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Misclassification, migrant labour and new technologies in the Canadian long-haul truck driving industry

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**Bridging
Divides**



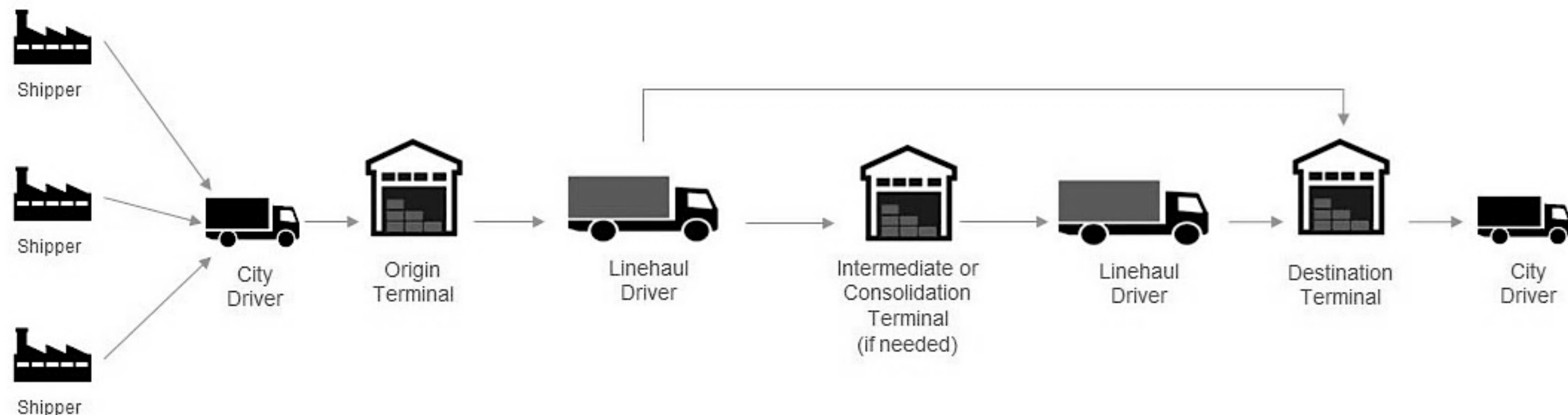
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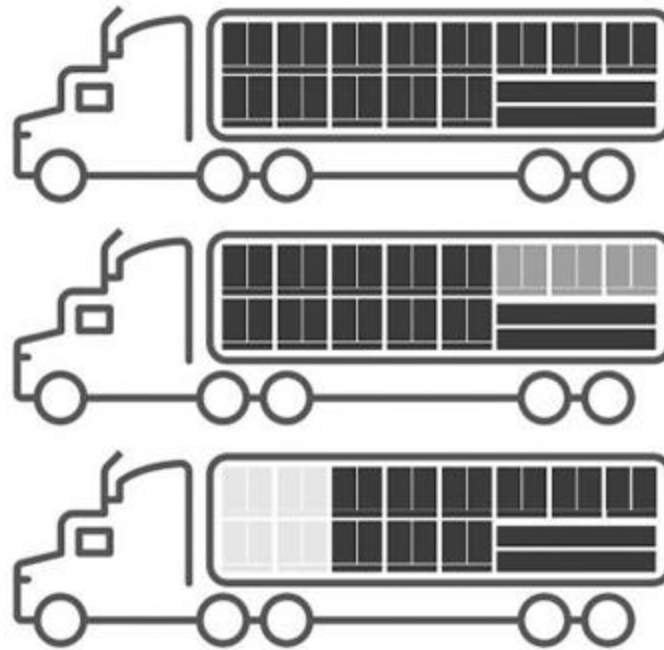
Logistics & Supply Chain



Logistics Plus (2017)

Long-Haul Truck Driving

- Pay-per-mile rates
- Unpaid waiting time at terminals
- Unexpected maintenance costs
- Long time on the road



Full Truckload

FTL solely uses the entire truck, from pickup to delivery.

LTL

LTL (less-than-truckload) are loaded with freight from multiple customers going to multiple destinations.

Partial Truckload

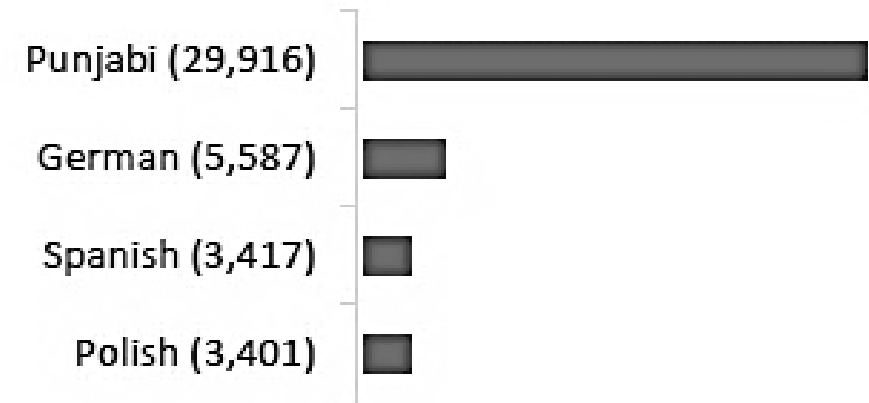
PTL doesn't fill an entire truck but tends to stay one truck or handled less than a LTL.

