

Issues of Personnel Training and Social Protection in the Railways of Tajikistan

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Abstract: The issue of training personnel in the railway sector is of strategic importance, because the transport network is an important basis of the country's economy, social life and regional integration. In the railway sector, highly qualified specialists are necessary to effectively manage the system, ensure safety and improve the quality of service. Experienced personnel play a decisive role in the coordination of train movements, maintenance and the use of modern technologies. Qualified employees ensure economic efficiency by effectively managing the infrastructure and improving the quality of transport services. The high quality of personnel in the railway system increases the competitiveness of logistics services. This article analyzes the issue of personnel working in the railway networks of Tajikistan.

Keywords: Railway, personnel, M. Osimi, Polytechnic University of Tajikistan, Dushanbe branch of Ashgabat railway.

INTRODUCTION

In the conditions of the market economy during the years of independence, the provision of highly qualified personnel in the transport sector of the Republic of Tajikistan became an urgent issue. In the early years of independence, the only training institution in the field was the Faculty of Automobile and Roads of the Polytechnic Institute of Tajikistan. The conditions of new market relations emerging in the country and the construction of new branch lines of railways increased the industry's need for qualified and knowledgeable personnel. Also, in the period of Soviet rule, such railway transport specialists were not trained in the Republic of Tajikistan. The training of specialists for such profiles was carried out outside the republic.

In order to train specialists of various profiles in the field of transport, by the decision of the Government of the Republic of Tajikistan on March 31, 2003, the Institute of Transport of Tajikistan was established, which has 12 specialties General specialists in the field of transport began to be trained. In 2007, the first graduates of this educational institution graduated. Their total number was 1204. One of the aspects that should be noted here is that the quality of education at the Tajikistan Transport Institute and the level of training of specialist personnel did not meet the world's leading standards. For example, the faculty of railway and air transport operated in this educational institution, but the qualified personnel of both branches were mainly recruited from abroad. Taking into account the above situation and other economic and social factors, the government of the Republic of Tajikistan transferred the newly established Transport Institute of Tajikistan to the Polytechnic University of Tajikistan named after Mirkarim

Osimi. will issue a decision on unification. After the current decision, on the basis of the Faculty of Automobile and Road Construction of the Polytechnic University of Tajikistan, two new faculties of transport were established - the faculties of transport and transport construction management (Dodkhudaeva, N. 1998). In the new conditions, the establishment of these two "Management and Transport Communications" and "Transport" faculties was the right decision in the process of reforms, because railway transport As a result of the development of the sector, the construction of new networks and highways, and the repair of old, existing ones, the shortage of qualified personnel in the network began to be acutely felt (Safarqulova, G. 2016).

METHODS

The article is written using the principles of historicity, systematicity, objectivity, and a civilizational approach to the problem, as well as the methods of comparative and problem-chronological analysis.

RESULTS

As of December 2022, at this educational institution, there are Energy, Mechanics and Technology, Transport and Road Infrastructure, Industrial Economy and Management, Construction and Architecture, 7 faculties such as information and communication technologies, engineering and technology have been operating. Among them, 1-430103-Electrical supply (including networks), 1-390101-Radio engineering, 1-530104-03-Automation of electrical devices and rail protection, 1-360101-"Mechanical engineering technology", 1-360201-05 -"Machine and metallurgical equipment", Transport and road infrastructure of the Faculty of Mechanics and

Technology 361101 -Loading and transportation, construction, road and equipment (across regions), 370201-01-Wagons, 440302-Traffic management, 740603-01-Technical service organization and its technology, 700301-01 - Construction of roads and airfields, 700302-04 - Bridges and underground structures, 370205 - Railways, iron construction of roads and railway facilities, 1-440103 - "Organization and management of transport in railway transport", 1-370205A - "Iron "roads, highways and road construction" specialists are being trained in the railway sector (Report of the GBAO).

