

# Some reviews on the changes that happened in 1985-1991 in the labor protection of industrial workers in the Fergana valley regions (based on the analysis of the funds of the state archives of Andijan and Namangan region)

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**Abstract:** This article presents information about the real situation of measures implemented within the framework of labor protection of workers engaged in labor activities in industrial enterprises operating in Andijan, Namangan regions in 1985-1991 of the last century, and about the importance of the "Restructuring" and "Disclosure" policies in the changes that occurred in the labor protection of industrial workers.

**Keywords:** April Plenum, Reconstruction Policy, Labor Protection, Labor Code, Andijan Garment Production Association, Namangan furniture factory.

**Introduction:** After 1985, as in the entire Soviet Union, in the Uzbek SSR, with the beginning of the "reconstruction policy", a number of changes took place in the industrial sector, including labor protection. Although some socio-economic reforms were implemented in the former Soviet Union during this period, such processes in the Uzbek SSR were accompanied by a number of problems. Below are the main changes and trends in the field of labor protection of industrial workers during this period:

## 1. Weakening of the labor protection system.

- o Although labor protection was strictly controlled by the state during the Soviet period, such control weakened in some areas of industry during the period of reconstruction;

- o As a result of the lack of resources, attention to labor safety measures has decreased;

- o During this period, organizations responsible for safe working conditions of employees faced financial and technical difficulties.

## 2. Obsolescence of domestic industry.

- o As a result of the fact that most of the industrial

enterprises in the Uzbek SSR were working with outdated technologies and equipment even during the reconstruction period, they could not meet the requirements of labor protection.

## 3. Increasing social activity of workers.

- o During the period of reconstruction (Perestroika), workers began to speak more openly about their rights. Students on labor safety and improvement of working conditions were promoted. However, such students did not always produce effective results.

## 4. Impact of transition to market economy on labor protection.

- o As a result of the implementation of the restructuring policy, some industrial enterprises were taken out of state control and transferred to self-financing. Such a situation was, of course, inextricably linked with the financial situation of enterprises.

## 5. Aggravation of ecological and sanitary conditions.

- o During this period, enterprises belonging to some industrial sectors continued to pollute the environment and workplaces. The lack of attention to

labor protection has not only had a negative impact on the health of workers, but also on the general environmental condition.

6. Reform of legislation and control system related to labor protection.

o Although many new decisions on labor protection were adopted by the government during the reconstruction period, such decisions and new norms were not applied to industrial enterprises in the Uzbek SSR.

## **METHODS**

In independent Uzbekistan, large-scale reforms are being carried out at the state level in order to improve the economic and social conditions of the majority of the population and have a prosperous lifestyle. In this process, the most important goal is to provide permanent jobs to the unemployed part of the population and lift the poor part of the population out of poverty. The importance of labor protection, medical and health measures created for employees is very important. In addition, in recent years, as a result of the reforms carried out on the state level to develop the social activity of women, to ensure their rights and freedoms, as well as the practical work carried out in connection with the employment of women and the creation of comfortable and safe working conditions for them, is of great importance. The importance of the topic covered in the article is that by studying the actual situation of the practical measures implemented in industrial enterprises that operated in various regions of the national republics during the former Soviet regime, the working conditions of women, the maintenance of their health, the meaningful organization of free time from production, and by properly explaining this situation to the young generation, the representatives of the young generation, as well as our compatriots of all age groups, today, by our state and government, the population's economic, it is important to clarify the real meaning and significance of the reforms implemented in order to ensure social and physical maturity, as well as to develop a sense of appreciation for such a comfortable life.

