

# PROFESSIONAL DRIVER'S LABOUR MARKET IN POLAND ACCORDING TO DIRECTIVE 2003/59

*Izabella Mitraszewska, Gabriel Nowacki, Tomasz Kamiński*

*Motor Transport Institute  
Management and Transport Telematics Centre  
Jagiellońska 80, 03–301 Warsaw, Poland  
E-mail: izabella.mitraszewska@its.waw.pl*

Significant changes can be observed on the professional driver's labor market in Poland brought about by several reasons. First of all, there is a constant migration of the Polish drivers to the "old" EU countries and changes of the driving time requirements as well as resting time of the drivers, introduced by the Regulation 561/2006. The consequences of that are staff shortages in this professional group. The article discusses professional driver's labour market segment, and estimates the number of drivers necessary to current conduct haulage tasks in the forthcoming years. Also taken into account are the needs of the commercial transport, whose share in the total haulage, despite the slumping tendencies, is still significant. There is an attempt to estimate the needs of the professional driver's market in Poland. Finally, the results of the 2003/59 Directive implementation in Poland have been mentioned. It concerns preliminary and periodical training of the professional drivers and is due to come into force in September 2008.

**Keywords:** professional drivers, job market, average employment, multi-shift work system

## 1. Introduction

From 11 September, 2008 all the Member States shall bring into force the laws, regulations and administrative provisions necessary to comply with Directive 2003/59 on the initial qualification and periodic training of drivers of certain road vehicles for the carriage of goods or passengers. To this time the currently compulsory training of drivers is only required by a few Member States, the majority of drivers now driving on Community territory are carrying out their profession solely on the basis of a driving license. The establishment of new Community rules is aimed at ensuring that, by means of his or her qualification, the driver is of a standard to have access to and carry out the activity of driving. The minimum requirements to be met for the initial qualification and the periodic training concern the safety rules to be observed when driving and while the vehicle is stopped. The development of defensive driving - anticipating danger, making allowance for other road users — which goes hand in hand with rational fuel consumption, will have a positive impact both on society and on the road transport sector itself. That's all is true, but for "rich" Member States. In the rest of countries implementation of Directive makes more big problems - expensive infrastructure in training centre, high qualified instructors and teachers, long and expensive training for drivers. These problems will make changes for transport markets in these countries, and for every drivers labor market. Polish drivers market and forecast of effects of Directive implementation are presented in the article.

## 2. Directive 2003/59 Requirements

Directive will be applied to the activity of driving carried out by nationals of a Member State and nationals of third countries who are employed or used by an undertaking established in a Member State, engaged in road transport within the Community, on roads open to the public, using:

- vehicles for which a driving license of category C1, C1+E, C or C+E,
- Vehicles for which a driving license of category D1, D1+E, D or D+E.

The activity of driving will be subject to a compulsory initial qualification and compulsory periodic training. To this end Member States will provide for:

1. A system of initial qualification. Member States will choose between the following two options:
  - option combining both course attendance and a test,
  - option involving only tests;
2. A system of periodic training. Member States may also provide for a system of accelerated initial qualification so that a driver may drive in the cases:
  - from the age of 21, a vehicle in license categories C and C+E,
  - from the age of 21 a vehicle in license categories D and D+E to carry passengers on regular services where the route does not exceed 50 kilometers and a vehicle in license categories D1 and D1+E,
  - from the age of 23, a vehicle in license categories D and D+E.

In Poland for initial training an option combining course and a test were accepted only. Polish law did not expect accelerated initial qualification (140 hours).

Initial qualification in this case must include the teaching of all subjects in the list under section 1 of Annex 1. The duration of this initial qualification must be 280 hours: 260 hours of theory learning and 20 hours of practical training. Each trainee driver must drive for at least 20 hours individually in a vehicle of the category concerned which meets at least the requirements for test vehicles. Each driver may drive for a maximum of eight hours of the 20 hours of individual driving on special terrain or on a top-of-the-range simulator so as to assess training in rational driving based on safety regulations, in particular with regard to vehicle handling in different road conditions and the way they change under different atmospheric conditions and the time of day or night. In Poland for practical training 4 of 20 hours driving on special terrain or on a top-of-the-range simulator were accepted [1].

Compulsory periodic training courses must be organized by an approved training centre. Their duration must be of 35 hours every five years, given in periods of at least seven hours. Such periodic training may be provided, in part, on top of the-range simulators. In Poland periodic training is theoretical only.

