



# Report on the state of the art of the stress prevention training in road transport

## Result nº5

Stress Prevention Activities for the Road Transport Drivers and SME  
(SPA-ROAD) 2010-1-ES1-LEO05-21000



Programa de aprendizaje permanente



Education and Culture  
Lifelong learning programme  
LEONARDO DA VINCI

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



**REPORT ON THE STATE OF THE ART OF THE STRESS  
PREVENTION TRAINING IN ROAD TRANSPORT**



## ACKNOWLEDGMENTS

The present report has been prepared by XXI INVESLAN S.L. within the framework of SPA-ROAD project (2010-1-ES1-LEO05-21000) in collaboration with:



## Table of Contents

	Page
Overall.....	3
1. Introduction to the methodology framework.....	5
2. The current situation of work related stress within the road transport sector.....	7
2.1 Work related stress.....	7
2.2 Some statistical data on this field.....	8
2.2.1 At European level.....	8
2.2.2 At national levels: Spain, Bulgaria, Germany, Greece, France and Hungary.....	10
2.3 Main stressful agents affecting workers from road transport sector.....	12
3. Road transport sector in the countries belonging to SPA-ROAD project.....	15
3.1 Spain.....	15
3.2 Bulgaria.....	17
3.3 Germany.....	18
3.4 Greece.....	19
3.5 France.....	20
3.6 Hungary.....	22
3.7 Comparative analysis.....	24
4. Legislation regarding the labour stress prevention (within labour risks Prevention).....	26
4.1 Spain.....	26
4.2 Bulgaria.....	27
4.3 Germany.....	30
4.4 Greece.....	31
4.5 France.....	33
4.6 Hungary.....	35
4.7 Comparative analysis.....	36
5. Existing training programmes and actions developed to identify, prevent and combat the work related stress in road transport sector.....	37
5.1 Spain.....	37
5.2 Bulgaria.....	38
5.3 Germany.....	39
5.4 Greece.....	41
5.5 France.....	43
5.6 Hungary.....	45
5.7 Conclusions from the interviews developed.....	46
6. Conclusions.....	50
References.....	53



## Overall

This report has been elaborated under the context of SPA-ROAD project (Stress Prevention Activities for the Road Transport Drivers and SME, with ref. Num. 2010-1-ES1-LEO05-21000), more precisely under the workpackage 2 (from now on, WP2) “Analysis of the State of the Art of Stress Prevention Training in road Transport”.

SPA ROAD project wants to prevent and combat the stress of the road transport drivers (freights and passengers) and SME workers from this sector in order to improve their health and the European roads safety, reducing the number of accidents caused by stress consequences in workers. By means of helping drivers to prevent, detect and control stress at work, the safety of the drivers themselves and the one of the European roads will be reinforced, reducing the stress as factor in road fatalities. As well, road drivers will acquire new skills and competences in labour risks prevention which will help them to face the new situation of the road transport companies derived from the current economic crisis. SPA-ROAD project will transfer and adapt the training materials developed under SPA project (EL/04/B/F/PP-148268) creating new training contents on a training platform 2.0 addressed to road transport drivers and SME workers from this sector.

To ensure that the training contents meet the real needs of this target group, SPA-ROAD partners have elaborated in each country, a previous analysis of the state-of-the-art of stress prevention training in road transport. This analysis has as main aim to know the current situation of stress prevention trainings at national level in each country partner.

Taking into account these analyses we present now, the Report on the state-of-the-art of the stress prevention training in road transport. This report intends to be the main reference to establish the guidelines to elaborate the “Training platform dossier” under the WP3 “Update and Adapt the SPA contents”.

The report starts with a short introduction of the methodology applied during the production of national reports. National results are presented following the order of the partners in the project 'application (ES, BG, DE, EL, FR and HU).

The second part of this report presents the current situation of work related stress within the road transport sector and provides some statistical data at European and national levels. Within this chapter the main stressful agents affecting people working on road transport sector (freight and passenger) are presented. This last information comes from the interviews carried out by the consortium.

The third chapter wants to provide useful information about the current situation of the road transport sector within the national economics of the countries belonging to the project. The chapter ends with a comparative analysis of the information presented.

The fourth chapter presents different scenarios. For each country partner the chapter compiles the existing legislation on labour stress prevention. At the end of the chapter, like in the previous chapter, a comparative analysis is presented.

The fifth chapter is focused on the existing training programmes or actions in order to identify, combat and prevent the work related stress within the road transport sector in each country partner. In this sense, this chapter provides also a set of conclusions coming from the interviews developed.

The report ends with conclusions that are obtained from the comparison and analysis of countries information and from their own conclusions.

Last but not least, we want to thank the research teams in the participating countries for their highly valuable contributions and logistic support.

## 1. Introduction to the methodology framework

The methodology framework was elaborated by WP2 leader, XXI INVESLAN S.L., and provided to the project partners in order to offer them some guidelines on how to carry out the national reports. This methodology framework provided work guidelines in connection with the procedure to gather data and the structure to organize the information obtained.

National investigations were based on a qualitative work methodology. Each partner carried out its national research through:

- Primary resources: interviews and focus groups (optional).
- Secondary resources: consulting to the most relevant references on road transport and stress prevention legislation and training programs related to this sector: bibliographical references, reviews, lectures, papers, Internet Links, studies, etc...

Concerning interviews, each partner gathered data through the development of 4 to 5 interviews per country (on-line, by telephone or face to face). The Greek partner developed 6 interviews. Five main profiles were interviewed:

1. Road drivers (passengers and freights).
2. Road Transport SME workers: directors, operations managers...workers that are often exposed to stressful agents.
3. Specialist in Labour Risk Prevention: from Training Centres, public institutions...(This figure can be also a trainer)
4. Trainers in Labour Risk Prevention area: from Training Centres.
5. Representatives of road transport SME.

The development of focus groups was a complementary and optional activity. The Bulgarian partner developed this activity only in order to complement the previous information gathered for its national report.

A common structure was established in order to have homogeneous information and facilitate the elaboration of this report.

As a result of the application of this methodology, six national reports were developed. Each national report includes the conclusions of the desk research made and the interviews carried out.

## **2. The current situation of work related stress within the road transport sector.**

### **2.1 Work related stress.**

Stress in the workforce is a growing phenomenon. The recent rise in unemployment and instability of the economy affect significantly this situation.<sup>1</sup> Stress at work is nothing else than an emotional, cognitive, behavioural and psychological response to the harmful and unpleasant nature of the work, work environment and work organization. Stress concerns a big portion of workers from all sectors.

In 2005, the work related stress was the second most reported health problem affecting 22% of workers from EU 27<sup>2</sup>.

Workers from road transport sector are also exposed to significant stressful agents. Taking into account the current economical situation, road transport companies are partially transferring the pressure of reducing costs and increasing benefits. This means that stress factors are increasing in the road transport sector having a negative influence on their workers' health and safety.

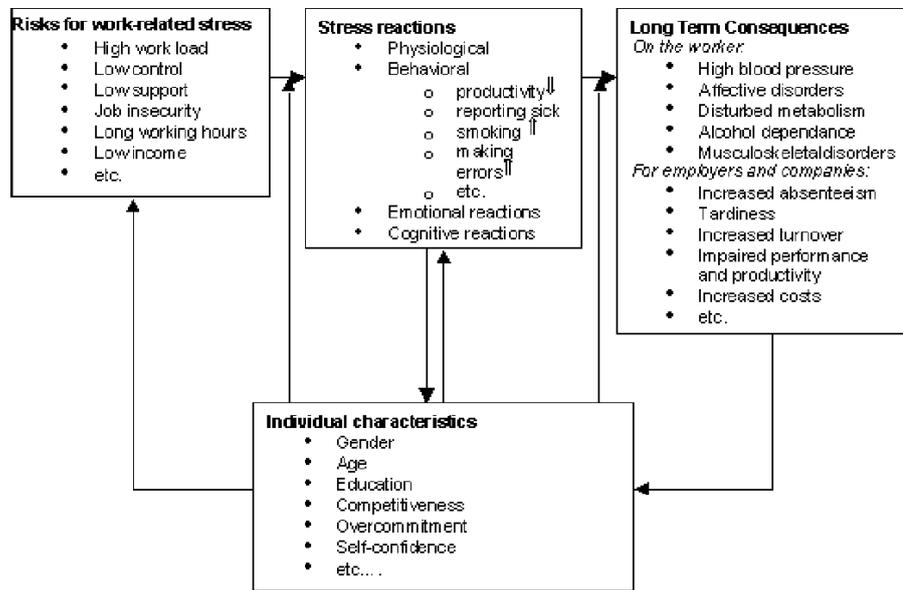
The figure 1 shows the links between stress at work and health.

---

<sup>1</sup> Work-related stress. European Foundation for the Improvement of Living and Working Conditions, 2007. Page3.

<sup>2</sup> The European Agency for Safety and Health at Work.  
<http://osha.europa.eu/en/topics/stress/index.html>

**Figure1: Model of causes and consequences of work-related stress (adapted from Kompier and Marcelissen, 1990)**



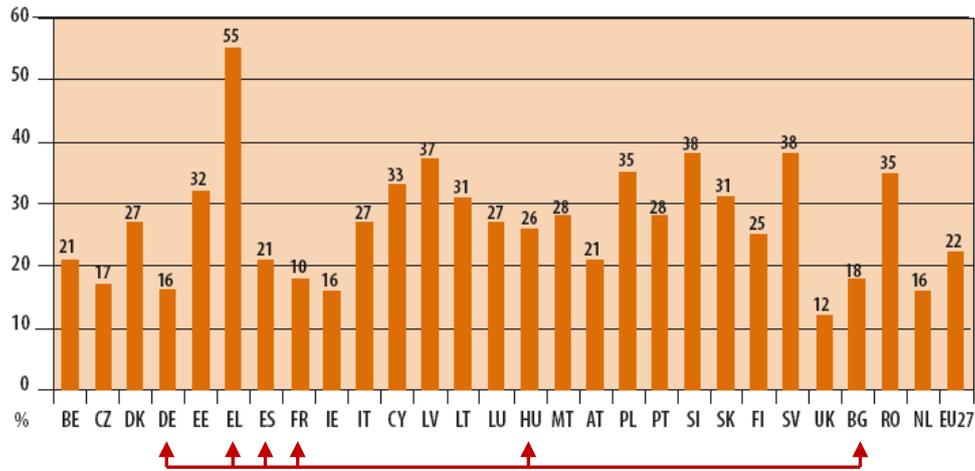
Source: European Foundation for the Improvement of Living and Working Conditions, 2007. Language available: English.

## 2.2 Some statistical data on this field.

### 2.2.1 At European level.

According to the data provided by the European Agency for Safety and Health at Work, (<http://osha.europa.eu>) in 2005, the highest level of work related stress was reported in Greece (55%), and then, in Slovenia, Sweden (38%), and Latvia (37%). Lowest stress levels were noted in the United Kingdom (12%), Germany, Ireland, and the Netherlands (16%), in the Czech Republic (17%), and in France and Bulgaria (18%).

**Graph 1: Work-related stress by countries (2005)**



Source: OSH in figures: stress at work — facts and figures. The European Agency for Safety and Health at Work. Language available: English.

