

## DISPELLING THE MYTHS ABOUT WOMEN IN TRUCKING



According to Statistics Canada, Truck Transportation is a growing industry, which has positive job opportunities for the future.

Although we have seen revolutionary changes in the trucking industry in the last two decades, one thing has been slow to change; the public's perception of who we are and how we do business.

This positive outlook can benefit both genders as males are no more suited for careers in trucking than females despite what has occurred traditionally.

So let's put away our past biases and consider the facts:

### MYTH OR REALITY: FACT SHEET



Trucking has one of the lowest female participation rates in Canada



Truck transportation (484) is the largest subsection of the North American Industry Classification System (NAICS) for the Transportation and Warehousing industry in Canada yet it has one of the lowest female participation rates at only 14%.

Comparatively women in other subsections such as Postal Services (491) and Air Transportation (481) have the highest female participation rates with 50% and 39% respectively.

One of the biggest reasons for the low female participation rates in truck transportation is that there is only 3% of women who are employed in the occupation of Transport Truck Driver (NOC 7511) yet this occupation alone account for 65% of all jobs in this subsector.

Retrieved from: [http://apgst.ca/projects/pdfs/APG\\_WIT\\_web.pdf](http://apgst.ca/projects/pdfs/APG_WIT_web.pdf) 

Except for clerical positions, men are better suited for jobs in trucking



Competencies (the skill, ability and knowledge) to do a job are not gender specific. Being male or female DOES NOT determine whether you will be good at one job or another.

The fact that there is more of one gender in a particular job or industry does not prove they are more suited for that occupation. It does show, however, that our culture or society has or have had certain gender expectations when it comes to choosing employment.

On the contrary, despite the fact that in Canada there are only 3% of Professional Truck Drivers are female, some carriers are asserting that they are statistically safer. They are on average involved in fewer accidents and are receiving less highway violations than their male counterparts, according to some trucking companies who employ female drivers.

*According to Derek Leathers, COO of Werner Enterprises who employ 9000 truck drivers, female drivers are outperforming males with fewer accidents and compliance and safety issues.*

<http://www.blog.sidgilreath.com/trucking-accidents/women-truckers-increase.html> 

The trucking industry offers rewarding and professional careers for women.



Within the trucking industry there are a wide range of rewarding and professional careers for women. These careers range from administrative and support services to operational occupations, all with potential paths into management roles.

Those who think there is nothing for women in trucking should look again.

Women can make more money in non-traditional jobs than they can in traditional jobs.



Although there are many reasons gender pay inequity exists within Canada, the fact is that many traditional jobs occupied by women are rated or valued lower than non-traditional jobs. This is true for the trucking industry as well.

A Professional Truck Driver (NOC 7411), for example, has a higher earning potential than the Data Entry Clerk (NOC 1422) yet there are only 3% female truck drivers. Comparatively, Data Entry Clerks in the trucking industry have a female representation rate of 86%.

Other non-traditional occupations in the trucking industry that would give females higher earning potential are:

- Mechanics, transport trailer technicians
- Managerial staff
- Safety and loss prevention specialists
- Dispatchers
- Parts technicians

According to recent data collected, Women in Canada earn on average \$0.82 to every \$1.00 earned by their male counterpart.

[http://www.catalyst.org/knowledge/womens-earnings-and-income#footnote6\\_mzlnuqm](http://www.catalyst.org/knowledge/womens-earnings-and-income#footnote6_mzlnuqm) 

More specifically, under the Occupational Major Group of Trades, Transportation and Equipment Operators, and Related Occupations women are earning only 74.1% as a percentage of male income.

[http://workforceplanningboard.com/Files/English/Non-Traditional\\_Careers\\_for\\_Women.pdf](http://workforceplanningboard.com/Files/English/Non-Traditional_Careers_for_Women.pdf) 

## Men make better leaders in the trucking industry




Although there are currently more men in leadership roles in the trucking industry in Atlantic Canada, this is slowly changing.

[Advancing Women in Trucking by George Fullerton](#) 

In fact there are several business articles published today that argue females make better leaders or managers than their male counterparts. Although certainly a fresh perspective, it is still an observation and not biologically a pre-determined fact based on gender.

