

# Booklet of Notices and Proposals of the Citizens' Climate Convention for Agents 2024-2025

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## **Preamble**

By working with its staff to develop an administrative project entitled '**Proud of our public service**', based on three major goals - meaning, trust and recognition, - the City of Lyon has been engaging its administration in an organisational transformation designed **to meet the challenges of the green, inclusive and democratic transition.**

As part of the administration's project, the Citizens' Climate Convention for Agents (3CA) (action #34) is a response to

the need of **building a common and shared vision of the green and social transition and making a concrete contribution to it through action.** The objectives of this unprecedented approach are to raise awareness, listen to employees, involve them and support them in a process that will enable them to question the ways in which they act

collectively and enrich the green transition policy supported by elected representatives and senior management.

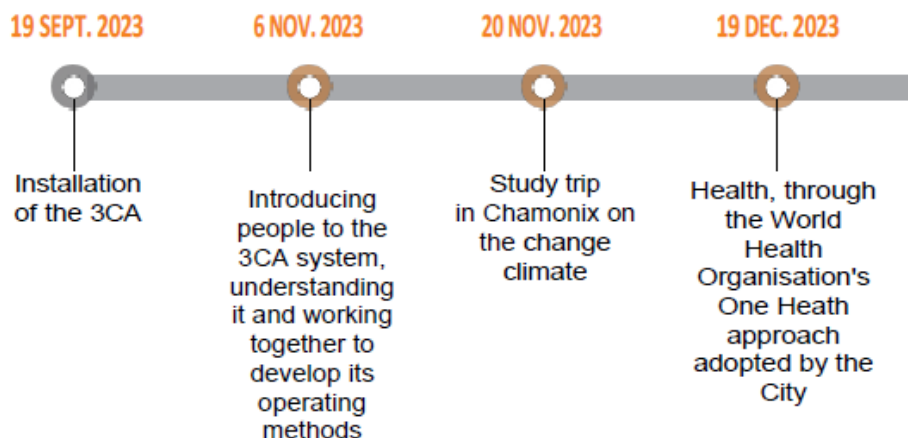
Created in September 2023, the 3CA met 11 times until July 2024. A total of 74 staff members drawn randomly, attended six awareness-raising sessions on the green transition involving lectures, site visits, group games and meetings with local actors, external and internal experts from the local authority.

Building on the knowledge acquired during these awareness-raising sessions, around fifty employees agreed to **work further together on two questions** posed by the Mayor and the General Services Department: "**How would an exemplary administration achieve the green transition?**" and "**How can we ensure the continuity of public services during heatwaves, while protecting our staff's health?**"

This booklet presents five notices resulting from these meetings. In addition to this, the staff were involved in a **brainstorming exercise to come up with ideas and concepts to be developed, which led to the presentation of 12 proposals on the organisation of the administration and on municipal public policies.** The subjects covered were diverse: working conditions, health, water conservation and use, nature in the city or solidarity.

**The adoption by consent principle was applied** to finalise these notices and proposals. Any questions raised by a member of the 3CA were used to clarify the notice or proposal. Any disagreement or point of concern was accompanied by a counter-proposal, which was submitted to the other members of the 3CA for approval, thereby improving such notice or proposal.

## The 3CA route



19 DEC. 2023

Health, through the World Health Organisation's One Health approach adopted by the City

18 JAN. 2024

Define the context, the issues, and the objectives

13 FEB. 2024

Energy, water and natural resources from Lyon

14 MARCH 2024

Jointly developing notices and proposals to meet the challenges ahead

9 APR. 2024

Revegetation and biodiversity

16 MAY 2024

Mobility and sustainable economy

JUNE 11 2024

Refine notices and proposals

4 JULY 2024

**Plenary session**  
Presentation of notices and proposals and vote for its adoption

17 SEPT. 2024

**Presentation and delivery of the** notices and proposals to Mayor, the Deputy Mayors and Management general in presence of Cyril Dion



Awareness-raising session



Working session on notices and proposals

To carry out their work, the members of the 3CA formed working groups and benefited from the support of external and internal experts.

The 3CA was also supported throughout the year by a team of volunteer staff, who had already been mobilised to implement action #34 of the administration project. The overall coordination and steering of the approach was carried out by staff from the Mission transition écologique, the Direction and the Deputy Director General of the DGUIT, backed by the Communications and Internal Cooperation Department and the Mission projet d'administration.

Finally, each of the 3CA meetings was hosted by a different municipal establishment, in order to introduce the 3CA to the town's heritage, the variety of its activities and its actions in the field of green transition.

**This booklet presents the notices and proposals (N&P) presented by the 3CA.**

It is specified whether these notices and proposals concern the internal organization and/or a municipal public policy, and whether they were the subject of focus points, responding to questions, or points for improvement, following reservations expressed by certain members of the 3CA.

With this booklet, the 3CA is making its contribution to the City's project to **make Lyon a carbon-neutral region by 2030.**

It also responds to the challenge of **transforming the way the administration works and ensuring that it operates across the board, which is** essential if we are to make sense of, and gain in efficiency coherence and solidarity in the face of the complexity of the issues raised by the green transition.

Notices given in response to the question

**How can a public administration that is exemplary in its practices achieve a successful green transition (mobility, food, buildings, energy, purchasing, events...)?**

## **NOTICE 1**

### **SETTING AN EXAMPLE IN BUSINESS TRAVEL AND COMMUTING JOURNEYS**

This notice is in line with the actions set out in **Employer Mobility** Plan adopted in December 2023 and responds to a number of social and environmental issues. A number of measures are proposed to make travel greener (walking, cycling, car-sharing).

## **INTERNAL ORGANISATION**

### **Context and issues**

Having exemplary travel behaviour helps tackling to a number of social and environmental challenges.

- **Reducing pollution:** using soft modes of transport such as walking, cycling or public transport helps to reduce emissions of atmospheric pollutants and improve air quality.
- **Tackling climate change:** these modes of transport help to reduce oil consumption and greenhouse gas emissions.
- **A public health issue:** regular daily activity on foot or by bike can help prevent illnesses linked to a sedentary lifestyle.
- **The challenge of improving quality city life:** the use of soft modes of transport reduces the number of vehicles on the roads, eases traffic congestion and reduces noise pollution, making urban spaces more pleasant for users.
- **A financial challenge for individuals:** soft mobility is often less expensive than using a car (fuel, parking, insurance, etc.).

## Objectives

- Reduce carbon footprint/greenhouse gas emissions.
- Reduce the use of private cars for commuting and business trips.
- Promoting healthy practices.
- Setting an example.

## Targets

- All employees of the City of Lyon and the Centre Communal d'Action Sociale (CCAS).
- Local residents (at a later stage).

## Description

The actions set out in this notice are in line with those set out in the Municipal Employer Mobility Plan, and are supported and expanded.

### 1. PROMOTE CYCLING

**Provide an additional budget for the purchase of conventional and electric bicycles - strengthen the City's bicycle fleet:**

- in conjunction with the General Resources Department (DMG in French), draw up an analysis of requirements in terms of bicycles (current use of pools, requirements for electric versus conventional bicycles, etc.);
- plan to buy bicycle of different sizes (small and large) and adapted to different body shapes (women's bikes).

**Responding to parking problems:**

- provide secure bicycle parking facilities at municipal sites ;
- draw up a map of secure parking areas so that staff know where to park their bikes when they travel around the City.

### 2. DRAW UP A CHARTER FOR THE USE OF THE CITY'S VEHICLES AND BICYCLES

**Charter for the use of vehicles:** conditions for the use of vehicles, obligation to fill in a follow-up document specifying the conditions of use, the need justifying the use of a vehicle, commitment to respect the rules (in particular a ban on keeping it at home).



**Systematically suggest the use of a bicycle** for work-related journeys initially planned by car, except in very specific cases: journeys involving heavy and/or bulky equipment (e.g. street furniture, barriers, IT equipment), long distances or routes not suitable for journeys by bicycle.

- ❖ **Attention point:** The need for certain departments to have their own vehicles and to store them at home when on call.

### **3. PROMOTE CARPOOLING AMONG CITY EMPLOYEES BY JOINING THE PLATFORM "EN COVOIT' GRAND LYON" IN THE METROPOLIS**

Create a Ville de Lyon community to enable local authority employees to carpool together or with other employees from the Metropolitan area.

**Be careful!** Car-sharing must not be allowed to shift existing journeys (cycling, public transport) to the car.

### **4. PROMOTE WALKING**

Take into account staff who walk to work and value their travelling choice.

### **5. LAUNCHING A CONSULTATION ON HOW TO CHANGE THE ORGANISATION OF WORK, WITH THE AIM OF LIMITING THE NEED TO TRAVEL**

Assess the possibility of moving to a flex office. Consider possible changes of working hours that could have an impact on travel.

## **Success factors**

- Budget forecast:
  - in place: walking' package for staff travelling almost exclusively on foot, increased maintenance of bicycles ;
  - investment: purchase of bicycles, building bicycle parking facilities
- Setting up workshops (possibly led by the General Resources Department) to draw up the City's travel charter.
- Communication resources: Kiosk, feature in the town's magazine.

- Reducing the number of polluting vehicles in the city.
- Increase in the number of sustainable mobility passes (FMD in French).
- Increase in the number of bicycles in the City's fleet.
- Number of carpools by city employees.

## **Delivery, associated departments, potential partners**

Direction de l'administration des personnels, Direction des moyens généraux, Mission transition écologique.

### **FEASIBILITY ND IMPACT ASSESSMENT**

**FEASIBILITY : STRONG IMPACT : MEDIUM**

## **NOTICE 2.**

### **REDUCING WASTE IN THE CITY OF LYON**

This opinion is part of the Zero Waste Zero Spoilage (ZDZG in French) initiative currently underway. It comprises a number of measures, including: producing a document on the challenges of transition for each department, communicating about sorting and inspiring approaches, sorting waste in accordance with regulations, eliminating individual bins, introducing composting, drastically reducing paper use, promoting and developing recycling centres, encouraging staff to bring their own reusable crockery, ensuring that the City's partners adopt good practice (sorting, reducing single-use items).

OPINION ADOPTED BY THE 3CA WITH 71% OF POSITIVE VOTES AND 29% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

## **INTERNAL ORGANISATION**

### **Context and issues**

In its action plan, the Executive has set itself the goal of **making the City of Lyon a Zero Waste Zero Spoilage (ZDZG) territory** with low resource consumption. Despite the aim to raise awareness among all players - residents, businesses and the administration - about

this issue, Lyon's employees need to be given further and stronger support to encourage behaviour change, so that they can set an example to their fellow citizens of new practices that will lead to solutions.

Lyon's exemplary administration must, of course, not only be based on individual behavioural changes by its staff, but also through public procurement, the organisation of events, and the terms and conditions of subsidies and the provision of premises.

The agents will be the best ambassadors for the residents and will also be able to duplicate these eco-friendly actions in their homes.

## Objectives

- Involving employees and residents in the green transition.
- Reducing the administration's carbon and materials footprint.
- Save money on health and environmental benefits...

## Targets

- Municipal staff.
- Residents.
- Partner companies.

## Description

- **Stop** cleaning companies from **failing to sort** (everyday) **waste**, as they do not respect the principles of the green transition, and monitor service providers.
- **Prepare a document on waste for the City's partner companies.**
- Prepare a document on the challenges of the green transition for each department.
- Implement the ZDZG strategy by sorting waste by site, then by department, in compliance with regulations (by eliminating individual waste bins in offices and making collective waste collection points the norm).
- Increase communication about the need for and purpose of selective sorting throughout the city, using the sorting guide produced by the Ecological Transition Mission and the General Resources Department.
- **Continue to promote and communicate inspiring initiatives** such as the Opéra de Lyon and certain communal town halls.

- Structuring and deploying the currently informal re-use function of the General Resources Department and the Technical Building Management Department to create a genuine place for re-use of the circular economy, such as a "ressourcerie", to recover all the "unused objects" from all the departments and to communicate on the possibility of recycling them, reuse of office furniture.
- In line with the ZDZG strategy, encourage staff to use **reusable crockery, and bring their own lunch** to limit packaging. This practice has been regulated by law since 1er July 2021, but remains underdeveloped.
- In line with the ZDZG approach, **drastically reduce the volume of paper printouts**, in particular of the City's communication media, on the one hand by re-examining real needs, and on the other everyday printouts.
- Roll out composting and/or organic waste collection already underway in the majority of public canteens (schools, local social action centres), at sites that generate smaller volumes.
- Include agents from the Agents' Climate Convention on the ZDZG steering committee.
- **Continue to train resource persons** dedicated to the green transition at each site, and strengthen their capacity to act as relays.

## Calendar

The proposal should be aligned as much as possible with the Zero Waste Zero Spoling strategy (to be presented to the City Council in 2025).

## Conditions for success

Financial investment in biowaste collection points and containers at all the city's sites  
 Support, associated departments, potential partners Leader: Ecological Transition Mission.  
 Create a network of sorting referents covering all departments.

## FEASIBILITY ND IMPACT ASSESSMENT

**FEASIBILITY: STRONG IMPACT: MEDIUM**

## Delivery, associated departments, potential partners

- Leader: Ecological Transition Mission.
- Create a network of sorting referents covering all departments.
  
- ❖ **Attention point:** concern over the creation of another network. The networks of green transition advisors and sobriety correspondents already exist.

## **Success factors**

- Support from users, employees and partner companies.
- Visibility of actions taken.
- Overall satisfaction
- Number of drop-off points.
- Monitoring the number of prints and/or the cost of photocopying.

## **NOTICE 3**

### **SETTING AN EXAMPLE IN PUBLIC ADMINISTRATION BY ADOPTING A 100% VEGETARIAN DIET AND RAISING AWARENESS AMONG ITS STAFF**

Since reducing the consumption of products of animal origin also helps to reduce our carbon footprint, it has been proposed that the City should have a 100% vegetarian offer for all its buffets, meals (for management, teams, seminars, etc.) and that it should be able to set up, in its departments or with local players, workshops to raise awareness of vegetarian cooking for municipal staff. Additional suggestions: draw up a charter of good vegetarian practices and a directory of recommended restaurants.

OPINION ADOPTED BY THE 3CA WITH 71% OF POSITIVE VOTES AND 29% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

# INTERNAL ORGANISATION

## Context and issues

On average, a vegetarian dish has three times less impact on the climate than a dish containing meat. According to the report "The future of the environment" published by the United Nations Environment Programme in March 2019, a decrease in meat consumption would significantly reduce the ecological footprint of food production. Livestock products are responsible for 80% of greenhouse gas emissions linked to agriculture.

The "Inventing our low-carbon city" awareness raising programme for staff highlights the impact of meat consumption in terms of carbon footprint.

Over-consumption of meat and dairy products is intensifying the climate crisis and is increasingly causing concern. The World Health Organisation (WHO) and the World Cancer Research Fund have identified a possible link between excessive consumption of meat and dairy products and the risk of developing cancer, diabetes and cardiovascular disease.

The City of Lyon is already involved in efforts to reduce meat consumption (school canteens, vegetarian buffets at the City Hall), but that is not the case for all of its departments.

## Objectives

- Reduce carbon footprint and greenhouse gas emissions.
- Improving the health of all those who come to enjoy Lyon's culinary offerings.
- Training and information to trigger change.
- Strive for exemplarity in the administration.
- Change to the catering contract to include a 100% vegetarian clause.
- Budget for workshop programming.
- Allocate time to draw up the "100% vegetarian" best practice charter.

