CITIES FOR WOMEN:
Urban Assessment Framework Through a Gender Lens
“A woman’s place is in the city.”

Gerda Wekerle

CITIES ALLIANCE

Cities Alliance is a global partnership for poverty reduction and the promotion of cities in sustainable development. As global populations and urban economies expand, managing cities and providing opportunities for all citizens are both essential for national prosperity, international progress, and stability. To help cities of all sizes achieve these goals, Cities Alliance promotes long-term programmatic approaches that support national and local governments to develop appropriate policy frameworks, strengthen local skills and capacity, undertake strategic city planning and facilitate investment. Successful cities engage meaningfully with their citizens, and they recognize and promote the role of women.

PROGRAMME OUTLINE: CITIES FOR WOMEN PROGRAMME

Cities Alliance envisions a world where all women and girls can live in inclusive and equitable cities and communities. The Cities for Women Global Programme works towards this, aiming to increase women’s and girls’ engagement in urban development and governance.

Cities Alliance adopts a city-wide approach to women engagement and participation, focusing simultaneously on political participation, urban governance, spatial planning and public spaces, and economic equality. In line with the approach to Cities Development Strategy (CDS) developed and supported by Cities Alliance in cities around the world, the Cities for Women Global Programme helps cities develop urban areas that are more gender sensitive and inclusive, and responsive to everyone’s needs, create frameworks of opportunities for the active participation of all, and include results frameworks and indicators to monitor gender equality.

1. Cities Alliance is grateful to Caroline Skinner (WIEGO), Amanda Flety Martinez (UCLG) and Felicity Kitchin for their valuable comments and suggestions on the drafts.
In its preamble, the 2030 Agenda for Sustainable Development states that the main goal of the Sustainable Development Goals (SDGs) and targets is to “realize the human rights of all and to achieve gender equality and the empowerment of all women and girls”. The New Urban Agenda, in its role of guiding the localization of the SDGs, follows suit by strategically supporting the mainstreaming of gender equality and women’s empowerment across all SDGs. Women experience and use the urban environment in different ways from men; they have different priorities in terms of services and infrastructure, for example, regarding transport, housing and public spaces. Such priorities rarely are featured in urban policy or investments.

Even though the opportunities offered by cities represent a platform for emancipation for millions of women across the world, they are still designed around men. In areas where resources of all kinds are more limited, these disparities become especially acute, affecting women’s safety, health and income. This is particularly true in parts of the global south, where urban planning struggles to provide basic services – much less promotes gender equality.
The different ways in which women and men participate in and benefit from urban governance are significantly shaped by prevailing constructions of gender, whose norms, expectations and institutional expressions constrain women’s access to the social and economic, and thus political, resources of the city. Conventional urban governance does not view women as producers or shapers of the urban realm, even though women are amongst the most active users of urban space and public facilities. Consequently, many previous and existing urban contexts have been, and are being, developed without the meaningful participation, knowledge and interpretation of women across each life stage. Token participation based on an ask-respond model and the mining of generalized data sets from various digital and social media platforms provides a limited and contextually ambiguous civic input towards decision-making processes, often after significant design decisions have been made.

Urban governance processes need to adopt new forms of engagement that can better understand, reflect upon, and implement the needs, expectations, capacities and will of women in all age groups. A gender-sensitive approach to urban governance has two principal objectives: first, to increase women’s participation in human settlements development; and, second, to foster gender-awareness and competence amongst both women and men in the political arena and planning practice.

Therefore, Cities Alliance has developed a Cities for Women Framework to help local stakeholders as a first step in gaining an understanding of the current engagement of women in the various dimensions of their environments. It is with this understanding that efforts can be made to formulate policy and engagement techniques to improve women’s input in shaping their cities. This framework is also a tool to allow participatory processes, whereby, women can be active participants of the analysis and improvement of their cities. It aims to do the following:

- Improve gender-awareness of city policy makers and local stakeholders, valuing women’s individual and collective knowledge.
- Bring together a range of local actors to assess, analyse and prioritize women’s cultural, economic and political participation in urban governance.
- Identify obstacles and enablers for women’s engagement in urban governance and planning, by comparing current everyday experiences and perceptions.
- Identify spatial practices and lived experiences of women in urban spaces.
- Promote women’s active engagement in city governance and planning.

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KEY CONCEPTS

To implement the Cities for Women Framework, it is important to explain several key concepts.

