

CLIMATE FOR CHANGE
-
GENDER EQUALITY AND CLIMATE POLICY PROJECT

VENICE MUNICIPALITY

CLIMATE FOR CHANGE-GENDER EQUALITY AND CLIMATE POLICY PROJECT

Venice Municipality

Environmental Aldermanry

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INTRODUCTION

0.0 POLICIES AND ACTIONS OF THE MUNICIPALITY OF VENICE ABOUT THE CLIMATE CHANGES

From a long time the Municipality of Venice is the protagonist of many initiatives against the climate changes of the planet. The administration has often confirmed the will to go on, also unilaterally, with the aims fixed by the Kyoto Protocol to reduce the green house gases, also placing itself inside the "International Council on Local Environmental Initiatives" net and the campaign signed by more than 500 cities to reduce 20% the emissions between 2005 and 2010.

The city of Venice promotes a relevant international initiative: an appeal made by the Mayor Paolo Costa to the Mayors of the most important coastal cities of the world which calls to sign a letter addressed to George W. Bush. It invites the president of the United States to consider again his ideas about the engagement taken on the Kyoto Protocol. Among those who signed the letter there are more than 75 mayors, among them the mayor of Dublin, Rio de Janeiro, Beirut, Dubrovnik, Dakar, Seattle, Fukuoka, Dhaka and Rabat. In the letter the mayors promise to engage themselves in the fight against global heating, underling the fundamental role of the United States in the reduction of green house gases in the world.

Locally the council engagement takes shape in aimed actions in the energy sector. The aim is to favour energy saving policies and to orient the use of renewable sources. This priority comes out from an attentive examination of the territory, with its plot of activities, high exploitation in the industrial sector and in production stations which use fossil combustibles. It also comes out from the awareness to have to guarantee the protection of the lagoon ecosystem in relation to the demands of the economic development.

Especially, in October 2003, the Municipality Energy Plan was approved. Local council is trying to exercise a conscious and active role in local energy policies. PEC has been elaborated after a trial which involved many local council sectors, productive categories, services suppliers and citizens. At the end of this trial, technical tables to manage Agreement Protocols have been activated. They have been written by the local council and some subjects present in the territory as part and co-producers of public interest policies. These agreements state the convergence on energy savings as a basis to define the aims, which have to be realized through mutual engagements.

The energy consumptions limitation and the use of renewable energies policy pre-fixed by the Local Council took shape also thanks to the appoint of the local Energy Manager and the constitution of a European Agency for energy savings (in the sphere of the SAVE II Programme).

Inside the PEC there is the idea to introduce particular actions and instruments aiming to reduce the consumptions and emissions of green house gases.

With a series of actions which can be reasonable practised, no later than 2010, we will arrive to consumptions reduction of 18%, as to say a reduction of green house gases of 16% compared with 2000.

The annual emissions per inhabitant of the Municipality of Venice amount to 14 tonnes of CO² (about the double of the Italian national average) and the greatest data is given by the productive sector (55%).

The remaining quota of emissions is equally distributed among the residential, tertiary and transport sectors.

Considering the complexity of Venetian reality's productive system, in the definition of future sceneries, direct actions have been concentrated into the chemical sector and in the glass and mechanical industry sectors.

An important contribution could arrive also from transportations. The building of a natural gas refuelling station accessible to urban buses is in progress and a project aiming to boost the conversion of lagoon pleasure boats to Gpl fuel is starting.

As it concerns the residential sector, they are considering the introduction of boosting rules which aim to a rational use of energy and the development of renewable sources through a new Building Regulation, with whom putting in effect a serious policy of limitation of energy exploitation.

Other considerable actions, like that one which already received funds, regard the construction of bio-earth tele-heating and tele-cooling that could even allow a greater saving.

Last, but not least, there are projects aiming to increase the knowledge and the awareness of technicians and citizens, through educational courses of bio-buildings. With this purpose projects for environmental education are starting in some schools, and also an information point has been established.

The project "Would you change?" to re-orient uses and life styles will involve thousand of Venetian families.

