

XIVADA MEHNATNI RAG'BATLANTIRISH VA DAVLAT MUKOFOTLARI
(1960–1980): TARIXIY-TAHLILIY BAHOLASH

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СТИМУЛИРОВАНИЕ ТРУДА И ГОСУДАРСТВЕННЫЕ НАГРАДЫ В ХИВЕ
(1960–1980): ИСТОРИКО-АНАЛИТИЧЕСКАЯ ОЦЕНКА

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LABOR INCENTIVES AND STATE AWARDS IN KHIVA (1960–1980): A
HISTORICAL AND ANALYTICAL ASSESSMENT

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Annotatsiya: Ushbu tadqiqotda sovet davrida Xiva aholisining sanoat sohasiga mehnat resursi sifatida jalb etilishi va ularning mehnatidan to'laqonli foydalanish mexanizmlari tahlil qilinadi. Arxiv hujjatlari asosidagi izlanishlar sovet ishlab chiqarish siyosatining asosiy tarkibiy qismi bo'lgan mehnatni safarbar etish, mehnat unumdorligini oshirish va ishlovchilarning faol ishtirokini ta'minlashga qaratilgan tashkiliy-amaliy choralarni ochib beradi. Tadqiqotda staxanovchilar harakatining Xiva shahridagi amaliy ko'rinishlari, yuqori ko'rsatkichlarga erishgan ishchilarni tayyorlash, ularning tajribasini ommalashtirish va mehnat intizomini mustahkamlashda ushbu harakatning ahamiyati ilmiy jihatdan yoritiladi. Shuningdek, sovet mehnat siyosatining muhim qismi bo'lgan orden va medallar bilan rag'batlantirish tizimi o'rganilib, uning mehnat faolligini oshirishdagi roli tahlil qilinadi. Natijalar shuni ko'rsatadiki, sovet davrida mehnat resurslaridan foydalanish va ishchilarning mehnat samaradorligini rag'batlantirish siyosati sanoat taraqqiyotining ajralmas elementi sifatida davomli ravishda qo'llanilgan.

Kalit so'zlar: Mehnat resurslari; staxanovchilik harakati; sanoat tarixi; Xiva; sovet davri; mehnatni rag'batlantirish.

Abstract: This study examines the mobilization of Khiva's population as a labor resource in the industrial sector during the Soviet period and analyzes the mechanisms implemented to ensure effective labor utilization. Archival materials were used to identify organizational and practical measures aimed at labor deployment, increased productivity, and sustained participation of workers in production processes. The practical implementation of the Stakhanovite movement in Khiva, the preparation of high-performing workers, the dissemination of their experience, and its role in maintaining labor discipline are highlighted. The research also investigates the system of state awards, including orders and medals, and their application in recognizing individual and institutional contributions to industrial, educational, and agricultural sectors.

Findings demonstrate that these incentive mechanisms were consistently applied throughout the period, contributing to notable achievements across industries. The study emphasizes historical documentation without assessing or endorsing the underlying ideology.

Key words: *takhanovite movement; industrial history; Khiva; Soviet period; labor incentives.*

Аннотация: *В данном исследовании анализируется привлечение населения Хивы в качестве трудового ресурса в промышленный сектор в советский период и механизмы, обеспечивавшие эффективное использование их труда. На основе архивных материалов выявлены организационно-практические меры, направленные на мобилизацию рабочей силы, повышение производительности и устойчивое участие работников в производственных процессах. Освещены практические проявления стахановского движения в Хиве, подготовка высокопроизводительных рабочих, распространение их опыта и его роль в поддержании трудовой дисциплины. Исследование также рассматривает систему государственных наград, включая ордена и медали, и их применение для признания вклада отдельных лиц и организаций в промышленный, образовательный и сельскохозяйственный секторы. Полученные результаты показывают, что данные механизмы поощрения применялись последовательно на протяжении всего периода и способствовали значительным достижениям в различных отраслях. В работе делается упор на историческую документацию без оценки или одобрения идеологической основы.*

Ключевые слова: *трудовые ресурсы; стахановское движение; промышленная история; Хива; советский период; стимулирование труда.*

INTRODUCTION

Following the establishment of Soviet authority, a series of organizational measures were introduced to mobilize labor effectively and enhance productivity in industrial enterprises. Among these measures was the implementation of socialist competitions, which aimed to encourage high performance among workers. Participants who achieved notable results were recorded in official documents, reflecting their work accomplishments and serving as a system to monitor and reward labor.

