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Roberta Cucca, Lara Maestripieri and Costanzo Ranci

Local Production Systems in Bologna, Italy

FLows: Impact of local welfare systems on female labour force participation and social cohesion

FLows Working Paper

Editor: Per H. Jensen
E-mail: perh@dps.aau.dk

www.flows-eu.eu

Working papers may be ordered from:
Inge Merete Ejsing-Duun
Fibigerstræde 1
9220 Aalborg Ø
E-mail: ime@dps.aau.dk
Tlf: (+45) 99 40 82 18
Fax: (+45) 98 15 53 46

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About the FLOWS project:

The FLOWS project has been funded under the EU FP7 program, grant Agreement no: 266806. The project started January 1 2011 and ended April 30 2014.

The FLOWS project analyses the causes and effects of women's labour market integration, which is an issue that represents a major challenge for the European Union and its member states, and is supposedly also a precondition for the sustainability of the European social model. The overall aim is to analyse (1) how local welfare systems support women's labour market participation, as well as (2) the extent to which (and under which conditions) female labour market integration has contributed to the strengthening social cohesion. The project focuses on how public and private welfare services such as care and lifelong learning intended to support women's labour market integration have been designed; on how women of different classes, qualifications, ethnicities, and geographical locations have grasped and made use of such policies, and on how the increase in women's labour market integration has affected structures of inequality and social cohesion.

The study is based on in-depth analysis of eleven cities, i.e. one city in eleven different countries. The cities/countries are: Brno/Czech Republic, Aalborg/Denmark, Tartu/Estonia, Jyväskylä/Finland, Nantes/France, Hamburg/Germany, Székesfehérvár/Hungary, Dublin/Ireland, Bologna/Italy, Terrassa/Spain, and Leeds/UK.

The FLOWS project is composed by 6 academic work packages:

- WP 1: Degree and structures of women's labour market integration
- WP 2: Local production systems
- WP 3: The local welfare system
- WP 4: Local policy formation/local political actors
- WP 5: Survey questionnaire
- WP 6: Women's decision making
- WP 7: Social structures: cohesion or cleavages and segregation

This working paper series reports work conducted in the seven work packages.

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Abbreviations

| | |
|--------|----------------|
| NUTS 3 | Bologna |
| NUTS 2 | Emilia Romagna |
| NUTS 0 | Italy |

1 Executive Summary

This report focuses on the female participation in the labour market in Bologna, a city with particular features in comparison with the Italian situation, as far women employment opportunities are concerned. In particular, Bologna has the highest rate of women employment in the country: the Lisbon target has been reached around 10 years ago, especially thanks to a cultural attitude oriented to female participation in the labour market and a consequent strong institutional support to welfare provisions, especially related to the childcare. However, during the last decade, this system has began to waver, both for endogenous and external factors: a change in the local political environment and, at the same time, severe cuttings in the national funds oriented to social policies. This situation has especially affected the quality of women participation into the labour market, related to both the instability of the female work conditions and the segregation of the most vulnerable groups in particular sectors and positions. Also the impacts of the recent economic crisis seem to affect more these aspects of the problem.

The report is structured in this way: a) firstly it analyzes the transformations into the local economy and how these changes have affected woman employment opportunities; b) secondly it focuses on the level of female occupational segregation; c) finally it presents some information about local and national policies related to the topic.

2 Introduction

Bologna is not only one of the richest city of Italy but, starting from the second half of the XX century, it has represented for the whole country, the symbol of the good governance, equal opportunity for both women and men and, last but not least, a flag for the liberal movements and parties.

Bologna has built its capabilities of governance in a climate of collaboration and trust with the –civil society, in which women have traditionally played a major role politically, economically and socially, since the first appearance of workers' cooperatives and the very active feminists movement in the 70s. The city itself flourished thanks to the vitality of its movements, cooperatives, associations (Sapelli, 2006) promoting a model of bottom-up participation into the local politics. The strong presence of university students coming from all Italy and from abroad draws the picture of a city traditionally open to difference and able to valorise its different souls to innovate social policies and to become a trend-setter for the whole country.

The participation of women to public life has always been connected to the cultural traditions of this region: the expression –zdourall describes the role always played by women in the family: the head of household, in charge of administrative tasks and manager of the domestic economy and income, while farming [Gamberini, Workers Representative]. As a natural consequence, after Bologna shifted in an industrial city, the –zdourall becomes a worker, making the double income in the family a sort of standard: basically in Bologna, especially in comparison with the rest of Italy, women are expected to work and the local government is expected to provide them the services they need to work outside the family. In fact, during the 60s Bologna was the first city in Italy promoting a system for the childcare of children less than 3 years old, that became the standard for the national regulation in late '70 (Migliucci, Costa, 2007).

The particular attention devoted to a welfare system promoting women employment combines with another strong characteristic of this area. The economic system of Bologna is still affected by the development pattern defined by Arnaldo Bagnasco (1977) as the *Third Italy* model, a pathway of economic development characterizing Emilia-Romagna, Tuscany, Marche and the Veneto, showing distinctive features in comparison with the model prevalent in central and northeast Italy: the *First Italy* (including the area between Milan—Turin—Genoa, until the 90s dominated by large, early leader firms such as Fiat, Pirelli and Olivetti, and nowadays mostly services oriented), and the *Second Italy* (the South, with its economy in the past heavily dependent on state subsidies, and today lying in a permanent situation of economic decline). The originality of the *Third Italy* consists in the concentration of a large number of small and medium-sized firms, specialized in a certain production, in *industrial districts*. Work organization is distinguished by three kinds of close relations (1) between firms and clients to produce short runs of customized goods, (2) between

employers and workers, so that workers have the opportunity to learn the skills to establish their own artisan businesses, and (3) between local firms themselves, which are often linked by alternating relations of collaboration and competition.

Due to the mix of these features - a welfare and cultural system oriented to support women employment and a lively economic environment – Bologna has represented a particularly positive framework for female labour participation.

However, nowadays the city seems to be living a period of crisis, that has started in the late '90s: its ability in promoting a collaborative climate of trust with the civil society has reduced, and the consequences of the financial crisis in 2009 are particularly tough.

In the opinions of the key informants interviewed (tab. 1 annex) for the city has been especially difficult to find a new political guide after the crisis of the Communist Party, that has basically governed the town since the end of WWII. This transition has been particularly critical during the last decade, starting from the election in 2001 of Guazzaloca, the first right-wing mayor. After him, in 2004, there has been the election of Sergio Cofferati, a left-wing candidate who -was not born in the city and has been considered not able to promote the particular social capital of a city characterised by strong relations between different political and social actors. In addition, in January 2010, the last mayor Enzo Del Bono (left wing) resigned after only eight months of mayoralty; since then the city has been ruled by a commissioner nominated by the central government. Today citizens are just welcoming the new left wing mayor Virginio Merola, who has been elected on may 16th 2011, and is expected to start a new period of renovation, economically and socially. In fact, the traditional excellences of the local production system, like automotive and fashion, are suffering a stagnation after the difficulties of 2009 and the recent cuts from national governments put in question the sustainability of the welfare system in Bologna. The absence of a political guide during the last years has eroded the trust in institutions and the reconstruction of positive networks between civil society and institutions will be the first challenge for the new local government.

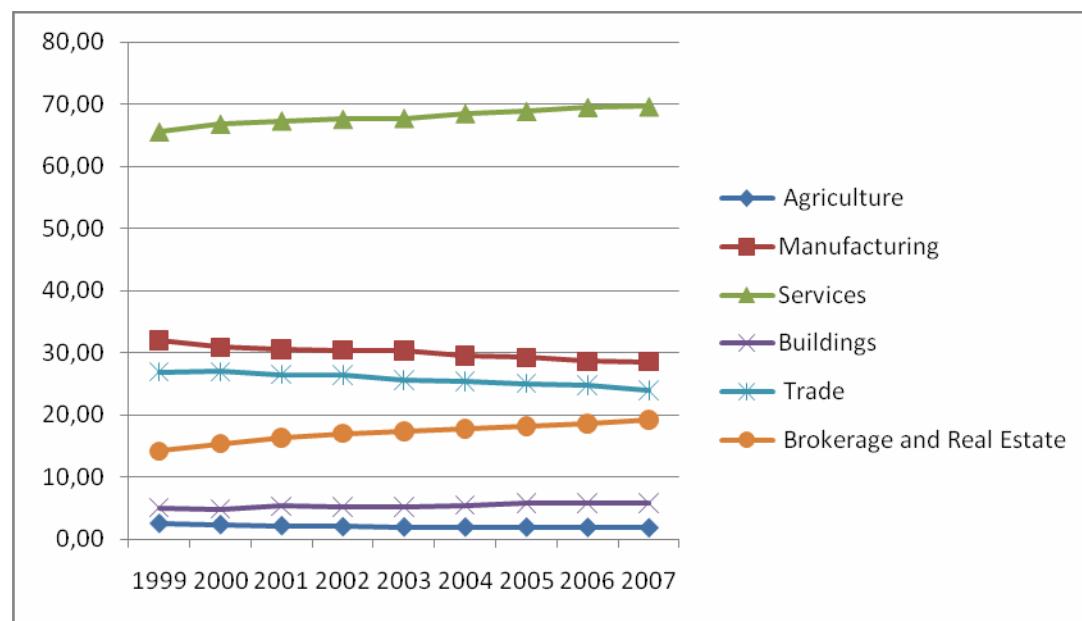
3 Economic specialization and women employment: Motors and services, two souls for a single city

3.1. Economic trend and specialization

In accordance to the general trend characterizing the West-European cities, the local production system of Bologna is mostly based on the service sector, that involves the 62% of the employees in the region and the 68% in the city (source: ISTAT, Survey on Labour Force, 2009). This is basically due to a progressive process of de-industrialization and an increase into the service sector employment, that in Bologna is also promoted also by its role of Emilia Romagna Region capital.

