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

Abstract: *the article, based on archival materials, reveals a little-studied problem in domestic history, as a promotion policy, which was an integral part in the system of training party, Soviet, and economic cadres of the Soviet government in Karakalpakstan.*

Key words: *Soviet power, personnel policy, totalitarianism, farm laborer.*

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Introduction

The less studied problem in the history of Karakalpakstan is the policy of nominating workers and dekhkans to leading and responsible posts. This was an important part of the personnel policy during the formation and strengthening of the Soviet totalitarian political system. Having become part of the system of selection and training of managerial personnel, promotion made it possible in 1920 - the first half of the 1930s to solve the problem of filling managerial positions with employees who were not only able to carry out the management process, but also shared Bolshevik ideas about building a communist society.

Materials and methods

Since 1924, the nomination has become one of the main directions of the personnel policy of the state. The XIII Party Congress in January 1924 and then the XIII Congress of the RCP (b.) In May 1924, for the first time placed nomination in a number of paramount tasks for party, trade union and economic bodies. The 13th Congress called the young party members who joined the RCP (b.) During the "Leninist draft" (1924), and Komsomol activists, first nominated for more complex leadership work within the RYCL, and

then party, trade union, and Soviet, as additional sources of nomination. work.

The Decree of the Congress noted that when nominating workers for public service they should not take into account their unpreparedness, level of education. The main thing is not to make them specialists in the field of public administration, but that, having received party education, "in all their work they should draw a common line and be under it (*the party* – *R.B.*) with full and direct leadership" [1, P. 40].

The organizational distribution department of the Kazkraykom sent a directive letter to the Karakalpak regional committee as follows: "Taking into account the insufficient communist layer in the institutions of your region and the difficulties in selecting workers from the Kraykom, the Organizational and Distribution Division of the Kazakh Regional Committee of the All-Russian Communist Party of Bolsheviks (KazKraykom of the All-Union Communist Party (b)) offers you to pay due attention to the staffing of regional and district apparatuses of the most important branches with communists, by means of promotion and Karakalpak. Along with this, it is categorically proposed to stop the secondment of the response of workers to the disposal

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without the prior consent of the Kraykom, which took place in the past in spite of the Kraykom circular of 28 / X 25g No. 226/1” [2].

Issues of nomination were given attention at the 1st Amudarya Regional Party Conference. So, the adopted resolution says the following: “The First Regional Conference of the heads of the organizational and instructive departments of the regional and district committees of the Communist Party considers one of the most important tasks of the party at present to involve the best elements of the non-partisan dekhkan and working masses in active work and therefore proceeding immediately to implementation of the specified task, the party organization should take the following for leadership:

1. It is necessary to achieve not only a massive increase in confidence in the Soviet regime, but also really an increase in capable practitioners, organizers in the Soviet apparatus, who are directly familiar with the living conditions and needs of farmers and workers.

2. The main source from which these forces should be drawn are the proletarians who are honest in fulfilling their class duty and the peasants, unconditionally loyal to the Soviet regime, who prove this devotion by actively defending it, skillful organizers and enjoying influence among the best part of the population of the village and village” .

Nevertheless, in 1925-1926 in Karakalpakstan, the regional committee did not pay enough attention to the nomination of new personnel. Comprehensive instructions about who should be considered a nominee were not given, and therefore the process of accounting for nominees has not been developed. Grassroots, and partially regional authorities considered all service personnel of institutions, including janitors, watchmen, couriers, etc., as nominees, and some institutions considered nominees as workers who had held senior positions for many years.

For example, on the list of secretary of the Chimbay district committee of the party, Mukhsin, among the nominees for 1925-1926 out of 105 people, 38 dehkans and farm laborers, 27 clerks, 17 police officers, 14 watchmen, 5 couriers, 4 teachers were listed [3].

Most of the nominees were not prepared for work in the field of state administration, and therefore experienced certain difficulties in fulfilling their direct duties. The main objective of nomination was “improving the state apparatus and bringing it closer to the actual needs of workers and dehkans.” By “improving the state apparatus” was meant updating it by dismissing “socially-alien” specialists who were also considered to be carriers of bureaucratic experience and old management traditions, and nominating for vacated positions of workers and dehkans, which should have contributed to the creation of new cadres of Soviet leaders and the

eradication of bureaucracy in the Soviet administrative apparatus.

