



## EVENT DESCRIPTION SHEET

PROJECT	
Participant:	Municipality of Bergamo
PIC number:	101192389
Project name and acronym:	Time4All 2.0: Promoting cooperation among citizens, towns and cities on time policies and the right to time

EVENT DESCRIPTION	
Event number:	WP1
Event name:	Kick-off Event
Type:	Mutual learning and exchange of good practices
In situ/online:	in situ
Location:	Bergamo (BG) Italy
Date(s):	20 <sup>th</sup> and 21 <sup>st</sup> March 2025
Website(s) (if any):	<a href="https://timeuse.barcelona/time-networks/time4all-2-0/">https://timeuse.barcelona/time-networks/time4all-2-0/</a>
Participants	
Female:	37
Male:	18
Non-binary:	0

From country 1 [Italy]:	24		
From country 2 [Spain]:	17		
From country 3 [Portugal]:	1		
From country 4 [Bulgaria]:	2		
From country 5 [France]:	4		
From country 6 [Germany]:	1		
From country 7 [Greece]:	2		
From country 8 [Poland]:	4		
Total number of participants:	55	From total number of countries:	8

#### Description:

The **Kick-off Event** took place over two days (March 20-21, 2025) and featured various workshops, laboratories, and informal networking sessions aimed at fostering and strengthening connections among participants.

The event was held in **Bergamo**, which hosted the meeting as the lead partner. The organization was managed by the **Municipality of Bergamo** in close collaboration with **BTUI**, the project's technical coordinator.



Here it is the [Agenda](#) of the event. Below is a summary of the key sessions that structured the event.

## Executive Board Meeting – Local and Regional Governments Time Network

This hybrid meeting gathered in-person participants (**BTUI, City of Milan, City of Bolzano, City of Strasbourg, and Tempo Territorial**) while others joined online.

The periodic meeting began with an **assessment of the results achieved in 2024**, followed by a discussion on the **2025 strategy and calendar**. Participants also explored possibilities for **selecting the World Capital of Time Policies for 2026 and 2027**, strategies to **expand the network of cities**, and ways to **ensure its long-term sustainability**.

## World Capital of Time Policies: Strasbourg-Bogotá Handover



The **City of Strasbourg** presented the achievements accomplished during its tenure as **World Capital of Time Policies (2024)**. Following this, the official handover took place, passing the title to the **City of Bogotá**, which outlined its **strategy and key objectives** for 2025.

## The Bergamo Experience: The "Scuole Aperte" Project

The **Municipality of Bergamo** showcased one of its key local time policy initiatives: **Scuole Aperte (Open Schools)**. The experience was presented through multiple perspectives:

- A speech by the **City Councilor responsible for the initiative**,
- A testimony from a **service operator** involved in the project ([here the presentation](#)),
- A parent's perspective as a **beneficiary of the program** ([here the presentation](#)),
- A **video featuring students** participating in the activities ([here the video](#)).



## Feedback on the Time4All 1.0 Project

The session provided a **recap of the main phases** of the first Time4All project, assessing its **achievements and challenges**. A dedicated moment was allocated for **collecting feedback from partners**.

## Presentation of the Time4All 2.0 Project

The **Time4All 2.0 project** was introduced ([here the presentation](#)), covering both **technical aspects** and **administrative/financial matters**. Key points included:

- The **event calendar**,
- **Main objectives and project actions**,
- The **budget**,
- The **rules of the CERV program**,
- Guidelines for **material collection and financial reporting mechanisms** as defined by the lead partner.

The lead partner of WP5, Tempo Territorial, proposed a change of the planned date to July 2026 to avoid doing the visit during French local elections. The change was approved by all partners.

## Exchange on Cities' Policy Priorities

Each city provided a brief overview of their **current initiatives related to time policies** and shared their **planned actions for the two-year project duration**.



## Local and Regional Time Agenda Workshop

A workshop session focused on **defining local and regional time policies** and exploring best practices for implementation. It helped partners to preliminarily identify policies related with the new topic under discussion — working time policies —, in preparation for the official call. This action provided insights to begin preparing the Time Agenda, whose presentation

will be due in December 2025.

