



Liberalization of Labour Organization of Construction Workers: Legitimacy of Attitude or Underestimation of the Issue

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Abstract

The recent concept of "technology" (high, efficient, innovative, digital) has overshadowed the use of the concept of "labor", "organization of labor". The analysis shows that the question of "labor organization" has lost its theoretical content and transformed, in fact, into the concept of "self-organization of labor". This circumstance can be considered one of the reasons for the decline in the prestige of working professions and, as a consequence, the observed shortage of skilled workers, including in construction. The publication provides examples that argue the desirability of continuing the theory of the scientific organization of labor of workers in construction, as one of the branches of construction science. The subject of this study is the relationship of modern construction science to one of the aspects of construction production - the organization of labor of construction workers.

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1 Introduction Labor as a conceptual category

"Labor is the staff of life," they say. Friedrich Engels said that "Labor is the source of all wealth, the first and basic condition of human life" (1). Attitude to work, craft has always been of paramount respect among people. Those who could not only create something with their own hands but at the same time be brainy, resourceful, and patient, were called crafty. At present, during the period of understanding the rapid scientific and technological progress, the word "work", especially when linked with the word "organization", has been lost in the vocabulary of business communication. Another term is at play: "technology", with its complementary characteristics — advanced, high, progressive, efficient, digital. If we turn to the original source (2) of the appearance of the word "technology", we can see that in its determining sense it relates to such semantic categories as cognition, study, research, and, therefore, is inextricably linked with the concept of "labor".

2 A brief insight into the theory of the scientific organization of labor of construction workers

In the 20s of the last century, industrialized countries made attempts to systematize knowledge about labor, its

organization, and efficiency. Основоположителем буржуазной теории научной организации труда был американский инженер Ф.У. Тейлор (3,18,19). His work in this area found support and development of a number of scientists and production engineers - F.B. Gilbert, H. Emerson, L. Gant, S. Bezot, and others (4, 5). Many aspects of the scientific works of these scientists have not lost their significance nowadays. The young Soviet Republic did not want to be aloof from progress, and the task of developing a theory of the scientific organization of workers' labor in construction and industry was an element of state policy. An indicator of the seriousness of the approach to solving this issue could be considered the fact that even the leaders of the young Soviet republic - V.I. Lenin, S.M. Kirov, G.K. Ordzhonikidze, V.V. Kuibyshev, A.D. Zurup and others were involved in the development of elements of Scientific Organization of Labor (6).

For the sake of fairness, it is worth noting that the introduction of an effective organization of labor was of a mobilizing nature at that time. Patriotic appeals to the labor force had an effect. The names of Aleksei Stakhanov, Valentina Gaganova, Pasha Angelina, sisters Vinokurov, Nikolai Zlobin, Nikolai Travkin, Ivan Kutenkov, and Foma Maltsev became a symbol of the heroic attitude to work, and record-breaking performance (6). Russian engineers made attempts to mechanize some, in particular, construction processes, to lay the foundation of the socialist theory of Scientific Organization of Labor. These attempts bumped

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either into the insufficient depth of research (which was excusable for the young and poor Soviet Republic) or into the inhibitory effect of any other circumstances.

In the post-war period, the task of rebuilding a half-ruined country began to grow. This task subordinated everything: labor and material resources, organizational measures, and intellectual potential. The country's economy and, in particular, construction management bodies were formed - the Gosstroy, Gosstnab, the State Committee for Labor, the State Committee for Vocational Education, a number of branch building ministries were created, a network of large research and design building institutes was formed, each of which had an extensive network of its own territorial structural units.

With the collapse of the Soviet Union, the attitude to the theory of the organization of labor of workers in construction began to lose its significance: VNIPI of labor in construction² was abolished, the structure of TsNIIOMTP³ was radically thinned out, its territorial units were liquidated. Building codes regarding construction production (7, 10, 15, 16) were disrated (the document became a recommendation). This document gave no explanation to the concept of "technology", "organization of labor". The principle of liberalization of many aspects of construction has been proclaimed. Scientific support for the organization of labor of workers in construction was weakening. The very concept of "scientific organization of workers in construction" was lost in the terminology of construction science".

3 Methods Training workers for construction

The change of the planned economy of the country to a market one could not but affect the professional orientation of the youth making up their mind about their life path. Young people held economists, financiers, lawyers, banking professions, auditing, psychology, marketing, etc. in high esteem.

Higher education has become more accessible to young people. The young man's choice of a working profession was considered as a sign of underestimation of his intellectual capabilities. The country's manufacturing sector, including construction, began to experience a chronic shortage of workers, especially skilled ones. President of Russia - V.V. Putin, in one of his recent speeches, described the shortage of skilled workers as "catastrophic". This assessment of the shortage of skilled workers was especially evident in 2013. This was the date of the first participation of young professional workers of our country in the World Skills (WS) International Competitive System, a movement aimed at facilitating the training of skilled workers through a set of methodological and organizational measures. 12 professions in the list of working professions of the WS competition program, among the general list of competing professions (57), were those related to construction. A rocky start of young Russian workers entering the international arena lived up to its characterization: the team took one of the last places.

