



Trucking Industry Provides Career Pathways and Higher Income Potential for Women – But

FREEDOM TO CHOOSE IS CRITICAL

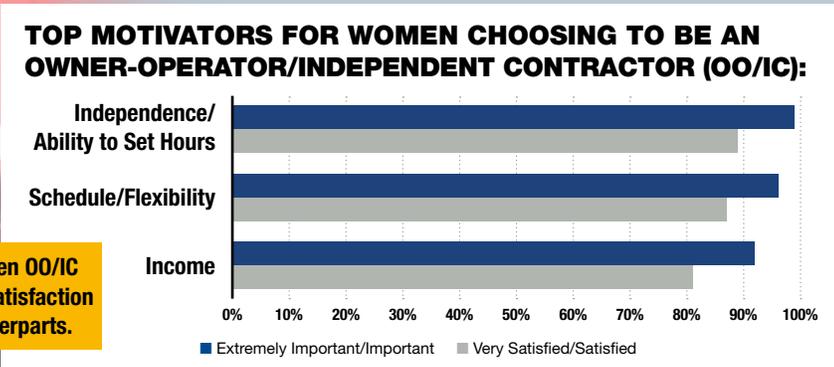
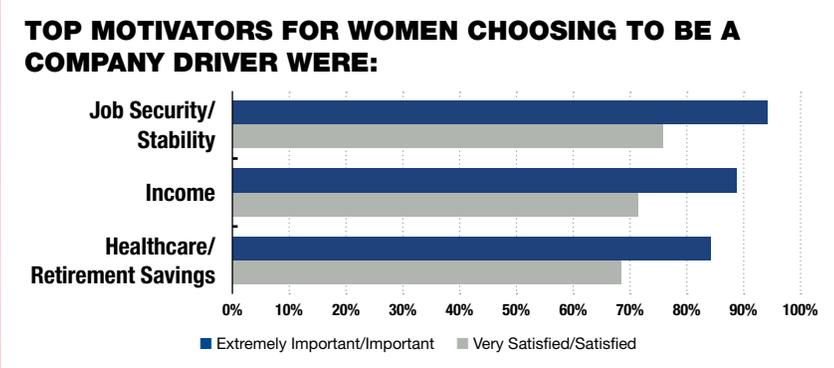
ATRI’s 2021 study, *Owner-Operators/Independent Contractors in the Supply Chain*, examined the differing motivators for why truck drivers choose to be a Company Driver or an Owner-Operator/Independent Contractor (OO/IC). The research was prioritized by ATRI’s Research Advisory Committee to better understand the role of OO/IC in the trucking industry, and how legislative attempts to reclassify OO/IC as Company Drivers would impact those individuals and supply chains in general.

ATRI’s research included respondent data from over 2,000 professional truck drivers, of whom more than 2/3rds were OO/IC. While the majority of respondents were men, 8.1 percent of the respondents were women, representing a higher percentage of women than in the industry at large.

MOTIVATORS



Across all three motivators, women OO/IC drivers had even higher levels of satisfaction than their Company Driver counterparts.





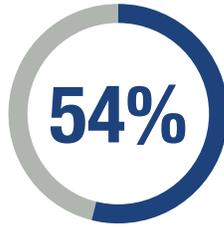
INCOME

The analysis also examined drivers' income over the previous year:

More than twice the average income across all women workers in the U.S.



Over 24% of women Company Drivers reported earning over \$75,000



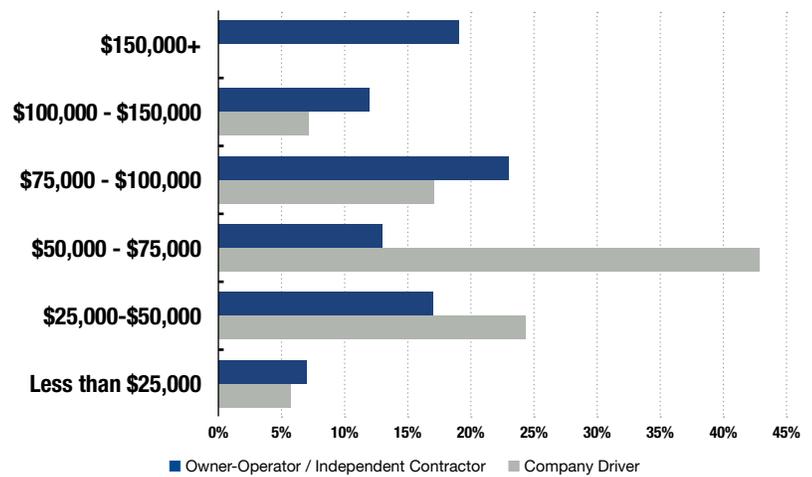
Over half of women OO/IC reported earning over \$75,000



Over 30% of women OO/IC reported annual income of over \$100,000



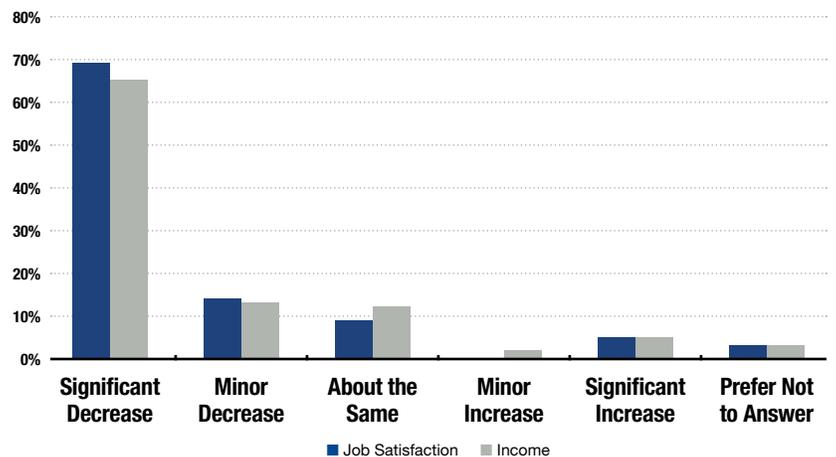
AVERAGE INCOME - WOMEN DRIVERS



RECLASSIFICATION EFFORTS

The analysis examined the impact of reclassification efforts at the state and federal level on drivers' satisfaction and likelihood to stay in the industry. Women OO/IC were clear - **reclassification would have a significant negative impact** - and likely drive them out of the trucking industry. Freedom to choose their career pathway in the trucking industry is key to recruiting more women drivers to an industry that routinely experiences workforce shortages. Increasing the numbers of women drivers overall will have the added benefit of improving roadway safety. ATRI's 2022 *Predicting Truck Crash Involvement* found that women truck drivers are safer than their male counterparts and are involved in fewer crashes.

HOW RECLASSIFICATION WOULD IMPACT WOMEN OO/IC



For a copy of the full reports, and more, please visit ATRI's website at TruckingResearch.org