## Workshop on the Time Academy, Citizen's Campaigns and Annual Networking Event

A dedicated workshop to brainstorming and discuss **public engagement strategies**, campaign planning, and the structure of different upcoming events.

It was agreed that the Time Academy will be done on-line on 30<sup>th</sup> June and 1<sup>st</sup> to 3<sup>rd</sup> of July, from 10:00 to 11:30. In terms of covered sessions, it will be analysed how municipalities can self-identify time policies, how to define cross-government plans, how to evaluate time policies, and how to implement time policy practices to improve air quality.

As for the Citizen's Campaigns, partners used this opportunity to discuss and brainstorm what to include as common campaigns and how they could make it relevant for the project. It included a workshop to refine ideas on communication platforms and tools, as well as specific topics to be included.

Finally, when it came to the Annual Networking Event, partners discussed what they expected for the October meeting for 2025 and 2026. As it is the main occasion for partners to meet and discuss the project, as well as an in-



person moment to go beyond good practice exchange and think about strengthening the Network, a workshop was held in order to know expectations and hopes for both activities.

## Networking and Team-Building Sessions

Several informal moments were organized to foster **exchange and collaboration**, including:

- **Coffee breaks** to facilitate discussions between Bergamo relevant stakeholders and project partners
- A **networking lunch and informal aperitif at dinner time** to strengthen relationships among participants.

## Event Evaluation

A satisfaction survey was sent to all participants. The overall rating of the event was 4.5 out of 5. The best-evaluated item was the programme structure (4 on average). There was a further comment on the possibility of visiting practices that will be addressed in upcoming phases of the project.

## News – communication and dissemination

Below some references to news about the event:

- <https://timeuse.barcelona/time4all-2-0-kick-off/>
- <https://www.bergamonews.it/2025/03/22/diritto-ad-uso-equo-e-sostenibile-del-tempo-a-bergamo-il-kick-off-meeting-di-time4all-2-0/789270/#:~:text=Il%20progetto%20avr%C3%A0%20una%20durata,and%20Regional%20Governments%20Time%20Network.>
- <https://opencity.comune.bolzano.it/Novita/Comunicati-stampa/Tempo-Bolzano-partecipa-a-convegno-internazionale-a-Bergamo>
- <https://ajuntament.barcelona.cat/usosdeltemps/en/qui-som/actualitat/lajuntament-de-barcelona-participa-en-el-projecte-europeu-time4all-2-0-1498641>

[Here some photos of the two-days event.](#)



# **Time4All 2.0 Kick-off Event**

## **Minutes & conclusions**

The following document summarizes the key discussions and outcomes from the Time4All 2.0 project kick-off event held in Bergamo on March 20-21, 2025. This European project brings together 21 partners from 9 countries committed to developing and implementing time policies and ensuring the right to time for citizens across Europe.

### **Content of the document**

#### **Time4All 2.0 Project Overview**

#### **Evaluation of Time4All 1.0**

#### **Exchange Session on Time Policies Priorities**

Bansko City Council

Barcelona City Council

Barcelona Metropolitan Area

Barcelona Provincial Council

Bergamo City Council

Bolzano City Council

Braga City Council

Catalan Government — Department for Equality and Feminism

Cremona City Council

Esplugues de Llobregat City Council

Grand Est Region

Milan City Council

Strasbourg City Council

Sosnowiec City Council

Terrassa City Council

Trikala City Council

Tempo Territorial



Time Use Initiative

Zwickau City Council

### **Local and Regional Time Agenda Workshop**

Work-Related Mobility

Working Time Structure

Work-Related Time Policies in Rural Areas

Work-induced Housing Arrangements

### **Other activities workshop**

Time Academy Workshop

Annual Assembly

Citizens Time Campaign

## **Time4All 2.0 Project Overview**

The project aims to strengthen the existing Local and Regional Governments Time Network to ensure time policies are implemented across Europe while increasing people's awareness and involvement in designing and implementing such policies.

The expected impact is to catalyse a qualitative leap in both quantity and quality of time policies implemented across Europe through existing structures, supporting the creation of a common EU framework on how time policies are approached.