More than 120 students studied in higher educational institutions of the CIS countries in 2017-2022 at the expense of the employer within the framework of the training of qualified specialists to work on railways and improve the qualifications of employees. Now it is appropriate to dwell on the issues of social protection of employees working in railway networks of Tajikistan. In the Dushanbe section of the Ashgabat railway, the trade union committee began its activities in 1958, while the railway workers' trade union of the railway network of the independent Republic of Tajikistan was established in December 1994. When the organization was formed, N. Yaqubov was elected as its leader (Irfon, 2011).

Trade unions conduct their activities in accordance with the Constitution of the Republic of Tajikistan, the laws of the country, the Labor Code and the charter of the organization. In accordance with the current legislation of the Republic of Tajikistan and the charter of the Federation of Railway Workers' Union, the highest electoral body of the organization is the conference (seizd), which is held once every seven years. On December 23, 2016, at the 5th reporting conference of the railway trade union, Hamidov Zikrullo Tagayevish was elected as the head of the organization. One of the most important areas of activity of the Trade Union of Railway Workers of Tajikistan is to protect the rights and legal interests of the trade union members (web.ttu.tj/ru).

In April 2015, the Railway Women's Council was established in the Federation of Railway Workers' Unions, and Jamila Davlatovna Hasanova was appointed as its chairperson. As of December 2022, the total number of women working in railway networks was 1,200. On December 27, 2018, a network agreement for 2019-2022 was signed between Rohi Ohani State Unitary

Enterprise of Tajikistan and the Republican Committee of the Trade Union of Railway Workers of Tajikistan. According to the new industrial agreement, the amount of funds allocated for the purchase of referrals for sanatorium-resort treatment has been increased by 50%. The amount of cash bonuses provided in the amount of one salary when an employee retires has been increased. In 2017-2021, more than 200 families of railway workers were provided with free housing, 21 of them were families of young professionals. As of December 2022, there are 25 primary organizations within the Federation of Railway Trade Unions, which have about 7,000 members (Khotamov, N. 2008).

Every year, the railway organization allocates money for the purchase of New Year's gifts for the children of the railway workers in preschool educational institutions. Employees and their family members use railway medical facilities free of charge. Upon retirement, employees are paid gratuities in the amount of 4 months' salary depending on their length of service. A unique feature of the system of the Federation of Railway Workers' Unions of the Republic of Tajikistan is that 23 collective agreements have been concluded in railway enterprises and institutions, and after signing collective agreements with employees, they are automatically registered with the public social protection authorities. will be held (Saidov, F. and Rakhmatova, K. 2016).

As of December 2022, the "Rohiokhanshiyan" (railway workers) boarding house with 118 beds has been operating on the balance sheet of the railway organization. The boarding house is located in the Ramit valley, 56 km from the capital of the republic, where more than a thousand members of the trade union go on vacation with their families every year. Also, trade union members are provided with referrals to Zumrad, Khoja-Obigarm, Shifo, Sang-Shashma, Shohambara sanatoriums of the republic. The price of tickets to the "Rohihohanshiyan" boarding house for railways is reduced by 27% of the total costs. 1.4 percent (25 percent) of the total fund is purchased from the state social insurance funds and from the employer's funds. Also, the union organizes group trips outside the city and tourist trips to the historical places of our republic. There are 4 kindergartens within the railway networks of Tajikistan, where more than 800 children of railway workers are educated. In recent years, all kindergarten buildings have undergone major renovation (GBAO).