### 3. Road Transport Structure in Poland

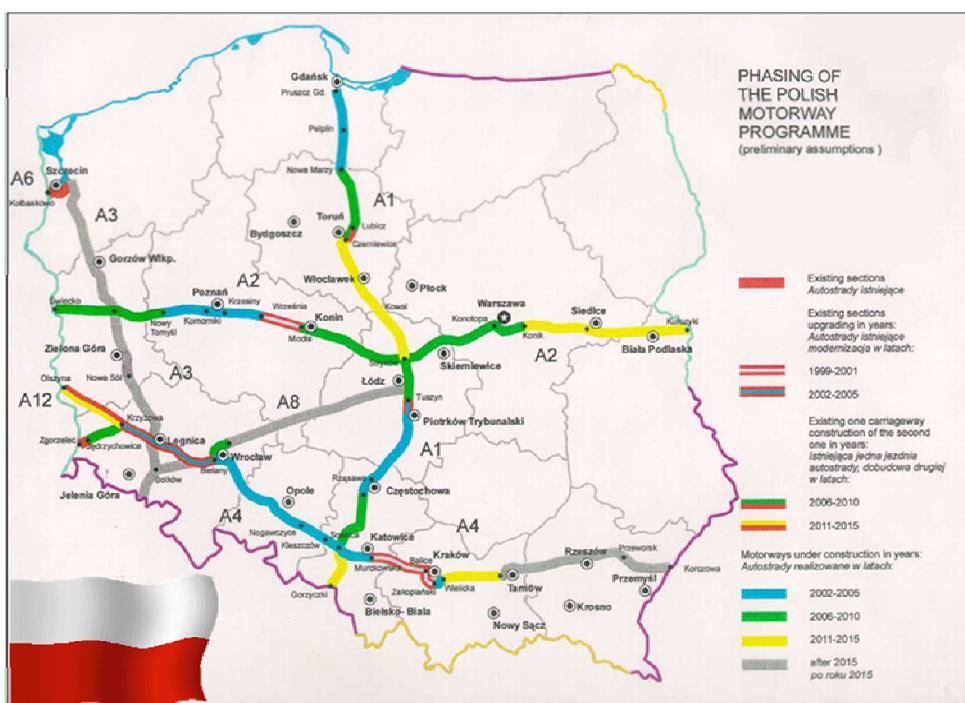
Poland is a key transit country between East and West (the Western part of the European Union (EU), and Russia and Commonwealth of Independent States (CIS)) and North and South (Nordic EU members and Southern Europe). Four Pan-European transport corridors cross the country. The Trans-European Transport Network TEN-T covers 4816 km of roads in Poland. These are the main national roads with a significant traffic load (including transit traffic). The total length of roads in Poland, as divided into categories is presented in Table 1.

**Table 1.** The total length of roads in Poland, divided into categories

No	Road category	Km
1	National roads	18 287
2	Provincial roads	28 476
3	District roads	128 328
4	Commune roads	206 371
	<b>Total</b>	<b>381 463</b>

Source: GDDKiA (*the General Directorate for National Roads and Motorways*) – Studies Department as of 31<sup>st</sup> December 2005

The quality of Polish transport infrastructure constitutes an important barrier to the country's development, especially in the context of the European integration. Although the total length of the roads is relatively high, Poland is missing minimum required density of motorways and expressways. In mid-2007 in Poland there were 674 km of motorways and 257 km of expressways. Motorway connections between the western border of the country and Cracow and Warsaw are still incomplete. The estimated length of the planned motorway network is approx. 2000 km, and expressway is approx. 5000 (see Fig.1).



*Figure 1.* Actual and future roadways in Poland

Road transport dominates modal haulage structure in Poland. Haulage is dramatically increasing, particularly as a result of international freight development. The supply side of the haulage services represents over 80 thousand of freight carrying road transport enterprises. The overwhelming majority of them are small transport firms. Contrary to the big transport and forwarding firms, the small ones, due to their weak financial condition, usually use rather old fleet of vehicles. The replacement rate of the old load carrying vehicles fleet in Poland is low. Generally age structure of this fleet is deteriorating. The forecasts indicate that the market of goods carrying road transport in Poland has great potential for development. Organizational dissipation of road transport, financial weakness of small haulage firms seriously threatens future competitive position of the freight carriers on the Polish market.

In Poland, the government introduced to promote rapid economic development in series of reforms, but the resulting increase in trade put pressure on a transport system. Road transport was privatized and deregulated. Many companies are very small. After implementation of Directive requirements, Polish economic condition deteriorates. Much more of micro-companies will be declared of bankrupt. Much more of company's owners will be unemployed.

Structure of the Polish road transport includes international transport, economy transport and national transport (see Fig. 2).