In general, during the last years and consistent with the general post-industrial trend of the western economy, services have gained employees while industry and agriculture are slightly losing their numbers (Graph. 1)

Graph 1 – City of Bologna: trend employment for sector (%)



Source: ISTAT, Conti economici regionali

However, the manufacturing still plays a relevant role in the city, especially due to a strong tradition in the advanced mechanics and motors production, promoted by firms well-known globally, such as Ducati and Lamborghini. In Bologna, in 2007, every 100 business activities there are 20 still belonging to manufacturing, a percentage higher than in Milan (18,9) or in Rome (16,9) (source: web site Comune di Bologna).

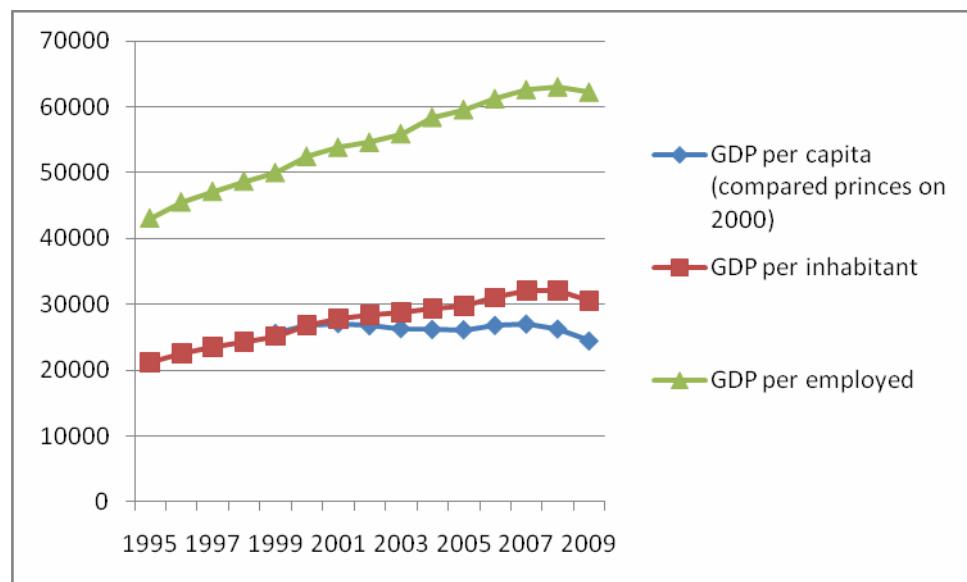
In general, key-informants suggested that the most important subsectors characterizing industry are:

Automotive: Ducati, Bonfiglioli, Malaguti, Moto Morini, Lamborghini;
Advanced mechanics: STM, GDI group;
Electronics: Beghelli, Saeco;
Food: Granarolo, Cirio, Valfrutta, Valsoia;
Packaging, which is organized as an industrial district, where IMA packaging plays the role of leader;
Fashion and Textiles: Furla, Borbonese, La Perla, Mandarina Duck, Piquadro.

They have based their success on the quality of the production with a strong focus on export and innovation, highly sustained by the industrial policies of Emilia-Romagna region. Although we have cited the biggest firms, the majority of the industries are small and middle size business with a strong influence of the family giving the origin to the group.

However, after a decade of strong growth and low unemployment (for many years under the threshold of structural unemployment), many of these industries have suffered the consequences of the financial crisis in 2009 and many historical brands have closed or have been sold to foreign investors (i.e. Ducati is now property of an American group). The difficulties of this moment are testified by the trends in hiring: in 2005, 31,7% of the new employees were hired by industries and 62,2% by services, in 2009 only 17,4% in industry and 76,9% in services (source: IRES, 2010).

Graph. 2 – GDP in Emilia Romagna Region



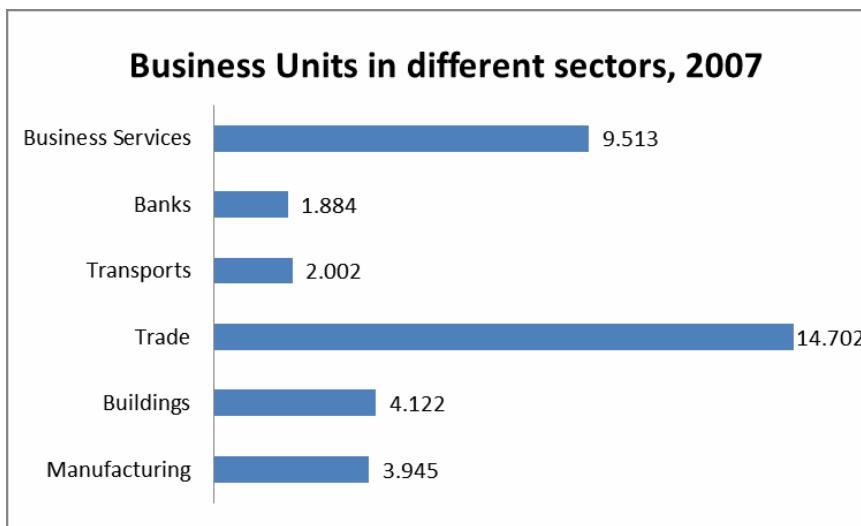
Source: Conti Economici Territoriali, ISTAT

As represented in the picture above (Graph. 2), in 2009 GDP collapsed (-5,9%). There has been a low increase in 2010 (1,2%) and experts foresee that the growth, both in 2011 and in 2012, will be around 1,0% (Source: Unioncamere, 2011). In this scenario of high difficulty, the services sector has held its position and, in some sectors, has even gained new firms (i.e. hotels and restaurants, information and communications, rentals, travels and supports): during 2010, the balance in the movement of firms has been positive (+0,83) compared to industry (-1,69) and agriculture (-2,28) (source: Movimprese 2010).

In the city of Bologna, the services sector is composed mostly by traditional activities direct to families and persons (Graph. 3), which are usually offered through the form of cooperatives. As already mentioned, a high percentage of workers are hired by the public administration: about 40.000 employees, 20% of total in 2001, although we can expect that this value has decreased due to the cuts into the public expenditure (source: Census, 2001).

Other important employers in the services sector are: the university, the Bologna fair, hospitals, cooperative of care and education. In the opinion of our key informants, the majority of the employees in services sector are female, even if we're not able to provide a full gender analysis of employment per sector in our city. Some business units in service sectors and banks are present in city, but their importance in terms of GDP and occupation is minor: many of them are individual and micro business. Our key-informants enlighten a general detachment between the university, which is actually one of the best in Italy with a strong position in the world-wide rankings and the production system; basically they seem not able to establish a fruitful and stable collaboration [Orlando, Women Association].

Graph 1 - Absolute values in Business Unit in different sectors in Bologna, 2007



Source: Comune di Bologna, 2011

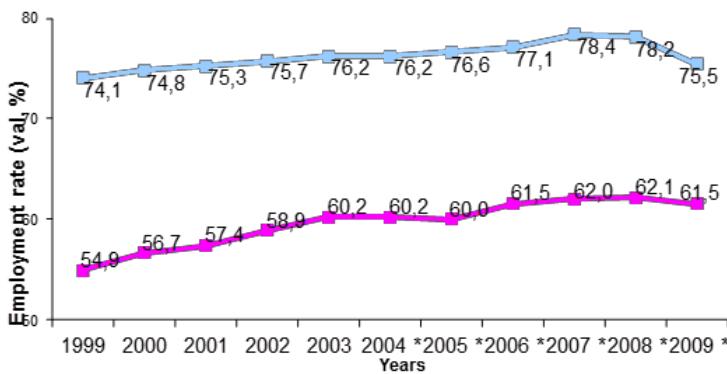
A special remark is related to cooperatives, whose importance is crucial to understand the culture and economic system in Bologna and Emilia Romagna. Cooperatives are economic and social organization, in which every member has the right to vote in management election, despite the property quote they possess in the organization. Born in early XX century as an organization to protect workers and labourers and assist them in food and housing provision as well as in financial investment, they are now a real power in Italian economy. Many of the most important firms in Bologna and Emilia Romagna are cooperatives, like for example Granlatte (owner of Granarolo), CCC, Unipol, Cadiai, Manutencoop and Coop Adriatica.

