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# The Issue of Staff Training and Their Social Protection in the Field of Transport

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## ABSTRACT

The article deals issues with personnel training and their social protection in the field of transportation.

## Keywords:

Transport, automobile, magnetic field, air transport material, social, structure, railway transportation, passenger, freight, material, environment.atmospheric material

## Log In

Uzbekistan has long been known as the country on the Great Silk Road, connecting the West and the East. The state is a form of public administration, in which all governmental authorities are elected or formed by globally authorized institutions (parliaments), and citizens have personal and political rights. (Matthew 24:14; 28:19, 20) Jehovah's Witnesses would be - Currently, the modernization and renewal of our country, the formation of a qualitatively new, modern structure of our economy, and the comprehensive development of our regions are incompatible with improving the transport and communication system. Since the first years of independence, improvement of transport and communication system of Uzbekistan required solving the remaining problems of the mustabid system. These problems included eliminating the passage of railways leading to the Surkhandarya region and the Republic of Karakalpakstan through the territory of neighboring Turkmenistan, building and reconstructing new world-demand motorways in the republic, improving aviation

infrastructure. To solve the above-mentioned problems, strategic approaches to reforming the transport system have been identified, and work has been launched to create a single national transport system in the republic.

## Muxokama va Natijalar

During the years that were studied, the Surxon Valley had initiatives that reflected to some extent the attitude of workers in transportation and their positive experience in the movement that elevated production. In the 20th century, the number of workers and employees in this area increased. For example, in 1970, there were 578,6,000 people in regional transportation companies. There were 464.5,000 workers, 11.6,000 disciples, and 27,800 engineers and servants.

In the 20th century, during a historical analysis of this area in the province, it was discovered that it became common for workers and technicians of local ethnic groups to be mistrusted. Similarly, this problem is seen in the fact that workers are not attracted to transportation networks by a small number of local ethnic groups, a relentlessly growing

population, and non-working labour resources. Most of the workers in the transport networks in the province of Surkhandarya belonged to European descent. Despite the constant focus of much of the migration flow from village to city, it was preferable to bring ready-made personnel from abroad, citing the lack of qualified workers in regional transportation companies. As a result, the problem of training specialists from the indices intensified in the land.

True, during the study period, efforts were also made to address and develop the problem of preparing textbooks for transportation companies. Industrial development of Uzbekistan required training of skilled workers and specialists in the field of transport. This task was to be performed by the vocational and technical education (HTT) system. But all activities in this area, as mentioned above, were carried out on the basis of unilateral policies. However, 2/3 of the HTT system was aimed at preparing workers for agriculture. Similarly, the system provided only 1/5 percent of the necessary qualified workers for transportation companies. Thus, local HTT met the need for qualified professionals by 5 percent in electricity, 8 percent in colored and black metallurgy, and 10 percent in the medium-sized industry. The lack of qualified working staff in transportation companies began to be felt. Therefore, transportation companies were forced to prepare textbooks directly for themselves in enterprises (i.e. through factory education (FZU). In the 1970's and 1990's, 3/4% of the workers in the republic were trained in Enterprises of Uzbekistan.

There has been a special emphasis on providing transport professionals, highly educated engineers and technicians with advanced training and training of research institutes and laboratories engaged in transportation with mature specialists in Uzbekistan. Founded in 1972, the Tashkent Institute of Automobile and Roads began preparing highly educated professionals in 12 directions necessary for Uzbekistan. Similarly, the service of automobile and road technologies in Mogadishu in 1945, Nukus in 1965, Bukhara in 1969, Urgench in 1981, Tashkent automobile

and road technologies in 1986 was of particular importance.

In the Surkhandarya region, the work of the Thermal branch of the Tashkent Institute of Automobile and Roads in training of specialists in the field of transportation was effective, where specialists with higher education, knowledge and skills were trained. Founded in 1980, the branch began to work for 50 students in the field of automobile transportation and road construction, equipped with the necessary material and technological support, and taught by qualified professors and teachers. At this branch, 2 professors and 12 candidates of science taught students. The lesson process was organized on the 4th floor of the 2nd newly constructed craftsmanship and technology school in Thermal. The branch joined Thermal State University in 1995 and serves as the Faculty of Transportation and Engineering. In the 1980's and 1990's, the branches completed full-time and outdoor education in 1857 and continued their work in the field of transportation.

During the years that followed, serious attention was paid to the transportation sector in Uzbekistan, while improving the material and technical well-being needed to provide this area with experts, the emphasis on professionals was elevated to the level of government policy. In 1990, the newspaper Uzbekistan Automobile was established in Uzbek and Russian to promote theoretical and practical issues of automobile transportation, advanced technology and science achievements, and in 1993 the magazines "Uzbekistan Automobile" were established in Russian.

In the Surkhandarya region, the needs of transport companies for personnel must be satisfied by young people who come to study from the village. But for many years, indifference to the issue of staffing, the lack of interest in the transport sector in young people, has had a negative impact on the involvement of villagers in the manufacturing sector. Specifically, the issue of hiring workers at the Thermal railway station was coldly approached. In 1970, it was necessary to prepare many specialists for the company, but 2.1,000 rubles

allocated for the training of specialists were not allocated.