The new project (2025-2026) includes 21 partners from 9 countries: Belgium, Bulgaria, France, Germany, Greece, Italy, Poland, Portugal, and Spain. Partner organizations include:

- Banskó City Council (Bulgaria)
- Barcelona City Council (Spain)
- Barcelona Metropolitan Area (Spain)
- Barcelona Provincial Council (Spain)
- Bergamo City Council (Italy)
- Braga City Council (Portugal)
- Bolzano City Council (Italy)
- Catalan Government (Spain)
- Cremona City Council (Italy)
- Esplugues de Llobregat City Council (Spain)
- Grand Est Region (France)
- Milan City Council (Italy)



- Milan Metropolitan Area (Italy)
- Tempo Territorial (France)
- Terrassa City Council (Spain)
- Time Use Initiative (Spain)
- Trikala City Council (Greece)
- Synergie Wallonie (Belgium)
- Strasbourg City Council (France)
- Sosnowiec City Council (Poland)
- Zwickau City Council (Germany)

## Evaluation of Time4All 1.0

The evaluation of the previous project (Time4All 1.0, 2023-2024) was presented, highlighting key findings:

- All activities were evaluated with a mark of 4 out of 5, demonstrating successful implementation.
- The overall coordination was well-received but could benefit from clearer financial guidelines or a single contact point for events.
- Partners suggested brief follow-up meetings between the main Annual Network Events and more informal networking opportunities.
- Activities related to specific policy/program cases (Summer School) and building a common narrative (World Capital of Time Policies) received particularly positive feedback.
- The project successfully reframed the narrative around time policies within local and regional governments, helping to reinvigorate political priority debates on time issues.
- During the discussion, it was agreed that any partner organising activities will only use one point of contact for communicating with the other partners, in order to better keep records.

## Exchange Session on Time Policies Priorities

During this session, each partner shared their current priorities regarding time policies, most of them covering activities for 2025 and 2026.

### Bansko City Council

1. The first priority addresses flexible working schedules for municipal services, adapting them to meet citizen needs more effectively, and ensuring public services are accessible when most needed by the community.
2. The second initiative focuses on leisure and tourism through the development of applications to provide citizens and tourists with information about service schedules throughout the municipality, enhancing accessibility and user experience.
3. The third priority centres on tourism policy, working towards better tourist distribution to avoid congestion during specific times of the year, while incorporating a vision that adapts to the impact of time on natural environments.





### Barcelona City Council

1. Enhance the activities of Pact Agreement members (organizations and companies) with a special focus on AI potential
2. Develop measures included in the Government Measure: "Barcelona, towards the right to care"
3. Cross-reference the HETUS survey results with our research on gender inequalities in mobility patterns, in order to design a mobility plan from a metropolitan perspective

### Barcelona Metropolitan Area

1. The first initiative involves implementing the metropolitan pact for the right to time as a coordination mechanism among metropolitan municipalities, establishing a shared framework for time policies.
2. The second priority focuses on promoting time-use practices in the productive sector, including measures such as flexible schedules and other work-life balance initiatives.
3. The third priority addresses specific coordinated measures including: reduction of time poverty, mobility coordination, industrial park management, and chrono-urbanism approaches to city planning.

### Barcelona Provincial Council

- First, we are providing support to the municipalities within the province of Barcelona to develop time policies. We do so through the Guide for implementing local time organisation plans, which we presented at the last Time Use Week. Local time organisation plans are the instrument for achieving more balanced uses of time and guaranteeing citizens' right to time. It starts from a diagnosis of the local context and the definition of a road map with a set of measures to transform the social organisation of time. We are currently running a pilot test of this methodology in two different municipalities with different sizes: El Prat de Llobregat and Sant Adrià del Besòs.
- Second, we have developed a theoretical and methodological framework for the promotion of caring municipalities. We are providing technical support to local governments in order to develop a local care strategy through a participative process. The aim is to enhance public and community-based care services and provide better support to carer receivers and caregivers, to protect their right to time, among other aims.
- Last, we will continue running a respite care service to give free time to caregivers and implementing mutual support groups for caregivers across the province.

