



DOI: <https://doi.org/10.15688/jvolsu4.2023.3.4>

UDC 93/94

LBC 63.3(0)62



Submitted: 23.05.2022

Accepted: 21.05.2023

THE INFLUENCE OF THE TRANSFORMATIONS IN UZBEKISTAN'S ECONOMY ON PERSONNEL ISSUES DURING THE GREAT PATRIOTIC WAR

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Abstract. *Introduction.* The article outlines transformations in Uzbekistan's economy during the Great Patriotic War, the emergence of problems related to personnel as a result of these changes, the main causes of the lack of staff, and measures to prevent this shortage and their effectiveness. The given study analyzed the organizational problems of providing the economy with employees, analyzed measures taken during the Great Patriotic War to meet the demands of the country's economy for personnel, and obtained new data dealing with the social status of human resources. *Methods and Materials.* A wide range of archival sources from the funds of the National Archive of Uzbekistan that weren't published earlier was used in the preparation of the article. The methodological basis of the research is the principle of historicism. In the course of the study, historical-comparative and statistical methods were applied. *Analysis.* The research conducted identified factors related to productivity and social issues. In particular, the labor productivity of the new staff (mainly women and adolescents) replacing qualified personnel who went to the war front has been analyzed; on the other hand, the impact of the working process on their social lives has been considered. During the war years, the involvement of women and children in production in the republic and their relationship with the evacuated population resulted in significant positive trends in society. *Results.* In general, by studying the impact of changes in Uzbekistan's economy on personnel issues during the Great Patriotic War, valuable information about various sectors of the Republic's economy during the war years as well as the advances and defects in different economic branches was obtained. *Authors' contribution.* Kh.B. Babadjanov and A.K. Abdullaev jointly studied archival materials and scientific literature and drew conclusions on the topic. Kh.B. Babadjanov analyzed the documents of the National Archive of Uzbekistan, which made it possible to explore the peculiarities of the transformation of the economy of Uzbekistan during the Great Patriotic War and the supply of it with personnel. A.K. Abdullaev participated in the analysis of statistical and economic data.

Key words: Great Patriotic War, Uzbekistan, front, economy, personnel problems, relocated enterprises.

Citation. Babadjanov Kh.B., Abdullaev A.K. The Influence of the Transformations in Uzbekistan's Economy on Personnel Issues During the Great Patriotic War. *Vestnik Volgogradskogo gosudarstvennogo universiteta. Seriya 4. Istoriya. Regionovedenie. Mezhdunarodnye otnosheniya* [Science Journal of Volgograd State University. History. Area Studies. International Relations], 2023, vol. 28, no. 3, pp. 42-53. DOI: <https://doi.org/10.15688/jvolsu4.2023.3.4>

ВЛИЯНИЕ ЭКОНОМИЧЕСКИХ ТРАНСФОРМАЦИЙ В УЗБЕКСКОЙ ССР НА СОСТОЯНИЕ ТРУДОВЫХ РЕСУРСОВ В ГОДЫ ВЕЛИКОЙ ОТЕЧЕСТВЕННОЙ ВОЙНЫ

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Аннотация. В статье ставится задача определить влияние процесса трансформации на экономику Узбекистана в годы Великой Отечественной войны, осветить возникшие в результате этих изменений кадровые проблемы, раскрыть основные причины кадрового дефицита и меры по их предупреждению и их эффективность. В результате исследования были проанализированы организационные проблемы кадрового обеспечения экономики, изучены меры, предпринятые в годы Великой Отечественной войны для обеспечения потребности экономики в кадрах. В исследовании выявлены факторы, связанные с производительностью труда и социальными проблемами, в том числе влияние трудового процесса на общественную жизнь. Также в статье осуществлен анализ производительности труда касательно новых кадров (преимущественно женщин и подростков), пришедших вместо ушедших на фронт квалифицированных рабочих. Следует отметить, что в годы войны в результате вовлечения женщин и детей в производственный процесс и их взаимоотношений с эвакуированным населением наметились тенденции положительных изменений в социально-культурной ситуации в обществе. В целом изучение влияния изменений в экономике Узбекистана касательно кадрового обеспечения в годы Великой Отечественной войны дает ценную информацию о достижениях и недостатках в процессе трансформации в разных отраслях экономики республики.

