



Intelligence Briefing.

Global Truck Driver
Shortage Report 2024

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Geographical scope

Countries covered in the report account for 70% of global GDP (see Figure 1).

Figure 1. Report coverage

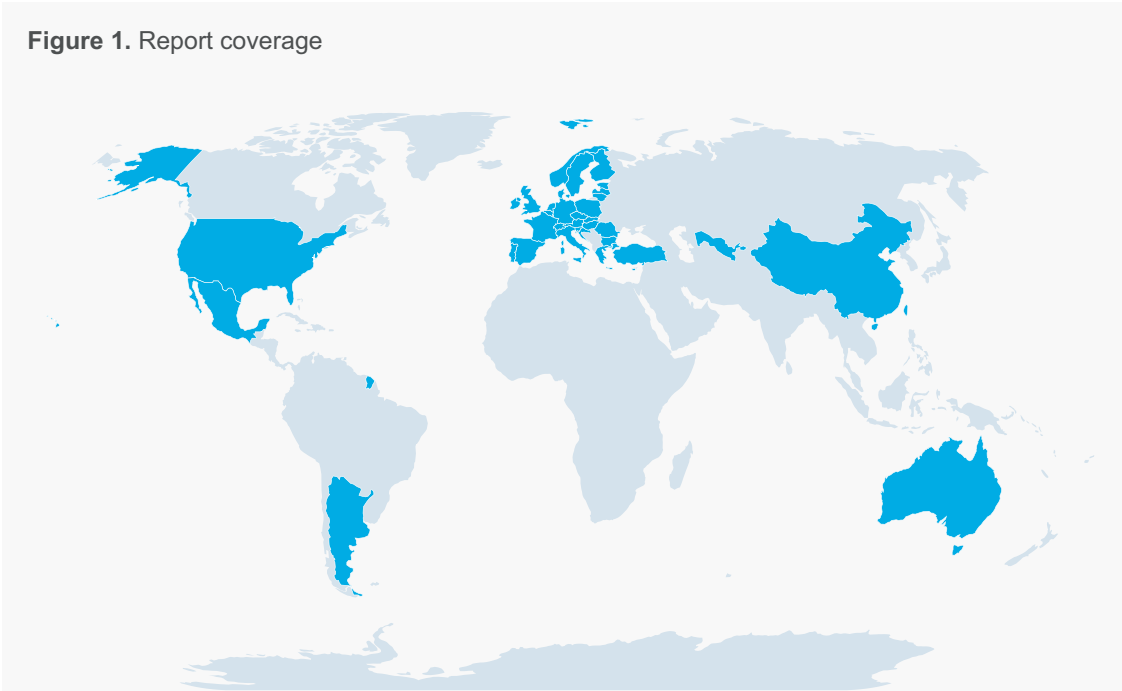
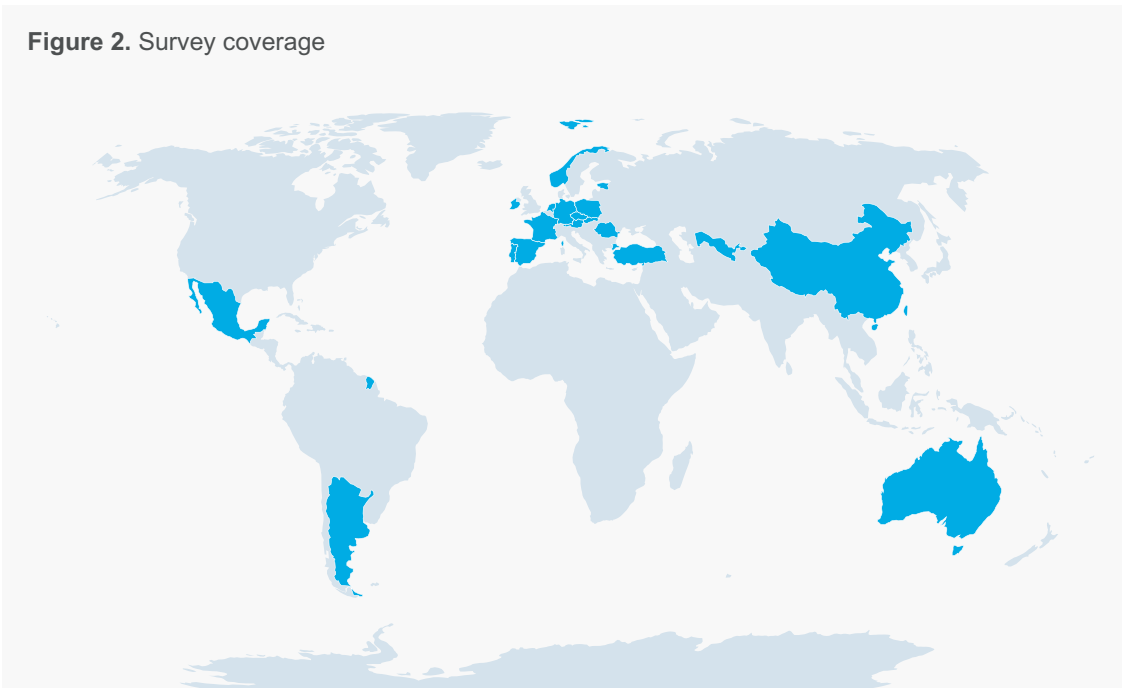


