



# **Bus and truck drivers from third countries**

Final report

**EUROPEAN COMMISSION**

Directorate-General for Mobility and Transport  
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Unit C.2 – Road safety

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## Abbreviations

Abbreviation	Full form
ACT	Australian Capital Territory
ADR	Agreement concerning the International Carriage of Dangerous Goods by Road
AETR	European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport
ANTRAM	Associação Nacional de Transportadores Públicos Rodoviários de Mercadorias
BRP	Personal Basic Registration
CBR	Central Office for Motor Vehicle Driver Testing
CCTV	Sectoral collective agreement
CLA	Collective Labour Agreement
CPC	Certificate of Professional Competence
CPLP	Community of Portuguese Language Countries
CS	Customer service
DG MOVE	Directorate-General for Mobility and Transport
DKK	Danish Krone
DL	Driving licence
EC	European Commission
ECMT	European Conference of Ministers of Transport
EEA	European Economic Area
EFTA	European Free Trade Association
ERAA	Association of Estonian International Road Carriers
ES	Emergency situation
ETF	European Transport Workers' Federation
EU	European Union
EUR	Euro
EURES	European Employment Services
ICT	Information and Communications Technology
IDP	International Driving Permit
IMT	Instituto da Mobilidade e dos Transportes
IQ	Initial qualification
IRU	International Road Transport Union
ITF	International Transport Forum
LEA	Licence Exchange Agreement
MS	Member State
NIWO	National and International Road Haulage Organisation
OECD	Organisation for Economic Co-operation and Development
PO	Passenger operations
PQ	Periodic training
QR	Quick response
RSA	Road safety authority
RTDD	Road transport due diligence
SDM4EU	Skilled Driver Mobility for Europe
SME	Small and medium enterprises
STAR	Styrelsen for Arbejdsmarke dog Rekruttering
STL	Sectorinstituut Transport en Logistiek
SWD	Staff working document
TCN	Third-country national
TE office	Employment and Economic Development Office
TLN	Transport en Logistiek Nederland
UN	United Nations
UNECE	United Nations Economic Commission for Europe
VDAB	Flemish Service for Employment and Vocational Training
VLS-TS	Visa long séjour valant titre de séjour "étudiant"
VO	Vehicle operations



## **1. INTRODUCTION**

### ***1.1. Objectives and background of this study***

In recent years, the EU has grappled with a pressing challenge within its road transport sector: a severe and escalating shortage of professional commercial truck and bus drivers. This scarcity is not only confined to specific Member States but extends to and impacts the entire Union. The EU is already missing over half a million drivers, a shortage projected to surpass 1 million drivers within the next three to five years if no action is taken. Today, the average age of commercial bus and truck drivers is around 50. Over a third are aged 55 or older, while less than 5% of drivers are under 25 years old. The profession is witnessing an extensive number of retirements which far surpasses the influx of young individuals.

The shortage of commercial drivers poses a challenge not only to the EU road transport sector but to the wider EU economy. The sustainability and growth of this vital sector are at stake. The wider impact on logistics and supply chains cannot be underestimated. As the average driver's age continues to rise, there is a pressing need for strategic interventions to attract new talent and ensure the continued functioning of essential transport services.

A strategic initiative to address this challenge involves exploring global talent through the recruitment of drivers from third countries willing to work in the EU. This approach, outlined in the Skills and Talent Mobility Initiative (European Union, 2023), recognises that the EU's future competitiveness is closely tied to its ability to attract skilled professionals from around the world. Considering the growing demand for skilled workers, the EU acknowledges that its domestic workforce alone cannot meet this demand, making the managed, legal migration of jobseekers from third countries a crucial component in addressing labour shortages and fostering economic growth.

In this context, the European Commission (EC) launched this study to gain more insights into the conditions of employment of drivers from third countries in the EU and into the knowledge and skills they have. This study aims to collect information on procedures and requirements that third-country drivers encounter in EU Member States to be employed by EU operators, with a view to share good practices<sup>1</sup>. In addition, this study looks at the set of skills and certificates that professional bus and truck drivers from 23 third countries are expected to have and compares them with the EU's minimum requirements for professional drivers, as set out in Directive (EU) 2022/2561.

The objective of this study is to collect and present relevant information that may help enhance the integration of professional drivers from third countries into the EU labour market, providing a viable short-term solution to alleviate the current driver shortage, and thus ensure the continued efficiency of road transport services.

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<sup>1</sup> "Third-country" in this report means a country outside the European Economic Area.

## 1.2. Key demographics and driver shortage trends

The EU population is ageing rapidly. According to the most recent Eurostat demographic statistics, over a fifth (21.1%) of the EU's population was 65 or older in 2022, up from 17.8% in 2011. The increasingly ageing population combined with the slow decline in the number of young people under 25 years old has raised the median age in the EU from 41.6 to 44.4 years.

According to Eurostat, the average age of the EU's population is expected to continue increasing in the coming years, with the share of the population over 65 years old projected to reach 31% by 2075, almost twice as much as in 2011.

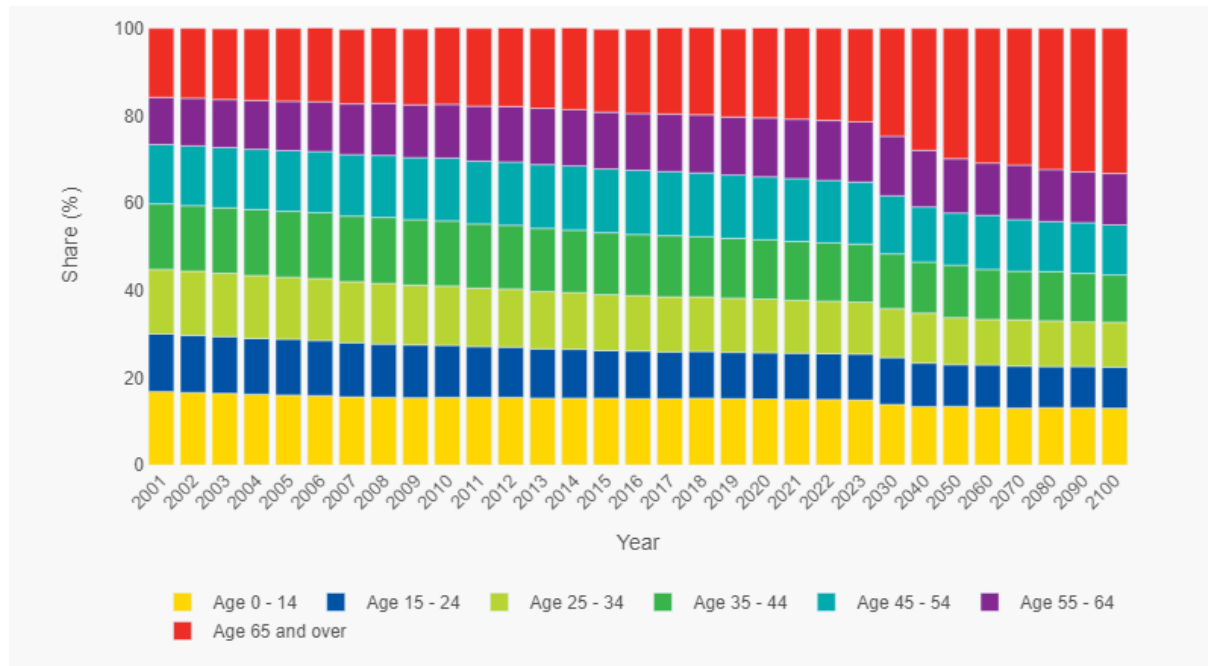


Figure 1: EU labour force by age (Eurostat, 2024)

The transport and logistics industry is among the sectors with the highest structural labour shortages, with some 500,000 professional drivers estimated to be missing in the EU in 2023 (IRU Intelligence Briefing, 2022). An important factor is the ageing workforce within the profession. According to the International Road Transport Union's (IRU's) annual driver shortage survey (IRU, 2022), the average age of professional drivers in road freight is estimated to be around 47 years, only 5% of professional truck drivers are under the age of 25. For EU bus and coach transport, the average age of professional drivers is estimated to be around 50, only 3% of bus and coach drivers are under the age of 25.

Today, the Netherlands has the highest share of young professional drivers with 13% of professional drivers under the age of 25. The higher share of young professional drivers in the Dutch road transport sector can be seen as the result of the Dutch education and funding system. Indeed, young people in the Netherlands start truck driver training from 16 years, while working four days a week in a transport company (not as professional drivers) and go to school one day per week. The cost of obtaining the driving licence and the Certificate of Professional Competence (CPC) is covered by the national sectoral collective training fund. Once having successfully completed both certifications and reached 18 years, professional drivers can start working in the road freight sector (STL, 2022).

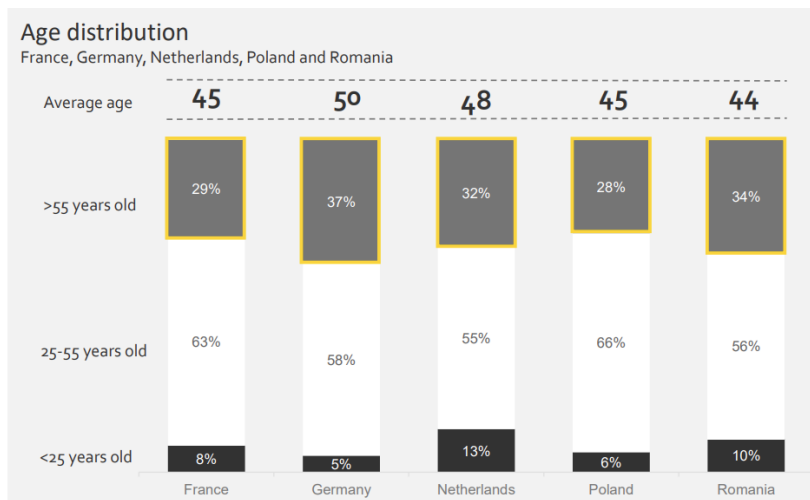


Figure 2: Age distribution of professional drivers in selected EU countries (IRU Intelligence Briefing, 2023)

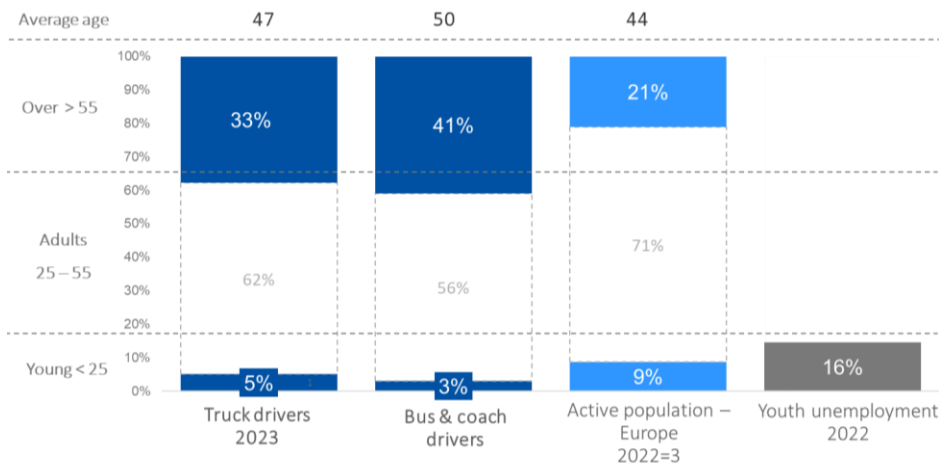


Figure 3: Age distribution of the professional driver workforce in the EU in 2023 (IRU Intelligence Briefing, 2023)

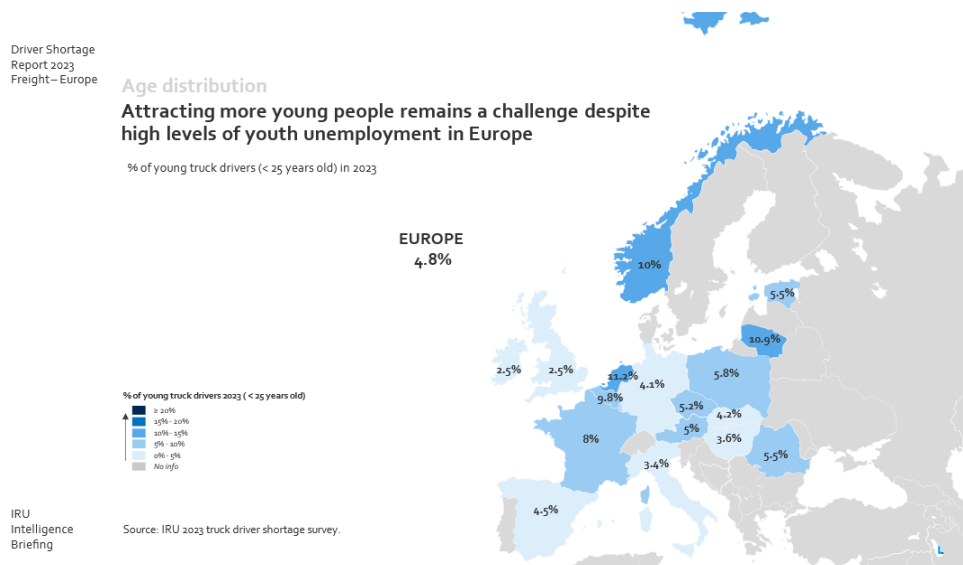


Figure 4: Share of young professional truck drivers in the EU (IRU Intelligence Briefing, 2023)

### **1.3. Share of third-country professional drivers in the professional driver workforce in EU Member States**

In 2022, 5.2 million people were employed in the EU road transport sector, which includes road freight (mainly by truck or van) and passenger transport (mainly by bus, coach, taxi and tram), according to available Eurostat data. Around two-thirds of them (approximately 3.4 million) were employed in enterprises providing road freight transport services, while one-third (1.8 million) worked in enterprises offering road passenger transport services. Of the latter, around 600,000 were providing taxi services.

Data from the Labour Force Survey suggest that around 3.2 million professional truck drivers are working across all economic sectors (transport and storage, construction, manufacturing, waste removal, etc). Among them, 2.86 million are estimated to be working for EU road haulage operators. For passenger transport, out of 3.62 million professional passenger drivers (Eurostat Labour Force Survey, 2022), 0.76 million are estimated to be bus and coach drivers in the EU (IRU, 2023).

According to the 2023 annual IRU driver shortage survey, around 37,000 professional third-country bus and coach drivers are estimated to be working in the EU. When taking both the passenger and freight sectors, the number of professional third-country drivers in the EU is estimated to be close to 300,000, which represents 7.5% of the total professional driver population in the EU. The share of third-country drivers is slightly higher in the road freight transport sector (around 8%) than in the bus and coach sector (around 5%). One of the reasons for this is that it is essential in the road passenger transport sector that the bus drivers have a strong command of the local language to effectively manage customer requests. This requirement creates an additional barrier to employing professionals from third countries.

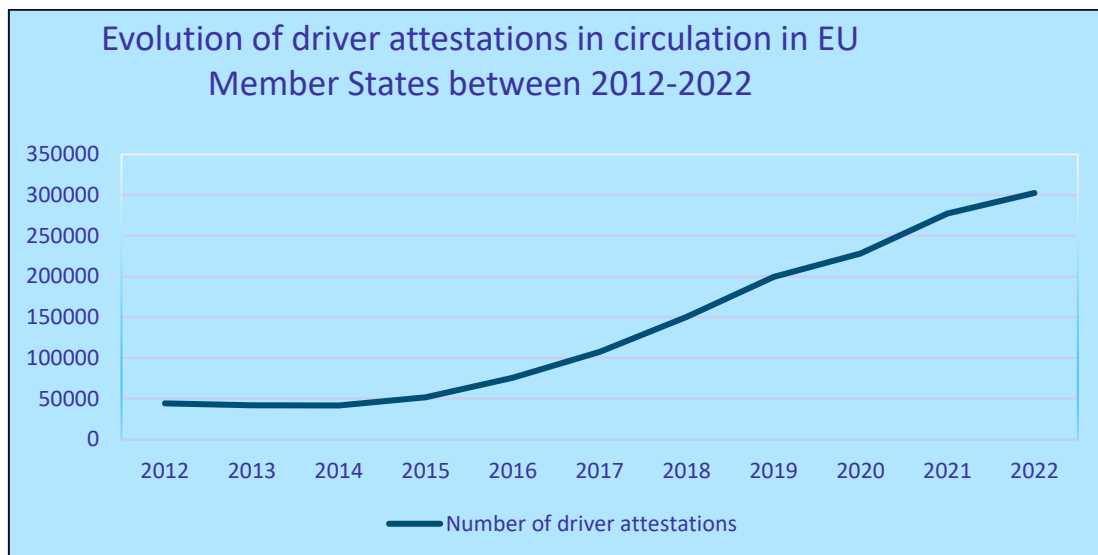


Figure 5: Evolution of the number of driver attestations in circulation in EU Member States in the period 2012-2022 (European Commission)

Companies active in the international carriage of goods by road and who employ or use drivers from third countries are issued a driver attestation for each third-country driver. According to the latest European Commission data (European Commission, 2024), the total number of driver attestations issued to companies employing third-countries drivers was 302,526 in the

EU in 2022. IRU’s 2023 survey estimates the number of third-country drivers employed by EU operators to be around 237,000. <sup>2</sup>

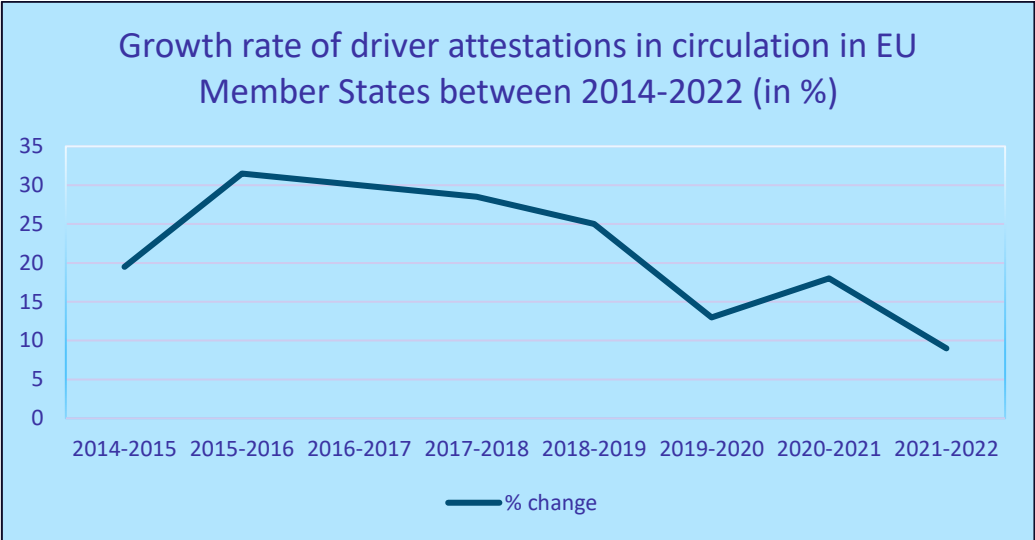


Figure 6: Percentage growth rate of the number of driver attestations in circulation in EU Member States in the period 2014-2022

When examining DG MOVE data on the growth rate of driver attestations in circulation across EU Member States, a period of relative stability was observed from 2012 to 2014 (see Figure 5). This was followed by steady annual growth of over 25% from 2014 to 2018. However, a marked slowdown occurred over the next three years, from 2018 to 2022 (Figure 6), with a growth rate of just 9.2% between 2021 and 2022, possibly due to the impact of the COVID-19 crisis that began in early 2020.

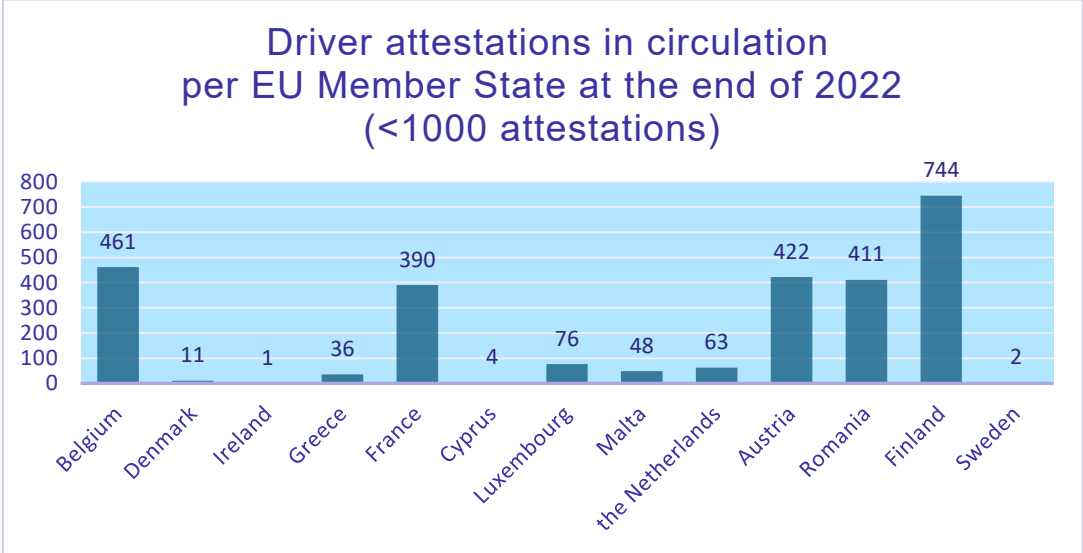


Figure 7: Driver attestations in circulation in EU Member States in 2022, for EU Member States with under 1,000 driver attestations a year

<sup>2</sup> This difference in data may arise from the lack of obligation to return driver attestations to national authorities when no longer in use. This makes it difficult for EU Member States to exactly know the number of driver attestations currently actually being used. This issue was raised and recognised during the EU Road Transport Committee meeting discussion, held on 5 June 2024. Furthermore, in many cases third-country drivers tend to work for different companies, particularly when employed through agencies, which may lead to overreporting of driver attestations in use.

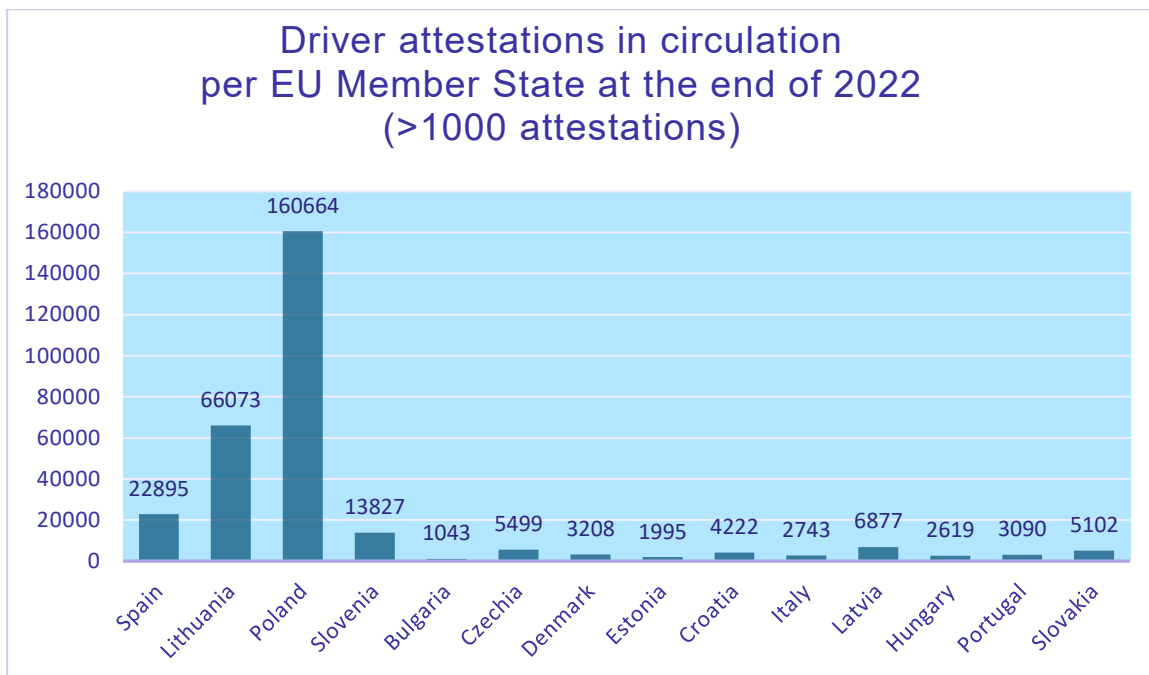


Figure 8 : Driver attestations in circulation in EU Member States in 2022, for EU Member States with more than 1,000 driver attestations a year

The number of driver attestations issued for third-country drivers by EU Member States over the years highlights an important variability among EU Member States. 90% of the driver attestations in circulation at the end of 2022 had been issued by 5 countries, more than half in Poland alone. The Member States closely studied in this report (Denmark, the Netherlands, Poland, Portugal, and Spain) provide data quoted below, derived from survey respondents' reports and based on available public information in these countries.

Approximately 27.3 million third-country citizens are currently residing in the EU, or 6% of the total EU population (European Commission, 2024), of which 9.93 million were employed in the EU labour market, corresponding to 5.1% of the total active population (193.5 million) in the EU. This corresponds to the percentage share of third-country nationals employed as professional bus and coach drivers (5%). This percentage share is slightly lower than the share of professional third-country truck drivers employed by EU operators in the total EU professional truck drivers' population (8%)<sup>3</sup>.

It may be useful to compare the shares of third country drivers in road transport to the much higher percentage shares of third country workers in other sectors, such as construction. The [FELM report 2024](#) suggests that, in 2020, third-country nationals accounted for about 8.5% of all persons employed in the construction sector in the EU, with Slovenia (23.3%), Latvia (23.1%), Greece (18.9 %), Estonia (16.9%) and Cyprus (16.6%) having the highest share of third-country nationals (FELM, 2024).

#### **1.4. Share of third-country professional drivers in selected EU Member States**

This chapter outlines the number of third-country drivers employed in selected Member States. Poland is leading, with 30% of drivers being third-country nationals, while operators based in countries like Denmark and the Netherlands employ a very low share of professional drivers from third countries.

<sup>3</sup> Source: IRU Driver Shortage Report, 2024.

#### *1.4.1. Spain*

In Spain, 312,353 people were employed as truck, bus and coach drivers in 2021 (56,731 as bus and coach drivers and 255,662 as truck drivers) (Ministerio de Transporte, Movilidad y Agenda Urbana, 2021). Third-country nationals represented 6% of those employment contracts. For road freight, third-country nationals are estimated to represent 7% of all driver employment contracts, whereas 1.56% of bus and coach driver positions in 2021 were filled by third-country nationals.

In 2021, 19,787 third-country drivers were employed in Spain (18,898 in freight transport and 889 in passenger transport) (Road Transport Social Observatory, 2021). In road freight, most professional third-country drivers hired in Spain came from Morocco (27%), Ecuador (14%), Peru (9%), Ukraine (9%) and Colombia (8%). In passenger transport, Morocco (28%) and Ecuador (17%) are the two third countries where most professional drivers came from.

#### *1.4.2. Poland*

Poland has a relatively high percentage of third-country nationals employed in EU cross-border transport, amounting to nearly 30% of total employment in the sector. This percentage is relatively low when compared to the Polish construction sector, which employs nearly 40% of third-country workers.

Over the years, the number of professional drivers from non-EU countries employed by Polish road transport companies has been steadily increasing. At the end of 2023, 162,489 third-country drivers were employed by Polish companies, more than half of which were Ukrainian citizens (88,923).

#### *1.4.3. Denmark*

According to the Danish Agency for Labour Market and Recruitment, the transport industry experienced a driver shortage of 24% during the first half of 2023 (December 2022 to May 2023), mainly due to unavailability of professionals and the lack of required qualifications (STAR, 2023). In addition, it is estimated that only 7% of professional drivers are women in Denmark, while 36% of all truck drivers are over 55 years old (Vejtransportrådet).

Even against this backdrop and given the high number of unfilled positions in the country, third-country professionals constitute an extremely small number of drivers in Denmark, with only 15 driver attestations issued to third-country nationals in Denmark between January and October 2024.

#### *1.4.4. The Netherlands*

The road freight sector labour market is monitored by the nonprofit Sector Institute for Transport and Logistics (STL), founded by the Dutch social partners. STL publishes quarterly sectoral monitoring reports (STL, 2024). Depending on the state of the national economy, the driver shortage varies between 7,000 and 10,000 unfilled positions, compared to an estimated total of 92,000 professional drivers. In April 2024, 48% of road transport operators in the Netherlands experienced issues due to staff shortages.

About 85.6% of professional drivers in the Netherlands are employed full-time, 13% part-time and 1.4% are on-call workers (e.g. retirees, students) in permanent employment. Most truck drivers are on permanent employment under the Transport en Logistiek Nederland (TLN) collective labour agreement, while the others work through temporary employment agencies. This latter number is decreasing as many drivers are now more often permanently employed, due to driver shortages.

Last year, the Dutch trade association TLN launched an awareness campaign to familiarise the public with the logistics sector (TLN 2023. [Het lukt alleen met logistiek](#)). An additional labour market campaign is currently being planned to highlight the logistics professions, including drivers, to develop further understanding, improve the treatment of professionals and attract employees to the road transport sector. In addition, the Dutch vocational education

system which aims to cooperate with companies, is planning apprenticeships and training for approximately 900 young people every year.

The lack of professional drivers in the road freight market is also mirrored in bus and coach passenger transport as well as in the taxi sector where driver shortage was also recorded for the first time<sup>4</sup>.

Currently, Dutch companies are still able to attract drivers from other EU Member States. However, discussions with company representatives during the preparation of this report indicated that third-country drivers remain strongly needed in the Netherlands to fill the increasing shortage gap.

**Company interviews: example from the Netherlands**

In the course of this study, a dedicated interview was organised with a large Dutch-based logistics company (850 trucks, 1,200 trailers and 1,300 employees), with offices in 13 countries and operational centres, which are operating trucks in six EU Member States.

The only EU Member State in which the company was able to engage professional third-country drivers was Poland (18 drivers out of 80 in total employed by the PL subsidiary), due to facilitated procedures applicable in Poland to contract and engage third-country drivers, mainly from Ukraine and Belarus, with a lead time between contracting and employing Ukrainian drivers of 4-6 weeks.

Regarding the Netherlands, the company stated that although today it manages to find drivers for its operations in the Netherlands, they expect problems to find drivers in the future and recommend similar arrangements to those applied in Poland.

The company provides third-country drivers with the same contract as local drivers, and they are covered by the relevant Collective Labour Agreements.

In 2022, 14 driver attestations were issued to operators employing third-country nationals, while in 2023, that number increased to 30. At the beginning of 2024, a total of 49 driver attestations were circulating in the Netherlands. The breakdown by country of origin of the third-country drivers for which a driver attestation was issued can be found in Table 1.

Country	Number of driver attestations issued
United Kingdom	23
Ukraine	18
Türkiye	5
Armenia	1
Philippines	1
Serbia	1
<b>Total</b>	<b>49</b>

Table 1: Number of driver attestations issued to third-country drivers as of 2024 in the Netherlands (National and International Road Haulage Organisation, 2024)

*1.4.5. Portugal*

In Portugal, 12,000 bus and coach drivers are estimated to be employed, of which 20% are third country nationals (2,400). In freight transport, 75,000 professional drivers are employed, among which 9% are third country professionals (6,700).

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<sup>4</sup> Reports from the passenger transport sector suggest that due to a very restrictive regime applied to the employment of third-country drivers in the Netherlands, companies are trying to attract drivers from their branch offices in other EU Member States, by also applying to them posting conditions.

## **1.5. Analysis of regulatory frameworks governing professional driver qualifications**

### *1.5.1. Benchmark: EU Directive (EU) 2022/2561*

The rules related to the qualification and training of bus and truck drivers in the EU are laid down in Directive (EU) 2022/2561. This Directive is the codified version of the original “CPC Directive”, Directive 2003/59/EC, and its amendments. The 2003 Directive was adopted to harmonise driver training across the EU, reduce accidents through improved skills and knowledge, encourage eco-friendly driving practices, and recognise driving as a profession requiring continuous development.

Prior to its adoption, varying national standards resulted in inconsistencies in driver qualifications, hindering road transport efficiency with unwanted externalities. The growing volumes of freight and passenger transport, changing technologies, regulatory requirements, driving techniques, and other performance indicators underscored the crucial role of skilled drivers in optimising road transport’s supply chains.

Like its predecessor, Directive (EU) 2022/2561 applies to drivers of vehicles for which you need a category C licence (drivers of heavy goods vehicles (over 3.5 tonnes)) and to drivers of vehicles for which you need a category D licence (passenger vehicles with more than nine seats, including the driver). The directive contains both initial qualification and periodic training requirements for professional drivers.

The initial qualification process involves structured training and/or examination with theoretical and practical components, culminating in the issuance of a certificate of professional competence (CPC). Periodic training of 35 hours every five years ensures that drivers stay updated on safety provisions, regulatory changes, and eco-efficient driving techniques. As proof of a successful qualification or training, Union code ‘95’ is marked in the driver’s driving licence or, should this not be possible, a driver qualification card is issued with code “95” on it. Just like the driving licence, the driver qualification card is mutually recognised by all EU Member States. Drivers from third countries may also get code ‘95’ on the driver attestation.

The original CPC Directive 2003/59/EC became mandatory for bus drivers on 10 September 2008 and for truck drivers on 10 September 2009. Drivers who had obtained their driving licence for the relevant categories before those dates benefitted from grandfather rights and did not have to undergo the initial qualification programme; like all others, they are however subject to the provisions on periodic training.

### *1.5.2. Rules applicable in the context of the ECMT multilateral quota system*

The Quality Charter that is applied in the context of the multilateral road transport permit scheme of the European Conference of Ministers of Transport (ECMT), now International Transport Forum (ITF), plays a significant role in promoting harmonised standards for professional driver qualification credentials across the ECMT countries<sup>5</sup>. It offers a framework of principles and recommendations aimed at improving road safety, professionalisation, and environmental efficiency in the transport sector. Its provisions related to driver qualification and training are largely aligned with the applicable EU standards set out in Directive 2003/59/EC back in 2015 when the Charter was adopted.

The Charter emphasises harmonisation by encouraging Member States to adopt unified training and certification standards for professional drivers and referred to the IRU Academy Standards as a benchmark. By promoting the cross-border recognition of qualifications, it

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<sup>5</sup> The ECMT Quality Charter can be found here: <https://www.itf-oecd.org/quality-charter>. The following non-EU/EEA countries are currently participating in the ECMT system: Albania, Armenia, Azerbaijan, Belarus, Bosnia-Herzegovina, Georgia, Moldova, Montenegro, North Macedonia, Russian Federation, Serbia, Switzerland, Türkiye, Ukraine and the United Kingdom.

facilitates market access for drivers and strengthens the integration of transport systems across the ECMT area. The alignment with the EU Directive ensures that drivers gain regulatory and technical skills, safety awareness, and eco-driving practices. In non-EU countries, the charter has helped enhance training systems and raise professional standards.

However, the ECMT Quality Charter has several limitations. Its focus is on freight transport, with no application to passenger transport. Additionally, the Charter only applies to drivers engaged in international transport under the ECMT system, leaving domestic operations outside its direct influence. In some non-EU countries, this distinction creates inconsistencies and confusion regarding the quality of driver qualifications between drivers active in international operations and those active purely on domestic operations.

The Charter's non-binding nature further limits its effectiveness. Its principles rely on voluntary adoption by Member States, leading to uneven implementation. While some countries have fully integrated its recommendations, others face challenges to implement its provisions in its entirety, due to resource constraints, policy differences, and inadequate training/examination methodologies and infrastructures, in particular where institutional and financial capacities fall short of the requirements for comprehensive training systems.

Emerging challenges in the transport sector, such as digitalisation, automation (e.g. Advanced Driver Assistance Systems) and environmental measures, are not fully addressed by Directive (EU) 2022/2561 and by the ECMT Quality Charter. While this remains a challenge, the ECMT Quality Charter, which at its conception reflected all EU provisions and requirements on professional driver training, remains an important framework to improve professional driver qualifications also outside the EU. By promoting harmonised standards and fostering international cooperation, it contributes to safer and more efficient transport operations across the ECMT region.

A similar "Quality Charter" for passenger transport does not exist. The Interbus Agreement (Agreement on the International Occasional Carriage of Passengers by Coach and Bus)<sup>6</sup> could provide a basis for further harmonisation. Recently, a Protocol was added that covers also scheduled international bus and coach services. The Interbus Agreement governs traffic between EU Member States and certain non-EU countries but also among non-EU Contracting Parties<sup>7</sup>.

The Interbus Agreement and the Protocol on Regular Services provide a degree of harmonisation of fiscal, social, technical and market access rules, replacing the various bilateral agreements between the Contracting Parties. As regards driver qualification and training, Contracting Parties have the choice between applying the relevant EU rules and those set out in the AETR Agreement (European Agreement concerning the work of crews of vehicles engaged in international road transport) (cf. Article 8 of the Interbus Agreement). The relevant provisions in the AETR Agreement (cf. Article 5(2) of that Agreement<sup>8</sup>) are not as detailed as those of the EU Directive.

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<sup>6</sup> See [https://eur-lex.europa.eu/eli/agree\\_internation/2002/917/oj](https://eur-lex.europa.eu/eli/agree_internation/2002/917/oj)

<sup>7</sup> The Contracting Parties to the Interbus Agreement can be found here: <https://www.consilium.europa.eu/en/documents/treaties-agreements/agreement/?id=2000022&DocLanguage=en>; those to the Protocol regarding the international regular and special regular carriage of passengers by coach and bus can be found here: <https://www.consilium.europa.eu/en/documents/treaties-agreements/agreement/?id=2020028&DocLanguage=en>

<sup>8</sup> <https://unece.org/DAM/trans/doc/2010/sc1/ECE-TRANS-SC1-2010-AETR-en.pdf>

### *1.5.3. Qualification frameworks in other third countries*

Professional driver qualification frameworks in non-EU and non-ECMT countries vary widely, reflecting differences in regulatory priorities, economic conditions, and resource availability. While most countries have basic licensing systems for professional drivers, the depth and quality of these frameworks often fall short of harmonised international standards. Drivers are typically required to obtain a commercial driving licence through theoretical and practical training, followed by examination. However, the scope of this training is often limited to basic vehicle operation and road safety concepts, with minimal emphasis on advanced skills like eco-driving, defensive driving, or digital transport technologies.

International agreements, such as the UN Vienna Convention on Road Traffic, the AETR Agreement and the Interbus Agreement, have influenced professional qualification frameworks among the respective Contracting Parties, with their impact being particularly strong in countries engaged in international transport, as compliance with these agreements is often a prerequisite for participation in cross-border operations. These agreements promote harmonised traffic rules, mutual recognition of qualifications, and higher standards for safety and professionalism.

While there is some form of initial qualification in many third countries (e.g. as part of the driving licence exam), periodic training and recertification, a cornerstone of EU and ECMT frameworks, are largely absent in non-EU and non-ECMT countries. Professional competence is often maintained informally, or through employer-led initiatives, resulting in inconsistent skills development and adaptation to new technologies or regulations. The lack of structured refresher training further widens the gap in standards between these countries and those operating under harmonised frameworks.

Challenges include insufficient training and examination programmes and methodologies, insufficient infrastructure, limited access to qualified trainers, and weak enforcement mechanisms. Informal transport operations often operate outside formal regulatory oversight, exacerbating issues of safety and competence.

Despite these challenges, alignment with international agreements has helped some countries improve their qualification systems, particularly for drivers involved in international trade or cross-border logistics. Strengthening these frameworks will require investment in content and methodologies, infrastructure, and regulatory reform, with the aim of achieving closer alignment with global standards to ensure that professional drivers meet the demands of safety, efficiency, and sustainability.

Furthermore, industry-led initiatives, particularly through industry leaders and representative organisations, have been the strongest examples of establishing harmonised, transparent, and trustworthy professional training and assessment mechanisms to ensure drivers are equipped with the knowledge and skills needed to meet professional requirements.

## **1.6. Methodology used in the analysis**

### *1.6.1. Approach*

In this study, a mixed-methods approach was employed to comprehensively address complexities associated with the training, examination, certification and regulatory frameworks of truck and bus drivers. The study assessed the current state of initial qualification and periodic training for commercial drivers in third countries, measuring alignment with Directive (EU) 2022/2561. It also examined the driving licence training and examination requirements, which, as in the EU, contribute significantly to the overall skill set that drivers need to master.

Key components included:

- **Online survey**  
Surveys were conducted in 23 third countries, targeting industry stakeholders and regulatory authorities. The structured questionnaire combined multiple-choice, closed, and open-ended questions to explore, among other things, access to the profession, training formats and content, examination processes, certification, and regulatory requirements.
- **Desk research**  
National laws, regulations, training curricula and guidelines were reviewed in detail, focusing on training, examination and certification criteria. Comparative analysis against Directive (EU) 2022/2561 identified patterns, gaps, and differences across the different legal frameworks in scope.
- **Interviews and consultations**  
Formal interviews and consultations were conducted with stakeholders, including government officials, industry experts, and project advisors. These engagements validated questionnaire responses and legislative findings and supported the development of a specialised assessment algorithm.
- **Pre-defined criteria application**  
The analysis was guided by detailed criteria, including regulation mandates, training content and duration, examination formats, technical and human resource requirements for training centres, minimum age requirements, and driver qualification documentation standards.
- **Data processing and analysis**  
Legislative data was mapped, visually represented, and summarised in an Excel table to facilitate navigation through specific criteria across countries, while qualitative data from interviews and questionnaires was analysed thematically.
- **Reliability, validity and ethical considerations**  
Reliability and validity were ensured through pilot testing, triangulation of data sources, and peer review. In addition, when appropriate, cross checking was performed with the analysis conducted in the [SDM4EU Project](#) (although the scope and methodology were of different nature).
- **Gap analysis and mitigation**  
Gaps in responses due to incomplete data or access limitations were addressed through follow-ups with respondents, engagement of alternative experts, consultations with the advisory board, and independent sourcing of supplementary information. Unfillable gaps were acknowledged for future exploration, considering their potential impact on mobility recommendations.

By integrating quantitative and qualitative methodologies, the study delivers a detailed understanding of the challenges and standards for truck and bus drivers from third countries within Europe.

## 1.6.2. Key areas of gap analyses

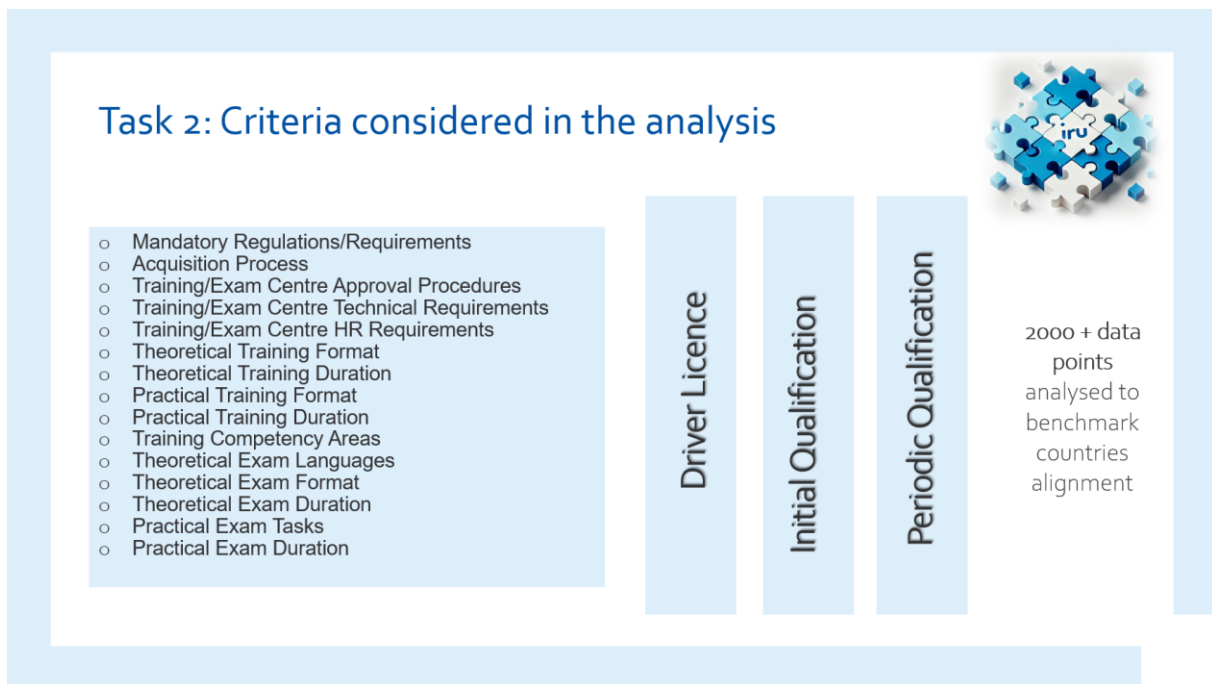


Figure 9: Key areas of gap analyses

The study reviewed the current legal and procedural requirements for obtaining a Certificate of Professional Competence (CPC) for bus and truck drivers in selected third countries and compared them with the provisions of Directive (EU) 2022/2561. The focus was on assessing the current regulatory frameworks and identifying notable differences and potential gaps that may need to be addressed before a driver holding a third-country CPC can work in the EU.

To ensure a systematic and consistent comparison, the analysis was organised around a set of generic and specific elements covering the full CPC lifecycle — from entry requirements and initial qualification through to periodic training.

### **Generic Elements of Initial Qualification and Periodic Training (Truck & Bus)**

*Regulation or requirements* – Clear, enforceable regulations governing initial qualification and periodic training to ensure consistency in driver standards.

*Training/Exam centre approval* – Defined processes for approving and accrediting training and examination centres to meet national or international standards.

*Training/Exam centre technical requirements* – Necessary equipment, vehicles, simulators, and resources to deliver comprehensive instruction.

*Training/Exam centre human resource requirements* – Qualified instructors and examiners with appropriate certifications and expertise.

### **Specific Elements of Initial Qualification and Periodic Training (Truck & Bus)**

*Acquisition process* – Combination of theoretical training, practical training, and examination, with structured and transparent processes.