Ключевые слова: Великая Отечественная война, Узбекистан, фронт, экономика, кадровые проблемы, передислоцированные предприятия.

Цитирование. Бабаджанов Х. Б., Абдуллаев А. К. Влияние экономических трансформаций в Узбекской ССР на состояние трудовых ресурсов в годы Великой Отечественной войны // Вестник Волгоградского государственного университета. Серия 4, История. Регионоведение. Международные отношения. – 2023. – Т. 28, № 3. – С. 42–53. – (На англ. яз.). – DOI: <https://doi.org/10.15688/jvolsu4.2023.3.4>

Introduction. During the Great Patriotic War, Uzbekistan's economy experienced a serious problem dealing with human resources. On the one hand, Uzbekistan, like the other Soviet Union republics, was forced to send troops directly to the front lines. On the other hand, because the war did not take place directly in its territory, the republic was assigned with providing the front lines with the necessary products. In addition, many plants and factories were also evacuated to the territory of the Republic. Taking the above mentioned circumstances, during the war years Uzbekistan had to find solutions to many problems in terms of the provision of personnel. The militarization of the economy and evacuated enterprises sharply increased demand for labor resources.

Today, during the period of the following transformation of the independent Uzbekistan's economy and the shortage of qualified personnel in the country, the interest in studying the role of women in similar processes, issues of achieving productivity growth and social development is growing, which makes the current study topical.

The significance of this study is explained with the fact that in historical studies this problem has not been studied comprehensively before. Historians have been focusing on the causes that initiated the war, the course of the war, the impact of the war on the economy, the relation of the economic transformations with social life, the war results and consequences in the studies conducted worldwide. However, in Soviet, especially Central Asian historical studies, the economic role of the

Central Asian republics, including Uzbekistan, and the labor of the people in Uzbekistan during the war was not conceptually evaluated.

To tackle this task, the article covers the personnel deficiency affected by the transformation process undertaken in the wartime Uzbekistan economy comprehensively through the prism of labor productivity and social policy for the first time in historical studies.

Methods and materials. The Great Patriotic War occupies a special place in the history of Uzbekistan. Uzbekistan like the other 16 republics included in the USSR took direct part in the military actions. Between 1941 and 1945, almost 2 million military men from the population of Uzbekistan were mobilized to the front. Also during the war years, the military industry developed in Uzbekistan, hundreds of enterprises produced goods for the army. On the one hand, the mobilization of working men to the front, on the other hand, the increase in the volume of production led to the problem of providing the economy with labor force. In solving this problem, Uzbekistan used its financial and managerial resources.

The research is based on comparative and statistical method. The authors of the article also used interdisciplinary approach. The issue of providing the economy with personnel was not sufficiently studied during the Soviet and post-Soviet periods. Approximately 80-year stage of the study of this historical process shows that in the Soviet and post-Soviet times, only the main directions of studying this topic were developed.

Ju.V. Arutyunyan [1] covering various economic topics, including the history of the working class and the Soviet peasant (collective farms) during the war years were published. These works continued the traditions of Soviet historiography, tried to show in the first place the labor of workers and the support of the Communist Party to them. But at the same time, more archive materials were used in them than in the previous period. This was the opening of some funds in the Central Archives of the USSR in connection with the death of Stalin beginning from the mid-fifties.

The increasing number of information on the subject led to the specialization of the theme dealing with supply with personnel during the war years. For Example, V.S. Murmanseva [4] widely

covered the participation of Soviet women behind the front, including their work. After the monograph written by V.S. Murmanseva, both in the republics within the union and in the historiography of Uzbekistan, the participation of women in the frontline during the war years was reflected mainly in one monographs published in the 1980s. The author of the second monograph N. Tashhadzhaeva [4] considers the activities of women of Uzbekistan at work separately. While many of these monographs contain information about Uzbekistan, they represent variants of V.S. Murmanseva's monograph adapted to the conditions of Uzbekistan.

In these monographs, little attention was paid to the study of the motives of selfless labor and self-sacrifice of women of the Uzbekistan. Almost all scientific historical works of the Soviet period are related to the party, and the selfless labor of Uzbekistan population in 1941–1945 is explained with devotion to the ideas of communism. Soviet historians did not try to consider the problem of motivation at work: why women of different nationalities and religions, the elderly and young people not only responded to the party's awards, but also worked on the verge of their physical and psychological capabilities throughout the whole war. These monographs mainly lacked in serious scientific analysis.