Figure 2. Survey coverage



3.2 Driver shortage in 2024

More than of 40% companies face severe or very severe difficulties filling driver positions

In 2024, the shortage of truck drivers remained a significant challenge, with more than 40% of companies in the countries studied facing severe or very severe difficulties filling truck driver positions. The only exception was Uzbekistan, where the issue was more about retaining drivers than attracting them. Not only does Uzbekistan benefit from a young population, but the profession is also considered attractive. This is due to the low level of investment (in terms of both time and money)

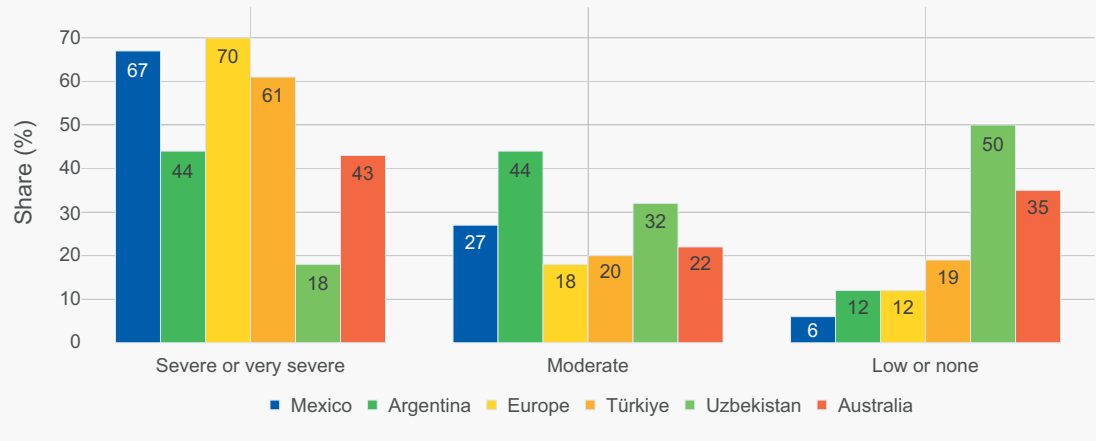
required to become a professional driver and the high salaries compared to other professions.

Compared to 2023, the share of companies facing severe or very severe difficulties has decreased in Argentina and Mexico, mainly due to economic developments in 2024 (see section on macroeconomic context). On the other hand, it has remained relatively stable in Europe, Türkiye and Uzbekistan.

Note: Data for China was not available

Source: IRU survey 2024 to road freight operators, answer to the question: "How much difficulty are you having to fill driver positions due to the shortage of drivers?"

Figure 21. How much difficulty are trucking companies having to fill driver positions due to driver shortages?



Note: Australia did not participate in the study in 2023.

Source: IRU survey 2023 and 2024 to road freight operators, answer to the question: "How much difficulty are you having to fill driver positions due to the shortage of drivers?"

