



Intelligence Briefing.

Truck Driver Barometer
2024 – Europe



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Chapter 1

Truck driver satisfaction in Europe

1.1 Driver satisfaction: European and country view

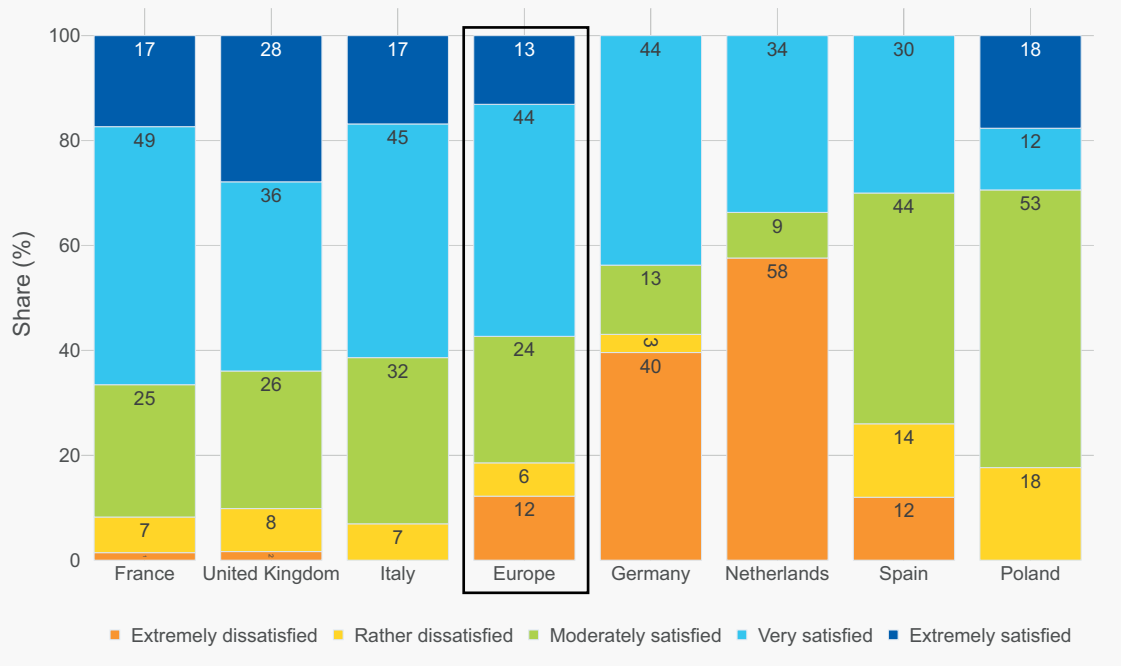
Most truck drivers in Europe are satisfied with their jobs

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 1).

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 1. Overall truck driver job satisfaction level in 2024



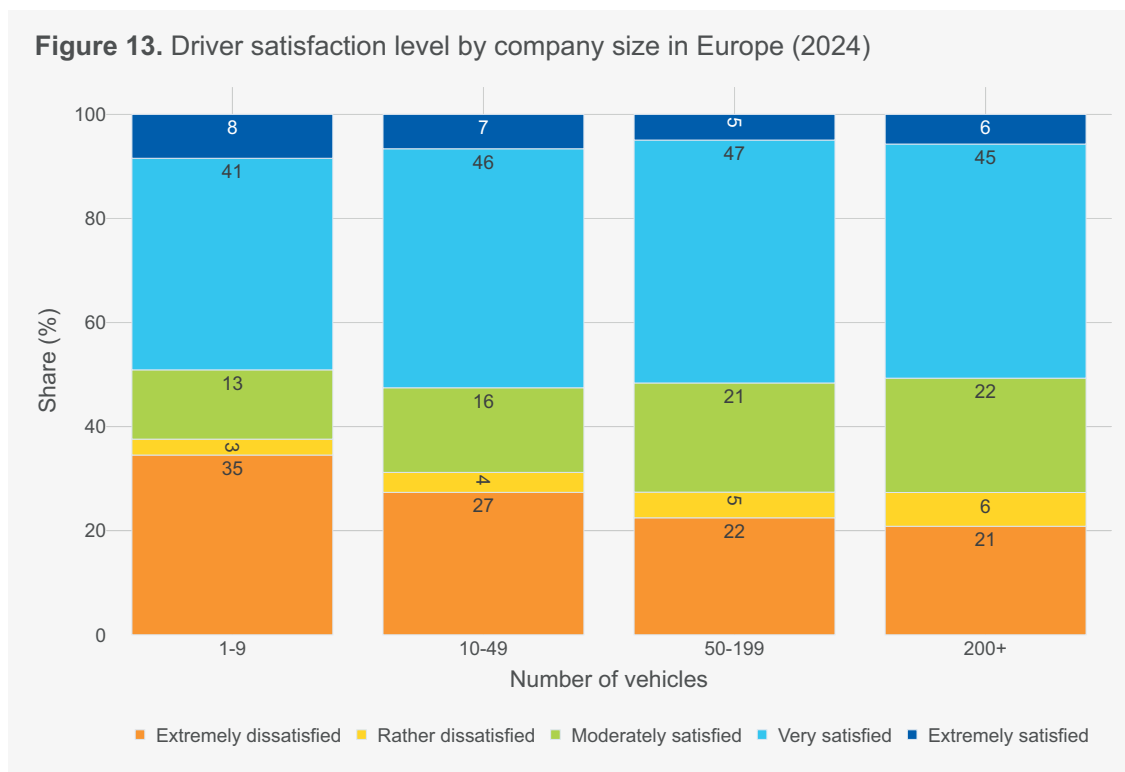
1.5 Driver satisfaction by company fleet size in key European countries