In this context of local and international engagement there is also the adhesion to the project "Climate for Change-Gender Equality and Climate Policy", as a further demonstration of the will of the Local Council not only to investigate the quality of feminine work in the environmental policies, but also to test its potentialities.

A further incentive is given by the international breath of this research which will give us a transverse look, of European level, on the participation of women in these spheres, but also on motivations which drive women to this climatic-environmental sphere as the obstacles that they have to face.

The cities partner of this project are Malmo, Lahti, Berlin, Dresden, Frankfurt, Munich, Genoa, Ferrara, Naples.

VENICE MUNICIPALITY: STATISTICAL DATA

1.1 MANAGEMENT AND EMPLOYEES: GENDER AND EDUCATION

As highlighted by the statistical data related to the years 2002 – 2003, Venice Municipality shows a definitely positive trend as regards women. Women are actually employed in up to 60% places (see graph 1.1 in Annex).

The last years have shown a particularly relevant increase in the female share of the municipal system.

The forementioned phenomenon seems to be highly related to the increase in the presence of women in certain areas, such as Vigilance, previously held exclusively by the male gender. The number of male employees has, meanwhile, decreased in a relatively short period of time (200 people between the years 2001 and 2002), due to the end of their job relation.

The data about the educational status of management and employees show how the female personnel seems to possess an overall higher school titles (see graph 1.2 in Annex). In particular, not all male managers are graduated, whereas 100% female managers are (see graph 1.3 in Annex).

1.2 MANAGEMENT STAFF

Although the abovementioned data show how female workers in Venice Municipality are increasing in number and better educated, they appear to be mostly employed in intermediate and low levels of the staff.

The offices showing a major presence of women are: school operator, educator (personnel employed in nurseries and kindergarten), administrative assistant, and accountant.

The number of female workers begins to decrease in offices involving responsibilities, and reaches minimum levels in the management area.

Comparing the percentage distribution of workers in management positions, 5,5% of the overall male workers (1283 people) are managers, toward only 0,8% of the overall female workers (1921 people).

Venice Municipality employs, therefore, 75 male managers and only 17 female managers.

It has however to be pointed out that Venice Municipality is one of the few Italian Municipalities employing a woman as General Manager, and that also the Municipal Council Chairman is a woman. As for the aldermans, only one woman can be found.

1.3 DISTRIBUTION BY GENDER AND OFFICES IN THE DEPARTMENTS

Out of 21 Departments, 11 employ a majority of men and 10 employ a majority of women. Only in some of the Departments, however, the difference in number is relevant.

In the following Departments the male personnel reaches a 70% of the total number of employees: *Municipal Police*, and *Planning and Building*.

In the following Departments the female personnel reaches between 70/80% of the total number of employees: *Civic Law Department*, *Organisational Development*, *Information Systems and Logistics*, and *Lido Municipality*. The female personnel reaches a percentage of 85% of the total number of employees in the *Municipality of Marghera* and in the *Department for Social, Educational and Sports Activities*.

As for the distribution of offices within the various Departments, 8 only employ male managers, whereas only the *Department for External Relations and Communication* shows the opposite situation, employing 2 female managers and no male manager.

As regards the “Organisational Positions” (O.P.: intermediate level of responsibility), men appear to be the majority, considering both the overall number of employees (76 men, 62 women) and considering the average within the Departments. 9 out of 21 Departments actually employ a majority of men in the forementioned office, whereas only 6 Departments employ a majority of women. The remaining 6 Departments are perfectly balanced.

1.4 DISTRIBUTION BY GENDER AND OFFICES IN THE DEPARTMENTS INVOLVED IN CLIMATE AND ENVIRONMENT SAFEGARD

The following tables the distribution of male and female employees in the Departments involved in the present study.

PLANNING AND BUILDING

	Female	%	male	%	Total
Mangers	0	0,00%	14	11,77%	14
O.P.	2	4,08%	11	9,24%	13
UOC ¹	2	4,08%	233	19,33%	25
others	45	91,84%	71	59,66%	
Total	49	100,00%	119	100,00%	116

The Department of Planning and Building shows an interesting situation, as far as the male – female distribution is concerned: not only are men by far the majority, but 91% of the few women (49 out of 168) are employed in low offices, and completely absent as managers.