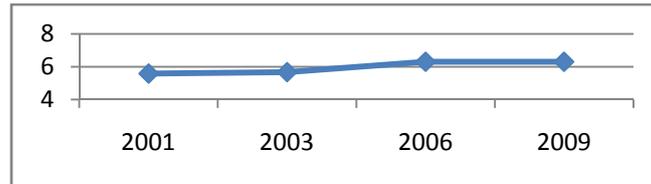
On the base of the data provided by the European Agency for Safety and Health at Work, European transport sector is a male-dominated sector (83% of workers are men). Transport workers are exposed to prolonged sitting, tiring or painful positions, long working hours (average more than 48 hours a week) and non-standard working hours (night and evening work, weekend work and more than 10 hours worked per day). Unsurprisingly, this sector scores relatively unfavorably on work–life balance. In addition, drivers have limited opportunities to eat healthy meals and take exercise breaks while on the road.

The most common health problems reported by drivers are lower back pain, overweight, cardiovascular and respiratory diseases, and **work-related stress**. These problems have been found to be linked to factors relating to the working environment (such as poor work organization) and working conditions (static work), and to individual risk factors (such as lack of exercise, unhealthy diet, alcohol abuse, smoking, age and pre-existing diseases).

### 2.2.2 At national levels: Spain, Bulgaria, Germany, Greece, France and Hungary.

In **Spain**, the level of stress at work of workers from transport sector increased considerably during these last years (Graph 1). In 2009, 56% of workers from transport sector in Spain experimented high or very high levels of work related stress<sup>3</sup>.

**Graph 2: Average level of stress at work (%)**



Source: Survey on Quality of Life in the Workplace. 2009. Language available: Spanish.

According to the results of a study carried out by Fundación Mapfre<sup>4</sup>, the number of labour road accidents in Spain from 2005 to 2007 increased significantly (21.13%). In 2009, the total number of labour road accidents was 68.833, less than the amount experimented the year before.

In **Bulgaria**, the number of road accidents in 2009 was 6.610. In 2010, this amount increased in 6.93%.<sup>5</sup> As there are not specific surveys and studies on the field of work related stress is impossible to know how many of those accidents were labour accidents and how many, were caused by stressful agents.



An example of transverse stability loss due to driver error.

The work-related stress is still not high on the agenda of the Bulgarian institutions and social partners. It is an underestimated issue at the workplace. The research on stress is not systematic and the results are rarely publicly announced. There is also no

<sup>3</sup> The Ministry of Work and Immigration of Spain. <http://www.mtin.es/estadisticas/ecvt/Ecvt2009/ANE/ECVT2009p.htm>

<sup>4</sup> Evolución de la siniestralidad laboral vial en el periodo 2005-2009. Fundación Mapfre. 2010. Page14 [http://www.dgt.es/was6/portal/contenidos/documentos/seguridad\\_vial/estudios\\_informes/Informe\\_a\\_no\\_2009\\_Instituto\\_Mapfre\\_Seguridad\\_Vial.pdf](http://www.dgt.es/was6/portal/contenidos/documentos/seguridad_vial/estudios_informes/Informe_a_no_2009_Instituto_Mapfre_Seguridad_Vial.pdf)

<sup>5</sup> National statistics. [http://www.nsi.bg/index\\_en.htm](http://www.nsi.bg/index_en.htm)

comprehensive national policy on preventing and managing stress at work. More actively engaged with the stress issues is the Confederation of Independent Trade Unions in Bulgaria, which conducted few surveys and organized a National tripartite conference on stress in 2003.<sup>6</sup>

In **Germany**, according to the data provided by ADAC (the German automotive club) 18 of 1.000 people die in car accidents. In accidents involving trucks there even die 38 of 1.000 people. One of the main reasons for these accidents is the fatigue of truck drivers who are in average 45 hours per week driving. With the hours for loading and unloading they often have around 63 working hours per week. Statistics published by AOK, one of the biggest health insurances in Germany, show that professional drivers have one of the highest sick leave rates. One of the main reasons of this is stress.

In **Greece**, stress in many cases is a major problem among professional drivers. Transportation takes long, traffic conditions can be very difficult and the country suffers a high rate of road accidents. In 2008, the total number of registered road accidents was 13.602. The number of deaths registered was 9.79% of the above mentioned amount. With almost half of the population of Greece living in Athens and Thessaloniki and suburbs, driving more than 2.500.000 vehicles daily, it is obvious that drivers operate in chaotic conditions.

In **France**, 4 employees out of 10 say they are stressed, and the majority attributes this to their working environment. Professional drivers have the highest risk of suffer road accidents during the course of their work. Accidents while working are most serious for self-employed trades and services (SETS) and professional drivers.<sup>7</sup> Nevertheless a positive aspect is that road accidents in France dropped 43% from 2001 to 2007 saving 3,542 lives.<sup>8</sup>

---

<sup>6</sup> European working condition observatory

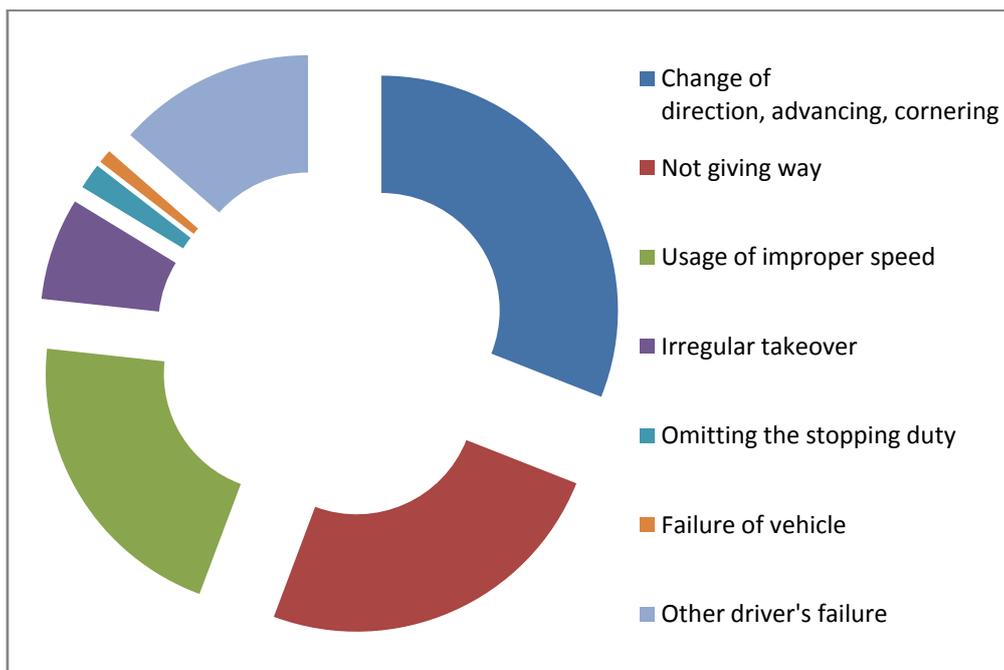
<http://www.eurofound.europa.eu/ewco/studies/tn1004059s/bg1004059q.htm>

<sup>7</sup> Work-related road accidents in France. Barbara Charbotel, Mireille Chiron, Jean-Louis Martin and Alain Bergeret. European Journal of Epidemiology. Volume 17, Number 8, 773-778.

<sup>8</sup> <http://www.safran-na.com/spip.php?rubrique98&lang=en>

In **Hungary**, according to the data provided by the Hungarian Central Statistical Office (KSH), in 2008, 1708 truck drivers has caused road accidents with personal injury which is 7.5% less than in the previous year. In the same year, the truck drivers were responsible for 8.9% of all road accidents with personal injury. Comparing the 2008 data with the 2001 data, the total number of road accidents with personal injury increased 3.6%. Analysing the fatal accidents separately, in 2008, 12.8% of all fatal accidents on the road network were caused by a truck driver. The main causes of these types of accidents are the violation of rules of changing the direction, advancing, turning and not giving the right way.

**Graph 3: Causes of road accidents brought on by truck drivers**

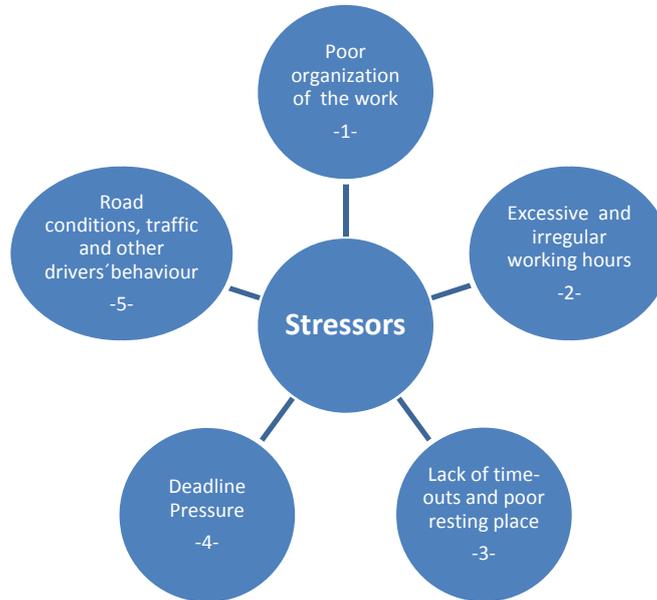


Source: Hungarian Central Statistical Office (KSH). Language available: Hungarian and English.

### 2.3. Main stressful agents affecting workers from road transport sector.

From the interviews conducted by the consortium a set of common stressful agents can be draw. These agents are represented below:

**Graph 4: Main stressful agents according to the interviews conducted**



Source: National reports on the state of the art of the stress prevention training in road transport  
Language available: English.

*1- Poor organization of the work:* Frequent changes in the work schedules can cause drowsiness, fatigue and difficulties in relationships. In road transport sector, these changes happen often as there is a necessity to fulfil with the characteristics of the deliveries.

*2- Excessive and irregular working hours:* According to the interviews carried out, respondents identified the excessive and irregular working hours as one of the most important stressful agents. Almost always drivers spend more hours than the number fixed driving and these hours are not regular. In addition, the partly long absence from their home and family is very distressing factor.

*3- Lack of timeouts and poor resting place:* This stressful factor has been mentioned by most of respondents. One person commented that the resting is the first row, directly next to the highway does not allow relaxing enough.

*4- Deadline pressure:* Most of respondents considered the deadline pressure as the biggest stressor for road transport drivers. This pressure comes not only from the road transport companies, indeed it comes from the customers. In words of one of the respondents, customers are often very rude and treat people with disrespect. In addition, drivers often have the arrival and departure fixed. This force driver to comply with the timetable established often regardless of the road, weather conditions, etc.

*5- Road conditions, traffic and other drivers (passengers)' behaviour:* The behaviour of other drivers and passengers can also give origin to stress symptoms in drivers. Drivers can experiment stressful situations and even verbal and not verbal assaults.

These stressful agents can be inserted within the following three groups of risk factors identified by Schaefer and Steininger (1989): workplace conditions, operational and occupational risk factors.

Work-related risk factors are all risks related to the mobile working place. These include unusual working times, impacts of the actual driving activity, impacts of additional tasks, high environmental stress, disadvantageous designs of the cabs or the loading equipment and handling of dangerous goods.

