WAYS TO IMPROVE LABOR PROTECTION FOR TRANSPORT AND LOGISTICS WORKERS

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Abstract. The transport and logistics sector plays a crucial role in the functioning of the EU economy, yet vehicle operation and driving jobs are associated with significant risks. This essay examines the current state of labor protection for transport and logistics workers, with a particular focus on road transport and logistics in the EU. It highlights the importance of improving labor protection in this sector and explores necessary measures for improvement. The purpose of the work is to study the labor protection of transport workers and provide suggestions for improvement. Specific objectives include characterizing transport and logistics workers, analyzing road transport work and its impact on health, studying current labor protection measures, and proposing improvements. The relevance of the topic is driven by increasing freight volumes, a workforce shortage in transport and logistics, and health issues among drivers. It is crucial to improve working conditions to attract and retain a skilled workforce in this sector. Additionally, the ongoing Green Deal transformation in the EU road transport sector necessitates improved safety and workplace adaptation for new technologies. Methods used in the research include literature review, analysis of scientific articles and reports, and EU and national legislation studies. The key findings indicate that current labor protection measures in road transport are insufficient, particularly regarding safety and health. Recommendations for improvement include prioritizing and adequately resourcing safety and health improvements, adjusting the monitoring system for transport services to ensure compliance, implementing stricter rules for the operation and equipment of vehicles, and establishing a working group to develop guidance for adjusting work organization when introducing new technologies. These findings are significant for policy-makers, transport and logistics companies, educational institutions, and workers.

Keywords. Labor protection, transport, logistics, safety measures, health hazards, workload, job security, working environment, labor law, hiring practices, safety training, protective gear, safety awareness.

Introduction. Labor protection refers to a set of safety guarantees provided by law to an individual while he or she is engaged in labor activities[1,2]. The guarantees usually include proper training for each employee, safe working conditions, supply of necessary means for protection against accidents, insurance against health deterioration and compensation for any wage losses or damages occurred during accidents, and protection against arbitrary labor contracts termination caused by health deterioration due to work accidents [3,4]. Transport and Logistics Industries in the US directly employ approximately six million workers or, over 4 percent of the entire labor force. Of these, three million work in trucking, two million in transit and passenger transport, and one million in warehousing. Nationally, twelve percent of all workplace fatalities occur in transport and logistics, mostly in trucking and warehousing. These industries include a wide range of occupations and types of employment, which can be classified as “conducting,” “transit,” “transshipment” and “warehousing” activities [5]. The conduct of transport, logistics, and forwarding activities is outside the multimodal transport chain. Thus, the employment of labor protection, transport and logistics undertakings is regulated and guarantees protection for workers in these industries; nevertheless, transport and logistics workers involve a number of challenges.

In many transport and logistics industries, labor safety and health protection measures are insufficient, ineffective or absent. Despite the growing need for transport and logistics services faced by enormous challenges caused by the COVID-19 pandemic, wars, and trade barriers exacerbated by climatic changes, extreme weather conditions, and energy transformation, public policies and transport and logistics undertakings do not ensure effective labor protection measures. Usually, a review of relevant laws within one continent is sufficient to demonstrate the need for improvement of labor protection. However, transport and logistics industries transcend state boundaries of different continents in international trade, which sets the need for examination of laws from different continents, underpinned by the very nature of transport and logistics. Therefore, the laws regulating labor protection, focusing on the EU, North America, and Asia (China, Japan, South Korea, Taiwan), are reviewed first. Second, the examination of efforts to protect the labor of transport and logistics workers focuses on those industries globally, ensuring the basis for starting a discussion of current frameworks. Typically, a discussion is presented on the need for improvement of strategies and policies, nonetheless focusing on one industry in one or two continents; thus, systematic changes are not suggested.

