

PROMOTION IS AN IMPORTANT DIRECTION IN THE PERSONNEL POLICY OF THE SOVIET GOVERNMENT IN KARAKALPAKSTAN IN THE 20S-30S OF THE XX CENTURY

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Abstract. Based on archival materials, the article shows an important direction of the personnel policy of the Soviet government in Karakalpakstan, known as promotion.

Keywords: Soviet power, personnel politics, totalitarianism, peasant, farmhand, proletariat.

The policy of selecting workers and dehkans to senior and important posts is the least researched issue in the history of Karakalpakstan. This aspect had a crucial role in the establishment and consolidation of the Soviet totalitarian political regime. In the 1920s and the first half of the 1930s, promotion became an integral part of the recruitment and training system for managerial personnel. This approach effectively addressed the challenge of filling senior positions with individuals who possessed not only the necessary managerial skills, but also shared the Bolshevik ideology of constructing a communist society.

Since 1924, the act of nominating individuals has emerged as a prominent aspect of the state's personnel policy. The XIII Party Conference in January 1924 and subsequent XIII Congress of the RCP(b) in May 1924 were a significant turning point, as they introduced a set of key objectives for political parties, trade unions, and economic organizations. The XIII Congress identified two more sources for nomination: young party members who enlisted in the RCP(b) during the "Lenin draft" in 1924, and Komsomol activists who were initially nominated for challenging leadership roles inside the RKSM and subsequently for positions in the party, trade unions, and Soviet organizations.

The Congressional resolution acknowledged that the nomination of workers for public service should not consider their lack of readiness or educational level. The primary objective is not to cultivate their expertise in the domain of public administration, but rather to guarantee that, upon receiving party education, they consistently adhere to a unified approach and remain fully and directly subordinate to the party's guidance in all their endeavors. The reference is found on

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page 40 of source number 1. The Kazakh District Committee of the Bolshevik Party's organizational and distribution department issued a directive letter to the Karakalpak Regional Committee in the following manner: "Considering the inadequate representation of communist members in the institutions of your region and the challenges in hiring staff from the Regional Committee (Kazakh District Committee of the party-RB), The organizational and distribution department of the Kazakh Regional Committee of the All-Russian Communist Party of the Bolsheviks (KazKraikom VKP(b)) requests your attention to the appointment of communists from Karakalpaks to staff regional and district offices of vital industries. Simultaneously, it is strongly suggested to cease the practice of disposing of accountable staff members without obtaining prior authorization from the Regional Committee, as this has occurred in the past in violation of Circular No. 226/1 issued by the Regional Committee on the 28th of X 25g. The reference is found on page 8 of source number 2.

The matter of nominations received significant focus at the inaugural Amudarya Regional Party Conference. The resolution adopted acknowledged that the primary objective of the Communist Party of Turkestan is to engage the most exceptional individuals from the non-partisan Dehkan and working classes in active participation. Consequently, the party organization is required to assume control over the following areas of leadership, commencing without delay:

1. It is imperative to not only enhance the trust in the Soviet government among the general population, but also to really augment the number of skilled practitioners and administrators inside the Soviet system who possess firsthand knowledge of the circumstances and requirements of the peasants and workers.

2. The primary groups that should provide these forces are the proletarians, who dutifully fulfill their class obligations, and the peasants, who wholeheartedly support the Soviet government and demonstrate their loyalty by actively defending it, possessing organizational skills, and exerting influence over a significant portion of the rural population. However, during the period of 1925–1926 in Karakalpakstan, the regional committee failed to adequately prioritize the matter of selecting and appointing new staff members. Insufficient guidance was provided regarding the criteria for candidate selection, resulting in the absence of a well-defined mechanism for accounting for nominees. Local and regional authorities regarded all staff members of institutions, such as janitors, security guards, and couriers, as candidates. Additionally, certain institutions considered long-serving employees in positions of authority to be candidates. As an illustration, within the roster of the secretary of the Shymkent district committee of the Mukhsin party, there were 105 nominations for the period of 1925–1926. Among these individuals, there were 38 dehkans and farmhands, 27 clerks, 17 policemen, 14 watchmen, 5 couriers, and 4 instructors. The reference is found on pages 61–63 of source number 3. The majority of the nominees lacked the necessary preparation to effectively perform their official obligations in the sphere of public administration, resulting in various challenges. The primary objective of the promotion was to enhance the efficiency of the state apparatus and align it more closely with the practical requirements of workers and dehkans. The "improvement of the state apparatus" referred to its