*Theoretical training* – Road safety, traffic laws, vehicle operation, eco-driving; delivered through classroom, online, or blended formats.

*Practical training* – Hands-on experience in vehicle handling, advanced driving techniques, and emergency responses.

*Competency areas for training* – Key skills such as vehicle control, compliance with regulations, safety awareness, and environmental practices.

*Theoretical examination* – Written or electronic tests, including multiple-choice, direct-answer, or case studies.

*Practical examination* – Driving skills and situational responses, including emergency procedures; for periodic training, focused on updates to regulations or technologies.

In addition, **driving licence qualification** was reviewed to clarify entry requirements for the profession and to highlight existing practices in countries without mandatory initial qualification and periodic training.

1.6.3. *Benchmark alignment*

To ensure the accuracy of benchmarking results, the project’s methodology was adjusted to incorporate three approaches to implementing the initial qualification of professional drivers in line with EU standards.

Criteria	Initial Qualification: Full Training + Test	Initial Qualification: Accelerated Training + Test	Initial Qualification: Test only	Periodic Training
Theoretical Training: Duration	260 hours (out of 280 hours)	120 hours (out of 140 hours)	not specified	35 hours every 5 years
Practical Training: Duration	20 hours	10 hours	not specified	not specified
Theoretical Examination: Duration	not specified	not specified	minimum of 4 hours	no exam / test required
Practical Examination: Duration	not specified	not specified	minimum of 90 minutes for driving test, 30 minutes for practical tasks	no exam / test required

Table 2: Directive (EU) 2022/2561 standards – implementation options

Full training and test are mandatory for both EU and non-EU drivers employed by EU-based companies to ensure uniform standards. The process includes 260 hours of theoretical training and 20 hours of practical training, totalling 280 hours, followed by assessments.

Accelerated training and test follows the same regulatory requirements as full training but with a shorter duration. The process consists of 130 hours of theoretical training and 10 hours of practical training, totalling 140 hours, followed by assessments.

The “test only” option does not require formal training, allowing candidates to proceed directly to testing. The process involves a minimum four-hour theoretical test and a 120-minute practical test, both of which must be successfully completed to qualify.

Requirements regarding training and examination duration serve as key indicators in determining which version of initial qualification a country applies and whether the training and assessment components align with established standards.

1.6.4. *Challenges*

**Language barriers:** Many training materials and qualifications are in local languages, posing a challenge for recognition in multilingual EU contexts.

**Data and legal analysis challenges:** Survey data is often incomplete or inaccurate, and national legislation is presented in a non-harmonised structure and published in various languages, making it hard to analyse. The ITF ECMT online portal was helpful, but the constantly evolving legislative framework and lack of recent updates for some countries creates limitations.

**Standardisation gaps:** Training programmes are not uniform across regions or institutions, making it harder to compare with EU standards.

### ***1.7. Stakeholder engagement and final workshop***

This study addresses a globally recognised social issue, though with national characteristics, necessitating input from various stakeholders, including industry and governments. IRU organised an initial online workshop to introduce the study and sought input from all EU members, as well as companies dealing with the issue. Several iterations of structured feedback were received, and in some cases, more in-depth legal information was requested. The European Commission also shared the study results with the members of the CPC expert group (national competent authorities).

At the conclusion of the project period, a final workshop was organised in hybrid format, where the main findings were presented and discussed. It brought together approximately 130 participants, with over 60 attending on site (in Brussels) including EU institutions, Member State authorities, transport operators, and relevant sectoral organisation representatives.

## 2. GENERAL MIGRATION AND LABOUR ISSUES (VISAS, WORK PERMITS AND RESIDENCE PERMITS)

### 2.1. EU framework for recruiting and employing third-country workers

#### 2.1.1. Issues related to migration procedures

All EU Member States, except for Cyprus and Ireland, are part of the Schengen area, which grants visa-free access to EU candidates and applicant states except for Türkiye. Candidate countries are Albania, Bosnia and Herzegovina, Georgia, Moldova, Montenegro, North Macedonia, Serbia, Türkiye and Ukraine. Citizens from certain countries, such as the United States, Japan, Australia and most Latin American countries<sup>9</sup> are also granted visa-free regimes that allow them to enter the Schengen area visa-free for short stays under 90 days in any 180-day period (European Commission, User Manual for the Short-stay Schengen calculator). However, short-term visa-free access is considered marginal or not relevant for recruiting third-country professional drivers from these countries. To obtain long-term visas in EU Member States, professional TCN drivers must usually obtain a work and residence permit.

According to the European Commission's Staff Working Document (SWD) on the creation of an EU Talent Pool (European Commission, November 2023), one of the reasons for the limited use of labour migration pathways to address EU labour and skills shortages is the fragmentation of the EU migration framework.

Legal pathways and frameworks to work in the EU are complex and fragmented, as several sectorial EU Directives coexist with various national rules and procedures. As a result, admission criteria, procedures and documents to apply and obtain a visa or permit vary across Member States. As indicated in the SWD, 61% of EU employers and 52% of TCNs consider it difficult to understand employment and migration procedures, creating an important barrier to international recruitment. In addition, heavily bureaucratic procedures in some Member States have a disproportionate impact on SMEs, which is particularly relevant for sectors such as road transport where 90% of the companies are micro-companies (below ten persons employed).

#### Importance of SMEs and micro-companies in the EU road transport sector

The EU road transport sector is mainly composed of micro-companies (under ten persons employed) and SMEs (under 50 persons employed). Over 89% of freight companies (Table 3) and over 96% of passenger transport companies (Table 4) are micro-enterprises. These small road transport operators face the greatest structural, organisational and financial challenges in attracting, recruiting, and employing professional drivers from third countries.

Company size	2021	2022
Total	600,000 (est.)	586,850
From 0 to 9 persons employed	519,383	523,511
From 10 to 19 persons employed	34,228	34,567
From 20 to 49 persons employed	20,754	20,622
From 50 to 249 persons employed		7,000
250 persons employed or more	800	830
Share of micro-companies (up to 9 persons employed)	86.6%	89.2%

Table 3 Size of companies in the road freight transport sector in the EU (Eurostat)

<sup>9</sup> Full list available: <https://www.consilium.europa.eu/en/infographics/eu-visa-agreements-with-non-eu-countries/>

	2021	2022
Total	431,392	448,813
From 0 to 9 persons employed	416,162	433,105
From 10 to 19 persons employed	7,534	7,655
From 20 to 49 persons employed	4,750	4,984
From 50 to 249 persons employed	2,392	2,509
250 persons employed or more	555	558
Share of micro-companies (up to 9 persons employed) <sup>10</sup>	96.5%	96.5%

Table 4: Size of companies in the road passenger transport sector (incl. taxis) in the EU (Eurostat)

The higher share of micro-companies in the passenger transport sector can be largely explained by the average number of employees in the taxi sector, which is between one and two employees per company, according to Eurostat. In the EU road passenger transport sector, company size varies by segment. For example, companies in urban and suburban public transport have an average of 50 employees, while those in the scheduled and occasional bus and coach segment average only seven employees. Larger size gives urban and suburban public transport companies a stronger structural advantage in searching for, recruiting, and employing drivers from third countries compared to the sector average.

National migration procedures are often considered lengthy and cumbersome, by both EU employers and third-country jobseekers. From a survey conducted for this study, the average length of an international recruitment process is estimated to be between four and six months with lengthier processes in some cases. Approximately half of this duration is dedicated to immigration procedures. In addition, most Member States require labour market tests to ensure that EU operators employ TCN jobseekers only after proving they have unsuccessfully searched for national and EU/EEA citizens.

These requirements constitute significant administrative barriers to recruit TCNs and they increase the duration of hiring procedures. As a result, some 72% of EU employers and 51% of TCNs (European Commission, November 2023) believe the entire recruitment and immigration process to be excessively time-consuming.

It is important to note that non-EU/EEA recruitment requires important costs for both TCNs and EU employers due to administrative fees to obtain a visa and a work permit. This makes non-EU/EEA recruitment significantly more expensive than domestic recruitment, with the associated costs increasing the further away from the EU the country of origin of the TCN drivers is, according to interviews conducted within the framework of this study.

For EU employers, some of the high costs of recruiting non-EU/EEA jobseekers are linked to the need for translations of necessary documents, administrative fees (e.g. apostilles), fees for visa and work permit procedures, cost of verifying the authenticity of TCN jobseekers' official documents and covering travel or accommodation expenses for interviewing non-EU/EEA candidates. From the survey carried out for this study, it was confirmed that these costs can be substantial, deterring many EU employers to recruit from a non-EU/EEA country as EU operators would not be able to bear the costs, particularly micro-companies and SMEs dominating the road transport sector.

The high costs linked to the recruitment of non-EU/EEA citizens as professional drivers employed by an EU company, which occur even before they effectively start working, include subsistence costs (e.g. accommodation and travel), costs to obtain the EU driving licence and CPC and the salary and company costs (before the TCN workers can start driving). While, in

the context of driver shortage, such costs are to be seen relative to the costs of idle commercial vehicles and lost contracts, they are not negligible. An example of the costs to hire TCN professional drivers by an EU operator interviewed for this study can be seen in Table 5 below.

Item	Cost
Salary and other associated costs (before TCN driver can start driving)	€14,600
Obtention of EU driving licence	€1,385
Training and obtention of CPC	€357
Subsistence costs (hotel, travel, etc)	€3,815
<b>Total</b>	<b>€20,157</b>

Table 5: Example of costs required for the employment of TCN drivers as professional drivers by an EU company (according to company interviews carried out for this study)

2.1.2. Labour market-related issues

Although EU legal migration directives (Single Permit Directive (EU) 2024/1233, Seasonal Workers Directive 2014/36/EU, Intra-corporate Transfer Directive 2014/66/EU and Students and Researchers Directive (EU) 2016/801) require EU Member States to provide public information on the conditions of admission and residence, TCNs often face difficulties to access clear information and guidance on migration procedures as well as personalised support (European Commission, 2023). This also includes essential information on job opportunities, minimum wages, administrative procedures as well as living and working conditions in EU Member States. Some initiatives such as the dedicated [EC Your Europe webpage](#) aim to provide EU and non-EU citizens with information on working across EU Member States, however the information available for non-EU citizens remains quite general not providing detailed information on national requirements and processes.

As a result, potential TCN jobseekers, including those interested in becoming professional drivers, must navigate fragmented information on different hiring processes, labour laws and profession-specific requirements across EU Member States. Websites providing this information can be difficult to navigate and require a certain level of computer knowledge. The vast amount of information provided by national authorities online remains often too technical, incomplete, and often outdated.

Difficulties faced by non-EU/EEA jobseekers to access and understand information on recruitment in EU Member States may push them to look for less formal and unverified sources of information, as highlighted by the Road Transport Due Diligence and International Lawyers for Workers Network (RTDD, 2023). Out of the 166 third-country drivers interviewed in that report, the majority stated to have found their job either through local third-country recruitment agencies, social media advertising or their own informal networks.

The lack of clear, transparent and consistent information on migration procedures at national and EU level constitutes a barrier for potential TCN jobseekers wishing to move to the EU for work. It also represents an obstacle for EU employers, particularly SMEs, that often lack the necessary means to employ professional intermediaries and specialised agencies to assist and facilitate the provision of information on migration and work procedures, to help recruit non-EU/EEA jobseekers.

In addition, as the current recruitment channels seem not effective to attract and successfully recruit qualified TCNs as professional drivers, SMEs must financially invest to access job search platforms and translate job postings in different languages, to make them more

accessible<sup>11</sup>.

### 2.1.3. *Issues related to third-country workers' qualification documents*

Before they can start working for EU operators, professional drivers from third countries have to obtain an EU driving licence (sometimes they get one in exchange for their driving licence issued in the third country of origin, without having to redo the driving test; often, however, the driving test has to be redone) and the Certificate of Professional Competence (CPC) which can only be obtained in an EU Member State from a recognised training and/or accreditation centre and without the possibility to have a CPC issued outside the EU/EEA recognised. Even if there was some recognition of third-country CPCs, it is often difficult to compare the professional qualification and driving certificates issued by third countries with the CPC requirements in the EU. This is particularly so in the absence of an international legal framework and/or of references such as the ECMT Quality Charter. More information on the need for an EU driving licence and an EU CPC can be found in section 3 below.

## **2.2. Migration and labour procedures for professional third-country drivers**

In most EU Member States, professional TCN driver jobseekers must undergo the same procedures as any other TCN jobseekers. Visa, residence and work permit requirements and procedures apply in all EU Member States when recruiting third-country workers residing outside the EU/EEA. However, the order to obtain these requirements may vary across the different Member States (e.g. first obtain the work contract, then work permit, then visa and then residence permit). Certain Member States combine visa and work permit by issuing a visa with the right to work. This is the case for Czechia which issues a dedicated "employee card" and in Belgium and Germany where the visa or residence permit includes a work permit.

As mentioned above, short-term visas are not the most relevant visas for the recruitment of TCN drivers. Temporary or short-term visas can usually be obtained by TCNs for certain specific reasons (e.g. student visas), which vary depending on the EU Member State. However, professional bus, coach and truck driver training often cannot benefit from short-term study visas, with Spain being one notable exception.

In Spain, authorisations for study purposes can be used to enable the entry of TCN drivers. With a student visa, TCNs in Spain can enrol in a CPC course, during which they can work for 30 hours per week but not as professional drivers. Once the CPC is obtained, TCNs can start working for 30 hours per week as drivers. Only after obtaining a work contract, a residence and work authorisation in Spain as professional drivers, can TCNs work full-time as a professional driver in Spain. Furthermore, the "*arraigo por formación*" (rooted by training) procedure can be used to regularise immigrants provided they have stayed for over 2 years and carry out a vocational training course, which can include training to become a professional bus or truck driver.

In most EU Member States, however, enrolling for a CPC training course does not constitute a sufficient condition to benefit from a student visa (e.g. Poland), whilst in other cases, transport is not included in the list of sectors allowing TCNs student employment (e.g. Cyprus).

In France, foreign students with long-term visa (*visa de long séjour valant titre de séjour* or *carte de séjour*) can work without a work permit 60% of total amount of yearly working hours (964 hours) with the possibility to extend this limit, in some cases.

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<sup>11</sup> The SWD further specifies that, in some cases, job postings lack clear minimum specifications on working conditions and employment terms. Workers applying for these positions lack transparent descriptions of vacancies, both in terms of working standards and wages. This creates substantial risks of fair recruitment. Such practices may impact plans of many qualified TCNs to pursue job opportunities in the EU.

Short-term and student visas can only rarely be used to allow the entry and employment of TCN drivers in EU Member States. In Romania, TCN students meeting certain conditions can work up to six hours for an EU company, can request the exchange of their driving licence and obtain a CPC (code 95). However, they have to return to their country of origin once the temporary period of their visa ends. Overall, survey respondents highlighted the preferred visas for professional drivers' employment are long-term visas of more than two or three years, preferably five years.

2.2.1. Duration of legal and administrative procedures

Both desk research and survey results identified legal and administrative procedures as time-consuming, estimated to take between six months and a year. This duration is longer than for other sectors, as the average in the overall economy is reported to be between four and six months (European Commission, Staff Working Document. Impact assessment report accompanying the document Proposal for a Regulation of the European Parliament and the Council establishing an EU Talent Pool, 2023). The long duration of administrative procedures was identified by many survey respondents as an important barrier to the employment of TCN professional drivers.

In Bulgaria, although the duration of legal administrative procedures is fixed to two months by national law (*Labour Migration and Labour Mobility Act* and the *Foreigners in the Republic of Bulgaria Act*), dossiers are typically dealt within four to six months. By contrast, in other Member States such as Poland, procedures are estimated to take only between four to six weeks, from the moment the EU company signs the contract with the TCN driver when using the procedure foreseen in agreements concluded between Poland and five non-EU countries (Ukraine, Belarus, Georgia, Armenia and Moldova). It is perhaps no coincidence that Poland is the Member State employing most TCN professional drivers and issuing most driver attestations for TCN truck drivers.

During interviews conducted for this report, an EU company reported it was not possible to overcome the administrative challenges to obtain the visa, work permit and residence permit for four driver-candidates from Morocco, which resulted in abandoned procedures after one year. This should not be considered a typical case, but it exemplifies the whole complexity of the procedures and the costs they would entail for companies when hiring third country drivers.

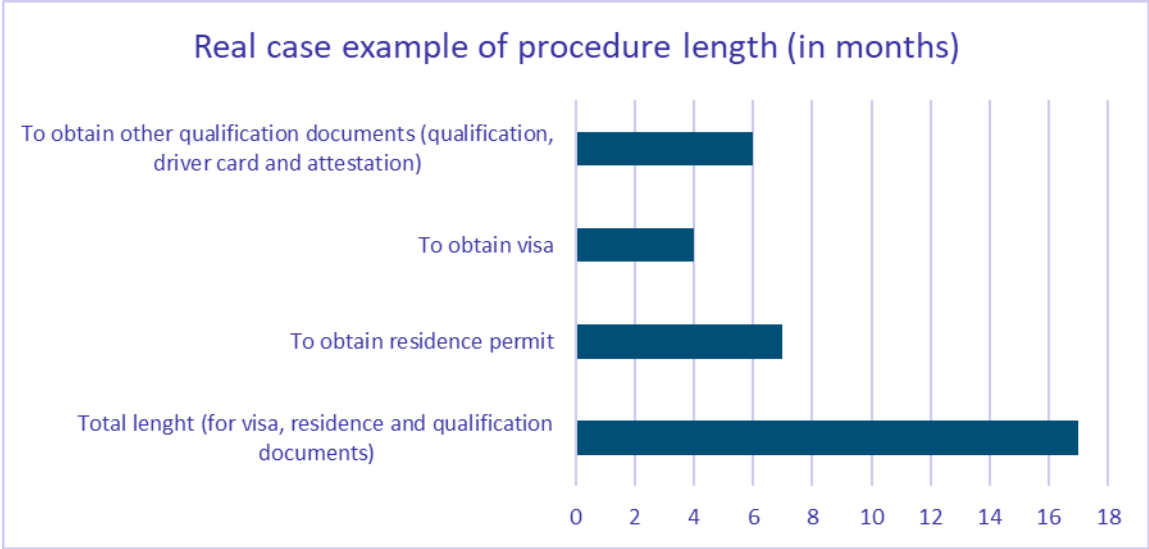


Figure 10: Time required for TCN drivers to obtain the required migration, labour and qualification documents (according to company interviews conducted for this study)

### 2.2.2. Administrative procedures

An additional difficulty reported by survey respondents is the complexity of administrative pathways for TCNs to enter and be employed in EU Member States, based on the purpose of entry. According to a survey respondent, staff resources in national immigration departments are not able to handle the high volume, leading to prolonged waiting times. To mitigate this obstacle, survey respondents highlighted that TCN jobseekers should be offered a fast-track process to expedite their integration into the EU workforce, including prioritised access to necessary documentation and courses as is the case for professional drivers included in national shortage lists, that can benefit from prioritisation, simplified and shorter procedures.

Another factor identified as contributing to the heavy bureaucratic procedures and complexity is the (lack of) coordination between various national authorities involved in the entry and employment of TCN professional workers/drivers. Only in 4 Member States (AT, HR, EE and ES) there was some kind of cooperation among national authorities (e.g. transport, traffic, education, migration) in charge of procedures related to the entry and recruitment of TCNs as professional drivers.

While more than half of survey respondents confirmed the existence of uniformity on the application of requirements and procedures to work as a professional driver in their Member State (AT, BE, BG, CZ, DK, EL, FR, IT, LU, HU, NL, PL, PT and SK), some respondents highlighted the presence of partial national uniformity due to different interpretations across national regions or departments (HR and ES) and some respondents highlighted the lack of uniformity at national level (DE, IE, LV, RO and FI).

### 2.2.3. National lists of shortage occupations

According to the EURES-Report on labour shortages and surpluses (2024), 21 EU countries report a shortage of truck drivers and 18 countries a shortage of bus drivers. In some countries, this is reflected in the national list of shortage occupations.

In Austria, TCNs who are qualified workers in shortage occupations can obtain the “Red-White-Red Card” issued for a period of 24 months, which entitles holders to fixed-term settlement and employment by the employer specified in their application.

In Estonia, professionals categorized as shortage (e.g. pilots and seamen) are exempted from official procedures such as residence permits.

In Poland, professional drivers are identified and catalogued as professions affected by staff shortages. Apart from a quicker procedure, inclusion on this list entitles Polish employers to apply for a work permit without having to meet the condition of analysing the local labour market to confirm the need to employ a non-EU/EEA citizen and not an EU/EEA citizen.

In some Member States, the decision to add a profession on the national list of shortage professions is made within a joint tripartite committee, with the participation of national authorities, employers’ organisations and trade unions. In Finland, the assessment of labour availability is carried out by the Employment and Economic Development Office’s work permit services, which process employee residence permits in a centralised way. In other Member States such as Germany, the inclusion of an occupation in the shortage list does not directly lead to these simplifications but rather serves as a basis to take relevant decisions.

Member State	Presence of national shortage occupation list		Inclusion of professional truck drivers	Inclusion of professional bus drivers
Austria (AT)	✓	<a href="#">Link</a>	X	✓
Belgium (BE)	✓	<a href="#">Link</a> (Flanders), <a href="#">Link</a> (Wallonia), <a href="#">Link</a> (BXL)	✓	✓

Bulgaria (BG) <sup>12</sup>	✓	<a href="#">Link</a>	X	X
Croatia (HR)	✓	<a href="#">Link</a>	✓	X
Czechia (CZ)	✓		X	X
Denmark (DK)	✓	<a href="#">Link</a>	X	X
Estonia (EE)	✓		X	X
Finland (FI)	✓	<a href="#">Link</a>	X	X
France (FR)	✓	<a href="#">Link</a>	✓	✓
Germany (DE)	✓	<a href="#">Link</a>	✓	✓
Greece (EL) <sup>13</sup>	✓		X	X
Hungary (HU)	X	X	X	X
Ireland (IE)	✓	<a href="#">Link</a>	X	X
Italy (IT)	X	X	X	X
Latvia (LV)	✓	<a href="#">Link</a>	✓	X
Lithuania (LT)	✓	<a href="#">link</a>	X	X
Luxembourg (LU)	✓	<a href="#">Link</a>	X	X
Netherlands (NL)	X	X	X	X
Poland (PL)	✓	<a href="#">Link</a>	✓	✓
Portugal (PT)	✓	<a href="#">Link</a>	X	X
Romania (RO)	✓		X	X
Slovakia (SK)	✓	<a href="#">Link</a>	✓	✓
Slovenia (SI)	X	X	X	X
Spain (ES)	✓	<a href="#">Link</a>	X	X
Sweden (SE)	✓	<a href="#">Link</a>	✓	✓

Table 6: Overview of national shortage occupations lists across EU Member States<sup>14</sup>

<sup>12</sup> In Bulgaria, every year a list of professions for which there is an expected shortage of specialists on the labour market for the respective educational year is approved. While it only includes road transport operations organizer, freight forwarder-logistician, transport equipment technician, it does **not include drivers**.

<sup>13</sup> The Hellenic Statistical Authority (ELSTAT) regularly publishes the results of a Job Vacancies Survey which provides quarterly data on the number and rate of job vacancies for the whole economy, broken down by NACE Rev. 2 sectors. Goods transport activities are statistically included under the broader sector: “H – Transport and logistics”. It is important to note that ELSTAT does not present separate figures specifically for truck or bus drivers as individual occupations in this survey. Instead, all relevant enterprises (road, maritime, air transport, warehousing, etc.) are aggregated under the “Transportation and storage” sector. Therefore, ELSTAT does not identify truck drivers as separate categories. Specific information on bus drivers does not exist.

<sup>14</sup> Data for Cyprus and Malta were not obtained.

#### 2.2.4. *EU professional drivers' requirements applicable to third-country drivers*

To be eligible to work as a professional driver in the EU, specific qualifications and documents are required, such as the EU driving licence and a Certificate of Professional Competence (CPC). TCN licences and certifications are not always recognised and therefore cannot be exchanged for the corresponding EU document. These EU documents are however necessary before TCN jobseekers can work as professional drivers for an EU-based company. This adds an additional layer of complexity for TCN jobseekers wanting to be employed as professional drivers.

- EU driving licence

Each EU Member State has its own national list of third countries and regions (e.g. in the United States, Canada, Australia) with whom they have concluded Licence Exchange Agreements (LEAs). Citizens of countries with LEAs usually benefit from easier procedures to have their national driving licences recognised and exchanged. This is also more generally the case for third countries that are Contracting Parties to the UNECE Geneva (1949) and/or Vienna (1968) Conventions on Road Traffic. Then, the procedures to recognise and exchange their national driving licences are usually less cumbersome. TCN drivers from other countries however may be required to partially or entirely redo the driving licence training and examination to obtain an EU driving licence.

- Certificate of Professional Competence (CPC)

To be eligible to be employed as a professional driver in the EU, TCN drivers must obtain a Certificate of Professional Competence (CPC) in accordance with Directive (EU) 2022/2561. The CPC can only be issued by a competent authority in an EU Member State. TCN drivers have to obtain the CPCs in the Member State where the company employing them is established or in the Member State which issued a work permit to them. CPCs issued by non-EU/EEA countries are not recognised, including those issued in the context of the ECMT Quality Charter. More details are provided in Chapter 3 below.

In nearly all cases, CPC applicants can only apply to CPC lessons and training after having met the normal residence conditions, which requires to legally reside in the Member State for more than 185 days. This was highlighted as a major issue by many survey respondents.

- Residence and work permits

A valid work permit is required to complete Member State's immigration and permit procedures to be able to then legally reside and work in EU Member States.

In some cases, the coordination and consultation procedures between relevant national authorities involved in the entry and employment of TCN jobseekers (e.g. labour ministry, ministry of internal affairs) can be extremely complicated and strict security provisions are applied. In some cases, this doubles the amount of internal approval procedures necessary even when these are very similar (such as procedures for visas and work permits).

In many cases, procedures for TCN professional drivers to obtain a professional driver work permit turns into a Catch-22 situation: on one side, national authorities require TCNs to produce a valid EU professional qualification document (CPC) to be able to issue a work permit, whilst on the other hand, TCN driver candidates need a work permit to obtain a residence permit to be able to enrol and start the training and/or examination necessary to obtain the required EU CPC. To overcome this obstacle, some national schemes and procedures were developed and will be presented in Section 2.3 of this chapter.

- Additional obstacles

Most survey respondents stated that the level of digitalisation of visa, work and residence permit procedures across Member States remains extremely low. In addition, documents and procedures to obtain visa and permits in EU Member States can be very complex as they are managed by different national authorities and situated in different portals or locations.

According to survey respondents, there is currently no single centralised window in any Member State in which TCNs could submit all the documentation required to obtain their visas, work permits and recognition of qualifications.

Bearing in mind the complexity and length of EU migration, labour and residence procedures, several survey respondents highlighted the difficulty to hire professional drivers from outside the EU/EEA. Instead, they mentioned the considerably lower financial and administrative barriers to train and recruit TCN jobseekers already legally residing in a Member State.

### **2.3. National schemes to employ third-country professional drivers in certain Member States**

#### *2.3.1. Spain*

A total of 183,258 third-country driving licences were exchanged in Spain during 2021 (Directorate-General for Traffic, 2023). At the same time, 19,787 third-country professional drivers were hired in Spain (18,484 as employees in road freight transport companies, 414 registered as self-employed and 889 bus and coach drivers).

On 15 November 2023, an inter-ministerial protocol (Directorate-General for Traffic, 2023) specific to professional drivers was concluded between the Spanish Transport, Home Affairs and Employment ministries with the goal to clarify the administrative provisions and facilitate the entry and employment of TCNs as professional drivers. The protocol lists all the documents (entry, stay, working and professional documents) necessary for TCNs. It is in force for three years and maybe extended for an additional three years. This agreement aims to provide clear guidelines, steps and requirements for foreign drivers to meet Spanish standards and obtain work authorisation needed for the recognition of their qualifications and, if necessary, registration with professional bodies.

The protocol is an administrative coordination instrument and does not change substantive legal requirements: professional truck and bus drivers must still obtain the EU Certificate of Professional Competence in accordance with EU rules and comply with any licence-exchange or re-testing conditions that apply to their third-country licence. The protocol therefore clarifies which documents and which authorities are involved, but it does not by itself resolve practical obstacles that can limit a TCN's ability to complete CPC training or licence homologation in practice. In reality, the procedures to exchange third-country driving licences remain difficult to apply, and the potential of the protocol remains under-utilised by the industry and TCN candidate drivers due to bureaucratic hurdles and coordination gaps between administrations.

Spain has bilateral agreements with Chile and Peru to facilitate the legal employment of citizens from those countries in Spain. These mobility agreements allow citizens from Peru and Chile to apply for work in Spain under simplified procedures that avoid proving national employment status. They reduce bureaucracy and shorten the time needed to hire nationals from these countries. Spanish companies seeking to hire TCNs residing in third countries with which Spain has no bilateral agreement must follow more complex and lengthier procedures: employers must first demonstrate that the position cannot be filled within the Spanish labour market and only once this is proven can the process to recruit a TCN be initiated.

Despite these bilateral agreements, nationals from Chile and Peru are not the largest group of TCN drivers in the Spanish road transport sector. In both passenger and freight transport, most TCNs employed are from Morocco and Ecuador. Chileans rank third among third-country truck drivers employed in Spain. The agreements with Chile and Peru are general labour mobility agreements and are not specific to road transport drivers; they apply to jobseekers from those countries across sectors. It is important to stress that road transport operators typically require candidates to have previous driving experience and specific EU qualifications, unlike other shortage professions such as hospitality, construction or agriculture. For these reasons, even if Peru and Chile nationals have easier legal conditions and pathways to access the Spanish labour market, road transport companies may still be unable to recruit them as professional drivers if candidates lack the required vehicle experience or EU professional credentials.

Spain has 28 international agreements about the recognition or exchange of third-country driving licences for truck, bus and coach drivers in Spain. Each agreement is specific and must therefore be analysed on a case-by-case basis: while some agreements allow for the recognition of licences, others require partial or full re-testing (i.e. a 30-minute practice exam or a theoretical exam on EU driving rules).<sup>15</sup> Overall, recruiting TCNs from outside the EU remains challenging for most Spanish road transport companies as they are mostly SMEs and often lack the resources to manage lengthy recruitment and qualification procedures.

A residence authorisation under Art. 124.4 of Royal Decree 557/2011 allows foreigners in irregular situations who can prove continued residence in Spain for a minimum of two years to obtain a 12-month authorisation provided that they commit to completing an approved professional or technical training or certification required to exercise certain occupations (Real Decreto 557/2011). The professional drivers' Certificate of Professional Competence (CPC) can qualify under this provision. Additionally, Spain can issue a six-month student visa to foreigners who want to obtain a CPC.

Ukrainian professional drivers constitute a significant share of the Spanish road transport workforce: in 2021 Ukrainian drivers accounted for almost 9% of the road freight transport workforce and just over 6% of the road passenger transport workforce in Spain. Following the start of the war in Ukraine in 2022, Spain granted temporary protection to over 200,000 Ukrainian citizens (La Monocla, 2024). As a result, the percentage of Ukrainian drivers in the Spanish road transport workforce can be expected to have increased somewhat.

Finally, several regional and local authorities provide funding or financial support to cover (fully or partially) the costs of obtain EU driving licences for prospective professional drivers.

2.3.2. Portugal

To have an overview on TCN professional drivers employed by Portuguese companies, the number of professional driver CPCs issued to third-country nationals by the Portuguese competent authority IMT (Instituto de Mobilidade e Transportes) can be used as a proxy. A breakdown of professional driver CPCs issued in 2019-2023 by country of origin of the driver can be found in Table 7 below. It also gives some indication for the number of third-country professional driving licences issued or exchanged during that period.

	2019	2020	2021	2022	2023
Brazil	587	621	1090	1191	1594
Ukraine	240	176	188	156	153
Cape Verde	12	18	33	39	41
India				17	27
Moldova	36	28	25	25	22
Angola			12		16
São Tomé and Príncipe				11	13
Venezuela	11				11
Russia	13				
Kazakhstan		9			
Guinea				10	
Other	47	48	65	58	54
<b>Total</b>	<b>946</b>	<b>900</b>	<b>1413</b>	<b>1507</b>	<b>1931</b>

Table 7: Driver CPCs issued 2019-2023 to drivers from third countries (by nationality) (Instituto de Mobilidade e Transportes, 2024)

<sup>15</sup> See Annex 2.

The importance of Portuguese speaking countries can be noted, in particular Brazil, but also Cape Verde, Angola and São Tomé and Príncipe. This is due to specific agreements concluded with Member States of the Community of Portuguese Language Countries (CPLP), in particular when they are signatories to the UN Road Traffic Conventions (Geneva and/or Vienna).

### 2.3.3. *Poland*

The Polish framework to employ TCN workers is not restrictive as companies can hire TCN workers or drivers relatively easily, provided they meet certain requirements. There are two important conditions to fulfil: the legalisation of stay and the obligation for employers to obtain a work permit. Only after having obtained these documents, the consulate can issue the visa, provided TCNs can prove they will be employed in Poland upon arrival. This work visa is valid for up to one year.

TCNs that intend to stay in Poland for more than three months for work should obtain a residence permit or a long-term EU residence permit. The residence permit is issued for a period of three years, with a possibility of extension. For long-term residence and employment in Poland, an EU resident permit can be issued in accordance with Council Directive 2003/109/EC and the residence card is valid for five years.

The second condition to hire a TCN is to obtain a work permit. However, due to national staff shortages, the Polish government facilitated the employment of citizens from five non-EU/EEA countries: Ukraine, Belarus, Georgia, Armenia and Moldova. Citizens from these countries have a facilitated access to the Polish labour market as they can work for a period of 24 months without a work permit. They are employed on the basis of a so-called written statement on the intention of entrusting work to a foreigner. This is a simplified procedure for non-seasonal work, which must be registered at the competent district labour office, based on a written contract and a visa or temporary work permit. This simplified procedure facilitates the employment of TCNs. If Polish employers want to employ TCNs for more than 24 months, TCNs must obtain a work permit.

A work permit is issued following a decision by the regional competent authority, called the Voivode. It entitles TCNs to legally stay in Poland and work under the conditions specified in the work permit. The validity of the work permit issued is limited to a period of three years, with the possibility of extension.

A TCN may only work for the EU employer that registered a written statement or obtained a work permit for them. If the employer is changed, TCNs must obtain a new statement or apply for a new work permit.

Current regulations allow to hire Ukrainian citizens under an exceptional measure, in response to the current situation in Ukraine. As a result, the number of Ukrainian drivers employed by the Polish road transport industry is estimated to be around 90,000<sup>16</sup>, making Ukraine the country with the largest number of TCN professional drivers (50%) employed by Polish companies, followed by Belarus, Moldova and Uzbekistan.

### 2.3.4. *Denmark*

Denmark does not have special agreements with third countries to employ third-country drivers. The requirements to obtain a work permit in Denmark are demanding and facilitation measures exclude third-country drivers.

There is no special scheme to obtain a work permit in Denmark for TCNs wanting to work as professional drivers. Professional drivers must apply through general schemes applicable to all TCN professionals. While there are some facilitation schemes to obtain visas for skilled professionals or for people with a higher education, professional drivers cannot benefit from these facilitation measures. In addition, an obstacle for the obtention of visas is the pay limit scheme, which requires an individual to be offered a job in Denmark with a yearly salary of at least DKK 393,000 (about EUR 52,650).

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<sup>16</sup> Precise figures on third-country drivers in Poland further in the report.

As a result of the lack of facilitation schemes to obtain visas as well as the demanding administrative procedures and criteria, only a few TCNs are employed as truck drivers in Denmark. Non-EU citizens employed as professional drivers in Denmark are mostly UK citizens as well as refugees having already acquired the right to stay and work in Denmark.

#### *2.3.5. The Netherlands*

The number of third-country nationals legally employed as professional truck drivers in the Netherlands is very low, not exceeding 30 drivers each year (National and International Road Haulage Organisation, 2024). Half of TCNs employed as drivers are UK citizens, while others are admitted as a result of marriage, family circumstances or reunification measures.

As a rule, third-country drivers require a residence permit and a work permit (TWV) to be able to work in the Netherlands. A third-country candidate must apply for a residence permit at the Immigration Service and for a work permit at the Employment Office - Uitvoeringsinstituut Werknemersverzekeringen (UWV). However, before the UWV can issue a work permit, it must ensure that the Dutch employer has tried to employ workers from the Netherlands or the EU, but without success. Work permits are only issued to highly qualified workers and very specific professions, that do not include professional drivers.

### **3. LEGAL REQUIREMENTS ON QUALIFICATIONS AND KEY REQUIREMENTS APPLICABLE TO PROFESSIONAL THIRD-COUNTRY DRIVERS**

#### **3.1. Legal requirements related to third-country driving licences**

##### *3.1.1. Current EU driving licence rules*

The current EU rules on driving licences, set out in Directive 2006/126/EC, provide a common framework for the issuance of driving licences with common standards for licence formats, driving tests and the physical and mental fitness of drivers. Driving licences issued by Member States are mutually recognised across the EU which facilitates the free movement of persons within the EU while also reducing the administrative burden when an EU licence holder transfers their residence to a different Member State from the one where their licence was issued.

The free movement of third-country drivers is currently however somewhat restricted, as the EU driving licence obtained in exchange for a third-country licence is marked with code '70'. As the rules for exchanging third-country licences are different from one Member State to another, Member States do not have to recognise a driving licence with code '70' issued by another Member State when their holder moves his or her normal residence there.

Rules on the requirements and procedures to recognise and exchange third-country driving licences are usually laid down in international instruments (e.g. the UNECE Vienna Convention on Road Traffic, see below), bilateral agreements between EU Member States and third countries as well as Member State national laws.

An exception to this is for driving licences issued in Ukraine and held by people who fled the country in the wake of the war in Ukraine and who currently benefit from the temporary protection status in the EU or from adequate protection under national law. In accordance with Article 3 of Regulation (EU) 2022/1280, EU Member States are required to recognise these driving licences on EU territory until the temporary protection status ends.

Besides the case of persons benefitting from the temporary protection status in the EU, the most prevalent rules on the (temporary) recognition of driving licences issued in another country are laid down in the UN 1968 Vienna Convention on Road Traffic. It is the last of a group of three conventions that govern international road traffic. The other two are the 1926 Paris International Convention on Motor Traffic and the 1949 Geneva Convention on Road Traffic. All EU Member States except for Spain, Ireland, Malta and Cyprus are Contracting Parties to the 1968 Vienna Convention. These four Member States apply the 1949 Geneva Convention in their relations with other countries. All EU Member States except for Germany and Latvia are Contracting Parties to the 1949 Geneva Convention.

Both the Geneva and the Vienna conventions provide rules to ensure that domestic or international driving licences issued in one Contracting Party are (temporarily) recognised in another one, under certain conditions. Contrary to rules laid down in the EU Directive, the Vienna and Geneva conventions only establish the right to drive while transiting and do not enable the seamless exchange of driving licences between Contracting Parties in case a driver changes their residence<sup>17</sup>. The national legal framework of an EU Member State identifies the foreign driving licences that can be exchanged based on the issuing country and licence category, as well as the conditions applicable to the exchange (e.g. medical examination conditions and requirements).

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<sup>17</sup> According to the provisions of Article 41(2)(b) of the Vienna Convention: «*Driving permits issued by a Contracting Party shall be recognized in the territory of another Contracting Party until this territory becomes the place of normal residence of their holder;*».

### *3.1.2. Future EU rules for the exchange of third-country driving licences*

In October 2025, the EU adopted new driving licence rules in Directive (EU) 2025/2205. That new Directive contains provisions that allow holders of a driving licence issued in a third country that has a driving licence framework and a road safety record similar to the one in the EU to obtain an EU driving licence with code 72 instead of code 70. In contrast to a driving licence with code 70, one with code 72 will be recognised across the EU; its holder hence will no longer have to apply for a new EU licence when he or she takes up normal residence in another Member State. On a case-by-case basis, the European Commission, in cooperation with the Member States, will determine which third country fulfils the criteria laid down in Article 15 of Directive (EU) 2025/2205 that will allow for the exchange of licences issued by that country for an EU licence with code 72. These new rules, which will apply from 26 November 2029, will for many holders of third-country licences put an end to three situations they may now find themselves in (cf. [EC impact assessment](#) (European Commission, 2023)):

Firstly, third-country driving licence holders are currently subject to different rules depending on the EU Member State where they establish their residence. In certain Member States, they may be able to obtain an EU driving licence through administrative exchange, while in others they must pass both the theoretical and practical tests<sup>18</sup>.

Secondly, third-country driving licences exchanged for an EU driving licence are marked with the harmonised Union code 70. This code restricts the rights of licence holders in case they later establish their residence in another EU Member State. The new Member State of residence may refuse to recognise and exchange the EU driving licence with code 70. If that is the case, exchanged licence holders must pass the theoretical and practical tests to maintain their driving rights.

Lastly, drivers having successfully passed the driving test in the EU may not be able to regain their EU driving licence if they leave the EU, exchange their licence for a foreign one and return in a different EU Member State than the one where they passed the driving test.

### *3.1.3. Survey results*

The survey carried out for this study identified several key issues on the exchange of TCN professional driving licences within EU Member States. As previously indicated, EU Member States are the competent authorities and hence establish national procedures to recognise and exchange TCN driving licences, including professional ones.

As a rule, procedures applicable by EU Member States to recognise and exchange professional driving licences issued by third countries are considerably facilitated and harmonised for licences originally issued in Contracting Parties to the Vienna Convention on Road Traffic (United Nations, 1968) and the Geneva Convention on Road Traffic (United Nations, 1949).

In addition, several Member States have signed a set of bilateral agreements with one or more third countries. This further simplifies the recognition and exchange process for driving licences issued in the third countries concerned. An overview of the recognition of third-country driving licences in the EU Member States is provided in Annex 2: Third-country driving licences recognised by EU Member States and applicable conditions.

A key difficulty for third-country drivers is that the theoretical test is carried out in an official language of the Member State of residence, which is not necessarily a language mastered by

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<sup>18</sup> According to the EC staff report, “11 of the 22 respondents from national authorities in the stakeholder survey considered the issue of third countries’ driving licence holders encountering difficulties in exchanging their licence in Member States as an important problem.” More information on Member States modalities to recognise and exchange third-country driving licences is available in Annex 2 to this report.

third-country drivers. Conscious about this obstacle, several Member States provide facilities to accommodate third-country nationals, such as additional test languages, enabling them to pass the theoretical test online at a test centre or to benefit from an interpreter. In most cases, the interpreter must be a sworn interpreter, which entails additional costs.

Country	Languages offered for the theoretical driving licence test
Austria	German, English, Croatian, Slovenian and sign language.
Belgium	Dutch, French, German and English
Bulgaria	Bulgarian and English
Croatia	Croatian. Possibility to take the test with the assistance of an authorised court translator.
Cyprus	Greek
Czechia	Czech. Possibility to pass the test in any other language with an official interpreter.
Denmark	Danish. Possibility to take the driving test in English, Greenlandic, Faroese or German.
Estonia	Estonian, Russian and English
Finland	Finnish, Swedish and English. Other languages with help of interpreter.
France	French  For the Highway Code: Specialised sessions can be organised for candidates with insufficient command of French. In this case, the candidate can use the services of a translator-interpreter, registered with the court.  For the driving licence test: It is not possible to take the driving licence test accompanied by an interpreter and no arrangements are made for a non-French language speaker.
Germany	Theoretical test in German, English, French, Greek, Italian, Polish, Portuguese, Romanian, Russian, Croatian, Spanish, Turkish and Standard Arabic. Audio support in German via headphones is possible. For deaf people and deaf interpreter must be admitted. (cf. point 1.3 of Annex 7 FeV: <a href="#">Anlage 7 FeV - Einzelnorm</a> ). Practical test in German.  Ukrainian and Kurmanji (Northern Kurdish) are planned to be added.
Greece	Greek, English, Russian, Albanian, sign language or lip-reading interpreter and with the assistance of headphones (Greek voice).
Hungary	Hungarian. Theoretical computerised test can be taken in English, German, French, Chinese and Romanian languages. Written tests in other languages can be taken with the help of an official interpreter.
Ireland	English. Theory test is available in a voiceover in: Albanian, Arabic, Bengali, Chinese, Simplified Dari, French, Georgian, Irish (Gaelic), Lithuanian, Pashto, Persian, Polish, Portuguese, Brazilian, Romanian, Russian, Slovak, Somali, Spanish, Turkish, Urdu. A translator can also be organised.  Practical test in English or Irish language.
Italy	Italian, French and German

Latvia	Latvian, English and Russian
Lithuania	Lithuanian, English, Russian. In exceptional cases, the participation of an interpreter for other languages is allowed.
Luxembourg	Luxembourgish, French, German, English and Portuguese. Specialized sessions can be organised for candidates with insufficient language knowledge in the above-mentioned languages. In this case, the candidate can use the services of a translator registered with the Ministry of Justice.
Malta	Training and tests are offered in Maltese or English. Assistance is provided (on request) for: Arabic, Romanian, Serbian, Bosnian, Montenegrin, Croatian, Macedonian, Italian, Spanish, Albanian, Urdu, Punjabi, Hindi, Chinese and Turkish
Netherlands	Theory test C/D: Dutch or English (for most theory exams). Other languages are possible, if the candidate provides a sworn interpreter. Practical test C/D: Dutch or other languages, if the candidate provides a sworn interpreter.
Poland	Polish, English, German or Ukrainian. During the practical exam, the examinee may ask for the presence of interpreter.
Portugal	Portuguese and translated in all languages but only for AM, A1, A2, A, B1, and B categories.
Romania	Romanian, Hungarian, German, English and French
Slovakia	Slovak, English and Hungarian
Slovenia	Slovenian. Other languages are permitted with an official interpreter.
Spain	Spanish, co-official languages in Spanish regions, English, French and German.
Sweden	Swedish. The theory test for category B has been translated into Albanian, Arabic (Modern Standard Arabic), BKS (for Bosnian-Croatian-Serbian), English (British English), Finnish (standard Finnish), French (standard French), German, Persian (Farsi), Russian, Somali, Sorani (southern Kurdish), Spanish (international Spanish), Thai, Tigrinya and Turkish. It is also possible to get an interpreter for the theory test in any other language for all driving licence categories. For the practical driving test, an interpreter is allowed before and after the test, but not during the actual test.