## Target

- All employees of the city of Lyon.

## Description

Switch to 100% vegetarian for buffets, management meals, team meals, seminars, New Year's Eve ceremonies, etc. for all City of Lyon departments. A meat option would be allowed, but with an additional charge to encourage 100% vegetarianism.

To ensure that these changes are accepted and that new habits are adopted, it is necessary not only to explain them but also to provide training in their implementation. To ensure that 100% vegetarianism is embraced and adopted beyond 'working hours', we need to be able to raise awareness among our staff.

Similarly, we could offer cycling lessons to teach people how to drive in the city, sports lessons to help them look after their health, or courses on homemade products so they avoid buying industrial products... 'Knowledge is power'.

As a result of the "Inventing our low-carbon city" awareness-raising sessions, it has emerged that some staff have expressed a desire to switch to a vegetarian diet, but that they do not have the codes to do so: vegetarian cuisine is in the process of being developed.

This is because it is perceived as being outside the dominant culture and referenced as being a choice shared by the CSP +.

- ❖ **Attention point:** vigilance expressed over an absolute obligation to be 100% vegetarian, which would mean offering no meat alternatives.

## Delivery, associated departments, potential partners

- The Ecological Transition Mission: to develop an argument in favour of raising awareness of the introduction of 100% vegetarianism.
- The Communications and Internal Cooperation Department, so that the communication tools available can be used to raise awareness, make proposals, build and support change, etc.

### Partners:

- The Public Procurement Department to modify the City's contracts.
- The Finance Department to help monitor compliance with the new guidelines.
- Any guest speakers for the cooking and awareness-raising workshops (local associations, for example).

## **Success factors**

- Number of workshops per year and use of subsidies allocated to setting up this advisory service.
- Number of employees trained.
- Decrease in the number of orders with meat products (percentage to measure progress).

## **Implementation methods and conditions for success**

- Obtain the Mayor and his elected representatives' approval for the decision to go 100% vegetarian.
- Produce a memorandum from the Director General of Services, stating that all buffets, management meals, team restaurants and seminars will be entirely vegetarian ( with an option for additional cost, if the choice to order meat products is confirmed).
- Create a charter of good practices to achieve 100% vegetarianism.
- Having guides such as "Agir à Lyon" by Ancielia or "Objectif zéro déchet" by Zéro Déchet Lyon delivered to all Lyon city departments so that everyone can have an address book for cooking classes.
- Invite all the departments of the City of Lyon to schedule cooking workshops, during the lunch break and on a voluntary basis, in order to discover vegetarian cooking.
- Negotiate a budget to schedule workshops from the catalogues (for implementation, look into the possibility of granting subsidies to local associations to work with City of Lyon employees).

## **Calendar**

The catering contract must be reviewed by the Public Procurement Department by the end of 2024. It would be interesting to set this deadline as the basis for this notice.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY : STRONG    IMPACT : HIGH**



## NOTICE 4

### MAKING THE ADMINISTRATION EXEMPLARY WITH THE INTRODUCTION OF AN ACTION COMPASS FOR THE CITY

To be exemplary, the administration must ensure consistency between another tool. objectives set, the commitment to the green transition, and the relevance of resources and efficiency between the results obtained and the resources allocated.

In this context, the Convention Citoyenne pour le Climat des Agents is proposing the introduction of a new tool: the action compass, to ensure better alignment between objectives and capacity to deliver, greater investment by employees in projects and, ultimately, better results in achieving the green transition.

OPINION ADOPTED BY THE 3CA WITH 71% OF POSITIVE VOTES AND 29% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

## INTERNAL ORGANISATION

### Context and issues

The City of Lyon aims to be a driving force and pioneer in the green and social transition through numerous initiatives and projects (SPASER – a scheme to promote socially and environmentally responsible purchasing, the Climate Plan, the City's Digital Strategy, etc.).

- **This ambition has led to:** a large number of projects to be carried out for the City's employees;
- major changes in working methods and tools; for example, the change in purchasing criteria, which now include an ecological and social dimension in addition to qualitative and monetary criteria.

### Objectives

- Clarify the city's annual objectives.
- Better prioritise and finalise projects.
- Making better use of our resources.
- Setting an example.

## Targets

- All employees of the City of Lyon.
- Communication resources: Kiosk, feature in the City magazine, events in the departments and at delegation seminars.

## Description

### To be an exemplary administration, we must ensure:

- consistency between the objectives set and the determination to achieve the green transition;
- the match between resources and objectives;
- the efficiency between the results obtained and the resources allocated.

This means clarifying objectives at city level, verifying the results achieved by initiatives, and assessing the relevance of the results to the resources deployed (human and financial).

This constant search for coherence will enable:

- a better match between objectives of the City and its ability to put them in practice;
- greater involvement of agents in projects, the best results *in the end*.

A tool inspired by the KISS method (Keep, Improve, Start, Stop) is proposed to enable the city to achieve this level of consistency. This is the action compass, used to assess a project and identify concrete actions along axes: project or action to continue (or reinforce), to start, to reduce, to stop, to improve. The review and actions may concern the project's objectives, the process or the team dynamic.

- ❖ **Attention point:** attention is drawn to the addition of another tool.
- ❖ **Point for improvement:** The action compass could be used in terms of each directorate's objectives or major projects, rather than in terms of each agent's project portfolio.

## Implementation steps

1. Explain the principle of the action compass to staff at delegation seminars.

2. Ask each department to hold one 2-hour meeting a year to give feedback on the city's activities via the action compass.
3. These changes have had a number of impacts, including a significant increase in the workload for certain departments ("projects chase projects").
4. Against this backdrop of change, it would seem appropriate to obtain feedback from employees on the projects undertaken by the City in order to :
  - take stock of the actions undertaken;
  - value the opinion of employees;
  - establish dynamic of continuous improvement.

## Conditions for success

- Drawing up a budget forecast to implement the proposal.
- A project team to present and lead the approach.
- The setting up of workshops (led by the internal cooperation department) to consolidate the guidelines for action.
- Communication resources: Kiosk, feature in the City magazine, events in the departments and at delegation seminars.

The scope of the initiatives and projects to be mentioned will be very broad:

- actions initiated by the department (e.g. reinforcing training via webinars)
- actions for which the service is one of stakeholders (e.g. begin to set up a single source of indicators)
- actions for which the department is not particularly concerned (e.g. stopping meat in Lyon city buffets).
- Actions concerning the whole of the City could be escalated and arbitrated by and published annually.

### **Consolidate the City's action guidelines by department.**

- Ask the Transformation Advisory and Support Department (CAT in Frechh) to carry out **a study on compass feedback.**

Organise a seminar for elected representatives to:

- present the results of the action compasses to elected representatives ;
- present the results of CAT studies;
- offer opportunities for staff and elected representatives to exchange views (particularly on initiatives to be stopped and strengthened);

- vote on actions reported by agents (actions to be stopped, reinforced, etc.).

Enable staff, elected representatives and citizens to meet and discuss the obstacles encountered in the City's initiatives.

## **Delivery, associated departments, potential partners**

The Internal Cooperation Department.

## **Success factors**

- Number of actions reported by employees.
- Number of actions voted by elected representatives.
- Number of project evaluations carried out by the CAT.
- Savings linked to abandoned projects.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE IMPACT: HIGH**

Notice expressed in response to the question

**How to insure continuity of public services during heatwaves while protecting the our staff's health?**

## **NOTICE 5.**

### **IMPROVE WORKING CONDITIONS FOR EMPLOYEES AND MAINTAIN THE QUALITY AND CONTINUITY OF PUBLIC SERVICES**

This notice covers both awareness-raising and support for employees (good habits/reflexes, tools available) and the administration's preparation for extreme heat (equipment, organisation, crisis exercises, etc.).

OPINION ADOPTED BY THE 3CA WITH 98% OF POSITIVE VOTES AND 2% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

#### **PUBLIC POLICY**

#### **INTERNAL ORGANISATION**

#### **Context and issues**

2022 was the warmest year on record in France. Forecasts suggest that temperatures in Lyon could be similar to those in Madrid by 2050, and in Algiers by the end of the century, without the sea! Lyon currently experiences an average of 10 days of heatwave per year.

According to forecasts by the Intergovernmental Panel on Climate Change (IPCC), the number of heatwaves in Lyon could more than triple to 33 days a year by 2050, with peak temperatures approaching 50°C.

Unbearable heat will be more frequent, longer and more intense by 2050.

#### **Projected number of days with heatwaves in Lyon**

	Period from 2022 to 2050	Period from 2050 to 2070	Period from 2071 to 2100
Number of heatwave days per year	33	59	134

## **Lyon's public utilities tested by extreme heat**

- The hot season will start earlier and end later, encroaching on the time of public services, at the risk of affecting the operation of the public transport network establishments open to the public.
- We need to find solutions to prevent public services from becoming unusable during periods of extreme heat and heatwaves. The continuity of public services and the preservation of fairness in social life in the city are at stake.
- The regulations do not specify how work is to be carried out in the heat, nor do they lay down precise working hours to be respected during hot periods in the summer. However, above 30°C for sedentary work, and 28°C for work requiring physical activity, the heat can pose a risk to employees.

## **Existing solutions**

Solutions do exist, and they are being tested and implemented in Lyon and in other towns and cities in France and abroad.

They target several objectives: ensuring good working conditions for staff, good reception conditions for the public, adapting the organization of staff work, and buildings.

## **On the organisation of working time for agents, for example:**

- change working hours
- authorise the change of office (open flex), if it is excessively hot, in order to invest in cooler, unoccupied ones
- authorise the departure from the legal framework of 2 teleworking days with a protocol providing for floating or exceptional days (terms of exercise to be refined by each manager)
- make dress regulations more flexible, for instance by authorising the use of Bermuda shorts
- provide uniforms suitable for hot weather to employees required by law to wear uniforms (municipal police, ASVP officers, technicians, technical staff in parks, museums, etc.), particularly when wearing restrictive equipment (refrigerated bullet-proof vests);
- organise the work of teams so that no-one is left alone, as the heat increases the risk of accidents by diminishing vigilance and lengthening reaction times.

Adapting equipment, for example:

- buildings: cover windows from the outside if there are no shutters, at the very least put up an outside sheet and wet it regularly<sup>12</sup>, provide thermometers, distribute

fans, install sprayers, air blowers and atmospheric water fountains. In general, work on adapting and renovating buildings by appointing a contact person for each building, trained in best practice to deal with heatwaves and inform users;

- air-conditioned vehicles;
- fitting out cool areas;
- requests for cooling equipment (PPE) adapted to high temperatures and working outdoors - cooling work clothes to help withstand the heat, sunglasses to protect your eyes, cooling caps with neck protectors
- offer a range of clothing and accessories designed for hot-weather working environments
- installing specific equipment to ensure selfsufficiency in the event of peaks in energy consumption and power cuts: photovoltaic panels on roofs, respirators, bedside air mattresses, ceiling fans, etc.

The City of Lyon can draw on the "Paris at 50°C" crisis exercise carried out in October 2023, but it needs to go further in experimenting and innovating with professional practices aimed at the public.

## Objectives

- Ensuring that services are accessible to users during heatwaves, while protecting the staff's health.
- Ensuring the continuity of public services during heatwaves.

### **To achieve these objectives, we need to:**

- Adapt public services by setting up one-day heatwave drills for services (e.g. borough halls, nursery, schools, etc.).
- Experiment with new public service practices for users (e.g. in nursery, schools, etc.).
- Adapting premises to new climatic conditions.
- Demonstrating resilience:

## Targets

- Non-exhaustive list: users of public services, municipal employees, partners (associations, citizens' groups, etc.), tourists, etc.

## Description

### 1. UPDATE THE CARTOGRAPHY

- Make the existing map available to all vulnerable people, in conjunction with the Centre communal d'action sociale (CCAS): children, the elderly, homeless people, people on the vulnerable persons register.
- Expand the list of vulnerable people with the help of neighbours, pharmacists, etc.
- Start from the existing link (mapping website) and **create a** more intuitive **application** (with geolocation, for example) and a dedicated QR code linked to the application.

### 2. PROMOTING CARTOGRAPHY

- cool places for employees, including cool offices, cooled as part of an open, flex office approach (to be tested) in the event of very hot weather.
- As part of an initiative to develop the flex office during hot spells, carry out a **survey of cool, refreshed offices** that are temporarily unoccupied (teleworking) or partially occupied or that could be optimised (exceptionally accommodating more staff)
- Develop the **sharing of cool, unoccupied offices** to optimise their use.

### 3. SET UP FRESHNESS AMBASSADORS AND A SAFETY KIT

- A "**freshness ambassador**" training course Offer volunteer staff the opportunity to be trained to become ambassadors during heatwaves. Each directorate could then designate its "voluntary freshness ambassador(s)": It is possible that the freshness ambassador will be the same person as for the sobriety or ecological transition. These ambassadors would be responsible for raising awareness, with specific inhouse measures for each family of professions.
- **Kit of cool places** (businesses, shops, associations, municipal buildings) with a map of these cool places and a heatwave kit for each district - kit to be created with a common base for all places (map, good practices, in-house coolness ambassador contact, etc.) as well as additional elements for each district. Distribute this kit to newcomers to the city.



#### **4. ORGANISING A DAY TO RAISE AWARENESS OF THE HEATWAVE**

- Organise this day during life-saving techniques week or blue week.
- Involve prevention advisors, the Crisis Management Mission, the Social Relations and Life at Work Department (DRSVT), the Ecological Transition Mission (MTE) and the Proximity and User Relations Department (DGPRH).

#### **5. ADOPTING A FRESH COMMUNAL SAFETY PLAN**

- Draw up an adaptation or safety plan, including heatwave adaptation exercises, with everyone taking part (similar to the scenario put in place by the City of Paris in October 2023). This system should provide answers to the following questions: how to create rest areas, how to welcome the public, keep them occupied and entertained, what back-up to offer and what resources to mobilise.
  - These establishments include (but are not limited to): crèches, schools, old people's homes, cultural sites (media libraries, libraries, museums), sports sites (gymnasiums, swimming pools, ice rinks, etc.), administrative buildings that may or may not be open to the public.
  - To use these exercises to analyse the impact of heatwaves on the lives of residents, users and municipal staff, and to test the fluidity of the decisions taken by the municipality and its partners. To propose innovative measures based on these results, in particular in terms of educational practices (school and extracurricular activities) in order to reduce social inequalities in terms of access to education and to avoid the confinement and closure of crèches and schools. For example: offer assistance to create civic service posts<sup>16</sup> to support the ambassadors, During the summer months, to support staff in nursing homes, crèches, schools and extra-curricular activities...
  - Create or invest in unusual third-party teleworking sites with solar panels in the event of power cuts, and a dedicated telephone line to provide guidance, reassurance and explanations (to be prospected). An example of a location that could be considered is a school that is not occupied during the summer months.
- ❖ Point of attention: vigilance expressed on outdoor activities

Proposals on

## **Working conditions at the City of Lyon**

### **PROPOSAL 1.**

#### **TEMPORARILY MOTHBALL A BUILDING TO TEST ENERGY SAVINGS**

In order to optimise the use of buildings during off-peak periods, while offering staff good working conditions, the 3CA is proposing to launch an experiment involving the temporary 'mothballing' of one (or two) building(s) when the premises are underutilised. For employees who are unable to telework or who have not chosen to telework 4 or 4.5 day week, several solutions can be explored (depending on their place of residence): use of other offices (municipal or other), creation of shared workspaces.

