

Italy



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Italy

Key indicators



Driver shortage

Around 7,000 bus and coach driver jobs were unfilled in 2021 in Italy.

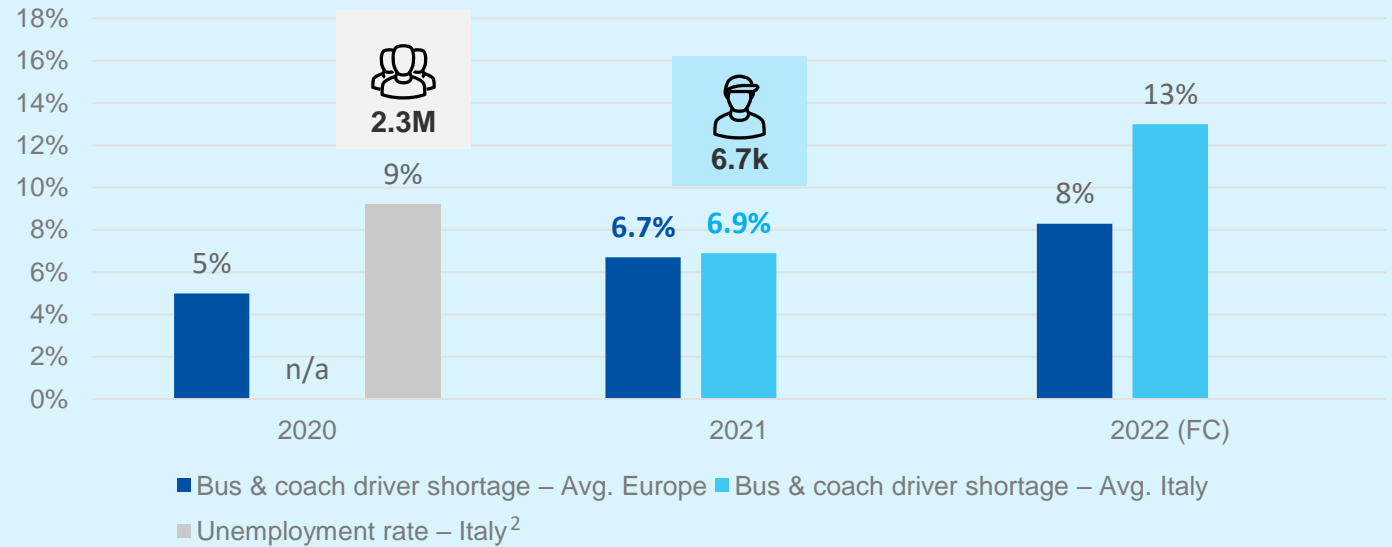
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Increasing bus and coach driver shortage

7% of bus and coach driver positions were unfilled in 2021, representing around 6,700 driver vacancies. The level of shortage was in line with the European average.

The shortage is forecasted to increase by 86% in 2022, with 13% unfilled driver positions.