## **Implementation of Research**

In the process of research, in the industrial enterprises operating in the regions of Andijan and Namangan, during 1985-1991, in order to improve the conditions of the engineers and technicians, workers and employees of the enterprises, and in the course of improving the conditions of the medical and health care services in these enterprises, in the improvement of the working conditions of the engineers and technicians, workers and servants engaged in labor

activities in these enterprises, about the achievements and shortcomings in the current situation in terms of ensuring their labor protection. Necessary information as a result of studying and analyzing the funds related to the activities of industrial enterprises kept in the state archives of Andijan and Namangan regions, as well as the articles published in the 1985-1991 issues of the "Communist" newspaper, which is the official publication of the Party Committee of Andijan region and the Provincial Council, and the newspaper "Namangan Haqiqiti", which is the official publication of the Party Committee and Provincial Council of Namangan region was obtained.

In this process, the processes of collecting information related to the article were studied in the 80s-90s of the last century, stored in the funds of the Information Library Center named after Zahiriddin Muhammad Babur in Andijan, and in the funds of the Akhbrot Library Center named after Nodirabegim in Namangan, and important information about scientific research was obtained. The issues published in 1985-1991 and the funds of the state archives of Andijan, Namangan provinces were examined in chronological order. Almost all issues of these newspapers contained an industry news column. measures taken to maintain health and restore working ability and increase work productivity, especially practical works performed to restore and strengthen the health of workers in sanatoriums, spas and rest houses, material and technical conditions of industrial enterprises, innovations applied to production processes, Information is also given about innovation and rationalization activities in industrial enterprises, as well as the achievements and shortcomings of factories and factories in the region in the field of fulfilling the labor obligations imposed by the state. In the process of studying these data, comparative comparison methods were also used. In this process, the working conditions created for workers in industrial enterprises in the central regions of the Soviet Union, especially in the central regions of the Soviet Union, or in industrial enterprises located in the central regions of the Soviet Union, such as Ukrainian SSR, Belorussian SSR and a comparative analysis was made with the information given in this newspaper about the labor protection of workers and the newest equipment and equipment introduced into production processes in factories and factories in these regions and their advantages, their importance in ensuring the labor protection of workers.

## **RESULTS AND DISCUSSION**

During 1985-1991, it can be seen that some positive changes in labor protection standards of workers took place in the industrial enterprises of the Soviet Union, including the Uzbek SSR. The following are examples of

changes in labor protection standards introduced for industrial workers during this period:

1. Attempts to introduce new standards in the field of labor protection.

o In the years of reconstruction, practical efforts to implement international experiences on labor safety began in the former Soviet Union. In this process, some new regulatory documents on safety and working conditions were adopted in the GOST (State Standard) system. These regulatory documents covered the rules on the use of hazardous substances in the production process, safety techniques and protection from injuries in production.

2. Technical regulations and certification.

o Revision of safety requirements for technical means and equipment used in some industries has begun. Especially in the chemical, mining and energy sectors of the industry, attention to compliance with new requirements has increased;

o Efforts were made to improve labor safety technical regulations and the certification system, but this process was not fully implemented as a result of financial and administrative issues.

3. Regarding the issue of legal protection of workers:

o During this period, efforts were made to improve the legal norms related to ensuring the rights of workers to have safe working conditions. For this purpose, several new additions were made to the "Labor Code" of the Soviet Union;

o Workers' rights to complain about conditions that do not meet safety requirements at workplaces have been expanded.

4. Regarding changes in the warning and control system:

o During the years of reconstruction, some changes took place in the activities of the State Inspection for Labor Safety of the former Soviet Union and its national republics, including the Uzbek SSR. That is, the right of this inspection to constantly control compliance with safety requirements in industrial enterprises has been strengthened by law;

o New requirements for the prevention of emergencies and accidents were imposed on industrial enterprises. However, due to the lack of resources, the plans were often not implemented.

5. To solve the problem of technological obsolescence:

o Even in 1985, the production equipment of many industrial enterprises in the valley regions was outdated. In the years of recovery, it was started to replace old equipment and equipment in industrial enterprises with new and improved ones. However, as

a result of the economic difficulties that arose during this period, it was not possible to carry out such processes on a large scale.

6. Regarding increased attention to the environment and working conditions:

o In 1985-1991, new projects aimed at improving the working conditions of workers and reducing the negative impact of factories on the environment were developed in the industrial enterprises of the valley regions, and some of them were put into practice.