As a result of the collapse of the USSR and the policy of "reconstruction" (perestroika), researchers have expanded the possibility of using new archival sources, as well as expressing opinions that are different from the Communist Party line. The new studies dealing with the Great Patriotic War and the participation of the USSR in it started. But in the 1990s, the economic history of the USSR in the Great Patriotic War remained "in the Shadow" of Stalin, the themes of identifying the victims of the war, totalitarianism. After the collapse of the USSR, in Uzbekistan the themes related to the history of the Great Patriotic War became irrelevant and only those who were involved in the corresponding studies conducted their research in the area. In 1995, in connection with the 50th anniversary of the end of the Great Patriotic War, an international conference was held in Uzbekistan. At present, there is no generalizing scientific history related research that fully reveals the history of providing Uzbekistan's economy with human resources. Thus there is a

need to conduct such studies. In this sense, the article attempts to cover the problem of providing the economy of Uzbekistan with personnel in 1941–1945.

The related work that attracted the attention of researchers in the Russian Federation during the post-Soviet period was a monograph “Потому что была война... Внеэкономические факторы трудовой мотивации в годы Великой Отечественной войны (1941–1945 гг.)” (“*Because there was a war... Non-economic factors of labor motivation during the Great Patriotic War (1941–1945)*”) (2008) written by V.A. Somov.

The monograph analyzes the importance of non-economic factors in the mobilization of workers and collective farmers for labor, in contrast to other studies. While the examples dealing with the Volga-Vyatka region of 1941–1945 are given, the conclusions in many respects also apply to other behind the warfront regions of the USSR. The study also analyzes labor legislation in the same period. The author also considers the influence of legislation and political-ideological factors on the mental state of workers and collective farmers.

Analysis. The main reasons for the lack of personnel during the years of Great Patriotic War. The Great Patriotic War fundamentally changed the direction of the industrial sectors of Uzbekistan. Industrial enterprises were militarized and began to produce weapons and military equipment, in a short period of time. The industrial workers of Uzbekistan had to transform production, locate and launch evacuated enterprises, meet needs of the front-line and the population for industrial products. Therefore, with the beginning of the war, the demand of the economy of Uzbekistan for labor resources increased for the following important reasons.

Firstly, in 1941, the population of Uzbekistan was about 6.5 million people, half of which were children and the elderly. 50–60 percent of the people available for work, about 2 million people were mobilized for war. The main part of those who were mobilized for war was men between the ages of 18–55, who formed the basis of pre-war workforce. The total number of those mobilized for the army in the Soviet Union increased from 5 million to 11.3 million people [4,

p. 17]. As a result, labor resources in the Republic almost halved compared to the pre-war period.

Secondly, in the process of militarization of the economy, the involvement of workers in the industries was varied. A huge amount of labor resources was employed in the areas that did not require much labor before the war (for example, the production of artillery and aircraft building), as well as to the related heavy industry. During the war years, totally 104 plants and factories were evacuated to Uzbekistan [23, l. 440]. In addition, the construction of new irrigation facilities, industrial enterprises, hydro power stations, mines and plants also exacerbated the situations dealing with the demand for the workforce. Thousands of people were involved in the construction work carried out in Uzbekistan during the Great Patriotic War. For example, 11 000 collective farmers from Tashkent region, 9 500 collective farmers from Namangan region, 5 000 collective farmers from Andijan region took part in the construction of Farhad Hydro Power Plant [5, p. 8].

It should also be noted that qualified engineering and technical personnel were needed for the restoration of the evacuation enterprises' operation and construction of new industrial facilities, in turn, the restoration of industrial buildings was in need of unqualified personnel. In this sense, the problem concerning the personnel in terms of militarization of Uzbekistan's economy covered the quality and quantity indicators.

Thirdly, the shortage of highly qualified personnel, sending equipment to the front-line, the lack of fuel, machine tools, equipment led to a decrease in labor productivity. As a result, the amount of labor spent on the performance of a particular job increased, and the quality of work fell.

The state policy dealing with the provision of the national economy with workforce: the main directions and results. In complex economic conditions, there were two main sources of workforce supply of the national economy of the Republic.

Firstly, the population groups that were not involved in the production process before but were theoretically capable of working were involved in production. Such people were primarily represented by women, adolescents, and the elderly.