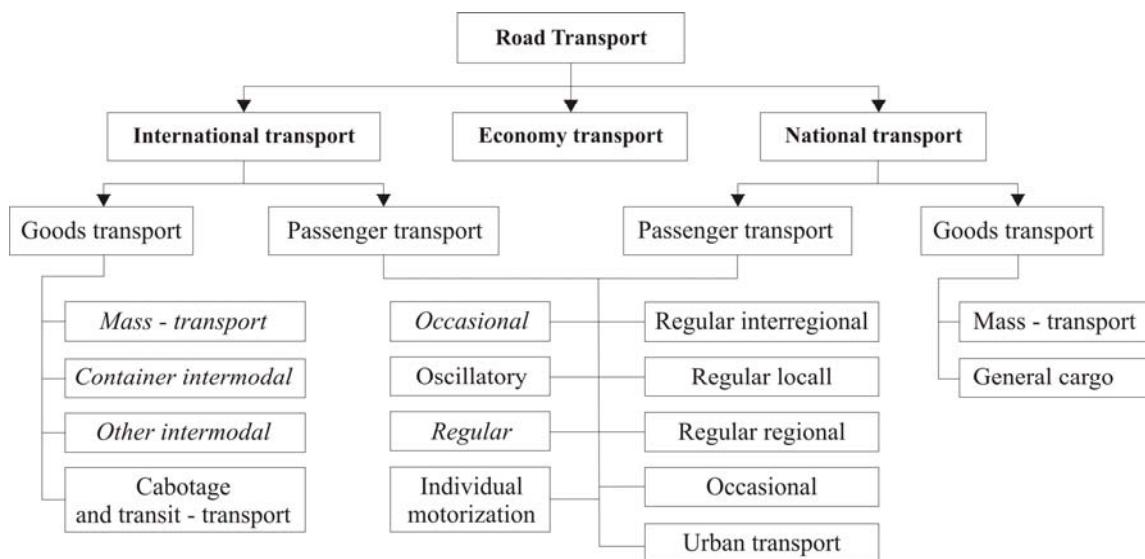


Figure 2. Structure of road transport in Poland

The individual motorization (IM) was distinguished in two reasons. The first one – IM joins international and national carrying passengers and its role in two mentioned segments is the same. The second one – IM has a share in the carrying passenger's profits above 70%. Some segments were divided into sub-segments in reason of legislations differences between the European Union member states and third parties. These sub-segments are described by Style Italic.

#### 4. Professional Drivers Labor Market in Poland

In Poland nobody knows precise number of professional drivers because Statistical Yearbook of Republic of Poland contained information concerning enterprises, which employed more than 9 employees. In transport market about 95% enterprises employed less than 9 employees. On this account the real number of professional drivers must be estimated. Number of drivers in commercial transport was estimated based on number on transport licenses and in non-commercial (economy) transport based on number of registered truck and buses. Tables 2 and 3 contain a number of licenses (equal number of transport companies) [5].

**Table 2.** Development number of companies in goods transport and logistics branch

Licences number	2005	2006	2007
Total	60 034	67 488	77 388
National transport	46 500	51 200	53 660
International transport	13 534	16 288	20 480
<b>Forwarding **</b>	No data	About 2 000 (estimated)	3 248 (estimated)

**Table 3.** Development number of companies in passengers transport

Licences number	2005	2006	2007
Total	10 372	11 515	11 190
National transport	7 500	8 200	8 349
International transport	2 872	3 315	2 841

Tables 4 and 5 contain certified true copies of the community licenses (equal number of vehicles).

**Table 4.** Development number of vehicles in goods transport

Trucks number	2005	2006	2007
Total	193 916	226 616	266 974
National transport	121 700	134 000	154 790
International transport	72 216	92 616	112 174

**Table 5.** Development number of buses in passengers transport

Buses number	2005	2006	2007
Total	54 278	60 503	65 952*
National transport	46 830	51 200	57 525
International transport	7 448	9 303	8 427

\* This number included about 8% vehicles to 9 persons including driver.

For calculation number of vehicles in non-commercial transport we took number of trucks from 3, 5 t permissible total mass (ptm) and buses from Central Database of Registered Vehicles. The difference between this number and number of vehicles in transport companies gives us number of vehicles in business companies. Results of these calculations (for 2007) are given in Table 6.

**Table 6.** Number of “commercial” and “economy” vehicles in 2007

Number of:	Trucks	Buses
Total	617 650	83 200
Commercial	266 970	60 700 (estimated, see Table 4)
Economy	350 680	11 000
Urban transport	-	11 500

For calculation number of professional drivers we accepted average number of drivers per vehicle (drv/vhl), depending on carried transport, based on Institute research. The product of this number and number of vehicles give us number of professional drivers. Results of these calculations (for 2007) are given in Tables 7 and 8.