During this period, there have been a number of positive changes in the process of paying disability benefits to workers who temporarily lost their ability to work as a result of illness and injury during production processes at industrial enterprises in Andijan region. In particular, in 1985, the payment of temporary disability benefits to workers in enterprises belonging to various branches of industry operating in Andijan region was as follows:

1. In food production enterprises:

o In the annual financial plan, the funds allocated for temporary work disability benefits are 196,000 soums, and in practice, funds in the amount of 191,900 soums were paid to workers who temporarily lost their ability to work;

o In 1983-1984, 1052 days of incapacity for work per 100 workers in food production enterprises, and 1085 days in 1985. From this information, it is known that in 1985, the number of cases of temporary loss of ability to work due to illness and injury of workers during the production process increased in such enterprises;

o The daily amount of money paid for incapacity for work at food production enterprises was set from 5 to 56 soums in the financial plan adopted in 1985, and in practice exactly that amount of money was paid.

2. In industrial enterprises producing textile products:

o The management administrations of this type of industrial enterprises planned to allocate 795,600 soums in annual financial plans for disability allowances, and in practice 795,800 soums were paid. The number of days of incapacity for work in industrial enterprises of this type was 758 in 1983, 704 in 1984, and 694 in 1985 per hundred workers. Thus, by 1985, the number of cases of temporary incapacity for work of workers in the enterprises belonging to the textile industry decreased as a result of positive changes in the processes of the labor phase carried out in industrial enterprises;

o In the plan, the daily amount of allowance paid

for incapacity for work at textile and garment production enterprises is set to be from 4 to 37 soums, but in practice it is paid from 5 to 15 soums.

Also, during this period, workers who became disabled during production processes worked in many enterprises of the region. Therefore, in addition to monthly wages, such workers were also paid special allowances. In particular, in 1985, according to the plan, it was planned to pay 218,300 soums of disability allowances in the food industry enterprises of the region, but in practice, 217,700 soums were paid.

Although the plan stipulates the payment of disability benefits in the amount of 297,000 soums for workers with disabilities in enterprises belonging to the textile and garment industry, in practice, funds in the amount of 298,800 soums have been paid. [1. 45-48]

One of the important manifestations of industrial labor protection operating in the Uzbek SSR was the feeding of workers based on dietary and medical standards. During 1985, such activities were also carried out in the industrial enterprises of Andijan region. However, it can be seen from the following information that the amount of funds allocated for this purpose has decreased. For example, in 1985, according to the plan, 9,000 soums were allocated for the provision of dietary meals and feeding activities based on medical standards to workers in factories and factories related to the food industry in the region, but in practice, only 5,500 soums were allocated. On the other hand, the number of free vouchers for meals for employees based on dietary and medical standards in food industry enterprises was 320 in the plan, but in practice only 197 such free vouchers were provided to workers [2. 50-51 pages].

The socio-economic changes that prevailed throughout the Soviet Union in 1985-1991 did not fail to show their influence on the processes of labor protection of workers at industrial enterprises in Namangan region. The policy of "Restructuring" and transparency implemented throughout the country had a positive effect on the improvement of the working conditions of the workers in a certain sense. For example, a number of positive changes in labor protection took place in the Namangan furniture factory during 1990. Such positive changes are especially focused on the recovery of the health of the engineers and technicians working at the enterprise and workers-servants who were sick and injured during the production processes by the factory administration.