The operational risk factors are defined as particularly onerous features of the operational service organization (e.g. faulty planning), personnel selection (e.g. a lack of criteria for qualifying personnel selection), employment of staff (e.g. the over- or under qualification of the drivers) and the working atmosphere. Schaefer and Steininger described in the occupational risk factors the lack in the work-life balance.<sup>9</sup>

---

<sup>9</sup> Schafer, Th. & Steininger, S. (1989). Krankheiten und Berufsverläufe von Kraftfahrzeugführern des Straßengüterverkehrs. Schriftenreihe der Bundesanstalt für Arbeitsschutz. Forschungsbericht Nr. 558. Bremerhaven: Wirtschaftsverlag NW.

### 3. Road transport sector in the countries belonging to SPA-ROAD project.

#### 3.1 Spain.

During the last few years, the transport sector in Spain had increased its strategic importance.

According the Memorandum document elaborated by CEOE (Spanish Confederation of Business Organizations) in 2008, in gross added value terms (GAV), the contribution of the transport sector to the national wealth is consolidated at 5%. On the other hand, the sector has 238.119 companies (7% of the total); it generates 901.580 jobs (4.5% of the total employment) and it generates a turnover of 98.552 million Euros (growth of 73% with respect to 2000). In 2007, the investment was 13.154 million Euros.

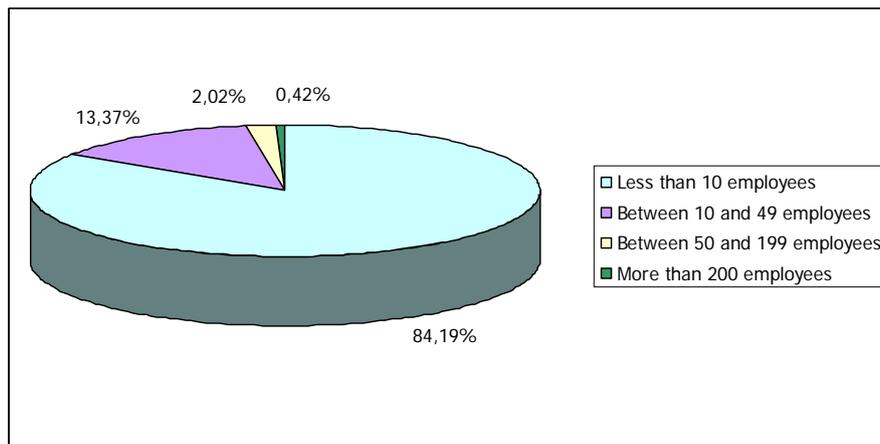
The structure of transport companies in Spain is mainly characterized by SMES (most of them are micro-companies) with a clear relevance of road freight transport activities towards other types of transport.<sup>10</sup>

According to data from 2008, in Spain there are a total of 7.820 companies working in the organization of freight transport. Most of the companies have less than 6 employees, representing a 74% of the total of companies. 84.19% of these entities have less than 10 employees. Consequently, it is possible to state that most freight transport organization companies in Spain are SMES.

---

<sup>10</sup> Report on the State of the Art of Transport and Logistic SMES with regard to ICT and Innovation. NEOTRAN project LLP-LdV/TOI/2007/ES/149073. 2007.

**Graph 5: Distribution of Freight Transport Organization Companies by Size**



Source: Directorio Central de Empresas (Central Directory of Companies from the Spanish Institute of Statistics), Instituto Nacional de Estadística (Spanish National Institute of Statistics). Language available: English and Spanish.

Concerning the workforce, in road transport sector the total number of people occupied in 2009 was 579.2 thousands of people. 88.6% are men against 11.4% women. Probably as result of the crisis in Spain in particular, from 2008 to 2009 the total number of people occupied in Road Transport sector decreased 3%. According to the age, in 2009, the main group of workforce in Transport sector in general can be found within the group of workers between 30 to 49 years (555.7 thousands of people). Within this group 19.7% are women<sup>11</sup>.

With regards to the type of working day (full time and part time) according to the gender, workers from transport sector have more full time working days 92.7% against 7.3% (part time). In 2009, 79.9% of women who work in transport sector worked full time against 34% of women who work in transport sector worked part time.

<sup>11</sup> Instituto Nacional de Estadística (Spanish National Institute of Statistics). Survey of Active population (EPA in Spanish) [www.ine.es](http://www.ine.es) Language available: Spanish and English

### 3.2 Bulgaria.

Transport sector in Bulgaria has exceptional significance for increasing the competitiveness of National economy and service of population. Evidence of this was the fact that by 2008 the Bulgarian transport system provided a daily average of 2.54 million passenger trips and transports 274 thousand's tons of cargo. Transport and communications generated 11.7 percent of the gross added value of the country and provide direct employment to over 138 000 people<sup>12</sup>.

Development in transport sector is essential for establishment of foreign trade relationships and of tourism. In general, over the last years the necessities of transport services (freight and passenger) are increasing in parallel of requirements for its quality improvement. In this sense, the purpose of National administration in the face of the Ministry of Transport, communications and information technology is to create legal and economical conditions for ensure public transport services and infrastructure in order to meet consumer expectations.

Concerning the gender of drivers they are mostly men. No data on number, age and others. Typically, drivers find a job quickly, including in Europe. Under Article 2, t.25 of the Regulation for categorization of work in retirement, a second category for retirement is the work of lorry drivers of vehicles with 12 tons loading capacity, as well as drivers of buses and trolley buses and tram transport with over 40 seats in the vehicle; drivers of buses and trolley buses operating on schedule, with over 60 seats in the vehicle. Right of occupational pension: Art. 168. The right to occupational pension for early retirement for workers in the first and second category of labour occurs when: (SG. 67 of 2003 pcs. 112 of 2004) not less than 15 years of pensionable service in the second category of work and three years less age of age for entitlement to retirement pension and age.

---

<sup>12</sup> National statistics. [http://www.nsi.bg/index\\_en.htm](http://www.nsi.bg/index_en.htm)

### 3.3 Germany.

Germany itself is economically strong besides the fact that it is a transit country. Also for these reasons Germany has the highest turnover in logistics in Europe before France, the UK, Spain and Italy.

In Germany, logistics and freight transport is the third largest economical sector behind automotive as well as mechanical engineering. The importance of freight transport is growing rapidly and experts predict an increase in traffic by 70 percent by the year 2025.<sup>13</sup> The turnover of the cargo sector is 200 Mrd. EUR in 2009 which means 7% of the German gross domestic product. There are around 2,6 Mio. employees in this sector<sup>14</sup>.

In 2006, 83% of the freight was delivered in road transport and more than 900.000 persons were employed in road transport sector. 80% of them were drivers. Overall, it can be said that road traffic is growing economically.<sup>15</sup>

After the thesis by Annika Adler approximately 96 % of all truck drivers are men. The average driver is 44 years old, 1,80 meters tall and with 95 kilogram of body weight slightly overweight.

Before 2009, only a few of the full-time truck drivers had a professional driver training. Most truck drivers were career changers, which actually had a different or no vocational training. It was no obligation to have a vocational training as a truck driver and the vast majority of professional drivers exert their work only on the basis of the driving license. In 1999, 62% of all truck drivers had completed vocational training, in 2005, there were only 57,4%. Most drivers have a principal or secondary school

---

<sup>13</sup> Aktionsplan Güterverkehr und Logistik. Internet access through:  
[http://www.bmvbs.de/DE/VerkehrUndMobilitaet/Verkehrspolitik/GueterverkehrUndLogistik/Aktionsplan/aktionsplan\\_node.html](http://www.bmvbs.de/DE/VerkehrUndMobilitaet/Verkehrspolitik/GueterverkehrUndLogistik/Aktionsplan/aktionsplan_node.html)

<sup>14</sup> Logistikstandort Deutschland. Internet access through:  
<http://www.bmvbs.de/SharedDocs/DE/Artikel/UI/logistikstandort-deutschland.html?nn=35884>

<sup>15</sup> Claudia Evers, Auswirkungen von Belastungen und Stress auf das Verkehrsverhalten von Lkw-Fahrern, p. 49

certificate, while a higher education is quite rare. The acceptance of professional driver education is very low.

After the professional driver qualification law (BKrFQG) was published in September 2009, only drivers that can prove a certain basic qualification and attend a 35-hours training every five years are allowed to work in freight transport (vehicles over 3,5 tons). The necessary qualification needs to be proved at a Chamber of Commerce and Industry.

### **3.4 Greece.**

Although the turnover of transport companies show a marginal increase (about 2.4%), the overall ratios in the industry has deteriorated in 2008 comparatively to the previous year. Meanwhile, most of the industry ratios are lower than the corresponding ratios for the entire economy.

The decline in numbers and the profit margin is primarily due to rising operating costs, which charges even more the companies, if combined with high capital costs (such as the cost of the vehicle license).

Regarding the financial results of the industry, it is expected to show further decline in margins in particular. This decrease is due to three reasons:

- a) Demand reduction.
- b) Increased operating costs (fuel, excise taxes).
- c) An indirect competition from trucks for private use mainly for transport over short distances.

Commercial transportations sub-sector contributes by 7% to the GNP.

In Greece, road freight transportation is being performed whether by Public Use Trucks or by Private Use Trucks. The main difference among the two different types of fleets is that the first type can perform transportations for any customer, issuing invoices. On the contrary, Private Use Trucks can only transport freights of the company they belong to. According to a recent statistical survey on the trends and status of the road transportation sector in Greece, between 1994 and 2009, Public Use Trucks amounted to 36.500 vehicles as opposed to Private Use Trucks which numbered 1.265 million vehicles in 2009. Concerning busses, in 2009 there were registered a total of 15.000 serving public transports and 12.300 in the private sector.

Regarding the size of road transportation, Greece is ranked in 14th place and correlating the transport work with the population, Greece ranked in 20th place, as evidenced by data from Eurostat.

The road transportation sector in Greece employs a total of 215.000 workers, according to the 2010 statistics. Even though there is no relative study performed, the sector is dominated by male workers. A small proportion of female workers work as drivers in taxis and public transportation. Almost none in the freight transportation business. Concerning the educational profile, there are no prerequisites, according to the Greek legislation. Apart from the driving licence, relevant to the vehicle category, there are some other requirements in terms of field – specific trainings.

### **3.5 France.**

The transport sector has increased the effects of the fluctuations caused by the financial crisis on freight (- 14.8% in t-km for domestic freight), both upward and downward, as is generally the case, due to its dependence upon business sectors severely affected by the downturn (industry, construction, foreign trade in goods, etc).

Passenger transport increased (+0.4% in terms of pass. per km). However, this increase tends to mask two opposing trends: the upturn in car traffic and a decline in public transportation. This fall is related to the downturn in employment (with 320.000 fewer employees in the French economy between late 2008 and late 2009), to the financial situation and to consumer confidence.

Traffic levels for private cars increased slightly, with the figures being boosted by the fact that there are now more cars on the road combined with lower average fuel prices. In all, passenger transport technically escaped the recession, although the slide in public transportation passenger numbers is noticeable. Long-distance transport suffered the sharpest fall both in terms of freight (particularly for road freight transport) and passengers (rail and private vehicles). Competition is becoming stiffer, both between transport modes and within the same mode, adversely affecting prices and the companies' bottom lines. Salaried employment fell, with the exception of the road and urban passenger transport sectors (excluding the RATP). Temping was on the rise again by the end of the year. Public expenditure on transport and infrastructure (+2.0%) was boosted by the local authorities (+2.5% compared to +0.2% for the state, in current Euros). Overall investment in transport infrastructure rose by 2.1% in current Euros, compared to an annual average pace of 3.3% over the last 10 years. Road investments have remained stable, while those in the rail network increased<sup>16</sup>.