Cooperatives are the way Bologna and Emilia Romagna choose to make business and still they concentrate an important quote of GDP and employees in the region: in 2008 more than 40.000 persons were employed in cooperatives, 68,4% of them were females (7.497 in grocery stores and 15.236 in care services) (Legacoop, 2008). In 2009, there were 7.533 cooperatives in Emilia Romagna, which have an impact of 5,8% on total GDP of Emilia Romagna (source: Legacoop, 2010).

3.2. Female participation into the labour market

The local features of the economy described above, as well as the general transformation from industrial to post-industrial society, have promoted the presence of women into the labour market: in Bologna they represent the 46% of the total labour force (source: ISTAT, Survey on Labour Force, 2009) with a percentage of 67,4% of activity rate on the total population 15-64, which is the highest in Italy. In the whole region of Bologna, the objective of Lisbon has been achieved in 2003, even though it is still present a high gender gap both in occupation and activity rate between men and women: women participation to labour market has been constantly growing since 80s and it has experienced a decrease only during the worst period of the financial crisis in 2009, although consistent with men rate.

Graph. 4 - Employment rate per gender, Emilia Romagna, 1999-2009



Source: Emilia Romagna Statistics, 2011

However, women are still more represented in unemployed and student population; in general, female have higher educational level, better achievements and more attitude in improving their skills. Bologna, in particular, attracts high-skilled young people from all Italy because of its university and they often remain in the city after they have graduated. In the last decade, Bologna has witness at a constant and general increase in the educational level, and a reduced horizontal segregation in specialization (Comune di Bologna, 2009): even if it still represents a problem in Italy, compared to 20 years ago female are increasing both in technical faculties (i.e. engineer and science) and professions (Gherardi, Poggio, 2003). However, it would be reductive to explain the increase in female employment just referring to the improvement into the educational levels: there are more female participating to labour market thanks to the transformation in family structure (read: less children), an increasing in the number of services for the first childhood and an increasing presence of migrant labour force, which offer care services at affordable prices even for the middle class.

In general, as already mentioned in the introduction, in Bologna the participation of women in to the economic life has always been acceptable and favoured by the culture of Emilia Romagna. As reported by Daniela Zini, unions representative:

usually at home there are two people working .. this also depends by the culture of our region. It's difficult to find the woman who does not work: if it is a choice, it's because she has a family situation of a certain type, a culture of a certain type. Otherwise, in Bolognese families both the husband and the wife work, or if the wife is at home, it's because the son is old enough to working..

Nevertheless, part-time jobs (Tab. 1) are a phenomenon which involves female more than men (in 2009, 24,72% women were employed part-time compared to just 4,24% men, source: ISTAT, Survey on Labour Force).

Tab 1: Contract by age of the first child

| gender | | | Child by age | | | | | | |
|--------|--------------------|-----------------------|--------------|---------|---------|---------|---------|---------|---------|
| | | | 0-2 | 3-5 | 6-10 | 11-14 | 15 | 16 - 24 | Over 25 |
| Male | Patterns part-time | Full-time | 40,33% | 42,38% | 37,98% | 41,01% | 40,09% | 42,49% | 41,20% |
| | | Part-time | 1,88% | 1,59% | 1,63% | 2,01% | 1,92% | 1,43% | 0,89% |
| | | Between half and full | 17,68% | 18,66% | 20,12% | 18,51% | 17,75% | 18,68% | 21,34% |
| | | Less than half | 12,56% | 10,58% | 12,01% | 11,84% | 13,36% | 12,84% | 10,33% |
| | | More than full | 27,56% | 26,78% | 28,26% | 26,64% | 26,88% | 24,57% | 26,23% |
| | | Total | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% |
| | | | | | | | | | |
| Female | Patterns part-time | Full-time | 23,32% | 25,37% | 22,38% | 28,10% | 24,64% | 29,64% | 28,98% |
| | | Part-time | 5,53% | 6,61% | 5,51% | 7,45% | 2,67% | 5,34% | 2,45% |
| | | Between half and full | 32,96% | 42,17% | 38,45% | 39,62% | 47,29% | 35,50% | 35,94% |
| | | Less than half | 27,53% | 16,87% | 19,08% | 14,31% | 13,59% | 16,53% | 15,07% |
| | | More than full | 10,67% | 8,98% | 14,59% | 10,53% | 11,81% | 12,99% | 17,55% |
| | | Total | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% | 100,00% |
| | | | | | | | | | |

Source: ISTAT Survey on labour force, 2009

However nowadays it is still difficult to understand who paid more the recession in 2009; as a preliminary result at a regional level, female employment has grown of 7.000 unities in 2009 while men have lost 56.000 in the same time period. This can be interpreted in two ways: first of all, men are more employed in the manufacturing sector, which actually has suffered the worst consequences of the crisis and women are re-entering into the labour market as a sort of compensation for the salary loss of the male breadwinner, in the context of a family pact. Secondly, the increase in female occupation does not say anything about the quality of these new jobs, which are usually part-time, temporary (Tab. 2) and unstable occupations. In fact, females and young people in Italy are more affected by the problem of precariousness (Fullin, 2004): 9,9% females are employed in temporary jobs compared to 7,6% men and 53,3% young between 15-24 compared to just 0,7% of people between 55-64. In perspective, women are supposed to severe consequences due by the crisis, also because there may be a worsening in the aptitude of employers towards maternity, which already has had effects in terms of discrimination [Barbara Busi, Equal Opportunity counsellor].

Tab. 2 - Distribution of temporary jobs per age and gender in Bologna, 2009

| | | Ages | | | | total |
|--------|-----------------|-------|-------|-------|-------|-------|
| | | 15-24 | 25-39 | 40-54 | 55-64 | |
| Male | Ab. Val. | 3384 | 6422 | 3039 | 0 | 12844 |
| | % | 26,3 | 50,0 | 23,7 | ,0 | 100,0 |
| Female | Absolute values | 4251 | 8466 | 3718 | 202 | 16637 |
| | Ab. Val. | 25,5 | 50,9 | 22,3 | 1,2 | 100,0 |

Source: ISTAT Survey on Labour Force, 2009

Few words on a particular occupational condition, which is peculiar of Italy and represents the most vulnerable condition to precariousness: semi-subordinate jobs, positions in between dependent jobs and self-employment jobs. Regulated by law in 2003³⁷, they are allowed to affect any worker which is involved in a temporary project of work. Similarly to self-employed, they don't have any tie in terms of time and places to perform their professional activities, but still are hired by a firms or institutions. These contracts are spread especially in advanced services sectors and in all levels of education until university; as represented in table 3, in Bologna they mostly affect women.

Tab. 3 - Occupational condition per gender in Bologna, 2009

| | | Male | Female |
|-----------------|----------|---------|---------|
| Dependent | Ab. Val. | 169867 | 167311 |
| | % in | 72,69% | 83,15% |
| Parasubordinato | Ab. Val. | 2084 | 4163 |
| | % in | 0,89% | 2,07% |
| Self-employed | Ab. Val. | 61731 | 29747 |
| | % in | 26,42% | 14,78% |
| Total | Ab. Val. | 233681 | 201221 |
| | % in | 100,00% | 100,00% |

Source: ISTAT Survey on Labour Force, 2009

Another peculiarity of Italy in general, is the importance of self-employment which is actually more spread between male than female, even though it interests almost 15% of currently employed female. Regarding entrepreneurship, women in Bologna and Emilia Romagna represent about 27,6% of entrepreneurs, consistent with trends in the whole country (26,7% in Italy) (source: Comune di Bologna, 2009).

Another consideration regards income gap between men and women: despite the higher educational level of women, in 2007 men earned 59,4% more than women

³⁷ For more information: L. 30/2003

(source: Comune di Bologna, 2009), consistent with national trends. As pointed out by Barbara Busi:

The wage gap has not been affected by any of these changes, and it continues to remain strong as in the rest of the country. It is most evident in the professions, but also in the dependant positions. Although women's access to intellectual activities has increased, the wage gap continues to be evident as in the rest of Italy. This is because women are distributed in occupations and sectors that tend to be lower paid; this is evident also in the public sector where there is a certain degree of equality between men and women in terms of positions but not in terms of wages (particularly in supplementary wages)

In addition, in the opinion of Daniela Zini

The difference between men and women does not only depend by a substantial spread of vertical segregation (which is particularly pronounced for the white collars) but also because for an equal work, women are generally framed in the lower levels (and consequently are paid less). Often, women are framed with -minimum wage and super bonus[, which can be easily withdrawn in a period of crisis and accepted by women who are most vulnerable and easy to blackmail, due to a greater difficulty of relocation

3.3. The problem of the quality of the jobs

In conclusions, Bologna seems to be a quite favourable environment for women who want to work, in terms of *availability of jobs*. Nevertheless, our key informants suggested that we must look deeper into the black box of the *quality of jobs* in order to understand if there are really good opportunities for women. A first concern is about occupational status of women: they seem to be involved more often in precarious occupation than men and often are concentrated in part-time jobs. Last but not least, segregation mechanisms seem to be very active, although the favourable landscape of Bologna: we are supposed understand them in order to open the black box of quality/quantity in the female participation to labour market.