### Bergamo City Council

1. Their first priority involves internal measures promoting workplace flexibility, especially for employees with special needs, creating a more inclusive work environment.
2. The second initiative focuses on the decentralization of services to improve accessibility and reduce travel time for citizens seeking municipal services.
3. Their third priority explores how to incorporate new methodologies, particularly artificial intelligence, in mobility management to optimize transportation systems and reduce congestion.



### **Bolzano City Council**

Starting from January 1st, employees of the Municipality of Bolzano benefit of even more flexible working hours. Employees with a full-time contract can decide how to manage their presence in the office as follows: entry from 7 to 9 AM; Mondays, Wednesdays and Fridays afternoons employees can leave the office starting from 12; Tuesdays and Thursdays afternoons are mandatory until 4.30 PM. Lunch breaks are possible from 12 to 3 PM. Part-time workers usually have all afternoon flexible working hours.

Another objective for this year is to collect data on all our services open to the public and analyse the opening hours to evaluate them. The idea is to experiment with different opening hours starting next year, to meet our citizens' needs.

In general, we are taking into consideration decongesting traffic in the more critical hours (7-8 AM when students go to school and 16-18 when employees are exiting the workplace). We are also trying to find different financial funds (probably from our Province) to promote green mobility and micromobility. We established two working groups, one within our municipality and one with third parties and entities, to address different time-related issues. We think it is key to make other entities understand that to change the times of the city, we have to work together, and it can not only be a responsibility of the Municipality.

Likewise, we are also working on a European DUT-call proposal with other cities, and also trying to keep alive the interest on time policies we generated during the year we were World Capital of Time Policies.

### **Braga City Council**

1. The first priority is creating conditions for people to live well, not only in terms of leisure but also professionally, focusing on a holistic quality of life.
2. The second initiative involves internal organizational changes, with the creation of a human resources institution to improve working conditions for municipal employees. This includes promoting teleworking and coordinating commuting time, developing business leadership at both skill and emotional levels, and raising awareness through webinars for company staff about women's health.
3. The third priority focuses on culture, in connection with being the Portuguese Capital of Culture in 2025, incorporating time policy perspectives into cultural programming and access.

### **Catalan Government — Department for Equality and Feminism**

Catalonia has a longstanding tradition of time policies with gender perspective, more specifically the Catalan government, has often led or co-led significant initiatives such as children care services (Temps per Cures), in collaboration with municipalities, organizations, and other stakeholders. We have made meaningful progress, and we intend to continue building on this foundation.

Our main priority for the coming years is to continue supporting local administrations in the implementation of effective time policies. Through the existing Network of Professionals for Equity in Work we aim to identify and promote best practices across the territory. Our goal is to find and develop tested and transferable solutions that can be applied in diverse contexts, whether by local governments, other organizations of different sizes, or various sectors.



Additionally, we are committed to creating a Catalan Agenda for Work-Life Balance. This will involve fostering evidence-based policies that promote real and effective measures.

Research will also play a crucial role, providing the necessary data to support and strengthen public policies. We also aim to explore emerging topics such as artificial intelligence, and how it can benefit, or challenge, the development of time policies.

Lastly, a critical focus for us is tackling the feminization of poverty, particularly time poverty, which remains a key barrier to achieving fairer and more inclusive time policies.

### Cremona City Council

The Territorial Plan of the City of Cremona's Timetables

The Territorial Plan of the City's Timetables (L. 53/2000 and L.R. 28/2004), promoted by the Municipality of Cremona, aims to improve the usability of services and the city and the quality of life.

Furthermore, starting from considerations of changes in lifestyles and mobility, it aims to modify the relationship between obligatory time and chosen time, between time dedicated to work and time dedicated to caring for the family and oneself.

The objectives of the Plan concern:

- the construction of collective intelligence in the face of the liberalization of trade;
- the revitalization of the historic centre;
- the collective use of public space;
- the certain timetables of all public administration offices;
- greater use of the city's cultural heritage;
- territorial services for people temporarily present in the city for cultural, tourist and administrative reasons;
- the improvement of the use and quality of public space, also through sustainable mobility actions;
- the harmonization of school timetables and city times in the face of ongoing transformations in the school world;
- the improvement of urban quality and the safety of public spaces.

