

STAFFING ISSUE IN CINEMA AND THEATER FIELD

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ABSTRACT	KEYWORDS
This article talks about the issue of personnel in the field of cinema and theater in the Republic of Uzbekistan during the years of independence. Based on scientific data, the author studied and analyzed specific aspects of personnel issues in the field of cinema and theater based on available literature.	Cinema, theater, art, culture, personnel.

Introduction

In independent Uzbekistan, the formation of an excellent system of personnel training based on the rich intellectual heritage of the people and universal values, on the basis of the achievements of modern culture, economy, science, technology and technology was one of the important conditions of development. The state policy on personnel training was directed to the formation of a new generation of personnel with modern thinking, the ability to independently set goals in social and political life, and the ability to promote and solve future tasks.

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 determining 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, theater-spectacle transfer of institutions to the system of contractual (agreement) relations, further development of promotion of the best examples of Uzbek national and world theater and music, improvement of musical-aesthetic education and cultural services to the population.

Main Part:

In 1993, by the order of the Ministry of Culture of the Republic of Uzbekistan, in order to determine the number of specialists in the field of culture, to formulate a personnel policy, to provide a theoretical and conceptual basis for the issue of specialists admitted to higher and secondary educational institutions, the Ministry "Defining the Prospect, Methodology and Information Republican Center" was established[1]. Planning the construction of educational institutions, determining their financial support, and allocating necessary funds were also assigned to the main tasks of the center.

On October 20, 1995, the Decree of the President of the Republic of Uzbekistan "On measures for the further development of theater and music in Uzbekistan" and the Cabinet of Ministers' Decree of October 28, 1995 in order to ensure the implementation of this Decree The decision has been announced. 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 the 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 Uygur, and the Tashkent State Conservatories named after Mukhtar Ashrafiy. By 1999, the number of qualified staff was 70[2].

In the development of theaters in accordance with the requirements of the new era, their material and technical condition, repair of their buildings became 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.

In 2007, in order to increase the prestige of the Tashkent State Art Institute named after Mannon Uyghur as the main educational institution in the republic that prepares qualified specialists in theater art, cinema, television and other fields of art, it was named the State Art Institute of Uzbekistan. changed to the institute [3].

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, and 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.

The 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", "Television and radio directing", "Screen art scenography" for graduate students.

Subjects such as "Methodology of teaching special subjects", "Fundamentals of theater, film and television directing", "Directing screen drama", "Modern film process" are taught using modern pedagogical technologies and the latest multimedia tools. All practical classes of the directing department are held in the fully equipped "film, television and radio" (editing, cinematography, etc.) pavilions for photography, film and television.

Today, students of the Department of "Film, Television and Radio Directing" can effectively shoot, edit and dubbing their course and diploma films, and often present their work at various republican and international film forums and festivals. are participating successfully.

Research and Results:

Within the framework of the institute, work with young specialists has been established. Also, in order to strengthen the scientific potential of the faculty's professors and teachers, scientific-methodological seminars, roundtable discussions with famous scientists and specialists are organized, scientific lectures are listened to and modern interactive methods of education are discussed and studied.

A center for retraining and professional development of pedagogic personnel is operating under the institute. The purpose of the center is to retrain and improve the skills of pedagogues of secondary and higher educational institutions in the field of art and culture.

In the educational programs of theater majors, man-made art and art history include audiovisual art subjects: "Fundamentals of Cinema", "History of Uzbek Cinema", "History of World Cinema ", "Film Theory", "History and Theory of Documentary Film", "History" and Theory of Animation", "Features of Television Directing", "Directing Feature Films", "Fundamentals of Film Editing", "Television and TVR Journalism theory".

From the beginning of the 2016-2017 academic year, a new specialty "Film Studies" was registered. Also, educational programs and training manuals for this direction have been approved.

Cinematography courses are conducted at the Department of Foreign Languages and International Journalism at Tashkent University.

At the National Institute of Painting and Design named after K. Behzod under the Academy of Arts of Uzbekistan, on the basis of the Department of Theater Decoration, specialists are trained for the film industry in the following areas[4]: "Artistic decision of cinema and television films", "Cartoons and computer animation ".

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 for training film actors under the Faculty of "Dramatic Theater and Film Actor".

The Department of "Television Directing" was opened at the Art Institute (the specialty was officially approved in 1993). Since 1991, the institute has been training specialists in film and television camera work. Leading film and television masters work in the departments of the Faculty of Technological Arts. Currently, the institute is preparing bachelor's and master's degrees in the fields of film and television operator, television and radio directing, sound engineering for film, television, radio and theater productions, cinematography.

Graduates of these departments are successfully working in private film studios, as well as in state film studios "Uzbekfilm", in the studio of republican science-popular and documentary films, in the republican film distribution system, and on state and private TV channels of our country. In 2004, the institute became the initiator of the Central Asian youth film festival "creative flight" [5].

Discussion:

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

A distinctive feature of film education in Uzbekistan is the existence of two educational systems - the traditional "master-apprentice" educational system and the European classical system. Their harmonious coexistence contributes to the formation of a full-fledged society. The morphological

landscape of the modern national artistic culture of Uzbekistan is the "Ustoz-shagird" system (teacher-student), which has centuries-old traditions and is based on the principles of continuity in the forms of compact, individual training of a group of students. Both segments are widely used in the state art education system at all stages of education in accordance with their adapted and modernized forms.

In addition to formal film education systems, it is necessary to develop informal methods - seminars, master classes for young directors, cameramen, art managers in the field of cinema and cinema. 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 [6].

Uzbekistan (MTRK), strengthening the material and technical base of education in this regard, establishing special laboratories for photography and production, installation of all technical equipment for creative seminars, creative cooperation with educational institutions of the CIS, European and Asian countries should establish relations. To strengthen this segment, it is also important to hold international exchanges and seminars, develop international projects to attract grants. It is also important to teach English as a requirement for all art programs so that the young generation can develop joint projects in the long term. It is desirable to develop a master's program in Uzbekistan with other universities and institutes of Central Asia.

The Decree of the First President of the Republic of Uzbekistan "On the development of the theater art of Uzbekistan" (March 26, 1998) was announced. According to the decree, "To study, enrich and promote the traditions of performing arts that have been living in Uzbekistan for centuries, to develop theater art in all aspects, to further strengthen its material and technical basis, to create an artistic complex that glorifies national and universal values. creating stage works, improving the special education system in accordance with the requirements of the time, fully satisfying the need for highly qualified personnel" was shown. This document specifies the duties of the Ministry of Culture in this direction.

Based on this Decree, the decision of the Cabinet of Ministers of the Republic of Uzbekistan on the establishment of the creative production association "Uzbekteatr" was announced. It shows the establishment of the creative-production association "Uzbekteatr" and the Union of Theater Artists under it on the basis of theater organizations of the Ministry of Culture and the Union of Theater Actors of Uzbekistan. voluntarily unites all state theaters, theater-studios, people's theater groups and other relevant organizations", the scope of the association was clearly indicated [7]. In addition, the organization of the "Artmadad" fund under the association "Uzbekteatr", together with the relevant ministries and organizations, to raise the teaching method to the level of world standards, to repair theater buildings, and to pay wages tasks of developing new tariff standards were also noted.

The establishment of a separate Center for the purpose of retraining and improving the qualifications of pedagogic staff of secondary and higher educational institutions in the field of art and culture served to improve the qualifications and use of modern work methods of the employees working in the field.

Conclusion:

The establishment of new higher educational institutions was a positive event in the training of highly educated specialists. The use of contractual methods in the educational system served as an economic factor in solving the problems of personnel training to a certain extent.

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