For example, Aleksey Stakhanov, a coal miner from the Donetsk region, sought to increase productivity in his mine by performing the work previously done by eight miners alone. This experiment led to the reorganization of the mine, specialization of labor processes, and a significant increase in output; subsequently, the Stakhanovite movement spread rapidly to other industrial sectors and regions⁴.

Between the 1960s and 1980s, numerous citizens and institutions in Khiva were recognized with state awards for their labor contributions. Following the establishment of Soviet authority, a series of organizational measures were introduced to mobilize labor effectively and enhance productivity in industrial enterprises. Among these measures was the implementation of socialist competitions, which aimed to encourage high performance

⁴ Stakhanovism and its significance. Goron'ivy Rees STAKHANOVISM AND ITS SIGNIFICANCE » 1 Jan 1970 » The Spectator Archive

among workers. Participants who achieved notable results were recorded in official documents, reflecting their work accomplishments and serving as a system to monitor and reward labor. Between the 1960s and 1980s, numerous citizens and institutions in Khiva were recognized with state awards for their labor contributions.

Methodology. This study utilized archival documents, normative acts, and statistical data. Research methods included data analysis, comparison, synthesis, and chronological analysis. Objectivity and historical accuracy were maintained as the guiding principles of the research.

Discussion. Previous studies have largely focused on Khiva's history up to the early 1930s. A broader analysis is needed to understand developments after this period. In 1938, the city's socio-economic conditions were challenging. The lives of workers and the system of labor incentives in the 1970s and 1980s constitute a central aspect of this study. The introduction of state awards and honorary titles was intended to regulate labor resources effectively.

Results. The contributions of Stakhanovite workers played a significant role in industrial development. In 1976, by the decision of the Ministry of Light Industry, several employees were awarded for labor achievements. Among them, Abdirim Ismoilov, a cotton-pressing worker, and Sorabibi Solayeva, a sewing machine operator at the textile factory, received the Order of the Badge of Honor[2]. In the education sector, Zinaida Miropovna and Gulchehra Mahmudova[2], as well as Rustam Fayzullayev, chairman of the city executive committee, were awarded the Medal for Distinguished Labor[3]. This medal was established on December 27, 1938, and updated several times in subsequent years. In 1960, this order was awarded to Lola Niyozmetovna, head of the surgical department in Khiva, for her outstanding contribution to the development of healthcare[1]. It was awarded for outstanding achievements in labor productivity, quality of products, innovation, science, culture, public health, and more[4].

In the same year, Kayish Matniyazova, a teacher at the Khiva Women's Educational Institute, received the same medal[3]. The Order of Labor Glory, intended to recognize the achievements of ordinary workers, was also awarded to local employees. In 1976, Sara Qoshayeva[5], a seamstress at the Public Services Combine, and Rustam Yusupov[6], a driver at the Municipal Enterprise, received the third-class Order of Labor Glory.

In 1977, additional citizens, including Saodat Mahmudova[7], Sodiq Tohirov[8], and chef Reyimbergan Abdukarimov, were similarly honored with orders and medals[7]. Competitions and recognition systems applied not only to individuals but also to enterprises and organizations. In 1984, the Khiva Regional Automobile Enterprise received the Commemorative Red Banner[9].

Recipients of labor recognition were also recorded in the Book of Labor Glory, including Khiva Vocational Technical School No. 1, the Khiva State Ichan-Qala Museum, the Regional Tourism and Excursion Bureau, and several city pharmacies[10]. In 1985, the Khiva Artistic Ceramics Factory and Iskandar Jumaniyozov, head of the therapy department at Khiva City Hospital, were added to this register[11].

Conclusion. In Khiva, the system of labor incentives was consistently applied throughout the Soviet period. These measures contributed to notable achievements in

agriculture, industry, education, and other sectors, as evidenced by awards, medals, and official records. However, the implementation of these mechanisms also imposed certain constraints on workers, including mandatory labor expectations, social pressure, limited personal choice, and inequalities in recognition. Archival sources indicate that while these programs enhanced productivity and acknowledged individual accomplishments, they also reflected broader socio-political pressures of the period, impacting citizens' autonomy and personal life.

Today, labor incentive systems in Khiva have been modernized, focusing on personal initiative, professional development, and innovation, while taking into account workers' rights and well-being⁵.

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⁵ Mehnat huquqlari kafolati. O'zbekiston Respublikasi Konstitutsiyasi. O'zbekiston Respublikasi Konstitutsiyasi