PEI Expedited & Specialized Shipping (2023)

Changes in the workforce

- Around 330 000 truck drivers in Canada
- About 1/4 of Canadian truck drivers have a non-official first language
- Ontario is home to 1/2 of all truck drivers with a non-official first language

Truckers' common non-official mother tongues



« Language Diversity in the Canadian Trucking and Logistics Industry », Trucking HR Canada (2022)

Research Questions

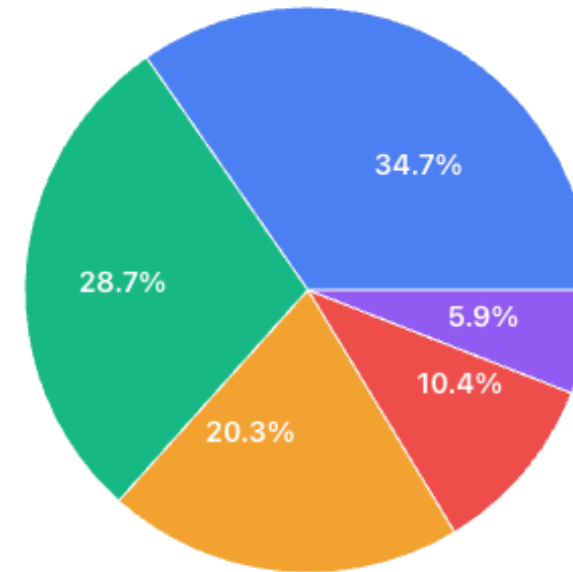
- Does misclassification as an independent contractor contribute to the precarization of migrant truckers? If so, how?
- How do policies influence the recruitment of truckers and allow for the lowering, or even the withholding, of wages?
- What is the role of new technologies in the logistics chain and inside the trucks for control and surveillance?

Methodology

- Press and forums analysis
- Online questionnaire (202)
- Semi-structured interviews (36)
 - 28 im/migrant truck drivers
 - 8 actors of the trucking industry

