

Targeted stakeholder consultation regarding trends and prospects of jobs and working conditions in transport (For non-enterprises)

Fields marked with * are mandatory.

1 Questions to identify the organisation

1.1 What is your name?*

Patrizia Di Mauro

1.2 What is the name of your organisation?*

UEAPME Transport Forum

1.3 Has your organisation been registered in the [European Transparency Register](#)?

*All organisations and self employed individuals, irrespective of their legal status, engaged in activities falling within the scope of the register are in principle expected to register. Your contribution will not be valid if your organisation is not registered while it should.**

- Yes
 No

1.4 Transparency Register identification number

*(only numbers without "-")**

5582058119735

1.5 What is your (main) position in this organisation?*

Coordinator UEAPME Transport Forum

1.6 What type of organisation do you work for? Please select one of the following options*

- Representative of employers
- Representative of employees
- National government body
- Regional government body
- Local government body
- Other

1.8 What (European) country is covered by your enterprise/ what (European) countries are covered by your enterprise?*

- None
- All EU Member States
- Belgium
- Bulgaria
- Czech Republic
- Denmark
- Germany
- Estonia
- Ireland
- Greece
- Spain
- France
- Croatia
- Italy
- Cyprus
- Latvia
- Lithuania
- Luxembourg
- Hungary
- Malta
- Netherlands
- Austria
- Poland
- Portugal
- Romania
- Slovenia
- Slovakia
- Finland
- Sweden
- United Kingdom
- Other European countries

1.10 Which kind of sector(s) is (are) covered by your organisation?

Please select one or both of the following options:*

- Passenger transport
- Freight transport

1.11 Which segment(s) is (are) covered by your organisation?

(On which geographical level does the enterprise operate?)

Please select one or more of the following options:*

- Urban
- Regional
- National
- International intra-EU
- International extra-EU/inter-continental

1.12 Which transport mode(s) is (are) covered by your organisation?

Please select one or more of the following options:*

- Rail
- Aviation
- Road
- Inland waterway
- Maritime
- Ports
- Logistics
- Other

1.14 Received contributions, together with the identity of the contributor, may be published on Directorate General for Mobility and Transport website, unless the contributor objects to publication of the personal data on the grounds that such publication would harm his or her legitimate interests.

In this case the contribution may be published in anonymous form. Otherwise the contribution will not be published nor will, in principle, its content be taken into account

- Do not publish my organisation data

2 Questions to describe the current situation in the covered transport mode(s) or countries

The following questions are about the current situation in the transport mode or modes that your organisation covers.

2.2 Does the mode (or modes) you indicated in question 1.11 currently experience labour and/or skill shortages?*

- We experience shortages
- We do not experience shortages

2.3 Can you specify the most problematic professions and the main reasons for labour and/or skill shortages in your mode(s)? (Top 3 in quantitative terms)?

Truck drivers: lack of attractiveness of work, working time regulation does not meet industry requirements, increasing demand for technical knowledge (e.g. recording equipment), strong competition on labour market, very tough regulations in road transport combined with extremely rigid and strict road-side examination (also lack of tolerance levels at examinations), increasing regulation on social legislation

2.4 As a percentage of the workforce in the mode(s), how large do you consider the shortage?

at most 100

15

2.5 Does the mode (or modes) you indicated in question 1.11 currently experience labour redundancies?*

- Yes
 No

2.8 Do you foresee labour and/or skill shortages in 2015-2020?*

- Yes
 No

2.9 Please specify the most problematic professions (Top 3 in quantitative terms) and the main reasons for labour and/or skill shortages in your mode(s).

Professional truck drivers: in the future the road transport sector will have to deal with: the retirement of many professional truck drivers; the lack of education capacity the lack of attractiveness for the profession caused by working time

2.10 As a percentage of the workforce in the mode(s), how large do you expect the shortage will be?

at most 100

15

2.11 Can you **rank** the 5 most important **reasons/risks for expected shortages** in your transport mode(s) to occur in 2015-2020?

1 = most important (of the 5), 5= least important.

It concerns the (Top 3) professions from the previous question.

	1	2	3	4	5
Lack of education capacity (outside enterprise)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Lack of training/internships (inside enterprise)	<input type="radio"/>				
Protective legislation (hampering hiring employees in other countries)	<input type="radio"/>				
Strong competition labour market	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Growth of business activities	<input type="radio"/>				
Higher demands from (potential) employees	<input type="radio"/>				
Market liberalisation leading to higher turnover (and demand for labour)	<input type="radio"/>				
Higher turnover (and demand for labour) based on other reasons	<input type="radio"/>				
Technological changes (changes to required competences employees)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes to required competences (not resulting from techno-logical development)	<input type="radio"/>				
Working time/flexibility required	<input type="radio"/>				
Demographics (generational replacement)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of attractiveness of work: wage level	<input type="radio"/>				
Lack of attractiveness of work: health and safety elements	<input type="radio"/>				
Lack of attractiveness of work: working time	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of attractiveness of work: other	<input type="radio"/>				

2.12 Comments

The image of road sector is bad to the public opinion (long working hours, medium-low salary, danger of the profession, working shifts etc.). Therefore the young job seekers are not drawn to the driver profession.

2.13 Do you foresee labour redundancies between 2015 and 2020?*

- Yes
 No

2.18 For **mobile jobs** in your transport mode(s), can you indicate if (you think that) **current workers** are satisfied with job characteristics?