Figure 22. Share of companies facing severe or very severe difficulties filling driver positions due to driver shortages

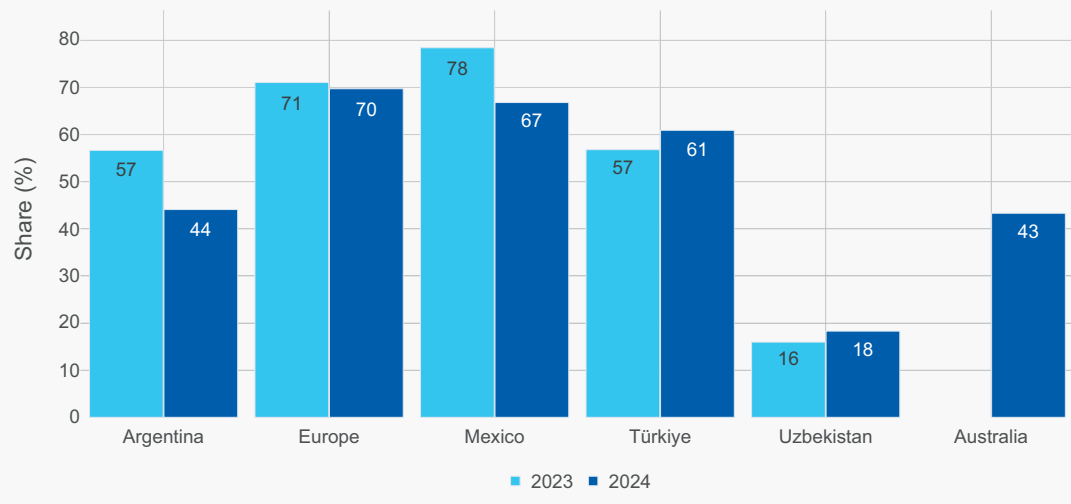
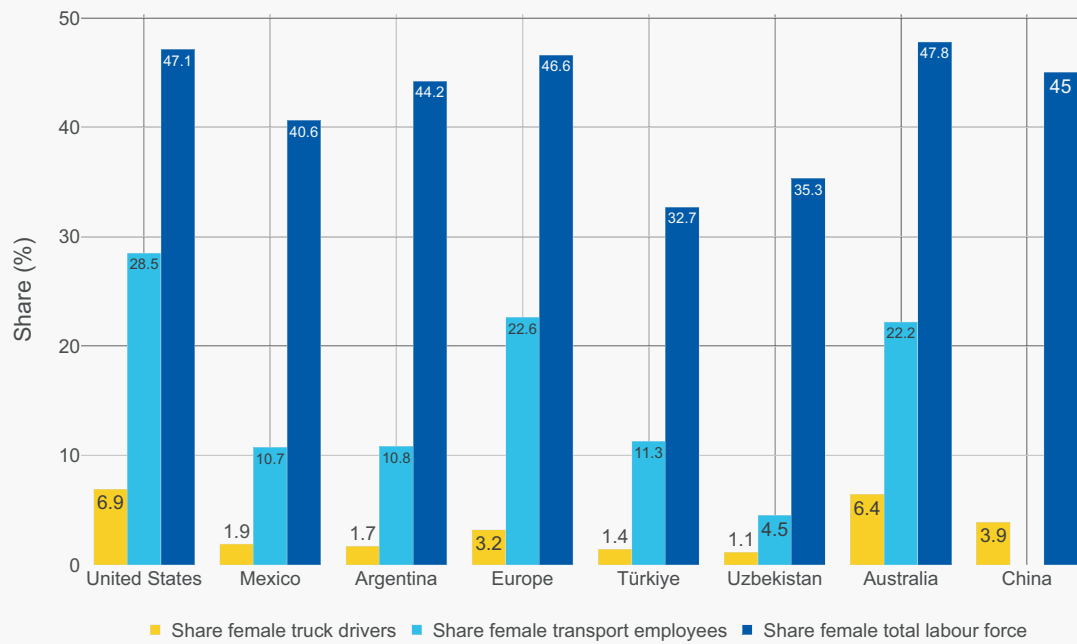