LAND DEVELOPMENT AND MOBILITY

	Female	%	Male	%	Total
Mangers	3	0,17%	6	5,96%	6
O.P.	4	1,20%	5	4,95%	12
UOC	3	5,47%	10	9,90%	42
others	27	93,16%	80	79,21%	625
Total	37	100,00%	101	100,00%	686

ENVIRONMENT AND TERRITORY SAFETY

	Female	%	male	%	Total
Mangers	1	4,17%	5	14,71%	6
O.P.	7	12,50%	4	11,76%	7
UOC	32	29,16%	5	14,71%	12
others	545	54,17%	20	58,82%	33
Total	585	100,00%	34	100,00%	58

¹ UOC = Complex Organisational Unit

Even in these two Departments the lesser presence of female personnel is evident.

A different trend is shown by the Department for the Environment, in which the majority of women is employed in offices of responsibility (OPs and UOCs), although only 1 woman appears employed as a manager, compared to her 5 male colleagues.

Though not directly involved in the present study, an interesting situation to show regards the male – female distribution in the Department of Social and Educational Policies, which employs a major amount of women, if compared to the other Departments.

SOCIAL AND EDUCATIONAL POLICIES

	Female	%	male	%	Total
Mangers	1	0,17%	6	5,96%	7
O.P.	7	1,20%	5	4,95%	12
UOC	32	5,47%	10	9,90%	42
others	545	93,16%	80	79,21%	625
Total	585	100,00%	101	100,00%	686

The very high number of female workers in this area is certainly due to the massive presence of traditionally feminine professional offices, such as educator, teacher, school operator, social assistants.

Despite of this, the management staff is mostly made up of men (6 male managers and only 1 woman).

1.5 PART-TIME JOB

Part-time job was established in Italy for public work in 1989 (DPCM 117/1989). Due to its rigidity, this institution was, at the beginning, difficult to enforce. Part-time job was actually limited and allowed only for a maximum 50% of the scheduled working hours. Moreover, it could only be activated under precise conditions and the grant of the Administration for which the applying employee worked was discretionary.

The abovementioned restrictions have therefore hindered the spread of part time job, until the changes introduced in 1996 with the Act 662/1996. This Act enabled the possibility to convert the entire scheduled working hours into part-time hours.

Part-time is applied to all levels of offices but managers. The graphs included in the Annex will help understanding its application in Venice Municipality (see graph 5.1).

Only 11% of the personnel benefits from part-time. The main reason is that the full time timetable (36 hours divided into 5 mornings plus 2 afternoons) already meets the needs of those people who have the necessity to conjugate their working life with other exigences.

The use of part-time is mainly feminine. Women use part-time mostly for family reasons, whereas men use it because it allows them to develop also a private activity (see graph 5.2 in Annex).

year	Women	Men
2000	91,00%	9,00%
2001	91,13%	8,87%
2002	88,0%	12,00%

The following table shows the categories of part-time jobs offered by Venice Municipality in 1998. At present, the Municipality has widened the range of part-time job modalities, to meet the different needs of its employees and taking into account the characteristic of the area.

Classes of part-time modalities in Venice Municipality (1998)