### Esplugues de Llobregat City Council

3 main priorities:

1. Enhancing our network of companies interested in time policies.
2. Mainstreaming time policies within the city council by organizing a meeting to share best practices from Time4All project and explore their potential implementation.
3. Official designation of Esplugues as a 'Caregiving Municipality' (Diagnosis successfully completed)

Specifically, they are working towards:

#### **Time policies related to care**

#### Follow-up

- “TempsxCures” (time for care): after-school care services, leisure education (0-16 years of age).
- Support groups for non-professional carers.
- Childcare during the majority of council meetings.
- Children’s camps are held between the end of the school term and the start of official work holidays.

#### Updates/ In-process

- Being declared as a “caregiving municipality”

### **Time policies related to the productive sector**

#### Follow-up

- Promoting responsible consumption. Pick-up lockers.
- Collecting good practices and/or improvements. Updates/ In process
- Municipal Data Office.
- Network companies that use time policies. Improvement.
- Create a driving group.
- Expand network companies.
- Offer time use consulting for companies.
- Create a time use award.
- Updated good practices Website.

### **Time policies related to education**

#### Follow-up

- Healthy timetable (for lunchtime for after-school activities, considering circadian rhythms)
- Before-school childcare service
- Two “School Playground” on weekends.

### **Time policies related to culture and work schedule**

#### Follow-up

- Healthy scheduled culture events and council meetings (as City council plenary session, which are also held in streaming)
- Flexible work schedule (in work arrival and departure times, reducing lunchtime 37.5-hour work week, teleworking...)

### **Time policies related to mobility**

#### Follow-up

- Cleaning streets with 70% electric vehicles.
- Checking public lighting (taking into account rest and safety).
- Urban planning according to ‘15 minute cities’ parameters.
- Reducing travel time to public transport. Providing real time information (panels, applications).



- Conducting studies to reduce mobility at rush hour.
- Shared electric bikes and tram (metropolitan service).
- Bike lanes available in almost the entire city.

### Grand Est Region

1. The first priority focuses on the coordination of healthcare professionals and support staff in nursing homes and care centers for the elderly, aiming to improve care quality and optimize resource allocation.
2. The second priority concerns mobility and travel time, especially regarding territorial accompaniment.

### Milan City Council

Their main priority approaches climate change as a time policy area, having divided practices into four categories based on whether they contribute to mitigation or adaptation strategies. These categories include: proximity initiatives to reduce travel time and emissions; multifunctionality approaches to optimize space and time use; digitalization to improve service accessibility; and mobility solutions that enhance transportation efficiency while reducing environmental impact.

### Strasbourg City Council

Their primary focus is on adapting public services for elderly people, particularly those from lower socioeconomic backgrounds than previous elder generations. The objective is to integrate a transversal vision of older adults in municipalities, addressing both service provision and how elderly people can contribute to the community.

A key component of this priority is planning the provision of care services for various stages of ageing, ensuring comprehensive support throughout the elderly population's different needs.

### Sosnowiec City Council

1. At the moment Sosnowiec City Hall is preparing a 3 months trial period where there would be flexible working hours for its employees (more than 700 people). So far, working hours were between 7.30 and 15.30, now working day starts between 7.00-8.00 and finishes 15.00-16.00 with 8 hours of individual work.
2. Sosnowiec City Hall with Silesia University are doing social studies about demographics in Sosnowiec. Why the birth rate is so low? The city's proposal for counteracting the decline in population is a package of discounts and benefits for residents, among others: creating more spots in nurseries (the number has already increased from 200 to 600 and more facilities are being built), additionally, meals for children in nurseries in Sosnowiec will be free of charge, and nurseries will be open for longer hours; preschools without additional fees – the duration of free attendance in municipal preschools will be extended.
3. Newly founded Sosnowiec Women Council evaluates and gives opinion on professional, social and economic topics that are crucial for women.