**Women’s engagement:** Women’s engagement means listening to, collaborating with, and understanding women in policy-making processes. Using this definition of women engagement one should view women not as recipients of services but as citizens becoming more actively engaged and involved in the processes that affect them. True engagement of women can include different forms of participation. The most intense forms of true engagement to less intense forms are the following: decisions that are initiated and led by women; decisions initiated by women that are supported by decision-makers: decisions that are initiated by decision-makers and shared with women; issues where women are consulted and informed; or issues where women are appointed and informed. Manipulation, decoration and tokenism are not forms of true engagement. Engagement must, therefore, include strategies for communication and decision-making that are responsive to women’s expectations and capacities.

**Women’s empowerment:** This is a process through which women gain the ability to make and enact strategic life choices. It also implies the ability to make decisions in a collective manner towards the improvement of people’s quality of life. Empowerment is a process of women’s self-awareness and reaffirmation of the right to the city.

**Right to the city for women:** The right to the city is achieved by living in the city and having access to two components of everyday life: the right to use urban space, and the right to create it. These facts demonstrate that women do not yet have the right to the city: the gender pay gap; there are more women in low-paying service sector jobs; high rates of sexual harassment; and women’s restricted mobility in the city. For women to play a role in their cities’ story requires a paradigm shift in terms of the processes of policymaking and citizen education for the full use of the city’s public goods and services.

**Gender:** This refers to cultural and social perceptions of what is considered by society to be women and men, or girls and boys, as opposed to the biological differences between male and female linked to the term “sex”.

Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored.
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Urban gender inequality: Urban inequality describes differences in access to economic opportunities, services and citizenship as an unequal state between one group and another within an urban area. Women feel urban inequality more deeply than men. Along with gender inequality, there are also inequalities amongst women in cities. Opportunities for greater prosperity in cities are only available to some women, while others are marginalized based on race, class, education, sexuality and other factors. Both gender inequalities and inequalities amongst women appear differently in various cities. Adopting a cross-cutting, qualitative and spatial lens for understanding women’s experiences across cities is especially relevant today as cities grow, shrink, or are revitalized. It is also relevant to considering the different impacts of various urban environments on women’s lives.

Urban indicators: Urban indicators measure or evaluate conditions and characteristics of urban spaces. Examples are accessibility, services or amenities available in an urban area.

Gender sensitive indicators: A gender-sensitive indicator measures gender-related changes in an urban area over time. By identifying the changes in the status and roles of women and men that one wants to achieve and knowing how one will measure them, one can analyse policies or urban interventions to see whether one is contributing to gender equality. Using gender-sensitive indicators can also help to understand how changes in gender relations happen, which enables more effective planning of actions.

Gender audit: A gender audit is conducted to analyse and diagnose if the focus on gender and women’s experiences are included within the selected urban context.
CITIES FOR WOMEN FRAMEWORK

The Cities for Women Framework views women and girls engaging in their cities in six possible phases:

1. **Initial engagement:** In this first phase, women’s associations and groups are contacted and asked what elements facilitate or impede their engagement in city development. Individual perceptions are captured, national data collected and current relevant policies identified. Based on the knowledge gathered, the Women Engagement in Cities (WEC)$^2$ profile’s indicators are then refined. Section 4 illustrates the activities of this preparatory phase.

2. **Participatory assessment:** In the next phase, representatives from local institutions and organizations (such as technical teams from the municipality, business representatives and professionals networks, non-governmental organization [NGO]-advocacy groups’ representatives, women’s associations and groups) collectively assess the level of women’s engagement in their cities across four main domains: economic, political-institutional, human and social capital, and spatial. The assessment is conducted by using the WEC profile, including data check list, stakeholders mapping, an individual survey and participatory workshops in combination with other gender-based tools (see Section 7) to assess the spatial dimension of women’s engagement.

3. **Co-creation:** In this phase, active women’s groups, along with the assessment of the city from a gender perspective conducted in Phase 2, will review policies and planning proposals focusing on women’s ideas, capabilities and needs. For example, it is possible to review the City Development Strategy (CDS), the investment plans, local cultural policies or the design of a public space.

4. **Piloting:** This phase involves running pilot projects, testing scenarios and collecting reactions.

5. **Evaluation:** The evaluation phase involves assessing the impact of new projects and programmes and defining planning and policy strategies informed by the evidence of the earlier co-creation and piloting processes. To do this, a quick WEC survey can be conducted after the completion of the piloting phase.

6. **Communication:** The last phase involves communicating progress and strategies through public documentation, publication, and through engagement with local and international stakeholders. A key aspect of the communication phase is public dissemination and advocacy for a gender-sensitive approach to urban governance.

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2. See point 5d in this document.

