

Dissemination, clarification and information for bus & coach operators about the new rules for the posting of road transport drivers
Spain

GENERAL INFORMATION	
Name of the organisation	CONFEBUS
Type of organisation	Social Partner
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Member State	Spain
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	Dissemination, clarification and information for bus & coach operators about the new rules for the posting of road transport drivers
Topic of the good practice	Information provision in Road Transport
Geographical focus	Nation-wide
Duration	July 2020 - ongoing
Summary of the good practice	CONFEBUS, the main employers' organization representing bus and coach companies in Spain, initiated a comprehensive practice to inform and clarify the new rules for the posting of road transport drivers as per EU Directive 2020/1057 ¹ . This practice was crucial due to the complex nature of the new rules and their significant

¹ Available here: [Directive - 2020/1057 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/eli/dir/2020/1057/oj)

	<p>impact on Spanish bus and coach operators. The initiative involved several key activities like:</p> <ul style="list-style-type: none"> • Disseminating information about the new rules through emails and newsletters; • Preparing explanatory materials and presentations; • Participating in workshops and expert groups to gain a thorough understanding of the rules and provide accurate information to members; • Providing continuous support and clarification to members through consultations and updates.
OBJECTIVES AND ACTIVITIES	
<p>Background/context</p>	<p>The practice was initiated in response to the approval of the EU Directive 2020/1057 by the European Parliament, which introduced new rules for the posting of drivers. CONFEBUS recognised the need for clear guidance due to the complexity of these rules, in order to facilitate compliance in the road transport sector. The Spanish bus and coach transport sector includes approximately 2,700 companies and 45,000 vehicles, of which 1,942 companies operate with a community license and use 12,082 vehicles for international services². Nearly 72% of Spanish bus and coach companies and almost 27% of their fleet are involved in international services and could be affected by the new EU rules. Consequently, CONFEBUS decided to intensify its efforts to inform, disseminate information, and clarify doubts to ensure that Spanish operators correctly apply the new Directive.</p>
<p>Objectives</p>	<p>The main objective was to ensure that Spanish bus and coach operators were fully informed about the new rules introduced by EU Directive 2020/1057, and could comply with them effectively</p>
<p>Main activities</p>	<p>This good practice is implementing several key activities:</p> <ul style="list-style-type: none"> ▶ Dissemination of Information: CONFEBUS disseminated information about the new rules through

² Data from European Commission, DG Move.

	<p>emails, newsletters, presentations and receiving phone calls from members. They prepared explanatory materials and distributed them to all members, regardless of their current international activities, to ensure preparedness for future changes and to enable all road transport operators in Spain to keep track on changes in the sector.</p> <ul style="list-style-type: none"> ▶ Workshops and Expert Groups: CONFEBUS participated in workshops and expert groups organised by the European Commission and the European Labour Authority (ELA) to gain a thorough understanding of the rules. One person from CONFEBUS was actively involved in the European Commission's expert group for posting of drivers, which helped in interpreting various posting scenarios and providing accurate information to members. ▶ Continuous Support and Clarification: CONFEBUS provided continuous support and clarification to members through consultations and updates. They dedicated personnel to study the Directive thoroughly and simplify it for members, ensuring they understood the new requirements and how to comply with them. ▶ Creation of Materials: CONFEBUS created and distributed its own materials, in addition to those provided by the Commission and ELA, to better meet their members' language needs. This included explanations about the new rules for posting of drivers and a guide which was updated yearly with basic information for operators to know when travelling to other EU Member States and which included a specific section per country with the explanation of the posting rules and information about posting conditions in that country.
<p>Did you previously provide information about this particular good practice under the European</p>	<p>No.</p>

<p>Platform tackling undeclared work?</p> <p>(if yes, is it possible to provide the year and the title of good practice or a link of the good practice in ELA Virtual library)</p>	
<p>Funding/organisational resources</p>	<p>The practice is funded through membership fees. Human resources utilized were 3 persons from CONFEBUS; studying, analysing and consulting the Directive 2020/1057 and disseminating the information.</p>
<p>PARTICIPATION</p>	
<p>Stakeholders involved</p>	<p>Spanish Transport Ministry, European Commission, European Labour Authority, International Road Transport Union (IRU).</p>
<p>Target groups</p>	<p>Spanish bus and coach operators.</p>
<p>Final beneficiaries</p>	<p>Spanish bus and coach operators employees and posted drivers.</p>
<p>GOOD PRACTICE CRITERIA</p>	
<p>Achievements/ Results and outcomes (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility)</p>	<p>Since the date of application of Directive 2020/1057, CONFEBUS answered approximately 100 consultations from operators about the new posting rules for drivers (most of them from regional associations which are members of CONFEBUS so that the replies could help to clarify other similar consultations). It also disseminated materials published by the European Commission, ELA or IRU and also created its own materials to explain and inform its members about these news rules for posting of drivers and obligations for employers. For example, CONFEBUS' own materials included explanations about the new rules for posting of drivers and a guide which was updated yearly with basic information for operators to know when travelling to other EU Member States and which included a specific section per country with the explanation of the posting rules and information about posting conditions in that country (see examples from 2023 and 2024). CONFEBUS participated in European Commission's Expert Group for posting of drivers, ELA</p>

	<p>road transport workshops, ELA’s training session on the use of the posting declaration portal for Road Transport and IRU dedicated meetings to this topic. The participation in these meetings help to gain more knowledge to CONFEBUS’ staff to answer consultations by its members. The number of consultations has been decreasing because companies have become more familiar with the rules for the posting of drivers.</p>
<p>Recognition (has this good practice been recognised on regional, national or EU level)</p>	<p>No.</p>
<p>Cost effectiveness (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)</p>	<p>The practice was highly cost-effective, utilizing existing personnel and resources to achieve significant outcomes. Remarkably, only three dedicated individuals were working on this initiative, yet they managed to reach thousands of bus and coach operators with critical and useful information on posting drivers in the road transport sector. This small but efficient team ensured that operators across the sector were well-informed and prepared to comply with the new regulations.</p>
<p>Transferability (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to have or put in place for this measure to be successful in their country/group/sector)</p>	<p>This practice can be easily transferred to other Member States or sectors by adapting the materials and dissemination methods.</p>
<p>Sustainability (how the practice is sustainable from a social, financial or environmental perspective)</p>	<p>The practice is sustainable as it involves continuous updates and support to members, ensuring they remain informed about any new or updated directives. CONFEBUS will continue to provide valuable information to its members on other regulations and directives, maintaining a proactive approach to keeping all members well-informed and compliant with the latest sector standards.</p>
<p>Innovativeness (innovative features of the good practice)</p>	<p>The innovative aspect of this practice lies in its proactive approach to informing and supporting members about complex regulations, ensuring compliance and reducing potential issues.</p>

Digitalisation (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)

The practice involved the use of digital tools such as emails and online presentations to disseminate information and provide support to members.