OPINION ADOPTED BY THE 3CA WITH 80% OF POSITIVE VOTES AND 20% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

### **INTERNAL ORGANISATION**

#### **Context and issues**

##### **This proposal takes account of the following factors**

- the introduction of teleworking in the City from September 2021 and the first assessment carried out by the Mission "Travailler autrement" ("Working differently") to identify teleworking employees (2,348 employees) and find out how teleworking is applied in the City Hall. As one of the challenges is to find a balance between teleworking and in person work to ensure team cohesion, this proposal will be based on the forms of experimentation that the City can offer for shared workspaces;
- the **challenges of the Sobriety Plan** adopted in 2022, which sets out 18 measures that the City is committed to implementing in order to **reduce energy consumption**, particularly in public buildings. One of these is to encourage sobriety

projects within the City's departments (measure no. 8) and another is to rationalise the use of municipal premises (measure no. 14);

- experimenting with a **4 and 5 week week 4.5 days** from September 2024, which will have an impact in terms of work organization within the teams ; in some departments, staff are required to be physically present, leading to situations where parts of buildings are heated for just two people.
- **feedback from the Rhône management centre (CDG)**, which mothballed its building on Fridays, offering staff who could not telework a solution in another space of work ;
- an experiment by the French government, with the support of the Agence nationale de la transition écologique (ADEME) , to close 9 offices on an ad hoc basis with 119 volunteers, which made it possible to assess the real energy impact of teleworking on buildings' energy consumption and commuting. The overall results are positive: between 25% and 35% in energy savings and between 30% and 45% in carbon emissions avoided per person.

**This experiment led to the production of a methodological guide on which this proposal is based.**

## **Objectives**

### **Optimising building occupancy**

The aim is to ensure that staff can work in 'offpeak' periods while offering them good working conditions by :

- Temporary "mothballing" of buildings to reduce energy consumption when premises are underused;
- mobilising and experimenting with new ways of working: coworking, shared workspaces based on the employee's place of residence, 4 and 4.5 day working weeks and teleworking, etc.

## **Targets**

- City of Lyon employees who telework.

## Description of the proposal and implementation steps

### 1. IDENTIFY POTENTIAL BUILDING(S) THAT CAN BE TEMPORARILY "MOTHBALLED"

- Set up a working group with the Direction de la gestion technique des bâtiments (DGTB), the Direction centrale de l'immobilier (DCI) and Human Resources.
- Discuss the implementation of the CDG 69.
- Draw up a list based on the property master plan (SDI) led by the Central Property Department, with the following selection criteria: small buildings not open to the public, occupied by one or two departments.

### 2. MOBILISING VOLUNTEER TEAMS

- Call for volunteers to raise awareness of the approach via the Kiosk and the payslip.
- Mobilise volunteer staff as part of a CRM (or project arising from the PAd).
- Send out a questionnaire (based on the one proposed by ADEME) to volunteer staff to find out about their energy consumption in their homes and the impact of their travel during the trial period.
- Supporting teams throughout the trial, to avoid the 'rebound/report' effect on agents' personal consumption.

### 3. ASSESS ENERGY SAVINGS AND THE IMPACT ON HUMAN HEALTH

- Carry out an experiment on one or two sites, in winter and summer, according to a period defined with the directorates concerned and the support of the DGTB and HR. For example: 3 Fridays in one month during the winter and summer.
- Prove the real benefits based on a quantitative (energy bills) and qualitative assessment.
- Study the feasibility of year-round deployment.

❖ **Attention point:** buildings tend to be inert when reheated after a cold spell. There is no guarantee that there will be any energy gains. In addition, if the building is put to sleep, the quality of the indoor air or the quality of the water in the network must not be adversely affected (to be assessed if the building is put to sleep for one day).

#### **4. TAKE ADVANTAGE OF NEW FORMS OF WORKING IN THE CITY TO OFFER WORKPLACE SOLUTIONS**

- Building on the teleworking already in place, the 4 or 4.5 day week.
  - For staff who do not wish to or cannot telework:
    - identify available spaces and slots on one or more municipal sites (including arrondissement town halls), or even in other structures such as the Maison de la Métropole;
    - develop shared workspaces that staff can occupy when their building is mothballed.
  - Building on the City of Lyon's "mon bureau est dispo" (my office is available) experiment: 10-15 employees from different departments occupying offices at different sites in the city (Jaurès, Hôtel de Ville, Annexe de l'Hôtel de ville, mairies d'arrondissement, Centre communal d'action sociale, etc.) share an Outlook diary when they are away from their offices (teleworking, leave, training, external appointments, etc.). A user charter is currently being drawn up.
- ❖ **Attention points :**
- attention to hygiene and sanitary issues when sharing premises (Covid). Sharing rules will have to be put in place between agents;
  - these different working conditions (teleworking, flex office, 4 or 4.5 day week) must not disrupt the organisation of services.

### **Calendar**

- Creation of the working group: November 2024.
- Launch of the call to volunteers: November 2024.
- Launch of the trial: February 2025.

### **Success factors**

- Take into account the situation of employees (possibility of teleworking, place of residence, etc.).
- Reducing the effects of isolation linked to teleworking by encouraging social interaction and closer links between departments.

- Encourage the use of cooler workplaces (see Opinion No. 5 - Improving working conditions for employees and maintaining the quality and continuity of the public service during heatwaves).

## **Delivery, associated departments, potential partners**

- HR/Mission "Travailler autrement", Direction de technical management of buildings, Direction
- Central Property Office, Ecological Transition Mission, departments targeted by the experiment.
- Ask ADEME about possible support for this experiment.

## **Success factors**

- No deterioration in working conditions.
- Solution provided for staff unable to telework.
- Energy savings of over 10%.

## **PROPOSAL 2.**

### **SAFETY EQUIPMENT ALL STAFF USING COMPANY BICYCLES (HELMET, REFLECTIVE WAISTCOAT, RAINCOAT)**

This proposal has several aims: removing an obstacle to the use of bicycles, setting an example and going beyond compulsory protective equipment, ensuring staff safety and equal treatment between departments, some of which already equip their staff with bicycle helmets and accessories.

OPINION ADOPTED BY THE 3CA WITH 80% OF POSITIVE VOTES AND 20% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

## INTERNAL ORGANISATION

### Context and issues

By 2023, between 400 and 700 Lyon City Council employees will be using service bicycles, out of an existing municipal fleet of 227 bicycles, 112 electric bicycles, giving a total of 339, including 38 in the pool. This number is increasing as the municipal garage expands its fleet, equipping sites with key boxes, and as staff gradually switch to this means of transport, facilitated by the deployment of cycle lanes and parking facilities in the Lyon area.

**The safe use of appropriate equipment is therefore a key issue for municipal employees**, not only in terms of removing the disincentives for some employees (on the grounds that they are not properly equipped), but also in terms of preventing and limiting the human consequences of commuting accidents.

### Objectives

- Removing a barrier to the use of bicycles by providing safety equipment to all staff involved in work-related journeys: helmet, waistcoat, reflective raincoat.
- Setting an example and going beyond the mandatory protective equipment.
- Ensuring the safety of user agents and reduce the severity of accidents.
- Ensuring equal treatment between departments: some departments already equip their staff with bicycle helmets and accessories (municipal police/Direction de la gestion technique des bâtiments - DGTB), while others have not yet identified or dealt with the issue.

### Targets

- Employees of the City of Lyon: around 700 users of service bicycles (provided or pooled).  
NB: some agents are already equipped.
- **Agents not yet using service bicycles.**

## **Description of the proposal and implementation steps**

### **1. PRODUCTION OF A MEMORANDUM BY THE DIRECTOR GENERAL OF SERVICES**

- Establishing the principle of equipping all staff who use company bicycles with helmets, reflective equipment and rain gear if they do not already have them, with the emphasis on travel safety.
- For uniform application to all departments: internal distribution to all managers, information on the Kiosk, posters in offices, communication via the payslip.
- Points to watch: ensure that the resources made available are used properly (avoid wasting unused equipment/charges, etc).

### **2. DEFINITION OF THE EQUIPMENT REQUIRED**

- Sourcing to identify the most suitable type of equipment, to be carried out by the Social
- Relations and Life at Work Department (team in charge of personal protective equipment - PPE) and the public procurement. Possible use of existing PPE market, work clothing.
- Production of purchasing instructions equipment for managers.
- Integration into the single document for assessing professional risks.

### **3. IMPLEMENTATION IN THE DIRECTORATES**

- Census of users of service bicycles (allocated or in pools) by the resources departments of each division in conjunction with the prevention assistant via a form or an e-mail survey; possible support from the general resources department (municipal garage) able to provide the list of departments allocated bicycles or bicycle users for self-service pools.

### **4. PURCHASE OF EQUIPMENT**

- (Decentralised) purchase of equipment by departments using their credit lines workwear/EPI
- Up-to-date list of agents equipped.



❖ **Attention points:**

- the responsibility for equipping themselves also lies with the user, in this case the agent
- for budgetary and ecological transition reasons, the purchase of the equipment would not be systematic but rather variable geometry: to be adapted according to the uses and needs of users.

## **Calendar**

- 2024-2025

## **Delivery, associated directions, potential partners**

- Director General of Services (DGS): validation of the framework for action by means of a memo. Leader: Department of Social Relations and Life at Work (DRSVT) in charge of safety at work.
- Public Procurement Department. Mission transition écologique and Direction de l'administration des personnels to make the link with the Plan de mobilité employeur (PDME).
- General resources departments (municipal garage): list of bicycles assigned to departments and pool users.
- Each department is responsible for implementing these principles, supported by a memorandum from the Director General of Services.

## **Success factors**

- Percentage of staff equipped with helmets, waistcoats and rain gear.
- Percentage of agents using them.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: HIGH IMPACT: AVERAGE**

## **PROPOSAL 3.**

### **MAKE IT MORE ACCESSIBLE SOFT MOBILITY**

In order to encourage employees of the City of Lyon and the Centre Communal d'Action Sociale to make greater use of soft mobility, it is proposed that the amount of the sustainable mobility lump sum be increased beyond the strict application of the following principle of the regulations, to offer the loan of unused bicycles to interested staff or the purchase of bicycles by staff when part of the fleet is renewed, to work towards a better distribution of bicycles across the various sites of the City, to allow and develop access to showers for all staff after their journeys by bicycle and to draw up a map of the showers accessible to the City.

OPINION ADOPTED BY THE 3CA WITH 80% OF POSITIVE VOTES AND 20% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS

## **INTERNAL ORGANISATION**

### **Context and issues**

In terms of greenhouse gas emissions, **transport accounts for a third of emissions in the Lyon area**, just after those linked to residential and tertiary buildings (72%).

The travel habits of City of Lyon employees are the result of many different factors, including ease of access to public transport, distance, working hours and organisational constraints. parking facilities, whether or not shift work is required, the condition of the premises physical condition, disability, accessibility, weather conditions, and the interest or habit of using one means of transport more than another. When it comes to business travel, the multitude of municipal jobs and sites also leads to a wide variety of needs in terms of mobility. Municipal employees have to travel in 2 distinct contexts:

- commuting to and from work;
- business-related travel professional.

## Objectives

- Increase the number of staff using soft transport for their work and home-work journeys.
- Use the bicycle fleet to its full capacity.
- Make cycling affordable, accessible and enjoyable.
- Removing the barriers to the use of bicycles by employees and encouraging the use of bicycles for home-work journeys.
- Better amortization of the maintenance work carried out by the general resources department.

## Targets

- All employees of the City and the Centre communal d'action sociale.

## Description of the proposal and implementation steps

### 1. INCREASE THE AMOUNT OF THE SUSTAINABLE MOBILITY LUMP SUM BEYOND THE STRICT APPLICATION OF THE SCHEME REGULATIONS

The obstacles identified to the use of public transport are its cost, comfort and journey time.

While it is difficult for the City to act in the short term on journey times and the public transport network, it can act on its cost. It is proposed that:

- **to continue and increase the level of cover for** public transport, which is currently 75% for City staff, with a view to moving towards 100% cover, particularly for category C staff;
  - introduce social criteria to help cover the mobility costs of employees or families on the lowest incomes. By going beyond strict regulations, this measure would also set the company apart from other public-sector employers.
- ❖ **Improvement point:** it would be advisable to develop the criteria for awarding financial assistance according to types of mobility (including walking).

## **2. OFFER THE LOAN OF UNUSED BICYCLES TO INTERESTED AGENTS**

Cycling with regular bikes, is one of the means of transport, along with walking, that emits the least CO2. However, there are still obstacles to widespread their use. While the sustainable mobility package for cycling is fairly generous, it applies a posteriori and only to employees who use it for at least 100 days and work full-time.

There can be a legitimate apprehension about riding a bike in town for an employee who is not used to doing so. In order to avoid incurring the cost of buying or repairing a bike for those cases, it is proposed that they try out cycling on their home-work commute for a period of one month, using the City's unused bikes.

Of the 339 bicycles in the municipal fleet ( $\approx 112$  VAE,  $\approx 227$  classic bicycles), more than half of the classic bicycles and a few electric bicycles are very little used, even though they are regularly maintained and serviced once a year. **It is therefore proposed to:**

- list and select bicycles (1 VAE - electric bike for people who would have uphill climbs on their route) which could enter the scheme;
- create a procedure for this loan; communicate
- on this new system.

## **3. COMMUNICATE MORE EFFECTIVELY ON THE POSSIBILITY FOR STAFF TO BUY BICYCLES WHEN THE CITY RENEWS ITS FLEET**

This is already possible via AgoraStore, but agents need to be made more aware of this system through specific communication. However, the current system does not allow distinguish an agent from an ordinary buyer. No prioritisation is possible at this stage.

## **4. WORK TO IMPROVE THE DISTRIBUTION OF BICYCLES ACROSS THE VARIOUS SITES IN THE CITY**

A large number of agents do not have access to bikes. This makes it easier and more attractive for staff to borrow motorised service vehicles. A better distribution of bicycles across the various sites of the city would reduce this undesirable effect and increase the use of bicycles by employees.

**It is therefore proposed to list and cross reference the data:**

- sites where there are bicycles;

- sites that have the means to store bicycles; sites
- where staff have to travel to and from work who would like access to bicycles.

## **5. PROVIDE AND DEVELOP ACCESS TO SHOWERS FOR ALL EMPLOYEES AND MAP OUT THE SHOWERS AVAILABLE IN THE CITY**

Not everyone is equal when it comes to sweating, and Lyon is not a flat city! Not being able to shower after certain journeys, whether to work or home, means being forced to spend the rest of the day without being able to freshen up and feeling deeply uncomfortable.

### **It is therefore proposed to:**

- mapping showers ;
- allow them to be used by staff from other sites;
- build new showers where they are needed. is necessary, or create partnerships with local players to avoid having to build them (e.g. sports hall).

- ❖ **Improvement point:** it seems necessary to work on and clarify the issue of insurance that would not cover commuting journeys without an assignment order (City bike – personal bike).

