CIVITAS
Sustainable and smart mobility for all
2030

CIVITAS indicators

Transport working conditions – Version 2 (SOC_EQ_WC2)

DOMAIN

Transport	Environment	Energy	**Society**	Economy

TOPIC	**Equity**	
IMPACT	**Equity of transport working conditions** *Reducing the share of logistics workers working overtime*	**SOC_EQ**

Category

Key indicator	**Supplementary indicator**	State indicator

CONTEXT AND RELEVANCE

Mobility of individuals and transport of goods play a central role in the functioning of modern societies and economies. The delivery of transport services depends on the work of a vast number of individuals employed in driving, maintenance, logistics, and operations. These workers ensure that people and goods move reliably across territories. However, while transport enables essential economic and social activities, the working conditions in the sector often reflect significant challenges, including long or irregular working hours, physical and psychological stress, and relatively low wages compared to other sectors. Such conditions can lead to fatigue, safety risks, and reduced job satisfaction, ultimately affecting both workers' well-being and the quality of transport services. An informed understanding of employment conditions in the transport sector of the experiment city is essential to promote fair labor practices and safeguard the equitable and reliable provision of transport services.

This indicator provides a measure of the quality of working conditions in the transport sector. **It is relevant when the policy aims at promoting fair employment and improving safety by reducing the incidence of overtime for logistics workers in the experiment city. A successful action is reflected in a LOWER value of the indicator.**

DESCRIPTION

This indicator is the proportion of logistics workers in the experiment city who worked overtime at least once during a reference month. Being a share, the indicator is dimensionless.

METHOD OF CALCULATION AND INPUTS

The indicator should be computed exogenously, by applying the method described and then coded in the supporting tool.

Method	
Calculation of the indicator based on data from transport operators and/or unions	Significance: **0.50** 

INPUTS

The following information is needed to compute the indicator:

a) The number of logistics workers who work overtime
b) The total number of logistics workers in the experiment city

The experiment would result in the modification of the number of logistics workers who work overtime.

METHOD OF CALCULATION

The indicator is computed according to the following steps:

- **Retrieval of the total number of logistics workers in the experiment city and the number of those who work overtime**.
  Methodological notes on data sourcing:
  - Definition of logistics workers: includes all individuals directly involved in the planning, management, handling, and transportation of goods or mail employed within the experiment city. This includes warehouse staff, inventory managers, delivery drivers, forklift operators, dispatchers, and other personnel who play an active role in moving, storing, or coordinating the flow of goods or mail. It excludes administrative staff with no direct involvement in goods movement.
  - Possible data sources are the logistics operators active in the experiment city or the labour unions representing logistics workers. Regardless of the chosen source, two data collection approaches are possible: a) a census of all logistics workers; or b) a representative sample. In the latter case, ensure representativeness across relevant dimensions (e.g., logistics operator or union, job category, contract type).
  - Definition of overtime: choose a reference month and include all logistics workers who exceeded their contractual working hours at least once during the selected reference month.

- **Estimation of the indicator**. (see equation below)

EQUATIONS

The indicator should be computed using the following equation:

$$\boldsymbol{OvTiShr} = \frac{\sum_s \boldsymbol{W_s^o}}{\sum_s \boldsymbol{W_s}}$$

Where:

W_s^o = Number of logistics workers which worked overtime sourced from operator or union *s*

W_s = Total number of logistics workers sourced from operator or union *s*

ALTERNATIVE INDICATORS

This indicator measures the share of logistics workers in the experiment city who worked overtime at least once during a reference month. Alternative indicators for assessing the fairness of working conditions in the transport sector include **SOC_EQ_WC1**, **SOC_EQ_WC3**, and **SOC_EQ_WC4**.

SOC_EQ_WC1 tracks the share of public transport workers in the experiment city who worked overtime at least once during the reference month. **SOC_EQ_WC3** and **SOC_EQ_WC4** measure the ratio of the average wage of public transport workers and logistics workers, respectively, to the average income in the experiment city.