Table 8: Languages in which the driving licence test can be taken

In general, Member States allow TCN drivers holding a licence issued by a Vienna or Geneva Convention Contracting Party to be employed, provided they obtain a CPC issued by the Member State. After meeting these requirements, they can drive professionally for a local company between six months to one year with their national third-country driving licence. After that period, their third-country driving licence must be exchanged for an EU driving licence issued by the EU Member State. Citizens of countries that are not Contracting Parties to the Vienna or Geneva Conventions must exchange their driving licence and pass the theoretical and practical driving licence exams, before being able to use the driving licence professionally.

One of the main barriers raised by the sector in the survey carried out for this study, in particular from Germany and the Czech Republic, is the need to comply with the normal residence obligation, which requires to reside in the national territory for at least 185 days, before being able to enrol and start any driving licence and CPC procedure or course<sup>19</sup>.

An additional barrier identified is the lack of sufficient qualified personnel at the relevant competent authorities, leading to important delays to handle documentation provided by TCN jobseekers, which significantly delays the recognition and exchange of the third-country licence.

### **3.2. Legal requirements for third-country drivers' professional qualifications and CPCs**

Directive (EU) 2022/2561 (European Union, 2022) lays down the EU requirements for the initial qualification and periodic training of professional drivers holding a C1, C1E, C, CE, D1, D1E, D or DE licence. The EU Directive requires professional drivers to prove their initial qualification by either carrying out a training and a theory test, or a theory and practical test, without any compulsory training beforehand. EU Member States that only require theory or practical tests to obtain an initial CPC are Austria, Belgium, Cyprus, Greece, Ireland, Latvia, Malta, the Netherlands and Romania<sup>20</sup>.

According to Article 4 of Directive (EU) 2022/2561, drivers holding a category C1, C1E, C or CE licence issued before 9 September 2009 and a category D1, D1E, D or DE driving licence issued before 9 September 2008 are exempted from having to obtain an initial qualification. This is an important facilitation measure, which however is increasingly losing its importance with time, since it only facilitates the recruitment of professional drivers of a certain age.

To be eligible to be employed as a professional driver by an EU operator, both EU nationals and non-EU nationals must obtain their initial CPC qualification in the EU. EU nationals can obtain it in the Member State in which they have their normal residence. Non-EU citizens can obtain it either in the Member State where their employer is established or in the Member State that issued their work permit.

Contrary to driving licences, there is no international framework to recognise and/or exchange third-country professional driving qualifications or equivalent documents. Professional certificates issued in third countries are not recognised in the EU and third-country drivers must obtain a CPC issued by an EU Member State to be able to work for an EU-based company.

The need to fulfil the obligation of normal residence (185 days) in the relevant EU Member State, before being able to start any procedure or learning course, was raised here again by survey respondents as an important barrier.

In 2015, the European Conference of Ministers of Transport (ECMT) adopted a Quality Charter to be used in the context of the ECMT multilateral road transport quota system. The Charter mirrors important parts of the EU road transport acquis, including those related to the access to the profession of road transport operator and the qualification and training of drivers. It also refers to the European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport (AETR). The provisions of the Charter *“may also be applied (...) in bilateral and multilateral Agreements in international freight as well as passenger transport, shall the concerned parties decide so”*. Currently 43 countries participate in the ECMT multilateral road transport quota system, 26 EU countries (all EU Members States, except

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<sup>19</sup> The Vienna Convention provides for the validity of the original driving licence to be recognised, according to the provisions of Article 41 (2) (b): *“Driving permits issued by a Contracting Party shall be recognised in the territory of another Contracting Party until this territory becomes the place of normal residence of their holder”*.

<sup>20</sup> According to Table 4 in Annex 5 to the impact assessment of the proposal on the revision of the Driver Training Directive (pp. 36-37 of [SWD\(2017\) 27 final/2](#)) and confirmed by IRU's own sources.

Cyprus), two EEA/EFTA countries (Norway and Liechtenstein) and 15 other European countries.

According to the ECMT Quality Charter (item 2.1), the driving for international transport of goods under an ECMT permit is subject to both a compulsory initial qualification and periodic truck driver training<sup>21</sup> which must be evidenced by the delivery of a Certificate of Professional Competence (CPC) by the competent authorities of the undertaking's country of establishment. Every professional driver employed by this undertaking and engaged in international transport must possess a valid CPC.

However, despite being similar to EU CPCs, CPCs issued by non-EU Member States taking part in the ECMT quota system are not recognised in the EU in a way that its holder could be employed by an EU-based company. Therefore, also holders of such CPCs must obtain a CPC issued by an EU Member State to be able to work for an EU-based company.

The only exception to this rule are CPCs issued by Ukraine to drivers engaged in international transport operations: If holders of such CPCs benefit from the temporary protection scheme for people displaced from Ukraine, Article 4 of Regulation (EU) 2022/1280 allows Member States to issue them temporary EU CPCs following just a 35 to 60 hour complementary compulsory training instead of the full 140 to 280 hour courses which are normally required in some Member States to obtain an EU CPC. However, hardly any Member State makes use of this optional provision.

The EU Directive has no rules on the language in which the CPC training or test should be carried out. In theory, the CPC initial training and examination test could be done in another language than the official Member State language. However, several EU Member States only allow to carry out training and tests in their own national language(s). Almost half of them do allow to carry out initial CPC tests and/or trainings in other languages though.

Several Member States allow candidates to benefit from an interpreter, which in most cases must be a sworn interpreter, which involves additional costs. Survey respondents highlighted issues related to the possibility to make use of an interpreter in some Member States, such as in Croatia, Denmark, Czechia, Finland, Hungary, Lithuania, Poland and Slovenia, where the possibility of language assistance depends on available local resources and facilities. In Italy, the use of another language is reportedly difficult and administratively complex as an application must be made and an ad-hoc committee must be formed.

<b>Member State</b>	<b>Languages offered for CPC training</b>	<b>Languages offered for the initial CPC test</b>
Austria	German	German
Belgium	Dutch, French, German and English. In Flanders, periodic training can be organized with an interpreter in other languages of the EU. In the other two regions in Belgium (Wallonia and Brussels), this is not possible.	Dutch, French, German and English.
Bulgaria	Bulgarian	Bulgarian
Croatia	Croatian; Possibility to hire an authorized court interpreter.	Croatian; Possibility to hire an authorized court interpreter.

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<sup>21</sup> Essentially, mirroring the EU requirements in force in 2015.

Cyprus	Greek	Greek; there are plans to offer CPC tests in English.
Czechia	Czech. Other languages might be possible with an interpreter.	Czech. Other languages are possible with an official interpreter.
Denmark	Danish. Other languages depending on the organizer / training centre.	Danish; It is possible to pass a test with an interpreter.
Estonia	Estonian, Russian, English	Estonian, Russian (in case of 140 hours training).
Finland	Finnish, Swedish. Other languages depending on the training centre.	Finnish, Swedish. Other languages via interpreter.
France	French	French
Germany	German	German There are plans to offer the CPC test of the accelerated initial qualification in several other languages than German.
Greece	Greek. When the applicant goes to a CPC Training Centre for periodic training, the Centre is responsible for the material of the course.	Greek
Hungary	Hungarian. Any other language, depending on the training centre (no specific rules)	Written test: Hungarian, English, Russian, Ukrainian, Serbian. Other languages with the help of an official interpreter
Ireland	English, Gaelic	English, Gaelic
Italy	Italian, French and German	Italian, French and German
Latvia	Latvian, English and Russian	Latvian, English and Russian
Lithuania	Lithuanian, English and Russian	Lithuanian, English and Russian In exceptional cases, the participation of an interpreter for other languages is allowed.
Luxembourg	Luxemburgish, French and German	Luxemburgish, French and German
Malta	English or Maltese Assistance (for training and tests) provided (on request) for: Arabic, Romani, Serbian, Bosnian, Montenegrin, Croatian, Macedonian, Italian, Spanish, Albanian, Urdu, Punjabi, Hindi, Chinese, Turkish.	Maltese or English
Netherlands	Periodic trainings are organized in Dutch only In October 2024, a pilot project started to provide periodic CPC trainings in English.	Dutch or English. Other languages with the help of a sworn interpreter
Poland	Polish, English, Russian and Ukrainian	Polish, English, Russian and Ukrainian. During the initial qualification test, the driver may request the presence of an interpreter.

Portugal	Portuguese	Portuguese
Romania	Romanian	Romanian
Slovakia	Slovak and any other language, depending on the training centre.	Slovak, English, Russian, Serbian and Ukrainian
Slovenia	Slovenian	Slovenian, English, Serbian, Croatian, Macedonian, Albanian, French, Arabic, Russian, and Ukrainian. The completed test is translated in Slovene language by an official translator
Spain	Spanish as well as co-official languages in Spanish regions	Spanish as well as co-official languages in Spanish regions
Sweden	No rules regarding language	Swedish

Table 9: Languages in which CPC training and tests can be taken in EU Member States

### **3.3. Recognition of third-country driving licences and professional qualifications in selected EU Member States**

This chapter includes a short presentation of the practices related to the recognition of driving licences and professional qualifications in the five EU Member States from which more in-depth information has been collected.

#### *3.3.1. Spain*

Spain signed agreements with the following third countries to recognise driving licences for bus, coach and truck drivers: Andorra, Monaco, North Macedonia, Serbia, Switzerland, Türkiye, Ukraine, United Kingdom, Algeria, Morocco, Tunisia, Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Nicaragua, Panama, Paraguay, Peru, Uruguay, Japan, Philippines and South Korea.

Whenever third-country driving licences are not recognised or not available, drivers need to get a Spanish driving licence, which comes at a certain cost. However, nine Spanish regions (Asturias, Cantabria, Castilla y Leon, Catalonia, Galicia, Madrid, Murcia, Navarra, Balearic Islands) and at least two local authorities (Alicante and Malaga) provide funding to obtain driving licences<sup>22</sup>. The various funding schemes are not identical. While Asturias provides up to EUR 1,500 per unemployed person between 18 and 30 years who wants to obtain a bus and coach driving licence, Madrid provides EUR 600 to anybody who wants to obtain those licences and the Balearic Islands cover the entire CPC cost<sup>23</sup>, including for unemployed people.

Third-country drivers willing to work for Spanish companies need to obtain a CPC certificate in Spain, unless they have already obtained it in another EU Member State. Thanks to the "grandfather" rights provided in the CPC Directive and the transposition made by Spain, third-country drivers holding a licence to drive buses and coaches obtained before September 2008

<sup>22</sup> Aid can only be obtained by a person registered as unemployed in the national system and is applicable within the given region. To be entitled to unemployment benefits under the same conditions as Spanish workers, a third country national needs to be legally residing in Spain, i.e. to obtain an initial authorisation for temporary residence and employment.

<sup>23</sup> These can vary between EUR 1.500 and 2.500, depending also on the type of training, i.e. accelerated or full initial training.

and one to drive trucks obtained before September 2009 only need to undertake a 35-hour periodic training to obtain a CPC, provided the third-country driving licence is recognised in Spain.

Whereas the CPC is an essential legal obligation set at EU level, the requirement to have a CPC certificate issued in the EU Member State of establishment of the undertaking employing the TCN driver acts as a barrier for Spanish road transport operators wanting to recruit drivers from third countries such as Morocco, which is an important source country for Spanish employers. CPCs issued in Morocco are not recognised in the EU.

### 3.3.2. *Poland*

As already mentioned above, access the Polish labour market is easier for citizens of five non-EU countries: Ukraine, Belarus, Georgia, Armenia, and Moldova<sup>24</sup>.

In general, Poland recognises third-country driving licences under certain conditions. If the third-country driving licence is compatible with the model of driving licence stipulated by Annex 6 to the 1968 Vienna Convention on Road Traffic, Polish law allows to drive on national territory for up to six months from the beginning of the regulated stay in Poland. After this period, such third country driving licences should be exchanged for a Polish one, without needing to pass an exam provided the exchange deadlines are respected.

Similarly, if a third-country driving licence was issued based on the provisions of the 1949 Geneva Convention, the driver needs an international driving permit, which allows them to drive for up to six months from the start of their regulated stay in Poland. After this period, their national driving licence should be exchanged to a Polish one. In these cases, third-country drivers should only pass the theoretical part of the driving licence exam<sup>25</sup>. Third-country drivers willing to work for Polish companies need to obtain a CPC certificate in Poland, unless they have already obtained it in another EU Member State.

### 3.3.3. *Denmark*

In Denmark, if a driver holds a driving licence from a “Group 1” or “Group 2” country<sup>26</sup>, their licence can be exchanged provided they successfully pass a category B driving test. This can be done in Danish, English, Greenlandic or Faroese but also in German in some parts of Denmark. After 180 days of establishing residence in Denmark, the holder must exchange the foreign driving licence for a Danish one to be able to continue to drive in Denmark (Faerdselsstyrelsen).

If third-country nationals have additional driving licence categories, such as category A or C or D, and wish to have these exchanged, they must take a controlling test in category B and will automatically have their previously acquired categories exchanged. If after one year after the

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<sup>24</sup> As reminder, they can work without needing to obtain a work permit for a period of 24 months, on the basis of a written statement on the intention of delegating work to the foreigner. This document is registered at the competent district labour office on the basis of a written contract and a visa obtained for the purpose of work. It is the easiest and speediest way to hire third-country workers. If the employer wants to hire a third country citizen for a longer period of time, the third country citizen must obtain a work permit.

<sup>25</sup> This is only applicable for national driving licence issued based on the Geneva Convention on Road Traffic provisions.

<sup>26</sup> Group 1 countries include: the Australian Capital Territory (ACT), Brazil, Chinese Taipei (Taiwan), Gibraltar, Great Britain (England, Scotland, Wales), Guernsey, Japan, Jersey, Northern Ireland, Russia, South Korea, Switzerland, Ukraine.  
Group 2 countries include: Australia (other than the ACT), Bosnia-Herzegovina, Canada, Chile, Isle of Man, Israel, New Zealand, North Macedonia, Serbia, Singapore, USA. (see here <https://www.danishroadtrafficauthority.dk/driving-license/foreign-driving-licences/foreign-driving-licences-exchanges-and-visitors-driving-licences>).

exchange, the candidate did not receive an approval for their application to exchange a driving licence of category A or C and D, they must sit a controlling driving test for category B.

Third-country drivers willing to work for Danish companies need to obtain a CPC certificate in Denmark, unless they have already obtained it in another EU Member State.

#### 3.3.4. *The Netherlands*

When the driver holds a driving licence issued in a European Union (EU) or the European Free Trade Association (EFTA) country, including Switzerland, and lives in the Netherlands, they can drive with their licence for up to 15 years<sup>27</sup> from the date of issuance of the foreign driving licence. This applies to the AM, A1, A2, A, B and BE categories. The only condition is for the driving licence to still be valid.

Drivers can use their C1, C, D1, D, C1E, CE, D1E and DE licences issued in the EU or EFTA in the Netherlands for up to five years following the driving licence issuance date under the condition that the licence is still valid. If the licence was issued more than 15 years ago but has not expired, the driver can make use of this licence for two years after the date which the holder came to live in the Netherlands.

A valid driving licence issued in a country outside EU and EFTA can be used for up to 185 days. In cases where the categories indicated on a driver's foreign driving licence do not follow the A, B, C, D, E or T categories used in the Netherlands, it is recommended to have an international driving licence<sup>28</sup> in addition to the foreign driving licence. After the 185-day period, it is only possible to drive in the Netherlands with a Dutch-issued driving licence. In some cases, the foreign licence can be exchanged for a Dutch licence. In most cases, however, a theoretical and practical exam must be taken at the Central Office for Motor Vehicle Driver Testing, the public authority where driving licence exams can be taken.

To exchange a foreign driving licence, holders must be registered in the Personal Basic Registration (BRP) database and have a valid identity or residence document. For non-EU/EFTA drivers (including Switzerland), the candidate must have a residence permit. The same applies to people residing in the Netherlands under Decision No 1/80 of the EEC/Turkey Association Council. The exchange will not be pursued if the candidate is still waiting for a new residence permit or if the EU/EFTA driving licence expired<sup>29</sup>.

Third-country drivers willing to work for Dutch companies need to obtain a CPC certificate in the Netherlands, unless they have already obtained it in another EU Member State.

#### 3.3.5. *Portugal*

Third countries covered by the recognition and exchange of driving licences are:

- Community of Portuguese Language Countries (CPLP) member states that are also Contracting Parties to one of the UNECE Traffic Conventions (1949 or 1968) (e.g. Brazil and Cape Verde)
- CPLP member states that signed a bilateral agreement with Portugal (e.g. Angola, Cape Verde, Mozambique and São Tomé and Príncipe)<sup>30</sup>,

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<sup>27</sup> The Dutch competent authority recognises the document for the validity period applicable in the country which has issued the licence.

<sup>28</sup> Applicable to countries which are Contracting Parties to the 1968 Vienna or the 1949 Geneva Conventions on Road Traffic.

<sup>29</sup> If the candidate is in the Netherlands for work purposes and has an arrangement from the Tax and Customs Administration, they can exchange their driving licence from any country. This however does not apply to professional drivers.

<sup>30</sup> In general, the same rules apply to such non-CPLP third countries. If the driver did not exchange their foreign driving licence after two years of residence in Portugal, they will no longer be able to

- OECD Member States that are not members of the EU or EEA and that are Contracting Parties to the UNECE Traffic Conventions (1949 or 1968) – Australia, Canada, Chile, Republic of Korea, United States of America, Iceland, Israel, Japan, New Zealand, United Kingdom, Switzerland and Türkiye.

To drive on Portuguese territory, driving licences issued by OECD<sup>31</sup> and CPLP<sup>32</sup> countries are accepted, provided they meet the following requirements:

- The issuing State is a signatory to one of the UNECE traffic conventions (Geneva, 1949 and/or Vienna, 1968) or has signed a bilateral agreement with the Portuguese State recognizing driving licences.
- Less than 15 years have passed since the issuance of the foreign driving licence or its last renewal.
- The holder is under 60 years of age.
- The foreign driving licence is still valid.
- The driver has the minimum age set in Portuguese law to be able to drive the vehicle(s) of the category(ies) stated on their foreign driving licence.
- The foreign driving licence cannot be seized, suspended, expired or revoked by virtue of a legal provision, administrative decision or court ruling applied to its holder in Portugal or in the issuing State.

This regime is only applicable for driving inside Portugal. To be able to drive across borders, drivers of all vehicle categories must exchange their foreign driving licence into a Portuguese one. Professional drivers from third countries also need a residence permit and a passport.

Drivers with licences from the OECD and CPLP countries listed above must comply with requirements set out in the Portuguese Driving Licence Act (Decreto-Lei n° 138/2012). This includes the verification of physical, mental and psychological fitness (by conducting a medical examination). They are only exempt from examination tests (theoretical and practical) for the licence categories they wish to exchange, including C and D categories.

It is possible to drive within Portugal with a foreign driving licence for a period of 185 days following the entry into Portugal and before establishing residence.

If residence is established in Portugal, it is necessary to consider the following deadlines, starting from the day of obtention of the residence permit:

- For up to 90 days, it is possible to continue driving with a foreign driving licence, but it is also necessary to apply for an exchange at the competent authority, namely, Instituto da Mobilidade e dos Transportes (IMT). After the initial 90 days and up to two years, it is necessary to apply for an exchange at IMT, I.P.
- After two years, it is no longer possible to drive in Portugal with a foreign driving licence and if the driver wants to exchange it for a Portuguese driving licence, he or she must undergo and successfully pass a practical driving test.

Third-country drivers willing to work for Portuguese companies need to obtain a CPC certificate in Portugal, unless they have already obtained it in another EU Member State. It should be noted though that Portuguese legislation requires that CPC classes and exams to be dispensed and taken in Portuguese, which is an important obstacle.

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drive in Portugal with their third country-issued licence. To be able to drive again, they must exchange their foreign licence for a Portuguese one and will be subject to a practical test.

<sup>31</sup> OECD members from outside the EU/EEA: Australia, Canada, Chile, Colombia, Korea, Costa Rica, United States, Israel, Japan, Mexico, New Zealand, United Kingdom, Switzerland and Türkiye.

<sup>32</sup> Angola, Brazil, Cape Verde, Guinea Bissau, Equatorial Guinea, Mozambique, Portugal, São Tomé and Príncipe, East Timor.

### **3.4. Other relevant qualification documents for third-country professional drivers**

In addition to the driving licence and the CPC, third-country professional drivers employed by an EU-based company have to possess other qualification and/or control documents, such as the driver attestation (for road freight transport drivers), driver cards (tachograph), issued by the competent authority of the EU Member State or the AETR Contracting Party where the driver has his or her normal residence<sup>33</sup>, and other specific qualification documents for specialised types of transport, such as the driver (qualification) attestation to be able to transport dangerous goods etc., some of which are briefly presented below, insofar as they facilitate or hamper the employment of third-country drivers by EU companies.

#### *3.4.1. Driver attestation*

In accordance with the provisions of Article 5 of Regulation (EC) 1072/2009 (European Union, 2020) third-country freight transport drivers working for EU-based companies must be in possession of a driver attestation. The driver attestation must be issued to road transport undertakings holding a Community licence for each driver who they employ who is neither a national of a Member State nor a long-term resident within the meaning of Directive 2003/109/EC of 25 November 2003 concerning the status of third-country nationals who are long-term residents (European Union, 2003).

The driver attestation belongs to the undertaking, who puts it at the disposal of the driver. The EU provisions foresee that driver attestations are issued only for third-country drivers employed by road freight transport companies. Yet, occasionally, as it is the case in Spain, such obligation is introduced by national law also in passenger transport, at national level.

The driver attestation<sup>34</sup> certifies that a driver is lawfully employed in the haulier's EU Member State of establishment in accordance with the laws and regulations applicable in that Member State. Driver attestations are issued for a period to be determined by the issuing Member State, subject, however, to a maximum validity of five years.

The competent authorities of a Member State may withdraw a driver attestation where the holder:

- Has failed to observe the conditions in accordance with which the attestation was issued.
- Has supplied incorrect information in relation to the data required for the issuance or renewal of a driver attestation.

There is no obligation to return the elapsed driver attestations to the competent authorities, which makes establishing the exact number of driver attestations in circulation challenging.

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<sup>33</sup> As per the provisions of Regulation (EU) No 165/2014 and the UNECE AETR Agreement.

<sup>34</sup> In a note issued on 5 June 2024, DG MOVE provided the following clarification:

*“The Commission had reports that some third-country nationals within the meaning of Article 5 are working as drivers in the international carriage of goods sector while having a driving attestation issued by an undertaking other than the one in which they are actually employed, and driving vehicles that are not using a Community licence issued to the hauliers to which the driver attestation was issued. Such practice would constitute a violation of Article 5 of Regulation (EC) 1072/2009.*

*Member States should ensure that national controlling authorities are checking compliance with Article 5 of Regulation (EC) 1072/2009, notably during roadside inspections where driver attestations must be presented at the request of any authorised inspecting officer. During these roadside inspections, or at the premises of the haulage undertaking, it should be checked that the Community licence and the driver attestation are issued to one and the same haulage undertaking which is using the vehicle driven by the driver benefiting from the driver attestation.”*

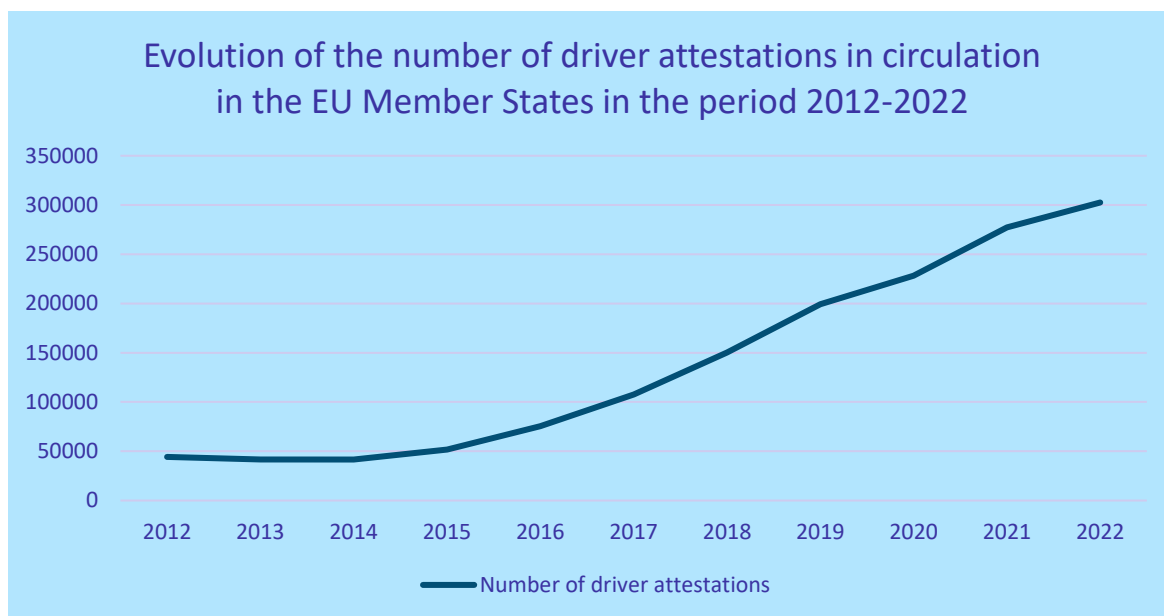


Figure 11: Evolution of the number of driver attestations in circulation in EU Member States, 2012-2022 (European Commission, 2024)

### 3.4.2. Tachograph cards

Tachograph cards are used by drivers to record driving, rest and activity information. These cards are personal and unique, valid for a maximum of five years. Tachograph cards are issued to professional drivers<sup>35</sup> by the competent authorities in the Member State where the driver has his or her normal residence to ensure that each driver is uniquely identified and compliant with EU standards. Similar issuance procedures are adopted by non-EU Contracting Parties to the European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport (AETR), allowing their drivers to access the EU road transport market under equivalent safety and regulatory conditions.

Article 26(4) of Regulation (EU) No 165/2014 allows Member States to issue a temporary, non-renewable driver card valid for up to 185 days to a driver without normal residence in an EU Member State or in a State which is a Contracting Party to the AETR.

According to the latest EC report from July 2024 (European Commission, 2024), the share of temporary driver cards among the total number of driver cards issued remained low, with Lithuania having the highest share at 2.6%, followed by Poland at 0.6% and Czechia at 0.3%.

A sizeable difference in the amount of temporary driver cards issued can be observed between Member States, ranging from one in Slovenia, 13 in Romania, 34 in Estonia, 256 in Croatia, 505 in Czechia, 1,320 in Lithuania, to 2,330 in Poland. Only seven EU Member States used the possibility to issue temporary driver cards, whilst the other 20 EU Member States did not.

<sup>35</sup> In accordance with Article 2 of Regulation (EC) No 561/2006, this applies to drivers driving vehicles designed to carry more than nine persons including the driver, vehicles used for the carriage of goods where the mass of the vehicle exceeds 3.5 tonnes. From 1 July 2026, the provision will also apply to drivers driving vehicles that carry goods in international transport or cabotage operations for hire and reward where the mass of the vehicle exceeds 2.5 tonnes.

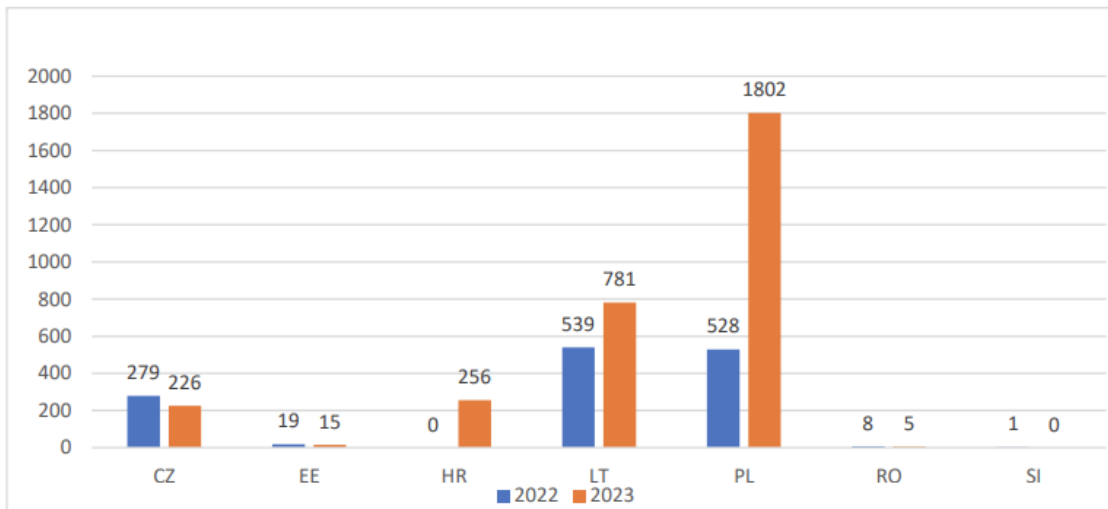


Figure 12: Total number of temporary driver cards issued in the EU in 2022 and 2023, by issuing EU Member State

India emerges as the third country of origin of drivers to whom the biggest number of temporary EU tachograph cards have been issued (1,932 cards issued). The Philippines follows, with 654 cards issued, while Ukraine accounts for 540 cards. Other important recipients included drivers with normal residence in Zimbabwe (346), Kuwait (218), South Africa (158), Sri Lanka (144) and Pakistan (117).

In its report, the EC concluded that the possibility to issue temporary driver cards appeared to help address specific labour market needs within the EU's transport sector without producing negative impacts. The EC therefore viewed that the issuance of temporary driver cards is currently effective and does not produce negative impacts on the labour market (European Commission, 2024). Member States can take advantage of this provision to facilitate their response to driver shortages, provided EU law, including EU labour and immigration law, are fully respected.

### 3.4.3. ADR driver certificate

The mutual recognition of driver certificates issued to drivers under the Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) is based on Article 2 of that Agreement and in particular sub-section 8.2.1.6 of Annex B to that Agreement.

If the ADR driver certificate is issued in accordance with provisions of sub-section 8.2.2.8 of the ADR Agreement and its appearance meets the ADR certificate sample published on the UNECE website<sup>36</sup>, the competent authority of a Contracting Party shall, in principle, recognise it. In case of doubt, the competent authority in question can get in touch with the competent authority of the issuance country to verify it.

<sup>36</sup> Once a country becomes a Contracting Party to the Agreement, it must follow the Annexes A and B provisions in international transport. Therefore, they must mutually recognise ADR certificates. However, in practice this process is not fully developed. Contracting Parties shall submit a certificate sample to the UNECE Secretariat. See at <https://unece.org/adr-certificates-0>.

### **3.5. Additional documents required by third-country drivers across certain EU Member States**

#### *3.5.1. Spain*

Although EU law requires the issuance of driver attestations only for third-country drivers active in international road *freight* transport, Spain used to require this attestation for both freight and passenger road transport when performing domestic operations. The obligation to require it for passenger transport was removed as of 29 January 2025.

In 2021, 12,681 driver attestations were issued for road freight drivers in Spain and 523 for passenger transport (Directorate-General for Traffic, 2023). The number of driver attestations for third-country drivers issued in Spain for freight transport has been increasing since 2014 for freight transport and since 2016 for passenger transport (except for 2020 in both cases).

During the first six months of their stay in Spain, drivers from the 24 non-EU/EEA countries which are AETR Contracting Parties can drive with a tachograph card issued by their home country, coupled with their national driving licence. This is in accordance with requirements established by the Spanish Road Traffic Authority for the exchange of driving licences and agreements established with different third countries. In principle, a period of six months is established to exchange a foreign driving licence.

To issue a Spanish tachograph card for drivers, they must prove residence in Spain, as the competent authorities responsible for issuing tachograph cards are the regions where the driver resides.

#### *3.5.2. Poland*

The number of ADR certificates issued to non-EU drivers working for Polish companies is not publicly available. In Poland, the authority responsible for issuing the ADR certificate for drivers is the Voivode, with sixteen provincial offices.

At the end of 2023, around 55% of all valid driver attestations in circulation in Poland had been issued to Ukrainian citizens, and around 35% to Belarusian citizens (see table below).

<b>Country of origin</b>	<b>Polish driver attestations issued</b>
Ukraine	88,923
Belarus	56,256
Moldova	2,451
Uzbekistan	2,349
Georgia	2,284
Russia	1,664
India	1,457
Philippines	1,288
Kyrgyzstan	1,249
Kazakhstan	1,025
Other third countries	3,543
<b>Total</b>	<b>162,489</b>

Table 10: Breakdown of valid third-country driver attestations in Poland in 2023  
(General Inspectorate of Road Transport)

#### *3.5.3. Denmark*

Driver attestations for third-country drivers are required when performing international transport of goods. In mid-2024, there was a total of 15 valid driver attestations (six for drivers from Ukraine, four for drivers from Serbia, two for drivers from the UK, one each for drivers from Uzbekistan, Eritrea and an unknown country).

Tachograph cards can be issued to drivers with residence in Denmark or in the Faroe Islands, based on the provisions of Article 26, subsection 2 and 9, in the Danish [tachograph regulation](#) (Restinformation 2021).

### 3.5.4. The Netherlands

The number of third-country driver attestations issued in the Netherlands in 2024 (July 2024) totals 49, with around 47% issued to UK citizens and 37% issued to Ukrainian citizens.

Country	Number of driver attestations issued
United Kingdom	23
Ukraine	18
Türkiye	5
Armenia	1
Philippines	1
Serbia	1
<b>Total</b>	<b>49</b>

Table 11: Number of third-country driver attestations issued in the Netherlands in 2024 (Status as of August 2024)

As there are very few third-country nationals working as professional drivers in the Netherlands, issues linked to the recognition of the ADR certificates of third-country drivers are unknown.

### 3.5.5. Portugal

If third-country professional drivers want to qualify to work for a Portuguese company as an ADR driver for national and international transport of dangerous goods by road, they must take the Portuguese ADR course.

In Portugal, the ADR course is only carried out in Portuguese. This implies that third-country drivers wanting to take the ADR course in Portugal must fluently understand, write and speak Portuguese.

At the end of the ADR course, drivers must take an exam at the Institute for Transport and Mobility (IMT). Only after having successfully passed the exam, the driver will obtain an ADR certificate.

## **4. ENSURING PROTECTION OF THIRD-COUNTRY DRIVERS**

### **4.1. General EU framework regarding third-country workers**

Directive (EU) 2024/1233 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State provides, among other things, a common basis for third-country workers' rights, ensuring they receive the same treatment as nationals of the host EU Member State. These include employment conditions, wages, social security, access to public and private goods and services. The Directive also strengthens protection against exploitation and abuse by employers, providing a safety net for vulnerable third-country workers.

However, as indicated in the Commission Staff Working Document on EU Talent Pool (2023), the propensity of third-country nationals to move abroad for work can be impacted by the risk of unfair recruitment practices. This arises from third-country nationals' limited knowledge of the rules and the expectations arising from and during the procedures of recruitment. It is also the result of EU job postings lacking in many cases clear minimum specifications for working conditions and employment terms. Third-country workers applying for these positions lack transparent descriptions of the vacancies, both in terms of working standards and wages.

### **4.2. Trends in the employment of third-country drivers**

Interviews with EU operators carried out within this study suggest there is no longer a sizeable exchange of professional drivers between EU Member States, with some minor exceptions such as Denmark and the Netherlands. Moreover, the number of professional drivers originating from non-EU Member States in the eastern part of Europe has significantly dropped. In the wake of Russia's invasion of Ukraine in 2022, the recruitment of drivers from Belarus, Russia and other predominantly Russian-speaking countries was seriously affected.

Consequently, EU-based companies have increasingly started looking to alternative countries of origin (further East and South)<sup>37</sup> for candidate drivers. However, these drivers usually do not have the same background, knowledge and professional documents (based on the UNECE acquis), nor familiarity with EU roads and rules, which characterised third-country drivers from immediate EU neighbouring countries and regions. Recruiting drivers from countries more distant from the EU can also be more costly (for recruitment, lodging, training, language, etc.).

### **4.3. EU Member States' framework applicable to protect third-country workers**

Evidence collected through surveys and interviews carried out in this study showcase that all EU Member States have rules and provisions to guarantee the protection of third-country workers and drivers. This is ensured either by applying similar procedures to those applicable to national residents or by applying additional protective measures to ensure the protection of third-country workers and drivers from discrimination.

#### **The case of Malta**

In Malta, although there is no national public employment body, Jobsplus' advisors work closely with clients to ensure a level playing field and facilitate the integration of third-country nationals in the Maltese labour market through advisory and guidance services. TCNs with a right to work, asylum seekers and migrants with a protection status are entitled to advisory/guidance services afforded by the Public Employment Services as stipulated in the respective EU directives. By providing these services and training, Jobsplus contributes to the effective integration of TCNs into the labour market, supporting their professional development and promoting diversity within the workforce.

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<sup>37</sup> E.g. in the case of Spain, to Latin America, and in the case of Portugal to many Portuguese speaking countries.

As a rule, once residence and work permits are issued, the third-country national, including the professional driver, is subject to similar rules as those applicable to residents. National rules (labour rights, safety at work, antidiscrimination, foreigners' protection) apply to protect them against discrimination. In most cases, illegal employment is considered a criminal offense.

Existing collective labour agreements concluded between social partners also contain provisions guaranteeing the respect of rights of third-country workers and drivers.

As a rule, as soon as third-country drivers are contracted, their professional insurance is taken over by the company (before contracted, they usually cover their insurances themselves, including travel insurance to arrive to the host EU Member State). In a few cases, assistance and integration programmes are also provided, supported by both public and private bodies.

Yet, access to information and the promotion and uniform application of the rules is still a problem, according to a number of respondents: the period between starting the search for a job in the EU and the actual conclusion of the contract was identified by respondents as probably the most critical for both companies and TCNs looking for jobs as workers/drivers, where candidate third-country workers/drivers are most vulnerable in terms of the quality of information they receive and the decisions they make.

The latter seems to be confirmed by the joint road transport social partners statement (IRU (2024), [IRU, ETF call for EU action on third-country driver rights and conditions](#)), which decided to create a “*permanent joint working group to consult, discuss and elaborate joint proposals on issues relevant for both partners, such as the creation of an EU framework for recognition and acceptance of qualifications of third-country drivers, driver attestations, cash payments, to ensure compliance with social security and tax rules, fair and safe standards for pay and conditions, the posting of third-country drivers, and preventing the abuse of differences between Member States' social security systems, whilst ensuring a close monitoring and a follow-up of the proposed actions regarding third-country drivers*”.

To address the issues raised in the statement, road transport social partners at EU level launched a joint reflection which is to be concluded by December 2026.

#### **4.4. Selected country reports**

This section presents selected reports from five countries, highlighting either an increased workforce of third-country nationals in driver positions or a very limited presence, and will discuss the barriers or enablers for this phenomenon.

##### *4.4.1. Spain*

Spanish labour regulations do not distinguish between Spanish and foreign workers. The exception to this is for non-EU nationals from countries outside the EU wishing to work for Spanish employers as they must have a residence and work permit.

The Immigration Law stipulates that “foreigners exercise the rights recognised by this Law on equal terms with Spaniards”. Other articles recognise their freedom to form trade unions and strike, their right to health care, social security benefits and other social services under the same conditions as national residents.

When migrants working in Spain do not have a residence or work permit, it does not mean that they do not have any labour rights. In fact, they have the same rights as any other worker<sup>38</sup>. What happens is that, as this employment relationship is not officially recognised, legal guarantees cannot be offered on working conditions. However, this employment relationship

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<sup>38</sup> Immigration Law in Spain recognises rights of third-country nationals even if they do not have a residence or work permit. Even if a contract might not exist, or not all legal requirements are met, the Law provides those workers with rights and recognises that an employment relationship exists despite not complying with legislation.

exists and, consequently, if the employee reports their situation, they will have the right to claim from the employer the wages owed to them, social security contributions, compensation, etc.

In addition, a verification of the compliance by companies with labour and social obligations required by current legislation is also carried out when the corresponding transport operator's licence is issued.

#### *4.4.2. Poland*

In Poland, labour, social and health laws, among others, are applicable to third-country drivers legally employed in Poland, in the same way as to any other legally employed worker in Poland.

Relevant key legal acts are the Labour Code acts on employment promotion and labour market institutions, the Act on the consequences of entrusting work to foreigners and the Act on the State Labor Inspectorate. The Border Guard and National Labor Inspection are the entities authorised to check employment legality.

Foreigners employed in Poland are protected under labour law the same way as Polish citizens. They have the same rights as Polish employees and cannot be treated differently. TCN employees have the right to work in safe and hygienic conditions, the right to establish and terminate an employment contract, the right to remuneration and paid leave. Foreigners cannot be discriminated due to their nationality, citizenship, ethnic origin, race or religion.

An important requirement is to write down the employment contract in a language that third-country workers understand. The employment contract can be concluded for an indefinite period, even for a longer period than the duration of the work permit itself.

Minimum wages also apply to foreigners. They cannot be paid below the minimum wage. Employers must register third-country workers for social security purposes to benefit from pension, sickness and disability benefits.

Third-country workers having lost their job have the right to register at the district labour office as unemployed. For this they must possess a residence permit, a refugee status, or a permit for a humanitarian stay. They are entitled to unemployment benefits and health care. Third-country workers are also entitled to child benefits and allowances the same way as Polish citizens (EUR 200 per month), but the children must reside and be schooled in Poland. There are also other benefits, such as active parent support for children between twelve and thirty-five months (EUR 350 per month, subject to some conditions). Third-country workers may turn to the National Labour Inspection or go to Court if their rights are not respected.

#### *4.4.3. Denmark*

Transport of goods for hire or reward in Denmark is carried out by a haulier holding a Community licence or a national transport licence<sup>39</sup>. The transport operation must be performed either by the holder of the Community licence or by a driver employed by the company which holds the licence. In addition, it can also be performed by a driver employed via a temporary work agency which has been licensed by the Danish Transport Authority to hire drivers (Retsinformation, 2024).

The conditions for the issuance of a Community licence to carry out transport operations or to hire drivers are:

- Be covered by a collective agreement which has been concluded by the representative employers' and labour organisations in Denmark, and which are applied throughout the Danish territory, or
- Be covered by a collective agreement which does not significantly deviate from the overall cost level in such above-mentioned agreement, or

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<sup>39</sup> In Denmark, a distinction is made between licences issued for national transport and (Community) licences issued for international transport.

- Follow a cost level that does not significantly deviate from the overall cost level in the first mentioned collective agreement.

The Danish Transport Authority is responsible for controlling that the relevant requirements have been fulfilled and can hear the collective agreement parties in the process.

In addition to collective agreements, the company would also be covered by other Danish legislation, such as the Health and Safety at Work Act.

Above-mentioned rules apply regardless of whether the driver is Danish, an EU-citizen or a TCN.

#### 4.4.4. *The Netherlands*

There are several laws and regulations on labour, safety at the workplace and sustainable employability in the Netherlands applicable to any worker in the road transport sector (Dutch Immigration and Naturalisation Service, 2025). Collective labour agreements or employment contracts per company are also applicable. Agreements are also made regarding lifelong development and training.

Reports from the passenger transport sector confirm this situation. Salaries and other employment conditions have been agreed at the national level in the collective labour agreement for Zorgvervoer en Taxi (for healthcare transport and taxi drivers) and in the collective labour agreement for Besloten Busvervoer (for bus and coach drivers). These agreements also apply to third-country drivers employed by a Dutch company.

Posted workers are entitled to the core employment conditions for the first 12 months of their secondment from abroad and to almost all collective labour agreement conditions after that period<sup>40</sup>.

#### 4.4.5. *Portugal*

As a rule, whenever the norms of the Labor Code do not provide otherwise, collective agreements apply. These apply equally to both nationals and foreign workers working in Portugal.

Collective agreements may set aside certain legal labour standards if they establish more favourable conditions for the worker. This is the case for the following matters:

- Personal rights, equality and non-discrimination
- Protection in parenting
- Work of minors
- Workers with reduced work capacity, disability or chronic illness
- Student workers
- Employer's duty to provide information
- Limits on the duration of normal daily and weekly working periods
- Minimum duration of rest periods, including the minimum duration of annual vacation period
- Maximum working duration of night workers
- Form of compliance and guarantees of remuneration

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<sup>40</sup> In the first 12 months, third-country drivers, who are posted, have the right to the basic employment conditions as mentioned in Article 3.17 of the Collective Labour Agreement (CLA) or, if the CLA is not declared generally binding, to the legal minimum wage. After 12 months, the law on declaration of general binding of CLA states that the employee has the right to all conditions, as specified in the CLA, which is declared generally binding by the Ministry of Social Affairs. The difference consists in the fact that, in the first 12 months of posting, the third-country driver has a right to CLA wages, holidays, extra payment for overtime/weekend work, net expense reimbursement etc. After 12 months, the driver has additional rights to reimbursement of educational costs (to some extent) and more autonomy in managing his own work-life balance.

- Chapter on prevention and repair of work accidents and illnesses for professionals and legislation that regulates it
- Change of company or establishment
- Rights of elected workers' representatives

The sectoral collective agreement (CCTV) is applicable, with precedence over the Labour Code and complementary legislation, for workers affiliated to their respective unions. As a result, companies must apply different CCTVs according to their employees' affiliation.

There are currently three national collective employment agreements that apply to all workers in road transport companies, signed by five different unions. It should be noted that the final texts, clauses and content of the three different CCTVs are the same in their clauses and content, differing only in the fact that each one is signed by (a) different union(s).

In practice, the main difference is that it is necessary to indicate the CCTV that applies to a specific worker, based on the union to which the worker is affiliated.

In the sector of road transport of goods for hire or reward, there are two competing extension ordinances. It is therefore up to the workers to choose the CCTV they wish to join and have it applied to them. By default (in the absence of choice), the CCTV published in the most recent Extension Ordinance will be applied. In the case of IRU's member association, *Associação Nacional de Transportadores Públicos Rodoviários de Mercadorias* (ANTRAM), it will be the CCTV signed between ANTRAM and the other Portuguese road haulier association (representing around 400 companies) *Associação Nacional das Transportadoras Portuguesas* with the union *Federação dos Sindicatos de Transportes e Comunicações*.