4 Questioning the quality of jobs. Horizontal and vertical segregation in Bologna

In Bologna, the transformation of economy has affected directly the female participation into the labour market, especially in terms of increasing number of women. Although Bologna is the most favourable local production system for women in the whole Italy, the analysis has especially highlighted a high level of female concentration, as well as an over representation of other weak categories of workers (such as young and migrants), into positions affected by vulnerability and precariousness.

4.1. Linkages between horizontal and vertical segregation

Regarding the horizontal dimension of segregation, there are two relevant questions:
-firstly, it's interesting to understand if there are still professions characterized by a strong sex typing;
-secondly, it's relevant to analyze if occupations populated mostly by women are associated with less favourable condition of work (i.e. low salary, reduced chance of career progress and high diffusion of non-standard employment).

Looking in general at the presence of women in sectors, the areas where women are more concentrated are: family care services (77,6%), education (73,2%), professional care and nursing (62,3%), textiles manufacturing (60,8%), trade (50,5%). Under the threshold of the average presence of women (38,8%), we find buildings (7%) and army (less than 1%) (source: Census, 2001). Females represent about 50% of occupation in public administration (source: web site Ministero dell'Economia, 2001). In general, this distinction is not only based on the type of professional activities but also on the positions carried out into organizations: women, usually, are concentrated into non-technical white-collar activities, especially into the manufacturing sector (Pruna, 2007). However, women are concentrated especially in services and they are more than men in all the categories (Tab. 4).

Tab. 4 - Employment for sector in Bologna, by gender 2009

| | | Male | Female |
|---------------------------------------|-------------|--------|--------|
| Agriculture | Ab. Val | 3836 | 3193 |
| | % in gender | 1,6 | 1,6 |
| Manufacturing | Ab. Val | 71998 | 32543 |
| | % in gender | 30,1 | 16,0 |
| Buildings | Ab. Val | 29785 | 1313 |
| | % in gender | 12,5 | ,6 |
| Trade | Ab. Val | 39048 | 31983 |
| | % in gender | 16,3 | 15,7 |
| Restaurants and hotels | Ab. Val | 6674 | 12139 |
| | % in gender | 2,8 | 6,0 |
| Trans ports | Ab. Val | 17075 | 7198 |
| | % in gender | 7,1 | 3,5 |
| Brokerage | Ab. Val | 11133 | 6750 |
| | % in gender | 4,7 | 3,3 |
| Business services | Ab. Val | 24780 | 30944 |
| | % in gender | 10,4 | 15,2 |
| Public administration | Ab. Val | 10101 | 9753 |
| | % in gender | 4,2 | 4,8 |
| Professional care and social services | Ab. Val | 16600 | 44649 |
| | % in gender | 7,0 | 21,9 |
| Care services | Ab. Val | 7810 | 23057 |
| | % in gender | 3,3 | 11,3 |
| Totals | Ab. Val | 238839 | 203521 |
| | % in gender | 100,0 | 100,0 |

Source: ISTAT Survey on Labour Force, 2009

In particular, they seem to be segregated in the area of care and educational professions, which are considered suitable for women as –natural female aptitudell. In cooperatives, which are very important employers for women, they represent 78,7% of employees in retailing, 89,4% in care assistance and generally 80,2% in services (source: Legacoop, 2010).

The situation is also complicated in manufacturing, where female are less than half compared to men and where they are employed in white-collars low skilled positions, as we have been informed by Daniela Zini [Unions Representative].

In fact, regarding the type of professional condition (Tab 5) , 48,4% of the whole female occupation is employed into organizations as white collars compared to 33,9% of men, while less than 10% of female occupation is employed as blue collars or artisans (men are about 35%). On the opposite, there isn't any evidence of a gender difference related to the dimension of employer organizations (3,33 for women, 3,50 for men, source: ISTAT Survey on Labour Force, 2009).

Tab. 5 - Occupations by gender in Bologna, 2009

| | | Male | Female |
|-------------------------------|-------------|--------|--------|
| Managers and entrepreneurs | Ab. Val. | 12069 | 5970 |
| | % in gender | 5,1 | 2,9 |
| High-skilled professionals | Ab. Val. | 20425 | 22751 |
| | % in gender | 8,6 | 11,2 |
| Skilled white-collars | Ab. Val. | 63277 | 57564 |
| | % in gender | 26,5 | 28,3 |
| White-collars | Ab. Val. | 17684 | 40954 |
| | % in gender | 7,4 | 20,1 |
| Qualified occupations | Ab. Val. | 26576 | 38109 |
| | % in gender | 11,1 | 18,7 |
| Artigians and skilled workers | Ab. Val. | 56459 | 9358 |
| | % in gender | 23,6 | 4,6 |
| Blue-collars | Ab. Val. | 24888 | 6851 |
| | % in gender | 10,4 | 3,4 |
| Non-qualified occupations | Ab. Val. | 15517 | 21661 |
| | % in gender | 6,5 | 10,6 |
| Army | Ab. Val. | 1946 | 304 |
| | % in gender | ,8 | ,1 |
| Totale | Ab. Val. | 238838 | 203521 |
| | % in gender | 100,0 | 100,0 |

Source: ISTAT Survey on Labour Force, 2009

The situation of a huge segregation of women in care services is also confirmed by the most recent trends related to hiring (second semester 2010), that show women mostly employed in hotels and restaurants (9,8%), home care for families (16,91%) and professional care (38,07%) (source: data from Provincia di Bologna, 2011). These positions might become an occupational trap in which most of the female migrant workers are stuck, without any chance of career and professional empowerment, as reported by Blagovesta Guetova [Migrants Association representative]. The problem is that these occupations, although highly requested, are considered as *-junk jobs*. In Italy market of non-professional care is characterized by low salaries, long working hours and a high rate of undeclared work. This is the sector where low-skilled females and migrants are segregated. As reported by Orlando representatives [Women association]:

The care work is largely dependent by women and many of them nowadays are asking to be re-employed in this occupation as a result of the crisis: the *-Socio Medical Assistant* title allows them to find work immediately. This position is very popular between immigrants women, although this profession is very fragile and blackmailed: little money, few rights, low level of unionization (especially in cooperative housekeeping and maintenance). In addition, immigrant women are strongly affected by the crisis (sometimes they earn 1.50 € per hour) and there is a large percentage of illegal workers. This work has replaced the work in manufacturing and is regarded as a junk job.

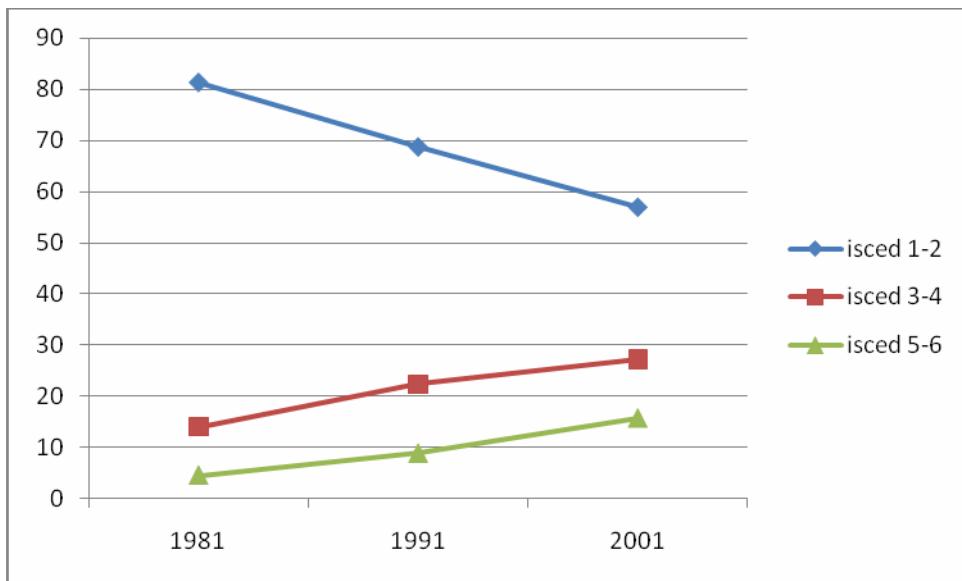
As clearly testified by data, women who have an important role as manager or entrepreneurs are less than men, and they are mostly collocated in trades and services, consistent with the distribution of female occupation: in 2007, female entrepreneurs were in trade (24%), real estate managing (11,5%), hotels and restaurants (9,3%) and agriculture (9%) (source: Camera di Commercio, 2009). Unlike the rest of Italy, in Emilia Romagna female firms are averagely more than 10 years old, confirming a good management ability of the owners and their capacity of facing the financial crisis, during which they were performing better than male firms, as pointed out by Loretta Ghelfi, president of CAN [Employers Representative].

Nevertheless, although the 13,7% of female entrepreneurs have an activity in manufacturing, usually this is due to a family inheritance, like the example of Isabella Seragnoli, leader of GDI group [Albanelli, Female Entrepreneurs Representative]. More often female are present in firms as partners or family worker, in a subordinate position compared to the male breadwinner.