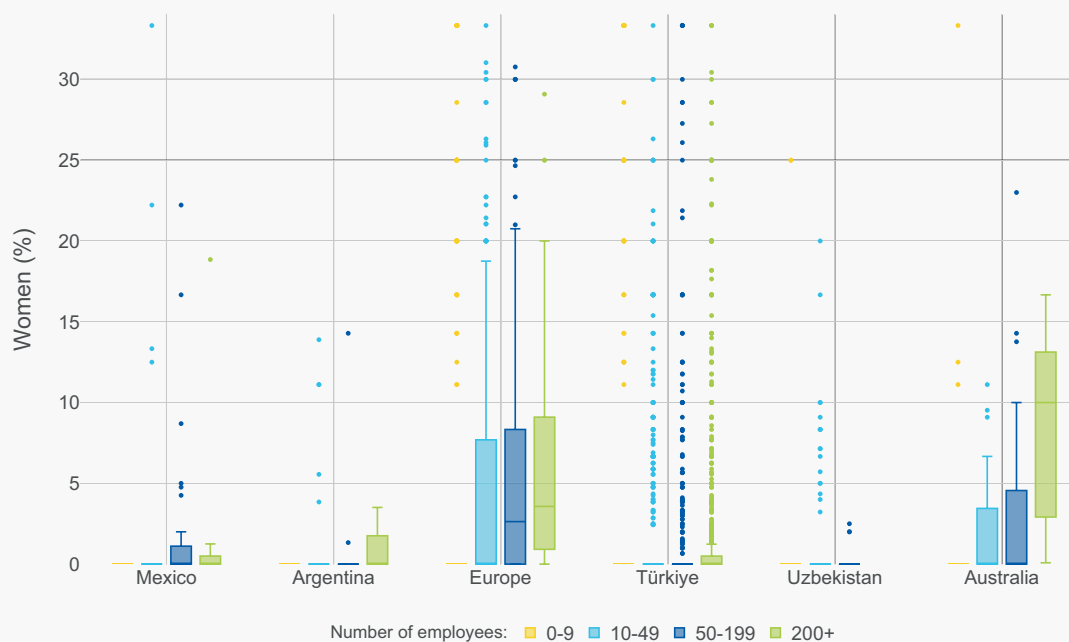
Figure 52. Gender representation in 2024



Source: Share of female truck drivers: IRU 2024 survey of trucking companies 2024 except for the United States (US Bureau of Labor Statistics—NAICS 484 Truck transportation); Share of female transport employees: ILOSTAT 2024 for US, Australia, ILOSTAT 2023 for Türkiye, Argentina, Mexico, ILOSTAT 2020 for Uzbekistan, EUROSTAT 2023 for Europe; Share of female employees: ILOSTAT 2024 for US, Australia, ILOSTAT 2023 for Türkiye, Argentina and Mexico, ILOSTAT 2020 for Uzbekistan, ILOSTAT 2010 for China, EUROSTAT (LFSA_EGAN2) 2023 for Europe.

3.3.2 Gender balance – view by company size

Figure 53. Share of female employees by company size (2024)



Source: IRU 2024 survey of trucking companies

4.1 Truck driver satisfaction in Europe

4.1.1 Driver satisfaction: European and country view

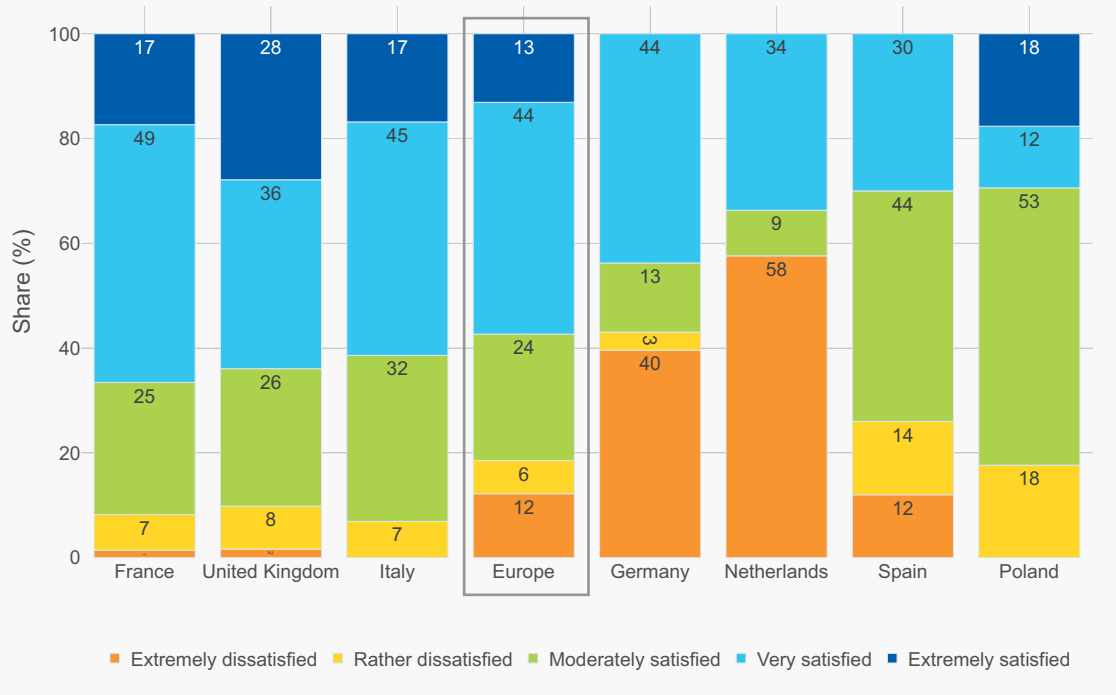
Most truck drivers in Europe are satisfied with their jobs