Secondly, the daily working hours or the annual working days of workers, collective farmers and employees were extended.

On June 26, 1941, by the Decree of the Presidium of the Supreme Council, the heads of industrial, transport, agricultural and trade enterprises were allowed to engage workers in compulsory additional 1–3 hours' work, in addition to the basic working hours. For employees under the age of 16, compulsory overtime work was set for up to 2 hours. Also, the leave was abolished [25, p. 331].

In accordance with this decision, all employees of military enterprises were considered mobilized and were attached to the enterprises. Penalties for those who violate labor discipline have become more severe. Those who left the enterprises on their own terms were sentenced to 5–8 years' imprisonment [23, l. 440].

The wartime tax system has also become a coercive mechanism for workers and employees to work under any circumstances. From November 1941, benefits for workers and employees who cannot work temporarily due to illness were terminated and taxes were levied from them in full [12].

Throughout the Soviet Union, mobilizing millions of people, moving them and directing them to enterprises, registration was a very complex organizational process. In organizing this process adequately, the Committee for Registration and Distribution of Workforce organized under the Council of People's Commissars of the USSR on July 3, 1941 was of great significance. During the war years, the Committee mobilized almost 12 million people throughout the Soviet Union to work [4, p. 25].

As a result of the above mentioned measures, the number of workers mobilized in Uzbekistan has been restored and to a certain extent, growth has been achieved. In 1941–1942, the number of employees in the industrial sectors of Uzbekistan increased from 142.6 thousand to 148.7 thousand, while the number of industrial workers increased from 102.5 thousand to 102.9 thousand [13].

But if in 1941 on average 24 379 rubles per year of products falls on each industrial worker in the Republic, the indicator fell to 16 910 rubles in 1942 [14]. This situation meant that the decline in the productivity of industrial workers in

Uzbekistan during the years 1941–1942 was not compensated by an increase in the number of workers. Therefore, short-term courses were organized to train or improve the skills of newly arrived workers at the enterprises. Although short-term courses did not bring the skills of newcomers to the level of those who were mobilized, at least they helped to form adequate technical and work skills. Master and apprentice system was established among newcomers and qualified workers at the enterprises.

Despite the efforts taken, there were errors and shortcomings in organizing labor resources. In some cases, labor mobilization was carried out without taking into account the internal resources of Uzbekistan. Although during the years of war, dozens of decisions were taken to engage the population of Uzbekistan to various construction works, there was a lack of internal labor resources of the Republic to ensure their implementation. Therefore, many resolutions were not implemented completely or not implemented at all. For example, on November 26, 1942, in the joint resolution 1506 of the Council of People's Commissars and the Central Committee of the Communist Party (Bolsheviks) of the Uzbek SSR, it was established that 2036 employees should be transferred to production in Tashkent, but in reality 236 people began to work in production [15].

On the other hand, the involvement of workers in agricultural or various community services had a negative impact on the operation of the enterprises where they work. In June 1942, at the level of the Council of People's Commissars of Uzbekistan SSR they discussed the cases dealing with several closed enterprises in Tashkent, Kattakurgan, Noryn cities as a result of the mass recruitment of workers to agricultural community services [16].

In some cases, in the mobilization of the population to work, thoughtless decisions were made. On January 5, 1943, by the decree of the USSR Council of People's Commissars, tuberculosis patients were allowed to work in the areas not affected by high temperature and evaporation [17]. It will be appropriate to consider this document as an indicator of the level of negligence and irresponsibility of the Soviet government with regard to human health. It is remarkable that this decision was announced in 1943. During this period (in contrast with the

second half of 1941 and the year of 1942), the economy of the country did not possess an urgent need for personnel. It was also necessary to take into account that a person infected with tuberculosis, in the process of work, first of all, poses a threat to the health of himself and those around him.

There were fixed additions dealing with the working days also in the agricultural sector of Uzbekistan. By the decree of the USSR Council of People's Commissars and All-Russian Communist Party Central Committee on 13 April 1942, the mandatory working days for collective farmers (compared with the year of 1939) were increased to the following: 100 working days for Non-Chernozem Zones, 120 working days for grain-growing areas of the Volga region and Siberia, up to 150 working days for cotton-growing districts (Central Asia and Caucasus) [8, p. 252]. Also in this document, it was determined that the measures dealing with forcing collective farmers to work were legalized and those who did not want to work were severely punished.