Nevertheless, it is important to stress at list one important transformation regarding high-skilled professionals: women are more represented than men (11,2% and 8,6%) and this difference is confirmed also in business services (15,2% women and 10,4% men). This might be related to the better achievements of women in university and education (Graph. 5), a factor explaining also the increasing presence of women in professions: already since 1981, young women have been more likely to achieved the highest level of education. In 2001 the 30,1 of the women in the age 25-29 were able to achieved a university (or para-university) degree, while the percentage of men was stuck at 19,5% (Istat, Census 2001); however there is still a strong concentration of female student in humanistic studies, while male student are more likely to attend technical studies (Comune di Bologna, 2009).

The result is that, with the exception of the traditional female professions, such as midwives and social workers (99,3% and 92% of females), women start to be quite equally represented also in categories such as lawyers, doctors and architects, while are predominant between psychologists, pharmacists and administrative consultants (source: Comune di Bologna, 2009).

Graph 5 – Trend female level of education in Bologna



Source: Census, 2001

However, women are more likely to be affected by vertical segregation, especially if they succeeded in entering prestigious professions, like for example regulated professions (Cassese, 1999). In addition, although it might be considered as a signal of upgrading social mobility, we also should remember that these professions are strongly characterized by instability of work conditions (contracts and wages), as well as a high rate of self-employment. In fact, even if precarious jobs are a cost that nowadays young people are obliged to pay to enter the labour market in Italy, especially for high-skilled workers, precariousness tends to persists also in the central years of the career affecting families characterized by multidimensional precariousness, as double non-standard incomes, common-law marriages and people who are living in the city less than 5 years (Nardi, 2010). In addition, in Italy, the precariousness of the job seems to strongly affecting fertility rates. As reported by a survey carried out in Bologna on the precarious condition of women into the labour market (Medec, 2008), there are strong correlations between maternity and the condition of employment: women 25-30 years old who have permanent contracts are more likely to have children (44,7% in comparison with the 14,1% of temporary workers) and the same is for women between 31-40 (79,3% in comparison with 50% of temporary workers).

4.2. Impacts and reasons of occupational segregation

In general, Italy is strongly affected by the problem of vertical segregation of women, that occurs also in the sectors where women are the majority: for example, women working in schools are for more than 75% teachers but for less than 40% managers, while men are 25% teachers and 60% managers (Pruna, 2007). Generally speaking, comparing to the rest of European countries, Italy is the last in rankings about female presence in management and governing bodies positions (Pruna, 2007). This trend is evident in every kind of organization. Also in Bolognese cooperatives, which are institutes with the mission to promote equal opportunities and where women are highly represented³⁸, only the 14% of management positions is occupied by women (source: Legacoop, 2010).

Segregation of women is not only evident in position into organizations but also in career and wage progression, which is actually slower and harder than their male colleagues. This has a direct and evident influence on the gender gap between men and women, which is in general about 80%: women employed in the same position earn 20% less than men and it's a trend which is stable since early 80s³⁹ (source: UE, 2001). This situation might be explained referring to a concurrence of multidimensional factors of disadvantage. Firstly, women work less compared to their male colleagues both for the higher presence of part-time among women and a less propensity to work overtime, i.e. in Bologna during 2009 men worked about 37 hours per week, while women 30 (source: ISTAT Survey on Labour Force, 2009);

Secondly, in Italy almost all unpaid work performed in families is female work, even if it is acquired on the market (above all by female migrants). A recent study from OECD shows that Italy is one of the worst OECD countries in terms of unpaid work inequality between men and women, as reported from table below (OECD, 2011). This condition of overloading afflicts women mostly in the early years of their career (30-40) when they're building their own family: this is another explanation to the vertical segregation of women in Italy (Pruna, 2007): maternity is the first reason for discrimination of women in their job positions, as it is has been confirmed by Barbara Busi, equal opportunity counsellor in Bologna

Thirdly, the segregation of women is a direct consequence of the structure of horizontal segregation: most of the sectors where women are more concentrated have a –short careerll: i.e. teachers and social workers have a limited extension of hierarchical scale and it may affect the career of women (Pruna, 2007).

³⁸ In cooperatives every governing board must have 30% of women and young represented; in perspective, this is an achievement Italian government is trying to promote with the new law's proposal approved in Senato 16th march 2011 and currently in passage at Camera.

³⁹ See <http://eurofound.europa.eu/eiro/2001/04/inbrief/it0104181n.htm> for more information.

Last but not least, we have cultural backwardness which is milder but still present in Bologna: as underlined by Rita Finzi [Legacoop Equal Opportunity responsible].

This phenomenon can be explained by two factors: one, culturally, there is a prejudice against the female workforce. Usually women are relegated to subordinate roles because they are supposed to be less self confident and also because they are supposed to have -the problem of children and the house. Basically the paid work is not seen as a necessity, but a secondary asset to the work of care. The second issue is the insecurity of women, as many of them believe they are not able to play leadership roles. The man acts as if it was natural to assume positions of leadership, while women think they are supposed to be under male control.

In general, sectors such as services (above all services directed to person and families) are highly affected by low salaries and undeclared work conditions and these are one of the natural destination of women when they enter the labour market. Referring to average pay, trades earned in average 22.244€ in 2010, restaurants and hotels are about 19.770€ and private services around 22.000€ (source: data from ISTAT, 2011). It's estimated that about 10% of employees in services have undeclared their condition of work (source: Provincia di Bologna, 2007).

The situation is apparently worse in cooperatives, where there is a concentration of low salaries connected to the limited number of hours performed by workers (often belonging to ethnic minorities). As pointed out by the representative of Orlando [Women association]

Usually women working in cooperatives, oriented to education or general family services, are paid between 6 and 8 € per hour. They are mainly foreign women, and they have salaries strongly below the level of the skills required in order to carry out these professions (especially in the case of care-givers).

4.3. Weaknesses emerging

In conclusion, although the situation in terms of occupational segregation in Bologna looks more favourable in comparison with the rest of Italy, being a woman in this city doesn't mean having access to jobs of quality.

Firstly, women are often concentrated in the sector of services. Also due to the limited presence of an advanced service sector in the city, they are especially concentrated in services directed to families and care. In this area the cooperatives are the biggest employers, but they don't seem to be able to guarantee the quality of job they pretend to pursue. In particular, being an immigrant woman is nowadays the worst condition to enter and stay in the labour market in Italy: the strong discrimination against migrants, who are literally trapped in secondary jobs on market, is even worst for women, who are often employed by family as care-giver and have no life and no contacts with the Italians outside their job, which takes up most of their time. As strongly affirmed by Blagovesta Guetova [Migrants representative]:

The biggest problem experienced by migrant women is about the trap of employment, especially as caregivers. Women often find themselves caught up in very humble work, with low wages and heavy tasks, with no chances of professional growth and change for the future. Despite these women often have a higher education, it's difficult to then to find other opportunities; so, most of the time, migrant women are going to waste their skills and capabilities.

Secondly, high-skilled women, who are even growing in number in Bologna, usually access the labour market in a position of insecurity and contract instability, which might lead to a institutionalization of precariousness, which persists even in the crucial age of 30-40, when they are setting up their own families. In fact, most of the problems of trade-off between family and work occurs in this cohort and these women are more often interested by discrimination and career's breaks (Medec, 2008)

Finally, the jobs in the manufacturing sector are characterized by a strong predominance of men in the higher positions, as well as managers or technicians, while women are concentrated in low-medium skilled occupations. In addition, the economic crisis seems to have further diminished these opportunities, both for women and men.

5 Policies at stake

5.1. *Typologies of contracts*

The labour contracts in Italy are regulated at national level. During the last decades they have been characterized by important changes, basically oriented to flexibility or precariousness, in a context where traditionally, together high level of self-employment, the permanent positions have been the ordinary form of employment.

Today the Italian labour market collect several form of contracts, associated with different level of protection by risks and parental leaves.

The most important contracts are: permanent position; temporary position; semi-subordinate positions; self employment.

As far the risk of unemployment is concerned, the permanent position is characterized by the highest level of protection, although different rights related to the situation of the firms. In Italy the most important social security cushion is the unemployment benefit, which is granted only to permanent workers employed in big firms, or medium-little size firms declaring a special period of crisis.

There are very weak measures protecting self-employed workers and para-subordinates from the loss of income; in certain case, it is possible for temporary workers to access to a unemployment compensation, depending on typology of contract by which the worker is hired.

Bologna and the local administration hasn't provide anything in addition to the standard national measures, with the relevant exception of financial aids supporting families in paying rents, loans, bills and other expenses, such as tuition fees and seasonal tickets to public transportation. Most of the resources has been invested in the exceptional increase in the redundancy payment: during 2009 the numbers of redundancy payment approved in Bologna were about 16 millions, +526% compared to 2008 (source: IRES-CGIL, 2010), which are paid by regional resources. In 2011, there will be the last supply for the organizations which have asked to start redundancy in late 2008; if the recovery from financial crisis won't strengthen, we might expect that there will be an increase in unemployment rates in Bologna (and in whole Italy).