## 5. TRUCK AND BUS DRIVERS PROFESSIONAL QUALIFICATION IN SELECTED THIRD COUNTRIES

### 5.1. Truck Drivers Qualifications Overview: Initial qualification and Periodic training

#### 5.1.1. Mandatory requirements for truck driver professional qualification

The EU Directive applies to both EU nationals and TCNs employed by an EU-established company, ensuring no disparity between domestic and international drivers within the EU. This chapter outlines the mandatory requirements for the initial qualification and periodic training of truck drivers across selected non-EU/EEA countries. The findings are categorised on whether these qualifications are mandatory for domestic, international, or both types of drivers.



Figure 13: Initial qualification: mandatory requirements for professional qualifications (truck)

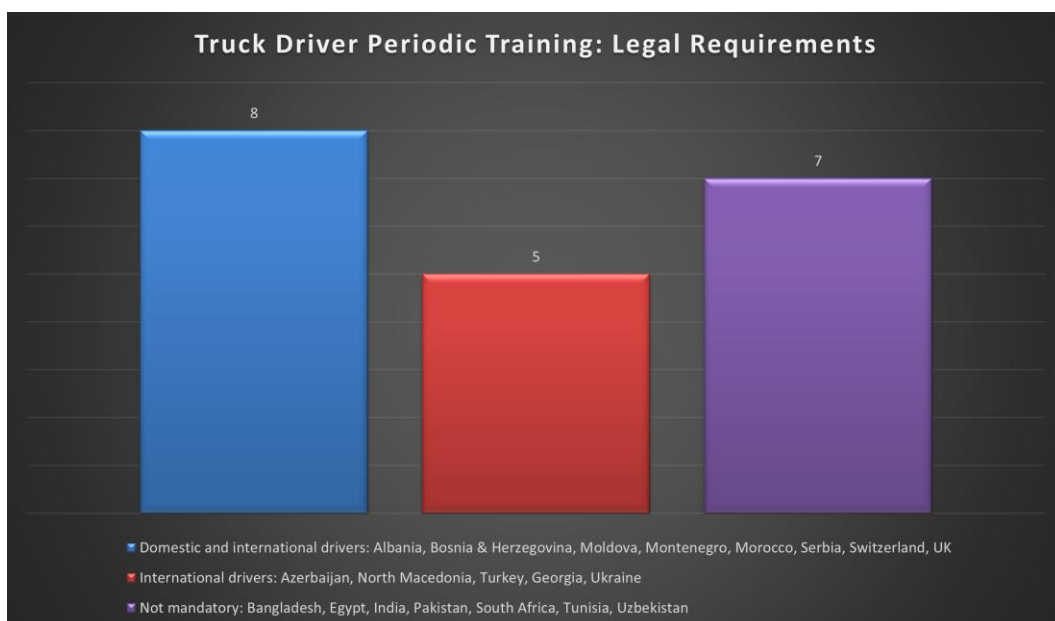


Figure 14: Periodic training: mandatory requirements for professional qualifications (truck)

Findings demonstrate that several non-EU/EEA countries mandate both initial and periodic driver qualification for domestic and international transport, ensuring road safety, driver competence, and consistent standards. Some countries limit the scope of implementation to international drivers: Azerbaijan, Georgia, North Macedonia, Türkiye, and Ukraine, emphasising cross-border transport compliance. Most countries outside Europe (e.g. Tunisia, India, Pakistan, South Africa, Bangladesh, Egypt, South Africa, Uzbekistan) currently lack a mandatory legal framework for qualifications.

The findings illustrate a spectrum of regulatory practices, with some countries adopting rigorous, universal standards and others displaying limited or no requirements. These disparities underscore the need for harmonised global standards to enhance road safety and driver professionalism.

### 5.1.2. Acquisition process for truck drivers' professional qualification

The EU Directive provides multiple options for Initial Qualification, offering flexibility in implementation approach:

- The "training + test" approach provides a structured pathway for candidates to acquire essential knowledge and skills. By systematically preparing individuals through a training phase, it significantly increases their chances of success. Furthermore, it promotes uniformity in assessing competencies.
- The "test-only" alternative emphasises self-directed learning and prior experience. It addresses the lack of structured preparation by thoroughly validating knowledge and practical abilities through testing, often requiring rigorous evaluation mechanisms to ensure candidates meet the necessary standards. However, this method can lead to lower success rates if the tests do not adequately consider applicants' diverse backgrounds.

Regarding periodic training, a more uniform implementation approach is followed. Periodic training involves compulsory training totalling 35 hours within a five-year period, which may be taken as a single block or in shorter modules (e.g. 7 hours annually). Exams are not a requirement for the periodic training.

This chapter outlines the requirements and components of various truck driver qualification programmes in third countries, providing a structured comparison of the training and testing elements across distinct implementation options. It outlines the specific combination of theoretical training, practical training, theoretical test, and practical test required for each qualification. Third countries are grouped by their chosen qualification process.



Figure 15: Initial qualification: acquisition process (truck)

Regarding the initial qualification, when legal professional qualification requirements are applied, the "training + test" approach is commonly used in non-EU countries, particularly in regions with structured training systems that ensure skills development. This is especially evident in areas with strong formalised educational frameworks.

Switzerland and the UK, however, apply the "test-only" model, relying on a highly skilled driver workforce. Switzerland, notably, leverages apprenticeships to develop competencies, while both countries focus resources on assessing existing knowledge and skills. Drivers are responsible for test preparation, although optional training is available.

This approach aligns with practices in EU Member States, where approximately 40% also apply the "test-only" approach. However, its effectiveness largely depends on the reliability and fairness of testing procedures, ensuring that candidates with diverse backgrounds can effectively demonstrate their skills and knowledge.

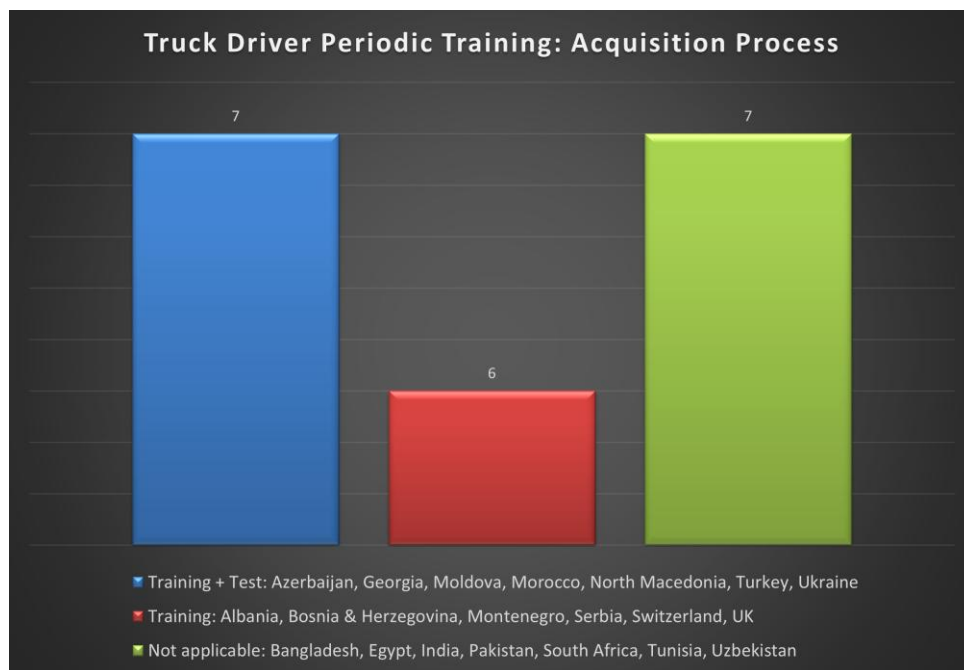


Figure 16: Periodic training: acquisition process (truck)

Regarding periodic training, the "training" approach is commonly used in non-EU countries with some (Azerbaijan, Georgia, Moldova, Morocco, North Macedonia, Türkiye, Ukraine) exceeding the EU requirements by also requiring tests.

### 5.1.3. Requirements regarding training and examination duration standards for truck drivers' professional qualification

Despite the flexibility of the Directive regarding the implementation of professional qualifications, it sets specific requirements for training duration and examination standards, which serve as the benchmark for this analysis. While these EU Directive requirements do not apply directly to third countries, for some of them the applicable framework is the ECMT Quality Charter. In terms of training and examination requirements, the ECMT Quality Charter is largely aligned with the EU Directive. The way it has been implemented in third countries participating in the ECMT multilateral road quota system is therefore relevant for understanding their current qualification standards.

To recap: Annex I to the EU Directive 2022/2561 contains the following requirements which are to be used as benchmark:

Initial Qualification: Full Training + Test (Annex I, Section 2.1)

- Training duration must be 280 hours
- Practical training duration should contain at least 20 hours of individual driving
- Theoretical examination duration not specified
- Practical examination duration not specified

Initial Qualification: Accelerated Training + Test (Annex I, Section 3)

- Training duration must be 140 hours
- Practical training duration should contain at least 10 hours of individual driving
- Theoretical examination duration not specified
- Practical examination duration not specified

Initial Qualification: Test-Only (Annex I, Section 2.2)

- Theoretical training duration not required
- Practical training duration not required
- Theoretical examination duration must be a minimum of 4 hours
- Practical examination duration of driving test must be at least 90 minutes complemented with the minimum duration of practical test of 30 minutes.

Periodic Training (Annex I, Section 4)

Duration: 35 hours every five years, with each session lasting at least 7 hours.

While the training has to include both classroom teaching and practical training elements, parts of it may be replaced by the use of information and communication technology (ICT) tools (e-learning, max. 12 hours) and by the use of top-of-the-range simulators. There is no requirement for a theoretical or practical examination as part of periodic training.

Countries IQ TRUCK	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Albania	Training + Test	120 hrs	20 hrs	240 mins	not applicable
Azerbaijan	Training + Test	63 hrs	16 hrs	240 - 360 mins	40-60 mins
Bangladesh*	not applicable	not applicable	not applicable	not applicable	not applicable
Bosnia & Herzegovina	Training + Test	130 or 260 hrs	not specified	180 mins	not specified
Egypt*	not applicable	not applicable	not applicable	not applicable	not applicable
Georgia	Training + Test	70 hrs	10 or 20 hrs	240 mins	240 mins
India*	not applicable	not applicable	not applicable	not applicable	not applicable
Moldova	Training + Test	90 hrs	30 hrs	not specified	not specified
Montenegro	Training + Test	130 or 260 hrs	10 or 20 hrs	180 mins	90-120 mins
Morocco	Training + Test	76 hrs	4 hrs	not specified	not specified

<b>North Macedonia</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	120 mins	not applicable
<b>Pakistan*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Serbia</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	240 mins	not specified
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	Test	not applicable	not applicable	240 mins	120 mins
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Training + Test	41 hrs	not applicable	60 mins	not applicable
<b>UK</b>	Test	not applicable	not applicable	320 mins	120 mins
<b>Ukraine</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	240 mins	not specified
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 12: Initial qualification: training and examination standards by country (truck)

Requirements regarding training and examination duration serve as key indicators in determining which version of initial qualification a country has adopted and whether the training and assessment components align with established standards.

Both the duration and structure of training and examinations for the initial qualification vary significantly between the countries covered in this study.

Serbia, North Macedonia and Montenegro have systems broadly aligned with the standards of the Directive. They offer flexibility by providing both full and accelerated options for initial qualification, leveraging existing professional experience to increase access to the profession. For the full initial qualification version, the practical training is a requirement; introducing it in Bosnia & Herzegovina would bring the country closer to these examples, as would extending the CPC in Ukraine to cover all drivers (both domestic and international).

Albania provides an accelerated version of the initial qualification for the theoretical part (120 hours), while the practical part (20 hours) is aligned with the full program.

Switzerland and the UK have adopted a test-only approach, which demonstrates full compliance with the EU Directive. The duration of the examination in both countries is in line with the standards set by the Directive for this option. Training centres in both countries optionally provide theory and/or practical courses upon request.

Georgia and Azerbaijan appear to be moving closer to a test-only option due to reduced theoretical training hours. This reduction is balanced by strengthened examination requirements. In Georgia's case, stringent theoretical and practical examination requirements align with directive standards for a test-only option. Training effectively complements these rigorous examination requirements, even exceeding the standards for such option.

Another example of a non-standard approach to the implementation of initial qualification is demonstrated by Moldova, which leans towards an accelerated option with fewer theoretical training hours (90 hours) than required for this option. However, it is important to note that this deviation is compensated by enhanced practical training (30 hours), exceeding the practical training requirements applied to the full initial qualification version.

In the case of Morocco, information about examinations in the context of the reduced number of mandatory theoretical and practical training hours could also play a key role in determining

the extent of its compliance with European standards for the implementation of initial qualification.

Türkiye have a short (41 hrs) theoretical training duration for their chosen initial qualification option (“training + test”) which is well below the durations required under the Directive for this pathway. The limitations in implementing initial qualification are due to its integration with the process of obtaining a driving licence, which serves as a prerequisite for the CPC. National legislation mandates that CPC training follows a sequential process, where each driving licence must be obtained as a prerequisite for the next stage of professional training. In 2015, regulatory measures were introduced to align the issuance of driving licences and their standards with EU requirements.

Generally, training requirements tend to shorten with the availability of self-study options. Focus is placed on examination standards as they are key criteria to ensure demonstration of effective knowledge and skills.

Countries PQ TRUCK	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Albania	Training + Test	35 hrs	not applicable	not applicable	not applicable
Azerbaijan	Training + Test	35 hrs	not applicable	120 mins	not applicable
Bangladesh*	not applicable	not applicable	not applicable	not applicable	not applicable
Bosnia & Herzegovina	Training	35 hrs	not applicable	Not applicable	not applicable
Egypt**	not applicable	not applicable	not applicable	Not applicable	not applicable
Georgia	Training + Test	35 hrs	not applicable	120 mins	not applicable
India*	not applicable	not applicable	not applicable	not applicable	not applicable
Moldova	Training + Test	20 hrs	10 hrs	not specified	not applicable
Montenegro	Training	35 hrs	not applicable	not applicable	not applicable
Morocco	Training + Test	19.2 hrs	1.40 hrs	not specified	not specified
North Macedonia	Training + Test	35 hrs	not applicable	120 mins	not applicable
Pakistan*	not applicable	not applicable	not applicable	not applicable	not applicable
Serbia	Training	35 hrs	20 hrs	not applicable	not applicable
South Africa*	not applicable	not applicable	not applicable	not applicable	not applicable
Switzerland	Training	35 hrs	not applicable	not applicable	not applicable
Tunisia*	not applicable	not applicable	not applicable	not applicable	not applicable
Türkiye	Training + Test	15 hrs	not applicable	60 mins	not applicable

<b>UK</b>	Training	35 hrs	not applicable	not applicable	not applicable
<b>Ukraine</b>	Training	35 hrs	not applicable	Up to 240 mins	not applicable
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 13: Periodic training: training and examination standards by country (truck)

The compliance summary shows a more unified approach for periodic training among countries, with most adhering to the 35-hour theoretical training baseline.

Moldova stresses the importance of the practical element by setting clear requirements for its duration (10 hours) in periodic training. The overall duration of the periodic training (30 hours) is shorter than the EU benchmark.

Morocco incorporates 1.4 hours of practical training along with exams to compensate for its shorter theoretical training duration (19.2 hours).

As regards Türkiye, a draft bylaw has been prepared and is in the process of adoption, covering all domestic and international transport drivers. Currently, periodic training applies only to professional drivers who hold both a CPC and an ADR certificate, while the examination element is intended to complement the absence of a mandatory training duration for periodic training. In addition, the Ministry of National Education is updating the curriculum for periodic training and preparing an EU project that will focus on alignment with the current EU acquis.

Some countries exceed baseline requirements by adding practical elements and examinations, notably Ukraine, Azerbaijan, Georgia and North Macedonia (theoretical exam of various duration), and Serbia (20 hours of practical training).

These variations illustrate differing levels of rigour across countries and complexity behind analyses of professional qualifications.

#### 5.1.4. *Approval procedures and requirement for training centres involved in truck drivers' professional qualification*

According to the standards of the directive, professional training and examination centres must obtain approval and comply with strict technical and operational requirements established by law. Adhering to clear approval procedures and regulatory standards ensures consistency in training and supports the effective implementation of regulations.

This includes appropriate facilities for theoretical and practical training, as well as qualified personnel with expert knowledge and the necessary driver category qualifications for truck instructors. Maintaining high standards in training and examination relies on rigorous oversight by competent authorities, ensuring quality and uniformity in skill development.

Countries	Approval Procedures	HR Requirements	Technical Requirements IQ	Technical Requirements PQ
<b>Albania</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Azerbaijan</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Bangladesh*</b>	not applicable	not applicable	not applicable	not applicable

<b>Bosnia &amp; Herzegovina</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Egypt*</b>	not applicable	not applicable	not applicable	not applicable
<b>Georgia</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>India*</b>	not applicable	not applicable	not applicable	not applicable
<b>Moldova</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Montenegro</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Morocco</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Vehicle + Theoretical training equipment
<b>North Macedonia</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Pakistan*</b>	not applicable	not applicable	not applicable	not applicable
<b>Serbia</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Vehicle + Theoretical training equipment
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Defined	Qualified instructors	Theoretical training equipment	Theoretical training equipment
<b>Ukraine</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>UK</b>	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 14: Approval procedures, technical and human resource requirements for training centres involved in truck driver's professional qualification

The study confirms that the countries under consideration with mandatory professional qualification schemes demonstrate well-defined approval procedures, as well as technical and human resource requirements, for initial qualification and/or periodic training centres in line with the selected acquisition process.

In countries with a large number of training and examination centres, ensuring adherence to established procedures is challenging, and differences in approval procedures may affect the consistency of training and examination delivery. In addition, interviews and observations indicate a general lack of harmonisation and transparency in the qualification requirements for trainers, including the absence of harmonised standards for trainer preparation, and for examiners, which may lead to inconsistencies in how training and examinations are conducted.

#### 5.1.5. Theoretical and practical training format for truck drivers' professional qualification

For both initial qualification and periodic training, programmes typically include classroom teaching, practical training and, where available, training by means of ICT tools or using top-of-the-range simulators. In either case, each trainee driver generally completes a minimum requirement of individual driving in a vehicle of the relevant category, with part of this driving time sometimes fulfilled using special terrain or a top-of-the-range simulator (as an alternative to driving in the vehicle) up to a specified share of the total minimum required driving time.

Countries	Initial Qualification: Theoretical Training Format	Initial Qualification: Practical Training Format	Periodic Training: Theoretical Training Format	Periodic Training: Practical Training Format
Albania	Classroom instruction	Vehicle + Simulator	Classroom instruction	not applicable
Azerbaijan	Classroom instruction	Vehicle + Simulator	Blended (classroom + online)	not applicable
Bangladesh*	not applicable	not applicable	not applicable	not applicable
Bosnia & Herzegovina	Blended (classroom + online)	Vehicle	Blended (classroom + online)	not applicable
Egypt*	not applicable	not applicable	not applicable	not applicable
Georgia	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
India*	not applicable	not applicable	not applicable	not applicable
Moldova	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	Vehicle + Simulator
Montenegro	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
Morocco	Classroom instruction	Vehicle + Simulator	Classroom instruction	Vehicle + Simulator
North Macedonia	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable

<b>Pakistan*</b>	not applicable	not applicable	not applicable	not applicable
<b>Serbia</b>	Classroom instruction	Vehicle	Blended (classroom + online)	Vehicle + Simulator
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	not applicable	not applicable	Blended (classroom + online)	not applicable
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Classroom instruction	not applicable	Classroom instruction	not applicable
<b>Ukraine</b>	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
<b>UK</b>	Classroom instruction	Vehicle + Simulator	Blended (classroom + online)	not applicable
<b>Uzbekistan *</b>	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 15: Theoretical and practical training formats for the professional qualification of truck drivers across countries

The Directive permits the use of ICT tools in both initial and periodic driver training, offering flexibility in training delivery. There is no specific time limit for online training in initial qualification. However, most of the countries analysed have opted for a traditional approach, requiring classroom attendance for theoretical training.

Greater flexibility is observed in periodic training, with most countries adopting a blended approach (combining online and classroom training). Exceptions include Albania, Bosnia and Herzegovina, Morocco and Türkiye which continue to rely solely on in-person instruction. The Directive only allows maximum 12 out of 35 hours of periodic training to be conducted online. Despite this, only a few countries – such as Moldova, Morocco, Serbia, Switzerland, and the UK – have established specific duration limits for ICT-based training in their legislation.

Regarding practical training, simulators are playing an increasingly significant role. However, their use in initial qualification remains regulated, with only 8 out of 20 hours (full) or 4 out of 10 hours (accelerated) permitted to be conducted using simulators. While most countries, such as Albania, Azerbaijan, Georgia, Moldova, Montenegro, Morocco, North Macedonia, Switzerland, and the United Kingdom, allow training with both real vehicles and simulators, Serbia and Bosnia and Herzegovina still rely exclusively on vehicle-based training. Additionally, only a few countries – including North Macedonia, Moldova, Switzerland, the United Kingdom, and Ukraine – have set legal limits on the duration of the use of simulators.

The EU Directive provides for the establishment of clear rules to ensure the effectiveness and reliability of training, in particular regarding the duration of ICT-based instruction and the use of simulators. While they may serve as a benchmark, the ECMT Quality Charter contains a lighter version of these requirements (see Section 3 of Annex 4 to the Charter). Despite the less stringent provisions of the ECMT Quality Charter, many countries that have implemented

it demonstrate a strong commitment to training quality, introducing measures that largely meet or even exceed the established expectations, thereby moving closer to the standards set out in the EU Directive.

#### *5.1.6. Competence area for the truck drivers' professional qualification delivered through training: skills overview of non-EU CPC countries*

Professional truck drivers in the EU must have a certain minimum level of skills and knowledge, as set out in Section 1 of Annex I to Directive (EU) 2022/2561. These subjects are grouped into three broad fields:

- Rational driving based on safety regulations
- Application of regulations
- Health, road and environmental safety, service and logistics

Across these fields, the Directive spans a wide range of competences for truck and bus vehicle categories. This includes technical and operational requirements such as vehicle control (e.g. transmission and safety systems, safe loading), eco-driving, and the application of transport rules (national and international regulations, tachograph use, and the carriage of goods or passengers).

For truck drivers, the Directive covers competencies specific to the carriage of goods, including understanding the regulations governing the transport of goods and awareness of the economic environment of road freight and market organisation.

In addition, the Directive sets out broader transversal competences for all professional drivers. These include the ability to anticipate, assess and adapt to risks in traffic, promote road safety, prevent criminality and the trafficking of illegal immigrants, and provide quality customer service.

The alignment between these benchmark competences and national requirements was assessed through a review of each country's initial CPC qualification curriculum. Each subject's presence was evaluated using the following criteria:

- **Yes** – the competency is explicitly and fully covered in the national framework. The wording matches the benchmark in scope and intent and includes all core elements required (knowledge, skills and context).
- **Part** – the competency is addressed partially, but the coverage is incomplete, narrower in scope, or only indirectly related to the benchmark.
- **No** – the competency is not mentioned, or there is no evidence of its inclusion in the national requirements, either explicitly or implicitly.

While analysing national legislation, it was found that there is no clearly documented evidence confirming the inclusion of detailed skills in national CPC systems for drivers. Available sources are primarily focused on regulatory requirements and training structures, while the degree of skills integration remains insufficiently transparent. Therefore, our conclusions were also based on interviews with training providers and observations of training programmes conducted within the IRU network of accredited training centres.

The generic analysis of non-EU CPC countries confirmed a high and consistent level of coverage of key topics related to vehicle operation (e.g. transmission systems, safety systems), as well as core road safety competences (risk assessment, physical and mental fitness, response to emergencies), and national rules.

<b>Competency area: CPC Driver Truck</b>	<b>ALB</b>	<b>AZE</b>	<b>BIH</b>	<b>GEO</b>	<b>MDA</b>	<b>MNE</b>	<b>MAR</b>	<b>MKD</b>	<b>SRB</b>	<b>CHE</b>	<b>TUR</b>	<b>UKR</b>	<b>GBR</b>
Understanding transmission system for optimal use	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Familiarity with safety controls to manage vehicle and prevent wear	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Loading vehicle safely and correctly	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Anticipate, assess, and adapt to traffic risks</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of road risks and workplace accidents	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of physical and mental fitness	Part	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ability to assess emergencies	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Understanding national transport rules and environment	Yes	Yes	Part	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Understanding international transport rules and environment</b>	No	Yes	No	No	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes
Knowledge of goods transport regulations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Correct use of tachograph and rest time rules</b>	Part	Yes	Part	Part	Yes	Yes	Part	Yes	Yes	Yes	Part	Yes	Yes
Ability to optimise fuel use	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Behaviour that enhances company image	Part	Yes	Part	Part	Part	Part	Yes	Part	Part	Yes	Part	Part	Yes
Knowledge of road haulage economy and market	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Ability to prevent physical risks	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ability to prevent crime and illegal trafficking	Yes	Part	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Part	Yes	Yes

Table 16: CPC truck driver competence areas

It was initially assumed that certain thematic areas, by their nature, are not typically addressed in the training of drivers in non-EU countries. This applies, in particular, to knowledge about the regulatory and legal environment in the EU. As the regulatory frameworks governing road transport in non-EU countries usually differ from the EU framework, its inclusion in national training programmes is generally limited or absent.

To ensure the comparability of qualifications and support the development of practical recommendations, a more focused and detailed analysis of selected core knowledge and skill areas was conducted. Therefore, in addition to the general overview, the following section provides a targeted analysis of priority areas for each country currently operating a CPC system outside the EU.

### Countries covered under bilateral agreements with the EU, also members of the ECMT:

**United Kingdom:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	"To make drivers aware of the risks of the road and of work-related accidents." → Awareness of road risks and prevention of work-related accidents.	idem	Section 3 – Road and environmental safety
<i>Understanding international transport rules and environment</i>	Yes	"To make drivers aware of the social environment of road transport and the rules governing it." → Understanding the legal and social context of road transport, including international regulations (e.g. EU 561/2006 & 165/2014). <i>Note: Although the subject heading does not say "international rules" directly, the content of Section 2.1 clearly includes EU international law.</i>	idem	Section 2 – Application of regulations
<i>Correct use of tachograph and rest time rules</i>	Yes	"To know the social regulations applicable to road transport, in particular the rules concerning driving time and rest periods (Regulation (EC) No 561/2006 and EU Regulation No 165/2014)." → Use of tachographs and compliance with international regulations on driving and rest periods.	idem	Section 2 – Application of regulations

## Switzerland: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	„Gefahren erkennen, einschätzen und sich anpassen.“	Recognising, assessing hazards and adapting driving.	Section 1.5 – Leitidee
<i>Understanding international transport rules and environment</i>	Yes	— Neue bzw. geänderte Vorschriften (1.6): „... internationalen Vorschriften.“ — Kognitive Lernziele: „Die Fahrer/innen nennen neue bzw. geänderte Vorschriften ... insbesondere auch internationale Vorschriften.“	Understanding international rules, cross-border regulations, and new / changed rules.	Part 1.6 – Neue bzw. geänderte Vorschriften
<i>Correct use of tachograph and rest time rules</i>	Yes	„Zur Kontrolle der Einhaltung der Bestimmungen der ARV ...“	The tachograph is used to monitor compliance with the ARV. Correct use protects against breaches.	Section 6.2 – Leitidee / Inhalte

## ECMT countries

### Albania: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Si duhet të parashikohen dhe shmangen rreziqet në trafik?”	"How should risks in traffic be anticipated and avoided?"	Pyetësorët teorik – Question 12
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic elements only; no legal context or applied training)	“Cilat janë kohët e drejtimit dhe pushimit të detyrueshme sipas rregullores?” “Si përdoret një tahograf digjital?”	"What are the mandatory driving and rest times according to regulations?" "How is a digital tachograph used?"	Pyetësorët teorik – Questions 34, 35, 36

### Azerbaijan: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Sürücü yol hərəkətində təhlükəli halları necə qabaq-cadan görə və onların qarşısını ala bilər?”	How can the driver anticipate and prevent hazardous situations in road traffic?	Section 3 – Risk Identification and Prevention
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic mention; no legal framework or practical application specified)	“Tahografin düzgün istifadəsi və istirahət rejiminə əməl olunması haqqında biliklər.”	Knowledge about correct use of the tachograph and compliance with rest periods.	Section 5 – Driver Work and Rest Regulation

**Bosnia-Herzegovina:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	„Sposobnost predvidjeti rizike u saobraćaju i pravilno reagovati.“	"Ability to anticipate risks in traffic and respond correctly."	Module: „Sigurna vožnja i ponašanje u saobraćaju“
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic coverage without in-depth legal references or practical use)	„Poznavanje pravila o vožnji i odmoru i korištenje tahografa.“	"Knowledge of driving and rest rules and use of the tachograph."	Module: „Pravila rada i upravljanja vremenom“

**Georgia:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	უსაფრთხოების საკითხები. ავარიის თავიდან აცილების საშუალებები და მართვა.	Safety issues. Means and control of accident prevention.	Module: უსაფრთხოება / უსაფრთხოების საკითხები
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic mention only; no legal or applied training elements)	ტაქოგრაფის გამოყენება. დასვენებისა და მუშაობის რეჟიმის ცოდნა.	Use of tachograph. Knowledge of rest and work periods.	Module: AETR / ტაქოგრაფი და სამუშაო დროის რეგულაცია

**Moldova:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	să valorifice componentele conducerii preventive în diverse situații și condiții rutiere	to apply preventive driving components in various traffic situations	Module: „Conducerea în siguranță a camionului“
<i>Understanding international transport rules and environment</i>	Yes	respectarea cadrului normativ național/internațional ... mediul economic și social al transportului rutier de mărfuri	compliance with national/international regulations ... social/economic environment	Module: „Mediul economic și social al transportului rutier“
<i>Correct use of tachograph and rest time rules</i>	Yes	tahograful (utilizare, responsabilitatea pentru falsificări); timpul de muncă/odihnă a conducătorului auto	tachograph (use, responsibility for tampering); driver's working/rest time	Module: „Mediul economic și social“; also in practical regulations module

**Montenegro:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Prilagođavanje vožnje u zavisnosti od uslova puta i saobraćaja (npr. klizav kolovoz, nagib i krivina)	Adjusting driving according to road and traffic conditions (e.g., slippery road, slope)	Section 1.5 – Rational Driving
<i>Understanding international transport rules and environment</i>	Yes	Poznavanje propisa iz oblasti međunarodnog drumskog saobraćaja (npr. AETR propisi, radno vrijeme, upotreba tahografa)	Knowledge of international road transport regulations (e.g., AETR, working time, tachograph use)	Section 2.1 – Propisi u saobraćaju
<i>Correct use of tachograph and rest time rules</i>	Yes	AETR propisi; radno vrijeme i odmori vozača; upotreba tahografa	AETR regulations; working and rest time of drivers; use of tachograph	Section 2.1 – Pro

**North Macedonia:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Приспособување на возењето во зависност од условите на патот и сообраќајот (мокар коловоз, угорнина, кривини и сл.)	Adapting driving depending on road and traffic conditions (wet road, inclines, curves, etc.)	Section 1.5 – Rational Driving
<i>Understanding international transport rules and environment</i>	Yes	Познавање на прописите од областа на меѓународниот патен транспорт (AETR правила, работно време, користење тахограф)	Knowledge of international road transport regulations (AETR rules, working hours, tachograph use)	Section 2.1 – Application of Rules
<i>Correct use of tachograph and rest time rules</i>	Yes	AETR правила; работно време и одмор на возачот; користење на тахограф	AETR rules; driver's working and rest time; use of tachograph	Section 2.1 – Application of Rules

**Serbia:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Прилагођавање војње у зависности од услова пута и саобраћаја (мокар коловоз, нагиб и кривина...)	Adaptation of driving depending on road and traffic conditions (wet roads, slopes, curves...)	Module 1.2 – Technical characteristics
<i>Understanding international transport rules and environment</i>	Yes	Познавање прописа из области социјалног окружења друмског саобраћаја и правила која га уређују (AETR, ЕУ пропис, тахограф)	Knowledge of social environment in road transport and relevant rules (AETR, EU law, tachograph)	Module 2.1 – Application of Rules
<i>Correct use of tachograph and rest time rules</i>	Yes	Време управљања возилом, радно време, коришћење тахографа	Driving time, working hours, use of the tachograph	Module 2.1 – Application of Rules

**Türkiye:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Güvenli sürüş tekniklerini bilmeleri ve uygulamaları”	Knowledge and application of safe driving techniques	SRC3 Uluslararası Eşya-Kargo Taşımacılığı Kurs Programı: Program Objectives – Safe Driving Techniques
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Ukraine:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Здатність передбачати ризики дорожнього руху і відповідним чином реагувати	Ability to anticipate risks in traffic and respond accordingly	Розділ 1.3.1 – "Безпека дорожнього руху"
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Yes	Знання правил водіння/відпочинку та використання тахографа	Knowledge of driving/rest rules and use of the tachograph	Розділ 1.3.4 – "Правила використання тахографа"

**Talent Partnerships Countries:**

**Morocco:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	les dangers de la circulation... manœuvres de dépassement, conditions atmosphériques, comportement des usagers...	traffic hazards... overtaking maneuvers, weather conditions, behaviour of other road users...	Thème III, point 21 – Règles de circulation
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (only mentioned; no detailed instruction, no reference to AETR or EU law)	les durées de conduite et de repos pour les conducteurs de certaines catégories de véhicules	driving and rest periods for drivers of certain categories of vehicles	Thème II, point 7 – Le conducteur

The detailed analysis of key CPC competency areas confirms that risk-related competences – such as the ability to anticipate, assess, and adapt to traffic risks – are consistently and comprehensively addressed across the reviewed non-EU countries. These safety-related elements are well embedded in national training programmes and licensing frameworks, regardless of formal CPC adoption.

However, two areas closely tied to EU transport legislation show notable variation in coverage:

Understanding of international transport rules and environment remains limited in most non-EU countries. Only a few (e.g. Azerbaijan, Moldova, Montenegro, North Macedonia, Serbia, Switzerland and the UK) show alignment with this topic. This reflects the expected divergence due to most national training systems not being anchored in the European regulatory framework governing cross-border transport.

Correct use of the tachograph and compliance with rest time rules is only partially covered in several countries. While countries like Azerbaijan, Moldova, Montenegro, North Macedonia, Serbia, Switzerland, Ukraine, and the United Kingdom show strong integration of this topic – including legal references, practical use, and enforcement contexts – others such as Albania, Bosnia and Herzegovina, Georgia, Morocco, and Türkiye include only basic theoretical mentions or rest period summaries without linking them to tachograph devices or the regulatory framework (e.g. AETR). In Albania, Bosnia and Herzegovina, and Georgia, this content remains only partially addressed.

This highlights a fragmented approach to tachograph-related content, ranging from: minimal theoretical references only; rest time rules discussed without any link to tachograph technology; no practical/legal training or compliance procedures mentioned.

Overall, while the foundation of CPC training in non-EU countries is strong in terms of safety, vehicle operation, and national rules, there remains a systematic gap in areas reliant on EU-level regulatory structures, especially in tachograph training and international transport law.

The countries under review without a professional qualification framework comparable to the CPC – such as Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan – rely solely on their driving licence or equivalent systems to determine drivers' competence. Section 5.1.8 of the report explores the extent to which these national systems address the subjects listed in Directive (EU) 2022/2561.

#### *5.1.7. Theoretical and practical examination format for truck drivers' professional qualification*

The EU Directive distinguishes between theoretical and practical examinations, as well as between the “test-only” and “course attendance + test” qualification routes.

For the theoretical examination under the test-only route (Annex I, Section 2.2), the exam must consist of at least two parts: questions, which may be multiple-choice, direct-answer, or a combination of both, and case studies. At least one question must address each objective listed in Section 1 (Annex I, Section 2.1).

For the course attendance + test route, the only theoretical test requirement is that, upon completion of the training, the competent authority or designated entity shall administer a written or oral test, which must also include at least one question per objective in Section 1.

The practical test shall consist of two parts: (i) a driving test aimed at assessing training in rational driving based on safety regulations, (ii) a practical test covering at least points 1.5, 1.6, 1.7, 3.2, 3.3 and 3.5.” (Annex I, Section 2.2).

Country	Initial Qualification: Theoretical Exam Format	Initial Qualification: Practical Exam Structure	Periodic Training: Theoretical Exam Format	Periodic Training: Practical Exam Structure
Albania	Multiple-Choice + Direct Answer + Case Studies	not applicable	not applicable	not applicable
Azerbaijan	Multiple-Choice Questions	Driving + Practical test	Multiple-Choice + Direct Answer + Case Studies	not specified
Bangladesh*	not applicable	not applicable	not applicable	not applicable
Bosnia & Herzegovina	Multiple-Choice + Direct Answer + Case Studies	not applicable	not applicable	not applicable
Egypt*	not applicable	not applicable	not applicable	not applicable
Georgia	Multiple-Choice + Direct Answer	Driving + Practical test	Multiple-Choice + Direct Answer	Not applicable
India*	not applicable	not applicable	not applicable	not applicable
Moldova	Multiple-Choice + Direct Answer	not specified	Multiple-Choice + Direct Answer	not applicable
Montenegro	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
Morocco	Multiple-Choice Questions	not specified	not applicable	not specified
North Macedonia	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	Multiple-Choice + Direct Answer + Case Studies	not applicable
Pakistan*	not applicable	not applicable	not applicable	not applicable
Serbia	Multiple-Choice Questions	not specified	not applicable	not applicable
South Africa*	not applicable	not applicable	not applicable	not applicable
Switzerland	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
Tunisia*	not applicable	not applicable	not applicable	not applicable
Türkiye	Multiple-Choice Questions	not applicable	Multiple-Choice Questions	not applicable
Ukraine	Multiple-Choice + Case Studies	not specified	Multiple-Choice + Case Studies	not applicable
UK	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
Uzbekistan*	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia and Uzbekistan indicates the absence of requirements for professional qualification.

Table 17: Exam format applied in truck drivers' professional qualification

Only Switzerland and the UK apply the test-only route and fully meet its requirements, combining multiple-choice, direct-answer, and case studies in the theoretical exam, and conducting comprehensive practical assessments covering all competence areas.

Several countries using the course attendance + test route have voluntarily adopted the same high standards as the test-only model. Albania, Bosnia & Herzegovina, Montenegro, and North Macedonia all apply multiple-choice, direct-answer, and case study formats, supported by well-structured practical tests aligned with all competence areas.

Other countries limit themselves to meeting the minimum requirements of the Directive for their route and do not add any additional elements that could enhance the level of knowledge and skills assessment. Georgia and Moldova use multiple question formats but omit case studies. Ukraine combines multiple-choice questions and case studies but lacks direct-answer questions. Azerbaijan, Morocco, Serbia, and Türkiye rely solely on multiple-choice questions.

Observation shows that, when applied, practical truck-driver examinations are well defined and cover both driving and practical tasks.

Despite the flexibility in examination format requirements for the course attendance + test route, best-practice examples demonstrate that incorporating diverse question formats and standardised practical assessment methodologies significantly enhances the credibility, comparability, and perceived seriousness of the qualification process, even when such measures are not legally required.

#### 5.1.8. Driver competence level considering driver licence (DL) qualification for truck drivers: Skills overview of non-EU, non-CPC countries

In several countries covered by this study (Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan), there are currently no mandatory professional driver qualification systems comparable to the requirements of Directive (EU) 2022/2561. For this reason, they were not previously included in the CPC system comparison (see Section 5.1.6).

However, given the strategic importance of these countries – particularly in the context of the Talent Partnership initiative – a structured analysis of driver training and licensing systems was conducted to gain a clearer understanding of the current state of training and to identify the potential for convergence with European standards.

As in the case of countries applying the CPC system, the analysis covers key elements that ensure professional competence.

Countries	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Bangladesh	Training + Test	35 - 60 hrs	Over 20 hrs	1 hr to 2 hrs	60 mins
Egypt	Training + Test	Less than 35 hrs	no info	no info	no info
Tunisia	Training + Test	no info	no info	no info	30 mins
India	Training + Test	35 - 60 hrs	Over 20 hrs	2 hrs to 3 hrs	120 mins
Pakistan	Training + Test	Less than 35 hrs	Over 20 hrs	4 hrs	120 mins
South Africa	Training + Test	35 - 60 hrs	Over 20 hrs	Under 1 hr	30-60 mins
Uzbekistan	Training + Test	Over 200 hrs	Over 20 hrs	1 hr to 2 hrs	60 mins

Table 18: Truck driving licence: training and examination standards by country

The data obtained confirmed that, despite the absence of a formalised CPC system, in many cases, structural elements are already present that make it possible to consider the potential for equivalence. This particularly concerns the duration and structure of driver training, which often includes both theoretical and practical training modules, as well as mandatory exams.

The global analysis of non-EU non-CPC countries showed that their systems largely cover topics corresponding to the CPC subject matter.

<b>Competency area: Driver Truck</b> 	<b>BGD</b>	<b>EGY</b>	<b>IND</b>	<b>PAK</b>	<b>ZAF</b>	<b>TUN</b>	<b>UZB</b>
Understanding transmission system for optimal use	Yes	Part	Yes	Yes	Yes	Yes	Yes
Familiarity with safety controls to manage vehicle and prevent wear	Yes	Part	Yes	Yes	Yes	Yes	Yes
Loading vehicle safely and correctly	Part	No	Part	Yes	Part	Yes	Part
<b>Anticipate, assess, and adapt to traffic risks (!)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of road risks and workplace accidents	Yes	Part	Yes	Yes	Part	Yes	Yes
Awareness of physical and mental fitness	Yes	No	Yes	Part	Part	Yes	Part
Ability to assess emergencies	Part	Part	Yes	Yes	Part	Yes	Yes
Understanding national transport rules and environment	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Understanding international transport rules and environment (!)</b>	No	No	No	No	No	No	No
Knowledge of goods transport regulations	Yes	No	Yes	Yes	Yes	Yes	Yes
<b>Correct use of tachograph and rest time rules (!)</b>	No	No	No	No	No	Part	No
Ability to optimise fuel use	Part	No	Part	Part	No	Yes	Part
Behaviour that enhances company image	No	No	No	Yes	No	No	No
Knowledge of road haulage economy and market	No	No	No	No	No	No	No
Ability to prevent physical risks	Yes	No	Yes	Yes	No	Yes	Part
Ability to prevent crime and illegal trafficking	No	No	No	No	No	No	No

Table 19: Truck Driving Licence Competence Areas

The global analysis of non-EU countries without a formal CPC framework shows that national truck driver licensing systems partially reflect many of the foundational themes found in structured professional training. Notably, risk-related competences, including the ability to anticipate and adapt to traffic risks, as well as awareness of road safety and workplace hazards, are consistently covered across all reviewed countries.

Elements related to vehicle operation – such as the handling of transmission systems, the use of safety controls, and safe loading practices – are included to varying degrees, though often only partially or unevenly across countries. Similarly, national transport rules are widely addressed, indicating a strong grounding in domestic regulatory content.

However, certain areas remain underdeveloped or absent, particularly those more commonly found in structured professional curricula. These include international transport rules, which are not addressed in any of the countries reviewed, and the use of tachographs and rest-time practices, which are largely missing, with only one country offering partial coverage. Awareness of crime prevention and illegal trafficking is also absent across the reviewed countries.

While the structure and depth of training vary, the consistent inclusion of core safety and operational content suggests a partial but promising basis for further development. The presence of these elements offers a foundation for future alignment with evolving international training expectations.

To ensure the comparability of qualifications and support the development of practical recommendations, a more focused and detailed analysis of selected core knowledge and skill areas was conducted. Therefore, in addition to the general overview, the following section provides a targeted analysis of priority areas for each country.

### Talent partnerships countries:

#### Bangladesh: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Personal Safety and Health”, “Traffic Rules & Regulations”, “Driving Practices in Various Road Conditions”	idem	SEIP Curriculum – Modules 1 & 2
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

#### Egypt: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“توقف في الحالات العادية والطوارئ، تجاوز المركبات، الانتظار بين المركبات، الوقوف على المرتفعات، الإشارات المناسبة لتغيرات الحركة”	Stopping in normal and emergency situations, overtaking, waiting, slope parking, giving proper signals, etc.	Article 264 – Practical Driving Test

<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Pakistan:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	"Driving techniques", "Avoid road hazards", "Adopt defensive driving techniques"	idem	Module 3 – Operate Heavy Vehicles – Sections 3.1–3.4
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Tunisia:** Provided for analyses, not open source

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	« respect des distances de sécurité entre les véhicules, distance de freinage, tenue de route... variations avec conditions atmosphériques... »	Respect for safety distances, braking distance, vehicle handling... variations with weather conditions...	Annexe 1, Art. 2.1.3
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (No detailed reference to international legal frameworks such as AETR)	« règles concernant les temps de conduite et périodes de repos et utilisation du dispositif d'enregistrement prévu par la réglementation en vigueur »	Rules on driving and rest time and use of recording device as per current regulations	Annexe 1, Art. 4.1.1

## Other countries:

**India:** Provided for analyses, not open source

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Defensive driving”, “Night driving”, “Driving in adverse weather”, “Hazard perception”	idem	Unit 3 – Safe and Defensive Driving
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**South Africa:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Driving periods allowed, action to be taken in the event of an incident occurring, proper vehicle inspection before and during the route”	idem	Regulation 280 – Driver Training Syllabus Requirements (Gov.za)
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Uzbekistan:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	«теоретические и практические занятия, практические занятия по управлению ... а также оказанию первой медицинской помощи»	Theoretical and practical training, including vehicle control and first aid	Art. 11, 11-1, Annex to Resolution No. 408 (2018)
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

The detailed review of core CPC truck driver competencies within general driving licence systems in non-EU, non-CPC countries confirms that risk-related skills – notably the ability to anticipate, assess, and adapt to traffic risks – are consistently addressed. These safety fundamentals appear well integrated into national licensing schemes, even in the absence of dedicated CPC frameworks.

