same period in 1954, it produced 15 million more baked bricks, 6,500 tons of lime, 9,500 beds, 145 tons of enamelware, 18 million soums worth of garments, 48,000 pairs of leather shoes, 100,000 pieces of knitwear, and 4 million soums worth of furniture. Production output increased by 91 million soums.

Conclusion

Of the 1 million former members of artel cooperatives transferred to the state-owned enterprise system in 1960, 0.6 million were transferred to the light industry, 0.1 million to the machine-building and metal-working industries, and 0.3 million to other industries. By 1960, the main reason for the decision of the USSR leadership to abolish craft cooperatives was the fact that the products produced in artel were of poor quality compared to state-owned enterprises, despite the high cost. In fact, under the dictatorship, the dominance of the state property monopoly intensified, as a result of which the growth rates of production, gross domestic product, and labor productivity fell sharply. The alienation of producers from the means of production, the fruits of labor, and so on, has further increased.

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