Also as far parental leaves are concerned, the permanent and temporary positions provide for 5 months of compulsory leave, with 80-100% income, and the possibility of a supplementary leave for other 6 months, with 30% income.

The para-subordinate contracts provide the same conditions but with a huge difference in terms of benefit: they are supposed to receive the 80% of the average wage earned during the year before the maternity, but only if they have worked at least for 3 months. Similar rights are associated to self-employed women, nevertheless they are protected professionals, with private agreements.

5.2. Local form of protections

The differences related to the social protection provided by the different work contracts in Italy are basically not compensated by the welfare system and, also at local level, there are few additional programs oriented to protect women against the risk of the precariousness and promote their ability to conciliate maternity and work.

Bologna, in particular, is a city involved in a deep demographic change, that requires innovation in policies that the recent municipal administrations were not able to provide. First of all, Bologna is a city of elderly and in 25 years the average age of population has increased from 46,2 years old to 49,4. Nowadays it is one of the oldest city in the whole country, with 26,4% of population older than 64 years old (source: Comune di Bologna, 2007). Thanks to the exponential increase of migrants in city, during the last 20 years there has been an inversion in the nativity trend: from 0,85 children/woman Bologna is now assessing around 1,27.

Regular migrants in city are now around 40.000 and represent about 12% of population, with an annual growing rate that was, between 2009 and 2010, around 11% (source: Comune di Bologna, 2011): despite this, they are highly discriminated and in the labour market they are facing a difficult situation of segregation which traps them in the secondary markets despite their educational level, with a vicious waste of human capital.

Policies have suffered also because the financial crisis, which happened in a period of national deep cuts; there is a little doubt that it will have direct consequences on the quality of women life, as long as they will be required to do more unpaid work in the families. Moreover, around the 30% of Bologna families come from outside the city and women often cannot depend on widened families: the cuts are challenging their capacity of creating a good balance between work and family with a direct relapse on the weakest subjects, as for example female migrants. In fact, local communities in Italy are now facing the challenge of keeping the quality of their local welfare systems, although in a context of constant reduction of their financial resources and an increasing demand from society in which the consequences of financial crisis of 2009 are still heavy in terms of unemployment and redundancies.

Coming back to women, as we already pointed, it has never been regarded by the institution as a problem, since in Bologna there has always been a plentiful offer of job positions for women. Although, the problem of the quality of female occupation is never been at the top of political agenda and it's never been the first in equal opportunities policies. The traditional solution of Bologna has been the institution of a strong network of childcare centres, which are sponsored directly through the township resources: Bologna holds the record in Italy and they are able to provide a coverage equal to 30% of children under 3 years old in the context of an almost complete territorial coverage. The childcare has allowed the high participation of women into labour market which has determined the primate of Bologna in Italy as the most favourable city for female work. However some new programs related to childcare have been strongly discussed, because they seem to interrupt the positive municipal tradition of promoting female labour participation. It has been the case of a program supporting low-income women who are not working and are taking care of a child max 3 years old.

5.3. Unionization and neo-corporative agreements

Actually, Bologna has lived this period of difficulty with serenity thanks to a strong commitment of trade unions and employers representatives: the high level of unionization and the tradition of corporative process has led to a traditional climate of collaboration which helped in this situation of crisis. Compared to the rest of Italy, where unionization is about 38% of dependent workers⁴⁰, Bologna and its workers have maintained trust in trade unions as institution, even if in the last three years we are facing a clash between the biggest trade unions at the national level: Cgil (leftist) against Cisl (catholic) together with Uil (right-wing).

Nevertheless, trade unions in general are living a period of crisis which goes beyond the actual financial crisis and it is more correlated to the incapacity of representing the new form of precariousness: individual high-skilled workers, especially, are not represented by the trade unions, which are tied in the old forms of wage bargaining for dependents

⁴⁰ For more information: http://www.lavoce.info/articoli/-relazioni_industriali/pagina159.html

workers. This incapacity has been quite spread also in the political institutional both national and local level, which in the past has been the trend-setter in setting up policies solutions to new social problems:

At the local level, this crisis has manifested itself in a block in the city's ability to propose solutions to meet the needs of working women. This lack of innovation is a shock to Bologna and the difficult situation related to the crisis is more suffered in a city famous for its ability to innovate and take action before the other territories that now seems to be less livable, less special. This shock for women have coincided with the spread of work instability and a general social rupture with the previous generation [Orlando, Women Association].

As far policies oriented to involved different actors on the topic of women employment are concerned, the most important program is related to the –City time policies!. Time policies started in Italy in the mid 80's by initiative of a group of care-giving women -women change time!. The highlights: quality of life; daily time; reorganisation of public time in the city and the territory. One important aim is increasing choice options for services (opening hours, on line accessibility, emergency, information and infomobility, location, removing access constraints for residents, service coordination) so as to enhance the daily agenda flexibility and conciliation of time for living (for the family, for social relations, for ourselves) and time for paid work. In Emilia Romagna it is regulated by the Regional Law 17/2005, that provides a range of instruments aiming to promote full employment, high quality of work and security, especially for women, thanks to some actions addressed to inclusion of women in the labour market, services supporting women workers needs (vouchers), alternative ways of work (telework) and measures to increase women entrepreneurship. The actors involved are primarily public authorities -for instance districts, municipalities, employment services- but also private organisations, such as professional associations, development agencies, multinational companies

6. Conclusions

Starting from the second half of the XX century, Bologna has represented, for the Italian context, the symbol of the good governance, as well as a pattern of development promoting equal opportunity for both women and men, thanks to a climate of collaboration and trust between the private sector, the institution and the cooperative movements. The local production system has been characterized by the strong influence of a –Third Italy model (Bagnasco, 1977), as well as by a lively cultural environment promoted both by different social actors and the more ancient academic institution in Italy. Also thanks to a strong traditional female participation into the labour market, sustained by an innovative welfare system, Bologna has became one of the richest cities in Italy.

However, during the last decade, the city has suffered for a difficult situation, affecting the climate of collaboration between social actors and limiting its traditional capacity of innovation, as well as in the economy and in the welfare system. Also due to the strong cuts to funding oriented to social policies at the national level (Kazepov, 2009), the city has not been able to promote a good quality of the job positions for women. The high level of female occupational segregation is the results of an economic and social pattern of development that has not been able to develop its social potentiality. Nowadays Bologna is dealing with the severe consequences of the financial crisis, that in particular seems to be worsening the same weak point: women are maybe losing less job positions in comparison with men, but are on the pathway toward a decreasing quality of their employment. In few words, the case of Bologna seems to be challenging in order to understand not only the value of a high level of women participation into the labour market but also the quality of their contribute to the local economy.

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TAB 1 – KEY INFORMANTS INTERVIEWED

| Name | Organization | Tipology organization | Interview Date |
|--------------------|----------------------|----------------------------------|----------------|
| Daniela Zini | CGIL | Unions Representative | 07-apr-11 |
| Laura Gamberini | CISL | Unions Representative | 07-apr-11 |
| Loretta Ghelfi | CNA | Employers Representative | 12-apr-11 |
| Federica Pirani | Unimpiego | Employers Representative | 12-apr-11 |
| Sandra Albanelli | AIDDA | Female entrepreneurs association | 27-apr-11 |
| Barbara Busi | Provincia di Bologna | Equal Opportunity Counsellor | 27-apr-11 |
| Blagovesta Guetova | Agorà | Female migrants association | 27-apr-11 |
| Gabriella Cioni | Comune di Bologna | Labour Market Expert | 28-apr-11 |
| Rita Finzi | Legacoop | Employers Representative | 28-apr-11 |
| Patrizia Paganini | Provincia di Bologna | Labour Policies Expert | 04-mag-11 |
| Giovanna Casciola | Orlando | Women association | 04-mag-11 |

TAB 2 –GDP (SOURCE: CONTI ECONOMICI TERRITORIALI ISTAT)

REGIONAL

| Years | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| GDP per capita (compared prices on 2000) | | | | | 25.592 | 26.870 | 27.090 | 26.761 | 26.316 | 26.196 | 26.147 | 26.824 | 27.022 | 26.261 |
| GDP per inhabitant | 21.195 | 22.556 | 23.482 | 24.299 | 25.139 | 26.870 | 27.779 | 28.378 | 28.739 | 29.315 | 29.784 | 31.021 | 32.113 | 32.062 |
| GDP per employed | 43.041 | 45.509 | 47.115 | 48.671 | 49.972 | 52.452 | 53.825 | 54.585 | 55.904 | 58.392 | 59.572 | 61.227 | 62.598 | 63.028 |