Most truck drivers in Europe are satisfied with their jobs. An average of 57% reported being very satisfied or extremely satisfied, while only 18% expressed being extremely dissatisfied or rather dissatisfied (see Figure 70).

Note: Response to the question: "Overall, how satisfied are you with your job?" The "Europe" bar shows the average of country results weighted by the number of truck drivers in each country

Source: Truck driver 2024 survey by IRU and Truckfly by Michelin. Eurostat 2022, Labour Force Survey 20240321_R18813_1_20240321_160652_ESTA61229_04_AA extracted 21/03/2024 (Heavy truck and Lorry drivers)

Figure 70. Overall truck driver job satisfaction level in 2024

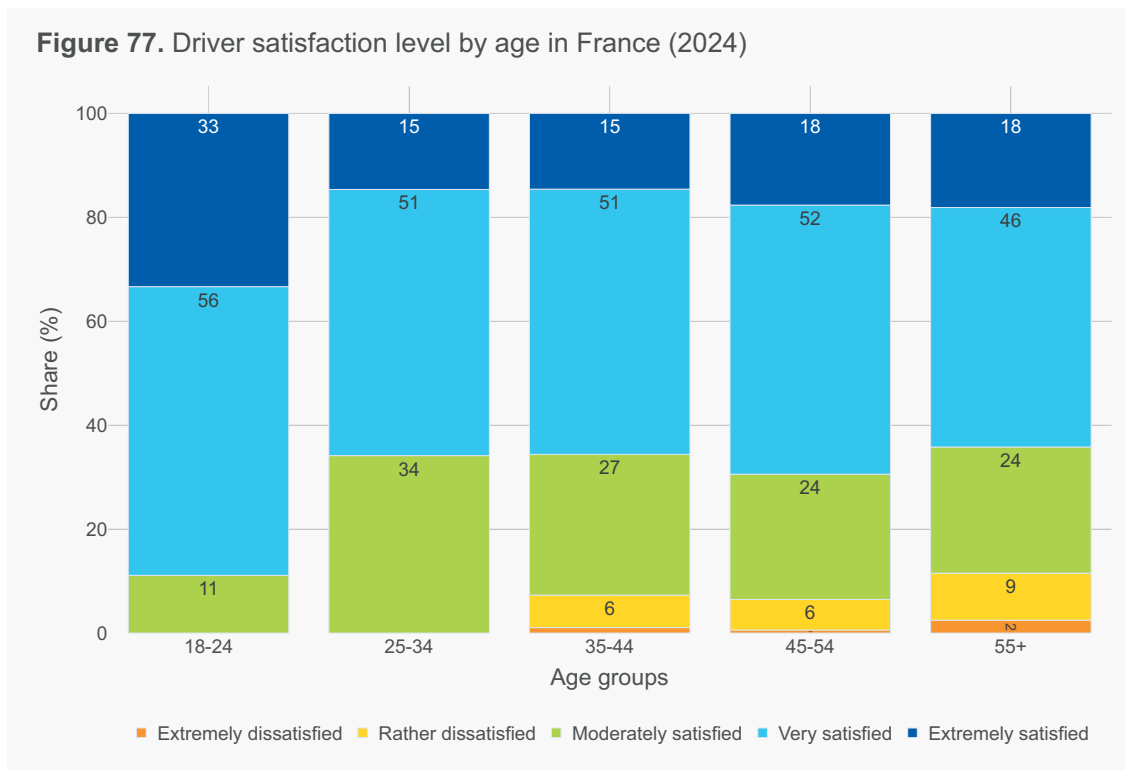


4.1.3 Driver satisfaction by age in France

Figure 77 depicts driver satisfaction by age in France in 2024. Drivers aged 18 to 24 are the most satisfied with their profession, with 89% reporting being very or extremely satisfied and no drivers expressing dissatisfaction, resulting in an average satisfaction score of 4.2 out of 5.