DESCRIPTION
6 HS. FOR 5 DAYS
4 HS. FOR 6 DAYS
6 HS. FOR 1 DAY PLUS 4 HS.FOR 4 DAYS
6 HS. FOR 4 DAYS
4 HS. FOR 5 DAYS
5 HS. FOR 5 DAYS
8 HS. FOR 3 DAYS
9HS. FOR 3 DAYS
4HS. FOR 4 DAYS PLUS 7 HS. FOR 1 DAY
6HS. FOR 3 DAYS
3HS. FOR 3 DAYS PLUS 6 HS. FOR 2 DAYS
6HS. FOR 4 DAYS PLUS 4 HS. FOR 1 DAY
7,30 HS. FOR 2 DAYS
5 HS. FOR 6 DAYS
6 HS. FOR 1 DAY PLUS 3 HS. FOR 4 DAYS
4 HS. FOR 4 DAYS PLUS 9 HS. FOR 1 DAY
4 HS. FOR 4 DAYS PLUS 8 HS. FOR 1 DAY
9 HS. FOR 1 DAYS PLUS 6 HS. FOR 1 DAY PLUS 5 HS. FOR 3 DAYS
9 HS. FOR 2 DAYS
5 HS. FOR 3 DAYS PLUS 4 HS. FOR 3 DAYS
8 HS. FOR 1 DAY PLUS 5 HS. FOR 2 DAYS
9 HS. FOR 1 DAY PLUS 6 HS. FOR 2 DAYS
4 HS. FOR 3 DAYS PLUS 7 HS. FOR 2 DAYS
7 HS. FOR 3 DAYS PLUS 3 HS. FOR 1 DAY
7 HS. FOR 4 DAYS
6 HS. FOR 2 DAYS PLUS HS. FOR 2 DAYS
3 HS. FOR 5 DAYS
9 HS. FOR 1 DAY PLUS 4 HS. FOR 4 DAYS
5 HS. FOR 4 DAYS
4,30 HS. FOR 4 DAYS

Custom part-time

This modality finds its origins in the exigence of some employed parents living in Mestre (Venice mainland). To reconcile the opening time of the primary school with the working time, a flexible starting time was allowed, redistributing the overall working hours in six days instead of five. Later on, this modality was extending to all employees with similar needs (care of elederly relatives or handicapped relatives).

2 THE STUDY IN VENICE MUNICIPALITY

The assessment of the data resulting from the interviews, together with the statistical data, give a general picture of the following areas of particular interest:

- Job descriptions/qualifications;
- Measures applied to promote feminine work;
- Differences women/men regarding climate change activities;
- Obstacles towards an increased share of women.

Most of the interviewed Municipality employees were men. This allowed the interviewing staff to investigate their opinions and to let many stereotypes about women and feminine work emerge.

These prejudices are rooted in the culture and are often shared by women themselves.

Other Institutions involved with climate change activities, yet not directly linked with the Municipality, appear more balanced as regards the object of the study. This is due to a wider feminine presence.

2.1 JOB DESCRIPTIONS/QUALIFICATIONS

In the more technical working areas (energy, traffic, housebuilding) the education required is more specific.

In the Department of *Planning and Building*, a technical education is necessary and the employed personnel is mainly constituted of engineers or architects, with specific expertise in plant engineering.

In the Department of *Urbanistic*, specific expertise in the field of transports and traffic is needed. At present, such expertise cannot be acquired through a specific school education. That is the reason why this Department mainly employs urbanists with specific expertise in transports, or architects with specific expertise in "land planning".

The demand for professionals with such qualifications is really high, and often these professionals, after short periods of work in the Municipality, find a better paid job in the private market.

The Department for the Environment and other Institutions not directly linked with the Municipality employ professionals with a wider range of expertise, such as Environmental Sciences, Forestry, but also educators and sociologists.

2.2 MEASURES APPLIED TO PROMOTE FEMININE WORK

Both the statistical data and the results coming from the interviews show an overall institutional lack in measures to promote feminine work.

The access to public employment comes through public announcements. As for this aspect, an Act for Equal Opportunities was issued, stating that the Evaluating Committee should include at least 1/3 women.

Venice Municipality is not provided with official instruments to promote feminine work. The most used instrument is an informal "attitude", based on common sense.

In more than one case, interviewed people pointed out that the use of official instruments, aimed at favoring one gender or the other, would be illegal or even incoherent with the very deep concept of "Equal Opportunities".

2.3 DIFFERENCES WOMEN/MEN REGARDING CLIMATE CHANGE ACTIVITIES;

Male and female workers employed in the field of climate safeguard can be divided into two main categories.

Men are mainly employed in more technical and scientific areas. Interviewed men showed the desire to work in an heterogeneous environment, which, according to them, would be more stimulating.