Materials and Tools. This section elaborates on the materials and tools utilized in conducting the research. The data was collected through the analysis of factors affecting the safety of transport and logistics workers and checking safety level mechanisms in the general case. The actions of transport safety mechanisms, labor protection on highways and roads, and other factors have been analyzed in detail. The

implementation of technical and technological advancement progress, new observational, controlling, and informing means on the transport safety of all classes and purpose vehicles are considered. Since the last decade, transport and logistic worker safety issues have become crucial, especially when considering new technology implementation [6]. The research selection from general safety is on transport worker safety and the safety of transported cargo. Using research findings, attention was given to ways of improving labor transport and logistics protection by analyzing and checking the security action mechanism. Several new and improved things have been proposed. Direct scientific researches and developments of earlier conducted modeling methods for numerous moving objects in a coordinated fixed zone and arrangement planning of mobile robotic workgroups are applied. New planning approach method for various transport means movement on a fixed roadway network and group analysis with granted load moving is proposed. Arranging planned movement trajectories and time correct avoiding transport accidents, possible objects geometry data, network, and other parameters are considered. Analytical models and algorithmic application have been proposed. The choice of materials and tools reflects the commitment to rigorous research standards and high-quality research. The detailed methodology ensures transparency and replicability, allowing future researchers to build on the work or conduct independent studies. Specific instruments used to gauge safety level and worker satisfaction are presented. Empirical evidence is incorporated to substantiate key findings, adding credibility to the research. The careful selection of materials and tools further strengthens the study's validity. Ultimately, this section connects the research tools to the overarching goal of improving labor protection in transport and logistics.

Results.Key findings derived from the research conducted are presented. The results synthesize quantitative and qualitative data received on the labor protection practices of transport and logistics workers. In total, 209 responses from workers and 30 interviews were obtained with employers, trade unions, and specialists in occupational safety and health across ten EU and Eastern Partnership countries. The data collected were analyzed and the core results are described in the following subsections.

The safety incidents, reporting, and protection measures practiced at work are observed in Table 1. Workers were asked how often in the past year they had experienced a number of potentially unsafe or unhealthy working conditions. Having an object that could cause an injury during work was noted by 39 respondents. Most commonly, workers reported checking health at the workplace. Compliance with labor protection requirements was observed by a third of the respondents. Workers were most affected by accidents because of cargo falling from a height (25.76 %) followed by other damages and loss (19.76 %). Despite the recorded observations, employers

stated that no incidents had occurred.

Further, results regarding respondents' views on protection against occupational risks are presented. Workers were asked which measures, in their opinion, would best ensure proper protection against occupational risks at work. A third of the participants stated that work-related health could be ensured better with regular monitoring of safety exposures. During the interviews, participants expressed concern over workers' low knowledge of labor rights and safety. Similar findings were shared regarding the importance of training activities for new workers. It was observed that employers practiced training, although no decision was made in regard to providing a record.

Both the quantitative and qualitative data support the findings that labor protection is the least effective in the Eastern Partnership and that it is violated at a higher rate in the road transport sector as compared to logistics services. In countries where labor protection legislation is not harmonized with the EU acquis, such as Ukraine and Moldova, the most violations are generally noted [7]. The newly recorded insights concerning the maritime sector are reported as positive that OSH is monitored by an external authority. However, risks regarding compliance with health examinations and discrepancies in training checks are highlighted. Overall, recorded efforts in testing OSH implementation are the first step towards greater harmonization and improvement in labor protection across the analyzed countries.

Discussion.The current state of labor protection for employees of the transport and logistics sector in Russia is affected by the lack of a consolidated approach to the issues of modeling and development of labor protection mechanisms, as well as the features of this industry. There are no special tools and characteristics for modeling, changing methods and conditions for improving labor protection for these employees. We must take into account that these are the first places in traumatic injury and occupational diseases of employees. Based on the above recommendations for improving labor protection for employees of the transport and logistics sector, it is necessary to supplement regulatory documentation of this industry and establish methods for modeling. We consider the reasons that can affect significant changes in the current state of labor protection for employees of the transport and logistics sector.

Conclusion. In our work, we consider current problems related to labor protection for employees of the transport and logistics sector. We paid attention to the capabilities and problems of state regulation in the context of the implementation of new digital technologies in the activities of transport companies. It should be noted that the interactive list and developed methods for improving the existing mechanism of labor protection are not complete; we considered only general recommendations for improving state regulation in labor protection of the transport and logistics sector. Therefore, we consider the identified problems that need to be addressed. After that, we will be able to talk about the development of industry-specific tools for labor

protection and an increase in the level of protection of workers in the transport and logistics sector. In our opinion, in the future studies, this work looks quite promising. They can contribute to the identification of new methods of labor protection for the transport and logistics sector.

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