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: HIGH IMPACT: AVERAGE**

## **Delivery, associated departments, potential partners**

- Leader: General Resources Department.
- Ecological Transition Mission, Personnel Administration Department.
- All services for development and access to showers.

## **Success factors**

- Reduction in the number of unused bicycles in the municipal fleet.

- Number of staff using bicycles on their commuting journeys.
- Number of sites equipped with local bicycles and number of new beneficiaries.
- Reduction in the use of company cars.
- Number of employees using showers.

## Proposal on Endocrine disruptors

This proposal is in line with the municipal action plan ‘City without endocrine disruptors’ adopted in 2023. Given the proven effects of endocrine disruptors on the population, there is an urgent need to reduce the exposure of employees (by prioritising those who are most exposed) by providing training tailored to each profession, by communicating internally and to the people of Lyon, and by building and lobbying for changes in regulations and the introduction of a toxiscore on consumer products

PROPOSAL UNANIMOUSLY ADOPTED BY THE 3CA

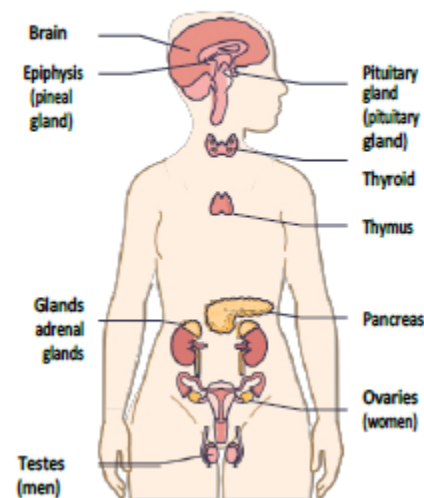
### PUBLIC POLICY

### INTERNAL ORGANISATION

## Context and issues

What are endocrine disruptors? Since 2012, the World Health Organisation (WHO) has defined endocrine disruptors (EDs) as "exogenous chemical substances or mixtures of natural or man-made origin that can alter the functioning of the endocrine system and cause adverse effects in the body of an individual or their descendants".

Endocrine system<sup>18</sup>



**It acts on :**

- regulation metabolism ;
- the immune system ;
- blood sugar regulation ;
- growth hormones ;
- blood pressure, heart rate ;
- the development of sexual characteristics and reproduction.

**Classification of health effects according to the weight of evidence from the literature review**

<b>Sufficient level of evidence</b>	<b>Level of plausible evidence</b>	<b>Insufficient level of evidence</b>	<b>Not documented</b>
<ul style="list-style-type: none"> <li>•Endometriosis</li> <li>•Uterine fibroma</li> <li>•Cryptorchidism</li> <li>•Hypospadias</li> <li>•Alteration sperm quality</li> <li>•Sex ratio</li> <li>•Adverse pregnancy outcomes</li> <li>•Breast cancer</li> <li>•Cancer of the prostate</li> <li>•Behavioral disorders in children</li> <li>•Cognitive disorders in children</li> <li>•Decrease in IQ points</li> <li>•Autoimmune thyroid disease</li> <li>•Asthma</li> <li>•Lymphoma and leukemia in children</li> </ul>	<ul style="list-style-type: none"> <li>• Testicle cancer</li> <li>• Precocious puberty</li> <li>• Reduced fertility</li> <li>• Infertility</li> <li>• Endometrial cancer</li> <li>• Cancer</li> <li>• Relationship problems</li> <li>• Emotional disorders</li> <li>• Deficit disorder attention deficit disorder with or without hyperactivity</li> <li>• Cerebral palsy</li> <li>• Obesity</li> <li>• Type 2 diabetes</li> <li>• Allergies</li> <li>• Haem atop disorders</li> </ul>	<ul style="list-style-type: none"> <li>• Polycystic ovary syndrome</li> <li>• Irregular menstrual cycles</li> <li>• Premature menopause</li> <li>• Thyroid cancer</li> <li>• Bone fractures</li> <li>• Osteoporosis</li> <li>• Impaired skeletal development</li> <li>• Abnormalities in teeth development (enamel, hypo mineralisation)</li> <li>• Congenital hyper thyroiditis</li> <li>• Diabetes type 1</li> <li>• Cardiovascular diseases</li> <li>• Metabolic syndrome</li> </ul>	<ul style="list-style-type: none"> <li>• Premature ovarian failure</li> <li>• Cushing’s disease</li> <li>• Addison disease</li> <li>• All skin disorders</li> <li>• Gestional diabetes</li> <li>• Alteration of the ocular surface</li> <li>• Alteration of the retina</li> </ul>

Source: *PEPS'PE study, Santé Publique France, 2021*

Since 2015, Santé Publique France has been monitoring the effects of endocrine disruptors on reproductive health (cryptorchidia, precocious puberty, breast cancer, etc.). testicles, sperm damage, endometriosis...).

There are other disorders that may be associated with exposure to endocrine disruptors: alterations to the immune system, thyroid disorders, hormone-dependent cancers, attention deficit disorder with or without hyperactivity (ADHD) and metabolic disorders

such as diabetes and obesity. The agency has prioritised the health effects to be monitored if there is a suspected link with exposure to endocrine disruptors, based on evidence and the epidemiological and societal interest to be monitored.

### **Where can you find them?**

Endocrine disruptors are found in all everyday products:

Examples of endocrine disruptors<sup>20</sup>

→ Phthalates (plastic softeners)

- Food packaging, toys, cosmetics, hospital products (catheters, blood bags, etc.).

→ Parabens

- Cosmetics, soaps...

→ Perfluorinated compounds

- Perfluorocarbons (PFCs) or perfluorocarbons.
- Air conditioners, refrigeration units, certain non-stick products, waterproofing products and anti-stain

→ Polybrominated diphenyl ethers (PBDEs) (chemical structure close to thyroxine)

- Used to fireproof plastics and textiles.

→ Hormonal medicines

→ Certain heavy metals

- Mercury, lead, cadmium...

→ Bisphenols (a family of more than 15 substances): BPA, BPB, BPS...

- Food plastics (baby bottles, linings for cans and tins, etc.), certain plastic containers, dental cement, thermal paper.

→ Pesticides (insecticides, herbicides, fungicides, etc.)

- DDT, DDE-neonicotinoids...
- Lindane, tributyltin, Roundup, atrazine, malathion, parathion, chlorpyrifos.

→ Dioxins

- Mainly released by waste incinerators.



→ Polychlorinated biphenyls (PCBs)

- Electrical insulators (transformers, capacitors), adhesives, paints, etc.

The health impact of these substances has been widely documented, and new knowledge on the subject is emerging rapidly and regularly. The fight against endocrine disruptors has been identified by the government as one of the ten national priorities in the 3e and 4e National Environmental Health Plan (PNSE).

Endocrine disruptors are persistent and bioaccumulative pollutants. All environments are affected.

Everyone is affected by exposure, although the effects are not the same at every stage of life: pregnant women and young children (first 1,000 days) have now been identified as the most vulnerable groups.

## Objectives

In the light of all this knowledge, which is largely well-founded in scientific and health terms, the priority objective today is to reduce or even eliminate endocrine disruptors from our daily environments, whether in a personal or professional context.

The 3CA has identified a number of priorities, suggesting that the City of Lyon should make **a greater commitment to providing training for staff and the general public.**

These proposals are part of the ' Ville sans perturbateurs endocriniens ' (City without endocrine disruptors) action plan, steered by the Health Department and approved in January 2023, and underline the importance of reinforcing several public policies in line with this objective: responsible purchasing (SPASER), health quality of buildings accommodating vulnerable members of the public, promotion of living environments conducive to health (Local Health Contract), City of Children.

## Description of the proposal and implementation steps

### Within the local authority

#### Targets

All the departments are concerned, but the following departments can be prioritised in Initially: the Public Procurement Department, the Early Childhood Department, the Education Department and the Borough Councils.

These will enable:

- reach out to all other departments (via purchasing);
- have an impact on the professionals who are most at risk;
- have an impact on the public who are most vulnerable to endocrine disruptors.

## **1. TRAIN ALL AGENTS**

To change practices in everyday life and at work, it is first necessary to understand why it is important to do so. It is therefore essential to train employees so that they have all the knowledge they need to understand and implement changes in professional and personal practices. Offer training structured into 3 phases: a common foundation for everyday life, a foundation specific to the different professions and a practical phase:

- build a common training base (duration to be specified) to understand the issues and identify endocrine disruptors in your daily environment;
- practical time to be devised in conjunction with supervisors and health and safety officers, adapted to each work context: handling, identifying objects, reading environmental and health declaration sheets (EHSDS), etc.
- make training compulsory for all directors so that they are able to identify the priority professions in their department.
- Developing a tailored training offer for each profession, based on the principle of training for public purchasers, which has been in place for two years.
- Set up inter-departmental trade groups (e.g. school, library and nursing home maintenance staff).
- Conducting an annual quiz to help as many agents as possible catch up.
- Assess and identify changes in agents' practices regarding endocrine disruptors.
  - Ex: identify and replace game sets containing PEs.
  - E.g.: avoid reusing old games such as foam and play mats (risk of phthalates) see table on previous page)
  - Ex: avoid filming food in restaurants.

## **2. COMMUNICATE INTERNALLY**

- Educational and entertaining displays, videos.
- Mobile exhibitions in each direction.
- Inclusion of endocrine disruptors in the newcomer's handbook.
- Creation of an endocrine disruptor-free kit for new arrivals.

- A dossier on the Kiosk and a bibliography to help you gain a deeper understanding of these issues.
- Communication and awareness-raising activities on endocrine disruptors for the general public and employees (endocrine disruptor-free week) and more frequent key messages ( frequency to be defined).

## **Means of implementation and conditions for success**

- Set up a dedicated project team with a referent/pilot in the Training Department (DGRH), a contact person within the network of occupational health and safety officers in the Internal Communications Department.
- Dedicate a training budget to this proposal. Rely on the network of "Endocrine Disruptors" ambassadors being set up as part of the European LifeChemBee project, who will be trained in advance in these issues (10 agents identified).
- Complement this network with one or two annual training sessions.
- Use the graphic charter in line with the City without endocrine disruptors commitment and the communication tools available.
- Relying on the Réseau Environnement Santé, which runs the Villes sans perturbateurs endocriniens (Cities without endocrine disruptors) charter, as part of the new Charte+ programme in 2024.

## **Beyond the community**

### **1. COMMUNICATING WITH THE PEOPLE OF LYON**

Today, in the absence of compulsory labelling products containing endocrine disruptors, access to information is not easy for consumers. This is why the 3CA has decided that it is essential to communicate about endocrine disruptors to the people of Lyon, so that they can make the most informed choices possible. The means identified for communicating with residents are:

- posters in metro stations;
- exhibitions;
- organising conferences (such as the event scheduled for 3 July at the Hôtel de Ville, organised by the Health Department as part of the Local Health Contract partnerships).

## **2. BUILD AND CARRY OUT ADVOCACY WORK AT THE POLITICAL LEVEL**

The aim is to facilitate access to information on endocrine disruptors, and to move towards PE- free products by taking account of jeopardising substances (substitution principle).

In line with the commitment made by the City of Lyon and the nine arrondissements in the Charter of Cities and Territories without Endocrine Disruptors, the 3CA has taken up the Charter's proposals by specifying that they should be pursued and strengthened:

- mobilising to ensure that regulations continue to evolve in order to limit exposure to endocrine disruptors, by supporting and subsidising associations working in this area;
- propose the introduction of a "toxiscore" on consumer products to better inform the public;
- continue our commitment to the issue of perfluorinated compounds, which are bio accumulative substances, and endocrine disruptors;
- monitor the conditions for the practical implementation of labelling of compounds of very high concern, including endocrine disruptors, from 2026 and 2028.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

### **Success factors**

- Targeted professions in each Division.
- Training plan defined, formalised and budgeted.
- Training specifications drawn up.
- Number of employees trained each year.
- Number of training courses offered.
- Communication materials produced.

### **Delivery, associated departments, potential partners**

- Health Department.
- Communications and Internal Cooperation Department (DCCI) and the External Communications Department, Employment and Skills Division, Mayor's office.

- Partnership with the Centre national de la fonction publique territoriale (CNFPT) to explore.

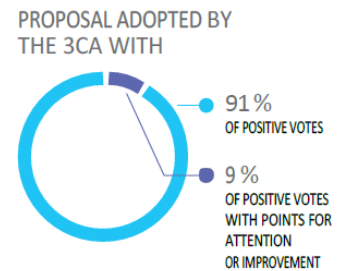
## Proposal on water use in the city

### PROPOSAL 5.

#### RAISING AWARENESS AND TRAINING STAFF ON THE PROPER USE OF WATER

In order to preserve an increasingly scarce resource, it is proposed to inform, raise awareness and train employees in the proper use of water. In this context, the creation or use of experimental sites (pilot sites) would appear to be an appropriate way of carrying out these awareness- raising sessions.

PROPOSAL ADOPTED BY THE 3CA WITH 91% OF POSITIVE VOTES AND 9% OF POSITIVE VOTES WITH ATTENTION OR IMPROVEMENT POINTS



### INTERNAL ORGANISATION

#### Context and issues

Awareness of the fragility and scarcity of water has prompted the world community to take action to preserve this vital resource. This scarcity is caused by increasing consumption and waste, the sometimes-excessive use of groundwater, and climate change, with its increasing droughts and floods.

While water is an integral part of Lyon's landscape, making the city more waterproof, preserving the quantity and quality of water, and raising awareness and educating people about the issues surrounding water are the main objectives that the city and its partners must pursue. As part of the 2020-2026 mandate plan, preserving water resources is one of

the challenges that the 3CA wishes to take up. How can we preserve water, a vital resource, in an eco-responsible way, in line with the town's uses and needs?

## Objectives

- Informing agents to help them understand the issues surrounding water and develop their personal and professional knowledge and skills.
- Provide staff with training to enable them to play an active role in preserving this limited resource by transferring their knowledge and sharing best practice with their colleagues.
- Learn the right actions to take on a day-to-day basis in all of the city's businesses.
- Making savings to reduce municipal water consumption, experiment on a small scale and report on the savings achieved.
- Limit the pollution on waste water discharge.

## Targets

- All employees: those in key roles should be given priority for training.

## Description of the proposal and implementation steps

### 1. RAISING AWARENESS AND TRAINING STAFF IN WATER USE

Every member of the City's staff will have the opportunity to follow a programme ranging from awareness-raising (level 1) to training leading to qualifications or even a diploma (level 3). In order to respect their own pace, participants will also be offered the opportunity to join the level of action of their choice according to their own knowledge and skills on the subject of water.

#### Level 1: inform and raise awareness

Informing employees and raising their awareness of water-related issues can be achieved through:

- expert conferences and webinars;
- visits to exemplary locations and sites: wastewater treatment plants, drinking water production plants, swimming pools, ice rinks, streets, markets, etc.;

- internal written communication via the Kiosque;
- production of computer graphics: flyers, posters, etc;
- producing a guide.

### **Level 2: training and ramp-up**

Create or make available a training course to help employees improve their skills. At the end of the course, participants will receive a certificate. Existing training courses are:

- training by the Centre national de la fonction publique territoriale (CNFPT) on the theme of water and the ecological transition by profession (around 80 training courses);
- MOOC courses: if training course needs to be set up, the directorates' training departments and the Human Resources General Delegation will and Social Dialogue (DGRHDS) have been identified to assist with its implementation.