Concerning the existing companies in the sector, at the end of December 2009, there were 37.267 firms within the all branch of activity (road transport and transport auxiliary activities) which means a decrease by 0.9 % if we compare this figure to that of 2008. This decrease was particularly felt within the freight activity (-1.8%) whose firms represent 78% of the total branch. However, one can observe a progression in the number of firms within the passenger road transport sector.

Regarding the workforce can be stated that:

---

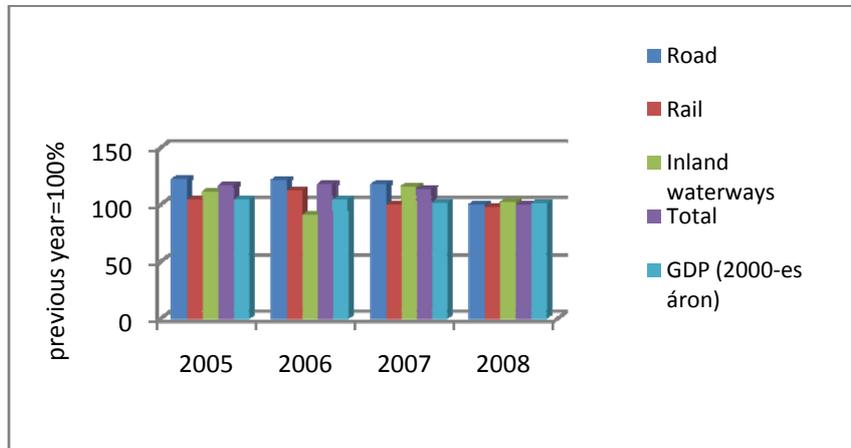
<sup>16</sup> Source : SOeS – Les transports en 2010 (tome 1) – juin 2010- Synthèse

- The number of salaried employees within the conventional branch decreased by 2.7% in 2009 (after a stabilization in 2008 (i.e. + 0.1%). This decrease was even higher than in other sectors. Indeed, the reduction in the number of employees has been higher than that of the other sectors for the last two years.
- The great majority of employees work in SMEs with the greatest proportion within the companies with less than 50 employees (42% work in a company between 10 and 49 employees in freight road transport sector, 34% in passenger road transport sector).
- The sector is dominated by men. Nevertheless women have presence in both subsectors: freight and passengers road transport. This presence is more significant in the case of passenger road transport.
- The major portions of workers from freight road transport have between 35-54 years old. In passengers road transport this interval is between 45 to 59 years old.

### **3.6 Hungary.**

The Hungarian transport sector had increased its share in GDP generation from 4.3% (in 2005) to 5.4 % by 2008. Among its subsectors, the road freight sector represents 75% considering the quantity of goods transported and 67% in freight ton-kilometres, and is developing the most dynamically. In the assessment period prior to the spread of the financial crisis in 2008, the performance of the road freight sector in Hungary was increasing approximately by 20 % per year.

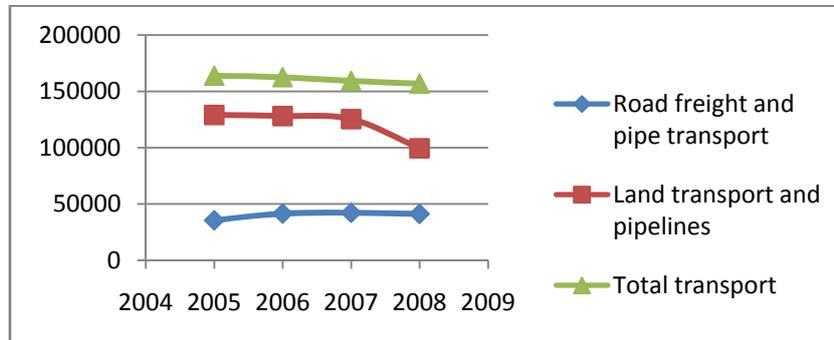
**Graph 6: Performance of the road freight sector.**



Source: Central Statistical Office (KSH). Language available: Hungarian and English.

The physical infrastructure of the road freight transport is the network of expressways, highways, and roads throughout the country. Taking a look at the road network in Hungary, it can be divided into public and private roads.

The employment data in the transport sector indicates that it is dominated by the micro and small enterprises. Approximately one fourth of the overall employment in the transport sector is registered in the road freight and pipe transport. In contrast, the number of enterprises in the subsector is only around 20.000, that is, around 65% of the overall number. Thus, the average size of enterprise is smaller in the road freight transport, than in the other subsectors. As the number of the enterprises is decreasing in the road goods transport, a slow concentration can be observed/is observable.

**Graph 7: Employment in Transport sector.**

Source: Central Statistical Office. KSH. Language available: Hungarian and English.

The distribution of enterprises in the transport sector according to the type of employment is two-modal/dual. The majority of the enterprises operate through self-employment. As the small number of enterprises with other than self-employment indicates, there is plenty of space for concentration.

To sum up, one has to conclude that for the time being, there is a lot of pressure on the existing road infrastructure of Hungary, as it is still in the phase of establishing its expressway-network. The negative consequences will be reduced on the long run, but strategically, the development of the other modes (rail, waterways) than road transportation have to be in the centre of focus in the next decade. The goal is to converge to the EU average as soon as possible.

### 3.7 Comparative analysis.

From the above presented information some common conclusions can be stated:

1- In all countries the strategic importance of road transport sector increased until the beginning of the current general economic crisis (until 2008). This crisis has had different economical impact in all countries. In Greece, for example, the decline in numbers and profit margins is primarily due to rising operating costs and high capital costs (such as the cost for the entire economy). In France, the number of firms from

2008 to 2009 decreased 0.9%. The number of people employed in this sector decreased in Spain (3% from 2008 to 2009) and France (2.7% from 2008 to 2009).

2- The road transport sector is dominated by men in all countries. The amount of women working in this sector is more representative within passenger road transport than within freight road transport. In general, the profile of people working in road transport sector corresponds to a middle age man (30-54) with primary and secondary studies. This data matches up with the data provided by the European Agency for Safety and Health at Work.

3- In Spain, France and Hungary the companies working in this sector have small medium size. In these countries therefore, the sector is dominated by micro and small enterprises.

#### **4. Legislation regarding the labour stress prevention (within labour risks prevention).**

##### **4.1 Spain.**

The current Spanish legal framework on labour risk prevention is relatively recent - see Law 31/1995, on Labour Risk Prevention, from 8 November 1995 (Ley de Prevención de Riesgos Laborales) and Royal Decree 39/1997, from 17 January 1997, approving the Regulation on Preventive Services (Reglamento de los Servicios de Prevención). This law is the result of the process of harmonizing the health and safety laws in the countries belonging to the EU (Directive 89/394/UE).

The work related stress is tacitly regulated within the law of Prevention the law 31/1995 in the following articles: 4, 14, 15 and 16. In the Royal Decree 39/1997 it is also tacitly contemplated in the Annex VI. The Spanish Law of Prevention of Labour Risks sets out to encourage an authentic preventive culture by promoting safety and health education at all levels. In this sense, the protection of workers against risks requires a performance at the workplace that goes beyond the more formal fulfilment of a set of duties and obligations by the employer. The basic elements of the new approach of the Spanish Safety Law involve planning prevention from the very moment the enterprise project is designed; evaluating the risks inherent at the workplace, with a periodic update as circumstances alter; the arrangement of a coherent, overall group of correcting measures adapted to the nature of the risks detected, and feedback as to the effectiveness of these measures.

The Spanish Law establishes the general principles for the prevention of occupational risks for the protection of health and safety, the elimination or decrease of risks at work, as well as workers' information, consultations, participations, and training in preventive questions.

In Spain it is compulsory to declare occupational accidents and diseases cases, and there are Inspections Agents who examine all accidents in order to establish the causes and consequences, and to initiate prosecution in the case of criminal negligence.

Finally, the European Agreement on Work Stress (2004), contained in ANC 2005, explicitly recognizes the obligation of the employer to prevent, within the Framework Directive 89/391/EEC, the work related stress. Although, this social agreement is not binding on the employer, it is a pattern or useful guide to follow to assess the business performance of legal duty protection of worker health, including psychosocial risk factors.

#### **4.2 Bulgaria.**

Texts relating directly to the prevention of stress in national legislation are not registered. But the same time there are legitimate situations that are directly related to providing calm atmosphere in the workplace, increasing occupational and economic security of workers and improve the health, including psychological condition of workers due to the presence of stressful situations.

*1- Law for health and safety at work* governs the rights and obligations of the state, employers, workers, representatives of workers' health and safety at work of persons at their own expense, working alone or in partnership, and other organizations and entities to ensure healthy and safe working conditions.

The Act establishes general principles of prevention and measures to stimulate improvements in the safety and health of workers on the prevention of occupational hazards, safety and health, eliminate the risks and causes of work accidents and occupational diseases, information, advice, training etc, which are factors of stress for workers. The employer must provide health and safety of workers by the necessary measures, including prevention of occupational risks, providing information and

training, and the necessary organization and tools. The employer shall implement measures to avoid risks, risk assessment, which cannot be avoided by limiting the risks at the source of their origin, adaptation of work to the worker, especially as regards the design of jobs, selecting the work equipment, working and production methods to alleviate or eliminate repetitive work, work with cash rate, and reduce their impact on health in adapting to technical progress, replacing the dangerous by safe or less dangerous indication of existing hazards and sources of harmful to health and safety factors, application of a coherent overall prevention policy, covering technology, work organization, working conditions, social relationships and the impact of the elements of the working environment and working process, the use of collective means of protection precedence over personal protective equipment, providing appropriate instructions to employees. Workers should be insured.

2- *Law on health insurance* treats compulsory health insurance and procedures regarding its functioning.

3- *Code of social security* am. State Gazette. N100 of 21 December 2010. - governs the State Social Security provides benefits, and pensions for temporary disability, temporary disability, disability, etc.

4- *Regulation № 3/25 of January 2008 on conditions and conditions for the Office Occupational Medicine issued by the Ministry of Health and Ministry of Labour and Social Policy*, (State Gazette N14 of 12 February 2008). This Regulation shall determine the terms and conditions for implementing the activity of occupational health services.

5- *Regulation № 15 from 31.05.1999 on the terms and requirements for development and implementation of physiological modes of work and rest during the work issued by the Minister of Health and Minister of Labour and Social Policy, published. SG . 54 on 15/06/1999*. This Regulation shall specify the conditions, procedure and requirements for development and implementation of physiological modes of work and rest during work to ensure sustainable performance, reduce fatigue and health of workers.

6- *Regulation № 3 from 27.07.1998 on the functions and duties of officials and specialized services in the businesses to organize implementation of activities related to protection and prevention of occupational risks, Issued by the Minister of Labour and Social Policy, published. SG No. 91 from 5.08.1998.* This Regulation shall specify the functions and duties of officials and specialized services in the businesses to organize implementation of activities related to protection and prevention of occupational risks.

