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## **THE PROBLEM OF PERSONNEL «HUNGER» IN LOGISTICS AND WAYS TO SOLVE IT**

*This article aims to identify the key problems related to the shortage of personnel in the field of logistics that truckers face, and to offer practical solutions that will help improve their quality of life and work. This research is not only relevant, but also necessary to create a more sustainable and efficient logistics system as a whole.*

**Ключевые слова:** *trucker shortage, logistics, personnel, human resource, transportation companies*

In recent years, the shortage of truckers in the logistics industry has become one of the hottest topics of discussion in professional circles.

According to official statistics, the country is in good order with the employment of people in most specialties. If you open job search sites, you can see a huge number of open vacancies.

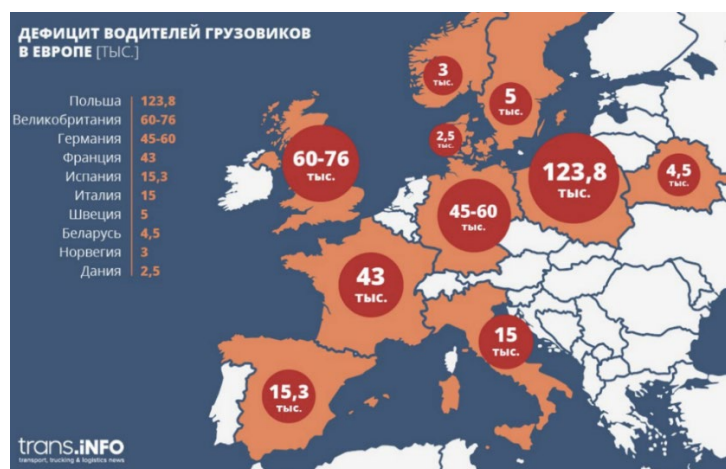
The most surprising thing is that the greatest demand in the country right now is for drivers. Many fleets in the country are short of employees, transport companies are literally groaning from the lack of labor. Statistics show that there is a shortage even of cab drivers. There is a shortage of forwarding drivers, delivery couriers who deliver goods. But most of all, it is truckers. And for a transit country this becomes a huge problem.

This problem has been present for a number of years, and not only in our country, the deficit is also observed in Russia and Europe.

The shortage of drivers in Europe will soon amount to 2 million. In Poland alone there are more than 80 thousand vacancies. Recently, the situation has become even more complicated by the fact that Russia has also started to attract Belarusian drivers with increased salaries in the heated economy.

Many Belarusian international drivers go to work in Poland and Lithuania, and the number of those leaving increases every year.

In 2022, according to the portal [serwisy.gazetaprawna.pl](https://serwisy.gazetaprawna.pl), a total of 36,649 driver's certificates were issued to Belarusians in Poland. In 2023, such figures were recorded: 18 % of drivers in Poland are Belarusians. The situation is similar in Lithuania.



*Fig. 1. The shortage of drivers in Europe [1]*

Statistics confirms the trend that carriers are becoming fewer. Domestic transportation in Belarus was particularly hard hit: the number of cars placed on Belarusian destinations dropped by 56 %. The number of cars for cargo delivery to Russia has dropped almost as much (-49 %). Given the sharp increase in demand in this direction, it is obvious that the shortage of performers is becoming critical. At the same time, transportation from Russia was not so badly affected (-15 %).

### ***The problem of staff shortages***

This section will outline the factors contributing to the increasing shortage of international drivers:

In most cases, employers require work experience 2 years minimum. The process of obtaining the required license and driving experience is complex and time-consuming, which can be a barrier for new drivers. To achieve a minimum driving record, newcomers are often forced to work for low wages or under the supervision of more experienced colleagues, creating difficulties early in their careers.

The main reason for the shortage of truck drivers is the following the rapid development of online retail and inner-city delivery services, which is where many drivers go because of high salaries and more comfortable working conditions. According to ATI.SU experts, these trends will continue in 2022. In Belarus, the situation may be aggravated by the crisis with transportation in Europe, where the shortage of personnel is trying to fill at the expense of migrants. Under these conditions, it may be more difficult for Belarusian transportation companies to retain drivers, who are ready to be offered higher salaries in the European Union.

Harsh working conditions. Being a trucker involves many difficulties, both physical (back problems, hemorrhoids, high blood pressure) and psychological. Drivers actually lead a nomadic lifestyle away from their families, with overnight stays in the cab of a truck, irregular and often poor quality meals. As a result, many of them start to have problems in their personal lives, and some of them leave trucking for other areas, which further aggravates the personnel problem in the trucking industry.

The outflow of migrants from Belarus, especially in the freight transportation sector, has become a serious problem, aggravated by stricter requirements for foreign drivers. The departure of foreign specialists may have a negative impact on the economy, reducing the efficiency of logistics processes and increasing transportation costs. This may affect prices for goods and services.

Also logistics portals state the fact that the profession has grown old, young people do not find this profession attractive, and the older generation is aging and retiring.