### **Level 3: advanced training to go further (qualification)**

Create or make available training leading to qualifications and/or diplomas for staff who wish to do so, in partnership with the training departments of the Directorates, the DGRHDS and the IUTs.

- ❖ **Attention point:** Lyon already has many training courses, but there are still problems with their availability.
- ❖ **Improvement points:**
  - incorporate these elements into existing training courses, to raise awareness of the ecological transition
  - offer a training course in primary schools.

## **2. APPLYING LESSONS LEARNED ON A DAILY BASIS**

The aim is to apply the theoretical content of the awareness-raising and training sessions in dedicated experimental sites. If they are successful in terms of water management, these innovations could be extended to all the city's sites.

**This transition to action will be carried out:**

- pooling feedback
- employees after they have undergone awareness training; by implementing an appropriate action plan

- by business line and/or site ; by sharing best practice
- through tutorials;
- by creating "self-challenge" sheets (to set and achieve a goal).

### **3. CREATE OR INVEST IN PREMISES AND THE CITY'S EXPERIMENTAL GARDENS**

- Use water differently and apply theory to reality (for example: the Neyret third-location centre, the Parc de la Tête d'Or, cemeteries and vacant premises, etc.).
  - Use these experimental sites to raise awareness and train staff.
  - Launch experimental campaigns in these premises and gardens to make the use of push buttons, taps, etc. more widespread.
  - infrared heaters, energy-saving showerheads, eco-foam dispensers, energy-saving toilet flushes, etc. Install smart meters...and connect them where necessary.
  - Use rainwater for watering (green spaces, gardens and courtyards, road cleaning) and consider its use in sanitary facilities.
  - Ensuring water use at the experimental sites to highlight differences in consumption compared with conventional workplaces.
  - Setting an example and leading the way in the use and conservation of water in renovations, new buildings and urban development in the city.
  - Develop partnerships with local players to support agents in this process experimentation (for example: with Greater Lyon, associations or the Centre horticultural training and promotion...).
- ❖ **Attention point:** It is suggested that these proposals should be taken a step further and that the city should adopt a water strategy.

### **Means of implementation and conditions for success**

- Adopting a communication strategy that is accessible to all, to present innovative subjects such as the two Labs currently being launched: the Administration Project Lab (PAd) and the General Planning and Property Works Delegation Lab (DGUIT).
- Facilitate the sharing of best practices under the sobriety plan through the network of sobriety correspondents.
- Update the catalogue of training courses for the ecological transition and make water-related training visible by profession.



- Develop small group training courses within the City of Lyon.
- Plan the budget for a training cycle and for setting up experimentation sites.
- To formulate, with the support of Management of public procurement, new purchasing 'clauses' to protect water resources in contracts

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: STRONG IMPACT: HIGH**

### **Delivery, associated departments, potential partners**

- Délégation générale des ressources humaines et du dialogue social (DGRHDS), Direction de communication and internal cooperation, Public Procurement Department de la biodiversité et de la nature en ville, Direction de la gestion technique des bâtiments, Direction de la construction, Mission transition écologique, Information Systems and Digital Transformation Department.
- Sobriety correspondents.
- Greater Lyon and other local partners (Agence locale de l'énergie et du climat - ALEC, Oikos, Centre de formation et de promotion horticole, etc.).

### **Success factors**

- At the very least, meet the targets set by the City and the State in terms of reducing consumption of water resources by 2030.
- Estimate the financial savings made: impact on the city's water bills.

### **Additional conservation measures of water resources**

- Installing the right systems to pre-treat polluted water likely to cause disturbance the operation of the wastewater network and treatment plants (e.g. paints, etc.).
- Dampen gutters where appropriate to encourage water infiltration rain.
- Promote the use of water/water heat pumps for heating or air conditioning in City sites that are suitable.

# **Proposals on Biodiversity**

## **PROPOSAL 6.**

### **RECONNECTING RESIDENTS WITH NATURE, NOT VERY VISIBLE IN TOWN IF ATTENTION ISN'T PAID TO IT**

Create a training programme for all target groups (children, senior citizens...), families, people who are not familiar with environmental issues, local authority staff and the general public), which will be supported by a number of organisations (associations, leisure centres, schools, social centres, Ephad), already in contact with citizens.

OPINION ADOPTED BY THE 3CA WITH 91% OF POSITIVE VOTES AND 9% OF ATTENTION OR IMPROVEMENT POINTS

## **PUBLIC POLICY**

### **INTERNAL ORGANISATION**

#### **Context and issues**

City dwellers, who are far removed from nature, have lost direct contact with biodiversity and its natural environment. functioning. As a result, the loss of biodiversity is abstract for urban dwellers who live far from the city.

Consequently, there is a lack of awareness of the importance of biodiversity in the face of climate change. To reconnect citizens with biodiversity, it is essential to make them aware of the importance of biodiversity of nature.

#### **Objectives**

- Reconnecting the people of Lyon with nature because the things we know are things we want to protect and appreciate.
- Raising awareness and reconnecting young people and adults with nature where it is less visible (priority to neighbourhoods where there are few open green spaces): walks, training courses, discovery of outdoor farms and orchards, publicity in the town and metropolitan area's newspapers, etc., A biodiversity resources area with dedicated method sheets available for consultation on the town's website.

## Targets

- The people of Lyon, in particular schoolchildren, children's councils and senior citizens.
- Employees of the City of Lyon.

## Description of the proposal and stages of implementation

### 1. DEVELOP A TRAINING PROGRAMME FOR ALL TARGETS

This training programme will be based on structures (associations, leisure centres, schools, social centres, Ephad) that are already in contact with citizens. This existing local presence will make it easier to raise awareness and mobilise citizens.

#### General organization

- Develop and offer a series of ten or so workshops and visits on a variety of themes (similar to what has been done with the 3CA), accessible to all and adapted to the different age groups in the population (see below).
- Awarding a "committed citizen" certificate pour la nature" following various awareness- raising workshops.
- Introduce the public to the workshops, the different parks in and around Lyon and their accessibility by public transport together.

#### Cycle for children

- Offer one day per month per class on biodiversity-related themes.
- Offer awareness-raising sessions to municipal children's councils.
- Offer awareness-raising sessions to children who attend leisure centres on Wednesdays.
- Developing and sustaining the approach outdoor nurseries and extend it to schools, starting with one day a month and gradually increasing the number of days.

#### Cycle for seniors

- Offer awareness-raising sessions as part of Senior Card activities.
- Train people motivated by the ecological transition and offer them the opportunity to raise awareness among children in schools.
- Creating intergenerational workshops.

### **Cycle for families**

Offer workshops and outings for families (parents and children) on Saturdays, set up a group with the local social centre or MJC.

### **Cycle for audiences far removed from environmental concerns**

- Set up a group of adults with the local social centre or MJC.
- Set up a group with France Travail (long-term unemployed people) to encourage them to take up training in a promising environmental job at the end of their training.
- Set up a group of adults with the Centre communal d'action sociale (people on RSA).

### **Cycle for the general public**

- Produce "green papers": advice and practical information sheets on biodiversity in the municipal and metropolitan newspaper (e.g. advocate the use of worm composters, tomato planters, etc.). These pages should also explain the various forms of financial assistance available to encourage biodiversity (installation of a pond in a condominium, perches for swallows, swifts, etc.) and which associations and municipal services can be a resource in this process.
- Putting these practical information sheets on the City and Metropolis websites.
- Organise an annual participatory rubbish collection in neighbourhoods to raise residents' awareness of the need to keep their surroundings clean and convince them that this is beneficial for them.
- Relying on citizens' or community groups neighbourhood councils, and to offer those interested in this awareness-raising cycle of environmental issues.

### **Implementation steps**

- Appoint one person per arrondissement (one contact person for each town hall) to set up these training courses, identify the target groups, manage and put in touch the various association partners, the speakers and the different groups of target groups.
- This person will be responsible for reserving rooms for morning theory classes, lunch venues and TCL routes for afternoon outings.
- Develop a monthly training programme covering the various themes involved in raising awareness of biodiversity protection and adapt it to suit the target audience.
- Train certain senior citizens to become ambassadors for the ecological transition and raise awareness among the public (such as schoolchildren).

## Means and conditions for success

- Relying on the associative network to reach a wide audience and facilitate the appropriation of biodiversity by people who are far removed from it.
- Find the right hook to interest audiences and encourage them to make a long-term commitment (cycle of several workshops).
- When setting up the groups, start the first meeting with: "What is your vision of biodiversity?", "What is the state of your knowledge on the subject? Depending on the answers this will help the facilitator to choose the route that will be proposed to the participants.
- Award participants a bonus of 150 EUR at the end of the course to motivate certain audiences, paying this bonus in small amounts to encourage them to spend the money locally. If all the workshops have been attended, a 'committed citizen for nature' diploma will be awarded, a token of pride for those who may have had little or no qualifications in their lives.
- Invite participants to leave certain workshops with goods (vegetables, honey, mushrooms, fruit, etc.) depending on the visits they make.
- Set up partnerships with nature associations, social centres, Lyon nature city services, TCL (bus tickets for visits).
- Fund training courses run by associations as part of calls for projects (possible funding via the Direction de biodiversité and nature in the city).
- Contact associations and work with them to offer workshops, training courses and ensure that they are the ones offering these workshops to the general public.

## Calendar

### In 2024

- Recruit referral agents in each arrondissement town hall.
- Identify local structures that could relay the programme.
- Work with these structures to build the programme.

### In 2025

- Launch the first training courses.

## FEASIBILITY AND IMPACT ASSESSMENT

**FEASIBILITY: HIGHT    IMPACT: MEDIUM**

## **Delivery, associated departments, potential partners**

- Lyon Nature.
- Local social action centres.
- Borough councils.
- Popular education structures.
- MJC.
- Centre social.
- France Travail.
- Maison de l'Environnement for contact details of associations dealing with biodiversity issues.
- Anciela Association.
- Neighbourhood councils.
- Municipal children's councils.

## **Examples of ideas for workshops and visits**

- Listening to birdsong, understanding the role of birds in the city, learning about birds and their habitat, the different species, what can be done to welcome them, what is causing their decline and then birdwatching with the LPO.
- Lecture on the role of insects, followed by a nature walk with Arthropologia (<https://www.arthropologia.org/#>).
- Awareness-raising workshop on waste and the role of compost, explaining the harmful effects of rubbish in nature (cigarette butts), plastic that gets into the water and kills wildlife, and cleaning up a local park (provide the necessary equipment, gloves, bags and safety instructions).
- Then explain the waste recycling process (the logistics of collecting the bags and transporting them to the recycling centre).
- Visit to an urban farm and orchard (<https://fermecroixrousse.fr/>).
- Make a seed bomb in the morning, then take a walk in the afternoon to throw the bombs.
- Cartography training session of nature close to home, and recognition of the various census systems (<https://gncitizen.lpo-aura.org/fr/home>).
- A walk to collect fallen leaves in the streets, followed by a course on trees to learn how to identify them.
- Fruit and vegetable picking trip to a place like Fraisochamp (transport required).
- Visit a market and learn about local, seasonal produce.

- Discover edible wild plants or street plants (see the "belles de bitume à Nantes" workshop - [www.frederique-soulard-contes.com](http://www.frederique-soulard-contes.com) or [www.cueilleetcroque.fr](http://www.cueilleetcroque.fr)).
- Discover the "Cueillette des Gônes" mushroom farm in Rillieux-la-Pape
- Develop a perched garden as in Caluire, with one or two people responsible for the area and every week welcome groups who come to learn how to maintain them (<https://www.instagram.com/jardinperchecaluire/>).
- Nature outing on the islands and îles of the Rhône (<https://www.smiril.fr/>).
- Go on a Lyon Nature outing (<http://www.nature.lyon.fr/nature/>).
- 48h urban agriculture programme with lots of ideas for workshops (<https://www.les48h.com/villes/lyon/>).
- Discover the projects carried out as part of the "Renaturons Lyon" call for projects (<https://www.lyon.fr/actualite/environnement/appele-projets-renaturons-lyon-2024>).
- Visit the Maison de l'agriculture urbaine lyonnaise ([mau-lyon.fr](http://mau-lyon.fr)).
- Information on the role of pollinators bees, hives and the danger they face in the morning, field visit to a beekeeper in the afternoon.
- "Incroyables comestibles" workshop with planting participation and an explanation of the association's activities ([www.lesincroyablescomestibles.fr](http://www.lesincroyablescomestibles.fr)).
- Workshop to build swallow nests ([www.lpo.fr/media/read/26094/file/Guide\\_nichoires\\_hirondelles\\_3D.pdf](http://www.lpo.fr/media/read/26094/file/Guide_nichoires_hirondelles_3D.pdf)).
- Workshop on making an herbarium.
- "Disco soup" workshop (<https://discosoupe.org/>). Urban walks for adults, children and families discovering biodiversity, familiarising them with wild plants that grow naturally on pavements, between the cobblestones, the flora and fauna they can meet, hear and see the traces of their passage (<https://www.genialvegetal.net/Belles-de-trottoirs>).
- Visit the Gones farm ([www.montsdulyonnaistourisme.fr/patrimoine-culturel/ferme-de-decouverte-la-ferme-des-gones-fleurieux-sur-larbresle/](http://www.montsdulyonnaistourisme.fr/patrimoine-culturel/ferme-de-decouverte-la-ferme-des-gones-fleurieux-sur-larbresle/)).

## **PROPOSAL 7.**

### **DEVELOP ONE PERMACULTURE FARM PER BOROUGH AND TWO OR THREE URBAN SHEEPFOLDS**

Following the example of the orchards being developed in Lyon to bring fruit production closer to the people, it is proposed to developing farms and sheepfolds in towns and cities to reconnect urban dwellers with their food, with these sites also serving as training centres, product sales areas, freshness islands and reception areas for outdoor events.

PROPOSAL ADOPTED BY THE 3CA WITH 91% OF POSITIVE VOTES AND 9% OF POSITIVE VOTES WITH ATTENTION POINTS

## **PUBLIC POLICY**

### **Context and issues**

The development of biodiversity in towns and cities requires residents to become acculturated to virtuous agropastoral practices, as intensive farming and livestock rearing play a major role in the destruction of habitats and species. What's more, urban life takes us away from farming practices and all the skills that go into filling our plates.

Following the example of the orchards being developed in Lyon to bring fruit production closer to the people, it would be very interesting to develop farms and sheepfolds in the city to reconnect urban dwellers with their food.

With the aim of spreading good agricultural practice, training local residents can also encourage the development of gardening containers and street gardens, and thus enable biodiversity to spread, including in private spaces, a blind spot for public policies.

It would also enable urban dwellers to have more direct contact with the production of quality food. Urban farms and initiatives already exist in Lyon and should be duplicated: the Quartiers Fertiles and the Croix-Rousse farm. Urban pastures also exist and should be developed.



## Objectives

These urban farms and sheepfolds would enable:

- permaculture-based agricultural production
  - or meet stringent agro-ecological specifications in order to accommodate and encourage the development of biodiversity;
  - outdoor areas for farm animals (chickens, rabbits, sheep, etc.);
  - an area where you can pick your own vegetables, learn about permaculture free of charge and
  - agro-ecological practices that help maintain biodiversity (from the vegetable patch to the fields), and be aware of the animal condition, which is one of the priorities of the mandate;
- ❖ **Improvement point:** in order to find land for urban farms and sheepfolds, it would be interesting to identify the spaces and locations of former farms and sheepfolds in Lyon at different times.