However, two areas directly linked to EU transport legislation show a clear absence or only minimal inclusion:

- Understanding of international transport rules and environment is not addressed in any of the reviewed countries. This reflects the expected divergence from EU models, as these national systems operate outside the scope of European regulatory frameworks.
- Correct use of the tachograph and rest time rules is largely absent, with only Tunisia including partial references. In that case, rest time rules were mentioned, but without any reference to tachographs, enforcement practices, or legal obligations.

This indicates a highly fragmented and limited treatment of tachograph-related competencies, ranging from: basic mentions of rest time rules without linking to tachograph technology; theoretical overviews lacking practical or compliance-focused training; to complete omission of legal or enforcement mechanism.

In summary, non-CPC countries demonstrate a solid foundation in core safety-related training, but the systematic absence of content linked to EU-specific regulations – particularly international transport law and tachograph usage – highlights a structural training gap when compared with CPC-aligned models.

**5.2. Bus Drivers Qualifications Overview: Initial and Periodic**

*5.2.1. Mandatory requirements for bus driver professional qualifications*

The EU Directive applies to both EU nationals and third-country nationals employed by an EU-established company, ensuring no disparity between domestic and international drivers within EU jurisdiction. This chapter outlines the mandatory requirements for the initial qualification and periodic training of bus drivers across selected non-EU/EEA countries. The findings are categorised based on whether these qualifications are mandatory for domestic, international, or both types of drivers.



Figure 17: Initial qualification: mandatory requirements for professional qualifications (bus)

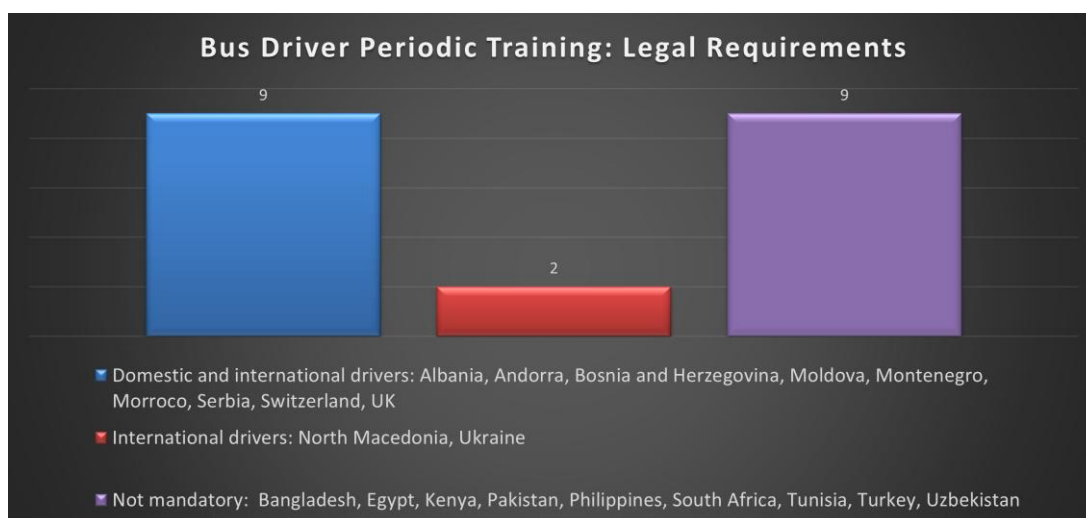


Figure 18: Periodic training: mandatory requirements for professional qualifications (bus)

Findings demonstrate that most Interbus countries mandate both initial and periodic driver qualifications for domestic and international transport, ensuring road safety, driver competence, and consistent standards.

Some countries limit the scope of implementation: North Macedonia, Türkiye, and Ukraine, primarily enforce qualifications for international drivers, emphasising cross-border transport compliance, while the Philippines limit the scope of implementation enforcing qualifications for domestic drivers.

Regarding periodic training in Türkiye, a draft by-law is under preparation or consideration to cover all domestic and international transport drivers, including those in urban transport such as taxi and minibuss drivers. In addition, the Ministry of National Education is updating the curriculum for periodic training and preparing an EU project that will focus on alignment with the current EU acquis.

A significant number of countries (e.g. Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan) currently lack legal frameworks for the mandatory qualification of bus drivers.

The findings illustrate a spectrum of regulatory practices, with some countries adopting rigorous universal standards and others displaying limited or no requirements. These disparities underscore the need for harmonised global standards to enhance road safety and driver professionalism.

### 5.2.2. Acquisition process for bus driver professional qualifications

The EU Directive provides multiple options for Initial Qualification, offering flexibility in implementation approach:

The "training + test" approach provides a structured pathway for candidates to acquire essential knowledge and skills. By systematically preparing individuals through a training phase, it significantly increases their chances of success. Furthermore, it promotes uniformity in assessing competencies.

The "test-only" alternative emphasises self-directed learning and prior experience. It addresses the lack of structured preparation by thoroughly validating knowledge and practical abilities through testing, often requiring rigorous evaluation mechanisms to ensure candidates meet the necessary standards. However, this method can lead to lower success rates if the tests do not adequately consider the applicants' diverse background.

With regard to periodic training, a more uniform implementation approach is followed. Periodic training involves compulsory training totalling 35 hours within a five-year period, which may be

taken as a single block or in shorter modules (e.g. 7 hours annually). Exams are not a requirement for the periodic training.

This chapter outlines the requirements and components of various bus driver qualification programmes, providing a structured comparison of the training and testing elements across distinct implementation options. It outlines the specific combination of theoretical training, practical training, theoretical examinations, and practical examinations required for each qualification. Countries are grouped based on their chosen qualification process.



Figure 19: Initial Qualification: acquisition process (bus)

Regarding Initial Qualification, when legal professional qualification requirements are applied, the "training + test" approach is commonly used in non-EU countries, particularly in regions with structured training systems that ensure skills development. This is especially evident in areas with strong formalised educational frameworks.

Switzerland and the UK, however, apply the "test-only" model, relying on a highly skilled driver workforce. Switzerland, notably, leverages apprenticeships to develop competencies, while both countries focus resources on assessing existing knowledge and skills. Test preparation is the responsibility of drivers, though optional training is available.

This approach aligns with practices in EU Member States, where approximately 40% also apply the "test-only" option. However, its effectiveness largely depends on the reliability and fairness of testing procedures, ensuring that candidates with diverse backgrounds can effectively demonstrate their skills and knowledge.

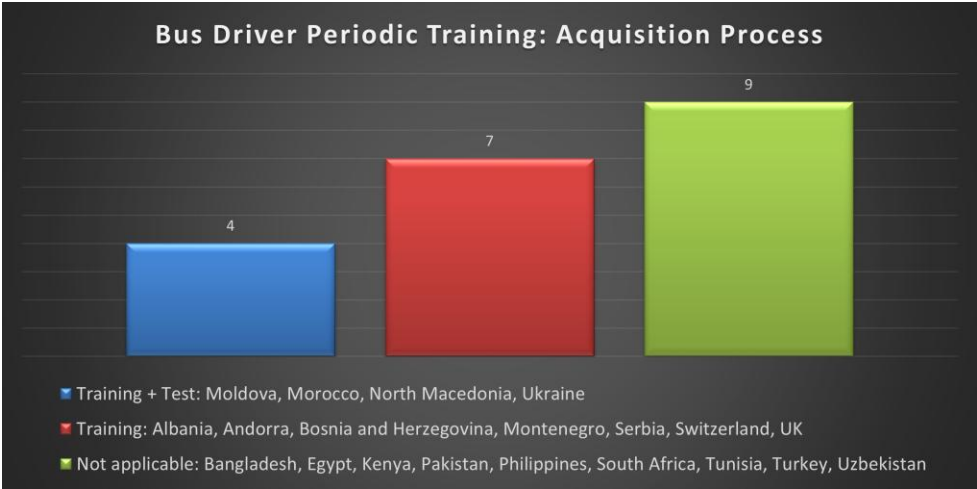


Figure 20: Periodic training: acquisition process (bus)

Regarding periodic training, the "training" approach is commonly used in non-EU countries. Some countries (Moldova, Morocco, North Macedonia and Ukraine) exceed the EU requirements by also requiring tests.

### 5.2.3. Requirements regarding training and examination duration standards for bus drivers' professional qualification

Despite the flexibility of the **EU Directive** regarding the implementation of professional qualifications, it sets specific requirements for training duration and examination standards, which are used here solely as a **benchmark for the analysis**. In terms of training and examination requirements, the ECMT Quality Charter is largely consistent with the provisions of the EU Directive. While the EU Directive does not apply directly to third countries and there is no obligation for them to implement it, many ECMT countries have voluntarily extended similar standards to bus drivers which they introduced for truck drivers. Examining how these standards have been implemented in countries participating in the ECMT multilateral road quota system provides valuable insight into their current qualification standards.

#### Initial Qualification: Full Training + Test (Annex I, Section 2.1)

- Training duration must be 280 hours
- Practical training duration should contain at least 20 hours of individual driving
- Theoretical examination duration not specified
- Practical examination duration not specified

#### Initial Qualification: Accelerated Training + Test (Annex I, Section 3)

- Training duration must be 140 hours
- Practical training duration should contain at least 10 hours of individual driving
- Theoretical examination duration not specified
- Practical examination duration not specified

#### Initial Qualification: Test-Only (Annex I, Section 2.2)

- Theoretical training duration not required
- Practical training duration not required
- Theoretical examination duration must be a minimum of 4 hours
- Practical examination duration of driving test must be at least 90 minutes complemented with the minimum duration of practical test of 30 minutes.

#### Periodic Training (Annex I, Section 4)

Duration: 35 hours every five years, with each session lasting at least 7 hours.

While the training has to include both classroom teaching and practical training elements, parts of it may be replaced by the use of information and communication technology (ICT) tools (e-learning, max. 12 hours) and by the use of top-of-the-range simulators. There is no requirement for a theoretical or practical examination as part of periodic training.

Countries IQ BUS	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Albania	Training + Test	120 hrs	20 hrs	240 mins	not applicable
Andorra	Training + Test	35 hrs	20 hrs	60-120 mins	30-90 mins
Bangladesh*	not applicable	not applicable	not applicable	not applicable	not applicable

<b>Bosnia &amp; Herzegovina</b>	Training + Test	130 or 260 hrs	not specified	180 mins	not specified
<b>Egypt*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Kenya*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Moldova</b>	Training + Test	90 hrs	30 hrs	not specified	not specified
<b>Montenegro</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	180 mins	90-120 mins
<b>Morocco</b>	Training + Test	96.5 hrs	5.5 hrs	not specified	not specified
<b>North Macedonia</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	120 mins	not applicable
<b>Pakistan*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Philippines</b>	Training	122 hrs	not applicable	not applicable	not applicable
<b>Serbia</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	240 mins	not specified
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	Test	not applicable	not applicable	240 mins	150 mins
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Training + Test	40 hrs	not applicable	60 mins	not applicable
<b>UK</b>	Test	Not applicable	Not applicable	320 mins	120 mins
<b>Ukraine</b>	Training + Test	130 or 260 hrs	10 or 20 hrs	240 mins	not specified
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 20: Initial qualification: training and examination standards by country (bus)

Requirements regarding training and examination duration serve as key indicators in determining which version of initial qualification a country adopts and whether the training and assessment components align with established standards.

Both the duration and structure of training and examinations for the initial qualification vary significantly, reflecting a general lack of harmonisation across countries.

Serbia, North Macedonia and Montenegro have systems broadly aligned with the standards of the EU Directive. They offer flexibility by providing both full and accelerated options for initial qualification, leveraging existing professional experience to increase access to the profession. For the full initial qualification version, the practical training is a requirement; introducing it in Bosnia & Herzegovina would bring the country closer to these examples, as would extending the CPC in Ukraine to cover all drivers (both domestic and international).

Albania provides an accelerated version of the initial qualification for the theoretical part (120 hours), while the practical part (20 hours) is aligned with the full program.

Switzerland and the UK have adopted a test-only approach. The duration of the examination in both countries is in line with the standards set by the EU Directive for this option. Training centres in both countries optionally provide theory and/or practical courses upon request.

Moldova leans towards an accelerated approach in implementing the initial qualification, with fewer theoretical training hours (90 hours) than normally required for this option. However, this deviation is offset by enhanced practical training (30 hours), which exceeds the practical training requirements of the full initial qualification version. A similar case is observed in Morocco, with even higher training requirements for bus drivers than for truck drivers.

The Philippines demonstrates a lower level of maturity in its national qualification system. While theoretical training requirements are relatively high, introducing practical training and examination components would strengthen the overall effectiveness of the initial qualification framework.

Türkiye have a short (40 hrs) theoretical training duration for their chosen initial qualification option (“training + test”) which is well below the durations required under the EU Directive for this pathway. The limitations in implementing the initial qualification are due to its integration in the process of obtaining a driving licence, which serves as a prerequisite for the CPC. National legislation mandates that CPC training follows a sequential process, where a driving licence must be obtained as a prerequisite for the next stage of professional training. In 2015, regulatory measures were introduced to align the issuance of driving licences and their standards with EU requirements.

Generally, training requirements tend to shorten with the availability of self-study options. Focus is placed on examination standards as they are key criteria to ensure demonstration of effective knowledge and skills.

Countries PQ BUS	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Albania	Training + Test	35 hrs	not applicable	not applicable	not applicable
Andorra	Training	35 hrs	not applicable	not applicable	not applicable
Bangladesh*	not applicable	not applicable	not applicable	not applicable	not applicable
Bosnia & Herzegovina	Training	35 hrs	not applicable	not applicable	not applicable
Egypt*	not applicable	not applicable	not applicable	not applicable	not applicable
Kenya*	not applicable	not applicable	not applicable	not applicable	not applicable
Moldova	Training + Test	20 hrs	10 hrs	not specified	not applicable
Montenegro	Training	35 hrs	not applicable	not applicable	not applicable
Morocco	Training + Test	32.3 hrs	2.3 hrs	Not Specified	not specified
North Macedonia	Training + Test	35 hrs	not applicable	120 mins	not applicable
Pakistan*	not applicable	not applicable	not applicable	not applicable	not applicable

<b>Philippines</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Serbia</b>	Training	35 hrs	20 hrs	Not applicable	not applicable
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	Training	35 hrs	not applicable	not applicable	not applicable
<b>Tunisia *</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>Türkiye *</b>	not applicable	not applicable	not applicable	not applicable	not applicable
<b>UK</b>	Training	35 hrs	not applicable	not applicable	not applicable
<b>Ukraine</b>	Training	35 hrs	not applicable	Up to 240 mins	not applicable
<b>Uzbekistan *</b>	not applicable	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, Türkiye and Uzbekistan indicates the absence of requirements for professional qualification.

Table 21: Periodic training: training and examination standards by country (bus)

The compliance summary shows a more unified approach for periodic training among countries, with most adhering to the 35-hour theoretical training baseline.

Moldova has clear requirements for practical training in the periodic training which reflects the importance of the practical element. Increasing the total number of training hours to the required 35 hours would make Moldova fully compliant with the standards.

Compared to truck drivers, the periodic training in Morocco for bus drivers complies with EU standards, given the total duration of theoretical and practical training (32.3 + 2.3 hours) along with examinations.

Some countries exceed baseline requirements by adding practical elements and examinations, notably Ukraine and North Macedonia (theoretical exam of various duration) and Serbia (20 hours of practical training). These variations illustrate the different levels of rigour across countries and the complexity behind analyses of professional qualifications.

#### *5.2.4. Approval procedures and requirements for training centres involved in bus drivers' professional qualification*

The EU Directive requires professional training and examination centres to obtain approval from authorities for the initial qualification and periodic training they offer; they have to comply with strict technical and operational requirements. This includes appropriate facilities for theoretical and practical training, as well as qualified personnel with expert knowledge and the necessary driver category qualifications for bus driver instructors. Maintaining high standards in training and examination relies on rigorous oversight by the competent authorities, ensuring quality and uniformity in skills development.

Country	Approval Procedures	Human Resource Requirements	Initial Training: Technical Requirements	Periodic Training: Technical Requirements
Albania	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Andorra	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Bangladesh*	not applicable	not applicable	not applicable	not applicable
Bosnia and Herzegovina	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Egypt*	not applicable	not applicable	not applicable	not applicable
Kenya*	not applicable	not applicable	not applicable	not applicable
Moldova	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Vehicle + Theoretical training equipment
Montenegro	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Morocco	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Vehicle + Theoretical training equipment
North Macedonia	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Pakistan*	not applicable	not applicable	not applicable	not applicable
Philippines	Defined	Qualified instructors	Theoretical training equipment	not applicable
Serbia	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Vehicle + Theoretical training equipment
South Africa*	not applicable	not applicable	not applicable	not applicable
Switzerland	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Tunisia*	not applicable	not applicable	not applicable	not applicable
Türkiye	Defined	Qualified instructors	Theoretical training equipment	not applicable
Ukraine	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
UK	Defined	Qualified instructors	Vehicle + Theoretical training equipment	Theoretical training equipment
Uzbekistan*	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 22: Approval procedures, technical and human resource requirements for initial qualification and/or periodic training centres

It appears that countries under consideration with a professional qualification system demonstrate well-defined approval procedures, as well as technical and human resource requirements, for training centres offering initial qualification and/or periodic training courses in line with the selected acquisition process.

Türkiye and the Philippines do not mandate a practical element for initial qualification and do not enforce mandatory periodic training. This explains the absence of requirements for training centres to be equipped with vehicles.

In addition, interviews and observations highlight a general lack of harmonisation and transparency in trainer and examiner qualification requirements, which may result in inconsistencies in training and examination delivery methods.

#### 5.2.5. *Theoretical and practical training format for bus drivers' professional qualification*

For both initial qualification and periodic training, programmes typically include classroom teaching, practical training and, where available, training by means of ICT tools or using top-of-the-range simulators. In the context of periodic training, Directive notes that such training shall consist of classroom teaching, practical training and, if available, ICT or simulator-based instruction. In either case, each trainee driver generally completes a minimum requirement of individual driving in a vehicle of the relevant category, with part of this driving time sometimes fulfilled using special terrain or a top-of-the-range simulator (as an alternative to driving in the vehicle) up to a specified share of the total minimum required driving time.

Country	Initial Theoretical Training: Format	Initial Practical Training: Format	Periodic Theoretical Training: Format	Periodic Practical Training: Format
Albania	Classroom instruction	Vehicle + Simulator	Classroom instruction	not applicable
Andorra	Classroom instruction	Vehicle	Classroom instruction	not applicable
Bangladesh*	not applicable	not applicable	not applicable	not applicable
Bosnia and Herzegovina	Blended (classroom + online)	Vehicle	Blended (classroom + online)	not applicable
Egypt*	not applicable	not applicable	not applicable	not applicable
Kenya*	not applicable	not applicable	not applicable	not applicable
Moldova	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	Vehicle + Simulator
Montenegro	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
Morocco	Classroom instruction	Vehicle + Simulator	Classroom instruction	Vehicle + Simulator
North Macedonia	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
Pakistan*	not applicable	not applicable	not applicable	not applicable

<b>Philippines</b>	Classroom instruction	not applicable	not applicable	not applicable
<b>Serbia</b>	Classroom instruction	Vehicle	Blended (classroom + online)	Vehicle + Simulator
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	not applicable	not applicable	Blended (classroom + online)	not applicable
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Classroom instruction	not applicable	not applicable	not applicable
<b>Ukraine</b>	Blended (classroom + online)	Vehicle + Simulator	Blended (classroom + online)	not applicable
<b>UK</b>	Classroom instruction	Vehicle + Simulator	Blended (classroom + online)	not applicable
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 23: Theoretical and practical training for bus drivers' professional qualification

The Directive permits the use of ICT tools in both initial and periodic driver training, offering flexibility in training delivery. There is no specific time limit for online training in initial qualification. However, most of the countries analysed have opted for a traditional approach, requiring classroom attendance for theoretical training.

Greater flexibility is observed in periodic training, with most countries adopting a blended approach (combining online and classroom training). Exceptions include Albania, Andorra, and Morocco, which continue to rely solely on in-person instruction. The Directive only allows maximum 12 out of 35 hours of periodic training to be conducted online. Despite this, only a few countries – such as Moldova, Morocco, Serbia, Switzerland, and the UK – have established specific duration limits for ICT-based training in their legislation.

Regarding practical training, simulators are playing an increasingly significant role. However, their use in initial qualification remains regulated, with only 8 out of 20 hours (full) or 4 out of 10 hours (accelerated) permitted to be conducted using simulators. While most countries, such as Albania, Moldova, Montenegro, Morocco, North Macedonia, Switzerland and the United Kingdom, allow training with both real vehicles and simulators, Andorra, Bosnia and Herzegovina and Serbia still rely exclusively on vehicle-based training. Additionally, only a few countries – including North Macedonia, Moldova, Switzerland, the United Kingdom, and Ukraine – have set legal limits on the duration of the use of simulators.

The EU Directive provides for the establishment of clear rules to ensure the effectiveness and reliability of training, in particular regarding the duration of ICT-based instruction and the use of simulators. These EU Directive standards may serve as a benchmark. Even if they have less stringent provisions, many countries that allow e-learning and/or the use of simulators demonstrate a strong commitment to training quality.

### 5.2.6. Competence areas for bus drivers' professional qualification delivered through training: Skills overview of non-EU CPC countries

Professional bus drivers in the EU must meet minimum qualification and training requirements, as set out in Annex I to Directive (EU) 2022/2561. The list of subjects in Section 1 of Annex I presents the minimum that must be covered in all Member States. The subjects are grouped into three broad fields:

- Rational driving based on safety regulations
- Application of regulations
- Health, road and environmental safety, service and logistics

Across these fields, the Directive spans a wide range of competences for both truck and bus drivers. This includes technical and operational requirements such as vehicle control (e.g. transmission and safety systems), eco-driving, and the application of transport rules (national and international regulations, tachograph use).

For bus drivers, it addresses competencies specific to the carriage of passengers, such as knowledge of the passenger transport market, ensuring passenger comfort and safety, managing passenger interactions, and understanding obligations regarding passenger rights and accessibility.

In addition, the Directive sets out broader transversal competences for all professional drivers. These include the ability to anticipate, assess and adapt to risks in traffic, promote road safety, prevent criminality and the trafficking of illegal immigrants, and provide quality customer service.

The alignment between these benchmark competences and national requirements was assessed through a review of each country's initial CPC qualification curriculum. Each subject's presence was evaluated using the following criteria:

- **Yes** – the competency is explicitly and fully covered in the national framework. The wording matches the benchmark in scope and intent and includes all core elements required (knowledge, skills and context).
- **Part** – the competency is addressed partially, but the coverage is incomplete, narrower in scope, or only indirectly related to the benchmark.
- **No** – the competency is not mentioned, or there is no evidence of its inclusion in the national requirements, either explicitly or implicitly.
- **Ø** – source not obtained

While analysing national legislation, it was found that there is no clearly documented evidence confirming the inclusion of detailed skills in national CPC systems for drivers. Available sources are primarily focused on regulatory requirements and training structures, while the degree of skills integration remains insufficiently transparent. Therefore, our conclusions were also based on interviews with training providers and observations of training programmes conducted within the IRU network of accredited training centres.

The generic analysis of non-EU CPC countries confirmed a high and consistent level of coverage of key topics related to vehicle operation (e.g. transmission systems, safety systems), as well as core road safety competences (risk assessment, physical and mental fitness, response to emergencies), and national rules.

<b>Competency area: CPC Driver Bus</b>	<b>ALB</b>	<b>AND</b>	<b>BIH</b>	<b>MDA</b>	<b>MNE</b>	<b>MAR</b>	<b>MKD</b>	<b>PHL</b>	<b>SRB</b>	<b>CHE</b>	<b>TUR</b>	<b>UKR</b>	<b>GBR</b>
Understanding transmission system for optimal use	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Familiarity with safety controls to manage vehicle and prevent wear	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
<b>Loading vehicle safely and correctly</b>	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Anticipate, assess, and adapt to traffic risks (!)	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of road risks and workplace accidents	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of physical and mental fitness	Yes	∅	Yes	Yes	Yes	Yes	Yes	Part	Yes	Yes	Yes	Yes	Yes
Ability to assess emergencies	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Understanding national transport rules and environment</b>	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Understanding international transport rules and environment	No	∅	No	Yes	Yes	No	Yes	No	Yes	Yes	No	No	Yes
<b>Knowledge of passenger transport regulations</b>	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Correct use of tachograph and rest time rules	Part	∅	No	Yes	Yes	Part	Yes	No	Yes	Yes	Part	Yes	Yes
Ability to optimise fuel use	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Passenger comfort and safety	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Behaviour that enhances company image	Part	∅	Part	Part	Part	Yes	Part	Part	Part	Yes	Yes	Part	Yes
Knowledge of passenger transport economy and market	Yes	∅	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
Ability to prevent physical risks	Yes	∅	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ability to prevent crime and illegal trafficking	Yes	∅	Yes	Yes	Yes	Yes	Yes	Part	Yes	Yes	Yes	Yes	Yes

Table 24: CPC Bus Drivers Competence Areas

It was initially assumed that certain thematic areas, by their nature, are not typically addressed in the training of drivers in non-EU countries. This applies, in particular, to provisions directly linked to the regulatory and legal environment in the EU. As the regulatory frameworks governing road transport in countries beyond the EU differ from the EU framework, the latter is normally not included in training programmes in countries outside the EU.

To ensure the comparability of qualifications and support the development of practical recommendations, a more focused and detailed analysis of selected core knowledge and skill areas was conducted. Therefore, in addition to the general overview, the following section provides a targeted analysis of priority areas for each country currently operating a CPC system outside the EU.

#### Countries covered under bilateral agreements with the EU:

##### Switzerland: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	„Gefahren erkennen, einschätzen und sich anpassen.“	Recognising, assessing hazards and adapting driving.	Section 1.5 – Leitidee
<i>Understanding international transport rules and environment</i>	Yes	Personen-Transport / Gesellschaftsreisen: „Sie beschreiben und erklären die wichtigsten Aufgaben und Sicherheitsbestimmungen im internationalen Verkehr und im Zusammenhang mit dem Grenzübertritt (K2).“ — Neue bzw. geänderte Vorschriften (1.6): „... internationalen Vorschriften.“	Understanding international traffic rules and safety regulations in cross-border passenger transport; also aware of new / changed regulations	Part 5.4 Gesellschaftsreisen (Leitidee / Fachlich kognitive Ziele).  Part 1.6 Neue bzw. geänderte Vorschriften (Leitidee + Lernziele).
<i>Correct use of tachograph and rest time rules</i>	Yes	„Zur Kontrolle der Einhaltung der Bestimmungen der ARV ...“	The tachograph is used to monitor compliance with the ARV. Correct use protects against breaches.	Section 6.2 – Leitidee / Inhalte

Interbus countries:

**Albania:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Si duhet të parashikohen dhe shmangen rreziqet në trafik?”	"How should risks in traffic be anticipated and avoided?"	Pyetësorët teorik – Question 12
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic elements only; no legal context or applied training)	“Cilat janë kohët e drejtimit dhe pushimit të detyrueshme sipas rregullores?” “Si përdoret një tahograf digjital?”	"What are the mandatory driving and rest times according to regulations?" "How is a digital tachograph used?"	Pyetësorët teorik – Questions 34, 35, 36

∅ **Andorra:** Source not obtained

**Bosnia-Herzegovina:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	„Sposobnost predvidjeti rizike u saobraćaju i pravilno reagovati.”	"Ability to anticipate risks in traffic and respond correctly."	Module: „Sigurna vožnja i ponašanje u saobraćaju“
<i>Understanding international transport rules and environment</i>	No	-	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (basic coverage without in-depth legal references or practical use)	„Poznavanje pravila o vožnji i odmoru i korištenje tahografa.”	"Knowledge of driving and rest rules and use of the tachograph."	Module: „Pravila rada i upravljanja vremenom“

**Moldova:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	să valorifice componentele conducerii preventive în diverse situații și condiții rutiere	to apply preventive driving components in various traffic situations	Module: „Conducerea în siguranță a autobuzului/ autocarului”
<i>Understanding international transport rules and environment</i>	Yes	respectarea cadrului normativ național/internațional ... mediul economic și social al transportului rutier de persoane	compliance with national/international regulations ... social/economic environment	Module: „Mediul economic și social al transportului rutier”
<i>Correct use of tachograph and rest time rules</i>	Yes	tahograful (utilizare, responsabilitatea pentru falsificări); timpul de muncă/odihnă a conducătorului auto	tachograph (use, responsibility for tampering); driver's working/rest time	Module: „Mediul economic și social”; also in practical regulations module

**Montenegro:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Prilagođavanje vožnje u zavisnosti od uslova puta i saobraćaja (npr. klizav kolovoz, nagib i krivina)	Adjusting driving according to road and traffic conditions (e.g., slippery road, slope)	Section 1.5 – Rational Driving
<i>Understanding international transport rules and environment</i>	Yes	Poznavanje propisa iz oblasti međunarodnog drumskog saobraćaja (npr. AETR propisi, radno vrijeme, upotreba tahografa)	Knowledge of international road transport regulations (e.g., AETR, working time, tachograph use)	Section 2.1 – Propisi u saobraćaju
<i>Correct use of tachograph and rest time rules</i>	Yes	AETR propisi; radno vrijeme i odmori vozača; upotreba tahografa	AETR regulations; working and rest time of drivers; use of tachograph	Section 2.1 – Propisi u saobraćaju

**North Macedonia:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Приспособување на возењето во зависност од условите на патот и сообраќајот (мокар коловоз, угорнина, кривини и сл.)	Adapting driving depending on road and traffic conditions (wet road, inclines, curves, etc.)	Section 1.5 – Rational Driving
<i>Understanding international transport rules and environment</i>	Yes	Познавање на прописите од областа на меѓународниот патен транспорт (AETR правила, работно време, користење тахограф)	Knowledge of international road transport regulations (AETR rules, working hours, tachograph use)	Section 2.1 – Application of Rules
<i>Correct use of tachograph and rest time rules</i>	Yes	AETR правила; работно време и одмор на возачот; користење на тахограф	AETR rules; driver's working and rest time; use of tachograph	Section 2.1 – Application of Rules

**Serbia:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Прилагођавање возње у зависности од услова пута и саобраћаја (мокар коловоз, нагиб и кривина...)	Adaptation of driving depending on road and traffic conditions (wet roads, slopes, curves...)	Module 1.2 – Technical characteristics
<i>Understanding international transport rules and environment</i>	Yes	Познавање прописа из области социјалног окружења друмског саобраћаја и правила која га уређују (AETR, ЕУ пропис, тахограф)	Knowledge of social environment in road transport and relevant rules (AETR, EU law, tachograph)	Module 2.1 – Application of Rules
<i>Correct use of tachograph and rest time rules</i>	Yes	Време управљања возилом, радно време, коришћење тахографа	Driving time, working hours, use of the tachograph	Module 2.1 – Application of Rules

**Türkiye:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	"Güvenli sürüş tekniklerini bilmeleri ve uygulamaları"	Knowledge and application of safe driving techniques	SRC1 Uluslararası Yolcu Taşımacılığı Kurs Programı: Program Objectives – Safe Driving Techniques
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Ukraine:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Здатність передбачати ризики дорожнього руху і відповідним чином реагувати	Ability to anticipate risks in traffic and respond accordingly	Розділ 1.3.1 – "Безпека дорожнього руху"
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Yes	Знання правил водіння/відпочинку та використання тахографа	Knowledge of driving/rest rules and use of the tachograph	Розділ 1.3.4 – "Правила використання тахографа"

**United Kingdom:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	"To make drivers aware of the risks of the road and of work-related accidents." → Awareness of road risks and prevention of work-related accidents.	Idem	Section 3 – Road and environmental safety
<i>Understanding international transport rules and environment</i>	Yes	"To make drivers aware of the social environment of road transport and the rules governing it." → Understanding the legal and social context of road transport, including international regulations (e.g. EU 561/2006 & 165/2014). <i>Note: Although the subject heading does not say "international rules" directly, the content of Section 2.1 clearly includes EU international law.</i>	Idem	Section 2 – Application of regulations
<i>Correct use of tachograph and rest time rules</i>	Yes	"To know the social regulations applicable to road transport, in particular the rules concerning driving time and rest periods (Regulation (EC) No 561/2006 and EU Regulation No 165/2014)." → Use of tachographs and compliance with international regulations on driving and rest periods.	Idem	Section 2 – Application of regulations

## Talent Partnerships Countries:

### Morocco: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	les dangers de la circulation... manœuvres de dépassement, conditions atmosphériques, comportement des usagers...	traffic hazards... overtaking maneuvers, weather conditions, behavior of other road users...	Thème III, point 21 – Règles de circulation
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	Partial (only mentioned; no detailed instruction, no reference to AETR or EU law)	les durées de conduite et de repos pour les conducteurs de certaines catégories de véhicules	driving and rest periods for drivers of certain categories of vehicles	Thème II, point 7 – Le conducteur

## Other Countries:

### Philippines: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Demonstrate safe driving practices” including defensive driving, anticipating potential hazards, and adjusting behavior	idem	Module 2 – Defensive Driving and Risk Reduction
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

The detailed review of key CPC competency areas confirms that risk-related competences – such as the ability to anticipate, assess, and adapt to traffic risks – are consistently and comprehensively addressed across the reviewed non-EU countries. These safety-related elements are well embedded in national training programmes and licensing frameworks, regardless of formal CPC adoption.

However, two areas closely tied to EU transport legislation show notable variation in coverage:

Understanding of international transport rules and environment remains limited or entirely absent in many non-EU countries. Only a few – such as Moldova, Montenegro, North Macedonia, Serbia, Switzerland and the UK – cover this area. This reflects the expected divergence due to most national training systems not being anchored in the European regulatory framework governing cross-border transport.

Correct use of the tachograph and compliance with rest time rules is only partially covered in several countries. While countries like the UK, Moldova, Montenegro, North Macedonia, Serbia, Ukraine, and Switzerland show strong integration of this topic – including legal references, practical use, and enforcement contexts – others such as Albania, Morocco, and Türkiye include only basic theoretical mentions or rest period summaries without linking them to tachograph devices or the regulatory framework (AETR). In Bosnia and Herzegovina and the Philippines, this content is completely absent.

This highlights a fragmented approach to tachograph-related training across non-EU systems: in some cases, rest time rules are presented without any reference to tachograph use or enforcement; others offer theoretical overviews with no practical training; several countries omit the topic altogether, especially in Talent Partnership countries.

In summary, while the foundational safety training and risk-awareness elements of CPC are widely covered, there remains a systematic training gap in relation to EU-specific legal content, particularly in the areas of international transport regulation and tachograph usage. This gap presents a structural divergence from CPC-aligned models and may affect cross-border mutual recognition of driver qualifications and professional standards.

The countries under review that do not operate a professional qualification framework comparable to the CPC – such as Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan – rely solely on their driving licence or equivalent systems to determine drivers’ competence. Section 5.2.8 of the report explores the extent to which these national systems address the subjects listed in Directive (EU) 2022/2561.

*5.2.7. Theoretical and practical examination format for bus drivers’ professional qualification*

The EU Directive distinguishes between theoretical and practical examinations, as well as between the “test-only” and “course attendance + test” qualification routes.

For the theoretical examination under the test-only route (Annex I, Section 2.2), the exam must consist of at least two parts: questions, which may be multiple-choice, direct-answer, or a combination of both, and case studies. At least one question must address each objective listed in Section 1 (Annex I, Section 2.1).

For the course attendance + test route, the only theoretical test requirement is that, upon completion of the training, the competent authority or designated entity shall administer a written or oral test, which must also include at least one question per objective in Section 1.

The practical test shall consist of two parts: (i) a driving test aimed at assessing training in rational driving based on safety regulations (ii) a practical test covering at least points 1.5, 1.6, 1.7, 3.2, 3.3 and 3.5.” (Annex I, Section 2.2).

Country	Initial Theoretical Exam: Format	Initial Practical Exam: Structure	Periodic Theoretical Exam: Format	Periodic Practical Exam: Structure
Albania	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
Andorra	Multiple-Choice + Case Studies	Driving + Practical test	not applicable	not applicable

<b>Bangladesh*</b>	not applicable	not applicable	not applicable	not applicable
<b>Bosnia and Herzegovina</b>	Multiple-Choice + Direct Answer + Case Studies	not applicable	not applicable	not applicable
<b>Egypt*</b>	not applicable	not applicable	not applicable	not applicable
<b>Kenya*</b>	not applicable	not applicable	not applicable	not applicable
<b>Moldova</b>	Multiple-Choice + Direct Answer	not specified	Multiple-Choice Questions	not applicable
<b>Montenegro</b>	Multiple-Choice + Direct Answer	Driving + Practical test	Not applicable	not applicable
<b>Morocco</b>	Multiple-Choice Questions	not specified	Multiple-Choice Questions	not specified
<b>North Macedonia</b>	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	Multiple-Choice + Direct Answer + Case Studies	not applicable
<b>Pakistan*</b>	not applicable	not applicable	not applicable	not applicable
<b>Philippines</b>	not applicable	not applicable	not applicable	not applicable
<b>Serbia</b>	Multiple-Choice Questions	not specified	not applicable	not applicable
<b>South Africa*</b>	not applicable	not applicable	not applicable	not applicable
<b>Switzerland</b>	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
<b>Tunisia*</b>	not applicable	not applicable	not applicable	not applicable
<b>Türkiye</b>	Multiple-Choice Questions	not applicable	not applicable	not applicable
<b>Ukraine</b>	Multiple-Choice + Case Studies	not specified	Multiple-Choice + Direct Answer + Case Studies	not applicable
<b>UK</b>	Multiple-Choice + Direct Answer + Case Studies	Driving + Practical test	not applicable	not applicable
<b>Uzbekistan*</b>	not applicable	not applicable	not applicable	not applicable

\* The designation "Not applicable" for Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan indicates the absence of requirements for professional qualification.

Table 25: Theoretical and practical examination format for bus drivers' professional qualification

Only Switzerland and the UK apply the test-only route and fully meet its requirements, combining multiple-choice, direct-answer, and case studies in the theoretical exam, and conducting comprehensive practical assessments covering all competence areas.

Several countries using the course attendance + test route have voluntarily adopted the same high standards as the test-only model. Albania, Bosnia & Herzegovina, Montenegro, and North Macedonia all apply multiple-choice, direct-answer, and case study formats, supported by well-structured practical tests aligned with all competence areas.

Other countries limit themselves to meeting the minimum requirements of the Directive for their route and do not add any additional elements that could enhance the level of knowledge and skills assessment. Georgia and Moldova use multiple question formats but omit case studies. Ukraine combines multiple-choice questions and case studies but lacks direct-answer questions. Azerbaijan, Morocco, Serbia, and Türkiye rely solely on multiple-choice questions.

Where applied, practical exams of bus drivers are usually well defined and cover both driving and practical tasks.

Despite the more flexible requirements for the exam format in the course attendance + test route, best-practice examples demonstrate that incorporating diverse question formats and standardised practical assessment methodologies significantly enhances the credibility, comparability, and perceived seriousness of the qualification process, even when such measures are not legally required.

#### 5.2.8. *Driver competence level considering driving licence qualification for bus drivers: skills overview of non-EU, non-CPC countries*

In several countries covered by this study (Bangladesh, Egypt, Kenya, Pakistan, South Africa, Tunisia, and Uzbekistan), there are currently no mandatory professional driver qualification systems comparable to the requirements of Directive (EU) 2022/2561. For this reason, they were not previously included in the CPC system comparison (see Section 5.2.6).

However, given the strategic importance of these countries – particularly in the context of the Talent Partnership initiative – a structured analysis of driver training and licensing systems was conducted as part of the study. The aim of the analysis was to gain a clearer understanding of the current state of training and to identify the potential for convergence with European standards. As in the case of countries applying the CPC system, the analysis covers key elements that ensure professional competence.

Countries	Acquisition: Process	Theoretical Training: Duration	Practical Training: Duration	Theoretical Exam: Duration	Practical Exam: Duration
Bangladesh	Training + Test	35 - 60 hrs	Over 20 hrs	1 hr to 2 hrs	60 mins
Egypt	Training + Test	Less than 35 hrs	no info	no info	no info
Kenya	Training + Test	Less than 35 hrs	10-20 hrs	Under 1 hr	30-60 min
Pakistan	Training + Test	Less than 35 hrs	Over 20 hrs	4 hrs	120 mins
South Africa	Training + Test	35 - 60 hrs	Over 20 hrs	Under 1 hr	30-60 mins
Tunisia*	Training + Test	no info	no info	no info	30 mins
Uzbekistan	Training + Test	Over 200 hrs	Over 20 hrs	Under 1 hr	60 mins

Table 26: Bus Driving Licence: training and examination duration

The data obtained confirmed that, despite the absence of a formalised CPC system, in many cases, structural elements are already present that make it possible to consider the potential for equivalence. This particularly concerns the duration and structure of driver training, which often includes both theoretical and practical training modules, as well as mandatory examinations.

The analysis of non-EU, non-CPC countries showed that their systems consistently address core risk-related driving skills, particularly in the area of traffic safety. However, broader CPC competencies, including technical, regulatory, and passenger-related subjects, are often only partially covered, with significant variation across countries.

<b>Competency area: Driver Bus 🚌</b>	<b>BGD</b>	<b>EGY</b>	<b>KEN</b>	<b>PAK</b>	<b>ZAF</b>	<b>TUN</b>	<b>UZB</b>
Understanding transmission system for optimal use	No	Yes	Yes	No	Yes	Yes	Part
Familiarity with safety controls to manage vehicle and prevent wear	Part	Yes	Yes	Part	Yes	Yes	Yes
Loading vehicle safely and correctly	Part	Part	Part	Part	Part	Yes	Part
<b>Anticipate, assess, and adapt to traffic risks (!)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Awareness of road risks and workplace accidents	Yes	Yes	Yes	Yes	Part	Yes	Yes
Awareness of physical and mental fitness	Yes	Part	Part	Yes	Part	Yes	Part
Ability to assess emergencies	Part	Yes	Yes	Part	Part	Yes	Yes
<b>Understanding national transport rules and environment</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Understanding international transport rules and environment	No	No	No	No	No	No	No
<b>Knowledge of passenger transport regulations</b>	No	Yes	Yes	No	Yes	Yes	Yes
Correct use of tachograph and rest time rules	No	No	No	No	No	Part	No
Ability to optimise fuel use	No	Part	Part	Part	Part	Part	Part
Passenger comfort and safety	No	Yes	Yes	No	Yes	Yes	Part
Behaviour that enhances company image	Part	Part	Part	Part	Part	Part	No
Knowledge of passenger transport economy and market	Yes	No	No	Yes	No	No	No
Ability to prevent physical risks	Yes	Part	Part	Yes	Part	Yes	Yes
Ability to prevent crime and illegal trafficking	No	No	No	No	No	No	No

Table 27: Bus Driving Licence Competence Areas

The global analysis of non-EU countries without a formal CPC framework shows that national bus driver licensing systems partially reflect many of the foundational themes found in structured professional training. Notably, risk-related competences, including the ability to anticipate and adapt to traffic risks, as well as awareness of road safety and workplace hazards, are consistently covered across all reviewed countries.

Elements related to vehicle operation – such as the handling of transmission systems, the use of safety controls, and safe loading practices – are included to varying degrees, though often only partially or unevenly across countries. Similarly, national transport rules are widely addressed, indicating a strong grounding in domestic regulatory content.

However, certain areas remain underdeveloped or absent, particularly those more commonly found in structured professional curricula. These include international transport rules, which are not addressed in any of the countries reviewed, and the use of tachographs and rest-time practices, which are largely missing, with only one country offering partial coverage. Passenger-focused skills – such as ensuring comfort, safety, and appropriate interaction with passengers – are included in some programmes but are not consistently covered or clearly defined. Awareness of crime prevention and illegal trafficking is also absent across the reviewed countries.

While the structure and depth of training vary, the consistent inclusion of core safety and operational content suggests a partial but promising basis for further development. The presence of these elements offers a foundation for future alignment with evolving international training expectations.

To ensure the comparability of qualifications and support the development of practical recommendations, a more focused and detailed analysis of selected core knowledge and skill areas was conducted. Therefore, in addition to the general overview, the following section provides a targeted analysis of priority areas for each country.

#### Talent partnerships countries:

**Bangladesh:** Not publicly available

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	Bus driver training in BRTA centres includes modules on safe driving, traffic rules, and road condition adaptation	idem	Road Transport Act 2018; BRTA Bus Driver Training Practice (unpublished standard)
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

## Egypt: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“توقف في الحالات العادية والطوارئ، تجاوز المركبات، الانتظار بين المركبات، الوقوف على المرتفعات، الإشارات المناسبة لتغيرات الحركة”	Stopping in normal and emergency situations, overtaking, waiting, slope parking, giving proper signals, etc.	Article 264 – Practical Driving Test
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

## Pakistan: [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	"Driving techniques", "Avoid road hazards", "Adopt defensive driving techniques"	idem	Module 3 – Operate Heavy Vehicles – Sections 3.1–3.4
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

## Tunisia: Not open source

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	« respect des distances de sécurité entre les véhicules, distance de freinage, tenue de route... variations avec conditions atmosphériques... »	Respect for safety distances, braking distance, vehicle handling... variations with weather conditions...	Annexe 1, Art. 2.1.3
<i>Understanding international transport rules and environment</i>	—	—	—	-
<i>Correct use of tachograph and rest time rules</i>	Partial (No detailed reference to international legal frameworks such as AETR, EU Reg. 561/2006 or 165/2014)	« règles concernant les temps de conduite et périodes de repos et utilisation du dispositif d'enregistrement prévu par la réglementation en vigueur »	Rules on driving and rest time and use of recording device as per current regulations	Annexe 1, Art. 4.1.1

Other countries:

**South Africa:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Driving periods allowed, action to be taken in the event of an incident occurring, proper vehicle inspection before and during the route”	idem	Regulation 280 – Driver Training Syllabus Requirements (Gov.za)
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Kenya:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	“Defensive driving skills including hazard perception, reaction time, and adapting to various conditions”	idem	Unit 2 – Driving Techniques
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

**Uzbekistan:** [Source](#)

Competency area/subject	Presence	Original Wording	English Translation	Reference to source
<i>Anticipate, assess, and adapt to traffic risks</i>	Yes	«теоретические и практические занятия, практические занятия по управлению ... а также оказанию первой медицинской помощи»	Theoretical and practical training, including vehicle control and first aid	Art. 11, 11-1, Annex to Resolution No. 408 (2018)
<i>Understanding international transport rules and environment</i>	No	—	—	—
<i>Correct use of tachograph and rest time rules</i>	No	—	—	—

The detailed review of core CPC bus driver competencies within general driving licence systems in non-EU, non-CPC countries confirms that risk-related skills – notably the ability to anticipate, assess, and adapt to traffic risks – are consistently addressed. These safety fundamentals appear well integrated into national licensing schemes, even in the absence of dedicated CPC frameworks.

