

TRENDS IN THE HUMAN RESOURCES DEVELOPMENT IN CONSTRUCTION

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The construction industry has historically been one of the leading industries in any country of the world. The average share of construction in the GDP of European countries is about 6%, namely: in the UK – 5.6%, in France and Germany – 7.8%, in Poland – 9% [1, 2]. In Ukraine, unfortunately, the share of construction industry in GDP is decreasing. If in 2008 the share of the construction sector amounted to 5% of GDP of the country, in 2010 it decreased to 3.28%, then, in 2019 was about 2.2% [3].

The development of construction industry personnel is hampered by a number of problems caused by both the socio-economic situation in the country as a whole and the specifics of the construction sector (wide specialization of work, extensive diversification of projects, lack of practical training of specialists, a considerable number of contractors, etc.).

The analysis of the main indicators in the field of labor, as well as the dynamics of economic development of construction, which is manifested by the volume of construction work completed, allows to form such conclusions as to the state of the quantitative basis of personnel potential in the field of construction, as well as to identify the main trends.

First of all, it should be noted a negative tendency to decrease the number of employed in the construction sector (-20.46% for the analytical period), which corresponds to the national trend, but with a higher level of decline (-15.06% in Ukraine). At the same time, the results of 2018. showed a positive tendency to increase the number of people employed in construction (+ 3.26%) compared to the situation in Ukraine as a whole (+ 1.27%). This is related to the understanding of the situation on the labor market by employers - personnel hunger can only be eliminated by retaining workers in Ukraine by raising wages and creating appropriate working conditions.

The opposite dynamics is demonstrated by an important indicator in the labor sector - the level of remuneration - which is growing at a higher rate in construction (+ 208.49%) than in Ukraine as a whole (+ 191.5%). At the same time, the level of wages in construction is lower during the whole analytical period compared to the national level (it ranges from 83.62% to 88.50% with a maximum value of 91.28% in 2016).

Such dynamics indicate that the level of remuneration in construction is rather low in comparison with other spheres of activity and does not play a sufficient motivational role that contributes to the leaching of human resources through labor migration outside Ukraine.

References:

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