## Targets

- Local residents (parents, children, students, etc.), municipal staff.
- Tourists, who will find these initiatives inspiring at home.

## Description of the proposal and implementation steps

Open one farm in each borough, and 2 or 3 sheepfolds in the city, depending on the maintenance needs of the green spaces that they can provide.

### 1. PERMACULTURE URBAN FARMS

- Pre-accession land in every borough t if possible, to open permaculture farms and permaculture sheepfolds.
- Hiring specialist organic farmers permaculture, hire trainers and train volunteers (staff and residents).
- Liaise with local farmers who might be interested in selling their products and/or leading this initiative.

- Liaise with associations offering permaculture activities in the area, associations linked to biodiversity, but also and above all the major local associations (in all fields, which are major relays of influence, enabling residents to really get involved) in each borough, so that they can disseminate information and offer their members the chance to get involved.
- Organise a communication campaign throughout the town: newspapers, posters, kiosks, press conferences, inaugurations by elected representatives, etc.
- Liaise with borough councils, neighbourhood councils and local associations to involve local residents from the very start of the project and to get the word out.
- Propose management methods in consultation with residents and voluntary associations.
- Offering training workshops to residents throughout the shoot, enabling them to develop their productions and create a sense of attachment to the site.
- Offer free pick-ups and events (artistic: concerts, pots, exhibitions, etc.).

## **2. URBAN SHEEPFOLDS**

- Contact local and organic livestock farmers who would like to offer products for direct sale at the sheepfold and bring their animals with them.
- Enabling the site to become a meeting place for farmers and residents and a grazing area for the animals.
- Grazing sheep in the surrounding green spaces to give visibility to the sheepfolds and enable a direct link between residents and their producers, following the example of the eco-pastures that existed in the city between 2003 and 2016.
- Ensuring animal welfare in all circumstances. Make livestock farming in urban areas sustainable, even if it means focusing only on small species (chickens, rabbits, etc.).

## **Calendar**

### **In 2024**

- Continue to support existing urban farms and sheepfolds.
- Support existing associations.

## **In 2025**

- Launch studies to select land to be pre-empted for permaculture farms and sheepfolds.

## **In 2026**

- Organise a communication campaign.
- Support and train citizens' groups.

## **Means of implementation and conditions for success**

- City funding for equipment, plant species and travel for farmers and livestock breeders to remove obstacles
- City funding for the ecological renovation of the sites to make them model, attractive and soothing spaces. The areas invested in must be exemplary showpieces of the City's biodiversity policy.
- In relation to the previous point, dedicate one officer per arrondissement entirely to biodiversity issues. This officer could be responsible for steering and monitoring these projects, while creating links with local associations.
- Remuneration of associations and/or farmers, trainers and breeders for providing training and seeding.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE IMPCAT: HIGH**

## **Delivery, associated departments, potential partners**

- Department of Biodiversity and Nature in the City.

## **Success factors**

- Number of farms and sheepfolds.
- Number of visitors.
- Number of training courses offered.
- Number of citizens' groups involved.

## PROPOSAL 8.

### REDUCE LIGHT POLLUTION, WHICH DISTURBS FLORA AND FAUNA AND AFFECTS HUMAN HEALTH

It is proposed to draw up, present to the Town Council for a vote, and then implement a "Black Screen" strategy, prohibiting illuminated advertising panels in streets and on bus shelters, making it compulsory for shop windows and TV screens to be switched off after opening hours, and providing for the systematic installation of public lighting using motion detection, with priority given to areas around green spaces, aquatic areas and places where nocturnal fauna has been located (biodiversity atlas).

OPINION ADOPTED BY THE 3CA WITH 91% OF POSITIVE VOTES AND 9% OF ATTENTION OR IMPROVEMENT POINTS

## PUBLIC POLICY

### Context and issues

Light pollution is the excessive artificial light emitted by humans, particularly in urban centres. Light pollution has numerous impacts on fauna, flora and humans:

- **desynchronisation:** artificial light alters the biological rhythms and internal clocks of wildlife by desynchronising their activities, which are usually based on the length of the day;
- **disorientation:** at night, wildlife relies on natural landmarks for guidance, such as the stars and the moon. The presence of artificial light sources disrupts these reference points;
- **attraction:** artificial light attracts insects. 30 to 40% of them die from an insect attack, collision, dehydration, overheating, or predation. 30 to 40% of insects approaching a light source die within a short space of time, and the majority remain captive ("sink effect");
- **desensitisation:** this prevents any feeding or reproduction of fauna due to light saturation of the site;
- **recognising the environment:** wildlife improves its recognition of the environment thanks to artificial lighting, thus prolonging its nocturnal activity, or on the contrary, it alters its ability to distinguish colours, and therefore its own species or its

predators. Flora is also affected. It has been observed that by over-lighting a meadow 24 hours a day, visits by nocturnal pollinators have decreased by 62% and fruit production by 13%.

## Objectives

- Intensify action to reduce light pollution and develop a black screen to encourage biodiversity.
- To enable nocturnal fauna to live in accordance with their biological rhythms without being disturbed by the excessive brightness of the city.
- This will also reduce energy production for unnecessary use.

## Targets

- Shop signs.
- Illuminated advertising panels
- Street lighting.

❖ **Attention point:** there are already many measures in place to promote the black grid in Lyon, but it would be more necessary to be more strict in enforcing them.

## Description of the proposal and implementation steps

### 1. DRAW UP A 'BLACK GRID' STRATEGY AND PRESENT IT TO THE TOWN COUNCIL FOR APPROVAL:

- a ban on illuminated advertising panels in streets and on bus stops;
- the obligation to switch off shop windows, TV screens in shop windows and commercial signs after opening hours;
- the possibility of setting fines if the charter is not complied with and thus, through financial means, compel businesses to comply with the charter (subject to legal feasibility);

- systematic installation of public lighting using motion detection, with priority given to green spaces, water areas and places where nocturnal fauna has been located (based on the biodiversity atlas);
- the deployment of street lighting with automatic detection of cars in town;
- a link between the biodiversity corridors and the most lit areas to see what is compatible and what is not, and to see what needs to be switched off.

## **2. RAISING PUBLIC AWARENESS AND INFORMING THE RETAILERS**

- Recruit and train ambassadors.
- Meet with retailers to encourage them to take action to protect biodiversity and their wallets (energy savings).
- Enhance the sobriety charter for companies and businesses run by the Department of the Economy, Trade and Crafts (DECA) to reduce light pollution and spread good practice.
- Raising awareness among condominiums of the importance of switching off lights at night, by for example by the Lyon metropolitan area's local energy and climate agency (ALEC) and/or condominium managers to identify solutions that could be adopted to reduce their lighting impact.

## **3. DEVELOP EXPERIMENTS**

- to turn off the city's lights at night in 2022, in response to the energy crisis, and to continue renewing the lighting system
- public with motion-detecting lights
- close to places where there is the most biodiversity to improve the black grid

## **Calendar**

### **In 2024**

- Enhance the sobriety charter for companies and businesses promoted by the DECA and work with the associations to raise awareness among condominiums and single-family homes.

### **In 2025**

- Launch the development of the "Black Screen" strategy.

## **In 2026**

- Recruit ambassadors.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE IMPACT: HIGH**

## **Means of implementation and conditions for success**

- Recruiting a person employed by the town hall to go door-to-door to businesses and shops to present the energy efficiency charter, inform them of the fines incurred under the future "Trame noire" charter.
- Mobilise a municipal officer authorised to issue fines, to make nightly rounds to check that commitments have been made to turn off screens and signs, or else to issue fines. The municipal officer could be accompanied by volunteers to help him in his task.

## **Delivery, associated departments, potential partners**

- Direction de l'éclairage urbain, Direction de la biodiversité et de la nature en ville

## **Success factors**

- Number of lights switched off at night in public and private spaces.
- Number of lamps per automatic detection installed by the City.
- Reducing the energy consumption of public lighting.
- Number of retailers partnering the "Trame noire" charter.

## PROPOSAL 9.

### GREENING ADMINISTRATIVE SITES THE CITY OF LYON

By adopting a "biodiversity in government" strategy, it is suggested that vegetation be planted around buildings and internal courtyards (in the open ground where possible, with containers otherwise), walls (0 to 2.5 m) and roofs. Plants will be to green their offices.

PROPOSAL ADOPTED BY THE 3CA WITH 91% OF POSITIVE VOTES AND 9% OF POSITIVE VOTES WITH ATTENTION POINTS

#### INTERNAL ORGANISATION

##### Context and issues

The benefits of greening the city have already been well presented in proposals 6, 7 and 8.

In this respect, it is all the more important to make Lyon's buildings greener in order to set an example and spread good practices. The city plays a leading role that can inspire and inspire others.

The challenge then is to meet the demands made on private individuals and professionals in their day-to-day activities.

How can we find plants in the middle of such a mineral Hôtel de Ville, an Annex that is already so unattractive, or even our elderly people's homes? The buildings in our parks (Tête d'Or, Blandan, etc.) must also set an example so that best practice can be disseminated.

Furthermore, access to green spaces at work, both indoors and outdoors, is beneficial to **well-being at work**. This has been widely demonstrated, especially as it can be a driving force behind new forms of solidarity in terms of plant maintenance and the launch of planting workshops, developed jointly with the city's employees.

##### Objectives

The main aim is to plant all the town's buildings (administrative buildings, schools, nurseries, old people's homes, etc.), thereby setting an example in terms of biodiversity.



## Targets

- City employees.
  - Municipal administrative buildings.
  - Occupants of municipal buildings.
- ❖ **Attention point:** the proposal must be measured so as not to increase the risk of allergies among staff and the surrounding public. A balance must be struck between public health and green spaces.

## Description of the proposal and implementation steps

### DEVELOPING AND IMPLEMENTING A BIODIVERSITY STRATEGY FOR THE ADMINISTRATION WITH THE FOLLOWING TERMS AND CONDITIONS:

- planting around buildings and internal courtyards outside, in the ground where possible, with planters otherwise ;
- green walls 0 to 2.5 metres high;
- green the roofs of municipal buildings with plants that require little or no maintenance; suggest plants for offices;
- facilitate the upkeep of existing green spaces by making it possible for school green spaces to be maintained by citizens, particularly in the summer, or by entering into contracts with associations;
- facilitate the development of biodiversity by removing barriers and/or developing passageways in fences and by creating areas to accommodate wildlife (e.g. nesting boxes).

## Calendar

### In 2024

Internal greening of premises.

### In 2025

- Examine the feasibility of planting vegetation around City sites by working with Métropole and SPLs in particular.
- Strengthen the resources of the Biodiversity Division and nature in the city (DBNV).

### In 2026

- Start greening work.

## FEASIBILITY AND IMPACT ASSESSMENT

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

### Means of implementation and conditions for success

These ambitious objectives require significant resources to be deployed:

- an increase in the human resources of the Biodiversity and Nature Directorate in (DBNV). This could involve the creation of a new department responsible for supplying plants and training and advising staff on how to maintain them (during holiday periods, in the event of misuse, etc.). An internal service could be set up on the Kiosk to answer questions from staff. In this respect, a "Floral Decoration" service has already existed at the city and could be revived in a new form. This would involve considerable expenditure, but isn't this a pressing issue in the context of the green transition?
  - ensure that resistant and/or local plants are supplied. The idea is not to plant without think about the consequences. The plants used must come from responsible, preferably local, sources (to give them a chance to grow to adapt) and/or species from elsewhere (but from sustainable sectors) that are resistant to climate change (surely the plants of tomorrow).
- ❖ **Improvement point:** some species may be better adapted than others: for example, the arbutus is a small tree that captures more CO<sub>2</sub> and releases more oxygen than other species.
- To supply these plants, the City of Lyon needs to step up its in-house production. The city already has a nursery, but given the demand, there is a clear need for more. As part of a policy of acquiring land outside the city (agricultural wasteland, forests, etc.) to encourage the development of a green belt around the town, it would be

interesting to create one or more nurseries to grow these plants, and to collect (and adapt) seeds.

## **Delivery, associated departments, potential partners**

- Biodiversity and nature in the city department, including a new in-house service for employees.
- Central Property Department.
- Direction de la gestion technique des bâtiments.

## **Success factors**

- Percentage of municipal buildings renovated and planted with vegetation.
- Number of plants per agent in the offices.
- Employee well-being, for which the measurement methods have yet to be identified.

## **PROPOSAL 10.**

### **CREATING AND DEVELOPING SPACES FOR BIODIVERSITY IN THE CITY**

The aim of this proposal is to make the most of every opportunity to bring life back to the heart of urban areas. It has three components: creating new spaces through a policy of pre-emption or dynamic land acquisition, safeguarding an area without human intervention in each existing green space, preserving the regional species and study their adaptation to climate change.

PROPOSAL ADOPTED 3CA BY 91% OF POSITIVE VOTES AND 9% POSITIVE VOTES WITH POINTS OF ATTENTION

## **PUBLIC POLICY**

### **Context and issues**

In France, 18% of species have disappeared and 78% of habitats are in an unfavourable state of conservation. Biodiversity has declined drastically in recent years, as a direct result of massive urbanisation and soil artificialisation. Urbanisation is the main factor in the loss of biodiversity. Urban sprawl is responsible for 70% of the 20,000 to 30,000 hectares<sup>29</sup> of natural and agricultural areas that disappear every year in France as a result of land artificialisation - the equivalent of 100 football pitches a day.

The architecture of buildings and the methods used to manage planted areas are crucial to the survival of the birds, mammals, insects and reptiles that share our living spaces. This can have an impact, often a negative one, on habitats and refuges for biodiversity, leading to their reduction.

Urbanisation accentuates the effects of heat islands. Combined with population growth and urban densification, climate change will make the phenomenon of urban heat islands (UHIs) more prevalent, i.e. a rise in air and surface temperatures in city centres compared with the suburbs, particularly at night.

Green spaces play an essential role in mitigating the effects of heat and noise, improving air quality and enhancing people's quality of life. Natural spaces in the city, such as parks, squares, riverbanks, etc., are an essential part of the urban landscape. Watercourses allow species to nest, reproduce and feed. They also enable city dwellers to enjoy their amenities by providing places to stroll, cycle paths and children's play areas.

### **Objectives**

- Create as many refuge areas as possible for biodiversity. Take advantage of every opportunity to bring life back to the heart of urban spaces and the outskirts of the City of Lyon and the Metropolis.
- Preserving and protecting biodiversity and experimenting for the future.
- Limit human activity in these areas as far as possible to monitoring for invasive species.
- Study the plant and animal species that thrive in refuge areas. Use these new areas for educational purposes, and to establish and preserve rare or endangered animal or plant species.

- Increasing the number of nature areas in the city for the residents of Lyon and the Metropolitan area.
- Changing urban development models.

## Targets

Waste land, outdoor spaces in public buildings (schoolyards, administrative buildings, old people's homes, crèches, etc.), squares and parks, squares, streets and public spaces, green spaces in condominiums or businesses.

- ❖ **Attention point:** the proposal must be measured so as not to increase the risk of allergies for staff and the public in the vicinity. A balance must be struck between public health and green spaces.