If a collective farmer in Uzbekistan worked 215 days on average in 1940, this figure amounted to 280 working days in 1943 and 311 working days in 1944 [7, p. 125]. The rural population of Uzbekistan was quite active, and the minimum working days specified in the decree were voluntarily increased and fulfilled. While the Uzbek peasant in 1940 worked on average 217 days per year, this figure amounted to 233 working days in 1941 and 263 in 1942 [3, p. 26]. Also, the percentage of those who did not fulfill the minimum of working days in Uzbekistan was comparatively low. In particular, collective farmers who did not fulfill the working day minimum in 1944 accounted for 15.3% in Azerbaijan SSR, 19.1% in Georgia SSR, 12.4% in Kazakh SSR and 8.9% in Uzbek SSR [8, p. 255].

Involving the population of Uzbekistan in forced labor has resulted in two different results from the point of view of providing the national economy with personnel. On the one hand, the work was to a certain extent completed by means of *hashar*, soviet tradition of cooperative work. On the other hand, the issues dealing with economic profitability of organizing such cooperative work, transportation costs and providing workers with food were not considered adequately.

As a result, thousands of representatives of different professions were directed from one *hashar* to another during the harvest period. Thousands of people were involved in such cooperative works throughout the Republic. For example, in 1942, at least 30 thousand people in Samarkand region, at least 17 500 people in Fergana region and at least 70 thousand people in Tashkent region were involved in harvesting sugar beets [18].

The role of women in the solution of personnel shortage. The involvement of millions of housewives, adolescents and the elderly in production did not fully solve the problem dealing with personnel shortage. Due to mobilization of labor, military industrial enterprises were provided with a certain number of human resources, but the new workers did not possess enough skills. It was inappropriate to make yesterday's housewife or pupil to work with a complex machine.

For example, in order to enhance the skills of the personnel involved in agriculture to a certain extent, short courses for agronomists and machine operators were organized. The major part of students in these courses was represented by women. In 1941, 18 765 people graduated from the short courses organized at the schools of machine operators and Machine and Tractor Stations; 12 428 of them were women [10, p. 161].

82,4% of 13 776 students of two-month courses of tractor drivers and machine operators that started operating under the Machine and Tractor Stations from August 1941, were also women [4, p. 39]. In the training courses, attention was paid not to the competencies of personnel, but to their number. Therefore, most of the women who obtained profession during the war years were considered low-skilled workers. The courses represented the first stage in the provision of agriculture with qualified personnel.

The problem of providing the economy with the workforce in Uzbekistan was solved first of all by utilizing domestic opportunities. According to the decree of the Presidium of the Supreme Soviet of the USSR on February 13, 1942, mobilization of labor was announced for women 16 to 45 years of age not working in state enterprises and institutions. With the beginning of the war, newspapers and magazines were filled with announcements that offered women courses and jobs that taught them different professions.

For example, September 16, 1942 issue of the newspaper “Red Uzbekistan” announced an invitation of women to the two-month course of electricians.

Apparently, training of women for technical professions became popular, and training them directly at the plant and factory was carried out. Vocational training was organized in individual groups, and male workers who were going to the warfront taught professional skills to women within shortest time. By the middle of October 1941 Tashkent enterprises succeeded in the training of 11 450 female workers. 2 624 workers were trained at the “Tashselmash” plant, 52.6% of them were women. In the following table (1), one can see the share of women in production during the years of war, especially in the Soviet Union in 1941–1942 [4, p. 15] (Table 1).

Women and girls of Uzbekistan behind the front formed the basis of personnel in production, industry, agriculture and social sphere. In particular, women’s labor was considerable in the agriculture of Uzbekistan. For example, in 1942, 50% of those employed in agriculture in Namangan region and 60% in Tashkent, Andijan and Samarkand regions were women [9, p. 8]. Women were widely involved in the construction of irrigation facilities and cleaning canals. Women tried to work on an equal footing with men in carrying stretchers, loading soil, laying concrete.

The harm to their overall and reproductive health was not taken into account.

The rural population, consisting mainly of women, children and the elderly, worked at the edges of their abilities. During the war years, in almost all Soviet Union republics, women in agricultural work were involved more than men. The following table 2 [4, p. 32] reflected the above mentioned data.