However, two areas directly linked to EU transport legislation show a clear absence or only minimal inclusion:

- Understanding of international transport rules and environment is not addressed in any of the reviewed countries. This reflects the expected divergence from EU models, as these national systems operate outside the scope of European regulatory frameworks.
- Correct use of the tachograph and rest time rules is largely absent, with only Tunisia including partial references. In that case, rest time rules were mentioned, but without any reference to tachographs, enforcement practices, or legal obligations.

This indicates a highly fragmented and limited treatment of tachograph-related competencies, ranging from: basic mentions of rest time rules without linking to tachograph technology; theoretical overviews lacking practical or compliance-focused training; to complete omission of legal or enforcement mechanisms.

In summary, non-CPC countries demonstrate a solid foundation in core safety-related training, but the systematic absence of content linked to EU-specific regulations – particularly international transport law and tachograph usage – highlights a structural training gap when compared with CPC-aligned models.

## **6. OVERVIEW OF SKILLS AND PROFESSIONAL QUALIFICATION: DRIVERS FROM THIRD COUNTRIES**

This report presents a comprehensive analysis of the professional competencies of truck and bus drivers from selected third countries, placing them within the broader context of evolving Professional Qualification Frameworks (PQFs). As road transport continues to play a key role in global trade and mobility, the development and mutual recognition of driver qualifications is becoming an increasingly strategic priority.

Across non-EU/EEA countries, the structure and scope of driver training varies significantly. Some countries – particularly those that have introduced models similar to the EU Certificate of Professional Competence (CPC), such as those cooperating with the EU through bilateral agreements (e.g. United Kingdom, Switzerland, the Western Balkans, Moldova and Ukraine) or other countries participating in the ECMT multilateral quota system – have developed regulated qualification frameworks. These systems include mandatory theoretical and practical training, standardised examinations, and nationally recognised certification. They largely align with the requirements of EU Directive 2022/2561 and ensure mastery of core competencies such as vehicle operation, risk prevention and assessment, emergency response, safe cargo loading and securing, and compliance with national transport regulations.

Nevertheless, significant disparities remain at a broader level. Even in countries with relatively advanced training systems, certain topics directly linked to the EU legal framework are often underrepresented – in particular, knowledge of international transport law and the practical use of tachographs. These gaps are typically due to differences in legal systems, rather than shortcomings in basic training quality.

Countries outside geographical Europe and not participating in the ECMT multilateral quota system usually do not have a formal professional qualification system for bus and truck drivers. There is however one exception: Morocco. Morocco issues CPCs to its professional drivers; the requirements and training contents are largely comparable to those in Europe.

In all other countries outside geographical Europe that have been included in this study (e.g. Bangladesh, Egypt, India, Pakistan, South Africa, Tunisia, and Uzbekistan), there is no formal professional qualification system. In those countries, driver training is generally organised in the context of the driving licence systems. These systems usually include theoretical and practical training and examinations, with a focus on core safety principles and knowledge of traffic rules. However, the range of underrepresented topics is much broader than in countries with CPC systems. Among those topics are international legal standards, the use of tachographs and eco-driving. The use of digital tools and technologies, integration with intelligent transport systems, and the prevention of criminal activity and illegal transport practices are also absent from the training curricula in these countries.

Even so, many of these countries already possess key structural elements on which further integration can be built. The presence of foundational knowledge in areas like safety and vehicle operation provides a basis for expanding qualification frameworks and aligning with international standards. Moreover, several countries have expressed a strong interest in harmonising their systems as part of broader workforce development strategies and international cooperation – including through managed mobility initiatives and Talent Partnership programmes.

Based on the findings, the report supports a pragmatic and collaborative approach to qualification alignment. Countries that demonstrate progress toward EU-aligned standards – especially within the frameworks of ECMT and Interbus – could be considered for partial recognition of driver qualifications. EU support in the form of knowledge transfer, curriculum development, and capacity building in quality assurance can help build trust and mutual recognition between systems.

At the same time, analysing the overlap between existing national driver licensing requirements and CPC competencies could serve as the basis for formal equivalence frameworks. Introducing periodic knowledge assessments, promoting regional cooperation, aligning with international standards, and conducting independent quality monitoring are all essential elements in building transparent and reliable qualification systems.

In summary, by building on existing structures and investing in targeted convergence, countries can move from shared objectives to shared standards. This will not only enhance the quality and safety of transport but also unlock new opportunities for fair and managed labour mobility – helping to create a sustainable, competent, and mobile international workforce, including for the benefit of the EU labour market.

## 7. CONCLUSIONS

The challenges faced by the EU road transport sector highlight the urgent need for innovative and collaborative solutions to address the shortage of commercial drivers, by leveraging global talent and promoting a sustainable, transparent operating environment.

The employment of third country nationals as professional drivers in the EU faces significant challenges. Fragmented regulatory frameworks, bureaucracy and administrative barriers lead to difficulties to obtain visas and residence permits, an extensive duration of recruitment processes and associated costs for both employers and potential employees. Moreover, TCN jobseekers often have difficulties in accessing clear, essential information and guidance on procedural requirements, leading to limited awareness and a lack of personalised support.

The recognition of skills and qualifications acquired in third countries is subject to complex and fragmented procedures, making it difficult for EU employers to assess whether candidates possess the necessary competences to qualify for employment and visa sponsorship. In some cases, the employment of TCNs as professional drivers by EU road transport operators is hampered through requirements related to professional driver certification and documentation. For instance, to be eligible for CPC training in the EU, TCN individuals are required to have resided for more than 185 days in the Member State where the training is to be undertaken. However, obtaining a visa to reside in a Member State typically requires a valid employment contract – creating a legal paradox. Since employment as a professional driver is contingent upon holding a valid EU driver qualification, this circular requirement constitutes one of the most significant legal obstacles identified in this report.

Some EU Member States developed solutions to facilitate the access of TCNs to their job market, aiming to partially address this issue. Solutions provided by Member States can be divided in two categories of assistance. In the first category, Member States facilitate and streamline migration and professional documents procedures as is the case of Poland, which significantly reduce time required to meet eligibility criteria for employment as a professional driver for an EU employer. In the second category, Member States implemented facilitation mechanisms and bilateral agreements with selected third countries as is the case in Spain and Portugal, which accelerate lengthy administrative processes.

To be eligible to work as a professional driver for an EU operator, individuals must meet specific legal requirements, including possession of an EU driving licence and a Certificate of Professional Competence (CPC). While there is no recognition of CPCs issued in third countries, the legal frameworks governing the recognition and exchange of driving licences issued in third countries vary significantly across Member States, creating complexity and inconsistency in access to employment opportunities for TCNs.

Currently, EU driving licences obtained in one Member State through the exchange of third-country licences do not have to be recognised by other Member States when their holder takes up residence there. Lifting this restriction to the free movement of the holders of such licences, as foreseen in the new driving licence Directive (EU) 2025/2205 for holders of licences issued in “safe” third countries, is bound to increase the attractiveness of working as a professional driver in the EU for third-country nationals from those “safe” third countries.

International legal frameworks such as the 1968 Vienna Convention on Road Traffic and the 1949 Geneva Convention on Road Traffic provide for the temporary recognition of licences in another Contracting Party until their holder takes up normal residence in that Party. Then, the holder usually has to obtain a licence issued by the country where he or she has taken up normal residence (i.e. having stayed there for more than 185 days). In some cases, e.g. when there are bilateral agreements between EU Member States and third countries on the recognition of driving licences, the licences can be exchanged without the need for the holder to pass a theoretical and/or practical driving test. In other cases, when there are no such agreements and the Member State does not recognise the third-country licence, the holder will

typically have to pass a theoretical and/or practical driving test. In such cases, the language(s) in which the test can be taken can be an obstacle when third-country nationals have difficulties mastering that (those) language(s).

### **7.1. Summary of Member States' good practices**

This chapter outlines some good practices applied in the EU Member States that have been identified in this study. By following the below listed good practices, some Member States have managed to integrate more TCN in the driver workforce.

- Include drivers on the national list of priority shortage professions: Out of 21 EU Member States identified as having established national lists of shortage professions, professional truck drivers figure among the shortage list of eight EU Member States (Belgium, Croatia, Germany, France, Latvia, Poland, Slovakia, Sweden), while professional bus and coach drivers figure on the shortage list of seven EU Member States (Austria, Belgium, France, Germany, Poland, Slovakia, Sweden). By figuring on national shortage lists, in most Member States EU employers and third-country jobseekers benefit from simpler and faster entry and recruitment procedures, such as skipping the labour market test<sup>41</sup>.
  - In Belgium, competencies on the definition of professions experiencing shortages and the establishment of the legal framework to engage and employ third-country drivers are regionalised (Flanders, Brussels and Wallonia). In Flanders: truck and bus drivers holding the relevant professional driving licences (C, C1, CE, or C1E and D, D1, DE and D1E) are classified as medium-skilled shortage occupations. This classification exempts them from the labour market test. Drivers with other types of licences fall into the "other shortage occupations" category, which requires a labour market test. Vacancies must be posted on the VDAB nationally and EURES at the EU level, for a minimum period.
  - In Slovakia, when a profession is classified as a shortage profession, it is possible to hire TCNs much faster, via shorter deadlines for decisions to grant temporary residence permits for the purpose of employment, including shorter deadlines for procedures and actions performed by the employer before submitting a temporary residence application.  
Provided the road transport operator meets specific conditions defined by the law<sup>42</sup>, it can more easily get the relevant visas and hire an employee from the following list of non-EU/EEA countries: Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Montenegro, Philippines, Georgia, India, Indonesia, Kazakhstan, Kyrgyzstan, Moldova, Nepal, North Macedonia, Serbia, Tajikistan, Turkmenistan,

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<sup>41</sup> Mechanism that aims to ensure that migrant workers are only admitted after employers have unsuccessfully searched for national workers, EU citizens (in EU Member States this also means EEA workers) or legally residing third-country nationals with access to the labour market according to national legislation. See definition of "labour market test" in the ENM Asylum and Migration Glossary [https://home-affairs.ec.europa.eu/networks/european-migration-network-emn/emn-asylum-and-migration-glossary\\_en](https://home-affairs.ec.europa.eu/networks/european-migration-network-emn/emn-asylum-and-migration-glossary_en).

<sup>42</sup> According to the legal regulation governing national visas for drivers (<https://www.slov-lex.sk/ezbierky/pravne-predpisy/SK/ZZ/2023/113/20240306>), a visa may be granted to drivers having a contract with an employer who:

- a) is a carrier established in the territory of the Slovak Republic for at least ten years;
- b) within the ten years prior to submitting the proposed list, has not had any personnel or property links to a natural person who is not a citizen of the Slovak Republic, or personnel or property links to a legal entity established outside the territory of the Slovak Republic;
- c) is not in bankruptcy, liquidation, or restructuring;
- d) has, fulfilled tax obligations in accordance with specific regulations and has met obligations for the payment of advances on public health insurance premiums, social insurance premiums, and mandatory contributions to old-age pension savings;
- e) has not been fined for violating the prohibition on illegal employment within five years.

Ukraine and Uzbekistan<sup>43</sup>. This is enabled by an accelerated procedure to grant legal residence for up to one year to a specific TCN to work as professional bus or truck drivers.

- Enhance structured cooperation between relevant competent authorities within EU Member State, such as Ministries of Transport, Interior (visas) and Employment, which is put in place in Spain, Croatia, Estonia and Austria.
  - In Spain, a dedicated protocol was concluded in 2023 between the national competent authorities (Ministry of Transport, Ministry of Interior and the Ministry of Inclusion, Social Security and Migration) to facilitate the entry of TCN drivers (Ministry of transport, Ministry of interior and the Ministry of inclusion, social security and migration (2023). This protocol, to which the industry contributed, could serve as a model for other countries interested to engage in the same process.
- Fast track immigration and work permit issuing procedures, allowing TCN drivers to start working within 4-6 weeks after the conclusion of the employment contract, compared to 4-12 months (which is the rule in most EU Member States).
  - In Poland, citizens from five non-EU/EEA countries (Ukraine, Belarus, Armenia, Georgia, Moldova) can work in the country for 24 months, based on a registered written statement rather than a work permit. These rules apply to all TCN professionals from those countries and are not limited to professional drivers. The accelerated procedure of hiring foreign citizens based on a statement only is much quicker, but the employer must still fulfil the same conditions as in the case of applying for a work permit.
- Empower businesses and industry representative organisations to deal with selected issues related to third-country workers/drivers:
  - In Estonia, the Association of Estonian International Road Carriers (ERAA) is the sole issuer of transport documents, including driver attestations to third-country drivers. In doing so, ERAA works in close cooperation with the Labour Inspectorate, Transport Administration, Ministry of Climate and training institutions.
  - In Austria, the Austrian Business Agency “Work in Austria” is the single contact point for TCN professionals who would like to work in Austria, as well as for Austrian companies looking for suitable professionals abroad.
- Offer the possibility for TCNs to work and drive professionally before finalising procedures to obtain a residence permit. This would allow TCN drivers to drive professionally for EU local companies based on their national non-EU/EEA driving licence and on a CPC issued by an EU Member State. They would be able to work as professional drivers during the first 185 days (or one year, depending on the Member State) of their stay in a Member State, before finalising the exchange of their national driving licence for an EU one.
  - Apply the “grandfather” rights contained in Article 4 of the CPC Directive (Directive (EU) 2022/2561) which exempts drivers holding a category C1, C1E, C or CE licence issued before 9 September 2009 and a category D1, D1E, D or DE driving licence issued before 9 September 2008, from the requirement to obtain initial qualification. Such an exemption considerably speeds up the employability of the respective (by now middle-aged) TCN professional drivers provided their driving licence has been recognised.
- Provide additional languages and facilities to train and test third-country drivers. Several EU Member States already have language-specific facilities tailored to various non-EU languages to carry out driver training and/or testing<sup>44</sup>. These enable for the candidate to carry out courses and/or tests in TCN’s mother tongue, enable training centres to provide targeted language training courses (depending on trainees’ specific needs) and enable

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<sup>43</sup> Decisions are taken by the Ministry of Labour of the Slovak Republic.

<sup>44</sup> Dedicated table available in the report covering languages offered in testing and training.

interpretation and/or translation services by sworn interpreters for driving tests.

- Recognise third-country driving licences issued by Contracting Parties to the UNECE 1968 Vienna Convention on Road Traffic, without requiring further additional trainings and/or tests This is the case already for several EU Member States, sometimes under specific conditions.<sup>45</sup>
  - A similar approach is already applied to countries with an extended network of bilateral agreements on mutual recognition of third country driving licences.
- Implement specialised training dedicated to third-country professional drivers, for the obtention of the EU CPC. Adapt by developing a shorter and targeted CPC training for third-country drivers having national professional driver training, to fill any potential knowledge gap. After having successfully carried out this targeted training, based on the differences between the EU CPC and national professional drivers training, the Member State of establishment will issue them an EU CPC.
  - Create a voluntary hub of companies to join efforts to hire third-country drivers from a specific country/region. An example was reported in Portugal, where different passenger transport companies joined efforts to recruit professional drivers from non-EU/EEA Portuguese speaking countries, such as Cabo Verde. As a result, the percentage share of TCN drivers in Portugal employed by passenger transport companies reached 20%, the double percentage share of TCNs recruited by freight transport companies. Such practices could be supported, including by national and EU stakeholders.

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<sup>45</sup> A dedicated table covering Member States' rules and procedures for the recognition and exchange of TCN driving licences is available in Annex 2 to this report.

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Available at [https://treaties.un.org/pages/ViewDetailsIII.aspx?src=TREATY&mtdsg\\_no=XI-B-19&chapter=11](https://treaties.un.org/pages/ViewDetailsIII.aspx?src=TREATY&mtdsg_no=XI-B-19&chapter=11)

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Available at: <https://unece.org/transport/road-transport/about-adr>

United Nations (1949). Geneva Convention on Road Traffic. Available at: [https://treaties.un.org/pages/ViewDetailsV.aspx?src=TREATY&mtdsg\\_no=XI-B-1&chapter=11&Temp=mtdsg5&clang=\\_en](https://treaties.un.org/pages/ViewDetailsV.aspx?src=TREATY&mtdsg_no=XI-B-1&chapter=11&Temp=mtdsg5&clang=_en)

United Nations (2006) Vienna Convention on Road Traffic, consolidated version of 2006.  
Available at: [https://unece.org/fileadmin/DAM/trans/conventn/Conv\\_road\\_traffic\\_EN.pdf](https://unece.org/fileadmin/DAM/trans/conventn/Conv_road_traffic_EN.pdf)

Vejtransportrådet, (Road Transport Council, Denmark) Report on Driver Shortage  
Available at: [Vejtransportrådets Rapport om Chaufførmangel.pdf](https://www.vejtransportraadet.dk/rapport-om-chaufformangel.pdf)

**ANNEX 1: SOURCES OF THIRD-COUNTRY NATIONAL LEGISLATION**

Country	Truck Driver	Bus Driver
<b>Albania</b>	<p>General Directorate of Road Transport Services (Drejtoria e Përgjithshme e Shërbimeve të Transportit Rrugor)  <a href="https://www.dpshttr.al/leje-drejtimi/pajisja-here-te-pare-me-leje-drejtimi">https://www.dpshttr.al/leje-drejtimi/pajisja-here-te-pare-me-leje-drejtimi</a></p> <p>Driving School Licensing and Requirements (Informacion për Autoskollat)  <a href="https://www.dpshttr.al/leje-drejtimi/informacion-autoskollat#mjetet-per-ushtimin-e-praktikes">https://www.dpshttr.al/leje-drejtimi/informacion-autoskollat#mjetet-per-ushtimin-e-praktikes</a></p> <p>Training Duration and Topics – Category C &amp; CE (Test Category C &amp; CE)  <a href="https://lejedrejtimi.dpshttr.al/test-category/5">https://lejedrejtimi.dpshttr.al/test-category/5</a></p> <p>Training Course Topics and Duration – PDF (Tabela e numrit të temave dhe kohëzgjatjes)  <a href="https://www.dpshttr.al/sites/default/files/downloads/Tabela%20e%20numrit%20t%C3%AB%20temave%20dhe%20koh%C3%ABzgjatjes%20p%C3%ABr%20p%C3%ABrgatitjen%20teorik%20dhe%20praktike.pdf">https://www.dpshttr.al/sites/default/files/downloads/Tabela%20e%20numrit%20t%C3%AB%20temave%20dhe%20koh%C3%ABzgjatjes%20p%C3%ABr%20p%C3%ABrgatitjen%20teorik%20dhe%20praktike.pdf</a></p> <p>Theory Test Questionnaire – PDF (Pyetësorët teorik për Leje Drejtimi)  <a href="https://www.dpshttr.al/sites/default/files/downloads/Pyetesore%CC%88t%20teorik.pdf">https://www.dpshttr.al/sites/default/files/downloads/Pyetesore%CC%88t%20teorik.pdf</a></p> <p>CPC Certification Requirements (Certifikata e Aftësisë Profesionale – CAP)  <a href="https://www.dpshttr.al/deshmi-certifikata-licenca/transporti-i-udhetareve/certifikata-e-afte-sise-profesionale-cap">https://www.dpshttr.al/deshmi-certifikata-licenca/transporti-i-udhetareve/certifikata-e-afte-sise-profesionale-cap</a></p> <p>CAP Licensing Instruction – PDF (Udhëzimi për pajisjen me CAP)  <a href="https://www.dpshttr.al/sites/default/files/downloads/dokumente/Udhe%CC%88zim%20Nr.3606-2%2C%20dt.28.10.2011%20Pe%CC%88r%20Pajisjen%20e%20Drejtuesve%20te%CC%88%20Mjeteve%20Rrugore%20te%CC%88%20Kategorive%20C1%2C%20C%2C%20C1E%2C%20CE%2C%20D1D%2C%20D1E%2C%20DE%20me%20CAP.pdf">https://www.dpshttr.al/sites/default/files/downloads/dokumente/Udhe%CC%88zim%20Nr.3606-2%2C%20dt.28.10.2011%20Pe%CC%88r%20Pajisjen%20e%20Drejtuesve%20te%CC%88%20Mjeteve%20Rrugore%20te%CC%88%20Kategorive%20C1%2C%20C%2C%20C1E%2C%20CE%2C%20D1D%2C%20D1E%2C%20DE%20me%20CAP.pdf</a></p> <p>CPC Training Programme – OECD PDF (Trajnimi profesional për drejtuesit e mjeteve të rënda)  <a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_albania.pdf">https://www.itf-oecd.org/sites/default/files/docs/professional_training_albania.pdf</a></p> <p>Periodic CPC Training Requirements – OECD PDF (Rinovimi periodik i CAP çdo 5 vite)  <a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add28_final_app1_rev4_0.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add28_final_app1_rev4_0.pdf</a></p>	<p>General Directorate of Road Transport Services (Drejtoria e Përgjithshme e Shërbimeve të Transportit Rrugor)  <a href="https://www.dpshttr.al/leje-drejtimi/pajisja-here-te-pare-me-leje-drejtimi">https://www.dpshttr.al/leje-drejtimi/pajisja-here-te-pare-me-leje-drejtimi</a></p> <p>Driving School Licensing and Requirements (Informacion për Autoskollat)  <a href="https://www.dpshttr.al/leje-drejtimi/informacion-autoskollat#mjetet-per-ushtimin-e-praktikes">https://www.dpshttr.al/leje-drejtimi/informacion-autoskollat#mjetet-per-ushtimin-e-praktikes</a></p> <p>Training Duration and Topics – PDF (Tabela e numrit të temave dhe kohëzgjatjes për trajnimin teorik dhe praktik)  <a href="https://www.dpshttr.al/sites/default/files/downloads/Tabela%20e%20numrit%20t%C3%AB%20temave%20dhe%20koh%C3%ABzgjatjes%20p%C3%ABr%20p%C3%ABrgatitjen%20teorike%20dhe%20praktike.pdf">https://www.dpshttr.al/sites/default/files/downloads/Tabela%20e%20numrit%20t%C3%AB%20temave%20dhe%20koh%C3%ABzgjatjes%20p%C3%ABr%20p%C3%ABrgatitjen%20teorike%20dhe%20praktike.pdf</a></p> <p>Theory Test Questionnaire – PDF (Pyetësorët teorik për Leje Drejtimi)  <a href="https://www.dpshttr.al/sites/default/files/downloads/Pyetesore%CC%88t%20teorik.pdf">https://www.dpshttr.al/sites/default/files/downloads/Pyetesore%CC%88t%20teorik.pdf</a></p> <p>CAP Licensing Instruction – PDF (Udhëzimi për pajisjen me CAP për kategoritë C1, C, C1E, CE, D1, D1E, D, DE)  <a href="https://www.dpshttr.al/sites/default/files/downloads/dokumente/Udhe%CC%88zim%20Nr.3606-2%2C%20dt.28.10.2011%20Pe%CC%88r%20Pajisjen%20e%20Drejtuesve%20te%CC%88%20Mjeteve%20Rrugore%20te%CC%88%20Kategorive%20C1%2C%20C%2C%20C1E%2C%20CE%2C%20D1D%2C%20D1E%2C%20DE%20me%20CAP.pdf">https://www.dpshttr.al/sites/default/files/downloads/dokumente/Udhe%CC%88zim%20Nr.3606-2%2C%20dt.28.10.2011%20Pe%CC%88r%20Pajisjen%20e%20Drejtuesve%20te%CC%88%20Mjeteve%20Rrugore%20te%CC%88%20Kategorive%20C1%2C%20C%2C%20C1E%2C%20CE%2C%20D1D%2C%20D1E%2C%20DE%20me%20CAP.pdf</a></p> <p>CPC Certification Requirements (Certifikata e Aftësisë Profesionale – CAP)  <a href="https://www.dpshttr.al/deshmi-certifikata-licenca/transporti-i-udhetareve/certifikata-e-afte-sise-profesionale-cap">https://www.dpshttr.al/deshmi-certifikata-licenca/transporti-i-udhetareve/certifikata-e-afte-sise-profesionale-cap</a></p> <p>CPC Training Programme – OECD PDF (Programi i trajnimit profesional për drejtuesit e autobusëve)  <a href="https://www.itf-">https://www.itf-</a></p>

		<p><a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_albania.pdf">oecd.org/sites/default/files/docs/professional_training_albania.pdf</a></p> <p>Periodic CPC Training Requirements – OECD PDF (Rinovimi periodik i CAP çdo 5 vite)</p> <p><a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add28_final_app1_rev4_0.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add28_final_app1_rev4_0.pdf</a></p>
<b>Azerbaijan</b>	<p>Ministry of Digital Development and Transport (Rəqəmsal İnkişaf və Nəqliyyat Nazirliyi)</p> <p><a href="https://mincom.gov.az">https://mincom.gov.az</a></p> <p>State Traffic Police – Driver Licensing Requirements (Sürücülük vəsiqələrinin verilməsi)</p> <p><a href="https://www.dyp.gov.az/?/en/content/164/">https://www.dyp.gov.az/?/en/content/164/</a></p> <p>State Traffic Police – Driving Schools and Exams (Sürücülük məktəbləri və imtahanlar)</p> <p><a href="https://www.dyp.gov.az/?/en/content/168/">https://www.dyp.gov.az/?/en/content/168/</a></p> <p>ASAN Service (ASAN Xidmət – Dövlət xidmətlərinin vahid pəncərəsi)</p> <p><a href="https://asanservice.gov.az">https://asanservice.gov.az</a></p> <p>Law on Road Traffic – E-qanun.az (Yol hərəkəti haqqında Azərbaycan Respublikasının Qanunu)</p> <p><a href="https://e-qanun.az/framework/24164">https://e-qanun.az/framework/24164</a></p> <p>Rules on Initial Qualification and Periodic Training of Professional Drivers – E-qanun.az</p> <p><a href="https://e-qanun.az/framework/45385#_edn2">https://e-qanun.az/framework/45385#_edn2</a></p> <p>OECD Report – Azerbaijan CPC Training System (ITF OECD – Professional Training for Drivers in Azerbaijan)</p> <p><a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add27_app1_final_e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add27_app1_final_e.pdf</a></p> <p>OECD Report – Periodic CPC Training Details (ITF OECD – Azerbaijan Periodic Training Appendix)</p> <p><a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add27_app2_final_e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add27_app2_final_e.pdf</a></p>	
<b>Andorra</b>		<p>General Council of Andorra – Legal Database (Consell General d’Andorra)</p> <p><a href="https://www.consellgeneral.ad/">https://www.consellgeneral.ad/</a></p> <p>Traffic Code – Consolidated Law (Codi de la Circulació – Versió consolidada 2021)</p> <p><a href="https://www.mobilitat.ad/Uploads/Lei_12_2021_13_maig_codi_11_202109_29115147_ca-ES.pdf">https://www.mobilitat.ad/Uploads/Lei_12_2021_13_maig_codi_11_202109_29115147_ca-ES.pdf</a></p> <p>Traffic Code – Original Law (Llei del Codi de la Circulació)</p> <p><a href="https://www.consellgeneral.ad/fitxers/documents/lleis-1989-2002/Lei-del-codi-de-la-circulacio.pdf/view">https://www.consellgeneral.ad/fitxers/documents/lleis-1989-2002/Lei-del-codi-de-la-circulacio.pdf/view</a></p>

<p><b>Bangladesh</b></p>	<p>Road Transport Act, 2018 (সড়ক পরিবহন আইন, ২০১৮)  <a href="https://www.rthd.gov.bd/site/page/eb1873d7-b61b-4478-a783-3061d7fd5cda/সড়ক-পরিবহন-আইন,-২০১৮">https://www.rthd.gov.bd/site/page/eb1873d7-b61b-4478-a783-3061d7fd5cda/সড়ক-পরিবহন-আইন,-২০১৮</a></p> <p>Bangladesh Road Transport Authority – Licensing and Training Guidelines (বাংলাদেশ সড়ক পরিবহন কর্তৃপক্ষ - BRTA)  <a href="http://www.brta.gov.bd">http://www.brta.gov.bd</a></p>	<p>Road Transport Act, 2018 (সড়ক পরিবহন আইন, ২০১৮)  <a href="https://www.rthd.gov.bd/site/page/eb1873d7-b61b-4478-a783-3061d7fd5cda/সড়ক-পরিবহন-আইন,-২০১৮">https://www.rthd.gov.bd/site/page/eb1873d7-b61b-4478-a783-3061d7fd5cda/সড়ক-পরিবহন-আইন,-২০১৮</a></p> <p>Bangladesh Road Transport Authority – Licensing and Training Guidelines (বাংলাদেশ সড়ক পরিবহন কর্তৃপক্ষ - BRTA)  <a href="http://www.brta.gov.bd">http://www.brta.gov.bd</a></p>
<p><b>Bosnia and Herzegovina</b></p>	<p><i>The development of a new Rulebook on the Requirements for Issuing Licences and Driver Qualification Cards is currently underway. The new regulation is anticipated to specify the required number of hours for driver training. In the process of preparing this rulebook, the provisions of Directive (EU) 2022/2561 of the European Parliament and of the Council of 14 December 2022 on the initial qualification and periodic training of drivers of certain road vehicles for the carriage of goods or passengers (codification) have been carefully considered.</i></p> <p><i>Currently, for Bosnia and Herzegovina, there is no single centralised public portal where all CPC (Certificate of Professional Competence) rules and training materials are published online. However, here are the most reliable public sources where CPC-related info appears – based on what’s currently accessible:</i></p> <p>Official Gazette of BiH, No: 77/14, 52/17 - Ministry of Communications and Transport of Bosnia and Herzegovina  <a href="http://www.mkt.gov.ba">http://www.mkt.gov.ba</a></p> <p>Institute for Education – Foreign Trade Chamber of Bosnia and Herzegovina  <a href="https://www.komorabih.ba">https://www.komorabih.ba</a></p> <p>Centre for Education Veritas – Široki Brijeg  <a href="https://www.centar-obrazovanja.com">https://www.centar-obrazovanja.com</a></p>	
<p><b>Egypt</b></p>	<p>Licensing Requirements for Driving Rapid Transport Vehicles (اشتراطات الترخيص لقيادة مركبات النقل السريع)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Driving Licenses for Rapid Transport Vehicles – Egyptian Traffic Law (رخص القيادة لمركبات النقل السريع) – قانون المرور المصري  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Driving Schools and Training Requirements in Egypt (مدارس تعليم القيادة ومتطلبات التدريب في مصر)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Regulations for Foreign Drivers in Egypt (تنظيم قيادة الأجانب للمركبات في مصر)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p>	<p>Licensing Requirements for Driving Rapid Transport Vehicles (اشتراطات الترخيص لقيادة مركبات النقل السريع)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Driving Licenses for Rapid Transport Vehicles – Egyptian Traffic Law (رخص القيادة لمركبات النقل السريع) – قانون المرور المصري  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Driving Schools and Training Requirements in Egypt (مدارس تعليم القيادة) ومتطلبات التدريب في مصر  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p>

		<p>Regulations for Foreign Drivers in Egypt (تنظيم قيادة الأجانب للمركبات في مصر)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Requirements for Driving School Establishment and Instructors (شروط إنشاء مدارس تعليم القيادة والمدرسين)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Theoretical and Practical Exam Requirements for Driving Licenses (متطلبات الاختبارات النظرية والعملية لرخص القيادة)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Professional Driving License Categories and Experience Requirements (فئات رخص القيادة المهنية ومتطلبات الخبرة)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p> <p>Minimum Age and Experience Requirements for Professional Licenses (الحد الأدنى للسنة والخبرة لرخص القيادة المهنية)  <a href="https://moi.gov.eg/home/sector?section=traffic">https://moi.gov.eg/home/sector?section=traffic</a></p>
<p><b>Georgia</b></p>	<p>Georgian Law on Road Traffic Safety (საქართველოს გზის მოძრაობის უსაფრთხოების შესახებ კანონი)  <a href="https://matsne.gov.ge/ka/document/view/28216?publication=105">https://matsne.gov.ge/ka/document/view/28216?publication=105</a></p> <p>Order No. 598 of the Minister of Internal Affairs of Georgia – With Annex (საქართველოს შინაგან საქმეთა მინისტრის №598 ბრძანება დანართით, 01.08.2012)  <a href="https://matsne.gov.ge/ka/document/view/1700700?publication=0">https://matsne.gov.ge/ka/document/view/1700700?publication=0</a></p> <p>Order No. 09/N of the Director of the Land Transport Agency (საზოგადოებრივი სამართლის იურიდიული პირის – მიწის ტრანსპორტის სააგენტოს დირექტორის №09/ნ ბრძანება, 15.09.2022)  <a href="https://lta.gov.ge">https://lta.gov.ge</a> (Not published online)</p> <p>Order No. 1-1/426 of the Minister of Economy and Sustainable Development of Georgia (საქართველოს ეკონომიკისა და მდგრადი განვითარების მინისტრის №1-1/426 ბრძანება, 05.10.2022)  <a href="https://www.economy.ge">https://www.economy.ge</a> (Not published online)</p> <p>Order No. 08/N of the Director of the Land Transport Agency – With Annexes (მიწის ტრანსპორტის სააგენტოს დირექტორის №08/ნ ბრძანება დანართებით, 15.09.2022)  <a href="https://lta.gov.ge">https://lta.gov.ge</a> (Not published online)</p>	

	<p>Order No. 13/N of the Director of the Land Transport Agency – With Annex (მიწის ტრანსპორტის სააგენტოს დირექტორის №13/ნ ბრძანება დანართით, 15.09.2022)  <a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_georgia.pdf">https://www.itf-oecd.org/sites/default/files/docs/professional_training_georgia.pdf</a></p> <p>Professional Training Requirements for CPC Certification in Georgia (პროფესიული კომპეტენციის სერთიფიკატის ტრენინგის მოთხოვნები საქართველოში)  <a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_georgia.pdf">https://www.itf-oecd.org/sites/default/files/docs/professional_training_georgia.pdf</a></p>	
<p><b>India</b></p>	<p>Parivahan Main Portal (पारिवहन मुख्य पोर्टल)  <a href="https://parivahan.gov.in/parivahan/en">https://parivahan.gov.in/parivahan/en</a></p> <p>Sarathi Portal – State Selection for DL Services (सरथी पोर्टल – ड्राइविंग लाइसेंस सेवाओं के लिए राज्य चयन)  <a href="https://sarathi.parivahan.gov.in/sarathiservice/stateSelection.do">https://sarathi.parivahan.gov.in/sarathiservice/stateSelection.do</a></p> <p>Form 12A – Application for Endorsement (फॉर्म 12ए – समर्थन के लिए आवेदन)  <a href="https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-12A.pdf">https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-12A.pdf</a></p> <p>Driving Training Centers – Scheme Guidelines (ड्राइविंग प्रशिक्षण केंद्रों की योजना दिशानिर्देश)  <a href="https://morth.nic.in/sites/default/files/Guidelines-Scheme-for-setting-up-of-Driving-Training-Centers.pdf">https://morth.nic.in/sites/default/files/Guidelines-Scheme-for-setting-up-of-Driving-Training-Centers.pdf</a></p> <p>Form 5A – Driving Certificate from Training School (फॉर्म 5ए – ड्राइविंग स्कूल से प्रमाण पत्र)  <a href="https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-5A.pdf">https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-5A.pdf</a></p> <p>STALL QB – Learner's License Question Bank (English) (लर्नर लाइसेंस प्रश्न बैंक – अंग्रेज़ी)  <a href="https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/STALL_QB_ENGLISH_NEW.pdf">https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/STALL_QB_ENGLISH_NEW.pdf</a></p> <p>International Driving Permit Info (अंतर्राष्ट्रीय ड्राइविंग परमिट जानकारी)  <a href="https://parivahan.gov.in/parivahan/en/content/international-driving-permit-0">https://parivahan.gov.in/parivahan/en/content/international-driving-permit-0</a></p> <p>Eligibility at 16 Years – Vehicle Class Information (16 वर्ष की आयु में पात्रता – वाहन वर्ग जानकारी)  <a href="https://parivahan.gov.in/parivahan/en/content/i-am-16-years-old-which-class-vehicle-i-can-apply">https://parivahan.gov.in/parivahan/en/content/i-am-16-years-old-which-class-vehicle-i-can-apply</a></p> <p>Form 7 – Application for Driving Licence (फॉर्म 7 – ड्राइविंग लाइसेंस के लिए आवेदन)  <a href="https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-7.pdf">https://parivahan.gov.in/parivahan/sites/default/files/DownloadForm/cmvr/FORM-7.pdf</a></p>	

	<p>Vahan Portal – Vehicle-Related Services (वाहन पोर्टल – वाहन संबंधित सेवाएं)  <a href="https://vahan.parivahan.gov.in/nrservices/">https://vahan.parivahan.gov.in/nrservices/</a></p> <p>Driving Licence – Overview and Details (ड्राइविंग लाइसेंस – विवरण और जानकारी)  <a href="https://parivahan.gov.in/parivahan//en/content/driving-licence-0">https://parivahan.gov.in/parivahan//en/content/driving-licence-0</a></p>	
<b>Kenya</b>		<p>AA Kenya – Driving School Information  <a href="https://www.aakenya.co.ke/Driving-School">https://www.aakenya.co.ke/Driving-School</a></p> <p>AA Kenya – Driver Assessment  <a href="https://www.aakenya.co.ke/Driver-Assessment">https://www.aakenya.co.ke/Driver-Assessment</a></p> <p>How to Acquire a Driving License – Lawyer Wangu  <a href="https://www.lawyerwangu.com/resource-library/how-to-acquire-a-driving-license/">https://www.lawyerwangu.com/resource-library/how-to-acquire-a-driving-license/</a></p> <p>Requirements to Register a Driving School – Victor Matara  <a href="https://victormatara.com/requirements-to-register-a-driving-school-in-kenya/">https://victormatara.com/requirements-to-register-a-driving-school-in-kenya/</a></p> <p>NTSA Driving Test Questions &amp; Answers – Lunar Driving School  <a href="https://www.lunardrivingschool.com/best-ntsa-driving-test-theory-questions-and-answers/">https://www.lunardrivingschool.com/best-ntsa-driving-test-theory-questions-and-answers/</a></p> <p>Kenya Traffic Act – CAP 403 (PDF)  <a href="https://infotradekenya.go.ke/media/Traffic%20Act%20CAP%20403.pdf">https://infotradekenya.go.ke/media/Traffic%20Act%20CAP%20403.pdf</a></p> <p>The Traffic (Driving Schools, Instructors, and Licences) Rules, 2018 – Kenya Association of Manufacturers (KAM)  <a href="https://kam.co.ke/the-traffic-driving-schools-driving-instructors-and-driving-licences-rules-2018/">https://kam.co.ke/the-traffic-driving-schools-driving-instructors-and-driving-licences-rules-2018/</a></p> <p>PSV Badge &amp; Driver's License Guide – TechGuy  <a href="https://techguy.co.ke/psv-badge-how-to-apply-for-a-drivers-license-in-kenya/">https://techguy.co.ke/psv-badge-how-to-apply-for-a-drivers-license-in-kenya/</a></p> <p>NTSA TIMS Portal  <a href="https://tims.ntsago.ke/">https://tims.ntsago.ke/</a></p>
<b>Moldova</b>	<p>Public Services Agency – Competent Authority (Agenția Servicii Publice)  <a href="https://www.asp.gov.md/ro">https://www.asp.gov.md/ro</a></p> <p>Professional Driver Training Program – Government Decision (Hotărârea cu privire la aprobarea Programului de pregătire profesională a conducătorilor auto)</p>	<p>Public Services Agency – Competent Authority (Agenția Servicii Publice)  <a href="https://www.asp.gov.md/ro">https://www.asp.gov.md/ro</a></p> <p>International Convention on Road Traffic – Moldova's Accession (Convenția internațională privind circulația rutieră – aderarea Republicii</p>

<p><a href="https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ro</a></p> <p>Order on Approval of Driver Training Programs (Ordinul nr. 260 din 12.04.2022 cu privire la aprobarea programelor de formare profesională a conducătorilor de autovehicule de toate categoriile și subcategoriile)</p> <p><a href="https://mecc.gov.md/sites/default/files/ordinul_260_din_12.04.2022_cu_privire_la_aprobarea_programelor_de_formare_profesionala_a_conducatorilor_de_autovehicule_de_toate_categoriile_si_subcategoriile.pdf">https://mecc.gov.md/sites/default/files/ordinul_260_din_12.04.2022_cu_privire_la_aprobarea_programelor_de_formare_profesionala_a_conducatorilor_de_autovehicule_de_toate_categoriile_si_subcategoriile.pdf</a></p> <p>Overview of Driver Preparation (Pregătirea conducătorilor de autovehicule)</p> <p><a href="https://mecc.gov.md/ro/content/pregatirea-conducatorilor-de-autovehicule-0">https://mecc.gov.md/ro/content/pregatirea-conducatorilor-de-autovehicule-0</a></p> <p>Training Duration by Category (Hotărârea privind durata cursurilor de instruire pentru categoriile C1, C1E, C, CE)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=130732&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=130732&amp;lang=ro</a></p> <p>Exam Structure: Types, Timing, Scoring (Structura examenului pentru permis de conducere)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=92259&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=92259&amp;lang=ro</a></p> <p>Annex 1 – Practical &amp; Seminar Requirements (Anexa 1 la Programul de pregătire profesională – activități practice și seminare)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ru">https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ru</a></p> <p>Use of Driving Simulator – Optional (Hotărârea privind utilizarea simulatorului de conducere în procesul de instruire)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=142707&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=142707&amp;lang=ro</a></p> <p>Instructor and Admin Staff Requirements (Cerințe pentru personalul didactic și administrativ din școlile auto)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=135040&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=135040&amp;lang=ro</a></p> <p>Driver Qualification Card – CCPCA (Cardul de calificare profesională a conducătorului auto)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=136744&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=136744&amp;lang=ro</a></p> <p>International Convention on Road Traffic – Moldova’s Accession (Convenția internațională privind circulația rutieră – aderarea Republicii Moldova)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=144346&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=144346&amp;lang=ro</a></p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=142432&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=142432&amp;lang=ro</a></p> <p>Driver Register – Maintained by ANTA (Registrul conducătorilor auto – deținut de ANTA)</p>	<p>Moldova)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=144346&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=144346&amp;lang=ro</a></p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=142432&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=142432&amp;lang=ro</a></p> <p>Overview of Driver Preparation (Pregătirea conducătorilor de autovehicule)</p> <p><a href="https://mecc.gov.md/ro/content/pregatirea-conducatorilor-de-autovehicule-0">https://mecc.gov.md/ro/content/pregatirea-conducatorilor-de-autovehicule-0</a></p> <p>Instructor and Staff Qualification Requirements (Cerințe pentru personalul didactic și administrativ din școlile auto)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=135040&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=135040&amp;lang=ro</a></p> <p>Bus Driver Training Curriculum (Ordinul nr. 260 din 12.04.2022 cu privire la aprobarea programelor de formare profesională a conducătorilor de autovehicule de toate categoriile și subcategoriile)</p> <p><a href="https://mecc.gov.md/sites/default/files/ordinul_260_din_12.04.2022_cu_privire_la_aprobarea_programelor_de_formare_profesionala_a_conducatorilor_de_autovehicule_de_toate_categoriile_si_subcategoriile.pdf">https://mecc.gov.md/sites/default/files/ordinul_260_din_12.04.2022_cu_privire_la_aprobarea_programelor_de_formare_profesionala_a_conducatorilor_de_autovehicule_de_toate_categoriile_si_subcategoriile.pdf</a></p> <p>Training Modalities – In-person, Online, Simulator (Hotărârea cu privire la aprobarea Programului de pregătire profesională a conducătorilor auto)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ro</a></p> <p>Driver Qualification Card – CCPCA (Cardul de calificare profesională a conducătorului auto)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=136744&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=136744&amp;lang=ro</a></p> <p>National Auto Transport Agency – ANTA (Agenția Națională Transport Auto)</p> <p><a href="https://anta.gov.md/">https://anta.gov.md/</a></p> <p>Driver Register – Administered by ANTA (Registrul conducătorilor auto – deținut de ANTA)</p> <p><a href="https://www.legis.md/cautare/getResults?doc_id=143766&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=143766&amp;lang=ro</a></p> <p>Final Approved Training Programs (Programe auto finale aprobate – MECC)</p> <p><a href="https://mecc.gov.md/sites/default/files/programe_auto_final.pdf">https://mecc.gov.md/sites/default/files/programe_auto_final.pdf</a></p>
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	<p><a href="https://www.legis.md/cautare/getResults?doc_id=143766&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=143766&amp;lang=ro</a></p> <p>Final Approved Driver Training Programs (Programe auto finale aprobate – MECC) <a href="https://mecc.gov.md/sites/default/files/program_e_auto_final.pdf">https://mecc.gov.md/sites/default/files/program_e_auto_final.pdf</a></p> <p>National Auto Transport Agency – ANTA (Agenția Națională Transport Auto) <a href="https://anta.gov.md/">https://anta.gov.md/</a></p>	<p>Exam Requirements – Structure and Timing (Structura examenului pentru permis de conducere) <a href="https://www.legis.md/cautare/getResults?doc_id=92259&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=92259&amp;lang=ro</a></p> <p>Minimum Age &amp; Experience for Bus Categories D1, D, D1E, DE (Hotărârea privind durata cursurilor de instruire pentru categoriile C1, C1E, C, CE) <a href="https://www.legis.md/cautare/getResults?doc_id=130732&amp;lang=ro">https://www.legis.md/cautare/getResults?doc_id=130732&amp;lang=ro</a></p> <p>Addendum 2 – Initial Qualification &amp; Practical Seminars (Anexa 1 la Programul de pregătire profesională – activități practice și seminare) <a href="https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ru">https://www.legis.md/cautare/getResults?doc_id=139496&amp;lang=ru</a></p>
<b>Montenegro</b>	<p>Professional Truck Driver Licensing Legislation (Službeni list Crne Gore br. 71/2017, 67/2019, član 22) <a href="https://www.sluzbenilist.me/pregled-dokumenta-2/?id={71/2017}">https://www.sluzbenilist.me/pregled-dokumenta-2/?id={71/2017}</a> <a href="https://www.sluzbenilist.me/pregled-dokumenta-2/?id={67/2019}">https://www.sluzbenilist.me/pregled-dokumenta-2/?id={67/2019}</a></p> <p>Quality Charter Implementation Report (Izveštaj Crne Gore o sprovođenju Kvalitativne povelje – Aneks I) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add2_7_app1_final_e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add2_7_app1_final_e.pdf</a></p> <p>Training Centre Authority – Chamber of Economy (Privredna komora Crne Gore) <a href="https://www.privrednakomora.me/">https://www.privrednakomora.me/</a></p> <p>Driver Training Program Structure &amp; Examination Rules (Pravilnik o programu obuke – Aneks I) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr20163_add2_7_app1_final_e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr20163_add2_7_app1_final_e.pdf</a></p> <p>Framework Law on Road Transport (Zakon o drumskom saobraćaju) <a href="https://www.paragraf.me/propisi-crnegore/zakon-o-drumskom-saobracaju.html">https://www.paragraf.me/propisi-crnegore/zakon-o-drumskom-saobracaju.html</a></p> <p>Law on Carriage in Road Transport (Zakon o prevozu u drumskom saobraćaju) <a href="https://www.paragraf.me/propisi-crnegore/zakon-o-prevozu-u-drumskom-saobracaju.html">https://www.paragraf.me/propisi-crnegore/zakon-o-prevozu-u-drumskom-saobracaju.html</a></p>	
<b>Morocco</b>	<p>Driver Licensing Services – NARSA (Services permis de conduire – NARSA) <a href="https://khadamatnarsa.ma/fr/services/permis-de-conduire">https://khadamatnarsa.ma/fr/services/permis-de-conduire</a> <a href="https://www.narsa.ma/fr/permis-de-conduire">https://www.narsa.ma/fr/permis-de-conduire</a></p> <p>Official Gazette – General Driving Regulations (Bulletin Officiel – Réglementation générale de</p>	<p>Driver Licensing Services – NARSA (Services permis de conduire – NARSA) <a href="https://khadamatnarsa.ma/fr/services/permis-de-conduire">https://khadamatnarsa.ma/fr/services/permis-de-conduire</a> <a href="https://www.narsa.ma/fr/permis-de-conduire">https://www.narsa.ma/fr/permis-de-conduire</a></p>