The answers of male employees to the question "why, from your perspective, is there such a small share of women in the area of climate change?" can be grouped into the following categories:

- humanistic education of women;
- typical feminine attitudes and tendencies;
- women find technical works boring and heavy (many long and exhausting meetings, calculations, etc.) and are often not disposed to sacrifice their extra-work life;
- women are not able to do such a job;
- this kind of job involves "on the road" activities; this might create "misunderstandings and consequent indecent proposals" and is therefore seen as an obstacle to unstressed work.

A different situation was found in the Department for the Environment, where nearly 80% of the employees are women.

Women do not develop technical or field activities in this Department; their main office is to mediate between the needs of the citizens, the environment and the technical areas.

In the Committee for Equal Opportunities the personnel is sensitive to this issues, and find the presence of women necessary at all levels, particularly the political one, being politics the starting point toward a wider diffusion of gender policies.

2.4 OBSTACLES TOWARDS AN INCREASED SHARE OF WOMEN

The deep certainty, especially among men, is that women are more creative and oriented to relational activities, therefore little disposed to jobs that could in some way be defined as "brutal".

Women have a somehow quite different point of view. From a woman's point of view, to reach a leading position means to sacrifice an important part of her life - children and motherhood.

The impossibility for managers to be part-time workers is another significant obstacle for women, who therefore tend to stop at lower job levels, so as to have more time to spend with their families.

The high level of competition between women represents a second, relevant obstacle. Reaching a leading position often means for a woman to pass through many difficulties. She therefore tends to expect other women to live the same difficulties, thus becoming less comprehensive.

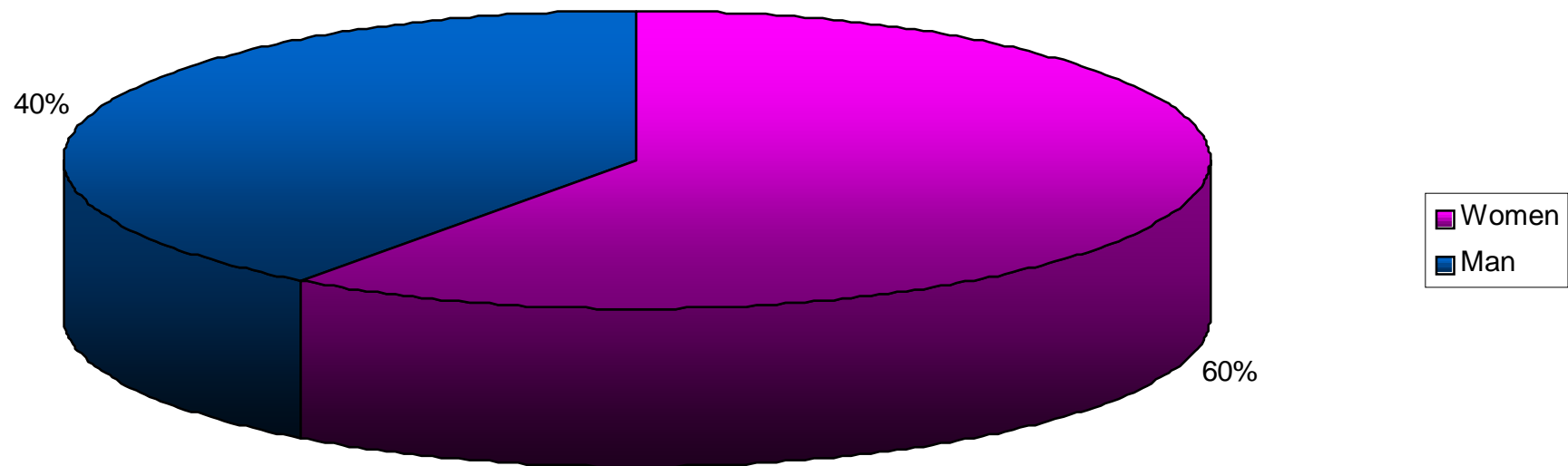
A third obstacle is due to the incapability of many women to feel builders of their own destiny, both for personal and for cultural reasons.

All data included in this report come from surveys conducted by the Committee for Equal Opportunities – Human Resources and Organisation.