% of unfilled bus and coach driver positions¹



1. IRU survey 2021, ANAV; 2. Eurostat 2020.

Gender representation

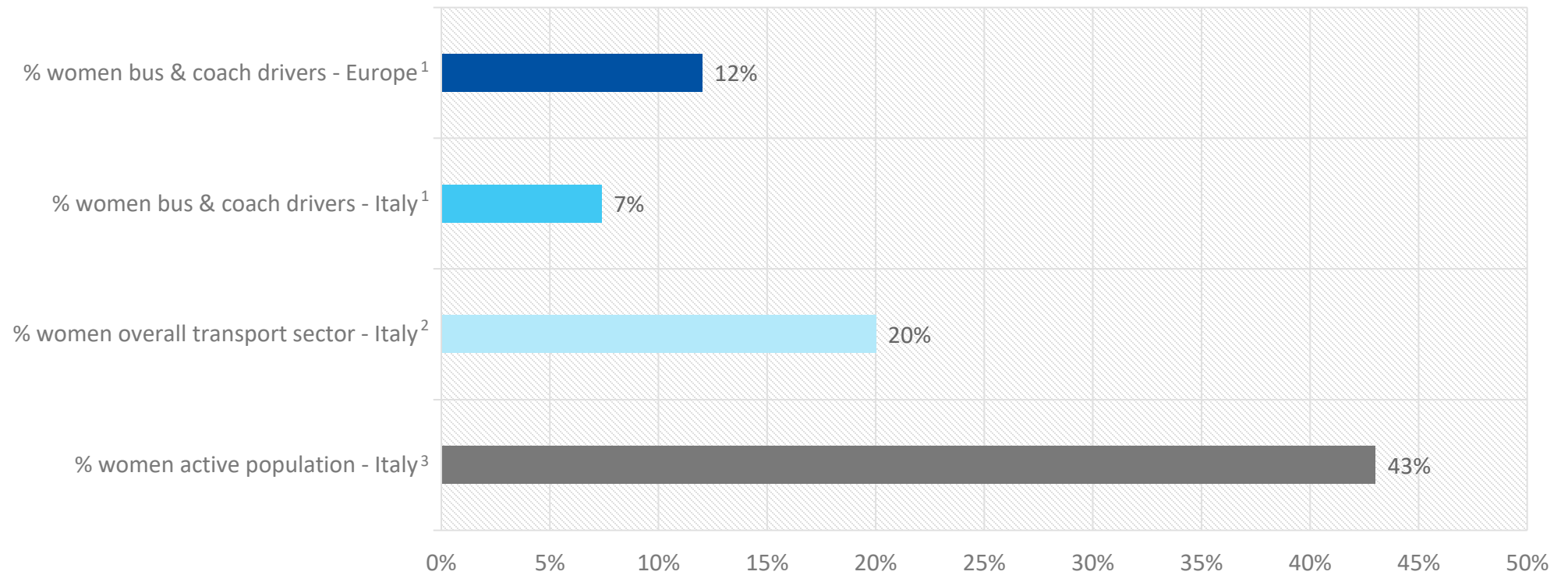
Only 7% of Italian bus and coach drivers are women, compared to the 20% share within national transport sector employees.

Italy is also behind the average of European countries studied (12%) in terms of women representation in the bus and coach driver workforce.



Female bus and coach driver representation far from overall transport industry benchmark, and also behind the average of the European countries surveyed