While the share of satisfied drivers is similar for companies of all fleet sizes (ranging from 53% for companies with 10–49 vehicles to 49% for companies with 0–9 vehicles), bigger companies have less dissatisfied drivers than smaller ones: from 27% for companies with more than

200 vehicles to 38% for companies with less than ten vehicles (see Figure 13).

This could be because larger companies typically have more resources to offer better working conditions and benefits.

Drivers from bigger companies are more satisfied and more likely to recommend the profession



Note: European average excludes Italy, Poland, Spain and UK. Bars show the average of country results weighted by the number of truck drivers in each country. Response to the question: “Overall, how satisfied are you with your job?”

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

Chapter 2

Key accessibility and attractiveness issues according to European drivers

2.1 Key accessibility and attractiveness issues: European and country view

In Europe, drivers consider the lack of equipped and secure resting areas, and their poor treatment at delivery sites, to be the top two issues explaining the shortage of drivers

In Europe, drivers consider the lack of equipped and secure resting areas, and their poor treatment at delivery sites, to be the top two issues explaining the shortage of drivers (90% and 85% of drivers agree or strongly agree, respectively). It is also the case across all the countries studied, except:

- In Spain, long periods away from home are considered slightly more relevant than the poor treatment

of drivers at delivery sites (94% to 88%, respectively). According to the Comité national routier, Spain is one of the countries with the highest average annual distance travelled by truck drivers (141,200km for a for a 40-tonne HGV operated long distance).

- In Italy, where low wages rank lower than the poor treatment of drivers at delivery sites, but higher than the lack of resting areas (92% in contrast to 86%).

2.2 Key accessibility and attractiveness issues by gender in France

In France, the key accessibility and attractiveness issues explaining the shortage according to men and women drivers are very similar (see Figure 18). For both, the lack of secure truck parking areas is the leading issue, even if it is slightly more relevant for women (90% of women agree or strongly agree versus 87% of men).

Nevertheless, there are some differences:

- The poor image of the profession is a key issue for male and female drivers alike, with more than 75% of women and 78% of men considering it as relevant.

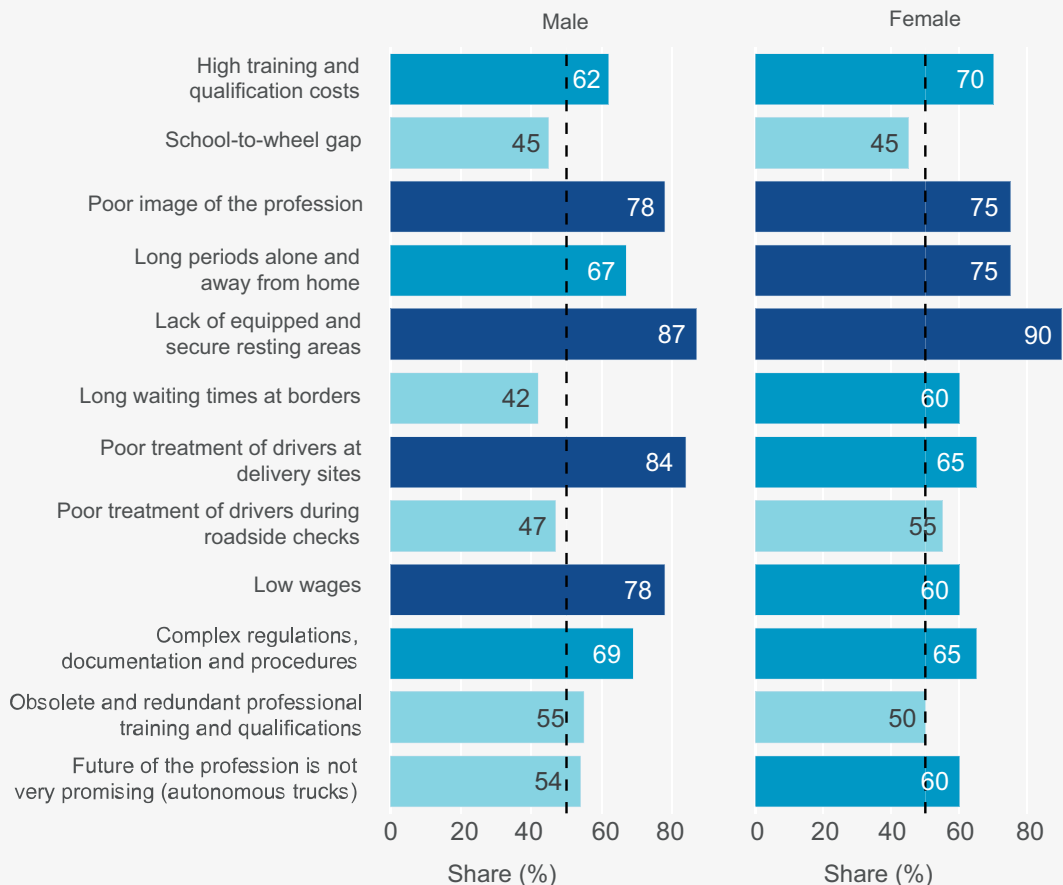
However, it is the second most relevant issue for women, together with long periods away from home, while it is the third most important one for men, alongside low wages.