### Terrassa City Council

1. Develop the Caring City Diagnosis (Terrassa Ciutat Cuidadora) with the support of the Diputació de Barcelona as experts on the topic that has already started, to assess the state of care in Terrassa and have an overview of the work related to care policies or initiatives done by local organizations and such.
2. Disseminate and communicate the available resources and services (from the perspective of time uses, support and accompaniment in Care). We believe that a good mapping must be done beforehand and these actions must be placed under the umbrella of time uses to highlight this need. In this sense, to disseminate what resources we offer as a public administration to non-professional carers, we need to make sure they can attend these sessions. For instance, we developed a session dedicated to opportunities in the care sector in Terrassa and the city council offered support to these families in the sense of a professional caregiver to take care of the person with disabilities they have at home.
3. Transversally implement the perspective of Time Uses in the City Council. Once we have identified the initiatives that we develop from the local administration to optimize and improve the uses of time, at the level of Care, mobility, architecture and construction of the city, as well as to promote a full life in the community, we want to work these policies in a transversal way and with a comprehensive and integrated city perspective. For example, in the culture department, we have an initiative to promote childcare services during cultural events (theatre, etc). With this policy, we are not only working on cultural promotion but also on time policies and care policies.
4. The fourth priority, more linked to time uses in terms of work schedules, we are committed to launching a Time Pact at the local level, together with enterprises and public-private entities. In this sense, as a City Council we are collaborating with the definition of a Strategic Plan of the Sanitary Consortium of Terrassa to humanize and optimize their work in the perspective of the time uses in the city.

### Trikala City Council

1. The first one concerns an event which will be devoted to the caregivers, who are mainly women. Inspired by Strasbourg meeting, we will organize an event for carers of people with disabilities. It will be held in June and includes experiential workshops and some other actions that are now being planned.
2. The second one concerns the creation and operation of new kindergartens' departments in order to support further the reconciliation of family and work life.
3. The last but not least is related to the sustainable mobility. Municipality of Trikala received 7 electric cars for elderly care services. The next 2 or 3 years is expected the completion of sustainable urban development projects which means more bike lines, more free green spaces that promote the quality of citizens life.



## Tempo Territorial

1. Mutualization of building, spaces (MEL, RENNES) : Delving into the subject of mutualization and the versatility of spaces at the European level would be very interesting for territories where this is an increasingly relevant issue (how this topic is treated from a technical, normative, and social perspective). More broadly, what synergizes with our work objects is of interest on the European side.
2. Adaptation to climate change: MEL, the action in 2025 and 2026 will mainly focus on our Time2Adapt project. Time and adaptation to climate change/transition. Schedules of public services (openings of parks, swimming pools, cemeteries, which are cool places) (Also in Lyon and Rennes)
3. How to change the mobility behaviours (Rennes: Chronotope and sharing/mutualisation of buildings/spaces (school buildings and other types of facilities)
4. Changes in mobility practices (peak metro times, road congestion during rush hours, coworking...): how to change the mobility behaviours?
5. Time issues in rural areas: this will be the issue discussed during Temporelles 2025. Is there an interest among our network in these issues: examples of "time in rural territories" With the three targeted approaches which will be addressed during the Temporelles (in Cluny, October 14 and 15)
  - o Mobility
  - o Public services
  - o Food security

Besides that, more general questions to address :

- It is interesting to know if other bodies besides the time offices are raising time questions. Specifically, in the new territories of the network that do not have the culture of "Tempi della Città" (Greece or Colombia), how do temporal issues emerge and are addressed? Time Offices have been an undeniable success for promoting our messages about the necessary articulation of social times for a quarter of a century. If possible, we should create more. However, it is clear that time issues are woven into the fabric of our contemporary societies from all angles. It is THE social issue of the moment, a "total social fact."
- What are the "flexible" consultation methods currently mobilized and most commonly used to discuss rhythms, time, desynchronizations, and regulations at local levels today?
- How do cross-sectoral approaches operate concretely between different sectors of local authorities, large associations, and businesses to achieve more effective solutions for better management of time for the greatest number?

## Time Use Initiative

1. Their continuing priority as secretariat of the Network and with its work with local authorities, is supporting them in developing time policies through knowledge sharing and capacity building.
2. Their second initiative involves developing a comprehensive framework on working time at local, regional, national and European levels, creating multi-level governance approaches to develop and implement time policies.