NATIONAL

| Years | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 |
|--|------|------|------|------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------|
| GDP per capita (compared prices on 2000) | | | | | 20.1 81 | 20.9 17 | 21.2 84 | 21.3 13 | 21.1 44 | 21.2 58 | 21.2 39 | 21.5 49 | 21.7 09 | 21.2 59 | 20.0 67 | |
| GDP per inhabitant | 16.6 | 17.6 | 18.4 | 19.1 | 19.8 | 20.9 | 21.9 | 22.6 | 23.1 | 23.9 | 24.3 | 25.2 | 26.0 | 26.2 | 25.2 | 25.6 |
| GDP per employed | 66 | 53 | 35 | 78 | 03 | 17 | 15 | 61 | 81 | 20 | 91 | 01 | 41 | 03 | 47 | 14 |
| GDP per head | 42.1 | 44.4 | 46.2 | 47.7 | 49.0 | 50.8 | 52.4 | 53.6 | 54.9 | 57.0 | 58.5 | 59.9 | 61.7 | 62.8 | 62.7 | 64.4 |
| GDP per employed | 27 | 87 | 81 | 20 | 15 | 73 | 01 | 72 | 92 | 93 | 57 | 22 | 82 | 66 | 39 | 08 |
| GDP per head | 23.3 | 23.5 | 24.0 | 24.3 | 24.6 | 25.5 | 26.0 | 26.0 | 25.8 | 26.0 | 25.9 | 26.3 | 26.5 | 26.0 | 24.5 | 24.7 |

TAB 3 –EMPLOYMENT BY SECTOR (SOURCE: CONTI ECONOMICI TERRITORIALI ISTAT)

CITY OF BOLOGNA

| | Years | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 |
|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Agriculture | % | 2,52 | 2,33 | 2,16 | 1,99 | 1,94 | 1,93 | 1,92 | 1,88 | 1,81 |
| Manufacturing | % | 31,95 | 30,86 | 30,50 | 30,41 | 30,32 | 29,55 | 29,20 | 28,58 | 28,53 |
| Services | % | 65,53 | 66,81 | 67,34 | 67,60 | 67,75 | 68,52 | 68,89 | 69,54 | 69,65 |
| Buildings | % | 5,05 | 4,83 | 5,29 | 5,21 | 5,19 | 5,45 | 5,79 | 5,75 | 5,75 |
| Trade | % | 26,92 | 26,94 | 26,50 | 26,36 | 25,59 | 25,40 | 25,05 | 24,80 | 23,96 |
| Brokerage and Real Estate | % | 14,14 | 15,34 | 16,26 | 16,99 | 17,27 | 17,74 | 18,14 | 18,58 | 19,23 |

EMILIA ROMAGNA REGION

| | Years | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|------------------------------|-------|----------|-------|----------|-------|-------|-------|-------|-------|-------|-------|-------|
| Agriculture | | 6,715,90 | 5,64 | 5,415,01 | 4,80 | 4,40 | 4,30 | 3,90 | | | 4,00 | 4,07 |
| Manufacturing | | 36,10 | 36,22 | 35,92 | 35,55 | 35,96 | 35,30 | 35,40 | 35,20 | 35,50 | 34,21 | 33,95 |
| Services | | 57,19 | 57,88 | 58,45 | 59,05 | 59,04 | 59,90 | 60,20 | 60,50 | 60,60 | 61,79 | 61,99 |
| Buildings | | 6,21 | 6,30 | 6,50 | 6,35 | 6,42 | 6,78 | 7,06 | 6,96 | 7,22 | | |
| Trade | | 24,82 | 25,10 | 25,09 | 24,77 | 24,38 | 24,45 | 24,24 | 24,04 | 23,81 | | |
| Brokerage and Real Estate | | 11,60 | 12,25 | 12,79 | 13,29 | 13,50 | 13,85 | 14,19 | 14,44 | 14,98 | | |

ITALY

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Agriculture | 5,48 | 5,31 | 5,24 | 5,02 | 4,88 | 4,40 | 4,20 | 4,30 | 4,00 | 3,83 | 3,80 |
| Manufacturing | 32,62 | 32,10 | 31,80 | 31,75 | 31,82 | 30,70 | 30,80 | 30,10 | 30,20 | 29,71 | 29,16 |
| Services | 61,89 | 62,59 | 62,97 | 63,23 | 63,30 | 64,90 | 65,00 | 65,60 | 65,90 | 66,46 | 67,04 |
| Buildings | 6,70 | 6,78 | 7,08 | 7,14 | 7,24 | 7,37 | 7,65 | 7,60 | 7,76 | | |
| Trade | 24,39 | 24,56 | 24,65 | 24,37 | 24,40 | 24,33 | 24,25 | 24,42 | 24,45 | | |
| Brokerage and Real Estate | 12,26 | 12,86 | 13,25 | 13,71 | 13,89 | 14,10 | 14,26 | 14,38 | 14,68 | | |

TAB 4 – EMPLOYMENT (SOURCE: CONTI ECONOMICI TERRITORIALI ISTAT)

CITY OF BOLOGNA

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|---------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Activity rate (total) | 53,17 | 53,14 | 51,58 | 51,82 | 52,55 | 53,4 | 53,1 | 55,9 | 54,8 | 55 | 54 |
| Activity rate (M) | 61,21 | 61,05 | 59,39 | 59,63 | 60,19 | 60,5 | 60,4 | 64 | 62,6 | 62,3 | 60,7 |
| Activity rate (F) | 45,84 | 45,97 | 44,44 | 44,69 | 45,58 | 47 | 46,5 | 48,5 | 47,7 | 48,4 | 47,9 |
| Employment rate (total) | 51,45 | 51,48 | 49,87 | 50,37 | 51,34 | 51,8 | 51,7 | 54,3 | 53,5 | 53,8 | 52,2 |
| Employment rate (M) | 59,98 | 59,7 | 57,77 | 58,35 | 59,22 | 58,9 | 59,3 | 62,4 | 61,4 | 61,1 | 59 |
| Employment rate (F) | 43,68 | 44,02 | 42,66 | 43,09 | 44,17 | 45,3 | 44,7 | 46,8 | 46,2 | 47,2 | 46 |
| Unemployment rate (total) | 3,22 | 3,13 | 3,3 | 2,79 | 2,3 | 3,1 | 2,7 | 2,9 | 2,5 | 2,2 | 3,4 |
| Unemployment rate (M) | 2 | 2,22 | 2,72 | 2,15 | 1,62 | 2,6 | 1,9 | 2,4 | 2 | 2 | 2,8 |
| Unemployment rate (F) | 4,71 | 4,24 | 4,01 | 3,57 | 3,11 | 3,6 | 3,7 | 3,5 | 3,1 | 2,4 | 4 |
| Self employment rate | | | | | | 27,7 | 28 | 27,8 | 25,4 | 22,6 | 23,6 |

EMILIA ROMAGNA REGION

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|---------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Activity rate (total) | 52,38 | 52,77 | 53,02 | 53,37 | 54,03 | 53,8 | 53,9 | 54,5 | 54,8 | 55,2 | 54,8 |
| Activity rate (M) | 61,92 | 62,27 | 62,4 | 62,47 | 62,68 | 62,6 | 62,8 | 63,4 | 63,8 | 64,1 | 63 |
| Activity rate (F) | 43,55 | 43,97 | 44,31 | 44,93 | 45,99 | 45,7 | 45,5 | 46,2 | 46,4 | 46,9 | 47,1 |
| Employment rate (total) | 49,99 | 50,66 | 51 | 51,61 | 52,38 | 51,8 | 51,8 | 52,7 | 53,3 | 53,4 | 52,1 |
| Employment rate (M) | 60,23 | 60,6 | 60,75 | 61,04 | 61,47 | 60,9 | 61,2 | 61,7 | 62,5 | 62,6 | 60,3 |
| Employment rate (F) | 40,52 | 41,45 | 41,95 | 42,87 | 43,93 | 43,5 | 43,1 | 44,2 | 44,6 | 44,9 | 44,5 |
| Unemployment rate (total) | 4,56 | 4,01 | 3,8 | 3,3 | 3,06 | 3,7 | 3,8 | 3,4 | 2,9 | 3,2 | 4,8 |
| Unemployment rate (M) | 2,74 | 2,68 | 2,65 | 2,3 | 1,93 | 2,7 | 2,7 | 2,6 | 2,1 | 2,4 | 4,2 |

| | | | | | | | | | | | |
|------------------------------|------|------|------|------|------|------|------|------|------|-------|-------|
| Unemployment rate (F) | 6,96 | 5,74 | 5,32 | 4,59 | 4,49 | 5 | 5,3 | 4,3 | 3,9 | 4,3 | 5,5 |
| Self-employment rate (total) | | | | | | 30,2 | 28,8 | 28 | 27,8 | 27,3 | 26,5 |
| Self-employment rate (M) | | | | | | 35,8 | 34,9 | 34 | 33,3 | | |
| Self-employment rate (F) | | | | | | 22,9 | 20,8 | 20,1 | 20,5 | | |
| Temporary workers (total) | | | | | | 11,2 | 11,8 | 11,8 | 12,7 | 12,30 | 11,42 |
| Temporary workers (F) | | | | | | 9,7 | 9,7 | 9,9 | 10,5 | 10,5 | 9,3 |
| Temporary workers (M) | | | | | | 12,9 | 14 | 13,9 | 15,2 | 14,3 | 13,6 |
| Part-time workers (total) | | | | | | 12,3 | 12,6 | 12,9 | 12,9 | 12,86 | 13,34 |
| Part-time workers (M) | | | | | | 4,2 | 3,9 | 4,2 | 4,2 | 4,41 | 4,29 |
| Part-time workers (F) | | | | | | 22,8 | 24,1 | 24,3 | 24,2 | 23,87 | 24,79 |
| Full-time workers (total) | | | | | | 87,7 | 87,4 | 87,1 | 87,1 | 87,14 | 86,66 |
| Full-time workers (M) | | | | | | 95,8 | 96,1 | 95,8 | 95,8 | 95,59 | 95,71 |
| Full-time workers (F) | | | | | | 77,2 | 75,9 | 75,7 | 75,8 | 76,14 | 75,21 |