## Description of the proposal and implementation steps

### 1. CREATE SPACES

- Mapping potential spaces to be greened by identifying areas where there is a total lack or low presence of green spaces in relation to the number of inhabitants, to be cross-referenced with the work of the Agora Lyon 2030 led by the Mission transition écologique.
- Get residents on board by arguing for the benefits of plants in the city (cooling thanks to trees, the presence of birds and peace and quiet, less pollution, etc.).
- Accelerating the transformation of portions of streets by removing traffic (cars, bicycles and scooters) where possible (no garage entrance, no emergency or fire access and no shops) to create squares or "green crossroads" planted with trees where the networks allow, or with shrubs and bushes.
- Create "seniors' streets" on the same model as "children's streets" around places that cater for the elderly, such as Ephaad homes.
- Reinforce the policy pursued by the City of Lyon since 2020 of acquiring private spaces to create green areas (e.g. the wasteland on rue Tissot in Lyon 9e , part of which has been used up). has not been developed to increase biodiversity).
- Implement a policy of pre-empting built-up land to create green corridors within the city to encourage exchanges between species which will be places of preservation.

- Pursue a policy of acquiring land on the outskirts of the Lyon conurbation on the model of the City of Paris, with the aim of planting or preserving forests, as well as creating land and farms for organic and local food (agriculture, etc.).
- Bringing water back into the city: clearing out parts of watercourses, creating ponds in green spaces.

## **2. PRESERVE EXISTING GREEN SPACES**

- Transforming existing wasteland into a biodiversity reservoir, as in the case of the Oedipus Plain in Saint-Priest.
- Mapping the state of health of the city's trees.
- Systematically set aside a percentage of every outdoor public space that is free from human activity (courtyards in crèches and schools, green spaces in nursing homes, green spaces in public buildings, parks, etc.). The percentage would be defined according to criteria: surface area, use of the space, etc. and its location in the city. The 'class' of the area to be preserved should also be taken into account:
  - "Nature": as little intervention as possible to allow biodiversity to develop.
  - 'Living space": less surface area reserved for biodiversity, but a percentage of land preserved, because no space is to be neglected, and even a modest space can be invested.
- As far as possible, reconcile uses and biodiversity and ensure the right balance. Communicating the objectives and results of studies of protected areas.
- Raising awareness and helping condominiums or companies with green spaces, and raise awareness among residents via neighbourhood councils and mediators at borough halls.

## **3. PRESERVE AND EXPERIMENT**

- Preserve and develop regional species, set up long-term experimental areas to study the adaptation of both hardy and new species to global warming.
- To promote and disseminate the knowledge of the City of Lyon's experts, experts who are entirely disconnected from any economic dimension.

## **Calendar**

### **In 2024**

- Work with members of the Agora Lyon 2030 "greening" working group to identify areas/streets to be greened.
- Meet and work with SPL Confluence and SPL Part Dieu.

- Impose a percentage of protected space in each new greening project.
- Raise awareness among co-ownerships.

### **In 2025**

- Develop a pre-emption policy.
- Launch studies to plant these areas with a view to preparing the next multi-year investment programme.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

### **Delivery, associated departments, potential partners**

- Central Property Department, Direction de la nature et de la biodiversité en ville, Mission transition écologique, Agora Lyon 2030.

### **Success factors**

- Percentage of green spaces preserved.
- Percentage of green spaces created and/or protected.

## **PROPOSAL 11.**

### **PROMOTE AMBITIOUS URBAN PLANNING AND ENCOURAGE PRIVATE INDIVIDUALS SO THAT BUILDINGS CAN SHELTER AND PRESERVE BIODIVERSITY**

PROPOSAL ADOPTED 3CA BY 91% OF POSITIVE VOTES AND 9% POSITIVE VOTES WITH POINTS OF ATTENTION

In order to shelter and preserve biodiversity in the buildings of the City and private individuals, it is proposed to promote and make it compulsory for all new buildings to be fitted out, to strengthen legislation to ensure that new constructions are welcoming to wildlife and to create mechanisms to inform and encourage private individuals to take action.

#### **PUBLIC POLICY**

##### **Context and issues**

One of the main reasons for the erosion of biodiversity is the artificialisation of land. Building cities also means destroying habitats and living conditions for many species. There is an urgent need to adapt existing and new buildings so that they can provide a home for biodiversity. In addition to the ERC method (avoid, reduce, compensate), which makes it possible to reduce the harmful effects of urban development, we need to create and/or preserve the conditions in which biodiversity can nest and pass through our buildings.

The role of animals and plants in towns and cities needs to be reviewed if we are to stem the tide of extinction species and preserve the living conditions of our cities and our planet. Lyon's town planning regulations are not restrictive enough and they are not very specific in terms of encouraging and preserving biodiversity in the city (materials, green spaces, nesting boxes, etc.).

On the one hand, there are few protected natural areas in Lyon and the surrounding area. On the other hand, some areas are still being developed without preserving natural spaces. There is little verification of the rules to be applied, particularly with regard to the integration of space and refuges for biodiversity.



## Objectives

Requiring all new buildings not only to take account of bioclimatic constraints, but also to accommodate a diverse range of flora and fauna.

- Suggesting ways of adapting existing buildings to encourage biodiversity.
- Encouraging private condominiums to take action to maintain biodiversity.
- Take particular action to maintain threatened species (swallows, swifts, etc.).

## Targets

- Construction management: with these parameters considered upstream buildings.
- Urban development department: with the control of town planning authorisations and the inclusion of specific specifications relating to biodiversity in urban development projects.
- Individuals and condominiums.

## Description of the proposal and implementation steps

- 1. PROMOTE THE ADAPTATION OF BUILDINGS AND MAKE IT COMPULSORY FOR ALL NEW BUILDINGS (RESIDENTIAL, TERTIARY, PUBLIC AND PRIVATE) TO DO SO**

### Examples of layouts:

- green roofs;
- greening, stripping and making permeable parking spaces (as many square metres gained);
- develop less flat roofs, which can serve as refuges for certain birds and bats, depending on architectural constraints (in the historic sectors of Lyon in particular);
- develop nesting boxes for swallows and swifts in all new buildings, with systems for collecting droppings and/or planting vegetation under the nesting boxes;
- leave passageways in fences for small wildlife (hedgehogs, etc.);
- develop ponds in gardens, cemeteries, parks...;
- install water collectors ;
- identify areas to be left fallow,
- to be given priority: schools, condominiums, wasteland, old people's homes, etc.

## **2. PROMOTE WILDLIFE-FRIENDLY NEW CONSTRUCTION (RESIDENTIAL AND COMMERCIAL)**

- Draw up a biodiversity charter and/or a Biodiversity Plan incorporating obligations for buildings, both the building itself and construction practices. Include naturalists, architects and associations specialising in biodiversity in the drafting process (Ligue pour la protection des oiseaux - LPO, France nature environnement - FNE). This charter should be coordinated with the CETE (Cahier des exigences techniques and environmental plans), and could take the form of a revision of the plan in order to complete it.
- Revising the local urban planning and housing plan (PLU-H) to incorporate new clauses, as part of a new revision, the next of which is due to be approved in early 2025:
  - habitat (greening of roofs, permeable barriers for small fauna, rainwater harvesters, nesting- friendly roof shapes) by extending the last PLU- H revision of 2021 (with provisions on fences) and Amendment No. 4 (with provisions on nesting boxes)
  - soil permeability (having a percentage of permeable surfaces in each arrondissement (tramways, pavements, building courtyards, etc.);
  - identify and remove all traps biodiversity (uncoated windows, hollow poles, drainage channels with no way up for trapped fauna, etc.).
- Do not urbanise hollow spaces but return them to nature and/or leave them fallow.
- Allowing the City to pre-empt buildings for ecological reasons in order to strengthen the green fabric. The aim is not always to increase density, but to transform certain buildings into wasteland and/or natural areas. What's more, there is an urgent need to strengthen green corridors. The city is dense and attractive enough: the challenge is to keep it liveable! And that means a substantial increase in natural areas, green spaces and the return of biodiversity to the city. All these rules should be applied as a priority to the town's buildings, which should set an example.

## **3. CREATE INCENTIVES AND INFORMATION SYSTEMS FOR INDIVIDUALS**

- Targeting private condominiums and individuals to encourage them to develop facilities that are conducive to biodiversity: nesting boxes, desilted areas in courtyards, plant boxes, ponds, rational garden maintenance, etc.

To do this, you need :

- to highlight existing aid from the Metropole, where the main issue is the greening of private space, and those proposed by the City31 (sometimes following requests from civil society through citizens' councils and collectives...);
- offer help with biodiversity issues, the installation of backyard gardens, the waterproofing of yards, the installation of ponds, etc.
- monitor compliance with the biodiversity charter (proposed above) by private individuals, via the planning permission department. Check that this is feasible because it is not within the remit of the Applied Planning Department to carry out checks on the basis of a charter that is not yet in force for the building regulations and is not included in the PLU-H.

To reach as many homeowners as possible, we need to use as many channels as possible: sending information to building owners' associations (as we did for the EcoRenov' bonus) and to local town halls, to the planning permission department so that each building or renovation permit is accompanied by a note.

- Develop an active, citizen-based biodiversity watch network by mobilising associations and individuals.
- This network will make it possible to control compliance with biodiversity measures during works and by private individuals. It will also develop the local biodiversity atlas by making it interactive. For example, the association.
- The National Inventory of Natural Heritage (INPN), with its Determin'Obs application, enables individuals to discover and record the species in their neighbourhoods, and this data can be extracted for local authorities and their atlases, and are supplied to the Natural History Museum.

## **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

### **Means of implementation and conditions for success**

This proposal mainly requires human and financial resources. This means this will necessarily involve increasing the number of staff in the Directorate for Nature and Biodiversity in the City, which is a key player in the implementation of the Urban Nature and Biodiversity Plan of the biodiversity policy, in its links with local stakeholders and in raising awareness of biodiversity issues among other departments.

## **Delivery, associated departments, potential partners**

- Construction management: with these parameters considered upstream of construction.
- Urban development department: with the control of town planning authorisations and the inclusion of specific specifications relating to biodiversity in urban development projects.
- Department of Biodiversity and Nature in the City.
- Local partners: Ligue pour la protection des oiseaux (LPO), Inventaire national du patrimoine naturel (INPN), etc.

## **Success factors**

- Number of new measures promoting biodiversity integrated into the local urban development plan (PLU).
- Number of condominiums that have undertaken work to reduce the amount of water permeable or to develop facilities conducive to waterproofing biodiversity.
- Number of publications and checks carried out by the active citizen monitoring network.
- Number of new facilities designed to shelter and preserve biodiversity (ponds, spaces in fences, etc.).

## **Proposal on Solidarity**

### **PROPOSAL 12.**

### **FACILITATING ACCESS TO SOLIDARITY AND ECOLOGICAL TRANSITION SCHEMES**

PROPOSAL ADOPTED 3CA BY 100% OF POSITIVE VOTES

The green transition cannot be achieved without supporting the most vulnerable members of society, who are suffering from global warming and the ills of today's society (poorly insulated housing, concrete neighbourhoods, poor diet). This proposal is based on 4 measures to meet these challenges: working towards free, green and appropriate mobility for all, facilitating access to procedures, encouraging cooperation and cross-disciplinary

action between associations and other stakeholders in solidarity and the green transition, and supporting solidarity actions by residents and local players.

## **PUBLIC POLICY**

### **INTERNAL ORGANISATIONS**

#### **Context and issues**

Green transition is all about solidarity. It only makes sense if the costs and benefits of the ecological transition are shared fairly. Indeed, the transition cannot be made without supporting the most vulnerable members of society, who are already the first to suffer from global warming and the ills of today's society (poorly insulated housing, fuel poverty, concrete neighbourhoods, poorly diversified and low-quality food, etc.).

The Labo de l'Économie sociale et solidaire has identified 7 needs that need to be met in a dignified, sufficient and sustainable way for a fair ecological transition: food, housing, equipment, culture and entertainment, good health, work and commitment, and transport.

The challenge is to ensure a successful green transition and a drastic reduction in greenhouse gas emissions, with -and without further penalising people in precarious situations.

#### **Objectives**

To meet this challenge, the 3CA decided that it was desirable to achieve two objectives:

- enable individuals to achieve personal and social fulfilment.
- set up and improve solidarity initiatives in connection with ecological transition initiatives.

#### **Targets**

- All individuals at risk of social breakdown, physical and mental health problems as a result of poverty or lack of satisfaction their primary or secondary needs.
- All those who are denied their rights because they do not have access to them.
- All employees of the City of Lyon who find themselves in these situations, and who must be able to count on the solidarity of the City of Lyon's staff, must be able to count on the solidarity of the City of Lyon's staff.

## Description of the proposal and implementation steps

### 1. WORKING TOWARDS FREE, GREEN MOBILITY FOR ALL

Numerous studies show that lack of mobility leads to people not using public transport and adds to their distress and isolation. We therefore need to argue in favour of free public transport, create an adapted light transport service on demand (electric vehicles with drivers, etc.) and make public transport more accessible if necessary, or on loan) to facilitate certain procedures or acts of daily life. The City of Lyon, as a supportive employer, could create this service on request, for the identified needs of its employees.

- ❖ **Attention point:** it will be necessary to specify the conditions under which electric vehicles will be free of charge.

### 2. ENSURING ACCESS TO PROCEDURES WITH THE HELP OF A PHYSICAL HUMAN PRESENCE WHENEVER NECESSARY

Physical assistance with procedures greatly enhances the effectiveness of systems and access to rights, particularly when procedures on the internet are difficult or impossible (lack of equipment or illiteracy). It is proposed **to increase access to one-stop shops, either in borough town halls or in the maisons métropolitaines**. As a supportive employer, the City of Lyon could create this service on request for the identified needs of its employees.

**The PIMMS Médiation Mobile France can also be put to good use** by strengthening their presence. These are teams of mediators who welcome, inform and assist citizens with their administrative formalities in their neighbourhoods. They provide a local itinerant service, making regular visits to easily accessible sites in a utility vehicle. PIMMS Mobile has been visiting the Vergoin district (9th arrondissement) since July 2022.

### 3. PROMOTE COOPERATION AND CROSS-FUNCTIONALITY IN THE FIELD BETWEEN ASSOCIATIONS AND OTHER STAKEHOLDERS IN SOLIDARITY AND THE ECOLOGICAL TRANSITION

- Ensure that the City of Lyon takes the initiative in organising more meetings and events in the neighbourhoods to create synergy between actions and to promote and deploy resources and encourage people to get to know each other better by

breaking down silos. Example: in a test area, get various players to work together on the theme of welcoming people in great difficulty. This action would provide tools for the staff most exposed to vulnerable groups, such as library staff.

- Compile a directory and map (by arrondissement or district and accessible free of charge) of stakeholders, including associations working in the city in the field of solidarity, and provide the resources to update it regularly.

#### **4. SUPPORTING COMMUNITY ACTION BY LOCAL RESIDENTS AND STAKEHOLDERS**

**Raising awareness of solidarity initiatives in different boroughs.**

### **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

Example: a monthly focus on existing communication media such as the monthly flyers that accompany pay slips.

Examples of solidarity initiatives to support: recycling, recycling centres, food or cooking help, exchange of odd jobs or services, help with budget management or energy saving, etc.