(Online questionnaire) Immigrant truck drivers' immigration status

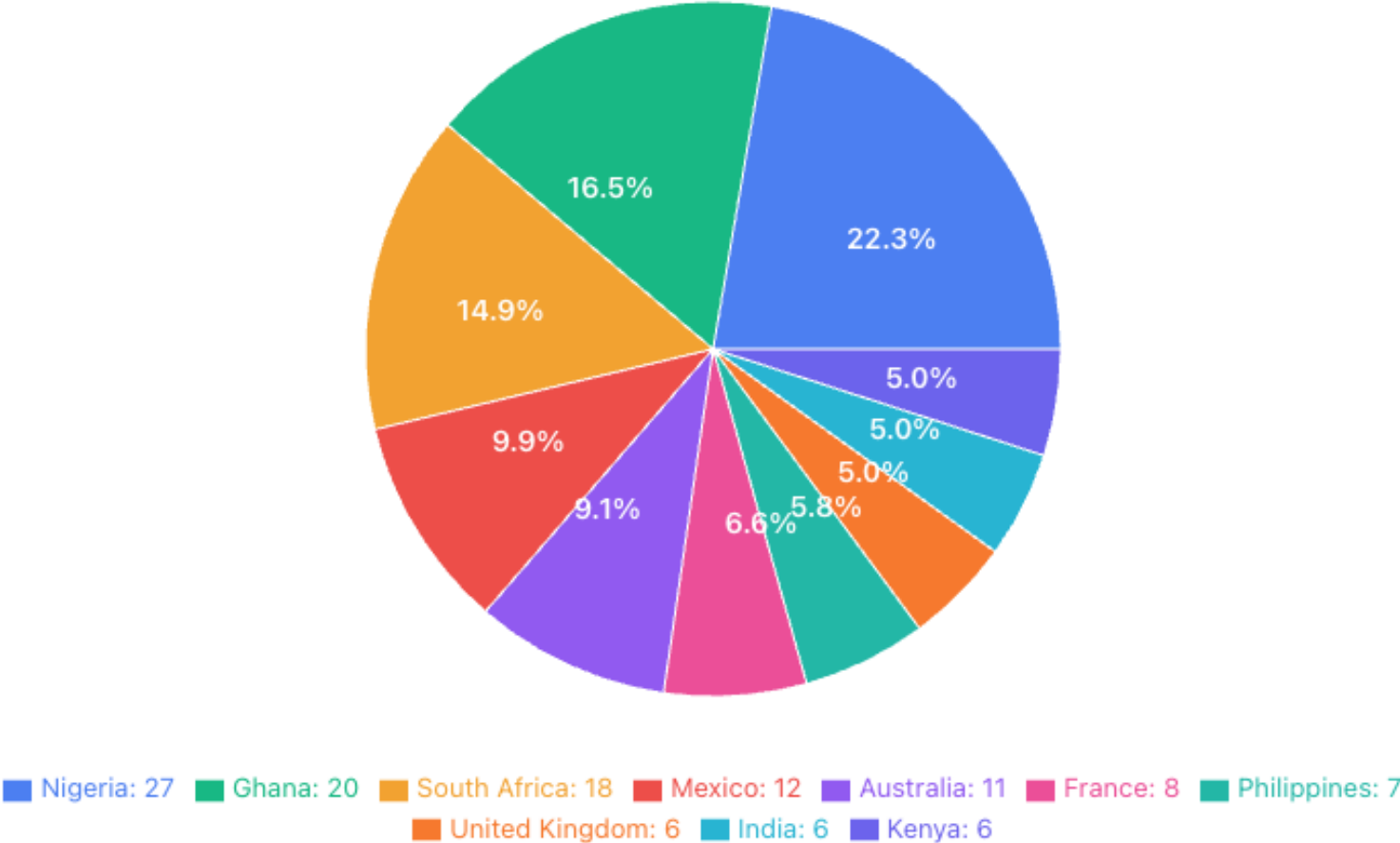
Total responses: 202



■ Open work permit: 70 ■ Permanent resident: 58 ■ Temporary foreign worker permit: 41
■ Refugee: 21 ■ Canadian citizen: 12

Analysis

(Online questionnaire) Immigrant truck drivers' country of origin (top 10)





Technological changes

- ***Inward facing cameras:*** Facial recognition, AI-based fatigue detectors, hand surveillance
- ***Platformization:*** Brokers-Intermediaries, Electronic Logging Devices (ELDs), geo-tracking, 3PLs
- ***Truck technologies:*** Speed limiters, blind spots, auto-breaking, semi-autonomous driving



Working Conditions

- **Role of permits:** TFWP, open work permit, relationship with employers for status
- **Misclassification:** Employees as independent contractors, 'driver inc.' scheme and downloaded costs
- **Racism and discrimination:** Low pay, wage thefts, overtime, worst routes, and illegal practices

Conclusions

- Planned illegalisms to gain a competitive advantage
- Unequal use and distribution of new trucking technologies
- Various immigration pathways to consider

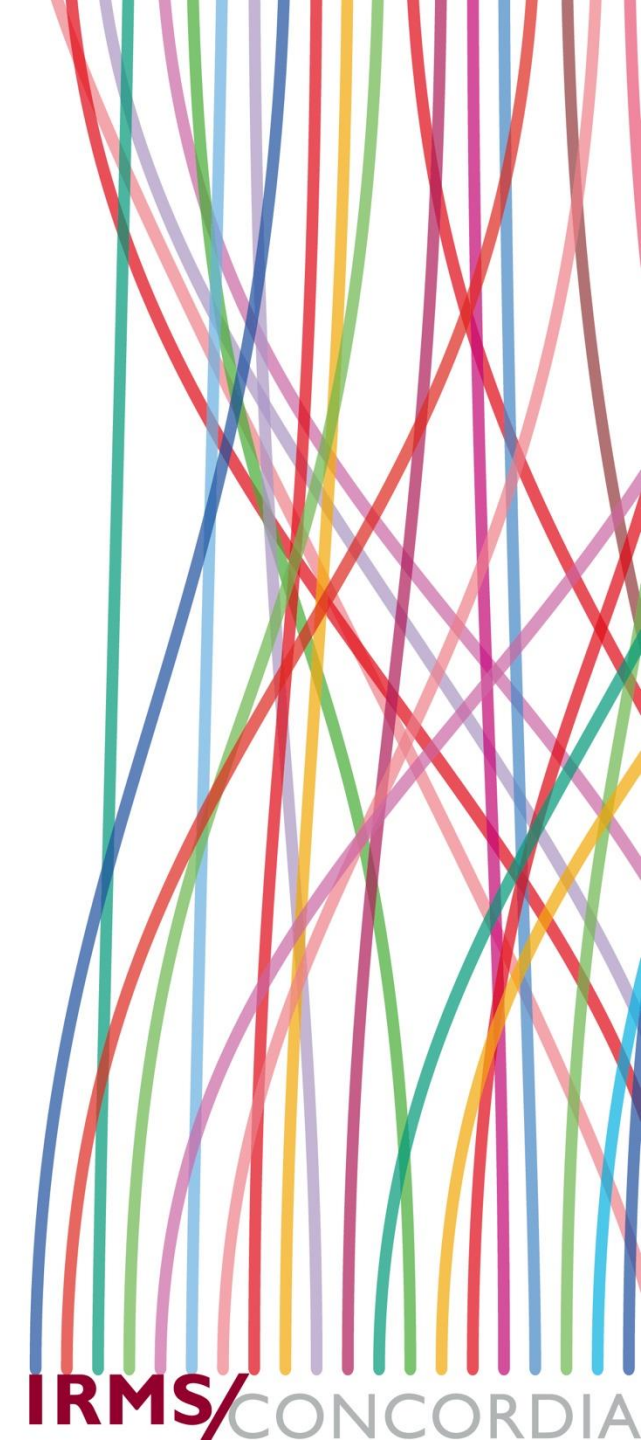


Thank you!

Contact :



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