	<p>la conduite)</p> <p><a href="http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf">http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf</a></p> <p>Opening and Operating a Driving School (Ouverture et exploitation d'auto-école)</p> <p><a href="https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole">https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/">https://marocrl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section_premiere_Local_de_letablissement_denseignement_de_la_conduite">https://marocrl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section_premiere_Local_de_letablissement_denseignement_de_la_conduite</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/">https://marocrl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/</a></p> <p>Truck Driving Exam and Code de la Route (Examen du permis de conduire et Code de la route)</p> <p><a href="https://marocrl.com/routier/code-de-la-route/examen-du-permis-de-conduire/">https://marocrl.com/routier/code-de-la-route/examen-du-permis-de-conduire/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/">https://marocrl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/examen-code-de-la-route/">https://marocrl.com/routier/code-de-la-route/examen-code-de-la-route/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/">https://marocrl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/</a></p> <p>Digital Tools for Learning (Outils numériques pour l'apprentissage)</p> <p><a href="https://kody.ma/">https://kody.ma/</a></p> <p><a href="https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc">https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc</a></p> <p>Regulatory Text – Code de la Route (Texte réglementaire – Code de la route)</p> <p><a href="https://www.transport.gov.ma/Transport-routier/Reglementation/Documents/Code-de-la-Route/code%20de%20la%20route_fr.pdf">https://www.transport.gov.ma/Transport-routier/Reglementation/Documents/Code-de-la-Route/code%20de%20la%20route_fr.pdf</a></p> <p>Sanctions &amp; Administrative Records (Sanctions et fichiers administratifs)</p> <p><a href="https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm">https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm</a></p> <p>Professional Driver Qualification – Initial and Ongoing (Formation initiale et continue des conducteurs professionnels)</p> <p><a href="https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel">https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel</a></p> <p><a href="https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels">https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels</a></p>	<p>Official Gazette – General Driving Regulations (Bulletin Officiel – Réglementation générale de la conduite)</p> <p><a href="http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf">http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf</a></p> <p>Opening and Operating a Driving School (Ouverture et exploitation d'auto-école)</p> <p><a href="https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole">https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/">https://marocrl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section_premiere_Local_de_l_etablissement_denseignement_de_la_conduite">https://marocrl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section_premiere_Local_de_l_etablissement_denseignement_de_la_conduite</a></p> <p><a href="https://marocrl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/">https://marocrl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/</a></p> <p>Bus Driving Exam and Code de la Route (Examen du permis de conduire et Code de la route)</p> <p><a href="https://marocrl.com/routier/code-de-la-route/examen-du-permis-de-conduire/">https://marocrl.com/routier/code-de-la-route/examen-du-permis-de-conduire/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/">https://marocrl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/examen-code-de-la-route/">https://marocrl.com/routier/code-de-la-route/examen-code-de-la-route/</a></p> <p><a href="https://marocrl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/">https://marocrl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/</a></p> <p>Digital Tools for Learning (Outils numériques pour l'apprentissage)</p> <p><a href="https://kody.ma/">https://kody.ma/</a></p> <p><a href="https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc">https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc</a></p> <p>Regulatory Text – Code de la Route (Texte réglementaire – Code de la route)</p> <p><a href="https://www.transport.gov.ma/Transport-routier/Reglementation/Documents/Code-de-la-Route/code%20de%20la%20route_fr.pdf">https://www.transport.gov.ma/Transport-routier/Reglementation/Documents/Code-de-la-Route/code%20de%20la%20route_fr.pdf</a></p>
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<p>Professional Driver Card (Carte de conducteur professionnel)  <a href="https://maroc.tl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/">https://maroc.tl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/</a></p> <p><a href="https://www.demarchesmaroc.com/conducteur-professionnel/">https://www.demarchesmaroc.com/conducteur-professionnel/</a></p> <p>Training Infrastructure and Regulatory Conditions (Infrastructures de formation et conditions réglementaires)  <a href="https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/">https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/</a>  <a href="https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe_I_Conditions_relatives_aux_infrastructures_de_la_formation">https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe I Conditions relatives aux infrastructures de la formation</a>  <a href="https://maroc.tl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/">https://maroc.tl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/</a></p> <p>Driver Licensing Services – NARSA  <a href="https://khadamatnarsa.ma/fr/services/permis-de-conduire">https://khadamatnarsa.ma/fr/services/permis-de-conduire</a>  <a href="https://www.narsa.ma/fr/permis-de-conduire">https://www.narsa.ma/fr/permis-de-conduire</a></p> <p>Official Gazette – General Driving Regulations  <a href="http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf">http://www.sgg.gov.ma/BO/bo_fr/2010/bo_5874_fr.pdf</a></p> <p>Opening and Operating a Driving School  <a href="https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole">https://khadamatnarsa.ma/fr/services/ouverture-et-exploitation-dauto-ecole</a>  <a href="https://maroc.tl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/">https://maroc.tl.com/routier/enseignement-de-la-conduite/conditions-pour-ouvrir-une-auto-ecole/</a>  <a href="https://maroc.tl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section_premiere_Local_de_letablissement_denseignement_de_la_conduite">https://maroc.tl.com/routier/enseignement-de-la-conduite/arrete-n-271-13-cahier-des-charges-auto-ecole/#Section premiere Local de letablissement denseignement de la conduite</a>  <a href="https://maroc.tl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/">https://maroc.tl.com/routier/enseignement-de-la-conduite/ouvrir-une-auto-ecole-les-competences-requises/</a></p> <p>Truck Driving Exam and Code de la Route  <a href="https://maroc.tl.com/routier/code-de-la-route/examen-du-permis-de-conduire/">https://maroc.tl.com/routier/code-de-la-route/examen-du-permis-de-conduire/</a>  <a href="https://maroc.tl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/">https://maroc.tl.com/routier/code-de-la-route/les-themes-officiels-du-code-de-la-route/</a>  <a href="https://maroc.tl.com/routier/code-de-la-route/examen-code-de-la-route/">https://maroc.tl.com/routier/code-de-la-route/examen-code-de-la-route/</a>  <a href="https://maroc.tl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/">https://maroc.tl.com/routier/code-de-la-route/guide-devaluation-de-lexamen-pratique-du-permis-de-conduire/</a></p> <p>Digital Tools for Learning (App &amp; Platform)  <a href="https://kody.ma/">https://kody.ma/</a></p> <p><a href="https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc">https://play.google.com/store/apps/details?hl=fr&amp;id=codes.rousseau.maroc</a></p> <p>Regulatory Text – Code de la Route (PDF)  <a href="https://www.transport.gov.ma/Transport-">https://www.transport.gov.ma/Transport-</a></p>	<p>Sanctions &amp; Administrative Records (Sanctions et fichiers administratifs)  <a href="https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm">https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm</a></p> <p>Professional Driver Qualification – Initial and Ongoing (Formation initiale et continue des conducteurs professionnels)  <a href="https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel">https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel</a></p> <p><a href="https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels">https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels</a></p> <p>Professional Driver Card (Carte de conducteur professionnel)  <a href="https://maroc.tl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/">https://maroc.tl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/</a></p> <p><a href="https://www.demarchesmaroc.com/conducteur-professionnel/">https://www.demarchesmaroc.com/conducteur-professionnel/</a></p> <p>Training Infrastructure and Regulatory Conditions (Infrastructures de formation et conditions réglementaires)  <a href="https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/">https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/</a>  <a href="https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe_I_Conditions_relatives_aux_infrastructures_de_la_formation">https://maroc.tl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe I Conditions relatives aux infrastructures de la formation</a>  <a href="https://maroc.tl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/">https://maroc.tl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/</a></p>
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	<p><a href="https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm">routier/Reglementation/Documents/Code-de-la-Route/code%20de%20la%20route_fr.pdf</a></p> <p>Sanctions &amp; Administrative Records <a href="https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm">https://www.fiscamaroc.com/fr/route/des-sanctions-et-de-la-procedure-993/des-fichiers-administratifs-relatifs-aux-permis-de-conduire-et-aux-vehicules-1004.htm</a></p> <p>Professional Driver Qualification – Initial and Ongoing <a href="https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel">https://khadamat.narsa.gov.ma/fr/services/obtention-de-la-carte-de-conducteur-professionnel</a></p> <p><a href="https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels">https://khadamat.narsa.gov.ma/fr/services/formation-continue-des-conducteurs-professionnels</a></p> <p>Professional Driver Card (Carte de Conducteur Professionnel) <a href="https://maroctl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/">https://maroctl.com/routier/conduite-professionnelle/la-carte-de-conducteur-professionnel-de-marchandises/</a></p> <p><a href="https://www.demarchesmaroc.com/conducteur-professionnel/">https://www.demarchesmaroc.com/conducteur-professionnel/</a></p> <p>Training Infrastructure and Regulatory Conditions <a href="https://maroctl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/">https://maroctl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/</a> <a href="https://maroctl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe_I_Conditions_relatives_aux_infrastructures_de_la_formation">https://maroctl.com/routier/conduite-professionnelle/arrete-n-2713-10-la-conduite-professionnelle/#Annexe I Conditions relatives aux infrastructures de la formation</a> <a href="https://maroctl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/">https://maroctl.com/routier/conduite-professionnelle/decret-n-2-10-314-conduite-professionnelle/</a></p>	
<p><b>North Macedonia</b></p>	<p>Ministry of Transport and Communications – Official Website (Министерство за транспорт и врски) <a href="https://mtc.gov.mk/">https://mtc.gov.mk/</a></p> <p>Professional Training Requirements – Initial Qualification (Appendix 3) (Почетна квалификација – Прилог 3) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app3e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app3e.pdf</a></p> <p>Professional Driver Training – Practical and Theoretical Structure (Appendix 4) (Структура на практична и теоретска обука – Прилог 4) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app4e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app4e.pdf</a></p> <p>National Legislation Alignment – Institutional and Legal Framework (Appendix 2 Revised) (Усогласување на националното законодавство – Прилог 2 – ревидиран) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app2reve.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app2reve.pdf</a></p>	<p>Ministry of Transport and Communications – Official Website (Министерство за транспорт и врски) <a href="https://mtc.gov.mk/">https://mtc.gov.mk/</a></p> <p>Professional Driver Training – Practical and Theoretical Structure (Структура на практична и теоретска обука – Прилог 4) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app4e.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app4e.pdf</a></p> <p>National Legislation Alignment – Institutional and Legal Framework (Усогласување на националното законодавство – Прилог 2 – ревидиран) <a href="https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app2reve.pdf">https://www.itf-oecd.org/sites/default/files/docs/tr201603add23app2reve.pdf</a></p>

<p><b>Pakistan</b></p>	<p>National Driver Licensing Authority – NHMP DLA ( نیشنل ڈرائیور لائسنسنگ اتھارٹی – این ایچ ایم پی ڈی ) (ایل اے)  <a href="https://www.dla.nhmp.gov.pk">https://www.dla.nhmp.gov.pk</a></p> <p>Driver Licensing Fee Structure ( ڈرائیور لائسنس فیس ) (کا ڈھانچہ)  <a href="https://www.dla.nhmp.gov.pk/DLA_fee.png">https://www.dla.nhmp.gov.pk/DLA_fee.png</a></p> <p>Technical &amp; Vocational Training – NLC Institutes ( تکنیکی اور پیشہ ورانہ تربیت – این ایل سی ) (ادارے)  <a href="https://www.nlc.com.pk/?re=https://www.nlc.com.pk/technical-vocational-training-institutes/index.php">https://www.nlc.com.pk/?re=https://www.nlc.com.pk/technical-vocational-training-institutes/index.php</a></p> <p>Curriculum – LTV and HTV Training ( نصاب – ایل ) ( NAVTTC – ٹی وی اور ایچ ٹی وی تربیت )  <a href="https://navttc.gov.pk/LessonPlans/3Months/LTVandHTV.pdf">https://navttc.gov.pk/LessonPlans/3Months/LTVandHTV.pdf</a></p> <p>Theoretical Test – Sample Questions ( نظری ) (امتحان – نمونہ سوالات انگریزی میں)  <a href="https://dla.nhmp.gov.pk/EnglishQnA.pdf">https://dla.nhmp.gov.pk/EnglishQnA.pdf</a></p> <p>Practical Driving Test Guidelines ( عملی ڈرائیونگ ) (ٹیسٹ کی رہنما ہدایات)  <a href="https://dla.nhmp.gov.pk/GUIDE-FOR-PRACTICAL-DRIVING-TEST-P1-PII-FINAL.PDF">https://dla.nhmp.gov.pk/GUIDE-FOR-PRACTICAL-DRIVING-TEST-P1-PII-FINAL.PDF</a></p> <p>National Driving Licensing Rules – DLA Rules 2014 with Amendments ( قومی ڈرائیونگ لائسنس قواعد ) (– 2014 کے قواعد و ضوابط ترمیم کے ساتھ)  <a href="https://nhmp.gov.pk/storage/trafficrules/DLA-Rules-2014-with-amendmetns-PDF-Version-1.pdf">https://nhmp.gov.pk/storage/trafficrules/DLA-Rules-2014-with-amendmetns-PDF-Version-1.pdf</a></p>	<p>National Driver Licensing Authority – NHMP DLA ( نیشنل ڈرائیور لائسنسنگ اتھارٹی ) (– این ایچ ایم پی ڈی ایل اے)  <a href="https://www.dla.nhmp.gov.pk">https://www.dla.nhmp.gov.pk</a></p> <p>Driver Licensing Fee Structure ( ڈرائیور لائسنس فیس کا ڈھانچہ )  <a href="https://www.dla.nhmp.gov.pk/DLA_fee.png">https://www.dla.nhmp.gov.pk/DLA_fee.png</a></p> <p>Technical &amp; Vocational Training – NLC Institutes ( تکنیکی اور پیشہ ورانہ تربیت ) (– این ایل سی ادارے)  <a href="https://www.nlc.com.pk/?re=https://www.nlc.com.pk/technical-vocational-training-institutes/index.php">https://www.nlc.com.pk/?re=https://www.nlc.com.pk/technical-vocational-training-institutes/index.php</a></p> <p>Curriculum – LTV and HTV Training ( نصاب – ایل ٹی وی اور ایچ ٹی وی تربیت ) ( NAVTTC )  <a href="https://navttc.gov.pk/LessonPlans/3Months/LTVandHTV.pdf">https://navttc.gov.pk/LessonPlans/3Months/LTVandHTV.pdf</a></p> <p>Theoretical Test – Sample Questions ( نظری امتحان – نمونہ سوالات انگریزی میں )  <a href="https://dla.nhmp.gov.pk/EnglishQnA.pdf">https://dla.nhmp.gov.pk/EnglishQnA.pdf</a></p> <p>Practical Driving Test Guidelines ( عملی ڈرائیونگ ٹیسٹ کی رہنما ہدایات )  <a href="https://dla.nhmp.gov.pk/GUIDE-FOR-PRACTICAL-DRIVING-TEST-P1-PII-FINAL.PDF">https://dla.nhmp.gov.pk/GUIDE-FOR-PRACTICAL-DRIVING-TEST-P1-PII-FINAL.PDF</a></p> <p>National Driving Licensing Rules – DLA Rules 2014 with Amendments ( قومی ڈرائیونگ لائسنس قواعد – 2014 کے ) (قواعد و ضوابط ترمیم کے ساتھ)  <a href="https://nhmp.gov.pk/storage/trafficrules/DLA-Rules-2014-with-amendmetns-PDF-Version-1.pdf">https://nhmp.gov.pk/storage/trafficrules/DLA-Rules-2014-with-amendmetns-PDF-Version-1.pdf</a></p>
<p><b>Philippines</b></p>		<p>LTO Driver's License Restrictions – Code D: Passenger Bus (LTO Driver's License Restrictions – Code D)  <a href="https://ltoportal.ph/add-restriction-codes-drivers-license/#7_DL_Code_D_Passenger_Bus">https://ltoportal.ph/add-restriction-codes-drivers-license/#7_DL_Code_D_Passenger_Bus</a></p> <p>TESDA – Official Website (TESDA – Technical Education and Skills Development Authority)  <a href="https://www.tesda.gov.ph/">https://www.tesda.gov.ph/</a></p> <p>TESDA Training Regulation – Driving (Bus) NC III (Driving (Bus) NC III – Training Regulation)  <a href="https://www.tesda.gov.ph/Downloads/TR%20-%20DRIVING%20(Bus)%20NC%20III.pdf">https://www.tesda.gov.ph/Downloads/TR%20-%20DRIVING%20(Bus)%20NC%20III.pdf</a></p> <p>TESDA Training Regulations – Download Page (Training Regulations – TESDA Download Center)</p>

		<p><a href="https://www.tesda.gov.ph/Download/Training_Regulations">https://www.tesda.gov.ph/Download/Training_Regulations</a></p> <p>LTO Driver's License Information (Land Transportation Office – License Services) <a href="https://lto.gov.ph/drivers-license/">https://lto.gov.ph/drivers-license/</a></p> <p>LTO Online Portal (Land Transportation Office – Portal) <a href="https://portal.lto.gov.ph/">https://portal.lto.gov.ph/</a></p> <p>Philippine News Agency – CPC and Licensing Articles (CPC and Professional Licensing News)</p> <p><a href="https://www.pna.gov.ph/articles/1197985">https://www.pna.gov.ph/articles/1197985</a></p> <p><a href="https://www.pna.gov.ph/articles/1095469">https://www.pna.gov.ph/articles/1095469</a></p> <p>Philkotse – License Requirements &amp; Limitations (LTO License Guide – Philkotse) <a href="https://philkotse.com/safe-driving/lto-drivers-license-requirements-and-limitations-4189">https://philkotse.com/safe-driving/lto-drivers-license-requirements-and-limitations-4189</a></p> <p>FilipiKnow – Driver's License Requirements (How to Get a Driver's License in the Philippines) <a href="https://filipiknow.net/drivers-license-requirements/">https://filipiknow.net/drivers-license-requirements/</a></p>
<p><b>Serbia</b></p>	<p>Law on Road Traffic Safety (Закон о безбедности саобраћаја на путевима – Сл. гласник РС 41/09) <a href="https://www.paragraf.rs/propisi/zakon_o_bezbednosti_saobracaja_na_putevima.html">https://www.paragraf.rs/propisi/zakon_o_bezbednosti_saobracaja_na_putevima.html</a></p> <p>Road Traffic Safety Agency of Serbia (Агенција за безбедност саобраћаја) <a href="http://www.abs.gov.rs">http://www.abs.gov.rs</a></p> <p>Decree on Professional Training of Drivers (Уредба о стручном оспособљавању возача) <a href="https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/viewdoc?regactid=421277&amp;doctype=reg">https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/viewdoc?regactid=421277&amp;doctype=reg</a></p> <p>Law on Road Transport Safety (Закон о превозу у друмском саобраћају) <a href="https://www.paragraf.rs/propisi/zakon_o_prevozu_u_drumskom_saobracaju.html">https://www.paragraf.rs/propisi/zakon_o_prevozu_u_drumskom_saobracaju.html</a></p> <p>Serbian National Registry of Driver Certifications (Регистри стручне оспособљености возача – АБС Србије) <a href="https://www.abs.gov.rs/view/index/registri">https://www.abs.gov.rs/view/index/registri</a></p>	<p>Law on Road Traffic Safety (Закон о безбедности саобраћаја на путевима – Сл. гласник РС 41/09) <a href="https://www.paragraf.rs/propisi/zakon_o_bezbednosti_saobracaja_na_putevima.html">https://www.paragraf.rs/propisi/zakon_o_bezbednosti_saobracaja_na_putevima.html</a></p> <p>Road Traffic Safety Agency of Serbia (Агенција за безбедност саобраћаја) <a href="http://www.abs.gov.rs">http://www.abs.gov.rs</a></p> <p>Decree on Professional Training of Drivers (Уредба о стручном оспособљавању возача) <a href="https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/viewdoc?regactid=421277&amp;doctype=reg">https://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/viewdoc?regactid=421277&amp;doctype=reg</a></p> <p>Law on Road Transport Safety (Закон о превозу у друмском саобраћају) <a href="https://www.paragraf.rs/propisi/zakon_o_prevozu_u_drumskom_saobracaju.html">https://www.paragraf.rs/propisi/zakon_o_prevozu_u_drumskom_saobracaju.html</a></p> <p>Serbian National Registry of Driver Certifications (Регистри стручне оспособљености возача – АБС Србије)</p>

		<a href="https://www.abs.gov.rs/view/index/registri">https://www.abs.gov.rs/view/index/registri</a>
<b>South Africa</b>	<p>Department of Transport – South Africa <a href="https://www.transport.gov.za">https://www.transport.gov.za</a></p> <p>Government Services – Professional Driving Permit (PrDP) <a href="https://www.gov.za/services/driving-licence/professional-driving-permit">https://www.gov.za/services/driving-licence/professional-driving-permit</a></p> <p>Government Services – International Driving Permit <a href="https://www.gov.za/services/driving-licence/international-driving-permit">https://www.gov.za/services/driving-licence/international-driving-permit</a></p> <p>Arrive Alive – Driver’s License Code Info <a href="https://www.arrivealive.mobi/drivers-license-code">https://www.arrivealive.mobi/drivers-license-code</a></p> <p>eNaTIS – National Traffic Information System <a href="https://www.enatis.com">https://www.enatis.com</a></p>	<p>Department of Transport – South Africa <a href="https://www.transport.gov.za">https://www.transport.gov.za</a></p> <p>Government Services – Professional Driving Permit (PrDP) <a href="https://www.gov.za/services/driving-licence/professional-driving-permit">https://www.gov.za/services/driving-licence/professional-driving-permit</a></p> <p>Government Services – International Driving Permit <a href="https://www.gov.za/services/driving-licence/international-driving-permit">https://www.gov.za/services/driving-licence/international-driving-permit</a></p> <p>Arrive Alive – Driver’s License Code Info <a href="https://www.arrivealive.mobi/drivers-license-code">https://www.arrivealive.mobi/drivers-license-code</a></p> <p>eNaTIS – National Traffic Information System <a href="https://www.enatis.com">https://www.enatis.com</a></p>
<b>Switzerland</b>	<p>Association of Road Traffic Offices (asa – Vereinigung der Strassenverkehrsämter) <a href="https://www.asa.ch">https://www.asa.ch</a></p> <p>Federal Roads Office (ASTRA – Bundesamt für Strassen) <a href="https://www.astra.admin.ch/astra/en/home.html">https://www.astra.admin.ch/astra/en/home.html</a></p> <p>L-Drive Platform – Driving Schools (L-Drive – Fahrlehrersuche &amp; Ausbildung) <a href="https://www.l-drive.ch">https://www.l-drive.ch</a></p> <p>Cambus – Training &amp; Certification Platform (Cambus – Weiterbildung &amp; Fähigkeitsausweis) <a href="https://www.cambus.ch">https://www.cambus.ch</a></p> <p>Theory Exam Information – ASA (Theorieprüfung – asa) <a href="https://asa.ch/dienstleistungen/theoriepruefung/">https://asa.ch/dienstleistungen/theoriepruefung/</a></p> <p>Order a Swiss Driving License (Bestellung Führerausweis im Kreditkartenformat) <a href="https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-fuehrerausweis-im-kreditkartenformat-fak/#wichtige-hinweise">https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-fuehrerausweis-im-kreditkartenformat-fak/#wichtige-hinweise</a></p> <p>ASA Guidelines RL_7 (ASA-Richtlinien RL_7) <a href="https://asa.ch/wp-content/uploads/online-bibliothek/richtlinien/RL_7_de/index.html">https://asa.ch/wp-content/uploads/online-bibliothek/richtlinien/RL_7_de/index.html</a></p> <p>Zürich Road Traffic Office (Strassenverkehrsamt Zürich) <a href="https://www.zh.ch/de/sicherheitsdirektion/strassenverkehrsamt.html">https://www.zh.ch/de/sicherheitsdirektion/strassenverkehrsamt.html</a></p> <p>Driver’s License FAQ – Switzerland (FAQ about the New DL) <a href="https://en.fuehrerausweise.ch/faq-about-the-new-dl/">https://en.fuehrerausweise.ch/faq-about-the-new-dl/</a></p>	<p>Association of Road Traffic Offices (asa – Vereinigung der Strassenverkehrsämter) <a href="https://www.asa.ch">https://www.asa.ch</a></p> <p>Federal Roads Office (ASTRA – Bundesamt für Strassen) <a href="https://www.astra.admin.ch/astra/en/home.html">https://www.astra.admin.ch/astra/en/home.html</a></p> <p>L-Drive – Driving School Platform (L-Drive – Fahrlehrersuche &amp; Ausbildung) <a href="https://www.l-drive.ch">https://www.l-drive.ch</a></p> <p>Cambus – CZV Training and Certification (Cambus – Weiterbildung &amp; Fähigkeitsausweis) <a href="https://www.cambus.ch">https://www.cambus.ch</a></p> <p>ASA – Theory Exam Information (Theorieprüfung – asa) <a href="https://asa.ch/dienstleistungen/theoriepruefung/">https://asa.ch/dienstleistungen/theoriepruefung/</a></p> <p>Order Swiss Driving License (Bestellung Führerausweis im Kreditkartenformat) <a href="https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-fuehrerausweis-im-kreditkartenformat-fak/#wichtige-hinweise">https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-fuehrerausweis-im-kreditkartenformat-fak/#wichtige-hinweise</a></p> <p>ASA Guidelines – RL_7 (ASA-Richtlinien RL_7) <a href="https://asa.ch/wp-content/uploads/online-bibliothek/richtlinien/RL_7_de/index.html">https://asa.ch/wp-content/uploads/online-bibliothek/richtlinien/RL_7_de/index.html</a></p>

	<p>Order a CPC Certificate (Bestellung Fähigkeitsausweis)  <a href="https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-faehigkeitsausweis/">https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-faehigkeitsausweis/</a></p> <p>Search CPC Training Courses (Kursangebot Weiterbildung – Cambus)  <a href="https://cambus.ch/fuer-fahrerinnen/weiterbildung/kursangebot-suchen/">https://cambus.ch/fuer-fahrerinnen/weiterbildung/kursangebot-suchen/</a></p> <p>CZV Exam Information – Cambus (CZV-Prüfungen 2024)  <a href="https://cambus.ch/fuer-fahrerinnen/czv-pruefungen-2024/">https://cambus.ch/fuer-fahrerinnen/czv-pruefungen-2024/</a></p> <p>Swiss Federal Law: OACP Ordinance (Ordonnance OACP – Ordonnance sur l’admission des conducteurs professionnels)  <a href="https://www.fedlex.admin.ch/eli/cc/2007/437/fr">https://www.fedlex.admin.ch/eli/cc/2007/437/fr</a></p> <p>ITF Report on Professional Training – Switzerland  <a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_switzerland.pdf">https://www.itf-oecd.org/sites/default/files/docs/professional_training_switzerland.pdf</a></p>	<p>Zurich Road Traffic Office (Strassenverkehrsamt Zürich)  <a href="https://www.zh.ch/de/sicherheitsdirektion/strassenverkehrsamt.html">https://www.zh.ch/de/sicherheitsdirektion/strassenverkehrsamt.html</a></p> <p>Driver’s License FAQ – Switzerland (FAQ about the New DL)  <a href="https://en.fuehrerausweise.ch/faq-about-the-new-dl/">https://en.fuehrerausweise.ch/faq-about-the-new-dl/</a></p> <p>Order CPC (Bestellung Fähigkeitsausweis)  <a href="https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-faehigkeitsausweis/">https://cambus.ch/fuer-fahrerinnen/wo-bestellen-sie-welchen-ausweis/bestellung-faehigkeitsausweis/</a></p> <p>Search CPC Courses (Kursangebot Weiterbildung – Cambus)  <a href="https://cambus.ch/fuer-fahrerinnen/weiterbildung/kursangebot-suchen/">https://cambus.ch/fuer-fahrerinnen/weiterbildung/kursangebot-suchen/</a></p> <p>CZV Exam Overview – Cambus (CZV-Prüfungen 2024)  <a href="https://cambus.ch/fuer-fahrerinnen/czv-pruefungen-2024/">https://cambus.ch/fuer-fahrerinnen/czv-pruefungen-2024/</a></p> <p>Swiss Federal Law – OACP Ordinance (Ordonnance sur l’admission des conducteurs professionnels)  <a href="https://www.fedlex.admin.ch/eli/cc/2007/437/fr">https://www.fedlex.admin.ch/eli/cc/2007/437/fr</a></p> <p>Swiss Law – OACP Ordinance (Section Art. 21)  <a href="https://www.fedlex.admin.ch/eli/cc/2007/437/fr#art_21">https://www.fedlex.admin.ch/eli/cc/2007/437/fr#art_21</a></p> <p>Professional Driver Training Report – ITF  <a href="https://www.itf-oecd.org/sites/default/files/docs/professional_training_switzerland.pdf">https://www.itf-oecd.org/sites/default/files/docs/professional_training_switzerland.pdf</a></p>
<p><b>Tunisia</b></p>	<p>ATTT – General Licensing Procedures (الوكالة الفنية للنقل البري – إجراءات عامة لرخصة السياقة)  <a href="https://www.attt.com.tn/page.php?code_menu=20">https://www.attt.com.tn/page.php?code_menu=20</a></p> <p>ATTT – Truck Driver Training Requirements (شروط تكوين سائقي الشاحنات)  <a href="https://www.attt.com.tn/page.php?code_menu=83">https://www.attt.com.tn/page.php?code_menu=83</a></p> <p>Official Journal of the Republic of Tunisia (JORT) – Licensing Legislation (الرائد الرسمي للجمهورية التونسية)  <a href="http://www.iort.gov.tn/WD120AWP/WD120Awp_exe/CTX_2916-9-aHAoxRuPjN/RechercheTexte/SYNC_1943703693">http://www.iort.gov.tn/WD120AWP/WD120Awp_exe/CTX_2916-9-aHAoxRuPjN/RechercheTexte/SYNC_1943703693</a></p>	<p><a href="https://www.attt.com.tn/page.php?code_menu=20">https://www.attt.com.tn/page.php?code_menu=20</a></p> <p>ATTT – Bus Driver Training Requirements (شروط تكوين سائقي الحافلات)  <a href="https://www.attt.com.tn/page.php?code_menu=83">https://www.attt.com.tn/page.php?code_menu=83</a></p> <p>Ministry of Transport – Driving School Requirements (دفتر شروط مدارس تعليم قيادة الحافلات)  <a href="http://www.transport.tn/uploads/CahierCharges/37.pdf">http://www.transport.tn/uploads/CahierCharges/37.pdf</a></p> <p>Online Practice and Training Platforms (منصات التكوين والتدريب النظري)  <a href="https://www.elpermis.com/">https://www.elpermis.com/</a>  <a href="https://www.codepermis.net/fr">https://www.codepermis.net/fr</a></p>

	<p>Ministry of Transport – Truck Driving School Specifications (دفتر شروط مدارس تعليم قيادة الشاحنات)  <a href="http://www.transport.tn/uploads/CahierCharges/37.pdf">http://www.transport.tn/uploads/CahierCharges/37.pdf</a></p> <p>ATTT – Professional Driver Permit Info ( رخصة المهنية – ATTT)  <a href="https://www.attt.com.tn/page.php?code_menu=21">https://www.attt.com.tn/page.php?code_menu=21</a></p> <p>JORT – Legal Framework ( الرائد الرسمي – الإطار القانوني Jo0592021)  <a href="https://www.pist.tn/jort/2021/2021F/Jo0592021.pdf">https://www.pist.tn/jort/2021/2021F/Jo0592021.pdf</a></p> <p>ATTT – CPC (FIMO/FCO) and Certification (التكوين المستمر والشهادة المهنية)  <a href="https://www.attt.com.tn/page.php?code_menu=22">https://www.attt.com.tn/page.php?code_menu=22</a></p> <p>ATTT – Professional Driving Schools List ( قائمة مدارس تعليم السيادة المهنية المعتمدة)  <a href="https://www.attt.com.tn/page.php?code_menu=35&amp;code_p=6">https://www.attt.com.tn/page.php?code_menu=35&amp;code_p=6</a></p> <p>Online Practice Test Platforms ( منصات اختبار تعليم السيادة)  <a href="https://www.elpermis.com/">https://www.elpermis.com/</a>  <a href="https://www.codepermis.net/fr">https://www.codepermis.net/fr</a></p> <p><a href="https://play.google.com/store/apps/details?id=com.codederoute.tunisi2020&amp;hl=fr&amp;pli=1">https://play.google.com/store/apps/details?id=com.codederoute.tunisi2020&amp;hl=fr&amp;pli=1</a></p> <p>JORT – Training &amp; Certification Legislation (الرائد الرسمي – تنظيم التكوين والشهادات)  <a href="http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_5740-23-NTGichNbhx/RechercheTexte/SYNC_1695861020">http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_5740-23-NTGichNbhx/RechercheTexte/SYNC_1695861020</a></p> <p>JORT Multicriteria Legislation Access ( الوصول – JORT) – المتعدد المعايير للتشريعات  <a href="http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_7652-29-GxwtzgrxxK/PAGERchercheMulticriteresResultat/SYNC_1614469849">http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_7652-29-GxwtzgrxxK/PAGERchercheMulticriteresResultat/SYNC_1614469849</a></p> <p>ATTT – Driving Laws and Regulations Portal  <a href="https://www.attt.com.tn/page.php?code_menu=39">https://www.attt.com.tn/page.php?code_menu=39</a></p>	<p><a href="https://play.google.com/store/apps/details?id=com.codederoute.tunisi2020&amp;hl=fr&amp;pli=1">https://play.google.com/store/apps/details?id=com.codederoute.tunisi2020&amp;hl=fr&amp;pli=1</a></p> <p>JORT – Legal Framework ( الرائد الرسمي – الإطار القانوني Jo0592021)  <a href="https://www.pist.tn/jort/2021/2021F/Jo0592021.pdf">https://www.pist.tn/jort/2021/2021F/Jo0592021.pdf</a></p> <p>ATTT – Professional Driver Permit ( رخصة السيادة المهنية) – PDP)  <a href="https://www.attt.com.tn/page.php?code_menu=21">https://www.attt.com.tn/page.php?code_menu=21</a></p> <p>JORT – Multicriteria Legal Access (الوصول المتعدد المعايير للتشريعات)  <a href="http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_7652-29-GxwtzgrxxK/PAGERchercheMulticriteresResultat/SYNC_1614469849">http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_7652-29-GxwtzgrxxK/PAGERchercheMulticriteresResultat/SYNC_1614469849</a></p> <p>ATTT – Driving Laws and Regulations Portal (بوابة القوانين والأنظمة الخاصة بالسيادة)  <a href="https://www.attt.com.tn/page.php?code_menu=39">https://www.attt.com.tn/page.php?code_menu=39</a></p> <p>ATTT – Certification and Licensing (الشهادات والترخيص)  <a href="https://www.attt.com.tn/page.php?code_menu=22">https://www.attt.com.tn/page.php?code_menu=22</a></p> <p>ATTT – List of Authorized Training Centers (قائمة مراكز التكوين المعتمدة)  <a href="https://www.attt.com.tn/page.php?code_menu=35&amp;code_p=6">https://www.attt.com.tn/page.php?code_menu=35&amp;code_p=6</a></p> <p>JORT – Training and Licensing Legal Basis (الرائد الرسمي – الأسس القانونية للتكوين والترخيص)  <a href="http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_5740-23-NTGichNbhx/RechercheTexte/SYNC_1695861020">http://www.iort.gov.tn/WD120AWP/WD120Awp.exe/CTX_5740-23-NTGichNbhx/RechercheTexte/SYNC_1695861020</a></p>
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<p><b>Türkiye</b></p>	<p>Appointment Portal – Civil Registry and Citizenship Affairs (Nüfus ve Vatandaşlık İşleri Randevu Portalı) <a href="https://randevu.nvi.gov.tr/">https://randevu.nvi.gov.tr/</a></p> <p>e-Exam Platform – Ministry of National Education (e-Sınav MEB Platformu) <a href="https://esinav.meb.gov.tr/">https://esinav.meb.gov.tr/</a></p> <p>Directive on Motor Vehicle Driver Courses (Motorlu Taşıtlı Sürücü Kursları Yönergesi) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2019_09/16162555_MTSK.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2019_09/16162555_MTSK.pdf</a></p> <p>SRC Course Programs and Application Guide (MEB SRC Kurs Programları ve Başvuru) <a href="https://ookgm.meb.gov.tr/www/src-kurs-programlari/icerik/968">https://ookgm.meb.gov.tr/www/src-kurs-programlari/icerik/968</a></p> <p><a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf</a></p> <p><a href="https://basvurular.meb.gov.tr/bsv3/srcBasvuru/">https://basvurular.meb.gov.tr/bsv3/srcBasvuru/</a></p> <p>Regulation on Vocational Qualification Courses (Mesleki Yeterlilik Kursları Yönetmeliği) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/01122800_MESLEKY_YETERLYLYK_KURSLARI_YNETMELYYY.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/01122800_MESLEKY_YETERLYLYK_KURSLARI_YNETMELYYY.pdf</a></p> <p>SRC3 – International Freight Transport Course Program (SRC3 – Uluslararası Eşya-Kargo Taşımacılığı Kurs Programı) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/15111411_SRC3_ULUSLARARASI_EY_YA-KARGO_TAYIMACILYI_SRC3_SYRYCY_MESLEKY_YETERLYLYK_KURS_PROGRAMI.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/15111411_SRC3_ULUSLARARASI_EY_YA-KARGO_TAYIMACILYI_SRC3_SYRYCY_MESLEKY_YETERLYLYK_KURS_PROGRAMI.pdf</a></p> <p>SRC Practical Exam Guide (SRC Uygulama Sınav Kılavuzu) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2018_07/24174953_MTSK_UYGULAMA_SINAV_KILAVUZU.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2018_07/24174953_MTSK_UYGULAMA_SINAV_KILAVUZU.pdf</a></p> <p>Official Gazette – SRC Training Regulation (Resmî Gazete – SRC Eğitim Yönetmeliği) <a href="https://www.resmigazete.gov.tr/eskiler/2017/02/20170201-3.htm">https://www.resmigazete.gov.tr/eskiler/2017/02/20170201-3.htm</a></p> <p>Legislation – SRC Regulation (Mevzuat – SRC Yönetmeliği) <a href="https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=7146&amp;MevzuatTur=7&amp;MevzuatTertip=5">https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=7146&amp;MevzuatTur=7&amp;MevzuatTertip=5</a></p> <p>e-Government – Certificate Verification (SRC Belgesi Doğrulama – e-Devlet) <a href="https://www.turkiye.gov.tr/udvh-mesleki-yeterlilik-belgesi-dogrulama">https://www.turkiye.gov.tr/udvh-mesleki-yeterlilik-belgesi-dogrulama</a></p>	<p>Driver's License Regulation – Legislation System (Sürücü Belgesi Mevzuatı – Mevzuat Bilgi Sistemi) <a href="https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=8182&amp;MevzuatTur=7&amp;MevzuatTertip=5">https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=8182&amp;MevzuatTur=7&amp;MevzuatTertip=5</a></p> <p>Driver's License FAQs – NVI (Sürücü Belgesi Sıkça Sorulan Sorular – NVI) <a href="https://www.nvi.gov.tr/ssss-surucu-belgesi">https://www.nvi.gov.tr/ssss-surucu-belgesi</a></p> <p>Driver Exam Portal – MoNE (MEB Sınav Portalı – Sürücü Sınavları) <a href="https://www.meb.gov.tr/meb_sinavind_ex.php?KATEGORI=10-11-12-24&amp;B=2">https://www.meb.gov.tr/meb_sinavind_ex.php?KATEGORI=10-11-12-24&amp;B=2</a></p> <p>e-Exam Platform – MoNE (e-Sınav MEB Platformu) <a href="https://esinav.meb.gov.tr/">https://esinav.meb.gov.tr/</a></p> <p>MTSK Application Portal – MoNE (MTSK Başvuru Sistemi – MEB) <a href="https://basvurular.meb.gov.tr/bsv3/mtskBasvuru/">https://basvurular.meb.gov.tr/bsv3/mtskBasvuru/</a></p> <p>Directive on Driver Training Courses (Motorlu Taşıtlı Sürücü Kursları Yönergesi – MTSK) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2019_09/16162555_MTSK.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2019_09/16162555_MTSK.pdf</a></p> <p>MTSK Institutional Regulation PDF (Kurum ve Kuruluş Yön. PDF – MTSK) <a href="https://www.mevzuat.gov.tr/File/GeneratePdf?mevzuatNo=18408&amp;mevzuatTur=KurumVeKurulusYonetmeliği&amp;mevzuatTertip=5">https://www.mevzuat.gov.tr/File/GeneratePdf?mevzuatNo=18408&amp;mevzuatTur=KurumVeKurulusYonetmeliği&amp;mevzuatTertip=5</a></p> <p>Sample Exam Questions PDF – MTSAS 2011 (MTSAS Sınav Soru PDF Örneği – MEB) <a href="https://www.meb.gov.tr/Sinavlar/dokumanlar/2011/Soru/MTSAS/Subat_2011/FG.pdf">https://www.meb.gov.tr/Sinavlar/dokumanlar/2011/Soru/MTSAS/Subat_2011/FG.pdf</a></p> <p>Practical Exam Guide – MoNE (MEB Uygulama Sınav Kılavuzu) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2018_07/24174953_MTSK_UYGULAMA_SINAV_KILAVUZU.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2018_07/24174953_MTSK_UYGULAMA_SINAV_KILAVUZU.pdf</a></p> <p>Official Gazette – MTSK Regulation (2015) (Resmî Gazete – MTSK Yönetmeliği 2015) <a href="https://www.resmigazete.gov.tr/eskiler/2015/04/20150417-3.htm">https://www.resmigazete.gov.tr/eskiler/2015/04/20150417-3.htm</a></p>
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	<p>Vocational Qualification – Ministry of Transport and Infrastructure (Mesleki Yeterlilik – Ulaştırma ve Altyapı Bakanlığı) <a href="https://uhdgm.uab.gov.tr/mesleki-yeterlilik">https://uhdgm.uab.gov.tr/mesleki-yeterlilik</a></p> <p>Candidate Information Brochure (2024) (SRC Aday Bilgilendirme Belgesi – 2024) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf</a></p> <p>Yeşil Işık Akademi – Truck Driver Certificate (Yeşil Işık Akademi – Kamyon Şoförü MYB) <a href="https://yesilisikakademi.com.tr/kamyon-soforu-mesleki-yeterlilik-belgesi/">https://yesilisikakademi.com.tr/kamyon-soforu-mesleki-yeterlilik-belgesi/</a></p> <p>MEB Sample Exam PDF – 2011 (MEB Soru PDF Örneği – MTSAS 2011) <a href="https://www.meb.gov.tr/Sinavlar/dokumanlar/2011/Soru/MTSAS/Subat_2011/FG.pdf">https://www.meb.gov.tr/Sinavlar/dokumanlar/2011/Soru/MTSAS/Subat_2011/FG.pdf</a></p>	<p>SRC Course Programs &amp; Application Docs (2024) (SRC Kurs Programları ve Başvuru Belgeleri) <a href="https://ookgm.meb.gov.tr/www/src-kurs-programlari/icerik/968">https://ookgm.meb.gov.tr/www/src-kurs-programlari/icerik/968</a></p> <p><a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2024_03/28161002_2024yilisrcbasvuruislemleri.pdf</a> <a href="https://basvurular.meb.gov.tr/bsv3/srcBasvuru/">https://basvurular.meb.gov.tr/bsv3/srcBasvuru/</a></p> <p>Vocational Qualification Courses Regulation (Mesleki Yeterlilik Kursları Yönetmeliği – SRC) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/01122800_MESLEKY_YETERLYLYK_KURSLARI_YYNETMELYYY.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/01122800_MESLEKY_YETERLYLYK_KURSLARI_YYNETMELYYY.pdf</a></p> <p>SRC1 – International Passenger Transport Program (SRC1 – Uluslararası Yolcu Taşımacılığı Kurs Programı) <a href="https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/15111411_SRC1_ULUSLARARASI_YOLCU_TAYIMACILIYI_SRC1_SYRYCY_MESLEKY_YETERLYLYK_KURS_PROGRAMI.pdf">https://ookgm.meb.gov.tr/meb_iys_dosyalar/2017_02/15111411_SRC1_ULUSLARARASI_YOLCU_TAYIMACILIYI_SRC1_SYRYCY_MESLEKY_YETERLYLYK_KURS_PROGRAMI.pdf</a></p> <p>Yeşil Işık Akademi – Bus Driver Certificate (Yeşil Işık Akademi – Otobüs Şoförü MYB) <a href="https://yesilisikakademi.com.tr/kamyon-soforu-mesleki-yeterlilik-belgesi/">https://yesilisikakademi.com.tr/kamyon-soforu-mesleki-yeterlilik-belgesi/</a></p> <p>Vocational Qualification – Ministry of Transport (Ulaştırma Bakanlığı – Mesleki Yeterlilik) <a href="https://uhdgm.uab.gov.tr/mesleki-yeterlilik">https://uhdgm.uab.gov.tr/mesleki-yeterlilik</a></p> <p>e-Government Certificate Verification (e-Devlet – MYB Doğrulama) <a href="https://www.turkiye.gov.tr/udvh-mesleki-yeterlilik-belgesi-dogrulama">https://www.turkiye.gov.tr/udvh-mesleki-yeterlilik-belgesi-dogrulama</a></p> <p>Legislation System – MYB Regulation (Mevzuat Sistemi – Mesleki Yeterlilik Yönetmeliği) <a href="https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=7146&amp;MevzuatTur=7&amp;MevzuatTertip=5">https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=7146&amp;MevzuatTur=7&amp;MevzuatTertip=5</a></p> <p>Official Gazette – Vocational Qualification Regulation (2017) (Resmî Gazete – MYB Yönetmeliği 2017) <a href="https://www.resmigazete.gov.tr/eskiler/2017/02/20170201-3.htm">https://www.resmigazete.gov.tr/eskiler/2017/02/20170201-3.htm</a></p>
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<p><b>Ukraine</b></p>	<p>Driver License Portal – HSC (Портал посвідчень водія – ГЦЦ)  <a href="https://hsc.gov.ua/prava/">https://hsc.gov.ua/prava/</a></p> <p>EU Regulation on Recognition of Ukraine Driver Documents (Регламент ЄС 2022/1280)  <a href="https://eur-lex.europa.eu/eli/reg/2022/1280/oj">https://eur-lex.europa.eu/eli/reg/2022/1280/oj</a></p> <p>Resolution No. 340-93 – Cabinet of Ministers (Постанова Кабінету Міністрів № 340-93)  <a href="https://zakon.rada.gov.ua/laws/show/340-93-%D0%BF#n9">https://zakon.rada.gov.ua/laws/show/340-93-%D0%BF#n9</a></p> <p>List of Accredited Driving Schools – HSC (Перелік автошкіл – ГЦЦ)  <a href="https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/perelik-avtoshkil/">https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/perelik-avtoshkil/</a></p> <p>Resolution No. 490-2009 – Driver Qualification Requirements (Постанова № 490-2009)  <a href="https://zakon.rada.gov.ua/laws/show/490-2009-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/490-2009-%D0%BF#Text</a></p> <p>Resolution No. 1218-2023 – Professional Driver Standards (Постанова № 1218-2023)  <a href="https://zakon.rada.gov.ua/laws/show/1218-2023-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/1218-2023-%D0%BF#Text</a></p> <p>Resolution No. 487-2009 – Examination Procedures (Постанова № 487-2009)  <a href="https://zakon.rada.gov.ua/laws/show/487-2009-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/487-2009-%D0%BF#Text</a></p> <p>Resolution No. 229-2010 – Exam Administration (Постанова № 229-2010)  <a href="https://zakon.rada.gov.ua/laws/show/229-2010-%D0%BF#n25">https://zakon.rada.gov.ua/laws/show/229-2010-%D0%BF#n25</a></p> <p>Law No. 3760-IX – Driving Qualification Act (Закон № 3760-IX)  <a href="https://zakon.rada.gov.ua/laws/show/3760-IX#Text">https://zakon.rada.gov.ua/laws/show/3760-IX#Text</a></p> <p>HSC Sample Test Questions (Приклад тестів ГЦЦ)  <a href="https://hsc.gov.ua/prava/test">https://hsc.gov.ua/prava/test</a></p> <p>MoJ Order No. z0074-10 – Certification Procedure (Наказ № z0074-10 – Порядок атестації)  <a href="https://zakon.rada.gov.ua/laws/show/z0074-10#Text">https://zakon.rada.gov.ua/laws/show/z0074-10#Text</a></p> <p>HSC Route Information &amp; Exam Map (Маршрути та карта практичного іспиту – ГЦЦ)  <a href="https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/marshruti/">https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/marshruti/</a>  <a href="https://hsc.gov.ua/wp-content/uploads/2023/08/exm_list.pdf">https://hsc.gov.ua/wp-content/uploads/2023/08/exm_list.pdf</a></p> <p>Resolution No. 844-2020 – Licensing Oversight (Постанова № 844-2020)  <a href="https://zakon.rada.gov.ua/laws/show/844-2020-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/844-2020-%D0%BF#Text</a></p> <p>Sample Driver’s License (English Version) (Зразки посвідчень водія – англійська версія)</p>	<p>Driver Licensing Portal – Ukraine (HSC) (Портал посвідчень водія – ГЦЦ)  <a href="https://hsc.gov.ua/prava/">https://hsc.gov.ua/prava/</a></p> <p>EU Regulation on Driver Document Recognition (Регламент ЄС 2022/1280)  <a href="https://eur-lex.europa.eu/eli/reg/2022/1280/oj">https://eur-lex.europa.eu/eli/reg/2022/1280/oj</a></p> <p>Cabinet of Ministers Resolution No. 340-93 – Driver Licensing Procedures (Постанова КМУ № 340-93)  <a href="https://zakon.rada.gov.ua/laws/show/340-93-%D0%BF#n9">https://zakon.rada.gov.ua/laws/show/340-93-%D0%BF#n9</a></p> <p>Law of Ukraine on Road Traffic (No. 3353-12) (Закон України № 3353-12 «Про дорожній рух»)  <a href="https://zakon.rada.gov.ua/laws/show/3353-12#Text">https://zakon.rada.gov.ua/laws/show/3353-12#Text</a></p> <p>List of Accredited Driving Schools – HSC (Перелік акредитованих автошкіл – ГЦЦ)  <a href="https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/perelik-avtoshkil/">https://hsc.gov.ua/index/poslugi/vidacha-posvidchennya-vodiya/perelik-avtoshkil/</a></p> <p>Resolution No. 490-2009 – Driver Training Requirements (Постанова № 490-2009)  <a href="https://zakon.rada.gov.ua/laws/show/490-2009-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/490-2009-%D0%BF#Text</a></p> <p>Resolution No. 1218-2023 – Training Requirements Update (Постанова № 1218-2023)  <a href="https://zakon.rada.gov.ua/laws/show/1218-2023-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/1218-2023-%D0%BF#Text</a></p> <p>Resolution No. 487-2009 – Driver Licensing Rules (Постанова № 487-2009)  <a href="https://zakon.rada.gov.ua/laws/show/487-2009-%D0%BF#Text">https://zakon.rada.gov.ua/laws/show/487-2009-%D0%BF#Text</a></p> <p>Resolution No. 229-2010 – Licensing &amp; Exam Procedures (Постанова № 229-2010)  <a href="https://zakon.rada.gov.ua/laws/show/229-2010-%D0%BF#n25">https://zakon.rada.gov.ua/laws/show/229-2010-%D0%BF#n25</a></p> <p>Law of Ukraine No. 3760-IX – CPC Regulation (Закон України № 3760-IX)  <a href="https://zakon.rada.gov.ua/laws/show/3760-IX#Text">https://zakon.rada.gov.ua/laws/show/3760-IX#Text</a></p>
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<b>UK</b>	<p><a href="https://www.legislation.gov.uk/ukxi/1999/2864/contents">https://www.legislation.gov.uk/ukxi/1999/2864/contents</a></p> <p>Driver CPC Part 1: Theory Test – GOV.UK  <a href="https://www.gov.uk/become-lorry-bus-driver/driver-cpc-part-1-theory-test">https://www.gov.uk/become-lorry-bus-driver/driver-cpc-part-1-theory-test</a></p> <p>National Careers Service – Lorry Driver Profile  <a href="https://nationalcareers.service.gov.uk/job-profiles/lorry-driver">https://nationalcareers.service.gov.uk/job-profiles/lorry-driver</a></p> <p>CTT Training: Timeframe to Become a HGV Driver  <a href="https://cttlimited.com/how-long-does-it-take-to-become-a-hgv-driver">https://cttlimited.com/how-long-does-it-take-to-become-a-hgv-driver</a></p>	<p>The Motor Vehicles (Driving Licences) Regulations 1999  <a href="https://www.legislation.gov.uk/ukxi/1999/2864/contents">https://www.legislation.gov.uk/ukxi/1999/2864/contents</a></p> <p>Driver CPC Part 1: Theory Test – GOV.UK  <a href="https://www.gov.uk/become-lorry-bus-driver/driver-cpc-part-1-theory-test">https://www.gov.uk/become-lorry-bus-driver/driver-cpc-part-1-theory-test</a></p> <p>National Careers Service – Bus or Coach Driver Profile  <a href="https://nationalcareers.service.gov.uk/job-profiles/bus-or-coach-driver">https://nationalcareers.service.gov.uk/job-profiles/bus-or-coach-driver</a></p> <p>CTT Training: Timeframe to Become a Bus Driver  <a href="https://cttlimited.com/how-long-does-it-take-to-become-a-bus-driver">https://cttlimited.com/how-long-does-it-take-to-become-a-bus-driver</a></p>
<b>Uzbek-istan</b>	<p>Regulation "On the Procedure for Training, Retraining, and Advanced Training of Drivers of Motor Vehicles and Urban Electric Transport" (Автомототранспорт воситалари ва шаҳар электр транспорти ҳайдовчиларини тайёрлаш, қайта тайёрлаш ва малакасини ошириш тартиби тўғрисидаги низом)  <a href="https://lex.uz/docs/6764456">https://lex.uz/docs/6764456</a>  <a href="https://lex.uz/docs/3765840">https://lex.uz/docs/3765840</a></p> <p>Law "On Road Traffic Safety" (Йўл ҳаракати хавфсизлиги тўғрисидаги Қонун)  <a href="https://lex.uz/docs/111603">https://lex.uz/docs/111603</a></p> <p>Regulations on Licensing Educational Activities (Ministry of Education) (Таълим фаолиятини лицензиялаш тартиби тўғрисидаги низом)  <a href="https://lex.uz/docs/112629">https://lex.uz/docs/112629</a></p> <p>Standard Curriculum for Driver Training (Ministry of Education-approved) (Ҳайдовчиларни тайёрлаш бўйича намунавий ўқув режаси – Вазирлик тасдиқлаган)  <a href="https://lex.uz/docs/6012901">https://lex.uz/docs/6012901</a></p> <p>Regulations on Conducting Driver Examinations (Ҳайдовчилик имтиҳонларини ўтказиш тартиби тўғрисидаги низом)  <a href="https://lex.uz/docs/3178417">https://lex.uz/docs/3178417</a></p>	