7- *Regulation № 4 from 11.03.1998 on the training of the representatives in committees and groups at work in enterprises issued from Minister of Labour and Social Affairs and the Minister of Health, promulgated. SG. 133 of 11.11.1998, in force from 11.02.1999, amend. and supplemented. No. 85 from 17.10.2000, in force since 17.10.2000.* This regulation shall regulate the procedure, requirements, content and scope of the mandatory training of representatives of employers and employees in the committees and groups at work in enterprises.

8- Regulation for compulsory insurance of employees for RISK "Accidents", adopted by Decree № 24 from 06.02.2006, the Prom. SG. br.15 of 17 February 2006., am. SG. br.68 of 22 August 2006., am. SG. br.46 from June 12, 2007. This regulation specify the terms and conditions for compulsory insurance against the risk "accident" of employees who work where there is danger to life and health.

9- *Regulation № 5 from 11.05.1999 on the procedure, manner and frequency of risk assessment issued by the Minister of Labour and Social Affairs and the Minister of Health, promulgated. SG. 47 on 21/05/1999.* This regulation shall regulate the procedure, manner and frequency of risk assessment for health and safety of employees.

10- *Regulation on the order and the way to inform employees and to grant and payment guaranteed charges in bankruptcy of the employer, approved by Decree № 362 of 29.12.2004, publ. SG. 3 from 11.01.2005, in force since 1.01.2005.* This Regulation regulates the procedure and method of informing employees, as well as

granting and payment guaranteed charges of employees in bankruptcy of the employer.

#### **4.3 Germany.**

According to the law, employers are responsible for their employees' safety and health at work. They have a duty to implement the necessary measures, taking into account the circumstances which affect employees' safety and health at work. The job of monitoring adherence to the federal legislation is entrusted to the 16 German federal states. Each federal state has installed an own inspectorate (referred to as a "Gewerbeaufsichtsamt" or "Staatliches Amt für Arbeitsschutz"), the tasks of which include the following:

- Monitoring adherence to legislation.
- Advising employers.
- In specific cases, ordering the implementation of measures needed to ensure employees' safety and health.

Besides state-provided safety at work activities the accident insurance institutions play an important role. Membership is compulsory for all enterprises and public authorities, which means that all employed persons in Germany have insurance cover for occupational accidents and diseases. The accident insurance institutions are financed by employer contributions. Statutory accident insurers also act in a legislative and monitoring capacity, run their own training and research institutions, and have enjoyed considerable success, particularly with respect to sector-specific prevention.<sup>17</sup>

The German Confederation of Trade Unions (DGB), that operates at various levels of both the in-company and external occupational safety and health system and participates in many different committees and advisory bodies set up by the Ministry

---

<sup>17</sup> Marina Schröder, Occupational safety and health in Germany pre European law reform - status and shortcomings; <http://hesa.etui-rehs.org/uk/dossiers/files/nr-germany.pdf>.

of Economics and Labour, highlighted already in 1995 that there are no - or only inadequate - safety regulations covering many well-known health risks, above them stress.

In accordance with the EU Strategy on Safety and Health at Work Germany is working the past years on a Joint Strategy. Three targets were defined:

- "Reduction in the frequency and severity of occupational accidents", including the reduction of impairing mental stress
- "Reduction of musculoskeletal workloads and disorders", including tasks Involving imbalanced stress
- "Reduction in the frequency and severity of skin diseases"

The first implementation period began in 2009 with six priority work programs, one of them is: "Safe driving and transporting (within enterprises and on public roads)". The first evaluation takes place in 2011.<sup>18</sup>

#### **4.4 Greece.**

Labour stress prevention in the transport sector is mainly addressed by provisions on vehicle ergonomics and working time.

Concerning working time, Greek legislation, in conformance to the relevant European legislation (Regulation 561/2006) prescribes the maximum working time and the resting time of professional drivers, including freight and passenger drivers. According to the legislation, the maximum working hours of truck drivers are 40 hours a week. The Greek legislation also introduced the five-day work week for professional drivers and therefore, prohibits their employment in the sixth and seventh day of the week. The hours of driving may not exceed 8 per day. Specifically for international transport the daily driving time should not exceed 9 hours, but may be extended to 10

hours in maximum, not more than twice during the week. The total driving time, which accrues during over two consecutive weeks, shall not exceed 90 hours.

The weekly working time for drivers of trucks cannot exceed 48 hours on average in reporting period of 4 months (working time refers all road transport activities). Each driver should have a rest for at least 12 hours per day. In addition, after a period of four and a half hours driving, the driver must have a break of 45 minutes, which can be divided into 15 and 30 minutes respectively.

The working time limits for drivers of touristic buses are also regulated by the national legislation.

More precisely, the law established the working week 5 days for drivers of tourist buses, and the weekly days off should be consecutive. Working time includes:

- a) The driving time that may not exceed eight hours per day and forty hours per week.
- b) The time of receipt and delivery of the bus from and at the station.
- c) Any additional time of bus repair during the journey.

The European legislation and in particular Regulation 3821/1985 prescribes the use of specific equipment (tachograph), which is compulsory for vehicles subject to regulation 561/2006. The tachograph which is used along the Route Book are the key means for the registration and control of working time limits of truck drivers, including all the basics of daily and weekly driving the rest periods, breaks etc. Concerning vehicles ergonomics, though not prescribed legally, the technical requirements of public buses in Greece specifies technical data on equipment as:

- Drivers' seats and steering wheel: The drivers' seat should have a suspension mechanism, adjustable to the drivers' weight. It should also be covered with a soft and healthy material. The steering wheel should have a minimum diameter of 500mm and adjustable to height and angle.

- Temperature control: The bus should provide the driver a separate climate control system.

#### 4.5 France.

To date, there is no specific law covering stress at work

1- Article L. 4121-1 of French employment law comes close, but does not actually mention it. It states that *“the employer takes the necessary measures to guarantee the safety and protect the physical and mental health of employees”*, adding that the employer must ensure that these measures (action to prevent professional risks, provision of information and training, etc.) are appropriate.

2- At the same time, on 8th October 2004, the European social partners signed an agreement on stress at work within the framework of article 138 of the EU treaty.

3- The National Inter-professional Agreement (ANI) of 2<sup>nd</sup> July 2008, which transposes the European agreement into French law, enables the issue of stress within companies to be identified and prevented. Although it does not establish a definition, the law provides some information: it is a question of a condition that arises *“when there is an imbalance between the perception that an individual has of constraints imposed on him/her by his/her environment and the perception that he/she has of his/her own ability to deal with them.”* The European agreement, extended by a decree of 23rd April 2009, makes these provisions mandatory.

These are the only two laws to tackle the problem, without actually explaining the concept/notion.

The French system for the prevention of occupational risks comprises:

- The Ministry of Labour, which draws up and implements French occupational health and safety policy and manages cooperation with the social partners in the Conseil d'orientation sur les conditions de travail (COCT) [Steering Committee on Working Conditions].
- The social security bodies, which contribute towards occupational risk prevention in the area of industrial accidents and occupational diseases. Exclusively financed by employers' contributions, the system is managed by the social partners. It is supported by the Caisse Nationale d'Assurance Maladie des Travailleurs Salariés (CNAMTS) [National Health Insurance Fund for Salaried Workers] and Caisses Régionales d'Assurance Maladie [regional health insurance funds].
- Scientific, operational and medical bodies responsible for preventing, anticipating, spreading awareness of, and managing occupational risks. The main body is the Agence Française de Sécurité Sanitaire de l'Environnement et du Travail [French Agency for the Safety of Health in the Environment and in the Workplace], which helps to improve knowledge of occupational risk prevention. The Agence nationale pour l'amélioration des conditions de travail, ANACT [National Agency for the Improvement of Working Conditions] offers advice to companies and takes action in the operational area of occupational risk prevention. INRS is French Institute competent in the area of occupational risk prevention: protecting workers' health and safety and preventing occupational accidents or diseases. Its missions include: anticipating needs (with studies and research programmes), raising awareness (via information products, prevention campaigns) and assistance (through technical guidance, information resources, training).
- Lastly, occupational medical services are provided by occupational health officers whose exclusively preventive role lies in ensuring there is no deterioration in the health of workers owing to their work.

#### 4.6 Hungary.

The protection of the health and safety in the workplace is one of the most elaborated areas of the social rights. The harmonization of the EU legislation is fairly advanced as there are only a few areas where the Hungarian legislation is lagging behind. Out of the transport sector, only the fishing industry is affected by that.

Concerning the regulation of the safety and health at the workplace in the transport sector in general, and the road freight transport subsector in particular, there are quite a few laws, and decrees which can be cited.

Labour Safety:

1. 93/1993 Act of labour safety
2. 75/1996 Act of labour control/monitoring
3. 154/1997 Act of public health
4. 295/2006 Government Decree of the Hungarian Labour Inspectorate
5. 22/1992 Act of the Labour Code

Specifically for the road freight sector:

1. 66/2007 Government Decree of the control of the driving - and leisure time of certain vehicles providing road good transportation.
2. 13/1992 NM Decree of the diagnosis of vehicle drivers' medical fitness.
3. 22/2005 EüM Decree of the minimal health and work safety requisites regarding employees with exposure to vibration.
4. 66/2005 EüM Decree of the minimal health and work safety requisites regarding employees with exposure to noise.
5. European Agreement on the work of crews of vehicles engaged in international road transport (AETR) – Act IX of 2001.
6. Government Decree 68/2001 on the road transport services and about the modification of the Ministerial Council 89/1988 Decree on the operation of road vehicles.

On health and safety in road freight transport:

1. Ministry of Economy and Transport (GKM) Decree 41/2002 on the limitation of the drivers' driving time in road goods and passenger transport.
2. Detailed rules of examination for road drivers and road traffic specialists – GKM Decree 24/2005 of the Minister of Economy and Transport.

#### **4.7 Comparative analysis.**

A comparative analysis between the above presented different scenarios shows that:

1- In none country there is a specific regulation concerning the prevention of work related stress. This labour risk in some cases is inserted tacitly within the generic national laws that regulates and provides information about the health and safety at workplace. In other cases, it is raised with fragmented legislation coming from different work sectors.

2- At European level, the European Agreement on Work Stress (2004), contained in ANC 2005, explicitly recognizes the obligation of the employer to prevent the work related stress within the Framework Directive 89/391/EEC.

3- In Greece, labour stress prevention in the transport sector is mainly addressed by provisions on vehicle ergonomics and working time. In Hungary, the harmonization of the EU legislation is fairly advanced as there are only few areas where the Hungarian legislation is lagging behind. In France, Bulgaria, Spain and Germany they have applied the Directive 89/391/EEC and created national laws regarding with the provisions that this Directive establishes.

## 5. Existing training programmes and actions developed to identify, prevent and combat the work related stress in road transport sector.

### 5.1 Spain.

There are not specific training programmes created and provided by public/private bodies in order to combat and prevent the work related stress within the road transport sector. This risk is inserted within general programmes of prevention of labour risks.