Gender distribution 2021



1. IRU survey 2021.; 2. Eurostat 2020 (Transportation and storage); 3. Eurostat 2020.

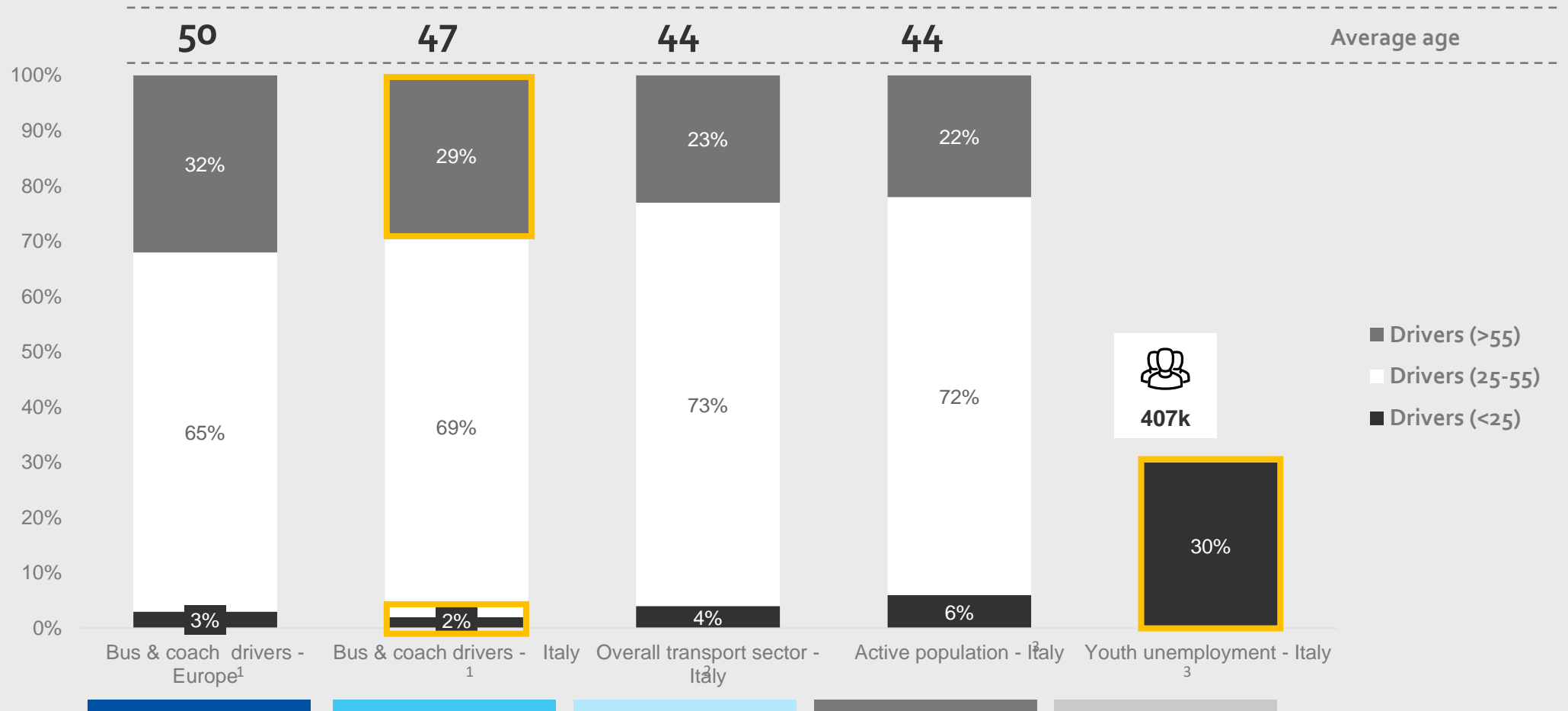
Age distribution

The share of Italian young bus and coach drivers below 25 years is very low (2%).

It is behind the transport industry and working population benchmarks (4% and 6% young employees below 25, respectively).

2%

Age distribution – 2021



1. IRU survey 2021.; 2. Eurostat 2020 (Transportation and storage); 3. Eurostat 2020.

Ageing bus and coach driver workforce

The Italian bus and coach driver population is older than the transport sector workforce as well as the total working population (average age of 47 years old versus 44 years old for both benchmarks). However, it is the youngest (in terms of average age) among the European countries surveyed.

The proportion of young bus and coach drivers below 25 years old is very low (2%), and is slightly behind the average of European countries surveyed as well as the transport industry benchmark (3% and 4%, respectively). The low share of youth in the bus and coach driver workforce may be partly explained by the ageing Italian population (only 6% employees in the working population are below 25 years old), but there is still room for improvement.

The bus and coach driver profession may be less attractive than others for young people because of the minimum age required to access the profession, which is 21 years old¹ (as is the case in most European countries). Many young people are not ready to wait for at least 3 years after the end of their studies to be able to become a professional driver and start driving, and they choose another profession.

It is also important to note that there is a sky-high youth unemployment rate (30%, which is one of the highest in the European Union), which represents an available workforce of 400,000 young people.