**ANNEX 2: THIRD-COUNTRY DRIVING LICENCES RECOGNISED BY EU MEMBER STATES  
AND APPLICABLE CONDITIONS**

EU Member State	Third country C and D licences recognised by EU Member States	Specific conditions and requirements
<b>Austria</b>	<p>When converting non-EU/EEA driving licences, it is usually necessary to take a practical driving test. In order to do so, holders must provide a suitable vehicle from the relevant licence category.</p> <p>No practical driving test is required for the exchange of the following non-EU or non-EEA driving licences:</p> <p>For all categories: Andorra, Gibraltar, Guernsey, Isle of Man, Japan, Jersey, Monaco, Montenegro, San Marino, Switzerland, Serbia, United Kingdom of Great Britain and Northern Ireland.</p> <p>For class B: Australia, Bosnia-Herzegovina, Hong Kong, Israel, Canada, New Zealand, North Macedonia, Republic of South Africa, Republic of Korea, USA, United Arab Emirates.</p> <p>More information: <a href="http://oesterreich.gv.at">Foreign driving licences – conversion (oesterreich.gv.at)</a></p>	<p>Third country licences are recognised for 6 months, if they are issued by a country that is a Contracting Party to the 1926 Paris Convention on Road Traffic, the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic. After that, the driving licence loses its validity and must be converted to an Austrian one.</p> <p>In principle, only valid third country driving licences can be converted.</p>
<b>Belgium</b>	<p>The list of the around 80 countries, territories and entities (or parts thereof) whose national driving licences can be exchanged for a Belgian one is available on the <a href="#">website</a> of the Ministry of Transport.</p> <p>More information: <a href="http://mobiliteit.belgium.be/fr/route/conduire/permis-de-conduire/info-pour-les-communes/les-permis-reconnus-delivres-par-les-0">mobiliteit.belgium.be/fr/route/conduire/permis-de-conduire/info-pour-les-communes/les-permis-reconnus-delivres-par-les-0</a> and <a href="http://mobiliteit.belgium.be/fr/route/conduire/permis-de-conduire/permis-de-conduire-etranger">mobiliteit.belgium.be/fr/route/conduire/permis-de-conduire/permis-de-conduire-etranger</a></p>	<p>Specific conditions applicable to them are mentioned in the document for each country.</p> <p>A valid recognised licence can be exchanged after registration in Belgium for at least 185 days if holder was citizen of the country that issued the licence and/or had lived there for at least 185 days when it was issued and was not registered in Belgium then.</p>
<b>Bulgaria</b>	<p>C and D licences issued by the Contracting Parties to the 1968 Vienna Convention on Road Traffic are recognised and can be exchanged if the licence meets the requirements of Annex 6 to that Convention.</p> <p>More information: <a href="#">Replacing a foreign driving license with a Bulgarian one</a></p>	
<b>Croatia</b>	<p>Licences from all countries based on reciprocity and special agreements.</p> <p>More information: <a href="https://mup.gov.hr/gradjani-281562/moji-dokumenti-281563/vozacka-dozvola-332/zamjena-vozacke-dozvole/281743">https://mup.gov.hr/gradjani-281562/moji-dokumenti-281563/vozacka-dozvola-332/zamjena-vozacke-dozvole/281743</a></p>	<p>The licence must be exchanged within 12 months from the day of entry into the Republic of Croatia.</p> <p>Drivers are required to pass medical and psychological exams.</p> <p>A foreign driver's licence for driving a D1 or D category motor vehicle will not be recognized for persons under 24 years of age, for C category under 21 years, and for C1 and B category under 18 years of age.</p>
<b>Cyprus</b>	<p>Licences issued by the following non-EEA countries are recognised: Australia, Canada, China, Georgia, Japan, Montenegro, Morocco, New Zealand, Qatar, Russia, Serbia,</p>	<p>No specific conditions</p>

	<p>South Africa, South Korea, Switzerland, Ukraine, UAE, United Kingdom, USA, Zimbabwe.</p> <p>More information: <a href="#">ROAD TRANSPORT DEPARTMENT - Documents/Procedures on Driving License</a></p>	
<b>Czechia</b>	<p>Driving licences that comply with the requirements of Annex 6 to the 1968 Vienna Convention on Road Traffic or Annex 9 to the 1949 Geneva Convention on Road Traffic are exchanged without testing.</p> <p>Driving licences that do not comply with the requirements of the international conventions may also be exchanged for Czech driving licences, but only after passing a test of professional competence in driving and proving medical fitness to drive and normal residence in Czechia. In some cases, an international driving permit is sufficient to prove the competence to drive the relevant vehicle category.</p> <p>Driving licences issued in Japan, South Korea and the United Arab Emirates are exchanged without a driving test, however medical fitness to drive and normal residence in Czechia must be proven.</p>	<p>Where applicable, holders of a non-EEA licence have to apply for a replacement within three months of obtaining a permanent or long-term (&gt;1 year) residence permit in Czechia.</p>
<b>Denmark</b>	<p>Faroese driving licences are treated like EEA licences. Greenlandic driving licences have to be exchanged after 180 days unless you take 2 lessons of at least 45 minutes duration in city, country and motorway driving with an approved driving instructor in Denmark.</p> <p>B licences issued in a country belonging to Group 1 or 2 (see below) are possible to exchange without a controlling driving test. For categories other than B, a controlling driving test is required.</p> <p><u>Group 1 countries (no specific requirement):</u></p> <p>Australian Capital Territory (ACT), Brazil, Gibraltar, Guernsey, Japan, Jersey, Taiwan, Northern Ireland, South Korea, Russia, Switzerland, Great Britain (England, Scotland, Wales), Ukraine (Ukrainian refugees in DK: UA licence valid until end of period of temporary protection; cf. Reg. (EU) 2022/1280).</p> <p><u>Group 2 countries (two years of driving experience required):</u></p> <p>Australia (without ACT), Bosnia and Herzegovina, Canada, Chile, Israel, New Zealand, North Macedonia, Serbia, Singapore, USA, Isle of Man</p> <p>More information:  <a href="https://www.fstyr.dk/privat/koerekort/koerekort-og-udland/ombytning-af-udenlandsk-koerekort">https://www.fstyr.dk/privat/koerekort/koerekort-og-udland/ombytning-af-udenlandsk-koerekort</a></p>	<p>You may drive on a driving license that was not issued in the EU or EEA for up to 180 days after you have taken up habitual residence in Denmark. After this, there is a demand for an exchange.</p> <p>In order to be able to drive on your foreign driving license in Denmark, it is a condition that the driving license is drawn up in Latin letters or is accompanied by a translation into Danish, English or French. It is a condition of the translation being prepared by a public authority or by an organization authorized to do so in the country of issue.</p> <p>Group 1 countries: You must bring a medical certificate issued by your own doctor. You must submit a written self-declaration that you have not been disqualified from driving in the past five years, and that your driving license is not otherwise restricted or granted under special conditions.</p> <p>Group 2 countries: all requirements for Group 1 countries + you must submit a statement that you have two years of actual driving experience.</p>
<b>Estonia</b>	<p>Driving licences issued in Switzerland are treated like EEA licences</p> <p>Driving licences which meet the requirements of the 1968 Vienna Convention on Road Traffic are generally exchanged without exams. Similarly, a driving licence which does not meet the requirements of that Convention will be exchanged</p>	<p>A driver's licence issued outside Estonia is valid in Estonia if the entries on the driver's licence are made in printed or written Latin script or transliterated Latin script. The driver's licence must include the designation and description of the</p>

	<p>without exams if an international driving permit which meets the requirements of the Convention is provided.</p> <p>Driving licences which meet the requirements of the 1949 Geneva Convention on Road Traffic are generally exchanged without exams for categories A and B. Similarly, category A and B licences which do not meet the requirements of the Convention will be exchanged without exams if an international driving permit which meets the requirements of the Convention is provided. Driving licences for categories BE, C, D, CE, and DE are exchanged based on exams.</p> <p>Driving licences from other countries are only exchanged based on exams.</p> <p>More information: <a href="#">Driving licence issued outside Estonia   Transpordiamet</a></p>	<p>category of motor vehicle, car train or machine train that the person has the right to drive.</p> <p>A driver's licence meeting the requirements listed in the left column is valid in Estonia for 12 months from the date of its owner's permanent residence in Estonia.</p>
<p><b>Finland</b></p>	<p>A driving licence issued in Hong Kong, Macao, Taiwan or a country that has ratified or accessed the 1949 Geneva or the 1968 Vienna Road Traffic Conventions is valid in Finland when visiting as a tourist until the licence expires. It is also valid for two years after its holder moves permanently to Finland.</p> <p>Driving licences issued in other nations recognised by Finland are valid for driving categories A1, A2, A or B when visiting Finland as a tourist unless the licence has expired. Such driving licences are valid for one year starting from the date on which the licence holder is registered in the population register unless they expire earlier.</p> <p>If a person has a permanent address in Finland and has a valid driving licence issued in Hong Kong, Macao, Taiwan or a country that has ratified the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic, they can exchange their licence for an A1, A2, A or B Class driving licence without passing the driving examination.</p> <p>However, regardless of this, applicants need to pass the driving examination (theory and driving test) to obtain a licence in Group 2 (licences C1, C1E, C, CE, D1, D1E, D and DE) and BE category.</p> <p>More information: <a href="https://ajokortti-info.fi/en/basic-information-about-driving-licence/validity-foreign-driving-licences-finland">https://ajokortti-info.fi/en/basic-information-about-driving-licence/validity-foreign-driving-licences-finland</a> and <a href="#">Exchanging a foreign driving licence for a Finnish licence   Ajokortti-info</a></p>	
<p><b>France</b></p>	<p>The list of around 90 countries, territories and entities whose national driving licences can be exchanged for a French driving licence, under bilateral agreements and reciprocal practices for exchanging driving licences can be found at <a href="https://www.diplomatie.gouv.fr/IMG/pdf/liste_permis_de_conduire_valables_a_l_echange_14.05.2024_cle44a9b7.pdf">https://www.diplomatie.gouv.fr/IMG/pdf/liste_permis_de_conduire_valables_a_l_echange_14.05.2024_cle44a9b7.pdf</a>.</p> <p>In some cases (Australia, Bosnia and Herzegovina, Canada, China, Iran, Ivory Coast, Jamaica, Qatar and parts of the US) only B or A &amp; B licences are recognised. In all other cases, all licences (incl. C &amp; D) are recognised.</p> <p>More information: <a href="#">Échange de permis de conduire obtenu hors Europe (UE/EEE) - installation en France   Service-Public.fr</a></p>	<p>The foreign-issued driving licence must meet the following conditions:</p> <ul style="list-style-type: none"> <li>• Have been issued by a <u>country</u> whose driving licence category concerned can be exchanged for a French licence</li> <li>• Have been issued by the country of the place of normal residence before settling in France</li> <li>• Be valid at the time of presenting it</li> <li>• Be written in French or be accompanied by an official translation. The translation must be</li> </ul>

		<p><u>legalised</u> or apostilled<sup>46</sup> if it is done abroad. If the translation is done in France, it must be done by an <u>authorized translator</u> or by the embassy in France of the country that issued the licence.</p> <p>If these conditions are not met, it is necessary to <u>take the driving licence exam</u> in France.</p>
<p><b>Germany</b></p>	<p>The conditions governing the issuing of a German driving licence vary, depending on in which country the third country driving licence was obtained:</p> <p>a) in a country that is <u>not</u> listed in Annex 11 of the Regulations for the Licensing of Drivers (<u>Fahrerlaubnisverordnung</u>): Among other conditions a theoretical and practical driving test for the corresponding category has to be taken.</p> <p>b) in a country that is listed in Annex 11 of the Regulations for the Licensing of Drivers (<u>Fahrerlaubnisverordnung</u>): Holders of driving licences (C &amp; D-licences) issued in the following countries are not required to take a German driving test to exchange their driving licence:</p> <ul style="list-style-type: none"> <li>• Albania</li> <li>• Andorra</li> <li>• French Polynesia</li> <li>• Gibraltar</li> <li>• Guernsey</li> <li>• Isle of Man</li> <li>• Japan</li> <li>• Jersey</li> <li>• Kosovo</li> <li>• Moldova</li> <li>• Republic of North Macedonia</li> <li>• Monaco</li> <li>• Namibia (only C)</li> <li>• New Caledonia</li> <li>• San Marino</li> <li>• Serbia</li> <li>• Singapore</li> <li>• South Africa</li> <li>• Switzerland</li> <li>• United Kingdom</li> </ul> <p>It is planned to add Ukraine to the list.</p> <p>Other driving licences and their categories are only partly recognised from the countries / territories above and from Bosnia and Herzegovina, Israel, New Zealand, Republic of</p>	<p>The driving rights must be proven by a valid national or international driving licence in accordance with the samples provided in the 1926 Paris Convention on Road Traffic, the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic. The international driving licence is only valid in conjunction with the underlying national driving licence.</p> <p>In general, there is no permanent recognition of driving licences from third countries.</p> <p>The driving licence must be exchanged in Germany 6 months after taking up residence in Germany. Until the exchange, third-country drivers (from the list left) are entitled to work as professional drivers for German companies with their third country issued licence, on the condition that they have a German or EU Member State-issued CPC.</p> <p>See also § 29 FeV.  <a href="https://www.gesetze-im-internet.de/fev_2010/29.html">https://www.gesetze-im-internet.de/fev_2010/29.html</a></p>

<sup>46</sup> This formal procedure consists, after verification of the quality, seal and signature of the author of an act, of affixing a stamp on the act, called an apostille. This formality certifies the origin and signature of the act but does not confirm its content.

	<p>Korea, Taiwan, the Australian territories, several US States and territories and Canadian provinces and territories.</p> <p>More information: <a href="#">Anlage 11 FeV</a>; and <a href="#">auslaendische-fahrerlaubnisse-merkblatt-ausserhalb-eu-und-ewr-staaten-englisch.pdf (bund.de)</a></p>	
<b>Greece</b>	<p>Foreign licences issued in Switzerland, Serbia, Albania, the United Arab Emirates, the United States of America, Canada, Australia, Japan, South Africa, South Korea – and the countries of the former Soviet Union for expatriates – can be converted into Greek driving licence of a corresponding category/categories.</p> <p>More information: <a href="#">Non-EU driving licenses - Exchange and recognition</a> and <a href="#">Category: Driving licenses - National Registry of Administrative Public Services</a></p>	
<b>Hungary</b>	<p>Driving licence type C and D are accepted in case the issuing country is a Contracting Party to the 1968 Vienna Convention on Road Traffic or the 1949 Geneva Convention on Road Traffic; exchange without test, provided that the foreign driving licence corresponds to the requirements set out by the respective Convention. Where the foreign driving licence does not correspond to the requirements set out by the respective Convention, the driver needs to have an international driving permit that indicates the acquired driving licence categories.</p> <p>If the driving licence was issued in a third country which did not join the 1968 Vienna Convention on Road Traffic or the 1949 Geneva Convention on Road Traffic and if, based on the attested Hungarian translation of the foreign driving licence, it contains the categories corresponding to any international categories set out in the Annex to the relevant Decree (transposing the Driving Licence Directive), the foreign driving licence can be exchanged for a Hungarian one after passing a course-free theoretical test of traffic fundamentals.</p> <p>If the category content of a driving licence submitted for exchange does not correspond to any international categories set out in the Annex to the relevant Decree, the exchange of the driving licence can take place only after passing a course-free practical driving test and a theoretical test of traffic fundamentals.</p>	
<b>Ireland</b>	<p>A driving licence issued in the following countries can be exchanged in Ireland without the requirement to sit a driving test where a person has taken up residence in Ireland.</p> <p>* Note for Australia, Canadian provinces and New Zealand: Restricted to automatic unless can prove they were tested in manual.</p> <ul style="list-style-type: none"> <li>• Australia*</li> <li>• Canada, Alberta Province* (Cars &amp; motorbikes only)</li> <li>• Canada, British Columbia Province* (Cars &amp; motorbikes only)</li> <li>• Canada, Manitoba Province* (Cars &amp; motorbikes only)</li> <li>• Canada, New Brunswick Province* (Cars &amp; motorbikes only)</li> <li>• Canada, Newfoundland &amp; Labrador* (Cars &amp; motorbikes only)</li> </ul>	

	<ul style="list-style-type: none"> <li>• Canada, Ontario Province* (Cars only)</li> <li>• Canada, Saskatchewan State* (Cars &amp; motorbikes only)</li> <li>• Georgia</li> <li>• Gibraltar</li> <li>• Guernsey</li> <li>• Isle Of Man</li> <li>• Japan</li> <li>• Jersey</li> <li>• New Zealand* (Cars &amp; motorbikes only)</li> <li>• Northern Ireland</li> <li>• Republic of Korea</li> <li>• South Africa</li> <li>• Switzerland</li> <li>• Taiwan (Cars &amp; motorbikes only)</li> <li>• United Kingdom</li> </ul> <p>More information: <a href="#">How to Exchange a Foreign Driving Licence - National Driver Licence Service (ndls.ie)</a></p>	
<p><b>Italy</b></p>	<p>Licences from the following non-EU/EEA countries can be exchanged and converted into Italian licences:</p> <ul style="list-style-type: none"> <li>• Albania (in force until 12 July 2026)</li> <li>• Algeria</li> <li>• Andorra (in force until 31 August 2029)</li> <li>• Argentina</li> <li>• Philippines</li> <li>• Japan</li> <li>• Israel (in force until 22 August 2028)</li> <li>• Lebanon</li> <li>• North Macedonia</li> <li>• Morocco</li> <li>• Moldova</li> <li>• Monaco</li> <li>• UK and Northern Ireland (applicable to Gibraltar, Bailiwick of Guernsey, Isle of Man, Bailiwick of Jersey) (in force until 30 March 2028)</li> <li>• Republic of Korea</li> <li>• San Marino</li> <li>• Serbia (in force until 17 December 2028)</li> <li>• Switzerland (in force until 12 June 2026)</li> <li>• Taiwan</li> <li>• Tunisia</li> <li>• Türkiye (in force until 18 July 2028)</li> <li>• Ukraine (in force until 24 January 2027)</li> </ul> <p>Foreign countries that issue driving licences which can be converted in Italy only for certain categories of citizens:</p> <ul style="list-style-type: none"> <li>- Canada (diplomatic and consular personnel)</li> </ul>	<p>Driving licences issued by a country outside the EU/EEA allow their holders to drive in Italy provided that they are accompanied by an international driving permit, issued according to the model established by the 1949 Geneva Convention or the 1968 Vienna Convention on Road Traffic, or with an official translation of the licence, written in Italian.</p> <p>In some cases, identified by the Ministry of the Interior, the international permit is not mandatory (for example, for British licences following Brexit or for licences issued on models corresponding to those established by the 1968 Vienna Convention).</p> <p>If the driver holds a licence issued by a non-EU or non-EEA state and has been residing in Italy for over a year, (s)he must obtain an Italian licence:</p> <ul style="list-style-type: none"> <li>- through conversion, if the licence (s)he holds is valid and has been issued by a state with which Italy has reciprocal agreements for conversion;</li> <li>- or, otherwise, by taking the required qualifying exams (theory and practical tests).</li> </ul>

	<p>- Chile (diplomatic personnel and their families)  - United States (diplomatic personnel and their families)  - Zambia (citizens on government missions and their families)</p> <p>More information:  <a href="#">ELENCO STATI allegato Circolare Andorra.pdf</a>  <a href="#">(mit.gov.it)</a></p>	
<p><b>Latvia</b></p>	<p>A driver arriving in Latvia from abroad is permitted to drive a vehicle in Latvia if he or she is in possession of the following:</p> <ul style="list-style-type: none"> <li>• a driving licence issued by a Member State of the European Union, a Member State of the European Free Trade Association or United Kingdom;</li> <li>• a driving licence which grants the categories of driving licences specified in the 1968 Vienna Convention on Road Traffic;</li> <li>• a driving licence which does not specify the categories of vehicles defined in the 1968 Vienna Convention on Road Traffic. Such a driving licence authorizes a person to drive only category B vehicles if the driving licence entitles him/her to drive a vehicle in the issuing state. If the entries in the driving licence are not made in the letters of the Latin alphabet, the person shall present a notary certified translation into Latvian.</li> </ul> <p>A driver who arrives in Latvia from abroad and stays in Latvia for more than one year must exchange a driving licence in accordance with certain procedures, except for a driving licence issued by a Member State of the European Union, a European Free Trade Association or United Kingdom, as well as persons enjoying diplomatic or consular immunities and privileges. In such cases, the foreign driving licence is exchanged after passing the driving test at the CSDD (Road Traffic Safety Directorate).</p> <p>More information: <a href="#">Exchange of a foreign driving licence   Exchange of Driving licence   Driving licence exchange and renewal   Driver (csdd.lv)</a></p>	<p>A licence issued in a non-EEA country may be used for driving a vehicle in Latvia for up to 1 year from the moment of arrival in Latvia. If a person resides in Latvia for more than 1 year, then the licence must be exchanged by passing the driving test at the CSDD (Road Traffic Safety Directorate) in accordance with the established procedure. Before taking the registration tests, a person must apply to the CSDD to perform the necessary driving licence checks.</p> <p>If it is not possible to verify the issue and validity of the driving licence online, the CSDD shall send a request to the relevant foreign competent authority to provide detailed information on the driving licence and its validity for exchange. Such confirmation may also be submitted to the CSDD by the person who wishes to exchange the licence. In this case, taking into account the procedures established in Latvia for the circulation of international documents, it must be legalized or approved with the certificate "Apostille".</p> <p>In case of exchange of the licence, the Latvian licence shall grant the same vehicle categories as granted in the foreign licence, or those which most closely correspond to the categories specified in the exchangeable licence (if the categories specified in the licence do not correspond to the categories specified in the Vienna Convention).</p>
<p><b>Lithuania</b></p>	<p>The applicants who wish to exchange their driving licences issued in the countries other than the Member States of the EU and other than the countries of the EEA must pass a theory test and a practical test in "Regitra". There is no need to pass the tests if the applicant holds a driving licence:</p> <ul style="list-style-type: none"> <li>• that was issued in Switzerland (all categories);</li> <li>• that was issued in the Republic of Korea (only categories B and BE);</li> <li>• issued in the United Arab Emirates to the citizen of the Republic of Lithuania or of the United Arab Emirates (only categories A1, A2, A, B and D1);</li> <li>• that was issued in the Republic of Moldova (only</li> </ul>	<p>National and international driving licences issued by Contracting Parties of the 1926 Paris, 1949 Geneva, and 1968 Vienna Conventions are valid, provided that the holder is not a permanent resident of the Republic of Lithuania, and up to six months after acquiring the status of a permanent resident of the Republic of Lithuania.</p> <p>There are some additional conditions for these driver's licences</p>

	<p>categories AM, A1, A2, A, B1 and B);</p> <ul style="list-style-type: none"> <li>• or all the categories specified in a driving licence to be exchanged were obtained in the Member State of the EU or in the country of the EEA.</li> </ul> <p>Only a valid national driving licence that was issued in a third country can be exchanged. If a driving licence has expired when its holder already resides in Lithuania, it may be exchanged within 1 year of arrival to Lithuania.</p> <p>More information: <a href="#">Exchange of the driving licence after the return from other countries   REGITRA</a></p>	<p>issued in foreign countries to be recognized:</p> <ol style="list-style-type: none"> <li>a) the holder shall have reached the age specified by Lithuanian law;</li> <li>b) the holder shall not have had their driver's licence revoked while being a permanent resident of Lithuania or having a temporary residence permit, and shall have regained the right to drive a vehicle if it was previously revoked;</li> <li>c) the driving licence validity has not been restricted, suspended, or revoked in the issuing country.</li> </ol>
<b>Luxembourg</b>	<p>The conversion of a foreign driving licence for all categories issued by a country that is not a Contracting Party to the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic will be refused.</p> <p>However, any holder of a non-EEA driving licence that was issued in Mongolia, the United Arab Emirates, Andorra and Hong Kong is entitled to have his or her driving licence exchanged for an equivalent Luxemburgish licence. Concerning the categories, the same rules apply as for the "conventions" group.</p> <p>More information: <a href="#">Having a foreign driving licence registered, exchanged or converted - Guichet.lu - Luxembourg (public.lu)</a></p>	<p>If you have a category A, A2, A1, AM, B, BE or F driving licence, you do not need to pass an exam if you replace your licence within a year of arrival in Luxembourg.</p> <p>For the truck (C) or bus (D) categories, you must pass an exam (theory and practice).</p>
<b>Malta</b>	<p>Any holder of a non-EEA driving licence that was issued in Switzerland, Australia, the United Arab Emirates (only to MT or UAE citizens) or the United Kingdom, the Isle of Man, Guernsey, Jersey and Northern Ireland who takes up normal residence in Malta is entitled to have his driving licence exchanged for an equivalent Maltese licence.</p> <p>More information: <a href="#">Exchange your foreign Driving Licence - Transport Malta (gov.mt)</a>; Subsidiary Legislation 65.18 (Motor vehicles (Driving Licences) Regulations) <a href="https://legislation.mt/eli/sl/65.18/eng/pdf">https://legislation.mt/eli/sl/65.18/eng/pdf</a></p> <p>For the recognition of C and D categories for non-EU issued licences, an international driving permit is required in order to transcribe such categories to their EU equivalents. This is valid for 1 year from entry into Malta, beyond which a Maltese/EU Driving licence is needed.</p>	
<b>Netherlands</b>	<p>The full list of non-EEA C/D licences eligible for exchange is as follows:</p> <ul style="list-style-type: none"> <li>- All non-EEA licence holders who used to have a Dutch licence in the past (after June 1985)</li> <li>- Dutch (former) oversea territories: Aruba, Bonaire, Curacao, Saba, St. Eustatius, St. Maarten (these are all independent driving licence authorities that are outside the scope of the EU-directive on driving licences)</li> </ul>	

	<ul style="list-style-type: none"> <li>- Switzerland</li> <li>- UK, Northern Ireland, Gibraltar, Jersey, Guernsey, Isle of Man</li> <li>- Monaco</li> <li>- Highly-skilled migrants (from every non-EEA country), provided that they have a proof of approval (Beschikking bewijsregel) by the Dutch Tax Authority (professional licences are very rare among this group)</li> <li>- Diplomatic staff and staff working at international organizations in The Netherlands, from every non-EEA country (professional licences are very rare among this group)</li> <li>- NATO military and civilian staff who are stationed in The Netherlands, from every non-EEA country</li> </ul> <p>More information: <a href="#">Exchanging a foreign driving licence   RDW</a></p>	
<b>Poland</b>	<p>Driving licences issued in Switzerland are treated like EEA/EU licences.</p> <p>Poland recognizes driving licences issued by third countries. However, after 6 months of regular stay in Poland, a driver must exchange his/her national licence to a Polish one.</p> <p>If the country issuing the driving licence is a Contracting Party to the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic, the driver is exempt from the obligation of taking any exam. But if a driving licence is issued in a country not signatory to the above-mentioned Conventions, a driver has to pass the theoretical exam.</p> <p>More information: Official Decree at <a href="#">Ustawa z dnia 5 stycznia 2011 r. o kierujących pojazdami</a></p>	
<b>Portugal</b>	<p>Portugal recognizes 3<sup>rd</sup> country licences of categories C and D in the following situations:</p> <ol style="list-style-type: none"> <li>1. Without testing:       <ol style="list-style-type: none"> <li>1.1. Bilateral agreements - Andorra, Angola, Cape Verde, Morocco, Mozambique, São Tomé and Príncipe, the United Arab Emirates and the United Kingdom of Great Britain and Northern Ireland (includes Gibraltar);</li> <li>1.2. Members of the Community of Portuguese-Speaking Countries (CPLP), if they are parties of the 1949 Geneva Convention on Road Traffic and/or the 1968 Vienna Convention on Road Traffic or have bilateral agreements with Portugal (Angola, Brazil, Cape Verde, Mozambique and São Tomé and Príncipe);</li> <li>1.3. Members of the OECD, if they are parties of the 1949 Geneva Convention on Road Traffic and/or the 1968 Vienna Convention on Road Traffic (this would be Australia, Brazil, Canada, Chile, Republic of Korea, United States of America, Israel, Japan, New Zealand, United Kingdom and Türkiye).</li> </ol> </li> </ol> <p>In cases 1.2 and 1.3 the drivers don't need to exchange the driving licence. But, if they want to drive a heavy vehicle, they need to have code '95' and because of that, they need to</p>	

	<p>exchange their driving licence. The exchange is conditional to passing a medical and a psychological evaluation.</p> <p>2. With testing:</p> <p>2.1. Countries that are parties to the 1949 Geneva Convention on Road Traffic and/or the 1968 Vienna Convention on Road Traffic (only for categories C and D); Other countries – for all categories.</p> <p>More information <a href="https://www.imtonline.pt/index.php/troca-de-titulos-conducao-estrangeiros/driving-licence-exchange109">https://www.imtonline.pt/index.php/troca-de-titulos-conducao-estrangeiros/driving-licence-exchange109</a></p>	
<b>Romania</b>	<p>National driving licences that can be exchanged for similar Romanian documents, without taking an exam or test:</p> <p>a) Swiss licences are treated like EEA licences;</p> <p>b) Around 60 of the non-EEA Contracting Parties to the 1968 Vienna Convention on Road Traffic (cf. list of countries provided in Annex 2 of Order n° 163/2011);</p> <p>c) List of countries provided in Annex 3 of Order n° 163/2011 (Canada, USA, China (only category B), Korea, Japan, Lebanon, Syria, Jordan, Egypt).</p> <p>More information: Order n° 163/2011: <a href="#">ORDIN 163 10/08/2011 - Portal Legislativ (just.ro)</a></p>	
<b>Slovakia</b>	<p>Recognised are valid driving licences issued by Contracting Parties to the 1949 Geneva Convention on Road Traffic or the 1968 Vienna Convention on Road Traffic.</p> <p>More information: <a href="https://www.slovensko.sk/en/life-situation/life-situation/_recording-exchange-and-renewa/">https://www.slovensko.sk/en/life-situation/life-situation/_recording-exchange-and-renewa/</a></p>	
<b>Slovenia</b>	<p>Licences issued in San Marino, the United Kingdom, the three British archipelago States (Isle of Man, Guernsey and Jersey), Gibraltar and Switzerland are treated like licences issued in the EEA (no medical exam, no theoretical or practical driving test required).</p> <p>No practical driving test required from holders of valid AM, A1, A2, A, B1 and B licences issued in Japan and for B and B1 licences issued in South Korea, the United Arab Emirates or Australia.</p> <p>No practical driving test required from holders of a valid licence (except for categories A, A1 and A2) issued in a third country who have passed the CPC (certificate of professional competence) test in Slovenia or they have a valid CPC card issued in another EU country.</p> <p>More information:</p> <p><a href="#">Driving licence – InfoTujci</a></p> <p>Article 19 of Regulation on driving licences: <a href="#">Pravilnik o vozniških dovoljenjih (PISRS)</a></p> <p>Article 67 of the Drivers Act (ZVOZ-1): <a href="#">Zakon o voznikih (ZVoz-1) (PISRS)</a></p>	
<b>Spain</b>	<p>Third countries with an agreement for exchange of driving licences with Spain. Those countries whose agreement recognizes C and D driving licences are:</p> <p>No exam required for: Switzerland, United Kingdom, Andorra, Monaco, Japan, South Korea and New Zealand.</p>	<p>In Spain the following driving licences issued by third countries are recognized for driving during six months:</p> <ul style="list-style-type: none"> <li>• Issued by third countries</li> </ul>

	<p>Driving exam required:</p> <ul style="list-style-type: none"> <li>○ Moldova: two driving exams (one in closed circuit and another one in traffic) for C1, C1E, C, CE, D1, D1E, D and DE</li> <li>○ Georgia: driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Ukraine: driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Morocco: driving exam for C, CE, D and DE,</li> <li>○ Argentina: driving exam for C, CE and D,</li> <li>○ Chile: driving exam C1, C1E, C, CE, D1 and D</li> <li>○ Costa Rica: driving exam for C1, C, CE and D,</li> <li>○ Honduras: driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Peru: driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Uruguay: driving exam for D.</li> </ul> <p>Theoretical exam required:</p> <ul style="list-style-type: none"> <li>○ Uruguay: theoretical exam for C1.</li> </ul> <p>Theoretical exam and driving exam required:</p> <ul style="list-style-type: none"> <li>○ North Macedonia: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Serbia: theoretical exam and driving exam for C, CE, D and DE,</li> <li>○ Türkiye: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Algeria: theoretical exam and driving exam for C1E, C, CE, D and DE,</li> <li>○ Tunisia: theoretical exam and driving exam for C, CE, D and DE,</li> <li>○ Bolivia: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Brazil: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Colombia: theoretical exam and driving exam for C, CE and D,</li> <li>○ Dominican Republic: theoretical exam and driving exam for C1, C, CE, D1 and D,</li> <li>○ Ecuador: theoretical exam and driving exam for C, CE and D,</li> <li>○ El Salvador: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Guatemala: theoretical exam and driving exam for C1, C1E, C, C+E, D1, D1E, D and DE,</li> <li>○ Nicaragua: theoretical exam and driving exam for C, CE, D and DE,</li> <li>○ Panama: theoretical exam and driving exam for C1, C, CE, D1, and D,</li> <li>○ Paraguay: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE,</li> <li>○ Uruguay: theoretical exam and driving exam for C and CE,</li> <li>○ Philippines: theoretical exam and driving exam for C1, C1E, C, CE, D1, D1E, D and DE.</li> </ul>	<p>signatories of the 1949 Geneva Convention for road traffic and of the 1968 Vienna Convention for road traffic</p> <ul style="list-style-type: none"> <li>● Driving licences in Spanish or accompanied by a sworn translation</li> <li>● International driving licences issued following Annex 10 of the 1949 Geneva Convention for road traffic, - or following either Annex E of 1926 Paris Convention of road traffic or Annex 7 of the 1968 Vienna Convention for road traffic, for those countries who had not adhered to the Geneva Convention</li> </ul>
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	More information: <a href="#">DGT - Países con convenio de canjes</a>	
<b>Sweden</b>	<p>Exchanging driving licences from non-EEA countries:</p> <p>Only driving licences from the United Kingdom, the Faroe Islands, Switzerland or Japan may under certain circumstances be exchanged for a Swedish driving licence.</p> <p>More information:  <a href="#">I have a driving licence - Transportstyrelsen</a></p>	<p>To be able to exchange the licence, you must meet the personal and medical requirements for a Swedish driving licence and be a permanent resident in Sweden.</p> <p>Driving licences from a non-EEA country normally cease to be valid in Sweden one year after the holder has been a registered resident in Sweden. Exception: Driving licences issued in the Faroe Islands and the UK may be used in Sweden even after the holder has been a registered resident for more than one year.</p>

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