<b>Title of training</b>	Training programme to combat the work related stress.
<b>Type</b>	Programme
<b>Dimensions</b>	8 sessions (2 hours each)
<b>Languages</b>	Spanish
<b>Produced by</b>	City Council of Madrid
<b>Year of publishing</b>	2010
<b>Target audience of product</b>	Workers from city council
<b>Overall description (objectives, contents, etc.)</b>	<p><u>Main objectives:</u></p> <ul style="list-style-type: none"> <li>- To eliminate and reduce the work related stress</li> <li>- To improve the level of satisfaction with regards to the work</li> <li>- To reduce the absenteeism</li> </ul> <p><u>Specific objectives:</u></p> <ul style="list-style-type: none"> <li>- Identification of stressful situations</li> <li>- To learn strategies in order to face the work related stress</li> <li>- Improve the endurance to the stress at work.</li> </ul> <p><u>Methodology:</u></p> <p>First of all, workers will fulfil two questionnaires concerning work related stress. The aim of this procedure is to know if they can be benefited from the program or not. Those workers potential beneficiaries will be then invited to take part in the Program.</p> <p>The program will have an open format, with 8 to 10 workers from different services. The program has 8 sessions (2 hours duration each one).</p>

	<p>The group will be led by two coordinators and it will be applied a combined methodology: On the one hand, participative methodology and in the other hand, directive methodology but with the implementation of the following strategies: development of an open questions, implementation of a reflexive listener, development of summaries of all things that are spoke stressing the positive aspects. The group has to create a trust environment. Relaxation techniques will be explained and applied.</p>
--	--

## 5.2 Bulgaria.

<b>Title of training material</b>	Courses for the training of professional drivers, being theoretical and practical.
<b>Type</b>	Course
<b>Dimensions</b>	National level
<b>Languages</b>	Bulgarian
<b>Produced by</b>	National Organization for Vocational Training in Transport
<b>Year of publishing</b>	2011
<b>Target audience of product</b>	Transport drivers
<b>Overall description (objectives, contents, etc.)</b>	<p><b>Theoretical training</b> includes the following more important topics related to prevention of stress:</p> <ul style="list-style-type: none"> <li>- Self-control in driving and road transport into account the specific situation.</li> <li>- International and national decrees relating to the management of vehicle, breaks and rest periods</li> </ul>

	<p>and Agreement Regulations 561.3821, AETR, National decrees concerning the duration of the driving, breaks and rest periods.</p> <ul style="list-style-type: none"> <li>- New rules for the total working time for drivers. Directives 2002/15/EC and 2003/88/ES and related decrees, control and sanctions on sequence in the application of Directives in Member States and implementing National decrees.</li> <li>- Working with analogue and digital tachograph. Using a tachograph card. Order for use a driver card for a digital tachograph.</li> <li>- Risks at work. Preventive measures. Statistics relating to road accidents.</li> <li>- Physical and psychological state of the driver in relation to traffic safety.</li> <li>- International and national legislation relating to working environment. Rights and obligations of employee and employer.</li> <li>- Emergency situations - behaviour of the driver during emergency situations</li> <li>- Assessment of the situation in urgent and emergency cases. Measures to prevent complications of incidents. Assistance to victims and first aid if necessary.</li> </ul> <p><b>Practical training</b> is associated with learning techniques for safety driving.</p> <p>A large part of the above topics are addressed both in the initial driver training and courses for periodic training for the European card driver.</p>
--	--

### 5.3 Germany.

<b>Title of training</b>	Safe driving and transporting
<b>Type</b>	Programme: evaluation of work related stress
<b>Dimensions</b>	National level
<b>Languages</b>	German
<b>Produced by</b>	Medical-Psychological institute of TÜV SÜD
<b>Year of publishing</b>	2011
<b>Target audience of product</b>	Employees from different sectors, especially those which are linked to the transport sector.

<b>Overall description (objectives, contents, etc.)</b>	This programme wants to determinate reactions and ability to cope with pressure.
<b>Title of training</b>	Different programmes at <a href="http://www.bg-verkehr.de">www.bg-verkehr.de</a> arbeitssicherheit und gesundheitsschutz/aus-und-fortbildung/moderatorenprogramme <ul style="list-style-type: none"> <li>- Healthy and safe: workplace heavy vehicle.</li> <li>- Stress prevention course for bus and tram drivers</li> </ul>
<b>Type</b>	Programme
<b>Dimensions</b>	National level
<b>Languages</b>	German
<b>Produced by</b>	Professional Association of Transport Economics
<b>Year of publishing</b>	2011
<b>Target audience of product</b>	Employees in the public transport service, especially tram and bus drivers.
<b>Overall description (objectives, contents, etc.)</b>	The objectives of the programme are to explain the phenomenon "stress" as well as to sensitize the target group the problem, to inform about situations that cause stress and to offer ways how to deal with these situations. The course consists of a one-day seminar for drivers, accompanied by an interactive computer programme. The interactive computer training programme is divided into two sections, an information section with a final test and an exercise section.

<b>Title of training</b>	IT based stress prevention programme
<b>Type</b>	Programme
<b>Dimensions</b>	National level
<b>Languages</b>	German
<b>Produced by</b>	Transport companies, the university of Erfurt, the Technical University of Aachen and experienced media pedagogues.
<b>Year of publishing</b>	2011
<b>Target audience of product</b>	Transport drivers
<b>Overall description (objectives, contents, etc.)</b>	Objectives: <ul style="list-style-type: none"> <li>- To explain the phenomenon "stress".</li> <li>- To sensitize about the problem.</li> <li>- To inform about situation that cause stress.</li> <li>- To offer ways to deal with these situations in a better way.</li> </ul> Methodology:

- One day seminar for drivers, accompanied by an interactive computer programme where the participants have the possibility to learn how to deal with stressful situations from everyday life.
- The interactive training programme is divided into an information section with a final test and exercise section
- With the help of examples the information part explains which factors cause stress and how drivers can avoid stressful situations. In the second step the participants is confronted with typical situations and can learn how to react in the best way.



Information part

Exercise part

#### 5.4 Greece.

Existing training programs/ materials on work related stress are not transport sector specific. Evaluation of existing materials in relation to work stress in Greece has shown that the available information on the subject is very limited at all levels. Only two books/guides on work-related stress were identified and these are not of particular use to organizations and practitioners and do not enable companies to conduct risk assessments for work stress at the organizational level. No tools for stress assessment, management and prevention were identified.

<b>Title of training material</b>	Sources of working stress
<b>Type<sup>18</sup></b>	Book

<sup>18</sup> Book, CD-ROM, web-site, other

<b>Dimensions</b> <sup>19</sup>	31 pages
<b>Languages</b>	Greek
<b>Produced by</b>	ELINYAE
<b>Year of publishing</b>	2002
<b>Target audience of product</b>	Not defined
<b>Overall description (objectives, contents, etc.)</b>	<p><u>Objective:</u> to contribute to understanding and prevention of work related stress</p> <p><u>Contents:</u> What is stress, Cost of stress, impact and symptoms of stress, control lists, sources of stress, daily stress factors, control list for daily stress prevention, good practices for work related stress. Annexes: Mobbing syndrome, Burn out syndrome</p>
<b>Recognised Best Practices</b>	<p>The book provides a number of control lists for measuring stress. Most of contents are presented in bullets</p> <p>Control list of work related stress</p> <p>Small volume appropriate for SMEs</p>

<b>Title of training material</b>	Work without stress
<b>Type</b> <sup>20</sup>	Book
<b>Dimensions</b> <sup>21</sup>	83 pages
<b>Languages</b>	Greek
<b>Produced by</b>	ELINYAE
<b>Year of publishing</b>	2003
<b>Target audience of product</b>	Occupational doctors

<sup>19</sup> Pages, screens, MB, etc

<sup>20</sup> Book, CD-ROM, web-site, other

<sup>21</sup> Pages, screens, MB, etc

<b>Overall description (objectives, contents, etc.)</b>	Tool for occupational doctors. Provides guidance on how to identify and deal stress at work. <u>Contents:</u> State of the art Psychosocial work environment (theoretical models, empirical studies, questionnaires) Attitudes at work (personality disorders, motivation theories, psychology or risk at work) Stress at work (sources, impact, stress prevention, stress management, burn-out)
<b>Notes and comments</b>	The book resumes the theories and models of occupational psychology, in order to enable occupational doctors to identify work related stress and take relevant actions. It has limited practical value for non specialists.

### 5.5 France.

<b>Title of training material</b>	There are highlighted in black
<b>Type</b>	Projects
<b>Dimensions</b>	National level
<b>Languages</b>	French
<b>Produced by</b>	ANACT <sup>22</sup>
<b>Year of publishing</b>	No data
<b>Target audience of product</b>	Transport companies

<sup>22</sup> Source: [www.anact.fr](http://www.anact.fr)

<p><b>Overall description (objectives, contents, etc.)</b></p>	<p>1 – Sharing knowledge: in order to define and understand organisational factors of psychosocial risks and to make propositions</p> <ul style="list-style-type: none"> <li>- Knowledge in terms of primary prevention (knowledge mobilized during interventions)</li> <li>- Organisational conditions in employee-client relations</li> <li>- Massive changes in companies and organisations: they are often synonymous of organisational dysfunctions and key to psychosocial risks</li> <li>- Professional identity, its links with occupations and team works are resources to preserve mental health.</li> </ul> <p>2 – Sharing practices: three network projects</p> <ul style="list-style-type: none"> <li>- “Document unique and psychosocial risks”: use of experience feedbacks to give some methodology to companies</li> <li>- “Enterprise coaching in terms of prevention of psychosocial risks”: facilitating the detection of situations with problems or tensions</li> <li>- “Organisation and working conditions in the personal services sector”</li> </ul>
--	--

<b>Title of training material</b>	Training modules dedicated to stress prevention
<b>Type</b>	Training modules
<b>Dimensions</b>	National level
<b>Languages</b>	France
<b>Produced by</b>	AFT-IFTIM
<b>Year of publishing</b>	2011
<b>Target audience of product</b>	Transport drivers

<p><b>Overall description</b> <b>(objectives, contents, etc.)</b></p>	<p>The format can be either a PPT presentation or e-learning format.</p> <p>In e-learning format, the first part is dedicated to the causes:</p> <ul style="list-style-type: none"> <li>- Traffic jam</li> <li>- Driving materials</li> <li>- Working conditions</li> </ul> <p>The second one is dedicated to the consequences:</p> <ul style="list-style-type: none"> <li>- Tiredness</li> <li>- Anxiety</li> <li>- Pains...</li> </ul> <p>Then theoretical parts follow the previous ones in a user-friendly way.</p> 
---	---

## 5.6 Hungarian

<b>Title of training material</b>	Training programme dedicated to stress management
<b>Type</b>	One or two day long training programme
<b>Dimensions</b>	organizational level
<b>Languages</b>	Hungarian
<b>Produced by</b>	Budapest Transport Limited

<b>Year of publishing</b>	2006
<b>Target audience of product</b>	Transport drivers
<b>Overall description (objectives, contents, etc.)</b>	The training is addressed to those drivers who have had 3 accidents caused by themselves during a year.
<b>Notes and comments</b>	After the third accident the organization sends them to a compulsory training which consists only of frontal education, with no real efficiency.

### 5.7 Conclusions from the interviews developed.

The majority of respondents in all countries provide a partial definition of work related stress. They only mention one aspect of the work related stress but not all. As it is explained in the second chapter of this report, the work related stress is consequence of the conditions coming from three environments: the work, work environment and work organization.

With regards to the level of knowledge concerning the current legislation on prevention of work related stress, this level changes from one country to other. In general, among the drivers interviewed the level of knowledge is lower in comparison with the level of knowledge showed by the managers or directors of road transport SMEs interviewed (i.e. Germany). A great portion of respondents know that there is some regulation on this field in their countries but they cannot give a concrete reference (i.e. 75% of respondents in France, 60% of respondents in Spain). In other countries, for example in Greece, the percentage of people interviewed that do not know the legal frame that regulates the work related stress is higher (83%).

