Tackling Driver Shortage in Europe

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Founding members in 1948

14 Founding IRU Members in 8 countries
Active today in over 100 countries

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- IRU Members
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IRU is the world’s road transport organisation, gathering together bus, coach, taxi and truck operators to bring economic growth and prosperity through the sustainable mobility of people and goods.
Driver Shortage

- Key priority for the IRU in 2019 and beyond
- The IRU report on “Tackling Driver Shortage in Europe” has been published this morning
European freight and passenger transport sectors are facing an acute shortage of drivers.

Unsatisfied demand and expected demand growth for drivers in freight and passenger employment.

**Freight Employment Demand**
- 2018: 21% (Unsatisfied demand)
- 2019: 21% (Unsatisfied demand) 16% (Expected growth)

**Passenger Employment Demand**
- 2018: 19% (Unsatisfied demand)
- 2019: 19% (Unsatisfied demand) 20% (Expected growth)

- **UK**: Driver shortage estimated to be growing at 50 drivers per day in the freight sector.
- **Germany**: Demand for truck drivers expected to increase to 35%.
- **Norway**: 40% of truck drivers 55% of bus drivers expected to retire by 2027.
- **Belgium**: 50% driver shortage expected for the bus operator sector.
- **Romania**: Expected truck driver shortage of 70%.
The key causes of the European driver shortage

1. **An ageing labour force**
   - The average age of professional drivers in 50 years.

2. **Attracting young talent**
   - 62% of truck drivers, 69% of transport companies and 72% of international organisations believe more active promotion on social media would increase young recruits into the industry.

3. **Working conditions**
   - 87% of drivers over 55 and 73% of drivers under 25 indicate spending long periods of time alone and away from home as a key reason for the driver shortage.

4. **Image of the sector**
   - Drivers across Europe tend to have higher job satisfaction than assumed; 59% of drivers are “very” or “extremely” satisfied with their work.

5. **Attracting female drivers**
   - Female workers make up just 2% of the European road transport workforce and 80% of them believe difficult working conditions are a key reason for the shortage.
The IRU Road Map on Driver Shortage

- Adopted by IRU members in November 2018
- Result of the IRU Task Force on Driver Shortage
- A multiannual action plan, setting out a series of short, medium and long-term actions
The IRU Road Map on Driver Shortage

- Short term actions include;
  - Biannual statistical survey amongst members
  - Expert Group on training related issues
  - Joint Working Group with shippers on the improvement of treatment of drivers at delivery sites
  - Safe Secure Truck Parking Areas
The IRU Road Map on Driver Shortage

- Medium and long-term actions;
  - Strategic industry reflection on the future of the sector
  - Educational toolkits to raise awareness of the opportunities in the sector at schools
  - Awards for best performing companies and best female drivers
The IRU Road Map on Driver Shortage

- Partnerships with industry partners and other stakeholders
  - Agreements with ETF and ILO
- Women in Transport Network
  - Complementary to the European Commission’s Platform
  - Organising events and giving women visibility
The IRU Report “Tackling Driver Shortage in Europe” can be found at iru.org

Join us in tackling this growing threat to our sector
Thank you

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