In the years studied, there was no emphasis on training of working staff for other branches of transport enterprises. In 1978, only 16 workers were trained for 50 seats through individual training in the Sherabad Road Construction Department, only 15 workers were trained in 1980 compared to 78 seats, and 15 workers were not trained. While 308 engineers and technicians were trained in the Kumkogon Road Construction Department between 1970 and 1975, there was no emphasis on providing them with employment at all.

In the 1980's and 1990's, 1,337 engineers and technicians were not trained for the company, and the provision of 601 specialists through vocational and technological schools was abandoned. It was not until the mid-1980s that the number of workers in various branches of railway companies in the Surkhandarya region increased considerably. In 1973, they employed 2839 workers, an increase of almost 2 times by 1983.

Much has also been done to improve the quality of workers. In the training and professional development of working staff, educational institutions in Tashkent, Samarkand and other cities were greatly assisted. It was not until 1980 that 150 workers improved their skills in various courses. About 300 skilled workers were trained in 1977. The process of training and growth of employees in some large enterprises was as follows. In 1985, the Road Construction Administration in Surkhandarya region employed 10,380 workers, bringing the number to 12507 in 1986. From 1985 to 1989, 47 road construction workers improved their skills in Tashkent. From 1985 to 1987, the number of such qualifications from the road construction department reached 150.

The state of economic tension caused by a shortage of specialists and employees could be seen in all transportation companies in the surkhandarya region. For example, most of the employees and employees in the Boysun Road Construction Department did not have the technical skills or skills. In 1980, 28 high-level specialists worked at the Road Construction

Administration in Surkhandarya region, reaching 50 in 1985 and secondary education from 41 to 61. In 1971, 25,4,000 rubles were allocated for the training and professional development of specialists in management. Of course, as a result of the emphasis on personnel, in 1989, 380 diplomas were employed on the trest, including 169 with higher education and 211 with secondary education. In turn, 7 high-level and 9 secondary-level specialists were sent to work by the Ministry of Road Construction of the USSR.

In existing educational institutions, builders and transportation personnel have been prepared. It is worth noting that there were also certain errors and disadvantages in the selection and placement of personnel. This can also be seen in the use of high and secondary education professionals in some enterprises under management in place of workers. For example, 2 specialists were used in Thermal, 2 in Denov, 4 in Sarajevo, 1 in Angor, 1 in Kiziriq 1, 3 in Shoorchi, 6 in Thermal, and 7 in Harabad.

If you look at the transport companies of the Surkhandarya region, you can see the lack of personnel. For example, In January 1985, Denov had 15 diplomas at the 2510-transport company. One of them was a highly educated, 3 were secondary-level specialists, and in 1989 they quit their jobs for various reasons.

In recent years, significant changes have occurred in the number and quality of employees of transport companies. The construction of new transport enterprises, the creation of new transport networks, the expansion of old transportation companies, and the introduction of modern technologies and technologies into production processes have led to significant changes. As a result of the construction and launch of many new transportation companies, their demand for the workforce had to be fulfilled. To assist individuals desiring to benefit the worldwide work of Jehovah's Witnesses through some form of charitable giving, a brochure entitled Charitable Planning to Benefit Kingdom Service Worldwide has been prepared. Railway stations have prepared their necessary working staff in the manufacturing process directly, in the form of teachers and disciples of enterprises

themselves. It should be noted that vocational colleges began serving all branches of transportation construction. In 1995, a profit of \$2,727 million (U.S.) was made as a result of the elimination of existing shortcomings in the field of staff training in transportation companies in the province of Surxondary.

In 1995, as a result of improved labor discipline in the Jarkogon Road Construction Department, 86 people were employed, and production capacity grew by 25 percent. From 1995 to 2000, there was also a special emphasis on preparing transportation workers directly for production, the internal education of enterprises was based on the cultivation of workers' secondary education, and they were given the skills necessary to master their chosen professions and specialties. The most important task of education here was to improve the skills of workers, to study advanced labor methods, and to promote new advances in science and technology.

During the years that followed, boysun district gained extensive experience in road construction, and from 1992 to 2000, more than 300 young workers and technicians took up a new profession, including 255 young professionals who graduated from vocational colleges. From 2000 to 2007, there were 230 specialists in road construction in Boysun.

From 1991 to 1995, the material and technical base of railway transport in the surkhandarya region was strengthened, with 32% of the secondary education from the workers and engineers, compared with 59% in 1996 - 2000.

In addition to the acceleration of the development of science and technology in manufacturing, it is important to improve the skills of workers, one of the most important aspects of activating human factors. The high qualifications of workers allowed to quickly master the structure and principle of operation of new machines and mechanisms, to install tools and devices, to adjust and use them in accordance with the required mode. In particular, from 1995 to 2010, transport networks in the Surkhandarya region were equipped with many new equipment. Therefore

, there was a special emphasis on improving the quality of workers.

## Conclusion

In conclusion, as the number of transport workers, engineers, and technicians grew in the province of Surxondary, during the years of Soviet rule, there was a lack of confidence in local workers and a lack of presentation of representatives of local nationalities to leadership positions. Similarly, it became common practice not to employ the inhabitants of transportation, not to provide them with housing, food, and to take into account documents in the field of vocational and technological education. However, thanks to independence, representatives of local nationalities in the field of transportation were able to show that they were competent specialists in the field of vehicle management, improvement, re-equipment, along with being employees and engineers. (Matthew 24:14; 28:19, 20) Jehovah's Witnesses would be pleased to support more than the number of people.

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