Concerning the level of knowledge about the Burnout syndrome, this is very low in all countries. The majority of the respondents could not give a complete definition (In Spain 60% of the respondents, in France 75%) or directly said don't know this syndrome (In Greece 100% of the respondents).

In opinion of the people interviewed, enterprises and authorities have started to consider work related stress but the training programs or actions developed to prevent and combat it can be described as unsuitable, not enough or deficient. The higher percentages come from Germany with 75% of the respondents, from Spain with 80% and from Greece with 66% of the respondents. In France, 50% of respondents consider that the work related stress can be prevented and combated with the corresponding suitable actions (50%).

Concerning how the people interviewed value the work related stress, some general conclusions can be highlighted:

In **Spain**, 80% of the respondents:

- Totally disagree with the sentence "Road drivers and road transport SMEs workers have the necessary knowledge about the work-related stress so they can identify, prevent and combat it at their place of work". The same percentage in the case of the sentence: "SMEs and particularly those linked to road transport sector develop among their workers suitable actions or special training concerning work-related stress prevention".
- Totally agree and consider that although it is compulsory, the fulfilment of the Labour Risk Prevention legislation is not a reality among Spanish SMEs and more particularly among road transport SMEs due to their lack of awareness in this field. In their opinion, the current Spanish SMEs and road transport SMEs are implementing actions concerning work-related stress prevention but with the only intention of fulfil the existed legislation and they value the work related stress as less dangerous labour risk in general.

In **Bulgaria**, drivers do not have sufficient theoretical knowledge in this area and that is a reason to be not able to identify and overcome the stress completely. With time drivers and road specialist from SMEs are introduced in activities related to stress at work but with the only intention to implement the existing legislation.

In **Germany**, 100% of respondents totally disagree with the sentence: "Road transport SMEs and SMEs in general value work related stress as less dangerous than other work risks" and in their opinion, the current German SMEs and road transport SMEs are implementing actions concerning work-related stress prevention but with the only intention of fulfil the existed legislation.

In **Greece**, 83% of respondents don not consider that Greek SMEs and particularly those linked to road transport sector develop among their workers suitable actions or special training concerning work-related stress prevention. They totally or partially agree with the sentences: "Road drivers and road transport SME workers can have some notions about the work-related stress but they can't completely identify, prevent and combat it at their place of work"; "Although it is compulsory, the fulfilment of the Labour Risk Prevention legislation is not a reality among SME and more particularly among Road Transport SME due to their lack of awareness in this field" and "Road transport SME and SME in general value work related stress as less dangerous than other work risks".

In **France**, the majority of respondents (75%) do not have a clear opinion about the sentence that states "the road transport SMEs and SMEs in general value work related stress as less dangerous than other work risks". 50% of respondents totally agree and consider that in France although it is compulsory, the fulfilment of the Labour Risk Prevention legislation is not a reality among SMEs and more particularly among Road Transport SMEs due to their lack of awareness in this field.

Finally, in **Hungary**, although the people interviewed are well informed about the work related stress, somehow they are not enough well prepared for defining stress at work

within their own environment and to make some actions in order to prevent or combat it. In road driver's opinion the most important factor in preventing and combating stress is the individual's responsibility.

With regards to the actions that people interviewed take for the prevention and control of the work related stress, the following main answers were given: relaxation techniques, listening music, techniques in order to improve the quality of the dialogue and level of interlocution with bosses and customers and the planning of the routes in advance.

In opinion of the majority of people interviewed the characteristics of training for preventing and combating the stress at work within road transport sector shall be:

- A combination of theoretical and practical sessions with between 8 to 20 hours. This is the case of Spain, Greek and Hungary.
- A combination of theoretical and practical sessions with less than 8 hours: Bulgaria, France and Germany.

Some examples given by people interviewed of training actions had or that they would like to have are: physical and physiological exercises and techniques for the management and prevention of work related stress.

Concerning the use of e-learning methodology to develop a training in order to prevent and combat the stress at work, almost in all countries with the exception of Bulgaria, respondents showed their distrust. In some cases, they believe that this methodology could be only useful for theoretical contents and not for practical contents. One responder from Spain commented that s/he do not have Internet connection and computers at the workplace so s/he cannot imagine how this can be implemented and provided by the company. This is not the case of Germany, where bus drivers already used an e-learning course with success.

## 6. Conclusions

After the analysis of all the information presented in this report a set of conclusions can be draw:

In **Spain** the labour stress prevention (in road transport sector) has not properly specific legislation and regulations and it can be inserted within the general regulation on Labour Risks Prevention. There are not specific training programmes created and provided by public/private bodies in order to combat and prevent the work related stress within the road transport sector. In the opinion of respondents, transport drivers have some knowledge in relation to job stress but not enough. SMEs do not obey the law with regard to prevention of work stress because employers consider this factor as less dangerous compared to other risks. According to the interviews developed e-learning is not suitable for the development of specific training in order to combat and prevent work related stress in this sector.

In **Bulgaria**, the legislation does not mention phrases associated with stress, but is related to factors from which it depends: economic security of workers, ensuring good working conditions, risk assessment, compulsory insurance for workers, ensuring appropriate staff training. In the curriculum for drivers is presented educational content related to the mandatory by European regulations topics for initial and periodic training of drivers. There are specific topics dealing with stress and its negative impact on traffic safety.

It is not established a uniform methodology for stress explanation as a phenomenon. There are training schools and assumptions of various specialists. The reason for this may be due to the difficulties of diagnosing the phenomenon and the large range of factors which it includes.

It is determined lack of specialized training in the theory of stress and injury of drivers and traffic safety. Topics of more general personal character are not included, for

example, personal relationships and family and company environment. Such training materials are not encountered in Internet applications for specialized driver training as well. The experience obtained by the developed discussions with managers of drivers centers shows that the training centers access positively theoretical training in the field of stress and the impact of stress on the activity of the driver.

In **Germany**, according to the law, employers are responsible for their employees' safety and health at work. Stress prevention in the road transport sector in Germany is a newer. In the Joint Act for occupational health and safety, there is a focus on "Safe driving and transporting (within enterprises and on public roads)" that treats also stress prevention. The implementation started in 2009 so that there are no results published yet. Concerning the interviews carried out can be stated that: the people interviewed can define the work related stress but not completely as they have a lack of knowledge in this field. They do not know what e-learning offers and they have doubts on how this can be useful for them, on which technical equipment would be needed and if all drivers have enough IT knowledge to follow this kind of training.

In **Greece**, the legislation that seems closer to the treatment of drivers working stress is the one that regulates working hours. It is harmonized to the relevant EU legislation. The research on road transportations sector trainings on working stress produced poor results. The only training materials were produced by ELINYAE, the Greek Institute for Health and Safety in Work, which are printed and not sector specific.

All the above findings highlight the need for a transportation sector specific approach on the study and confront of labour stress for Greece. A general conclusion deriving from the interviews developed is that there is poor awareness of the causes, the consequences and the importance of working stress in the road transportation sector. They all feel stressed, they all can indicate specific stressful situations but they have poor or no knowledge on how they can control it. They also feel that almost nothing is being done against labour stress. However, the general feeling is that people from the road transportation sector are very skeptic if some kind of training can be effective.

In **France**, today everyone is aware of the effects of PSRs on the physical and mental health of employees. A number of different events and tragedies have provided a reminder that the transport and logistics sectors have not been immune. Instead of facing up to and acknowledging this reality, bosses prefer to blame external causes, as focussing on PSRs means implicitly asking questions about the organisation of work and current management. To date, there is no specific law covering stress at work. The National Inter-professional Agreement (ANI) of 2nd July 2008, which transposes the European agreement into French law, enables the issue of stress within companies to be identified and prevented.

Finally in **Hungary**, there are not any training programmes developed specifically for the workers of the road transport sector. Although the Code of Labour clearly defines the employers' role in assuring riskless work environment for the employees; the road transport sector has to fulfil plenty of deficiencies.

According to the interviews developed, there are some types of intervention-focused trainings for road drivers, but there are not any prevention focused actions in order to bring understanding to the issue of work related stress, and the individual's responsibility for avoiding it. In harmony with the acts of the European Union also in Hungary there is intensified attention on health of road drivers and work performance. Although the drivers are able to work only if they complete a course on health education in road transport, which final step is when they acquire the international permission of passenger transport; they need more relevant and more practical knowledge on combating stress.

One interesting aspect had appeared during the interviews is that although the drivers face the stress during their work they do not necessarily connect the physiological changes with the changed work environment. So, they were proposing to create such education materials which consist of more practical than theoretical knowledge on stress in general, and on work related stress.

## References

- Merín-Reig, J., Cano-Vindel, A., & Miguel-Tobal, J. J. (1995). El estrés laboral: bases teóricas y marco de intervención / Occupational stress: theoretical background and intervention framework. *Ansiedad y Estrés*, 1 (2-3), 113-130.
- Casalnova, B., Di Martino V.(1994): Por la Prevención del Estrés en el Trabajo. *Las Estrategias de la OIT. Salud y Trabajo*, 102, 17-23.
- Comisión Europea (2000). Guía sobre el estrés relacionado con el trabajo. ¿La «sal de la vida» o el «beso de la muerte»? Luxemburgo: Autor. Disponible en:
- [http://www.europa.eu.int/comm/employment\\_social/health\\_safety/publicat/stress\\_es.pdf](http://www.europa.eu.int/comm/employment_social/health_safety/publicat/stress_es.pdf)
- <http://osha.europa.eu/es>
- <http://ec.europa.eu/social/main.jsp?catId=148&langId=en>
- <http://www.fesvial.es>
- [http://www.feteugt.net/riscos\\_laborals/guias/Estres,burnot%20i%20mobbing.pdf](http://www.feteugt.net/riscos_laborals/guias/Estres,burnot%20i%20mobbing.pdf):
- <http://www.ccoo.es/comunes/temp/recursos/99922/722699.pdf>
- <http://www.eurofound.europa.eu/ewco/surveys/ES0411SR01/ES0411SR01.pdf>
- <http://www.suite101.com/content/beating-stress-at-work-a178209>
- <http://www.svmst.com /Revista/N11/emt1.htm>
- <http://www.eurofound.europa.eu/ewco/studies/tn1004059s/es1004059q.htm>
- <http://www.eurofound.europa.eu/pubdocs/2003/102/en/1/ef03102en.pdf>
- <http://wendang.baidu.com/view/ae369bff04a1b0717fd5ddd9.html>
- <http://www.ine.es>
- <http://www.mtin.es/estadisticas/ecvt/Ecvt2009/ANE/ECVT2009p.htm>
- State policy on occupational health and safety at work, Bulgarian Ministry of Labour and Social Policy, an Executive Agency General Labour Inspectorate. <http://www.gli.government.bg/bg/page/70>.