- Set up a solidarity space on the city's intranet, offering the means to exchange information, services and exchanges in a spirit of free solidarity.
- Delivering and distributing the 'paper' guide to social emergencies to all the City's public services in contact with users and open to the public.

### **Means of implementation and conditions for success**

- Create a test action for each.
- Make the most of the Administration Project and the CRMs.
- Strengthen the role of the city's social workers.

### **FEASIBILITY AND IMPACT ASSESSMENT**

**FEASIBILITY: AVERAGE    IMPACT: HIGH**

## **Success factors**

- One or more deliverables put in place.
- Number of actions implemented in the area (small steps policy).
- Number of people helped with procedures.
- Number of employees taking part in solidarity initiatives promoted by the City.

## **Delivery, associated departments, potential partners**

- The Centre communal d'action sociale and the town's social workers.
- Libraries.
- Borough councils.
- Metropolitan town halls.
- The MJC's, for example the MJC Laënnec Mermoz (8e arrondissement), with its recognised expertise in cultural matters, where its projects are designed as tools for social emancipation.
- It is also active in the socio-educational field, running extra-curricular activities in local schools. Associations, for example: Anciela, to help the town draw up a directory and a map of the area's solidarity structures, the PIMMS mediation, to help a public in difficulty to carry out any type of project. steps...

## **MEMBERS OF THE CITIZENS' CONVENTION FOR THE CLIMATE OF THE CITY OF LYON'S EMPLOYEES**

### **DG Resources**

#### **Finance Department**

- > BEAUCHOT Delphine, *Resources and Accounting Coordinator*
- > BONNOURE Antoine, *Head of Multiannual Investment Planning Department*

#### **Information System and Digital Transformation Department**

- > BETRAND Jean-Louis, *Applications Manager*
- > DESOLME Philippe, *Application Manager*
- > GROS Nicolas, *Head of Information Systems, DJEESI*



## **Cross-functional human resources department**

- > CHENAVIER Séverine, *HR Manager*

## **Health, Prevention and Safety DG**

### **Safety, Tranquillity and Security Department**

- > FAURE Roxane, *Police officer*

### **Health Department**

- > PRADIER Florence, *Head of Health - Environment Department*

## **DG Youth, Education, Children, Sport and Inclusion**

### **General Secretariat**

- > ALONSO Alain, *Accounting officer*

### **Centre Communal d'Action Sociale**

- > BELAGGOUNE Fatima, *Sub-budget Manager*
- > MEYER Olivier, *Nurse*

### **Early Childhood Department**

- > AFONSO Hélène, *Early childhood educator at the Confluence crèche*
- > AUGIER-SAUZON Lucie, *School social worker*
- > GARCIA Édith, *Nursery cook at Saint-Lazare*
- > LOUCHE-PELISSIER Alizée, *Crèche de Laprade*
- > MACARI Gwenaëlle, *Youth worker at the Rochaix 2 crèche*

### **Education Department**

- > AZEMA Laurence, *ATSEM*
- > BOULARD Catherine, *ATSEM*
- > CHERIF EL OUAZANI Leila, *ATSEM*
- > ESSERTEAU Claude, *Logistics service provider monitoring manager*

- > FNED Nadia, ATSEM
- > HASNAOUI Nagette, ATSEM
- > KIEU Julie, ATSEM
- > KOITA Aminata, ATSEM
- > MAURIN Philippe, Public Services Manager
- > MECHICHE Belinda, ASEP
- > OUESLATI Leila, ATSEM
- > RIBEIRO Bernadette, Local Manager
- > SFRAMELI Sébastien, School Resources Officer
- > TAMIN Annabelle, Works Administrative Management Officer
- > VILLEROT CHARBONNIER Brigitte, ATSEM

### **Sports Department**

- > BEAUFILS Jean-Paul, Maintenance Manager

## **DG Human Resources and Social Dialogue**

### **Personnel Administration Department**

- > MASUTIER Alexandra, Careers Unit Manager

### **Social Relations and Life at Work Department**

- > SCALI Séverine, Administrative Management Assistant

### **Financial Steering and HR Legal Department**

- > SCHNEIDER Séverine, Budget and Staffing Manager

## **DG Proximity and Relations with Inhabitants**

### **Customer Relations Quality Department**

- > GENEVRIER Sylvie, Lyon en direct, Préposée courrier

### **Town Hall, 3e arrondissement**

- > MERCIER Hélène, Reception Officer
- > PRAT Charlotte, Assistant to elected representatives

#### **Town Hall, 6e arrondissement**

- > CLAIN David, Caretaker
- > DUEZ Morgane, Public Affairs Executive

#### **Town Hall, 9e arrondissement**

- > GROSBON Pascaline, Communications Officer
- > ROUE Patricia, Division Manager

### **DG Urban Planning, Real Estate, Works**

#### **General Secretariat**

- > BASTIANINI Magalie, HR - Training Manager

#### **Construction Department**

- > BLANCHET Bénédicte, Head of architectural design office
- > CHATELIER Mathieu, Project Manager
- > ROPY MONTAGNE Étienne, Project Manager

#### **Biodiversity and Nature in the City Department**

- > BARATIER Alexandre, Specialised Management
- > COUSIN Murielle, Games and Furniture Technician
- > DESVIGNES Jean-Luc, Team Manager
- > LAURENT Cloé, Project Manager

#### **Buildings Technical Management Department**

- > DEROGIS Catherine, Water and Energy Advisor

#### **Central Property Division**

- > BOLEVY Luc, Division Manager

#### **Ecological Transition Mission**

- > FILANCIA Camille, Head of administrative engineering for innovative projects

## **DG Culture, Heritage and Events**

### **Cultural Affairs Department**

- > TOLLET Christine, Development, transversal missions and marketing

### **Direction Auditorium - ONL**

- > BONIN Vincent, Technician

### **Municipal Library Department**

- > LALLEMAND Magali, Library Officer
- > MANTONNIER Aurélie, Library technician
- > MILLET Jeanne, Cultural and digital mediator
- > POUTHIER Laëtitia, Events Coordinator
- > REYNAUD Michel, Library technician

### **Art Museums Department**

- > HARPON Marie Sylviane, Keeper of the Musée des Beaux-Arts

### **History and Society Museums Department**

- > DE SAINT ÉTIENNE Carole, Schools Officer
- > LECOMTE Patrice, Technical assistant for cultural buildings

### **Municipal Archaeology Department**

- > HIRSCH Nicolas, Archaeologist

### **Direction Théâtre des Célestins**

- > FALL Bougouma, Célestins caretaker
- > STANISLAS Jean-Louis, General Manager of Les Célestins

### **Patronage Mission**

- > MARIN Guillaume, Project Manager

### **Direction Théâtre Nouvelle Génération**

> VILLALTA Thibault, Stage Manager, Théâtre Nouvelle Génération

## **INTERNAL SUPPORT**

**Project team (team of agents who have worked on the emergence of the 3CA in 2022-2023 and then on organising the 3CA's work)**

> Isabelle NIESSERON (MTE), Nadia REZZIK (DE), Clémence WENDLING (DGUI), Ana-Maria BRUSALIN (DG), Stéphane GAILLOT (SAVL), Sophie GARDENAT-LEBOIDRE (DE), Olivier HEZEZ (MA3), Sandrine MAURIN (DF), Raphaël PETIOT (DDT), Emma FAIVRE (MTE)

**In-house experts mobilised for awareness- raising sessions on the ecological transition**

> Éric BOGLAENKO (DBNV), Adeline JIGUEL (DBNV), Fabien NUTI (DBNV), Jean-François THOMAS (DBNV), Anne CHANCROGNE (DGTB), Carole DE SAINT ETIENNE (Musée d'histoire de la Ville de Lyon), Coralie MOUTON (Musée Gadagne), Stéphane GAILLOT (SAVL), Marlène DUSSAUGE (DS), Florence PRADIER (DS), Raphaël PETIOT (DDT).

**In-house experts involved in producing opinions and proposals**

> Anaïs BERTIN (MTE), Tatiana BOUVIN (DBNV), Delphine CAPELLO (MTE), Nathalie GAILLOU (DRSVT), Claire MANDRAND (CCAS), Natacha RIVAT (CCAS), Maëlle RIVOALEN (DRSVT), Diana SEPULVEDA (DS), Tissa SMAGGHE (MTE)

**Ecological Transition Mission**

> Julie PURDUE, Éric LEROY, Lucia MAGNAUD, Hélène OBERT, Zoé GABORIAU

**Communication and Internal Cooperation Department**

> Alexandre KOSAK, Laurence DUCOURTHIAL, Sylvaine HOUDY, Raphaël FREREJEAN, Frédéric GUIGNARD- PERRET, Sara MARTINEZ, Nicolas PARISSET

## **EXTERNAL SUPPORT**

**External experts mobilised for awareness- raising sessions on the ecological transition**

> Agence locale de l'énergie et du climat de la Métropole de Lyon - Marion CANNELLE,  
Head of the Supporting Uses and Practices Unit

> Association de promotion de la Fabrique des transitions, Jean-François CARON,  
Director ;

> Luc MOREAU, Glaciologist;

> Jean-Pierre REINMANN, Lecturer in energy transition "Les conférences du  
professeur Kiddonk Sysnetoua" (The lectures by Professor Kiddonk Sysnetoua)

> Grand Lyon Habitat - Micro ferme des États-Unis - Philippe ZERR, Ludivine DEQUIDT

> Association Janus - Huit ô vélo, Rodrigue OGOUBI YAO

> Association Recup et gamelles - La Récupéria, Manon MARTIN

> Maison de l'alimentation, Chloé SOUSSAN

> Cycloponics - mushroom farm, Yoann VILLALBA, Benjamin REGNIER

> Pré Santy shared garden, Kasia MEYER

> One Health Institute, Mariam GODDE, Amandine GAUTIER

> Zoétopie Association

### **External experts involved in producing opinions and proposals**

> Greater Lyon - Anne-Claire CHAUDIER, Neighbourhood Prevention Advisor, Public  
Space Operations Department

> Greater Lyon - Emilie LEDON, Neighbourhood Prevention Adviser, Public Space  
Operations Delegation

> Water authority - Philippe IMBERT, Head of Water for All

> Anciela - Justine SWORDY-BORIE, General Coordinator, Change Ambassadors  
Coordinator

> Ligue pour la protection des oiseaux (LPO)

- Patrice FRANCO, Rhône Regional Director

> Réseau environnement santé - Anaïs LE BOUFFANT,  
Programme Director, Réseau environnement santé

> Réseau environnement santé - JOLY Florence,

Environmental health research officer

> Mission Régionale d'Information sur l'Exclusion (MRIE)

- NAVARRO Romain, Project Manager

Support for methodology, leadership and facilitation

> Oxalis - Olivier PASTOR, Myriam OUDDOU

## **ESTABLISHMENTS HOSTING THE 3CA MEETINGS**

- > City Council Chamber (Hôtel de Ville), 1er arrondissement
- > Piscine du Rhône, 7e arrondissement
- > 3e arrondissement Town Hall
- > Maison des associations du 4e arrondissement
- > Annex to the Town Hall of the 5e arrondissement
- > Town Hall, 6e arrondissement
- > Parc de la Tête d'or, 6e arrondissement
- > Maison de la Danse du 8e arrondissement
- > Salle Jean Couty, community room at the Town Hall of the 9e arrondissement
- > Musée d'art contemporain, 6e arrondissement

## **DATA SOURCES**

1. WWF
2. Greenpeace
3. To find out more about the KISS method:  
<https://imfusio.com/fr/bibliotheque/matrice-kiss>
4. <https://meteofrance.com/actualites-et-dossiers/climat-2023-la-deuxieme-annee-la-plus-chaude>
5. 5-6. Source: Météo France/meteorological station Lyon-Bron): pessimistic medium scenario - global temperature rise of 3 degrees - corresponding to the likely current trend in the absence of additional measures.

6. Source: Ministry of Labour
7. <https://www.economie.gouv.fr/entreprises/caniculeobligations-employeur#:~:text=Il%20peut%20s'agir%20%3A,dans%20une%20salle%20plus%20fra%C3%AEche>
8. <https://www.spliiit.fr/blog/tout-savoir-sur-flex-office>
9. <https://www.lagazettedescommunes.com/882043/canicule-le-port-du-bermuda-pas-interdit-maisrestreint-pour-les-agents/?abo=1>
10. <https://www.qoreperformance.com/fr-fr/blogs/military-insights/how-the-human-body-cools-itself-the-science-of-human-performance>
11. [https://www.lamontagne.fr/gueret-23000/actualites/pourquoi-les-bebes-de-la-creche-de-gueret-sontils-bien-protoges-face-a-la-vague-de-chaueur-qui-sannonce-en-creuse\\_14144601/](https://www.lamontagne.fr/gueret-23000/actualites/pourquoi-les-bebes-de-la-creche-de-gueret-sontils-bien-protoges-face-a-la-vague-de-chaueur-qui-sannonce-en-creuse_14144601/)
12. <https://securama.fr/rafraichissant-1047>
13. Capacité d'un territoire urbain et des personnes qui le composent à faire preuve de solidarité pour mieux vivre, s'adapter et se transformer face aux chocs
14. Semaine nationale des retraités et des personnes âgées
15. <https://www.service-civique.gouv.fr/trouver-mamission/sc2s-77-participer-au-bien-etre-despersonnes-agees-1-65fc0d2a6eed6a1d384746a7>
16. <https://infos.ademe.fr/societe-politiques-publiques/2024/quel-est-le-bilan-energetique-et-environnemental-global-du-letravail/>
17. Production Sophie Gardenat-Leboindre, Ville de Lyon
18. La cryptorchidie, ou testicule non descendu, correspond à l'absence du testicule dans la bourse. Elle est due à un défaut de migration du testicule de l'abdomen vers les bourses pendant la vie foétale.
19. Production Sophie Gardenat-Leboindre, Ville de Lyon.
20. Sondage de l'Office Français de la Biodiversité sur la perception de la biodiversité par les Français.
21. <https://www.lyon.fr/solidarite/seniors/la-carte-senior>
22. <https://www.lyon.fr/actualite/developpementdurable/la-ferme-sinvite-en-ville>
23. <https://fetedelanature.com/la-bergerie-urbainepaturage-itinerant>
24. Centre d'études et d'expertise sur les risques, l'environnement, la mobilité et l'aménagement (CEREMA).
25. Ligue de protection des oiseaux (LPO)
26. [www.lyon.fr/actualite/developpement-durable/sengager-pour-la-sobriete-energetique-de-soncommerce-ou-de-son](http://www.lyon.fr/actualite/developpement-durable/sengager-pour-la-sobriete-energetique-de-soncommerce-ou-de-son)
27. <https://www.lyon.fr/projets-urbains/plan-lumiere/éclairage-urbain-et-transition-ecologique-lyon>
28. Office français de la biodiversité



29. Végétalisation des espaces privés - La Métropole de Lyon (grandlyon.com)
30. Lyon.fr “Ville Nature” : <https://www.lyon.fr/cadre-devie/ville-nature>  
Information pratiques disponibles : <https://www.lyon.fr/cadre-de-vie/ville-nature/les-jardins-de-rue>
31. Possiblement quelques-unes des structures membres de l’Agora, qui ont porté cette même thématique dans leurs travaux.