## Zwickau City Council

Project based on the building called “Nico Treff”, with the following actions:

1. Establish a time bank at the Nico Treff (volunteer exchange for exchanging time for assistance, e.g., cooking for dog walking; each activity is equally valuable)
2. Mini mobility station at the Nico Treff (e-scooters available for rental by residents)
3. Expand the Nico Treff's offerings (volunteers regularly offer various events, e.g., sports groups, get-togethers for newly arrived professionals, etc.)

## Local and Regional Time Agenda Workshop

The afternoon workshop focused on developing the Local and Regional Time Agenda. After explaining the concept planned for Chapter 5, partners preliminarily identified some policies in each of the Agenda sections. They also raised some conceptual comments to be added to the concept note:

- When analysing working time during heat waves, it should also be analysed if there are working time arrangements concerning access to solar light.
- In case there are not enough rural policies identified, it could be considered to be further developed in an upcoming World Capital of Time Policies experience in a rural area.
- All subsections should ensure the mainstreaming of the gender perspective.

When identifying policies during the process, partners can consider including other local or regional institutions that are not yet part of the network. Since some topics overlap with chapters 1 and 2 of the Time Agenda, some of the policies featured there could be repeated by adding a follow up or new results if they exist.

## Work-Related Mobility

*Insights on governance and strategies to optimize commuting for work-related mobility:*

- 15-minute mobility
- Proximity services
- Action for new timetables
- Active mobility
- Conducting studies to reduce mobility at rush hour
- Motosharing and shared bicycles
- Safety of public spaces
- 75% discount on public transport for municipality employees
- To reduce traffic jams and peak hours in public transportation, Rennes (and other cities in France, such as Lille and Poitiers) have developed actions with “mobility generators” (big firms, hospitals, universities, businesses) to agree and change their hours of work (starting and finishing hours)
- Catalan Government
  - Exprés.cat public bus network
  - Gender in mobility planning



- Region Grand Est
  - App using AI to help inhabitants with daily mobility and interconnections/intermobility
  - Bicycle plan to develop cycling lanes and to link cities/villages
  - REME (Reseau Express Metropolitain) and more trams in Strasbourg
- Milan City Council
  - Mobility manager: a City Hall representative coordinates all mobility managers from private businesses who participate in the initiative. S/he collects all the working-from-home mobility plans.
  - New underground line and mobility improvement. The new metro line saves 5 million traffic hours every year, plus a gradual turn-over if public transport to fully electric (now 70%).
  - Active mobility plan to promote and sustain cycling and walking mobility within the city, improving cycle paths and connections between them.
- Strasbourg City Council
  - “Au boulot à vélo” 10th edition: one month (june) where companies are in competition for the most km done with bike to get to work.
- Trikala City Council
  - Electric cars for social municipal services
  - Free bikes
  - Bike lanes
- Banskó
  - It is planned to build bike lanes between nearby villages
- Sosnowiec
  - Free public transportation for children under 16 years old
  - City bikes for rental
  - Bus lanes
- Bolzano
  - Working on express bus lines from the main towns just outside the city to reach the industrial areas (work places) and the city centre.
  - Mobility manager within the administration
  - Green mobility: electric- and hydrogen-fueled buses as means of transportation and bike lanes
- Barcelona City Council
  - Motosharing and biking: city bikes for citizens

## Working Time Structure

*Approaches to creating balanced and flexible working schedules;*

*Adapting to the Climate Crisis and Urban Heat waves while organising work:*

- Territorial services for people temporally present in the city (work-leisure)
- Time balance with smart working — “lavoro agile”
- Hybrid teleworking for office workers

- Concentrated schedule in the forming for gardeners of green spaces
- Milan City Council
  - Smart working at City Hall 8-10 days a month
  - Nearworking: 21 shared offices, 118 work stations
  - Time flexibility
  - Time policies as action in “Climate and Air Plan”
- Bolzano City Council
  - Flexible working hours (entrance: 7-9 am, lunch break: 12-3 pm) and Mondays, Wednesdays and Fridays have flexible hours in the afternoon
    - This is a reality within the administration
    - It can help during summer and heat waves
    - They are working with oyster organizations in the private sector to evaluate a more flexible schedule of working hours — with good feedback
- Catalan Government
  - Network of Professionals for Gender Equity at work
  - Compilation of best practices on Gender Equality at work
- Sosnowiec City Council
  - Possibility of changing working hours for parents of young children
  - Flexible working hours
- Trikala City Council
  - During covid period, the Municipality of Trikala adopted flexible working schedules such as teleworking
- Esplugues de Llobregat City Council
  - Installation of canteens in Esplugues companies to accelerate the lunchtime
  - Flexibility of entrance for municipality workers
  - Reduced lunchtime for municipality workers
  - Intensive schedules for municipality workers
  - Annual conference on best practices with city companies and businesses
- Barcelona City Council
  - Network of companies (XNust)
- Bansko City Council
  - Working time is flexible for two departments of the municipality (Tax Office and Front Office) between 7:30 am to 6 pm.
  - During summer heatwaves, some municipal colleagues work between 6 am and 2 pm.

