For a world
in motion



Driving your workforce forward

A practical checklist for attracting, supporting and retaining more women employees

Diversity strengthens both the working environment and your bottom line. Yet across the markets surveyed by IRU, women make up between 1% and 9% of truck drivers, with Europe at just 4% – compared with roughly 23% of the broader transport workforce in the region.

Recruiting the best people from the broadest possible talent pool, and retaining and promoting talented employees, eases business and operational pressures from high turnover and skills gaps.

Building on the IRU Charter for Women in Road Transport, this checklist is designed to help small and medium-sized operators attract, support and retain more women employees.

4%

share of women truck drivers in Europe[1]

1 IRU, Global Driver Shortage Report 2025. Survey covered Australia (9%), Brazil (4%), Europe (4%), Mexico (2%), China (1%) and Uzbekistan (1%).

The checklist tackles three critical areas:

- **Culture:** Depot, vehicle and workplace environments are not always designed with women in mind
- **Career planning:** Limited awareness of career paths discourages women from entering or staying in the industry
- **Safety & conflict management:** Solo work, often at night, demands strong safety measures and trusted complaints procedures

Use the checklist to:

1. Recruit neutrally
2. Empower career development
3. Align pay
4. Foster work-life balance
5. Address workplace concerns
6. Champion safe, secure and dignified work environments

You can assess your company's support for women drivers and staff with this checklist. There are no wrong answers – only opportunities to take action.

Checklist for road transport SMEs

1. I recruit neutrally

- ☐ Do I have clear and unbiased recruitment procedures that attract and consider applications from both women and men?
- ☐ Are my efforts to enable women to thrive in my company communicated to potential employees, for example via my website or in job vacancy notices?

2. I empower career development

- ☐ Do I have training and retraining policies and practices that promote career opportunities for women as equally as for men?

3. I align pay

- ☐ Do I have a strategy and business plan in place to pay the same salary to women and men doing the same job?

4. I foster work-life balance

- ☐ Do I have employment policies and operational schedules that allow women and men employees to balance work and life commitments?

5. I address workplace concerns

- ☐ Do I have employee protocols in place to support and reinforce a respectful and harassment-free workplace?
- ☐ Do I have a clear and impartial procedure for employees to raise, report and resolve concerns such as harassment, bullying and other conflicts?

6. I champion safe, secure and dignified working environments

- ☐ Do I have feedback processes to identify and address gender-related health and safety concerns, such as lighting, equipment, restrooms and changing rooms?
- ☐ Do I plan routes so that drivers have access to safe, secure and appropriate facilities at depots, parking and rest areas?

IRU is the world road transport organisation, helping connect societies with safe, efficient and green mobility and logistics. As the voice of more than 3.5 million companies operating road and multimodal transport services in all global regions, IRU helps keep the world in motion.

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