For this purpose, a special brigade of medical engineers was formed at the factory. The approved action plan of this brigade for 1990 defined the following tasks to be

performed during the year:

1. The doctors of the medical department of the factory constantly monitor the health and work capacity of the workers of each production workshop.
2. To study the real state of the working conditions introduced by the factory's local trade union and the doctors of the medical department for the workers in the production workshops and departments and control whether it is at the required level.
3. Control and implementation of the sending of the workers working in the factory under difficult conditions to rest houses and health centers.
4. In-depth medical examination of the company's engineer-technical staff and workers-servants in all directions once a year with the cooperation of the factory's medical department and shop paramedics.
5. To ensure that the factory's local trade union committee, doctors and paramedics of the medical department of the factory operate at the required level of the medical and health center of the enterprise and provide high-quality medical and treatment services for the workers there.
6. Conduct monthly inspections of the sanitary condition of production workshops and departments by the engineering-medical brigade, and whether workplaces are in compliance with hygiene requirements.
7. Implementation of medical and preventive measures in order to prevent cases of infection with various infectious diseases among employees.
8. Also, the administration of the Namangan furniture factory has decided to implement the following additional tasks during the implementation of labor protection for its workers [3. page 23].
9. The doctors of the medical department of the factory constantly monitor the health and work capacity of the workers of each production workshop.
10. To study the real state of the working conditions introduced by the factory's local trade union and the doctors of the medical department for the workers in the production workshops and departments and control whether it is at the required level.
11. Control and implementation of the sending of the workers working in the factory under difficult conditions to rest houses and health centers.
12. In-depth medical examination of the company's engineer-technical staff and workers-servants in all directions once a year with the cooperation of the factory's medical department and shop paramedics.

13. To ensure that the factory's local trade union committee, doctors and paramedics of the medical department of the factory operate at the required level of the medical and health center of the enterprise and provide high-quality medical and treatment services for the workers there.

14. Conduct monthly inspections of the sanitary condition of production workshops and departments by the engineering-medical brigade, and whether workplaces are in compliance with hygiene requirements.

15. Implementation of medical and preventive measures in order to prevent cases of infection with various infectious diseases among employees.

16. In addition, the administration of the Namangan furniture factory also decided to implement the following additional tasks during the implementation of labor protection for its employees [4.30 page]

#### CONCLUSION

Such conclusions were formed during the study and analysis of the archival documents of the industrial enterprises operating in the region from 1985-1991 of the last century stored in the funds of the State Archives of Andijan and Namangan regions, as well as the archival documents of the Regional Council of Trade Union Unions of Andijan region. Although great promises were made to create comfortable working conditions and a comfortable material lifestyle, in practice, in 1985-1991, the medical service provided to engineers and technicians, workers and servants working in various branches of industry and the processes of sending them to various sanatoriums and health spas to restore their health were not up to the level of demand, and large amounts of funds were allocated for medical services and medical equipment in factories and factories. However, it was found that the tasks defined in the field of medical and health promotion were mainly at the level of requirements only in official documents.

The fact that the number of negative situations, such as injuries of workers during the production process, contracting occupational diseases, especially in factories and factories producing mechanical and chemical products in Andijan region, has not decreased, shows that the medical and sanitation measures, which are considered an important aspect of labor protection of workers in the industrial enterprises of the region, were not in demand. Right from the 1980s, the medical services provided for workers and employees in industrial enterprises in Andijan and Namangan regions and their referral to health care facilities. through improving their health and, as a

result, developing their ability to work, some positive changes have taken place. However, as a result of the obsolete production equipment in industrial enterprises, air purification equipment in factories and factories not working at the required level, industrial sanitation requirements in industrial enterprises are in an unsatisfactory state, personal protective equipment provided to workers and employees is of poor quality, workers and employees are injured as a result of man-made accidents and, as a result, labor negative processes such as the processes of temporary or complete loss of ability to work, rheumatism, respiratory tract diseases, severe cases of liver dysfunction in chemical factories have continued.

By comparing the processes researched in the article with the medical and health measures implemented in the framework of labor protection for workers working in the industrial enterprises operating in the Republic of Uzbekistan, especially in the factories and factories operating in Andijan and Namangan regions, today in the Republic of Uzbekistan, many positive measures have been taken by the head of state and the government to maintain the health of workers and provide them with quality medical services, as well as to create safe working conditions. Of course, in this process, the fact that the human factor is given a high place in the social policy carried out by the head of state and the government of our country today is of particular importance.

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