The years of war represented a period of growth in women’s socio-economic importance in society. For example, in 1942 in Andijan region more than 2 000 leader women were elected as chairpersons of collective farms, brigade leaders. Only in Jalolquduk district of this region 43 female collective farmers were appointed as the chairpersons, deputy chairpersons of collective farms. In the same year, 1 400 female collective farmers of Kashkadarya region were promoted to the positions of heads of cotton-growing, grain-growing brigades. In Chirakchi District 45 women were elected chairpersons of the collective farms and 72 women were elected chairpersons of harvest Councils [9, p. 51].

In general, in 1941–1943, the share of women among the leaders included in the list of Uzbekistan Communist Party Central Committee increased from 7.9% to 13.4% [4, p. 91]. It would be wrong to view the growth of the social status of women in society as a purely positive process.

Table 1. Changes in the share of women of workers and technicians in Uzbekistan

The share of women of the professions requiring qualification (%)	At the beginning of 1941	At the end of 1942
Compressor operators	27.0	44.0
Metal welder	17.0	31.0
Blacksmiths	11.0	50.0
Car drivers	3.5	19.0

Table 2. The share of women and men employed in agriculture in the Soviet Union republics

	As of January 1, 1943 (thousand people)		As of January 1, 1944 (thousand people)	
	Men	Women	Men	Women
Uzbekistan	557.4	726.3	360.6	671.3
RSFSR	2 364.4	8 318.3	2 331.1	10 382.9
Azerbaijan	153.9	306.5	145.6	294.4
Georgia	229.0	354.9	223.4	349.6
Armenia	89.4	170.9	87.6	166.5
Turkmenistan	88.8	116.5	55.2	110.9
Tajikistan	194.3	191.5	133.1	180.3
Kyrgyzstan	97.3	180.5	66.3	164.2
Kazakhstan	246.6	665.3	216.3	623.6

Poverty, hard work and family problems accompanied women who worked during the war.

The experience of the Great Patriotic War revealed that in order to achieve high labor productivity among women, it was necessary, firstly, to take into account their psychology, and secondly, to solve their social problems. The wide involvement of women in production and agricultural work during the war years adversely affected their physical and mental health. In many cases, the long-term work of women in such difficult conditions led to a state of mental strain and exhaustion.

The use of youth labor in the economy of Uzbekistan during the war years. Another important source of providing the national economy with workforce during the war was the youth. During the war years, many young people came to industrial enterprises, transport and other spheres and substituted their fathers and brothers at work. For 17 months after the beginning of the war, 23 300 workers from the youth of Uzbekistan (young people aged 14–17 are meant) were trained [3, p. 13]. On the basis of the decree of the Presidium of the Supreme Council of the USSR on 13 April 1942, 6–10th year schools at schools, students of technical schools and higher educational institutions were also legally allowed to mobilize to work in the intense periods in agriculture [6, p. 78].

In accordance with the decree, senior students at school (7–10th year students), students at technical schools and institutes in Uzbekistan were involved in industrial production and agricultural work during summer holidays and other leisure time. For example, in 1943, secondary school students of Tashkent City were recruited to plants № 702 and № 708 for a period of 2 months [19]. In Uzbekistan, the working time for young people involved in factories and fields was set as 6–8 hours. The transfer of funds from cleaning days on Sundays to the Defense Fund was widespread among young people. On September 7, 1941, 850 000 young people took part in cleaning days on Sundays and more than 3 million rubles were directed to the Defense Fund [10, p. 105].

The task of training young people as qualified specialists was mainly solved by factory and plant training schools, mining and railway schools. At the beginning of 1943 in the territory of Uzbekistan, compared to the year of 1940, the number of

factory and plant training schools increased by 3 times, the number of the students in the schools increased by 6.5 times [11, p. 61]. At the end of 1942, 31 factory and plant training schools were opened in the Republic. At that time, a total of 14 handicrafts and 45 factory and plant training schools operated in Uzbekistan [3, p. 13].

During the war years, there were various shortcomings in organizing the operation of factory and plant training schools. Pupils aged 15–18 were enrolled in factory and plant training schools; the duration of study was 3–6 months. The theoretical foundations of the educational process were almost neglected in such schools. In particular, no conditions were created for professional education for adolescents in the textile combines of the plants № 702, 84, 708, 735 in Tashkent. Many handicrafts as well as factory and plant training schools were not provided with food and accommodation [22]. The process of providing these educational institutions with buildings, educational supplies, as well as the students with clothing, food and others was quite complicated.