Opportunities for greater prosperity in cities are only available to some women, while others are marginalized based on race, class, education, sexuality, and other factors.
The different ways in which women and men participate in and benefit from urban governance are significantly shaped by prevailing constructions of gender, whose norms, expectations and institutional expressions constrain women’s access to the social and economic, and thus political, resources of the city.
Table 1 provides an overview of the recommended process, along with tools that can be used to accomplish this.

**Table 1.**

<table>
<thead>
<tr>
<th>PHASE</th>
<th>INITIAL ENGAGEMENT</th>
<th>PARTICIPATORY ASSESSMENT</th>
<th>CO-CREATION</th>
<th>PILOTING</th>
<th>EVALUATION</th>
<th>COMMUNICATION</th>
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</thead>
<tbody>
<tr>
<td>Objective</td>
<td>To gather local knowledge, and frame interventions</td>
<td>Collectively assess the level of women's engagement in their cities</td>
<td>Generate innovative and context-based solutions, design action plans to achieve long-term aims</td>
<td>Test and validate the ideas and solutions</td>
<td>Assess the impact of new projects and programmes</td>
<td>Communicate progress and strategies</td>
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**Activities**

- Identify key stakeholders
- Conduct dialogues with local policymakers
- Contact women’s associations and groups and ask what facilitates or impedes their engagement in city development.
- Collect national data
- Identify relevant policies
- In preparation for the workshop in Phase 2, ask participants to complete the WEC profile individually, based on the above activities, refine the Women’s Engagement City (WEC) profile’s indicators
- WEC Collective Assessment workshop -
- Local Women-led ideation workshop
- Women’s safety audit
- Cities for Women Photo Walk
- Daily itinerary map
- A gender-based community mapping
- Local women-led co-creation workshop
- Vision development strategy
- Roadmap workshops
- Urban Living Lab
- Vision Development workshops
- Run pilot projects
- Test scenarios
- Usability tests
- Focus groups on user experiences
- Collect reactions
- A WEC survey can be conducted after completing the piloting phase.
- “I Like, I Wish, What If” workshop
- Public documentation
- Publications
- Engagement with local and international stakeholders

The following discussion describes key aspects of the first three of these proposed phases in more detail.

3. See point 5d in this document.
PHASE 1: INITIAL ENGAGEMENT

Before starting the Women’s Engagement in Cities (WEC) profile assessment in Phase 2, a series of preparatory steps can help to frame and steer the process. Phase 1 includes the following.

a. Data Checklist for Desk Review

The National Data Sheet will be completed prior to the WEC workshop, which will take place in the assessment phase (see Appendix 1: Data Sheet for the WEC). National level data will be made available and incorporated into the workshop, as a trigger point for discussion. City data, including quantitative and qualitative information, will be included where available, either before or during the workshop, depending on availability of local data.

A series of inspiring case studies will also be collected if possible to assess the range of different approaches and practices that have been used.

b. Stakeholder Mapping and Engagement

Key stakeholders need to be identified, and dialogues with local policy makers should be organized to see how they perceive women engagement, collect data and discuss current policies in place.

c. Individual Survey Prior to the WEC Participatory Assessment

Prior to the workshops in the participatory assessment phase, participants are asked to complete the WEC profile individually, based on their individual perceptions and knowledge. The results can then be compared with the results of the WEC process to underline and discuss disagreement or convergence in the scoring.

The draft survey form will be tested prior to finalization. (See Appendix 2: WEC Draft Participant Survey Form).

PHASE 2: WEC PARTICIPATORY ASSESSMENT

The Women’s Engagement in Cities (WEC) Profile is intended as a way of developing a comprehensive and interpretative description of the gender-responsiveness of a selected urban area, be it a village, neighborhood, city, metropolis or town⁴. The WEC Profile uses a systematic series of qualitative questions organized around the four-domain model, with these being preconditions, economic engagement, institutional and political engagement, and human and social capital.

⁴ Based on the Circle of Sustainability tool, see https://www.circlesofsustainability.org/tools/urban-profile-process/.
By answering these questions, a simple representation of the nature of women's engagement in the city can be developed in a short time and with limited resources. Collaborative workshops are organized over two days in different cities, applying the methodology across as many geographies, economic and political systems as possible. The workshops gather up to thirty representatives from local women's organizations and groups, NGOs focusing on women's rights, business associations, municipalities, local universities, religious groups and community associations.