ITALY

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Activity rate (total) | 47,91 | 48,19 | 48,45 | 48,76 | 49,08 | 49,4 | 49 | 49,2 | 48,9 | 49,3 | 48,7 |
| Activity rate (M) | 61,48 | 61,57 | 61,45 | 61,66 | 61,97 | 61,3 | 61 | 61 | 60,7 | 60,6 | 59,9 |
| Activity rate (F) | 35,33 | 35,78 | 36,38 | 36,78 | 37,1 | 38,3 | 37,9 | 38,1 | 38 | 38,7 | 38,3 |
| Employment rate (total) | 42,44 | 43,09 | 43,83 | 44,37 | 44,82 | 45,40 | 45,30 | 45,80 | 45,90 | 45,90 | 44,90 |
| Employment rate (M) | 56,09 | 56,56 | 56,94 | 57,37 | 57,77 | 57,40 | 57,20 | 57,70 | 57,70 | 57,30 | 55,80 |
| Employment rate (F) | 29,78 | 30,60 | 31,66 | 32,29 | 32,79 | 34,30 | 34,10 | 34,80 | 35,00 | 35,40 | 34,70 |
| Unemployment rate (total) | 11,43 | 10,58 | 9,53 | 9,02 | 8,68 | 8,00 | 7,70 | 6,80 | 6,10 | 6,70 | 7,80 |
| Unemployment rate (M) | 8,78 | 8,13 | 7,34 | 6,96 | 6,78 | 6,40 | 6,20 | 5,40 | 4,90 | 5,50 | 6,80 |
| Unemployment rate (F) | 15,71 | 14,49 | 12,97 | 12,22 | 11,62 | 10,50 | 10,10 | 8,80 | 7,90 | 8,50 | 9,30 |
| Self-employment rate (total) | | | | | | 28,10 | 26,70 | 26,40 | 26,10 | 25,50 | 25,00 |
| Self-employment rate (M) | | | | | | 31,80 | 30,70 | 30,30 | 30,00 | | |
| Self-employment rate (F) | | | | | | 22,20 | 20,60 | 20,50 | 20,00 | | |
| Temporary workers (total) | | | | | | 11,80 | 12,30 | 13,10 | 13,20 | 13,32 | 12,46 |
| Temporary workers (F) | | | | | | 9,90 | 10,50 | 11,20 | 11,20 | 11,60 | 10,80 |
| Temporary workers (M) | | | | | | 14,50 | 14,70 | 15,80 | 15,90 | 15,60 | 14,60 |
| Part-time workers (total) | | | | | | 12,70 | 12,80 | 13,30 | 13,60 | 14,30 | 14,25 |
| Part-time workers (M) | | | | | | 4,80 | 4,60 | 4,70 | 5,00 | 5,29 | 5,09 |
| Part-time workers (F) | | | | | | 25,00 | 25,60 | 26,50 | 26,90 | 27,86 | 27,93 |
| Full-time workers (total) | | | | | | 87,3 | 87,2 | 86,7 | 86,4 | 85,70 | 85,75 |
| Full-time workers (M) | | | | | | 95,2 | 95,4 | 95,3 | 95 | 94,71 | 94,91 |
| Full-time workers (F) | | | | | | 75 | 74,4 | 73,5 | 73,1 | 72,14 | 72,08 |

TAB 5– UNDECLARED WORK (SOURCE ISTAT, INDAGINE SUGLI OCCUPATI NON REGOLARI)

| | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|-----------------------|-------|-------|-------|-------|-------|-------|-------|
| EMILIA ROMAGNA REGION | 10,8 | 10,5 | 9,4 | 8,5 | 7,4 | 7,5 | 8 |
| ITALY | 11,85 | 11,71 | 12,19 | 11,18 | 10,15 | 10,30 | 10,34 |

TAB 6 – ANNUAL SALARY (SOURCE: ISTAT - SURVEY ON LABOUR FORCE 2009)**EMILIA ROMAGNA REGION**

| | 2003 | 2004 | 2005 |
|-----------------------|-------|-------|-------|
| Annual salary (total) | 14429 | 15000 | 15456 |
| Annual salary (M) | 12696 | 13116 | 13989 |
| Annual salary (F) | 16368 | 17063 | 17264 |

ITALY

| | 2003 | 2004 | 2005 |
|-----------------------|-------|-------|-------|
| Annual salary (total) | 13854 | 14748 | 15000 |
| Annual salary (M) | 12000 | 12620 | 13000 |
| Annual salary (F) | 15276 | 16100 | 16387 |

TAB 7 - MONTHLY NET SALARY BY GENDER 2009 (ISTAT - SURVEY ON LABOUR FORCE 2009)

| | | <i>M</i> | <i>F</i> | <i>Total</i> |
|--------|----------------|----------|----------|--------------|
| NUTS 3 | Bologna | 1435,25 | 1164,4 | 1300,76 |
| NUTS 2 | Emilia Romagna | 1394,3 | 1105,69 | 1253,76 |
| NUTS 0 | Italy | 1340,19 | 1073,34 | 1223,9 |

TAB 8 - EMPLOYMENT BY SUBSECTORS AND GENDER (ISTAT - SURVEY ON LABOUR FORCE 2009)

| <i>Nuts 3 - Bologna</i> | M | F | Total |
|-----------------------------|---------|---------|---------|
| Agriculture | 1,61% | 1,57% | 1,59% |
| Energy | 0,00% | 0,14% | 0,06% |
| Manufacturing | 30,15% | 15,85% | 23,57% |
| Buildings | 12,47% | 0,65% | 7,03% |
| Trade | 16,35% | 15,71% | 16,06% |
| Hotels and Restaurants | 2,79% | 5,96% | 4,25% |
| Transports | 7,15% | 3,54% | 5,49% |
| Brokerage and Real Estate | 4,66% | 3,32% | 4,04% |
| Business Services | 10,38% | 15,20% | 12,60% |
| Public Administration | 4,23% | 4,79% | 4,49% |
| Education and care services | 6,95% | 21,94% | 13,85% |
| Other social services | 3,27% | 11,33% | 6,98% |
| | 100,00% | 100,00% | 100,00% |

Nuts 2 - Emilia Romagna

| | M | F | Total |
|-----------------------------|---------|---------|---------|
| Agriculture | 4,99% | 2,90% | 4,07% |
| Energy | 0,69% | 0,36% | 0,55% |
| Manufacturing | 31,77% | 18,92% | 26,09% |
| Buildings | 12,03% | 1,35% | 7,31% |
| Trade | 15,34% | 15,70% | 15,50% |
| Hotels and Restaurants | 3,01% | 6,47% | 4,54% |
| Transports | 6,05% | 2,53% | 4,49% |
| Brokerage and Real Estate | 3,95% | 3,14% | 3,60% |
| Business Services | 9,34% | 12,48% | 10,73% |
| Public Administration | 3,98% | 3,93% | 3,96% |
| Education and care services | 5,31% | 21,86% | 12,62% |
| Other social services | 3,53% | 10,34% | 6,54% |
| | 100,00% | 100,00% | 100,00% |

| <i>Nuts 0 - Italy</i> | | | |
|------------------------------|---------|---------|---------|
| | M | F | Total |
| Agriculture | 4,54% | 2,68% | 3,80% |
| Energy | 1,10% | 0,36% | 0,80% |
| Manufacturing | 24,14% | 13,61% | 19,92% |
| Buildings | 13,30% | 1,18% | 8,44% |
| Trade | 14,98% | 14,94% | 14,97% |
| Hotels and Restaurants | 4,16% | 6,42% | 5,07% |
| Transports | 7,04% | 3,09% | 5,46% |
| Brokerage and Real Estate | 3,42% | 3,71% | 3,54% |
| Business Services | 9,46% | 12,26% | 10,58% |
| Public Administration | 6,89% | 5,25% | 6,23% |
| Education and care services | 6,54% | 25,17% | 14,01% |
| Other social services | 4,41% | 11,32% | 7,18% |
| | 100,00% | 100,00% | 100,00% |

TAB 9 – ISCED (SOURCE: Census)

Bologna City

| | 1981 | 1991 | 2001 |
|-----------|------|------|------|
| isced 1-2 | 81,3 | 68,7 | 56,9 |
| isced 3-4 | 14,1 | 22,4 | 27,3 |
| isced 5-6 | 4,6 | 8,9 | 15,8 |

