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GROWING DEMAND FOR LOGISTICS JOBS IN UKRAINE: CHALLENGES AND OPPORTUNITIES

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Introduction

The logistics sector in Ukraine has undergone major structural and operational transformations in recent years. This shift has been largely influenced by the challenges of war, disrupted supply chains, increased demand for humanitarian deliveries, and the reconfiguration of trade routes. As a result, logistics has become one of the most critical sectors in maintaining both domestic stability and international trade links. Ukrainian logistics companies are now facing the dual challenge of adapting to rapidly changing conditions while also addressing a growing need for skilled professionals who can manage supply chains efficiently and flexibly.

This demand for qualified workers is not just a temporary consequence of war, but a long-term trend reflecting global logistics modernization. As digital tools, automation, and international standards are being increasingly adopted in Ukraine, the industry seeks workers who are not only operationally capable but also technologically literate[1].

According to a report by Trans.INFO, "transport and logistics are among the top ten industries most affected by the shortage of personnel." The report further explains that companies are experiencing difficulties in hiring not only drivers but also dispatchers, warehouse managers, and supply chain analysts. This shortage significantly impacts delivery times, warehousing efficiency, and customer satisfaction, making workforce development a strategic priority for logistics firms [3].

Labor Market Indicators

As of April 2025, there are over 500 active job listings in the logistics field on Work.ua, one of Ukraine's leading job portals. This figure underscores the growing and sustained demand for logistics professionals across the country. The vacancies include positions such as logisticians, supply chain managers, warehouse coordinators, and truck drivers, indicating the broad range of opportunities within the sector.

In particular, the logistics sector is struggling to fill roles that require both operational skills and technological knowledge, as companies modernize and adopt digital tools. According to Work.ua data, the average salary for a logistician in Ukraine is around UAH 25,000, though this figure varies by region and level of expertise. For example, in cities like Kyiv or Lviv, salaries can reach UAH 35,000 or more, while in smaller regions, the average may be closer to UAH 20,000.

This shortage is not merely quantitative but also qualitative: as the logistics industry in Ukraine adapts to post-war recovery, e-commerce growth, and international cooperation, employers are increasingly seeking multilingual professionals, IT-savvy planners, and specialists with international certification.

“There is a clear mismatch between the number of available logistics roles and the number of skilled candidates applying for them,” notes the analytics section of Work.ua in April 2025 [2].

Factors Influencing Demand

Several factors are driving the increasing demand for logistics professionals in Ukraine, each contributing to a complex and evolving landscape within the logistics sector:

- Economic Recovery and Growth

Ukraine's post-conflict economic recovery has brought with it a wave of reconstruction efforts and the revitalization of industries crucial to the country's development. As businesses and infrastructure are rebuilt, the logistics sector has played a pivotal role in ensuring the smooth flow of goods both domestically and internationally. The demand for logistics professionals has surged as companies seek to streamline their supply chains and optimize distribution networks. With the rebuilding of transport infrastructure, from roads to ports, logistics professionals are essential for coordinating these complex movements of materials and products across the country. Moreover, as industries like manufacturing, construction, and retail begin to pick up pace again, the need for efficient logistics solutions becomes even more critical.

- E-commerce Expansion

The rapid expansion of e-commerce in Ukraine has further amplified the demand for logistics expertise. The growth of online shopping has created an urgent need for more sophisticated distribution networks, especially in last-mile delivery services. Logistics professionals are required to manage an increasingly intricate web of distribution hubs, warehouses, and fulfillment centers that are critical for meeting the heightened consumer expectations of fast, reliable, and efficient delivery. The challenges of optimizing routes, managing inventory, and maintaining service levels while balancing cost pressures have placed additional demands on logistics companies, requiring them to employ skilled professionals who can navigate these complexities. As the e-commerce sector continues to evolve, the demand for logistics talent with expertise in supply chain management, digital technologies, and customer service will only increase.