revitalization by removing "socially alien" specialists, who were seen as carriers of bureaucratic expertise and outdated management practices, and promoting workers and dehkans to fill the vacant posts. The intended purpose of this initiative was to foster the development of fresh cohorts of Soviet leaders and eliminate bureaucratic tendencies within the Soviet administrative system. The deficiencies revealed throughout the surveys were characteristic of the personnel practices of that era. The following items were: 1) The majority of nomination activities are concentrated in party organizations. 2) Trade union organizations, as well as heads of departments and institutions, have a formal attitude. 3) There is a lack of nominations for employees at lower levels of the administrative apparatus. 4) There is a shortage of well-developed lists of positions for which workers and peasants should be regularly nominated. Consequently, there were involuntary terminations of employees from available positions; candidates frequently proved to be unselected for new employment. The commencement of systematic efforts towards the nomination process was initiated during the third regional party congress, which took place from October 26th to October 30th, 1927. It was emphasized during the conference that there was a necessity to select a fresh resource from the Dehkan masses. However, the question about the advancement of the nomination process based on party, Soviet, and trade union affiliations, which was brought up during the Regional Committee Bureau meeting in December 1927, did not establish clear guidelines in the nomination directive. The matter was assigned to the resolution titled "On measures to enhance information and statistical efforts." In 1927, the nominees assumed leadership roles in the land and water departments of Turtkul, Khojeyli, Cimbai, and Kungrad districts. They also took on the duties of chairman of the Kungrad District Executive Committee, chief of the Khojeyli militia, and people's judges. A total of 35 individuals, consisting of 12 Karakalpaks, 11 Uzbeks, 8 Kazakhs, and 2 Turkmen, held prominent positions in district institutions. The reference is found on page 30 of source number 4. The campaign "Sovietization of the village and the village" that took place in the spring of 1928 aimed to economically empower the poor and unite them under the party's leadership in order to counteract the growing influence of the wealthy, religious leaders, and landowners. This campaign led to a substantial restructuring of the administrative system in rural areas. The Bolshevik Party established a system where organizational findings that aimed to revitalize the Soviet and party infrastructure would influence the nomination process. Commissioners frequently replaced experienced cadres on village councils with active poor, agricultural laborers, and middle-class peasants who were potential friends of the new government. This was done to take advantage of the career growth opportunities afforded by the new government. These newly appointed authorities dutifully commenced their service to the Soviet Union and endeavored to carry out its directions. Nomination was also used in very important cases, like when "overtly antagonistic entities" were found in the Soviet Union, the Kosci Union, agricultural workers, and cooperatives, making it hard to figure out how much tax was owed on certain assets. As of August 1, 1928, a total of 63 individuals had received nominations in Karakalpakstan. Among them, 10 were employed as laborers, 41 worked as farmhands, 9 were classified as impoverished, and 3 belonged to the middle-class peasant category. Among the 63 nominations, 7 were recognized for their contributions at a regional level,

27 at a district level, and 29 at a village level. They were segregated based on their nationalities: The population breakdown is as follows: Karakalpaks make up 24% of the population, Kazakhs make up 13%, Uzbeks make up 9%, and the remaining 17% consists of other ethnic groups. According to party affiliation, there were 36 members and candidates of the CPSU (b), 7 members of the Komsomol, and 20 individuals who were not affiliated with any political organization. The reference is found on page 10 of source number 5. The Regional Committee's Bureau provided explicit directives regarding the individuals who should be regarded as potential candidates. The nominees were acknowledged as workers and dehkans who were nominated for their independent work as heads, chairmen, and members of the boards and bureaus of AUL institutions at the district and regional levels. The nominated individuals must be registered with the nominees for a duration of 5 years, following which they are required to be removed from the nominees' registry. The primary responsibility for nominating dehkans and farmhands rested with the Soviets, the Kosci Union, and the cooperative and party organizations of villages.