*Fortune 500 companies with the highest representation of women board directors attained significantly higher financial performance, on average, than those with the lowest representation of women board directors, according to Catalyst's most recent report, The Bottom Line: Corporate Performance and Women's Representation on Boards.*

*Summary: Companies with higher representation of women in senior leadership roles are, on average, financially outperforming companies with the lowest.*

<http://www.catalyst.org/media/companies-more-women-board-directors-experience-higher-financial-performance-according-latest> 

*Roy D. Adler and his colleagues at the Pepperdine University found the "correlation between high-level female executives and business success has been consistent and revealing."*

<http://garfinkleexecutivecoaching.com/articles/men-and-women-in-business-leadership> 

## Women in Trucking are not advancing



Today in Canada the rate of female participation in management positions in the transportation and warehouse industry is the same as all other industries at 24%.

Retrieved from: [http://apgst.ca/projects/pdfs/APG\\_WIT\\_web.pdf](http://apgst.ca/projects/pdfs/APG_WIT_web.pdf) 

In Atlantic Canada, we are seeing more women advance to supervisory and managerial levels in the trucking industry than ever before. In a survey recently conducted by the THRSC Atlantic, 1/3rd of the respondents in Atlantic Canada held a supervisory or managerial role. The survey also revealed that over 40% of those women who responded are interested in some type of career advancement in the next 5 years.

The THRSC Atlantic has recently offered a Supervisory Development Program to the trucking industry. Employers are sponsoring female participation at a rate of 3 to 2 in this program indicating support of women advancement.

<http://www.ontariotruckingnews.com/magazine/featured-articles/420-advancing-women-in-trucking> 

The strategies needed to recruit and retain women in trucking will benefit everyone.



Many of the strategies/tools found on this website will not only attract and retain women, they will go a long way to attracting and retaining a competent workforce. [Raising your company's level of involvement in your community, offering benefits and flexibility to support employees and their families](#), as well as [developing and implementing policies and training that support a diverse workforce](#), will make you more appealing to any applicant and enhance the workplace for all employees.

Safety and security is a big concern for women in trucking



Safety and security is a big concern for all people in trucking, especially those who find themselves working alone or travelling for work. Cargo crimes as well as personal assaults are all too real in today's trucking industry for both genders. Good employers understand this and have developed and implemented policies and training programs such as the [Prevention of Violence in the Workplace](#) and [Working Alone policies](#) to keep their employees safe while on the job.

Statistically in Canada, women are 3 times more likely to be victims of sexual assault in the workplace, regardless of the industry. As a result, it is important that employers recognize women are at a higher risk and they have a duty to ensure a safe a healthy work environment by promoting a respectful and harassment free workplace regardless of the industry.

Retrieved from: <http://www.canadianbusiness.com/blogs-and-comment/sexual-harassment-in-canada-statistics/> 

Non-traditional jobs in trucking are physically demanding, dirty and not very feminine.



Throughout history, women have been no strangers to physically demanding work, both in and out of the home. So-called traditional female jobs such as home care, nursing, and food service can expose female workers to unclean working environments and physical conditions that require increased physical strength or exertion.

Today, advancements in technology and the promotion of safe work practices allow all workers, regardless of gender, to work in healthy environments with a minimized risk of injury. Automatic transmissions, lifting devices, and properly ventilated work areas are just a few of the advancements that have made non-traditional trucking jobs such as the Professional Truck Driver and Truck Mechanic better for everyone.



INTERESTING FACT: In February 1945, Queen Elizabeth II joined the Women's Auxiliary Territorial Service and trained as a driver and mechanic and was promoted to honorary junior commander five months later.

Retrieved from: [https://en.wikipedia.org/wiki/Elizabeth\\_II](https://en.wikipedia.org/wiki/Elizabeth_II)

Image source: <http://media.iwm.org.uk/iwm/mediaLib/20/media-20543/large.jpg>

This is photograph [TR 2832](#) from the collections of the [Imperial War Museums](#).

Women who work in non-traditional industries like trucking are looking for special treatment.



Generally women in non-traditional jobs such as Professional Truck Driver and Truck Mechanic are uncomfortable with the attention that comes with being in a minority in the workplace. They find themselves often having to work harder to overcome gender biases and out-dated stereotypes.

The movement to encourage more women in trucking is not about hiring women regardless of their qualifications. It is about breaking down obstacles and barriers so that equally competent individuals, regardless of gender, can have the same opportunities.