As drivers age, satisfaction declines, with fewer drivers in older age groups reporting high satisfaction (dropping from 89% in the 18–24 group to 64% for those aged 55 and over) and a growing percentage of dissatisfied drivers (increasing from 0% in the 18–24 group to 11% in the 55 and over group). Average satisfaction ranges from 4.2 for drivers aged 18 to 24 to 3.7 for those aged 55 and over.

Drivers aged 18 to 24 are the most satisfied with the profession



Note: Response to the question: "Overall, how satisfied are you with your job?"

Source: Truck driver survey 2024 by IRU and Truckfly by Michelin










5.2 Access to the profession

5.2.1 Barriers to access the profession

Table 1 presents the main barriers to entering the profession across various countries. Most of these barriers are seen as moderate to

significant, further underscoring the challenges people face to enter the truck driving profession.

Table 1. Main barriers to entering the profession, by country

	 United States	 Mexico	 Argentina	 Europe	 Türkiye	 Russia	 Uzbekistan	 China	 Australia
Minimum age above 18	●	● 2	●	● 2	● 2	○	○	●	●
High driving licence and qualification costs	● 1	○	● 3	●	●	●	○ 6	●	●
Difficulties to hire foreign drivers	●	●	○	●	○	●	○	○	●
Bureaucracy/long process to obtain licence/CPC	●	●	○	○	● 5	○	○	●	●
Lack of training capacity/availability	●	●	○	● 4	●	●	● 7	●	●

● Significant barrier ● Moderate barrier ○ Not a relevant barrier ● Not reported

- Notes:**
1. Costs are very high, but trucking companies usually cover such costs.
 2. In Mexico, the minimum age to drive internationally is 21, but it is not a significant barrier to attracting young people. In addition to the minimum age, there is a maximum age to drive a truck in Italy and Türkiye (67 years old, temporarily increased to 69 in Türkiye in 2021 due to the pandemic but is still applicable).
 3. The broader issue here is soaring inflation rather than the qualification costs themselves.
 4. A growing lack of instructors.
 5. The big issue is obtaining Schengen visas for drivers driving to Europe.
 6. Costs are below the monthly cost of living and the profession is attracting a lot of young people. Additionally, many companies are paying for driver training.
 7. The issue here is the lack of capacity to train enough drivers to compensate for the ones immigrating to other countries.

Source: IRU and national road transport associations

5.2.2 Solutions implemented by industry stakeholders to make the profession more accessible









Tables 2 and 3 present the solutions implemented by industry stakeholders (companies, national associations, governments) to

overcome existing barriers, and in which of the countries studied. (Detailed solutions provided on pages 106 to 112.)

Table 2. Barriers and related solutions to improve accessibility to the profession

Barriers	Solutions
Minimum age above 18	<ul style="list-style-type: none"> Lower minimum driving age to eliminate the school-to-wheel gap
High driving licence and qualification costs	<ul style="list-style-type: none"> Help cover licence and qualification costs Create more flexible training programmes
Difficulties hiring third-country drivers	<ul style="list-style-type: none"> Facilitate access for third-country drivers Create more flexible training programmes
Bureaucracy/long waiting time and process to obtain licence/CPC	<ul style="list-style-type: none"> Remove hurdles for driver applicants and streamline qualification processes
Lack of training capacity/availability	<ul style="list-style-type: none"> Increase training capacity/availability

Table 3. Solutions implemented, by country

	 United States	 Mexico	 Argentina	 Europe	 Türkiye	 Uzbekistan	 China	 Australia
Lower minimum driving age	✓			✓	✓		✓	
Help cover licence and qualification costs	✓	✓	✓	✓				
Facilitate access for third-country drivers	✓							
Create more flexible training programmes				✓				
Remove hurdles for driver applicants		✓						
Increase training capacity/availability		✓		✓		✓		

Note: This is not an exhaustive list but rather a compilation of best practices from IRU members and other industry stakeholders.

The lack of secure and well-equipped rest zones is an issue in all regions studied

5.3.1.2. Lack of secure and equipped truck parking areas

The lack of secure and well-equipped rest zones (showers, separate toilets for men and women, food, safe sleeping zones, etc.) is an issue in all regions studied.