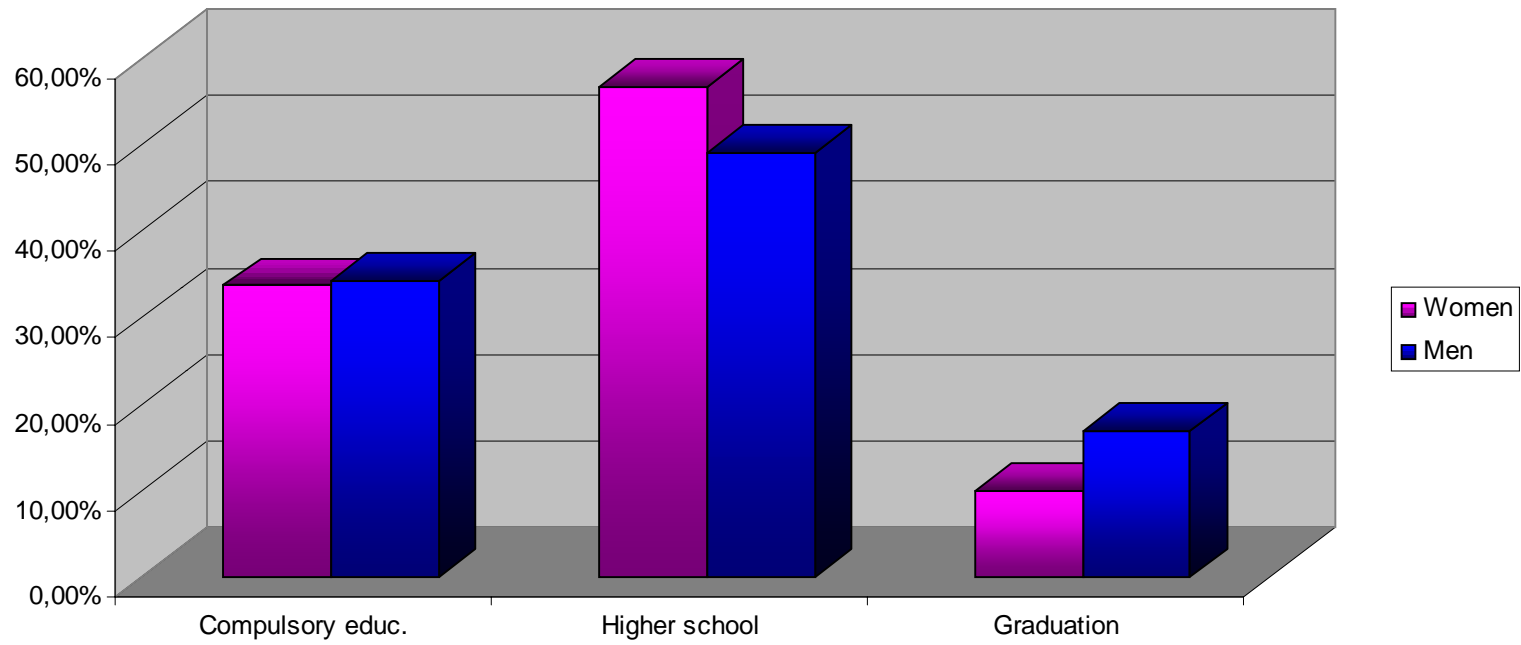
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ANNEX

