

# History of the Trade Union Organization of Karakalpakstan and its Personnel Policy in the 1930-X Years of the XX-Century

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**Abstract:** *The article provides archival sources on the history of the trade union organization of Karakalpakstan. Based on the analysis of historiographical material on the history of the trade union organization, the stages of formation and role in public relations during the period of Soviet totalitarianism were studied. And also, the essence and character, internal relations and problems of the functioning of the trade unions of Karakalpakstan in the conditions of the command-administrative system were analyzed*

**Keywords:** Trade unions, protection of rights and freedoms, Bolsheviks, new economic policy, reorganization and “cleaning” of trade unions, national autonomy, trade unions and society

## 1. Introduction

Trade unions are one of the latest achievements of world civilization. In world practice, the millennia include banks and exchanges, armies and parties, religious institutions, and trade unions have a little more than two centuries. But even for this short period of historical standards, they have shown themselves to be an effective mechanism, the skillful use of which can transform life.

And each individual employee, and society as a whole. The history of the emergence of trade unions in Central Asia, including in Karakalpakstan, dates from the first quarter of the 20th centuries. The history of trade unions is the history of the emergence and activity of mass organizations of workers and employees.

The first trade union organizations of Karakalpakstan, which arose in the 1917–1920s, were few in number and arose mainly in the urban centers of the Amu Darya department, such as Turtkul and Chimbay, where there was the main concentration of the Europeanized part of the population. The first steps of these organizations were manifested by the concern for protecting the social and economic interests of their members in the context of political chaos and anarchy. Under the conditions of Soviet totalitarianism, the trade unions turned into “drive belts” of the party-state nomenclature and its economic mechanism, and became their specific subsystem. Obeying the system, they took on a number of state functions of production management, social security and insurance, organization of recreation and leisure of the population, thereby losing the ability to effectively implement their protective functions [3].

As you know, in the recent past, in the system of social and economic relations, the slogan “Cadres decide everything!”, Proclaimed back in the distant 1930s, became widespread. In what a similar tendency was expressed, how this slogan was carried out in practice — we would like to consider these issues in the context of the history of the trade union organizations of Karakalpakstan in the second half of the 20-yy. XX century.

Studying the history of trade unions will help to better understand the role of the human factor in social development. In the totalitarian period, trade union organizations increasingly turned into a public-state organization, built into the command-administrative system of management. Therefore, today, during the period of state independence, the study and generalization of the activities of trade unions is of great political and scientific interest. Her research will make it possible to objectively assess the state of work of trade unions, identify the causes of shortcomings and omissions, learn from the past and develop it in modern conditions [2].

The I Congress of trade union organizations of the KAO, which opened on March 16, 1926 and convened due to the great efforts of the local apparatus, showed the need for a completely new personnel policy in the trade union system. During the organization of congresses in the field, there were great difficulties, there were not enough people who understood the essence of the trade union movement. Therefore, at the 1st congress of trade unions of the region, in addition to summing up the results of past years and discussing the results of past years and discussing the main issues for the prospect, much attention was paid to organizational and personnel issues, the problem of weak ties with local committees, weak leadership of the upper echelons, lack of materials in the local language, waste union money in the grassroots.

Particular attention was paid to issues of working with farm laborers, women and youth. In particular, the congress proposed taking measures to involve all employed workers on the principle of voluntary entry into the trade union members, to attract local workers in the unions, with the involvement of European workers. Particular attention was paid to the issue of working among women as chairmen and secretaries at meetings, congresses, and conferences. Use them in these forums as speakers. To organize, as necessary, special women's meetings, questions and answers evenings, circle discussions on women's issues, keep records of those

who are active for their progressive advancement in union, administrative and economic work [1].

These decisions were caused by the program settings of the party. The need to strengthen the union of the working class with workers put forward before the trade unions the task of uniting the proletarian strata of the aul and the kishlak — agricultural workers and farm laborers, turning them into active agents of party politics, influencing the aul poor and the middle strata of dekhkans, in the long term - forming personnel for the unions as a springboard for the subsequent take-off career growth. For example, even then farm laborers and landless people made up the bulk of the Union of Workers of Land and Forests (Rabzemles), which was later transformed into the Union of Agricultural Workers. The importance of this union has especially increased in connection with the decision of the II Plenum of the Central Executive Committee of the All-Union Central Council of Trade Unions in 1926 on transferring to it from other unions of small trade unions and members of individuals located in villages and villages. At the beginning of 1926, re-registration of union members takes place in some areas of Central Asia and Kazakhstan. In the conditions of Karakalpakstan, holding such an event became possible only after the II Congress of Trade Unions of Karakalpakstan in August 1927, when there was a change of personnel in power corridors and P.I. Varlamov was appointed secretary of the party organization [3].

From that moment on, the party organization increased attention to the work of trade unions, the main tasks were identified as the need to create an asset from the indigenous population, increase labor productivity, establish relations between local authorities and the administration, tariff and economic work, strengthen the work of Rabzemeles and conclude agreements between farm laborers and employers.

Meanwhile, even at that time, the well-known statesman and public figure of Karakalpakstan K. Avezov draws attention to the weakness of attracting indigenous people to governing bodies: “Let us dwell on the issue of the indigenization of the apparatus in general, on which work unions paid almost no attention. Social insurance work is poorly delivered even in Turtkul, and there is nothing to talk about districts. The union of tanners in our country is gaining the most importance, and the documents do not say anything, therefore, there was no work. Speaking about the Union of Textile Workers, we need to think about the issue of uniting citizens weaving mate and chipt”[2].

Another representative of the political elite of Karakalpakstan of that period, Dilmanov wrote that “Bureaucracy in the lower Soviet (trade union) bodies is fairly developed. In kishlaks, bureaucracy is developed by volost executive committees, in regional organizations - by a technical apparatus, where secretaries and clerks command over managers, In the Rabzemeles Union, the workers sent are not taught work, but they hinder their work, so you need to pay attention to the fight against bureaucracy. “At the end of the 1920s, very important socio-political events took place in the region. For example, during the party cleansing of the apparatus of “undesirable elements”, only the Union

of Agricultural Workers and Foresters (Rabzemles) in 1928 excluded 500 people [4].

At the same time, members of the union are growing: if 130 members were in Rabzemles in 1927, then membership reached 5,000 in 1930. The process of mechanization was active, so in 1927 the number of Karakalpaks in trade unions was 17.8% of the total, then in 1930 this figure and amounted to 31, 4%. At the same time, party purges were constantly ongoing, which lasted until 1930. The collectivization of agriculture began, when the entire apparatus of the party, executive committees and trade unions, the Koshchi Union, the Komsomol and other state bodies were mobilized another gamble of power.

## 2. Conclusion

On the whole, the personnel policy of the authorities with the formation of the Karakalpak Autonomous Oblast began to purposefully move towards training obedient to the hierarchical system of personnel management from among the local population. Occasionally alien, casual, and narrow-minded people from among the poorest strata, laborers, lumpens, came to the management of trade unions, and people would be loyal to the communist idea. Subsequently, they became the arbiters of the fate of not only many thousand people, but also those who took them up the “ladder” of power and management. A similar trend soon became a tradition, turning into stereotypes and stamps for many years.

## References

- [1] TsGA RK - f.180, op.3, d.84, l.45.
- [2] AZhK RK - f. 1, op. 1, d.342, l.12.
- [3] Avezov K., Varlamov P. Karakalpakstan on the 10th anniversary of Kazakhstan. Alm., 1930.S. 38-40.