In 2018 alone, low-income families and orphans were given 74 free vacation vouchers. The issue of health of workers and personnel serving in the railway sector has also been in the center of attention. In particular, during the years under investigation within the framework of our dissertation, the central hospital and its regional units belonging to the state unitary enterprise "Rohi Ohani Tajikistan" achieved success (Khotamov, N. 2008). On August 17, 1994, the clinical department of the medical institution was renamed the central hospital of the state unitary enterprise "Rohi Ohani Tajikistan". In 1994, an industrial polyclinic was opened for the first time at the Khojand station, and in 1996, the quality of medical services provided to railway workers, prevention of various viral diseases for this purpose, a 30-bed hospital was established in Sogd region. In 1997, an outpatient clinic was opened to provide services to railway workers and their family members in Khatlon region. In 2003, modern medical aid stations were added at Nau Shegara station and Khoshadi station. Since 2005, a medical center has been operating at the Regar station to provide timely assistance to railway workers and passengers. In January 2006, a first-aid station was opened at the "Istiqlal" border station to provide medical assistance to station employees and passengers. During the period from 2002 to 2020, offices equipped with advanced medical technology and equipment were established in the Central Hospital. A diesel generator with a capacity of 127 kW was installed in order to provide the hospital with constant electricity. Two ambulances were purchased for the medical and sanitary service (Saidov, F. and Rakhmatova, K. 2016).

In order to strengthen and restore the health of railway workers, 58 medical workers are working in the hospital of railway workers of the state unitary enterprise "Rohi Ohani Tajikistan". 4 of them are SES doctors, 29 are doctors of higher qualification category, 4 are candidates of medical sciences. There are 148 nursing staff, including 10 paramedics, 4 SES employees, 46 nurses of the higher qualification category, 16 of the 1st category, 5 one has the second category. In 2021, a rest house for railway workers and their family members was put into use at Qayraqum station, and a physiotherapy department is available at Korgontepa station. a sanatorium was established. As of December 2022, 2 filling stations in Konibodom and Korgontepa, Dushanbe-1 station, Dushanbe-2 station, Regar station, Dushanbe

station locomotive depot, "Musofirbari", Khoshadi, Shahritus, Dangara, Korgontepa, Kolob, Khojand, Spitamen, Konibodom, "Istiqlol", Khojand station locomotive depot, A total of 21 paramedic-midwifery stations are operating at "Mahram" railway cargo transfer point and Isfara stations. Also, in Tajikistan every year on the first Sunday of August, the Day of the employees of the railways of Tajikistan is celebrated.

As a conclusion, it should be noted that the official Dushanbe organized training of personnel working in the railway networks of the Republic of Tajikistan and improving their qualifications. significant reforms have been implemented. Efforts have also been made to establish a new educational center. But due to economic and other factors, the new Transport Institute was merged with the Polytechnic University. In a number of faculties of the Polytechnic University of Tajikistan, engineers are being trained in various branches of railway networks. Educational institutions training personnel for the railway do not have modern practice bases and laboratories. Students are trained without the necessary infrastructure to acquire technical skills. In many cases, educational institutions lack modern equipment and the existing ones are outdated. This prevents students from gaining real-world work experience. In such conditions, such experts have been attracted from developed countries to develop the network. A narrow range of railway sector specialists, who are in high demand in the labor market, are trained mainly in the countries of the Commonwealth of Independent States. Considerable work has also been done on social protection of industry workers.

DISCUSSION

Significant reforms have been implemented by the official Dushanbe in order to train and improve the qualifications of personnel operating in the railway networks of the Republic of Tajikistan. increased. Efforts have also been made to establish a new educational center. Considerable work has also been done on social protection of industry workers. It can be said that the activity aimed at restoring and protecting the health of railway workers is especially worthy of recognition. In the field of railways of Tajikistan, systematic work has been carried out on the training of personnel, improvement of their qualifications, and due appreciation of the hard work of railway workers. Constant attention has been paid to the training of highly qualified specialists in the network. A

network of specialized educational institutions such as technical school, vocational college, technical college, educational institution, institute, university was created, improved, material and technical base strengthened, foreign experience was successfully integrated into teaching methods and state educational standards in the field. Great reforms were also implemented in the field of protecting the rights and interests of employees in the network and creating suitable working conditions for them. The activity of medical facilities for the protection and rehabilitation of the health of railway workers and their family members has also been improved.

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