**Table 7.** Number of professional truck drivers in 2007

Number of:	Drv/vhl	Truck drivers
Total	-	704 120
Commercial	1,14	304 345
Economy	1,14	399 775

**Table 8.** Number of professional truck drivers in 2007

Number of:	Drv/vhl	Bus drivers
Total	-	90 370
Commercial - national	0,9	47 700
Commercial - international	1,8	14 220
Economy	0,6	6 600
Urban transport	1,9	21 850

Assuming that coefficient of using the fleet is equal to 0, 7 – the group of professional truck drivers is equal to **493 000** persons, and bus drivers – **63 000** persons.

## 5. Effects of Directive Implementation For Polish Road Transport Market

In accordance with the Polish law [6], the calculated number of drivers must complete periodic training (35 hours). Bus drivers must complete periodic training depending date of getting driving licences D1 or D category (see Table 9). Truck drivers must complete periodic training depending on the date of getting driving licence C1 or C category (see Table 10).

**Table 9.** Schedule of periodic training for buses drivers

Date to getting licence	Training before
Before 31Dec 1980	10 Sep 2009
From 1 Jan 1981 to 31 Dec 1990	10 Sep 2010
From 1 Jan 1991 to 31 Dec 2000	10 Sep 2011
From 1 Jan 2001to 31 Dec 2005	10 Sep 2012
From 1 Jan 2006 to 10 Sep 2008	10 Sep 2013

**Table 10.** Schedule of periodic training for truck drivers

Date to getting licence	Training before
Before 31Dec 1980	10 Sep 2010
From 1 Jan 1981 to 31 Dec 1995	10 Sep 2011
From 1 Jan 1996 to 31 Dec 2000	10 Sep 2012
From 1 Jan 2001to 31 Dec 2005	10 Sep 2013
From 1 Jan 2006 to 10 Sep 2009	10 Sep 2014

According to mentioned schedules each year 12 600 bus drivers and 98 600 truck drivers must complete periodic training. In Polish reality it's impossible, because up to now certificate of drivers qualification according to present law are obtained by 20 – 25 thousand persons per year.

The second problem is with initial qualification. Bus drivers, that obtained driving license after 10 September, 2008, had to graduate initial qualification before their first employment as a professional driver. Truck drivers, that obtained driving license after 10 September, 2009, had to graduate initial qualification before their first employment as a professional driver. Growth of number of vehicles in Polish market Institute approximated to about 3,2%. In this case more than 20 000 new drivers per year must graduated initial qualification.

According to the requirements of Directive only training centers which have been approved by the competent authorities of the Member States should be able to organize the training courses laid down for the initial qualification and the periodic training. To ensure the quality of these approved centers, the competent authorities should set harmonized criteria for their approval including that of a well-established high level of professionalism. Directive requirement develops driving technique. Up to this time in Poland there isn't any training centre according to the requirements concerning equipment (training yard, top-of-the-range simulator). Building a new training yard costs minimum 1 million € and top-of-the-range simulator costs about 400 000 €. For majority of training centers they are totally abstract sums.

The knowledge to be taken into account by Member States when establishing the driver's initial qualification and periodic training included the new subjects, for example:

- to know the regulations governing the carriage of goods: transport operating licenses, obligations under standard contracts for the carriage of goods, drafting of documents which form the transport contract, international transport permits, obligations under the Convention on the Contract for the International Carriage of Goods by Road, drafting of the international consignment note, crossing borders, freight forwarders, special documents accompanying goods;
- to know the economic environment of road haulage and the organization of the market: road transport in relation to other modes of transport (competition, shippers), different road transport activities (transport for hire or reward, own account, auxiliary transport activities), organization of the main types of transport;
- company and auxiliary transport activities, different transport specializations (road tanker, controlled; Temperature, etc.), changes in the industry (diversification of services provided, rail-road, subcontracting, etc.);
- ability to adopt behavior to help enhance the image of the company: behavior of the driver and company image: importance for the company of the standard of service provided by the driver, the roles of the driver, people with whom the driver will be dealing, vehicle maintenance, work organization, commercial and financial effects of a dispute.

These subjects require employment new teachers in training centers. All of these activities require time and money.

## Conclusions

All the requirements contained in Directive were included in the changes to the Act of Polish Parliament about road transport in 2006, but executor provisions were issued in the first half of 2008. Because of this reason Poland isn't ready to training implementation. Is there any system of financial training processes? There is not any system of financial training processes in Poland. Cost of initial training will be probably more than 2000 € per person. Who will pay this quote for each new driver? Where drivers will be trained? We don't know the

reply to these questions. There will be drastically missing from next year in Polish transportation market professional drivers. In this situation negotiations of the Polish government with EU about postponing of implementation of Directive for one year are the best solution.

## References

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