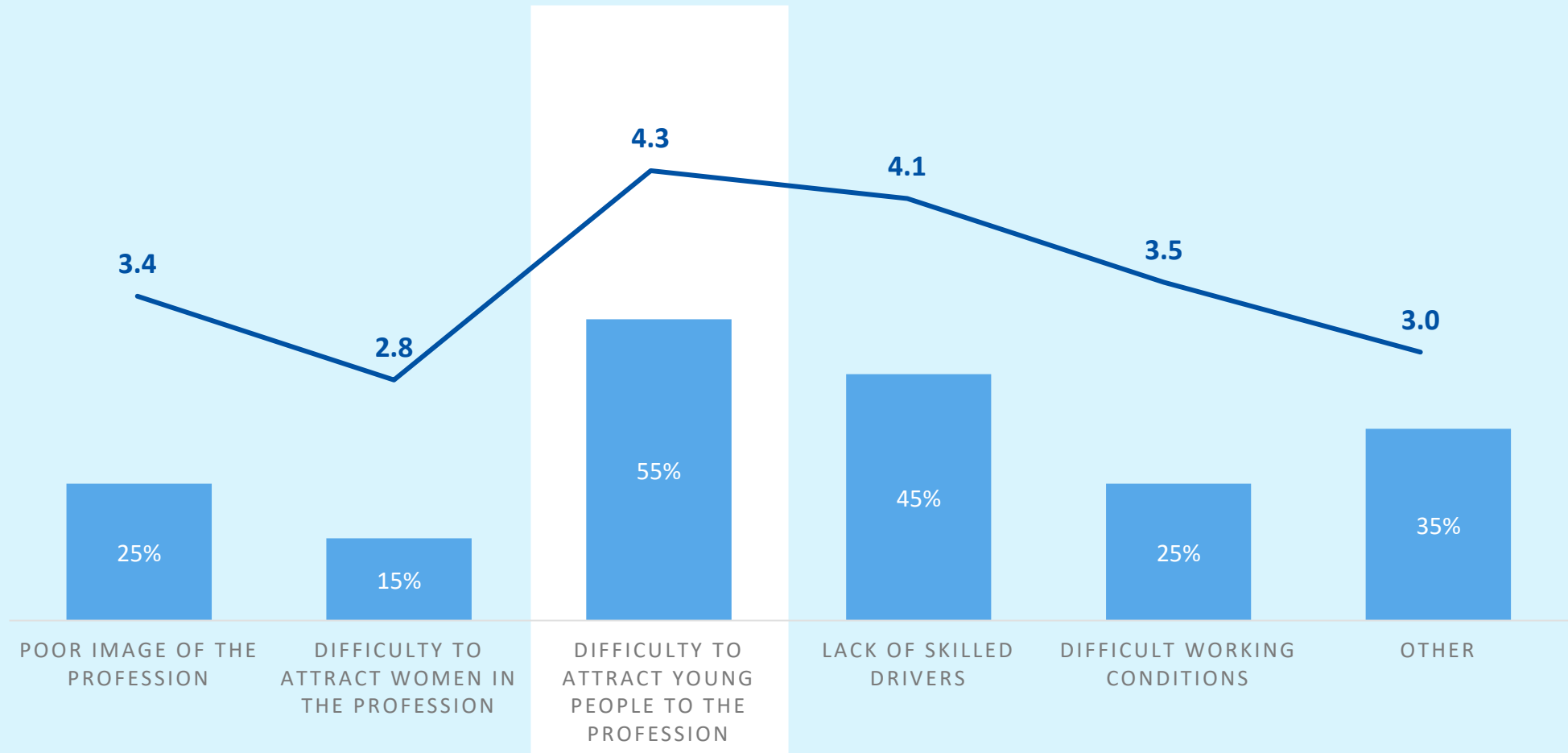
1. In case of a standard initial qualification training (240 hours), otherwise 23 years old.

Measures to attract and retrain these people as drivers would be a good means to cover the existing driver gap, and would simultaneously be beneficial for the society.

On another other hand, the **proportion of old Italian bus and coach drivers over 55 years old is high (29%)**. It is above the share of old employees over 55 in the transport sector and working population (23% and 22%, respectively), but it is the lowest share observed among the European countries surveyed.

The share of old drivers (29%) is also very high when compared to the share of young drivers (2%). This means the driver gap will increase as old drivers retire and there are not enough young drivers to replace them.

Main reasons explaining bus and coach driver shortage (according to operators surveyed)¹