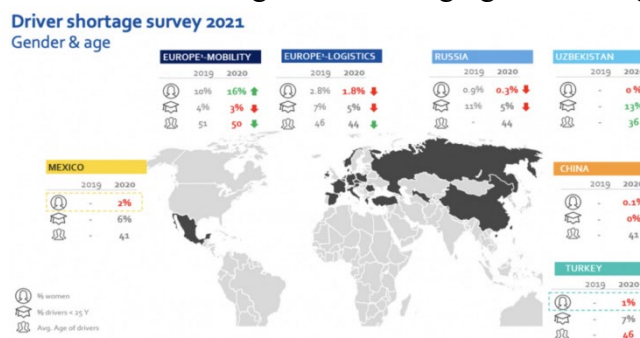


Fig.2. Driver shortage survey 2021

Promonitoring vacancies transportation companies on Rabota.by, all without exception invite drivers to work and offer an attractive social package, take care of the registration of necessary documents and visas, the salary of international drivers vary from 80 to 100 euros per day [2].

This suggests that demand is higher than supply, meaning that companies need more drivers than are available on the market and have to outbuy other companies with more interesting offers.

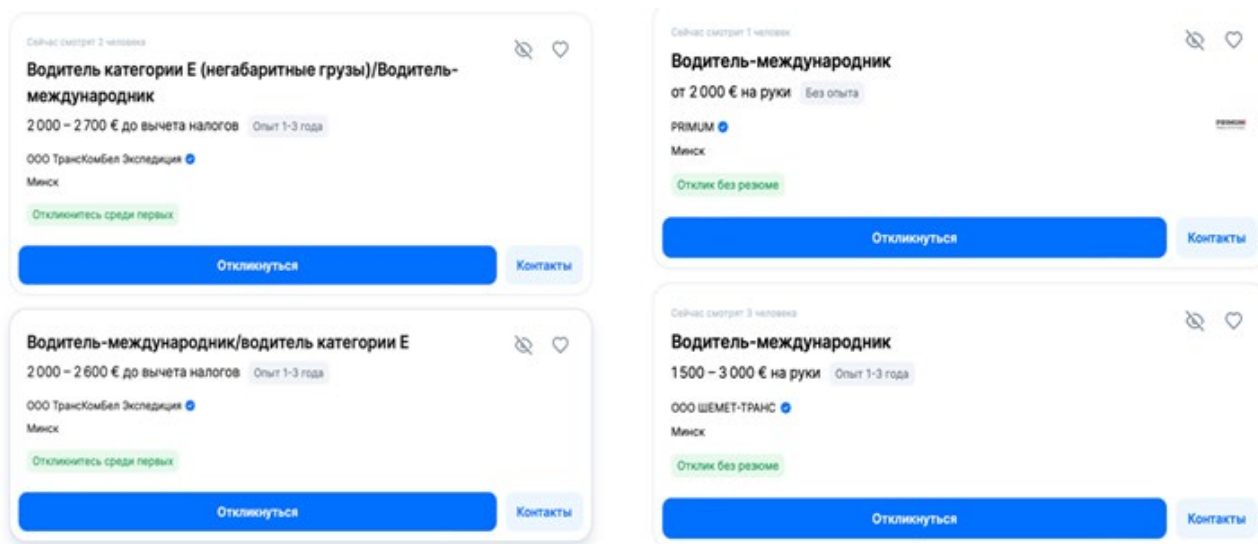


Fig.3. Examples of vacancies on rabota.by

### *Ways of solving the problem*

The shortage of personnel in the field of cargo transportation has a negative impact on the economy, leading to delays in deliveries, rising prices for goods and a decrease in the level of service. Possible solutions include improving working conditions, assistance in obtaining a visa, providing a social package, training and advanced training programs for new drivers, as well as campaigns to raise the status of the profession. Solving this problem requires the attention of both employers and government agencies and can significantly improve the situation in the transport industry.

Examples of successful campaigns to raise the profile of the longshoreman profession are:

**Outreach programs:** Organizations such as the American Trucking Association (ATA) conduct campaigns to inform the public about the importance of truckers' work to the economy. They emphasize the contribution of drivers to the delivery of goods and the creation of jobs.

**Social media and advertising:** Some companies use social media platforms to spread the stories and achievements of truckers, demonstrating their professionalism and dedication. These campaigns help to change the public perception of the profession.

**Partnership with educational institutions:** Joint initiatives with colleges and vocational schools to create driver training programs attract young people to the profession and increase its prestige.

**Contests and awards:** Holding “Trucker of the Year” contests or similar awards helps to highlight outstanding achievements of drivers and increase interest in the profession.

**Participation in events:** Participation in exhibitions and conferences, where truckers can share their experience and gain recognition, contributes to the formation of a positive image of the profession.

The shortage of truckers in the Republic of Belarus is a multifaceted problem affecting both economic and social aspects. With the growing demand for freight transportation and logistics services, this situation is becoming more and more urgent. The study identified the main factors contributing to the shortage of personnel: stringent qualification requirements, low image of the profession and tightening of migration policy, which led to the outflow of foreign drivers.

Thus, solving the problem of the shortage of truckers in the Republic of Belarus requires joint efforts of the state, business and society. Only an integrated approach will be able to ensure the stability and efficiency of freight transportation, which is the key to the successful development of the entire logistics industry in the country.

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