A study by the American Transportation Research Institute found that drivers, on average, sacrifice 56 minutes of driving time every day to secure parking, amounting to a USD 5,600 annual pay cut²⁷. In Europe, with only 300,000 truck parking spaces currently available in the EU, there is a significant shortfall of 100,000 spaces to meet total demand. Only 10% of existing parking places (around 30,000) in the EU are certified to be safe and secure²⁸.

Furthermore, road insecurity is an issue in certain countries (like Mexico), with a high level of cargo theft (not only at parking and resting areas, but also in transit, at warehouses or delivery sites).

According to the [2022 Cargo Theft Report](#) by TT Club, TAPA EMEA and BSI Connect SCREEN Intelligence, top countries for cargo theft were Brazil, Germany, India, Mexico, the Russian Federation, South Africa and the United States. The most common types were thefts from facilities (26%), hijacking (16%) and theft from the container/trailer (15%).

In Mexico, 20 truck cargo theft incidents per day were reported on average in 2020 (1.7 per hour) according to government statistics (over 14,000 total thefts). According to the BSI & TT Club Cargo Theft

Annual Report 2020, many of them were due to hijacking (41% in 2019).

In Europe in 2019, most cargo theft incidents (40%) occurred in rest areas²⁹. The lack of secure parking locations, exacerbated by regulations that sets the maximum time drivers can operate before taking a break, forces drivers to stop at dangerous locations and increases the chances of cargo theft. In 2022, there was a significant increase in fuel thefts due to the increase in oil prices (Germany and the United Kingdom accounted for 72% of recorded losses in Africa, Europe and the Middle East)³⁰.

As shown in section 4 Driver barometer, in all countries, no matter the gender or age, the lack of well-equipped and secure parking areas are the top two challenges to be addressed to attract and retain drivers.

5.3.1.3. Long waiting times at borders

In Europe, this is mainly due to temporary border controls following risks due to the geopolitical situation (risk of possible terrorist infiltration) and irregular migration.

In North America, operational changes related to federal and state-level inspection processes can influence waiting times, as well as other external factors, such as approaching volume and major incidents around border crossings.

Long waiting times negatively impact supply chains (disruptions, delivery delays, etc.) and drivers' working conditions. Improving border-crossing procedures is essential to attract more truck drivers.

²⁷ ATA (nov.2023), "National Truck Parking Shortage: A Growing Safety Concern for All Motorists"

²⁸ TAPA (including SSTPA, TAPA and other secure truck parking certifications)

²⁹ BSI and TT Club "Cargo Theft Report 2019"

³⁰ TT Club TAPA EMEA And BSI "Annual Cargo Theft Report 2022"



CEVA closely monitors loading and unloading schedules to reduce waiting times.

ATTRACTIVENESS: SOLUTIONS

More flexible working hours



FreightSafe has adopted new operating models, such as the “trailer drop and swap” model, to help drivers spend more time at home.



CEVA offers **flexible career paths** to its drivers. Drivers working for CEVA Benelux can choose routes within the Netherlands or Belgium that allow them to return home every evening, or opt for longer routes with overnight stays and night compensation. CEVA's **Dock to Driver Program** attracts young and female drivers by offering a pathway from warehouse roles to driving positions and vice versa. The company also supports eligible candidates with driving school costs and offers on-the-job training with qualified instructors, enabling them to get behind the wheel within weeks.



TruckFly provides a specialised recruitment platform that connects transport companies with truck drivers. Designed specifically for driver roles, the platform allows drivers to easily search and filter job offers according to their preferences, including route type (national, international, regional, urban), overnight stays or returning home, contract type, and location. Drivers can apply for positions directly online. For transport companies, the platform enhances brand visibility to attract talent while streamlining the recruitment process to quickly and efficiently find suitable candidates. This is particularly beneficial for small and medium-sized enterprises, helping them simplify and optimise driver recruitment.



The BeDriver app allows drivers to find jobs that better match their preferences.



DB Schenker empowers its drivers to **shape their own career paths** by offering the flexibility to work in their preferred areas. This approach enables drivers to choose workstreams that align with their work-life balance needs, promoting both job satisfaction and retention. For example, a driver working on a Linehaul route (intercity, longer hours) can transition to Collection and Distribution (intra-city, shorter hours) for more home time, or return to Linehaul for higher earnings. Additionally, drivers interested in other roles, such as terminal handling, driver coaching, recruitment, or fleet management, are provided with the necessary training and sponsorship for relevant licences and certifications to further their careers.