- Interview with Sri Ravi Shankar - Life without disease and stress is not a luxury. <http://www.selenabg.com/index.php/2008-08-12-22-06-49/34-2008-07-27-20-19-16/1632-2009-04-26-07-50-48.html>
- Mental Headquarters - techniques for dealing with stress, 16 February 2010. <http://otgovori.info/tehniki-za-spravlyane-sas-stresa/>
- Ayurvedic methods stress prevention. (2009) <http://otgovori.info/ayurveda-i-stresa/>
- Reduce stress at work - an introductory guide for managers. (2008) <http://otgovori.info/namaliavane-na-stresa-pri-rabota/>
- Stress as a factor for musculoskeletal disorders. (2008) <http://otgovori.info/stres-msd/>
- "BURNOUT" syndrome. (2008) <http://otgovori.info/burnout/>
- Burnout (psychology). (1999) [http://en.wikipedia.org/wiki/Burnout\\_%28psychology%29](http://en.wikipedia.org/wiki/Burnout_%28psychology%29)
- PSYCHIATRIE HEUTE, Seelische Störungen erkennen, verstehen, verhindern, behandeln, Prof. Dr. med. Volker Faust, Arbeitsgemeinschaft Psychosoziale Gesundheit. <http://psychosoziale-gesundheit.net/psychiatrie/burnout.htm>
- How to deal with stress at work. (2008) <http://otgovori.info/stres-na-rabotnoto-miasto-spravlyane/>
- To burnout or professional burnout syndrome. (2007) <http://tbmagazine.net/statia/burnout-ili-sindrom-na-profesionalno-pregaryane>
- Stress regulation. (2010) <http://zdrave.rozali.com/psihologia-zdrave/p12448.html>
- Stress control. (2010) <http://avtoparts.net/content/view/168/125/>
- Are you threaten by burnout syndrome at work? (2010) [http://arthuradams.bg/article.php?articles\\_id=18](http://arthuradams.bg/article.php?articles_id=18)
- Stress prevention for bus drivers. [http://www.ilo.org/wcmsp5/groups/public/--ed\\_protect/---protrav/---safework/documents/publication/wcms\\_118243.pdf](http://www.ilo.org/wcmsp5/groups/public/--ed_protect/---protrav/---safework/documents/publication/wcms_118243.pdf)
- Bus drivers: Occupational stress and stress prevention. Professor M.A.J. Kompier. TNO Prevention and Health, Leiden. Department of Work and

- Organizational Psychology, University of Nijmegen. (1996)  
<http://www.bvsde.paho.org/bvsast/i/fulltext/bustress/bustress.pdf>
- Claudia Evers (2009). Auswirkungen von Belastungen und Stress auf das Verkehrsverhalten von Lkw-Fahrern.
  - Occupational Health and Safety Act, § 5 Abs. 3 ArbSchG; <http://www.gesetze-im-internet.de/arbschg/>
  - Marina Schröder, Occupational safety and health in Germany pre European law reform - status and shortcomings; <http://hesa.etuirehs.org/uk/dossiers/files/nr-germany.pdf>
  - Deutsche gesetzliche Unfallversicherung DGUV, The joint German OSH strategy [http://www.dguv.de/inhalt/praevention/gemein\\_strat/The\\_Joint\\_German\\_OSH\\_Strategy.pdf](http://www.dguv.de/inhalt/praevention/gemein_strat/The_Joint_German_OSH_Strategy.pdf)
  - Dr. Johann Gwehenberge (2002). Arbeitsplatz Lkw: Lange Lenkzeiten, Stress und Wissensdefizite in Sicherheitsfragen begünstigen Unfälle - GDV-Unfallforscher befragten 3000 Lastwagenfahrer., access through internet: [http://www.gdv.de/Presse/Archiv\\_der\\_Presseveranstaltungen/Presseveranstaltungen\\_2002/Presseforum\\_Schaden\\_und\\_Unfall\\_2002/inhaltsseite12244.html](http://www.gdv.de/Presse/Archiv_der_Presseveranstaltungen/Presseveranstaltungen_2002/Presseforum_Schaden_und_Unfall_2002/inhaltsseite12244.html)
  - Excerpt from the Data Report 2008, Labor market and employment. Access through internet: <http://www.destatis.de/jetspeed/portal/cms/Sites/destatis/Internet/DE/Content/Publikationen/Querschnittsveroeffentlichungen/Datenreport/Downloads/Datenreport2008Arbeitsmarkt,property=file.ddf>
  - Jan Bergrath. Eine Umfrage zeigt: Lkw-Fahrer haben deutlich höhere gesundheitliche Belastungen als andere Berufsgruppen – und fühlen sich alleingelassen. Access through internet: [http://www.janbergrath.de/Leseproben\\_Fernfahrer\\_NEU/Seiten%20aus%20ff1210-2.pdf%20-%20Adobe%20Acrobat%20Professional.pdf](http://www.janbergrath.de/Leseproben_Fernfahrer_NEU/Seiten%20aus%20ff1210-2.pdf%20-%20Adobe%20Acrobat%20Professional.pdf)
  - Annika Adler. Gesundheitsförderung im Kraftverkehr. Access through Internet: [http://www.pukiversum.de/kraftfahrer/html/personliche\\_gesundheit.html](http://www.pukiversum.de/kraftfahrer/html/personliche_gesundheit.html)
  - Aktionsplan Güterverkehr und Logistik. Internet Access through:

- [http://www.bmvbs.de/DE/VerkehrUndMobilitaet/Verkehrspolitik/GueterverkehrUndLogistik/Aktionsplan/aktionsplan\\_node.html](http://www.bmvbs.de/DE/VerkehrUndMobilitaet/Verkehrspolitik/GueterverkehrUndLogistik/Aktionsplan/aktionsplan_node.html)
- Logistikstandort Deutschland. Access through internet:  
<http://www.bmvbs.de/SharedDocs/DE/Artikel/UI/logistikstandort-deutschland.html?nn=35884>
  - Ellinghaus, D. & Steinbrecher, J. (2002). Lkw im Straßenverkehr. Eine Untersuchung über die Beziehungen zwischen Lkw- und Pkw-Fahrern. Uniroyal-Verkehrsuntersuchung Nr. 27. Köln/Hannover: Uniroyal.
  - Schafer, Th. & Steininger, S. (1989). Krankheiten und Berufsverläufe von Kraftfahrzeugführern des Straßengüterverkehrs. Schriftenreihe der Bundesanstalt für Arbeitsschutz. Forschungsbericht Nr. 558. Bremerhaven: Wirtschaftsverlag NW.
  - Melanie Hautz. Stressprävention-Psychische Gesundheit am Arbeitsplatz. access through internet:  
[http://www.jobid.de/downloads/vortrag\\_stresspraevention.pdf](http://www.jobid.de/downloads/vortrag_stresspraevention.pdf)
  - Berufsgenossenschaft Verkehr, Stressprävention für Fahrerinnen und Fahrer von Linienbussen und Straßenbahnen
  - ELINYAE (2008) Evaluation and prevention of labour risks in the civil transportations
  - Press release of the Greek Official Statistics Service, 10/9/2010, Indicators of the transportation sector.  
[http://www.statistics.gr/portal/page/portal/ver-1/ESYE/BUCKET/A1199/PressReleases/A1199\\_DKT48\\_DT\\_QQ\\_02\\_2010\\_01\\_F\\_GR.pdf](http://www.statistics.gr/portal/page/portal/ver-1/ESYE/BUCKET/A1199/PressReleases/A1199_DKT48_DT_QQ_02_2010_01_F_GR.pdf)
  - Occupation by sex, sector and age in Greece (2010), Greek Official Statistics Service  
[http://www.statistics.gr/portal/page/portal/ver-1/ESYE/BUCKET/A1602/Other/A1602\\_SAM04\\_TB\\_DC\\_00\\_2001\\_24\\_F\\_GR.pdf](http://www.statistics.gr/portal/page/portal/ver-1/ESYE/BUCKET/A1602/Other/A1602_SAM04_TB_DC_00_2001_24_F_GR.pdf)
  - Brief results on the transportations sector survey, 1/4/2010.  
<http://www.3comma14.gr/pi/?survey=4540>
  - Greek legislation on the transportation field

- <http://www.ypakp.gr/index.php?ID=X7GfMOthhDmLo3uO>
- Spa Project (2005), Labour Stress  
[http://www.pepen.gr/spa/gr/main\\_gr.htm](http://www.pepen.gr/spa/gr/main_gr.htm)
  - ANACT (2010), Le point sur : La prévention du stress et des risques psychosociaux, Réseau anact.
  - COLETTE, B., 2009, STRESS AU TRAVAIL, Bulletin des Transports et de la Logistique, n° 3288 du 05/10/2009.
  - CSP (2010), Stress & risques psychosociaux : où en sont les entreprises ?, Les études CSP Formation.
  - GUARINO, L., LE HENAFF, S. (2010), Stress au travail : patrons et salariés à la même enseigne, L'Officiel des Transporteurs, N° 2566 du 01/10/2010
  - INRS (2009), Facts and Figures 2009
  - LANGEVIN, V., LE HENAFF, S. (2010), « Le transport est un secteur à risques de stress important », L'Officiel des Transporteurs, N° 2566 du 01/10/2010
  - LORIOU, M. and al., (2004) , Constructions du stress, psychologisation du social et rapport au public, Rapport Final, December 2004.
  - MADJARIAN, A., GUILLAUME, L. (2010), « LA CHARGE MENTALE EST DEVENUE OBJET DE PÉNIBILITÉ », L'Officiel des Transporteurs, N° 2561 du 27/08/2010
  - SOeS (2010), Les transports en 2010 (tome 1), juin 2010
  - Accord national interprofessionnel sur le stress au travail, Paris, le 2 juillet 2008
  - [www.aft-iftim.com](http://www.aft-iftim.com)
  - [www.anact.fr](http://www.anact.fr)
  - [www.inrs.fr](http://www.inrs.fr)
  - [www.mieuxvivreautravail.fr](http://www.mieuxvivreautravail.fr)
  - [www.optl.fr](http://www.optl.fr)
  - [www.travail-emploi-sante.gouv.fr](http://www.travail-emploi-sante.gouv.fr)
  - Bulletin on the work related stress – Information of the Hungarian Labour Inspectorate  
Source: [http://www.ommf.gov.hu/index.php?akt\\_menu=172&hir\\_reszlet=163](http://www.ommf.gov.hu/index.php?akt_menu=172&hir_reszlet=163)
  - European Agreement on the work of crews of vehicles engaged in international road transport (AETR) – Act IX of 2001

Source: [http://www.mkfe.hu/dokumentumok/belf\\_vez.doc](http://www.mkfe.hu/dokumentumok/belf_vez.doc)

- Government Decree 68/2001 on the road transport services and about the modification of the Ministerial Council 89/1988 Decree on the operation of road vehicles

Source: [http://www.mkfealkusz.hu/alkusz/doc/fuvarozasi\\_rendelet.doc](http://www.mkfealkusz.hu/alkusz/doc/fuvarozasi_rendelet.doc)

- Ministry of Economy and Transport (GKM) Decree 41/2002 on the limitation of the drivers' driving time in road goods and passenger transport.

Source: [http://www.mkfe.hu/dokumentumok/belf\\_vez.doc](http://www.mkfe.hu/dokumentumok/belf_vez.doc)

- Detailed rules of examination for road drivers and road traffic specialists – GKM Decree 24/2005 of the Minister of Economy and Transport
- 43/1993 Act of work safety and the 5/1993 MüM Decree for its implementation



**SPA-ROAD PROJECT**

2010-1-ES1-LEO05-2100



**The consortium:**