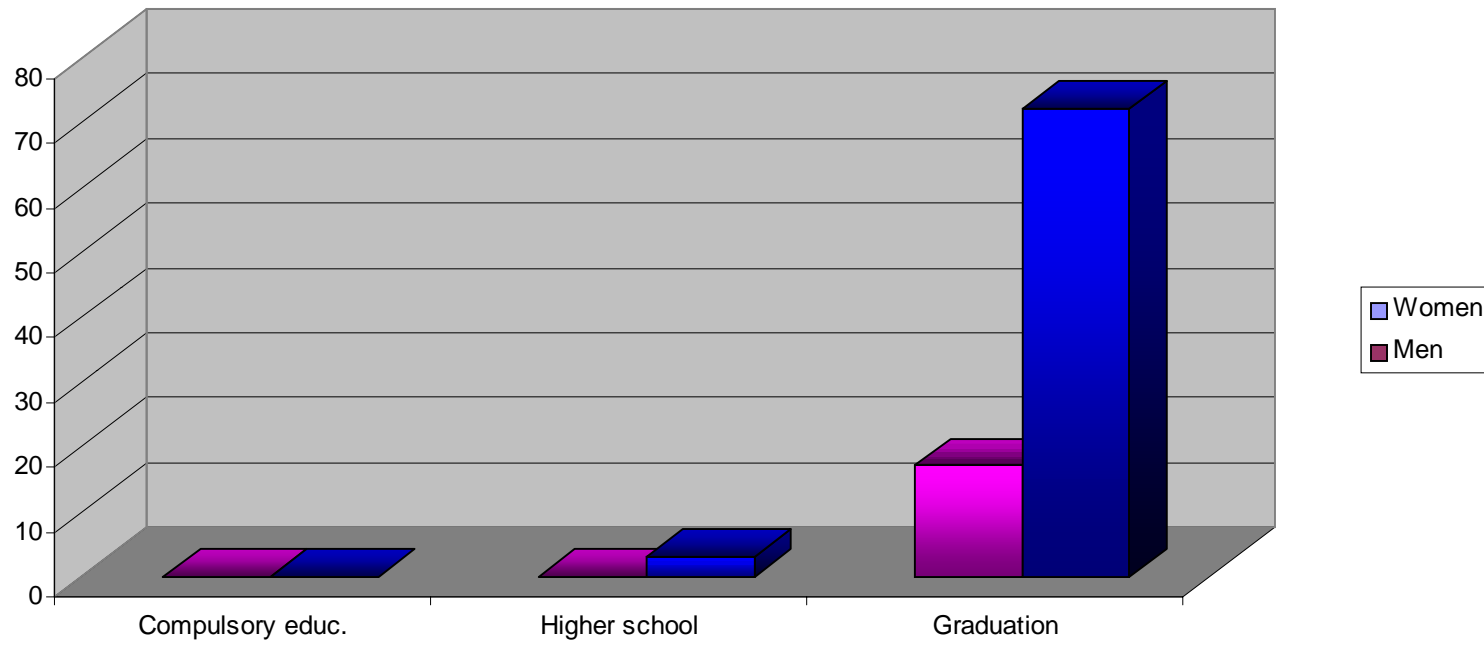
Gr. 1.1 Subordinate employment and management



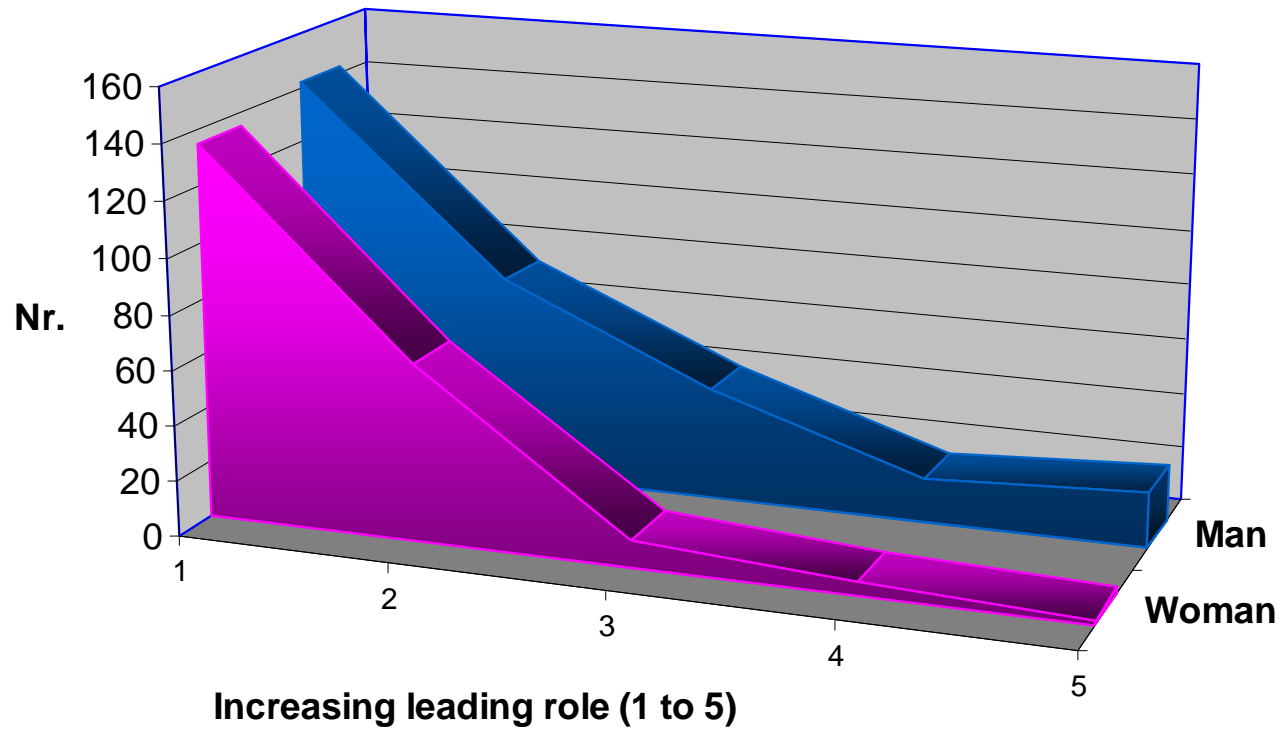
Gr.2.1 Educational Status of management and employees



