

## **SOCIAL SITUATION OF SCHOOL TEACHERS IN UZBEKISTAN AND THEIR LEVEL OF WELFARE (1945-1990)**

Sharipova Nargizaxon Abduqahhorovna,  
QDPI Independent Researcher, QDPI Academic Lyceum  
Deputy Director for Spiritual and Enlightenment Affairs  
+ 99891-141-13-03 (nash.kokand@gmail.com)

Nilufar Ilhamovna Farmanqulova  
Teacher of Kokand University

### **Annotation**

The article analyzes the level of increase in the salaries of school teachers in the Soviet era, the issues of their financial incentives on the basis of archival sources and literature. During the years of implementation of the "Reconstruction" policy, the economic difficulties in the lives of teachers were also addressed.

**Keywords:** teacher, school, budget, profession, institute, sciences, internship

**Introduction:** Teaching is a profession that requires a lot of work and responsibility. As a result of the benefits created for teachers and the increase in their salaries, their level of financial security will also increase.

Level of study and relevance of the topic: In the process of studying the topic, archival materials, statistical collections, decisions of the Ministry of Education of the USSR and the Uzbek SSR were addressed. The topic is completely new and has not been studied as a separate topic. It would be useful to use this article as a guide to the implementation of teacher welfare reforms.

**Research results:** World War II and the economic difficulties of the postwar years delayed the resolution of teachers' financial problems. During the war, teachers worked for the needs of the front in addition to their professional duties. In 1943, in order to improve the education system and expand the number of teachers, the monthly salary of education workers was increased. From 1946 to 1948, the government operated on the basis of austerity in education. By the decision of the Ministry of Finance of the USSR People's Commissars of September 2, 1945 № 2272, it was decided to increase the monthly salaries of school principals, teachers and employees of the education department.

**Table 1** The amount of teachers' salaries increased in 1945 (in old money):

	Pedagogical internship		
	Up to 5 years	5 to 10 years	More than 10 years
1st category higher education	650 sums	725 sums	600 sums
2nd grade incomplete higher education	625 sums	676 sums	750 sums

Compensation payments introduced for teachers (rent, electricity, one-time assistance for low-income teachers) did not contribute to improving the financial situation of teachers. According to the Resolution of the Council of Ministers of the USSR of February 10, 1948 "On benefits and privileges for teachers of primary and seven-year schools", the monthly salaries of primary, seven-year and secondary school teachers were increased by 15%. The average monthly salary was 120 sums. In addition, teachers with at least 25 years of teaching experience were entitled to a stipend of at least 40% of their monthly salary. Rural teachers were provided with plots of land, free housing, fuel for winter use until September [1, 21].

It is known that various taxes are levied on the calculation of monthly wages. One of these was the infertility tax. Periodicals cover a number of problematic issues related to the collection of this tax [7, 4]. That is, the status of taxation of both a person's place of work and residence has been determined. In response to the victim's question, it was reported that the child would be subject to childbirth tax by the employer from his place of work and from his wife, who was a housewife. This tax was levied on both the husband and the wife.

By the decision of the Council of Ministers of the USSR No. 1305 of November 26, 1959, the monthly salary of teachers of drawing and labor sciences in the upper grades of secondary schools was increased [11, 52]. This led to protests from other science teachers. The trade union of employees of education, higher education and scientific institutions sent a letter to the Department of Public Education and regional administrations commenting on the decision. Execution of the decision was then allowed to apply to all teachers. Teachers were not satisfied with their monthly salaries and planted additional crops on the privileged plots of land and received additional income. For example, Abdurahmanov M, a teacher of school No. 8 in Quvasoy district, harvested 800 kg of potatoes from 0.8 ha of land and 400 kg of rice from 0.4 ha [13, 81].

