CIVITAS
Sustainable and smart mobility for all
2030

CIVITAS indicators

Transport working conditions – Version 4 (SOC_EQ_WC4)

DOMAIN

Transport	Environment	Energy	**Society**	Economy

TOPIC	**Equity**	
IMPACT	**Equity of transport working conditions** *Reducing transport sector pay disparity*	**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 sustainable economic conditions by improving the compensation of logistics workers in the experiment city relative to the average local salary. A successful action is reflected in a HIGHER value of the indicator.**

DESCRIPTION

This indicator is the ratio of the average wage of logistics workers in the experiment city to the overall average wage of workers in the experiment city across all sectors. Being a ratio, 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: **0.75** 

INPUTS

The following information is needed to compute the indicator:

a) The average yearly wage of logistics workers in the experiment city.
b) The average yearly wage of workers in the experiment city across all sectors.

The experiment would result in the modification of the wages in the transport sector.

METHOD OF CALCULATION

The indicator is computed according to the following steps:

- **Retrieval of the average net full-time equivalent salary of logistics workers in the experiment city**.
  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 transport 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).
  - If needed, convert gross wages to net wages according to relevant local regulation.
  - Scale part-time wages to full-time equivalents, then compute the average wage (see equations below).

- **Retrieval of the average net full-time equivalent salary of workers across all sectors in the experiment city.**
  - This data can be sourced from national statistical offices, municipal or regional labour market reports, or Eurostat.

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

EQUATIONS

Scale wages to full-time equivalents and compute the average full-time wage according to the following equation:

$$TrSl = \frac{\sum_w (\frac{s_w}{h_w} * H)}{W}$$

Where:

s_w = Yearly salary of logistics worker w

h_w = Contract weekly work hours of logistics worker w

H = Full-time weekly work hours of logistics workers according to local regulation

W = Total number of surveyed logistics workers

The indicator should be computed using the following equation:

$$\boldsymbol{TrSlRt = \frac{TrSl}{AllSl}}$$

Where:

TrSl = Average net full-time equivalent salary of logistics workers in the experiment city.

AllSl = Average net full-time equivalent salary of workers across all sectors in the experiment city.

ALTERNATIVE INDICATORS

This indicator measures the ratio of the average wage of logistics workers to the average income in the experiment city. Alternative indicators for assessing the fairness of working conditions in the transport sector include **SOC_EQ_WC1**, **SOC_EQ_WC2**, and **SOC_EQ_WC3**.

SOC_EQ_WC3 tracks the ratio of the average wage of public transport workers to the average income in the experiment city. **SOC_EQ_WC1** and **SOC_EQ_WC2** measure the share of public transport workers and logistics workers, respectively, who worked overtime at least once during the reference month in the experiment city.