Senior students at school (7–10th year students), students at technical schools and institutes in Uzbekistan were involved in industrial production and agricultural work during summer holidays and other leisure time. In particular, by the decree of the Uzbekistan Council of People's Commissars on July 18, 1941, students of 7–10th year school students were allowed to involve in agricultural work [20]. For example, by the decree of the Uzbekistan SSR Council of People's Commissars on July 21, 1941, in Fergana and Namangan regions, they started organizing brigades among 7–10th year school students to work [21].

Since students were widely involved in agricultural work, even socialist competitions were announced between schools. In order to become the winner of the competition, the school was required to be a leader in agricultural work in the Republic. The winning school was awarded 30 thousand rubles [22].

There were also specific disadvantages of involving young people and especially schoolchildren to work. During the Great Patriotic War, the involvement of Uzbekistan's school students in a wide variety of works negatively affected the quality and effectiveness of education. In the first half of the 1942–

1943 academic years, the efficiency of the educational system of Uzbekistan began to fall. The students' attendance and academic performance in some subjects at schools deteriorated. For example, in schools located in one district of Tashkent city, the overall academic performance of students was 78%. In the second quarter of 1942–1943 academic year, 14 796 children were educated in these district schools, among which 2 835 children obtained bad and very bad marks in various subjects.

Throughout the Soviet Union, the share of young people involved in coal mining, metallurgy, heavy industry was 40–55%, of which the share of adolescents was 12–18% [25, p. 195]. Although the skills of young workers were not sufficient, they also had superiorities. Such features of young people as patriotism, interest in the profession, creative approach to the performance of tasks and rapid adoption of innovations can be regarded as their strength.

From the above it is clear that women and youth served as the main source of workforce in industry and agriculture during the war. One can observe an increase in their labor contribution during the years of the war in the following table 3 [1, p. 75].

As it can be seen from the table, in 1941–1945 in the regions behind the front, the working population was reduced by 28%. The share of the elderly people and adolescents being almost unchanged, the share of men decreased by 68.1 percent.

In general, the widespread use of adolescent labor during the years of war is a situation that indicates the scale of the problem of personnel in the economy. The widespread use of adolescents as workforce replaced unskilled workers and those with secondary school education who temporarily went to the front. On this basis, due to the young manpower, production facilities

operated continuously. They were equipped with the skills of using various techniques. Based on the above data, several problems associated with the involvement of adolescents to work can also be seen. Heavy labor, extended working hours, and poor conditions adversely affected the physical development of the adolescent organism, while the postponed hours of classes affected the learning achievements.

The effectiveness of providing the economy of Uzbekistan with workforce during the war years. During the war, measures aimed at increasing production (work extended hours, working without additional payment, etc.) could produce short or medium-term results. Extended work hours reduced labor productivity, giving the adverse effect. The following can be mentioned as the main cases that adversely affect labor productivity.

Firstly, women and adolescents who substituted those qualified workers sent to the front could not suddenly obtain qualification. It took time for their qualification to reach a certain level. On the other hand, various courses were organized to improve the skills of women and adolescents, which required additional funds.

Secondly, economic problems and the ones related to supply emerging in the conditions of the war, industrial enterprises practically stopped providing them with new machines and equipment. During the years of war, old machines constantly broke down and there was a lack of component parts in Uzbekistan, as a result of which in 1942 year machines did not work more than 12.5% of the working day in textile enterprises and 16% of the working day in silk weaving enterprises [8, p. 129].

Also, the use of low-quality and substituting products in production also adversely affected equipment and workforce productivity. Due to a shortage of raw materials, the use of calcium soda

Table 3. As of January 1, the number of workers in the regions behind the front of the Soviet Union (a thousand people)

Years	Working population			12–16 year-olds	the elderly people	totally	Compared to the year of 1941 (%)
	men	women	totally				
1941	8657.3	9531.9	18189.2	3818.0	2360.0	24367.2	100.0
1942	5890.8	9532.4	15423.2	3779.4	2369.0	21571.6	88.5
1943	3605.0	9590.7	13195.7	4035.0	2378.8	19609.5	80.5
1944	2340.8	9094.0	11434.8	3820.9	2387.9	17643.6	72.4
1945	2769.7	8661.2	11430.9	3524.5	2390.9	17345.9	71.2

instead of caustic soda in the production of perfume soap in Uzbekistan reduced the production efficiency by 20% [23].