By the decision of the Council of Ministers of the USSR No. 5165 of March 10, 1960, the monthly salaries of school teachers and administrators increased by 15%. The war years were also added to the monthly salary and length of service of teachers who went to war. In order to control the correct payment of teachers' salaries, the Audit Office had supervisory auditors who supervised the use of special budget funds. They inspected provincial and district and city finance departments at the end of each quarter [14, 53-56].

**Table 2. Calculation of teachers' salaries**

Education	Pedagogical internship			
	Up to 5 years	5-10	10-25	More than 25 years
Higher education	80	90	100	137
Graduates of the Teachers' Institute and graduates of equivalent educational institutions	67	77	83	128
Graduates of pedagogical schools	62	72	62	111
General secondary education	60	65	60	111

The issue of remuneration and benefits for school teachers was not radically reconsidered between 1948 and 1964. By the early 1960s, there had been a significant difference in the level of wages of workers in the education and manufacturing sectors of the economy. In 1958, for example, the average monthly wage of education workers was 20% lower than that of industrial workers.

Table 3 Comparing the amount of monthly wages and the prices of agricultural products was as follows [3, 78].

	Flour	Potato	Cabbage	Onion	Apple	Meat (beef)	Meat (lamb)	Milk	Butter	Egg
1958	2,83	3,32	2,42	2,10	7,10	22,41	27,73	3,04	30,97	9,60
1959	1,89	2,24	1,73	2,43	6,72	14,04	19,52	2,88	28,70	8,87

According to the decision of the Council of Ministers of the USSR and the Central Executive Committee of the CPSU No. 620 of July 15, 1964 "On increasing the monthly salaries of public educators, health care workers, housing and communal services, trade workers" [15] .

**Table 4**

Education	Pedagogical internship			
	Up to 5 years	5-10	10-25	More than 25 years
Higher education	80 sum	90 sum	100 sum	137 sum
Graduates of the Teachers' Institute and graduates of equivalent educational institutions	67 sum	77 sum	83 sum	128 sum
Graduates of pedagogical schools	62 sum	72 sum	77 sum	111 sum
General secondary education	60 sum	65 sum	72 sum	111 sum

There were differences for primary and high school teachers in calculating teachers' salaries. The monthly salaries of primary school teachers were relatively low. Financial incentives to improve staff training and skills were weak. There was little difference between the salary rates of teachers with higher education and those without. Teachers were paid in addition to

their salaries: for checking notebooks, for room administration, for classroom management, but they were not paid according to the teacher's work. It did not cover the hardships of labor.

Teachers' monthly salaries were very valuable for that period. For example, in 1970, school principals received 218 sums and 34 tiyins. Deputy Director on Teaching Affairs received 230 sums, Methodologist 190 sums and 29 tiyins, depending on the length of service of teachers and the workload. Those with more than 20 years of experience received a good salary. A monthly salary of 215 to 35 sums was paid. "I remember a Tatar teacher in our village. All the village women would call him for advice and borrow money from him when needed. He would always have money," writes one of the authors of the periodical [9,1]. 30 sums were paid for class leadership and 10 sums for club leadership [8,3]. In 1979 alone, teachers in the republic bought 779 cars and motorcycles. Hundreds of teacher families have moved into new homes. The teachers' house has been renovated. In the first nine months of 1979 alone, teachers received more than 60,000 square meters of housing. In the town of Solnechny in the Syrdarya region, teachers were given a house with carpets and furniture. There was also a garden of such houses [5, 8-13].

In 1971-1975 the minimum wage will increase to 70 sums, in 1976-1980 - to 90 sums. The convergence of the salary levels of different categories of employees has led to a reduction in the salaries of other engineers, doctors, teachers for a much more complex job. In such a system of salary increases, the employee's share of labor and labor efficiency were not taken into account at all. Discrimination against highly skilled labor undermined financial incentives and created a cunning mood for the willing. As a result, the principle of social justice was violated [4, 214-215]. This situation has damaged the reputation of teachers. Protests among the teachers intensified. It has also brought a level playing field in the distribution of rewards, benefits, and housing. Violation of the principle of distribution by labor has led to the loss of material interest of employees in the results of their work, the involvement of additional work in uncontrolled work. This happened in a difficult economic situation in Uzbekistan. Because the country had become a base for cheap raw materials. Uzbekistan's position among other republics has declined. Such backwardness in living standards has exacerbated tensions between nations.