1 = high satisfaction, 5 = low satisfaction

	1	2	3	4	5
Remuneration and social benefits	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours (e.g. long working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working time arrangements (e.g. night shifts)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working time flexibility (e.g. late changes to schedules)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Employee participation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills development (training provided etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work autonomy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical working conditions	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Risks of accidents	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychosocial risk factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Intensity of work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meaningfulness of work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2.19 Comments

Truck drivers denounced lack of recognition of their profession in particular by the clients whom they deliver the merchandise and who do not take into consideration the drivers' constraints.

2.20 For **mobile jobs** in your transport mode(s), can you indicate if (you think that) **the image for outsiders** (e.g. students) is positive or negative?

1 = positive image, 5 = negative image

	1	2	3	4	5
Remuneration and social benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working hours (e.g. long working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working time arrangements (e.g. night shifts)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working time flexibility (e.g. late changes to schedules)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee participation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Skills development (training provided etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work autonomy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Risks of accidents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Psychosocial risk factors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Intensity of work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meaningfulness of work	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

2.21 Comments

There is a misleading image of the driver profession among the general public. This image is unfortunately promoted by declarations made by several politicians on the road transport being pollutant, dangerous (severe truck incidents) and with bad working conditions.

2.22 Do you see a role for social partners and/or governments (EU, national, regional) in helping avoid potential labour and/or skill shortages?

How?

Please select one or more of the following options:*

- No
- Improve enforcement of labour and social law
- Improve labour and social law standards through legislative changes
- Improve training and certification standards
- Improve training facilities (providing financial support, disseminating best practices)
- Improve image of the sector
- Attract young people to work in the sector
- Attract women to work in the sector
- Active ageing policies
- Other

2.23 If "other", how should they do this?

Simplification and harmonization of European social legislation in the road transport sector.

2.24 Does your organisation take measures to improve the sectors image as an employer and what do these measures entail?

We do that indirectly through our National Member Associations which are involved in training promotion addressed to young people, women and the general public. They constantly lead communication activities, publishing brochures and participating to events.

2.25 What are the most pressing problems your organisation encounters when it comes to legislation at EU and/or National level (specifically for social legislation)?

Increasingly difficult, complex and demanding legal regulations; extremely rigid and strict road-side examinations (also lack of tolerance levels at examinations); high level of legal uncertainty because the legislation is often unclear and not exactly enough thus leading to different interpretation in and within Member States (in particular concerning working and resting time); too many recommendations instead of binding/harmonized provisions by the EU.

2.26 Is there a need for further deregulation of the transport market, specifically for social/labour aspects?

- Yes
- No

2.27 Comments

This is not about deregulation of the market nor about less regulations, but better and more harmonization of regulations within the European Member States. For example, concerning the working time issue there is a European Regulation on driving and rest time (Regulation 561/2006). However the working hours for mobile employees in the transport sector are regulated by the Directive 2002/15 which was implemented in a very heterogeneous way in the Member States. Actually, the road transport sector should be regulated by a set of regulations evenly applicable in the whole EU area.

2.28 Is there a need for more regulation of the transport market, specifically for social/labour aspects?

- Yes
 No

2.29 Comments

See point 2.27

2.30 Are the currently available institutional training and education programmes sufficient to qualify for the job professions listed below?

Please answer only with regards to professions which are relevant to you.

	Yes	Not enough (quantity)	Insufficient quality
Ships' engineers (sector/mode: Waterborne)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ships' deck officers and pilots (sector/mode: Waterborne)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aircraft pilots and related associate professionals (flight deck crew) (sector/mode: Air)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air traffic controllers (sector/mode: Air)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air traffic safety electronics technicians (and engineers) (sector/mode: Air)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air traffic safety electronics technicians (and engineers) (sector/mode: Waterborne/Air)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transport conductors (sector/mode: Rail/Road)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Locomotive engine drivers (sector/mode: Rail)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Railway brake, signal and switch operators (sector/mode: Rail)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bus and tram drivers (sector/mode: Road)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Heavy truck and lorry drivers (sector/mode: Road)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crane, hoist and related plant operators (sector/mode: Ports, Logistics, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lifting truck operators (sector/mode: Ports, Logistics, etc.)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ships' deck crews and related workers (e.g. ratings and other travel personnel on board, hotel etc.) (sector/mode: Waterborne)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freight handlers (and dockers) (sector/mode: Ports, Logistics, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2.31 Comments

2.32 Is additional training needed?

- Yes
 No

2.34 Has (have) your mode(s) recently evolved in such a way to raise the need for employees to acquire innovative skills* additional to those conventionally required?

() Innovative skills are these related to new technologies (IT, new power train technologies, lo-gistics, new sources of energy, etc.)*

- Yes
 No

2.35 Please specify which professions (Top 3) and which innovative skills you refer to.

Directive on professional competence to fulfill by 2016: 35 hours of periodical education for truck drivers.

2.36 Are the currently available institutional training and education programmes sufficient to acquire the innovative skills?

- Yes
 No

2.37 What are possible future needs for innovative skills?

Truck drivers: for their professional competence, a lack of variety exists in courses (i.g. ADR, HACCP, languages, ..). We foresee a need for e-training, which is not possible accordingly to the Directive.

2.38 Any other comment related to the subject of this consultation.

The image of the transport sector is often badly perceived and are usually the authorities who contribute to the degradation of the sector's image. It is necessary to restore the role and the attractiveness of the transport profession in the eyes of the public opinion, both at the economical and social level. It is important to keep in mind that the road transport will remain the first transport mode in the European area and therefore it must remain an European political priority.