- The poor treatment of drivers at delivery sites is more important for men (84%) than for women (65%). It is also the case for low wages (78% of men versus 60% of women).
- In contrast, women consider the high costs associated with obtaining a driving licence and professional qualifications to be more significant barriers than men (70% of women, 62% of men).

Note: Response to the question: “The road transport industry is currently facing an acute shortage of truck drivers. In your opinion, what are the key accessibility and attractiveness issues explaining this situation?” (See detailed response options in annex.)

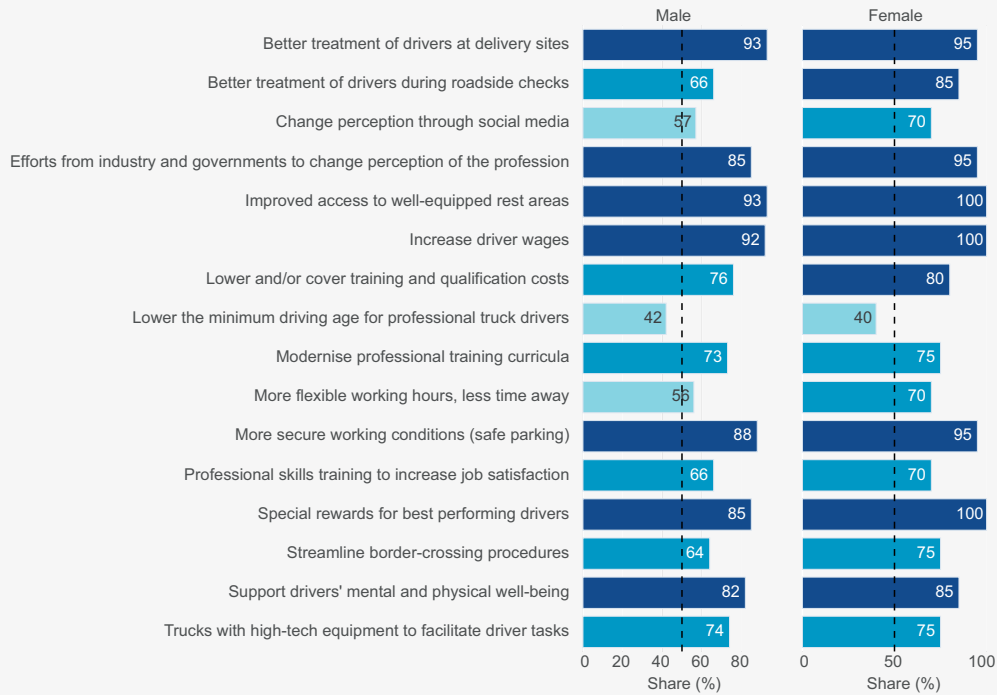
Source: Truck driver survey 2024 by IRU and Truckfly by Michelin

Figure 18. Key accessibility and attractiveness issues by gender in France in 2024 (% of drivers who responded 'strongly agree' and 'agree')



3.2 Solutions: view by gender in France

Figure 21. How to make the profession more attractive and retain more drivers, according to French drivers in 2024 (% of drivers rating 'very important' or 'important')



Note: Response to the question: "In your opinion, what would contribute most to attracting and retaining drivers?" (See detailed response options in annex.)

Source: EU truck driver survey by IRU and Truckfly by Michelin (2024)

For both men and women, improved access to well-equipped rest zones is the most relevant solution to better attract and retain drivers. It is even more relevant for women (100% of women; 93% of men).

In general, all solutions are considered more relevant by women than by men. All solutions, except lowering the minimum age, are considered important or very important by 70% or more of women.

Interestingly, increasing wages and special rewards for drivers (that is, on-time arrival, accident-free driving, etc) are considered more relevant by women than men, with these two solutions being as important as the improved access to well-equipped rest zones. This was also the case back in 2018, when work recognition was

considered more important by women. (Note: In the 2028 study, the question did not include solutions related to improving working conditions; more details in the report "[IRU survey 2018, Truck Driver Shortage –The view from the frontline](#)".)

Compared with the study carried out in 2018 (scope of countries was different), secure working conditions and well-equipped rest zones were also considered very relevant by both genders, but especially by women. However, the importance of spending more time at home and having more flexible working times is significantly less relevant in 2024, with 70% of women considering it important in 2024, versus between 81% (less time away from home) and 89% (more flexible working times), respectively, in 2018 (see Figure 22).