By order of the USSR Department of Statistics of April 27, 1984, the monthly salaries of teachers and other education workers were increased by 0.10%. In the calculation of the monthly salary, money is added for utility bills. For example, in 1984, 40,340,000 teachers worked in Fergana region, and in the first quarter of the year, 53.1 thousand sums were allocated for their utility payments. In 1985, 58,600 sums were allocated to 42,489 employees [12,17-18].

**Table 5. The difference between the monthly salaries in 1984-1987:**

Type of teachers	1984	1987
Primary school teachers	140	214
Teachers of grades 4-10	172	228
Teachers of secondary special educational institutions	202	251
Manufacturers	206	259
Vocational education teachers	169	209
School principals	248	302
Director of a vocational school	282	328

Taking into account the economic difficulties, on November 13, 1990 the President of the Uzbek SSR adopted a resolution "On additional benefits for all types of school teachers, educators of orphanages, increasing the salaries of senior teachers." According to the resolution, from September 1, 1990, the salaries of primary school teachers were increased by an average of 35 percent per month due to the reduction of their teaching hours from 20 hours to 14 hours per week. It is intended to help primary school teachers to improve the quality of the educational process, to provide favorable conditions for independent learning [6,3].

However, due to the economic difficulties of 1985-1990, there were many cases when teachers left their profession and moved to another job. The issue has become a topical issue. Teachers expressed their views on the problem. They complain that their work is not evaluated on the basis of modern requirements. The view of the teacher's personality has changed since the 1970s. By 1985, the salary of collective farmers exceeded 150-160 sums. In addition to the wages of the collective farmers, he had property and a garden. Engineers, economists, and doctors also earned more than 180-200 a month. In the 1950s, these professionals received 110-130 sums a month, and collective farmers 80-100 sums a month. Teachers were scarce in quantity in the 1950s, working at a rate of 1.5-2. Later, the number of teachers increased and class hours decreased. Teachers in other professions were paid more than 300 sums per hour. If the length of service is long, he received a salary of about 200 sums [10,15]. Even with a sense of teacher responsibility, students were offered extra pay to work with their families [10,26]. Teachers demanded that cars and other goods be given to those who had worked for them for more than 15 years, that the class rate be 18 hours, that salaries be increased, and that the number of schools be increased so that teachers could work in one shift [10,39].

**Table 5 Payments and benefits to the population from the social consumption fund [2,36]**

indicators	1980	1985	1990	1991	Growth% in 1980-1991
Payments and benefits	4942,2	6603,5	7565,3	9134,7	184,8
Education	1801,0	2384,8	2713,4	3105,4	172,4
Health and physical education	778,2	1005,0	1171,6	1587,7	204,0
Social security and social insurance	1694,4	2287,3	2808,7	3124,6	184,0
pension	914,1	1229,1	1539,7	1756,4	192,1
benefit	734,2	1007,9	1145,5	1194,0	162,9
Government spending on housing stock maintenance	165,6	233,2	249,8	357,4	215,8
Per capita payments and benefits	310	357	382	446	143,9

**Conclusion:** In short, in order to increase the number of teachers, initially a lot of attention was paid to the financial situation of school teachers. Salaries have been increased according to the level of economic growth. But later, as the salaries of other professionals increased equally, the gap between them narrowed. As a result, the level of financial security of teachers decreased, and the attention and respect for the profession decreased. The recruitment of representatives of the education sector as "assistants" in agricultural and public affairs has also put their social status in a difficult position.

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