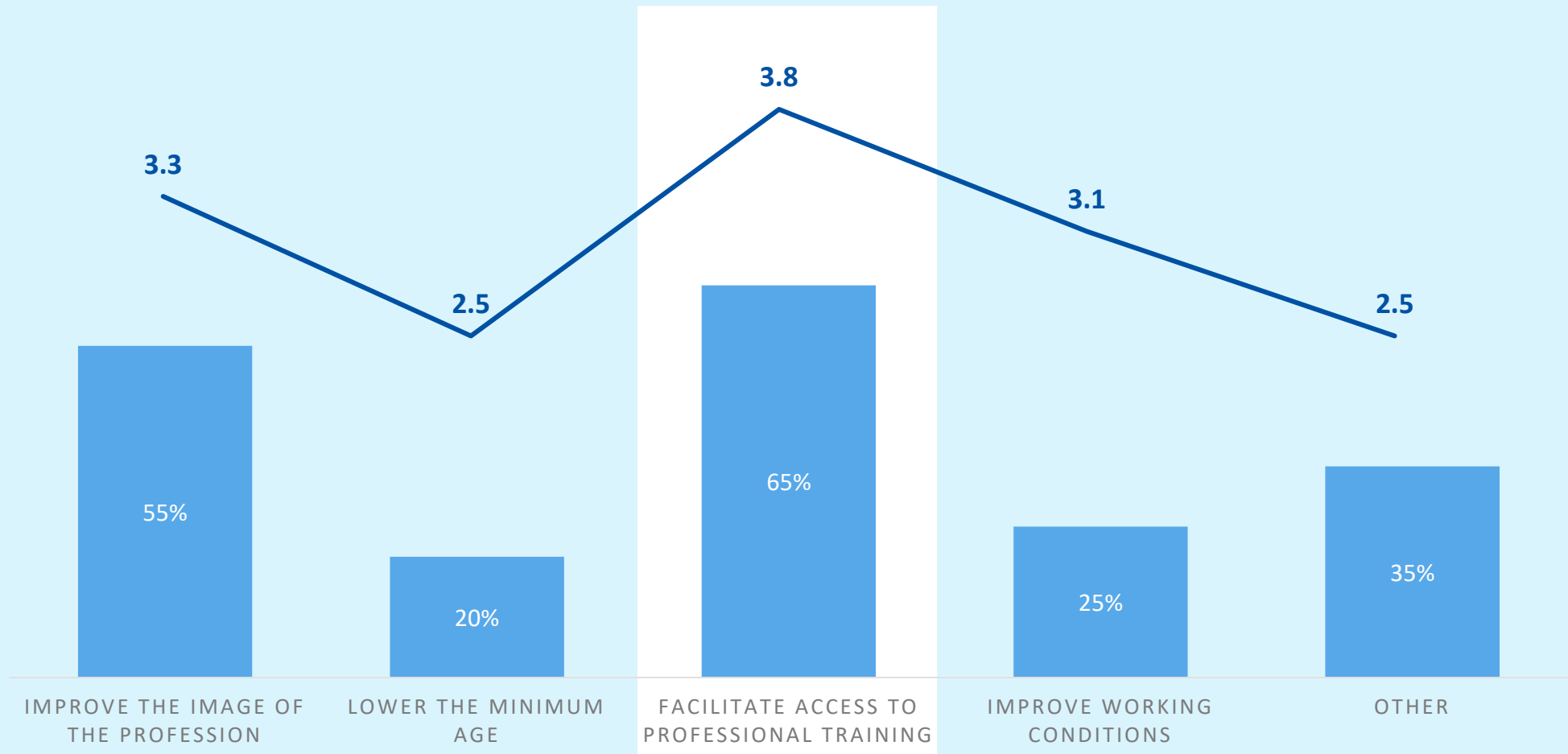


1. IRU survey 2021.

■ % respondents ranking the reason as top 1 or top 2 by importance (ranking = 6 or 5)

— Average ranking (6 = most important)

Main measures to be taken by governments to address bus and coach driver shortage (according to operators surveyed)¹



1. IRU survey 2021.

■ % respondents ranking the reason as top 1 or top 2 by importance (ranking = 6 or 5)

— Average ranking (6 = most important)

What are IRU members doing?

Q: According to ANAV, what are the main obstacles to attracting bus and coach drivers in Italy?

In our country, the main issues explaining the lack of drivers are the high costs necessary for the training courses and the lack of attractiveness of the profession.

Q: What measures have been implemented to address the driver shortage?

Recently, the Italian Government created a EUR 25 million fund (3.7 million for 2022 and 5.4 million per year from

2023 to 2026) for the so-called "Young drivers' driving license program for road transport. The fund is aimed at providing vouchers to young people between 18 and 35 years old to obtain the driving license and professional qualification to drive vehicles intended for the transport of people and goods by road.

Also, we signed an agreement with the Ministry of Defense to facilitate the recruitment of drivers from discharged volunteers in possession of a D driving license.

Methodology adopted to estimate national driver shortage

- Unfilled truck driver jobs have been calculated jointly with ANAV, based on the total number of truck drivers in the country.
- In order to ensure the reliability of our results, we conducted the same exercise through a survey shared with more than 20 road passenger transport companies registered in Italy.
- The population of respondent companies illustrate the different companies' profile in term of size (vehicle fleet) and type of operations (national to international).

Italian respondents are mainly medium and large companies operating nationally