During the nomination process in 1928, the regional party committee selected a total of 195 candidates for admission to higher educational institutions in Russia, Kazakhstan, and Uzbekistan. The breakdown of these applicants by ethnicity is as follows: Karakalpaks accounted for 41%, Kazakhs for 37%, Uzbeks for 12%, Tatars and Bashkirs for 3.6%, Turkmens for 2.5%, Ural Cossacks for 2.5%, and others for 1.4%. In a correspondence dated August 28, 1928, addressed to the Kazakh Regional Committee, Dvornikov, the head of the organizational department of the regional party committee, and Zhuravlev, the head of the information department, critically evaluated the deficiencies observed in the nomination process in Karakalpakstan. Insufficiently organized work, unclear campaign presentation, inattentive attitude towards nominees, inadequate educational efforts with nominees, fear of being nominated, delayed nomination of women, and trade unions and the Kosci Union being passive. In order to transition from the informal process of nomination to a more organized approach, with the aim of enhancing the Soviet and economic systems, Dvornikov and Zhuravlev suggested the creation of a comprehensive work plan for nomination and accounting. A suggestion was made to consider both the quantity and the caliber of the nominees. It was also proposed to create a list of positions that need to be filled and to prioritize the nomination of workers from indigenous nationalities by promoting the concept of nomination. Additionally, efforts should be made to combat individuals who are opposing the current developments under the guise of "business" interests. The reference is found on page 87 of source number 6. As of January 1, 1929, there were a total of 121 nominees in the Karakalpak Autonomous Region. Out of these, 21 were employed at a regional level, 54 at a district level, and 46 at a village level. Their distribution was based on their social rank, and it was as follows: the number of laborers is 18, farmhands is 65, impoverished individuals is 24, middle-class individuals is 9, and employees is 6. The nominees were distributed according to their nationality as follows: The ethnic composition of the population is as follows: Karakalpaks make up 38.8% (47 individuals), Uzbeks make up 23.1% (28 individuals), Kazakhs make up 18.2% (22 individuals), and the remaining 19.9% (7 individuals) belong to other ethnic groups. In addition to the nomination program, there was a policy of "cleansing" the Soviet apparatus. The Fifth Plenum of

the Central Committee of the CPSU(b) in November 1929 added a paragraph to the Resolution "On the course of inspection and cleaning of the Soviet apparatus" from September 12, 1929. This paragraph emphasized the connection between the inspection and cleaning of the Soviet apparatus and the training and promotion of new workers and young specialists. It also called for a more decisive nomination process, primarily from the work teams and sections of the Soviets, and the establishment of a clear hierarchy of positions for nominees, with the placement of these individuals in compact groups within the apparatus. By the early 1930s, a significant amount of practical experience in the process of nomination had been gathered. He determined the key focal points of this policy. With only a small representation of non-party workers, communists dominated the nomination process. This was also an instance of the Bolshevik policy of implementing an "ideological and class-based approach." The nomination process was mostly based on social and class criteria. The party committees focused their efforts on organizing, conducting, and controlling the nomination process. Various forms and techniques of nomination were established, considering the availability and scarcity of people in different managerial branches. The regional committee of the party devised a plan to require the nomination of 100 individuals from indigenous nationalities, referred to as "indigenous people," for positions of responsibility in regional Soviet, economic, and cooperative organizations, with a quota of 60 individuals. Among the 100 nominees, 20 should be distinguished as exceptional women. Everyone had to be literate in the language that the neighborhood spoke [7, p. 4]. The nomination was funded by utilizing the local assets belonging to impoverished and middle-class peasants who have a minimum of 3 years of experience in Soviet and economic labor. As of July 15, 1931, out of the 100 nominees, 44 of them were employed in all regional institutions, with 5 of them being women. The Karakalpaks had the highest number of nominations, with 17 individuals (including 3 women), followed by the Kazakhs with 11, and the Uzbeks with 9. Based on their social composition, they consisted of 24 laborers and agricultural workers, as well as 20 impoverished and middle-class farmers. The user's text is "[8]". Based on archival records, the nomination process persisted throughout 1934. On May 9, 1934, the Central Executive Committee and the Council of People's Commissars of the Karakalpak ASSR passed a resolution titled "On work among nominees." The districts were directed to execute the "nomination-100" strategy, which entails the inclusion of 20 females, 80 males, 43 Karakalpaks, 17 Kazakhs, 15 Uzbeks, 5 Turkmens, and 6 Uralians. The user's text is "[9]". To summarize, it is important to highlight that the promotion policy was implemented with the aim of creating a specific social group that the government could depend on for future economic and political changes. The inclusion of candidates in all sectors of the administrative machinery and their clustering within it enabled the authorities to effectively impose stringent political control over it. The era from 1932 to 1936 was the culmination of the nomination policy. In the following years, the continued advancement of regular employees to positions of authority persisted, albeit with a gradual shift in its original character. The practice of selecting workers "from the machine" and peasants "from the plough" without specific educational qualifications was substituted by the selection of workers and peasants based on their socioeconomic background but who had acquired either general or

vocational education. The notion of "promotion" was closely aligned with the notion of "promotion." An employee who previously held a minor managerial role was later promoted to a similar, albeit more demanding, position. The work exhibited a distinct sense of continuity, with few differences in names between positions. Still, this method started a lot of big changes in society. For example, workers and peasants with little or no education were put in positions of power, which gave them more administrative power and material benefits. It was also realized that building a new society would involve a lot of class conflict and the use of violent means, which was the first step in creating the command and administration system.

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