



# The Problem of Personnel in the Cinema and Theater Fields: The System of Training Personnel with Secondary Specialty and Higher Education

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## ABSTRACT

This article deals with the issue of personnel in the field of cinema and theater: the system of training personnel with secondary and higher education. Based on scientific data, the author studied and analyzed the specific aspects of teaching history in higher education institutions based on the available literature.

## Keywords:

Cinema, theater, personnel issue, personnel with secondary special, higher education.

## Introduction:

Analysis of the state of the film industry in Central Asian countries shows that the films produced in Kazakhstan and Kyrgyzstan have already firmly entered the orbit of the world's largest film festivals, and these countries occupy reliable positions in the world film movement. Unfortunately, Uzbekistan is currently on the sidelines of this process.

As you know, the basis of the development of any industry is qualified personnel. Quantitative and qualitative analysis of the film education market in Uzbekistan shows that there is great potential for its growth. The emergence of film schools is only a matter of time (the question is their quality).

During the years of independence, theater art was considered as a means of national pride and education. Raising the theater art to a new level, strengthening its material and technical base, increasing its importance in promoting national and universal values took place among the urgent issues. Along with the institutions under the Ministry of Culture, special attention was paid to the development of theaters. Decrees of the President of the Republic of Uzbekistan, decisions of the Cabinet of Ministers

adopted for this purpose served as an important basis for defining the perspective of theater art. In particular, in the decision of the Cabinet of Ministers under the President of the Republic of Uzbekistan "On the status of state theaters and concert organizations of the Republic of Uzbekistan" adopted on January 13, 1992, "Improving the management structure of theater and concert activities in the Republic, contracting theater-performance institutions transfer to the system of (agreement) relations, further development of the promotion of the best examples of Uzbek national and world theater and music, improvement of musical-aesthetic education and cultural services to the population"[1]

## Main part:

Specialists with higher education for this field were mainly trained in higher educational institutions under the jurisdiction of the Ministry of Culture. In 1992, under the control of the Ministry of Culture in Uzbekistan, such higher educational institutions as the Tashkent State Institute of Culture named after Abdulla Qadiri, the Art Institute named after Mannon Uyghur, the Tashkent State Conservatory

named after Mukhtar Ashrafiy, and 24 secondary and special educational institutions. countries operated[2]. However, it should be noted that the economic difficulties that occurred in the first years of independence and this had a direct negative impact on the number of students in higher education institutions, the lack of quotas given to higher education institutions In turn, it did not satisfy the need for highly educated personnel of the institutions under the Ministry of Culture.

In 1992, under the Ministry of Culture of Uzbekistan, the Tashkent State Institute of Culture named after Abdulla Qadiri, the Art Institute named after Mannon Uyghur, the Tashkent State Conservatory named after Mukhtar Ashrafiy, and 24 universities operating in the remote areas of the republic. it is clearly visible in the case of cultural institutions. For example, in 1992, a total of 2,227 employees worked in cultural and educational institutions of Fergana region, of which 506 had higher education, 859 had secondary-special education, and 862 had secondary education. . If we consider it in terms of percentages, the number of personnel with higher education was only 23% [5]. This situation is also observed in other regions of the republic. In some regions, this indicator is very low. For example, in Surkhandarya, one of the southern regions of the republic, 2,505 employees worked in cultural and educational institutions of the region. 305 of them were employees with special higher education, 67 with higher education, 519 with secondary education, and 189 with secondary education [6]. It can be seen that only 15% of personnel with higher education worked in the region.

Announcement of the Decree of the President of the Republic of Uzbekistan on October 20, 1995 "On measures to further develop theater and music in Uzbekistan" and the Cabinet of Ministers' Decision of October 28, 1995 in order to ensure the implementation of this Decree was done[7]. In these documents, special attention was paid to the issues of improving the material condition of stage workers and encouraging their work.

In 1997, 45 young specialists from the Surkhandarya region graduated from higher and secondary specialized educational institutions in the field of culture and art, and they were employed. In addition, 28 managers and specialists working in cultural institutions of the region received training at the Tashkent State Institute of Culture named after Abdulla Qadiri, the Tashkent State Art Institute named after Mannon Uyghur, and the Tashkent State Conservatories named after Mukhtar Ashrafiy. By 1999, the number of training staff was 70[8].

In order to develop the activity of theaters in accordance with the requirements of the new era, their material and technical condition, the repair of their buildings, took place among the urgent issues. In 1999, the Uzbek Academic Russian Drama Theater, and in 2001, the Uzbek State Academic Drama Theater was reconstructed and renovated. Despite the difficulties of the transition period, the network of puppet theaters has expanded in recent years. For example, new puppet theaters were established in Fergana and Khorezm regions in 1993, Kashkadarya region in 1994, and Surkhandarya region in 2001.

On July 21, 2005, the Tashkent State Art Institute named after Mannon Uyghur will be radically improved, training of qualified specialists in theater art, cinema, television, art studies and other areas of this field, necessary material and technical base and in order to create conditions, the President of the Republic of Uzbekistan "On improving the activities of the Tashkent State Art Institute named after Mannon Uyghur" and "Establishing the State Institute of Art and Culture of Uzbekistan" [9] was a continuation of the reforms implemented in the system.

In 2007, in order to increase the reputation of the Tashkent State Art Institute named after Mannon Uyghur as the main educational institution training qualified specialists in theater art, cinema, television and other fields of art in the republic, it became the State Art Institute of Uzbekistan changed to[10].