## Work-Related Time Policies in Rural Areas

*Rural municipalities considerations for workspaces to support time policies:*

- Corporate mobility pact that gives advantages to those who share trips and use electric vehicles
- France:
  - Remote work (from home but also from specific third places) — “SmartWork Centres”
  - Multifunctional service areas — platforms of services
  - “Houses of Health” with different health disciplines
- Region Grand Est
  - Special fund for rural areas across health, culture, work, etc. — “Pacte des ruralités”
  - Implementation of shared housing for the elderly
  - Gynecological mobile unit to allow access from countryside women



- Special fund to allow the elderly to adapt their home
- Creation of health centres in villages or to help doctors going there
- On-demand buses to help mobility less-dense territories
- Recognition of industrial wasteland

## Work-induced Housing Arrangements

*Policies addressing the connection between work and housing/dwelling:*

- House canteen for university youth
- Milan City Council
  - Social Housing Plan for citizens and for City Hall workers
- Esplugues City Council
  - We adapt houses for the elderly and disabled people to improve the conditions where care is provided. Better built conditions imply better conditions for social workers and more efficient time use.

## Other activities workshop

In order to better understand partner needs and expectations from future events, a workshop for suggestions in:

## Time Academy Workshop

In order to better define the programme of the Time Academy, and considering it should be practice-oriented and adapted to the most suitable schedules, it was agreed that:

- Sessions will be held from 10:00 to 11:30 CEST
- Dates: 30th June, 1st, 2nd, and 3rd July
- Content — Introductory one on identifying time policies and:
  - “How to define a cross-government plan to put time at the centre of decision-making”
  - “Evaluating Time Policies”
  - “How to implement time policies’ practices with a positive effect on Air Quality?”

## Annual Assembly

The workshop on the Annual Assembly provided the following ideas:

- Site visits and success case studies
- Workshops with discussions and interactive components
- Toolkit: improve and develop a toolkit for municipalities to implement time policies
- New topic ideas: AI, time & care, energy, climate change, proximity, rush hour, mental health and time management, Chrono-nutrition health topics
- How to develop time as a fundamental right in an uncertain world
- Feature specific cases that can inspire new approaches such as was done in Strasbourg on the impacts of care obligations for the youth
- Study cases: a city presents an invited project and all partners learn from it
- Good practices guidance for safe and inclusive mobility



- New content on specific topics (governance, best practices)
- Invite people directly involved in the projects to hear their perspective
- Invite departments not related with time and all partners try to define the relation with time of a specific project
- Co-creation workshops or collaborative workshops where partners explain an issue, and collectively we try to find solutions
- How should professionals work in time policies? Discuss the professionalisation of the Time Chief Officer.

### Citizens Time Campaign

The workshop on Citizens Time Campaign identified the following communication strategies and approaches:

- Communication Channels
  - Short videos/audio
  - Messages in the City Profiles in message platforms (WhatsApp, Telegram)
  - Visual information (infographics and statistics for the general public)
  - Animated video stories
  - Ambassadors for media engagement
  - Specific campaigns adapted to each territory
- Campaign strategy
  - The campaign should begin in September (back-to-school period)
  - Launch events at key points but prioritize results
  - Target places where people wait (bus stops, service lines)
  - University involvement and student engagement
  - Cultural events, markets, and music venues to reach different audiences
  - TikTok reels and Instagram for younger demographics
  - TV documentaries about time policies
  - Real-life daily situations showing time usage issues