- Labor Shortages

The mobilization of a significant portion of Ukraine's workforce for military service has exacerbated the labor shortages across many sectors, including logistics. With fewer available workers, logistics companies are facing difficulties in filling key roles such as truck drivers, warehouse operators, supply chain analysts, and logistics managers. As the need for personnel grows, companies are forced to invest in new recruitment strategies, offer more competitive wages, and explore innovative solutions

such as automation and digitization to address the shortfall in human resources. The combination of fewer skilled workers and an expanding demand for logistics services has made workforce development a top priority for many logistics firms. Companies are increasingly focusing on upskilling their existing staff and hiring workers with specialized knowledge in logistics technologies, supply chain optimization, and data analysis to stay competitive in the market.

- **Technological Advancements and Digital Transformation**

The logistics sector in Ukraine is also undergoing a digital transformation, with new technologies such as automation, artificial intelligence, and blockchain being increasingly integrated into logistics operations. As logistics companies adopt these technologies to enhance efficiency and reduce costs, there is a growing need for professionals who can manage, operate, and optimize these systems. From warehouse automation to AI-driven supply chain analytics, skilled workers with technical expertise are essential to implementing these advanced technologies. As Ukraine's logistics sector modernizes and aligns with global best practices, the demand for tech-savvy professionals continues to rise [5].

Future Outlook

The demand for logistics professionals in Ukraine is expected to remain high due to several key factors, including continued economic recovery, increased infrastructure development, and the ongoing integration of advanced technologies into supply chain operations. In particular, investments in infrastructure, such as roads, ports, and railway systems, will be crucial for sustaining growth in the logistics sector. These investments not only improve the efficiency of transportation but also facilitate the country's integration into international trade networks.

Furthermore, global trends such as digital transformation and automation in logistics are being increasingly adopted in Ukraine. Technologies like Artificial Intelligence (AI), Internet of Things (IoT), and blockchain are revolutionizing how logistics companies operate. For example, AI-powered predictive analytics can help optimize supply chains by forecasting demand and improving inventory management.

These technological advancements will further create demand for skilled workers who are capable of operating and managing these new systems.

In addition, Ukraine's growing role as a hub for international trade and transit, especially within Eastern Europe, presents opportunities for logistics professionals to work on complex cross-border supply chains. As Ukraine's trade relationships with European and Asian markets continue to grow, companies will need highly skilled workers who can navigate both domestic and international logistics challenges.

According to the International Trade Administration, "Ukraine's strategic location at the crossroads of Europe and Asia presents significant opportunities for businesses involved in logistics and transportation." The country's proximity to major EU markets and its growing infrastructure make it an attractive region for investment in logistics.

As the country stabilizes and continues to rebuild its economy, there will be increased demand for professionals in supply chain management, transportation, warehousing, and digital logistics. These professionals will not only be tasked with managing traditional logistics operations but will also need to have a deep understanding of cutting-edge technologies to meet global standards.

Conclusion

The logistics industry in Ukraine is poised to experience sustained growth as the country recovers from the challenges it has faced. The increasing demand for logistics professionals is driven by economic development, the expansion of e-commerce, and the integration of advanced technologies such as artificial intelligence and automation. The sector's future success hinges on effectively addressing labor shortages by investing in training and recruitment initiatives. Companies must also remain flexible to meet the evolving demands of both local and international markets. As Ukraine strengthens its logistics infrastructure and continues to develop international trade relations, the need for skilled logistics professionals will remain essential.

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THE FUTURE OF LAND TRANSPORT DEVELOPMENT: A COMPREHENSIVE ANALYSIS

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Introduction

The landscape of land transportation stands at the precipice of its most significant transformation since the invention of the automobile. Rapid technological advancements, evolving environmental concerns, and changing societal needs are converging to reshape how people and goods move across terrestrial spaces. This comprehensive analysis examines the key trends, technologies, and challenges that will define the future of land transport development, offering insights into the mobility paradigms of tomorrow.

Electrification and Sustainable Mobility The transition to electric vehicles represents the most immediate and visible shift in land transport development. Major automotive manufacturers have committed to phasing out internal combustion engines, with many planning complete electrification by 2035. However, the future extends beyond simply replacing gasoline tanks with battery packs. Next-generation battery