Thirdly, as a result of the excessive use of human resources by certain norms, their excessive physical and mental exhaustion was observed. As a result, the number of cases with workers' sickness and injury in production increased.

For example, the mobilization of agricultural machinery to the front or the acquisition for other purposes at the beginning of the war led to a weakening of the material and technical resources of agricultural production. The supply of tractors and other agricultural machines was practically stopped. The supply of agricultural machinery spare parts as well as fuel and lubricants decreased dramatically. As a result, the amount of equipment and vehicles of Machine and Tractor Stations, collective farms reduced. In 1941, compared to 1940, the number of tractors in Uzbekistan decreased by 425 units, in 1942 – by 900 units. The trucks were reduced by 3 800 units in 1941, 5 268 units in 1942 [2, p. 55]. This situation led to a decrease in work productivity.

The reduction in the use of agricultural machinery and working animals led to deterioration in the quality of work. For example, as a result of a survey conducted in Namangan region in 1943, it was determined that a manual soil loosening for cotton plant did not meet the requirements [24]. The wide spread of such cases led to a decrease in productivity in agriculture.

Activeness of peasants and strengthening control over them did not fully compensate the lack of equipment. The fact that the technique became outdated, the continuous shortage of fuel, lubricants and spare parts adversely affected the tractor and combines. For example, in Uzbekistan, a 15-horsepower tractor processed 430 hectares of land in 1941, this figure was 236 hectares in 1942 [10, p. 161]. Despite all the measures taken, it was impossible to solve all the problems associated with the workforce and equipment.

It is necessary to emphasize that specialists evacuated during the war played an important role in the transformation of the economy of Uzbekistan, the organization of the work of the evacuated and Republican enterprises. In particular, the factories evacuated to Uzbekistan were almost completely staffed with engineering and technical personnel, while they were provided

with working personnel by only 20%. Therefore, the composition of the workers was updated by 80%, and the engineering and technical workers had a lot of work experience [26, p. 8].

In the first period of the war, the emphasis on the number of personnel rather than quality was the biggest drawback of the Soviet government in the personnel policy. Women and young people who substituted skilled and experienced workers sent to the front, suddenly could not master complex professions. As a result, work efficiency decreased, the number of cases dealing with the production of defective goods and breaking down of machines increased. Of course, these cases adversely affected the production process. Also, the deterioration of technical supply, aging and breaking down of machines, the use of poor quality or substituting raw materials in production directly affected the reduction in work productivity.

Results. During the Great Patriotic War, the involvement of the main part of the population of mobilization age in Uzbekistan in the frontline sharply reduced the share of qualified personnel in the economy. Also, the evacuation of more than a hundred enterprises to Uzbekistan during the war, the commissioning of new industrial capacities and large-scale construction further complicated the problem of personnel. Women and young people were involved in providing Uzbekistan's economy with additional personnel. In order to improve their skills, the educational and practical system was put into operation. The Great Patriotic War is characterized with an increase in the role of women in the social and economic life of Uzbekistan. Women of Uzbekistan substituted men mobilized to the front in production. The social status of women also rose and they were promoted to different senior leadership positions. Women of the Republic, who carried out social work and family chores equally during the war, demonstrated selfless exemplary work.

With the beginning of the war, a strict discipline was enforced in production. Work hours of existing industrial workers, employees and peasants were extended. If at the initial stage of the war, the increase in work hours justified itself, then in the later stages adversely affected the quality and productivity of work. The inhabitants of Uzbekistan, realizing the difficulties

of the war, worked selflessly for victory. The construction of large enterprises and irrigation facilities was carried out mainly by means of hashar (collective work).

The Great Patriotic War had a direct negative impact on the economy. The main production and financial resources are used to military purposes. In particular, potential of human resources (scientists, workers-technicians, etc.) are also mobilized in the creation and production of new types of military products. During the years of the war, the specialists tried to solve the problems in the economy of Uzbekistan by means of economic measures. On the eve of the 78th anniversary of the victory over fascism, it must be emphasized that the people of Uzbekistan, despite the difficulties of war, were responsible at work in all spheres of the economy, made a worthy contribution in the victory with their work, despite the financial difficulties and hard conditions.

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