The subsequent analysis of the results of the failed performance of our young compatriots showed that the culprits were not young workers but their team leaders. The trip organizers failed to present the details of this event. It would be legitimate to blame the incident on the State Committee for Vocational Education. It turned out that the WS movement has almost a century of history and has long been a tool for improving the training of young working professionals (8, 11, 12, 17). After 2013, a great deal of organizational work began in Russia in preparing for WS and using its achievements in the training of young specialists. A network of WS regional competitions was formed, and in 2016 in Kazan, the first all-Russian competition of young workers was held. The accumulated experience has allowed Russia to petition the WS International Committee for holding a world championship here. The request was also satisfied in Russia; preparatory work for the 2019 WS tournament is already underway in Kazan.

A pleasant event was the participation of young Russians in the WS International Championship, held in 2017 in the city of Abu Dhabi (UAE). The team of four compatriots took the first place. V.V. Putin held a separate meeting with the team members, thanked the winners and asked how they see the process of preparing workers and what place the WS movement takes in it. The answer was sincere and honest: the team created favorable conditions for preparing for the tournament, but in general, the system of training workers, as young people see it from the outside, seems insufficiently perfect. The President assured that the issue of training workers would be considered at the government level, and Russia's participation in WS would be put on a systematic basis.

Changed attitudes towards the training of young skilled workers have begun to benefit. At the European Professional Skills Championship (EUROSKILLS BUDAPEST 2018) held on September 2018, Russia took first place in the medal standings and won the largest number of gold medals among 29 participating countries. Representatives of the Republic of Tatarstan successfully participated in the Russian team. They took gold medals in "Mobile Robotics" and "CAD engineering design".

4 Results and Discussion

The Republic of Tatarstan, a region of the country of recognized accelerated economic development and innovative measures for its implementation, occupies a prominent place in the economy of the Russian Federation. However, this is where the problems associated with the success of the republic were particularly clearly identified. The most significant was the lack of skilled workers. According to experts, voiced by the brilliant director of KAMAZ OJSC, Tatarstan needs about 100 thousand skilled workers. The severity of the problem is exacerbated by social circumstances: according to the latest VTsIOM data, 71 percent of today's high school students want to study in college.

The above circumstances characterizing the situation of acute shortage of skilled workers prompt the search for an innovative attitude to solving the problem. In Tatarstan, certain achievements in solving this problem already exist: an

² VNIPI - All-Union Research and Design Institute of Labor in Construction

³ TSNIOMTP - Central Research Institute of Organization, Mechanization, and Technical Assistance for Construction.

understanding of the seriousness of the problem and the search for measures to accelerate its solution have formed. The formed network of children's technology parks has already started its activity (3 so far). Recently, a meeting of representatives of large city enterprises, educational workers and officials in charge of youth policy were held in Naberezhnye Chelny. The meeting was in the form of a discussion. His main conclusion was that a comprehensive state approach to solving the problem of forming a contingent of skilled workers is needed. A comment on the Internet by an unidentified observer of this meeting seems to be indicative (9, 13, 14).

Comment

The participants in this room should honestly answer a number of questions:

1. Which of their children work as turners, locksmiths, cooks?

2. Why do you think your children should hold ranks in offices, and the children of working people should work in cold shops, in cold weather, and perform the operations that robots do in many countries?

3. How will Naberezhnye Chelny be a leading territory if the technologies of the fourth industrial revolution are introduced abroad and here people think how to make people work in factories with last-century technologies? Can't you spend money on robots, or what?

4. How can those who created it solve the personnel problem? Look at the officials - they led the cities 20 years ago, that is, they are co-authors of this situation. Didn't you lose KamPI? Don't you let paying pennies to workers?

5. What are your salaries and the salaries of the workers you are looking for? As an experiment, try to live a month, or rather six months with your family on a salary you pay to your subordinates.

6. And the main question: Why do you consider yourself a special caste? How long have you been communicating with people of work without showing off? Do you know what problems really bother the citizens of Chelny?

Get off the mythical Olympus and be interested in the real picture. Only in this case, something can really change in the city [9].

The tone of the comment deserves attention: is everything done to enhance the prestige of working professions, their technical support, and motivation for youth to choose?

The photo (Fig. 1), depicting the builders-finishers of KAMAZ, is symbolic. We can assume: the labor impulse of the participants of the All-Union Komsomol construction of the auto giant pushed into the background the inconvenience and discomfort of the construction profession. Is this characteristic of today's youth? One can doubt it. A modern worker needs his own "RATNIK"⁴, mechanized or even automated support for his work, a socially inspiring attitude. At the meeting of V.V. Putin with the workers of Ufa machine-building machine, one of them complained to Putin about the weakness of the incentive effect of enterprise managers on the labor of workers; Putin agreed with the

worker's point of view, but made a remark: moral encouragement should be directional, effective, and efficient.



Figure 1: The team of female finishers (10)

5 Summary

1. The organization of labor of construction workers, as an effective factor in the effectiveness of construction production, needs its modern scientific support. It should take into account the changing socio-political structure of the country, the new economic conditions for the functioning of the industry, its increased technological capabilities and reflect all aspects of work: organizational, technical, psycho-physiological and socially-promoting.

2. Available developments in the theory of the scientific organization of labor of builders, supplemented by materials of p.1 of this document, could become the content of the target program "Scientific organization of labor of workers in construction at the present stage of its development".

3. The development of this program and the responsibility for its implementation seems appropriate to assign to the Central Research Institute of Organization of Mechanization and Technical Assistance to Construction (TsNIIOMTP).

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⁴ "RATNIK"- an outfit of a modern soldier. Developed by the Ministry of Defense and intended to increase the effectiveness of the soldier's professional actions and his safety.

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