On April 28, 2008, in order to train highly qualified specialists who meet modern requirements in the field of culture, theater art,

cinema and television, who are able to preserve and develop the traditions of folk art, who have thoroughly mastered modern methods of artistic creation, innovative techniques and technologies, on April 28, 2008 The decision of the President of the Republic of Uzbekistan "On measures to establish the Nukus branch of the State Art Institute of Uzbekistan" was adopted. In accordance with this decision, the Nukus branch of the State Institute of Art and Culture of Uzbekistan was established in the Republic of Karakalpakstan[11]. Initially, 25 students were admitted to this branch in "Dramaturgy of Stage and Screen Art" and "Art of Drama Theater and Film Acting", and in the following years, 9 educational areas were opened. more than 700 students studied.

In order to expand and improve the film education system, it is necessary to establish close cooperation between educational institutions and "Uzbekkino" National Academy of Sciences, to strengthen the material and technical base. In this regard, it is necessary to establish educational bases, as well as creativity, to establish relations with similar educational institutions in the CIS countries, Europe and Asia.

There are several educational institutions in Uzbekistan that train specialists for cinema:

In 2012, the State Institute of Art and Culture of Uzbekistan was established on the basis of the Tashkent State Institute of Culture named after Abdulla Qadiri and the Tashkent State Institute of Art named after Mannon Uyghur[12]. In 2012, the institute had a total of 934 students, 872 of whom studied at the bachelor's level and 62 at the master's level [13], by 2016, their number was 1600.

There is a department of "Film, TV and Radio Directing" in cinematography, and this department is one of the leading departments of the Faculty of "Film, Television and Radio Arts", it was opened in 1989.

### **Results and Discussions:**

Professors and teachers of the department conduct classes for undergraduate students in the following subjects: "Directing (film, television and radio)", "Acting art", "Fundamentals of directing and film

dramaturgy", "Practice of film adaptation", "Directing television and radio compositions", "Graphics in film and television", "Analysis of film and radio works", "Fundamentals of film and radio directing", "Television practice and film dramaturgy", "Graphic basics of animated film", "Fundamentals of installation" ", such subjects as "Television and radio directing", "Screen art scenography", "Methodology of teaching special subjects", "Fundamentals of theater, film and television directing", "Directing screen drama", "Modern film process" for master's students it is taught using modern pedagogical technologies and the latest multimedia tools. All practical classes of the director's department are held in the "film, television and radio" (editing, cinematography, etc.), fully equipped photo, film and television pavilions.

Innovative cooperation with foreign art schools has also been established at the institute: meetings, master classes, introductions, conversations and dialogues with visiting leading experts from England, Germany, Russia, and South Korea are regularly organized.

Currently, more than 1,600 students and graduate students study at the institute. 225 teachers working at the institute, including 33 professors, 45 associate professors and candidates of science, 23 pedagogues who have served in the field of science, education, art and culture, and who have the honorary title of education has been ensuring that it is at a high level.

When the state of management of culture and public recreation centers is studied, there is an imbalance of personnel among the leaders. By 2016, there were 7,264 state units in 894 cultural and population recreation centers in the republic. Of these, 4,856 were creative workers, and 2,408 were technical workers. Among the employees, 1186 people have higher education, 3313 people have secondary special education, and 357 people have secondary education [14].

The largest higher educational institution in the field of film industry is the State Institute of Art and Culture of Uzbekistan. For many years

(until 2012), this institute was the main educational institution training film actors under the Faculty of "Dramatic Theater and Film Actor".

From 1991 to 2016, there were 53 professional theaters operating in Uzbekistan, including 1 theater for opera and ballet, 27 theaters for drama, comedy and music, and 25 theaters for children and young audiences.

In these years, special attention was paid to the issues of developing theaters, increasing public interest in theater art, and it was determined that the repertoires of theaters should be updated based on the demands and social needs of the time as priority tasks in the field. A number of effective works were carried out in order to ensure the execution of these tasks. In the repertoire of creative teams, world and Uzbek classical works in the genres of tragedy, drama, comedy, intended for audiences of different ages and interests, were staged. Also, works reflecting national values, customs and traditions were seen on the stage.

By 2016, the State Institute of Art and Culture of Uzbekistan had 4 faculties: Film, television and radio art, Library and information activities, Theater art, Folk art. They have the following 15 specialties: acting skills and directing, art studies and theater studies, sound directing and cameraman skills, folk art, management of culture and art institutions, theater studies, stage and screen dramaturgy, art studies journalism, drama theater and film acting, puppetry, variety, musical theater acting, drama theater directing, television and radio directing, pop and public entertainment directing, cinematography, film, television, radio and theater sound directing specialists were trained. Also, a separate Center for retraining and improving the skills of pedagogues of secondary-special and higher educational institutions in the field of art and culture operated under the institute [15].

From January 1, 2019, the quota system was introduced in Uzbekistan. Screening of local feature films in the cinemas of our country: regardless of the form of ownership - at least two full-length films per day, and from 2021 - at

least 25% of the monthly screen time, 40% on holidays - for the screening of feature films

In order to expand and improve the system of film education, close cooperation of educational institutions with the National Television and Radio Company "Uzbekkino" and the National Television and Radio Company is necessary.

### **Conclusion:**

In conclusion, it can be said that since the first years of independence in Uzbekistan, great attention has been paid to the training of potential personnel in accordance with the requirements of the time. The decrees and decisions adopted on this issue played an important role in the training of qualified specialists for the field of culture. Economic difficulties in the first years of independence had a negative impact on the training of highly educated specialists. Cultural institutions managed by the Ministry of Culture were not sufficiently provided with highly educated personnel. In the future, these shortcomings were eliminated to a certain extent by the annual increase of quotas for those entering higher education institutions under the Ministry of Culture.

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