Deficiencies identified in the course of the surveys were typical of the personnel work of that time. They consisted of the following: 1) the concentration of almost all the activities of promotion in party organizations, 2) the formal attitude of trade union organizations to this matter, as well as the heads of departments and institutions, 3) the insufficient promotion of workers at the lower levels of administrative apparatuses, the lack of developed lists of posts for which the nomination of workers and peasants should have been regularly held. As a result of this, mechanical nominations of workers to any vacant positions took place, nominees often found themselves unclaimed in new jobs.

The Third Regional Party Conference (October 26-30, 1927) laid the foundation for a systematic nomination work, pointing out the need for “nominating a new asset from the dekhkan masses,” however, the question of the progress of the nomination for party, Soviet and union lines did not make precise provisions in the nomination directive. The question was placed in the Resolution “On measures to improve information and statistical work”

In 1927, nominees took up the posts of heads of land and water departments in Turtkul, Khojeyli, Chimbay, Kungrad districts, the chairman of the Kungrad district executive committee, the chief of police Khojeyli, and people's judges. 35 nominees: 12 Karakalpaks, 11 Uzbeks, 8 Kazakhs, 2 Turkmens also occupied high positions in district institutions [4].

The campaign “Sovetization of the “aul” and the “kishlak” (village)”, launched in the spring of 1928, and the ensuing activities, such as “organizing, economically putting the poor on their feet and rallying the party around the party, opposing the poor to the growing activity of rich men, “ishans” and clergy” were associated with a significant “refreshment” of the administrative apparatus in the village and “aul”. The party made nomination work dependent on organizational conclusions arising from the need to “refresh” the Soviet and party apparatus. At the initiative of the commissioners, experienced personnel in the “aul” and the “kishlak” (village)councils were often replaced by active poor people, farm laborers and middle peasants, potential allies of the new government, since the new government provided them with great career opportunities. These new leaders “faithfully” began to serve the Soviet government, tried to comply with its directives. Nomination was also practiced in cases of urgent need, when “obviously hostile elements” were found in the Soviets, the Koshchi Union, farm laborers, and cooperatives, which hindered by their actions the accounting of taxable objects.

By August 1, 1928, 63 people had been nominated in Karakalpakstan, of which 10 were workers, 41 were farm laborers, 9 were poor and 3

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were middle peasants. Out of the total number of nominees (63), 7 people were nominated for work on a regional scale, district - 27, "aul" - 29. According to nationality, they were divided: 24 Karakalpaks, 13 Kazakhs, 9 Uzbeks, and 17 others. : members and candidates of the AUSP (b) - 36, members of the AULYCL - 7, non-partisan - 20 [5].

The regional committee bureau gave clear instructions on who should be considered a nominee. It was recognized that the nominees were workers and dehkans nominated for independent work as managers, chairmen, members of the boards and presidiums of institutions of "aul", regional and regional scales. The nominated persons should have been registered with nominees for 5 years, after which they should be removed from the register of nominees. The main role in the nomination of dehkans and farm laborers belonged to the Soviets, the Koshchi Union, cooperation and party organizations of "auls" and villages.

In 1928, among the nomination events, the regional party committee prepared 195 applicants to higher educational institutions in Russia, Kazakhstan and Uzbekistan, of which 41% were Karakalpaks, 37% were Kazakhs, 12% were Uzbeks, 3.6% were Tatars and Bashkirs, Turkmens - 2.5%, Ural Kazakhs - 2.5%, others - 1.4%.

The head of the organizational department of the regional committee of Dvornikov and the head of the information department Zhuravlev on August 28, 1928, in a letter to the Kazakh Kraykom, analyzing the status of the nomination in Karakalpakstan, noted the following shortcomings: lack of planned work; insufficiently clear presentation of the campaign; inattention to nominees; lack of educational work with nominees; fear of promotion; delayed nomination of women; passivity of trade unions and the Koshchi Union.

