

## **Fecc Position Paper on Driver Shortage in Chemical Logistics**

Chemical logistics has been facing a shortage of qualified truck drivers over the past decades and all forecasts tell us that this problem is to accelerate in the coming years. The challenge is of structural nature and hits the whole chemical supply chain thus threatening the overall agility and industry competitiveness of safe, sustainable, and efficient transport which is the backbone and lifeblood within the chemical sector to serve the industry.

The shortage of skilled workers in general has a dramatic effect on the availability of professional drivers in road haulage: In Europe, significantly more truck drivers retire every year than can be recruited: there is an increasing percentage of unfilled truck driver positions - for more detailed information: [IRU Driver Shortage Global Report 2022](#), pp. 22-25. In the meantime, this gap can no longer be closed with providers from other EU countries, since drivers are being sought all over Europe. This shortage of drivers leads to significant bottlenecks in the logistics industry - with serious consequences for the economy and society.

The increased freight volumes, the demographic development, low entry level salaries in combination with traffic congestion and unattractive working conditions are the main reasons for the lack of driver availability.

Therefore, *Fecc* recommends the following – not exhaustive – list of **key measures**:

- Increasing the **attractiveness** of the driver's profession: This requires a decent salary (especially for ADR drivers), a secure and modern workplace and a "work-life balance" that can be achieved through innovative working time models thus alleviating strains and stresses resulting from physiological and psychological job demands. In addition, more women need to be attracted into the driving profession. Communicating in a positive manner is needed to avoid any negative perception of the driver's job.

- Support **driver recruitment** of all ages & gender. Candidates should be made aware that advancing digitalization and automation are changing the requirements of the driver's profession, but by no means making it superfluous - on the contrary: technological progress also offers great opportunities for this profession and its attractiveness.
- **Promotion** of the professional truck driver profession at schools, job fairs, conferences, events and via social media.
- Improving **training and qualifications**: We need more attractive as well as enhanced vocational training that takes into consideration changes in the job profile. It could be in the long-term interest of companies to finance driving licences for committed future truck drivers. In addition, non-EU driving licenses, for example, should be recognized more easily and the introduction of a temporary worker visa for truck drivers considered.
- Improving the **infrastructure** and accelerating planning: Road, traffic and construction site management must be improved, and the expansion of digital information systems can also contribute to this. In this context, the number of secure parking spaces for both ADR and non-ADR (with also good sanitary conditions, etc.) needs to be increased, also in view of meeting the legal requirements for the EU Mobility Package.
- **Digitalizing**: The processes in the transport and logistics sector must become smarter, harmonized, streamlined and more efficient.
- **Loading and unloading sites**:
  - Extension of opening hours in general and especially on Fridays.
  - Standardization of the demands and simplification of procedures.
  - Time slot booking flexibility and allowing reasonable tolerance.
  - Clear allocation of responsibilities between driver and operator (cf. [Cefic/ECTA Recommendations](#)).
  - Treating drivers with more respect and ensure that suitable facilities (such as canteen, male/female toilets, showers, etc. are available).