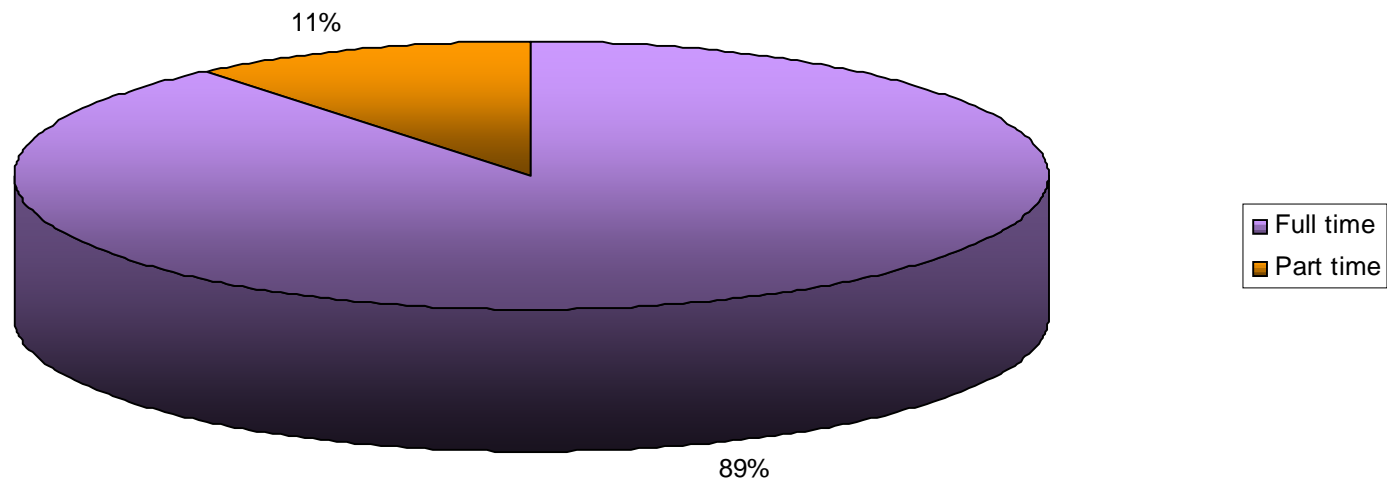
Gr. 1.3 Educational Status of managers



Gr. 2.1 Gender Leading role



Gr. 5.1 Part-time full-time staff 2002



Gr. 5.2 Part-time utilization: gender differences (2000 to 2002)