To move from the random nature of the nomination to systematic work, in the interests of improving the Soviet and economic apparatus, Dvornikov and Zhuravlev proposed working out a work plan for nomination and accounting. It was proposed to establish a record of not only the number of nominees, but also their quality; to develop a list of posts to be replaced; to draw attention to the need to nominate new cadres of workers from indigenous nationalities by popularizing the ideas of nomination; to fight in every way with those who, under the flag of "business" interests, are trying to resist ongoing activities [6].

In total, as of January 1, 1929, 121 people were nominated for nominees in the Karakalpak Autonomous Region, 21 of them worked on a regional scale, 54 in the district, and 46 in the aul. According to their social status, they were distributed as follows: workers - 18, farm laborers - 65, poor people - 24, middle people - 9, office workers - 6. By nationality, nominees were distributed as follows: Karakalpaks -

47 (38.8%), Uzbeks - 28 (23, 1%), Kazakhs - 22 (18.2%), others - 7 (19.9%).

The nomination policy was accompanied by a policy of "purging" the Soviet apparatus. So, the Fifth Plenary Session of the Central Committee of the All-Union Communist Party of Bolsheviks, held in November 1929, supplemented the Decree "On the inspection and cleaning of the Soviet apparatus" of September 12, 1929 with the following clause: "Inspection and cleaning of the Soviet apparatus ... link with the preparation and nomination of new cadres of workers and young specialists; the work and refreshment of the apparatus should take place along the lines of more decisive promotion (primarily from the composition of working teams and sections of councils), the establishment of a firm nomenclature of positions for nominees, with the latter being placed in compact groups inside the apparatus".

By the beginning of the 1930s, a certain practical experience of nomination was accumulated. He identified the priority areas of this policy. The predominant nomination of communists took place with a minimal number of non-party workers. This was also one of the manifestations of the Bolshevik policy of "ideological and class approach." The selection of nominees was carried out primarily on social-class grounds. Activities for organizing, conducting and monitoring the nomination were concentrated in party committees. Certain forms and methods of nomination were also developed, based on taking into account the presence and shortage of workers in various branches of management.

The party's regional committee developed a plan for the mandatory nomination of 100 "root people" (the so-called nominees from indigenous nationalities) for responsible work in regional Soviet, economic and cooperative institutions at the rate of 60 people. Of the 100 nominees, 20 should stand out among women. All had to be literate in the language of the local population [7]. The nomination was carried out at the expense of the aul asset of the poor, middle peasants, with at least 3 years of Soviet and economic experience.

Out of 100 nominees, as of July 15, 1931, 44 nominees worked in all regional institutions, of which 5 were women. The largest number of nominees were Karakalpaks - 17 people (3 women), Kazakhs - 11, Uzbeks - 9. According to their social composition, they represented: 24 workers and farm laborers, 20 poor and middle peasants [8].

According to archival data, the nomination continued in 1934. So, on May 9, 1934, the CEC and the CPC of the Karakalpak Autonomous Soviet Socialist Republic adopted the Decree "On work among nominees", a command was given to the districts to implement the "nomination-100" plan: 20 women, 80 men, 43 Karakalpaks, 17 Kazakhs, 15 Uzbeks, 5 Turkmens, 6 Urals [9].

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Conclusion

In conclusion, making a general conclusion, it must be emphasized that the nomination policy was carried out to achieve the main goal: the formation of a certain social group, which the government could rely on during the upcoming economic and political transformations. The presence of nominees in all areas of the administrative apparatus and their placement inside it in compact groups allowed the authorities to establish strict political control over it.

The period from 1932 to 1936 was the final stage of the promotion policy. In subsequent years, the promotion of rank-and-file workers to senior positions did not stop, but its initial character gradually changed. An employee who performed a small managerial job, after a while was appointed to a similar in nature, but more responsible position. A

certain continuity remained in the work, and in the nomenclature of posts the gap between them was insignificant.

However, this approach laid the foundation for deep deformational social processes. The entry into the power structures of poorly educated and even illiterate workers and dehkans, granting them great administrative rights and material privileges, as well as the assumption that the construction of a new society will take place in an acute class struggle using the instruments of class violence, laid the foundation for the formation of command and administrative methods the work of the party, Soviet and state apparatus.

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