Participants are asked to evaluate women's participation in their cities, on a scale from 1 (critical) to 9 (full), looking at the preconditions, the economic, political-institutional and human and social capital aspects of their lives. With more time and resources available, the tool can be used to frame a process that is thorough and deep, with the possibility of recording changes and improvements.
WEC Workshops

It is recommended that two workshops be held in Phase 2: the first workshop sets the context and identifies the key challenge; and the second workshop is led by local women and looks at ideas and solutions.

WORKSHOP 1: Collective Assessment Workshop

AGENDA OUTLINE

The objective of the first WEC workshop is to generate a shared identification and prioritization of the most pressing challenges faced by women and girls by using the WEC profile.

The workshop will consist of two main sessions, as outlined here:

First Day: Session 1

- **Introduction:** WEC profile and objectives.
- Presentation of the individual responses to the WEC profile, including the mean response, the standard deviation and some examples of comments. Quantitative data will be also distributed.
- Group discussion on preconditions and economic engagement.
- Plenary presentation and discussion.

Second Day: Session 2

- Group discussion on human and social capital, institutional and political engagement.
- Plenary presentation and discussion.
- Conclusions: main strengths, policy gaps and critical areas of urban governance.
WORKSHOP 2: Local Women-led Ideation Workshop

The second workshop will be a facilitated one-day ideation workshop to explore the issues in all directions and identify initial ideas and possible solutions. Ideation is the early stage of the co-creation process and it involves a mixed group of stakeholders who collaborate and contribute to find and create ways to address the needs.

AGENDA OUTLINE

Introduction

- Concepts of WEC, co-creation process and objectives.

Session 1: ‘The Big City Picture’

Objective: Collaborative assessment and analysis of women’s cultural, economic, and political participation in the city.

Session 2: The results of the WEC profile are presented including some examples of comments.

- Facilitator collects reactions from the participants and clusters these by theme.
- Facilitated group discussion to prioritise a set of challenges for co-creation.

Session 3: ‘Focusing the Lens’

Objective: Generate a shared identification of existing initiatives and policies aimed at increasing the engagement of women and girls in urban governance

- Presentation of case studies of co-created and community-based approaches and projects that improved women’s participation in and experience of the city.
- Participant whole group discussion of local experiences.
- Establishing the parameters and feasibility guidelines for co-created projects and initiatives through group discussion. These parameters and guidelines will take into account the local context—resources, political will, and needs.

Session 4: “Co-ideation of Solutions”

Objective: Generate diverse ideas for localized solutions

- Small group work (one challenge per group) to create a local intervention/solution within the parameters identified.
- Gallery session, where solutions are presented. Silent critique where all participants use coloured stickers to indicate which project they consider the most significant and why, or to add comments and suggestions.

Session 5: “Debrief”

- Whole group discussion on the ideas generated: What stood out? What seems most challenging? What could be achieved? What conflicts emerged between competing ideas?
- Next steps and feedback on the session.
Observing and analyzing city space from a gender perspective

Urban planning is not gender neutral. Traditionally public space, where public activities - such as paid work, leisure or political life - take place, has been linked to men. At the same time, the domestic space has been identified with women who are typically responsible for reproductive and care activities. The last decade has seen a proliferation of initiatives by and for women aimed at questioning this division, recognizing that women have always participated in the productive work (both formal and informal labor) and that reproductive responsibilities take place in both the private and public spaces. Urban planning with a gender perspective serves at representing the complexities of realities and needs that coexist in our cities. Women are making urban spaces inclusive by developing a series of urban diagnoses and interventions: gender audits of everyday life, city walks to reclaim urban space, and “let’s occupy” actions to reclaim places where women typically experience vulnerability.

In the next section, some of these community-based activities are presented, as a means of assessing how cities are used by women and girls, and to identify priorities for intervention in urban spaces.

a. Gender-based Community Mapping
Total time: One day

Methodology

A gender-based community map helps local people understand how women use urban spaces and what are the implications of gender by engaging in a project that highlights their sense of boundary space. It is also a chance for them to mark places of importance that teams may not be aware of, for example, sacred sites or group or clan boundaries. It is a useful exercise that develops communication, increases knowledge of local environments and can be used as the first step towards creating a CDS or for the initial analysis of a social baseline study.

Step 1: Collaborative workshops are organized over a day, gathering up to 30 female community members.

Step 2: Divide participants into groups and distribute a large map of the neighbourhood. Ask the groups...
to respond to some of the following questions by drawing on the map:

- What neighbourhood spaces do you use?
- Why do you choose certain streets to walk?
- Where do you meet friends?
- Where do you choose to rest?
- Where do you go shopping?
- Is there a certain space that you do not use because you do not like it?
- Where do you feel unsafe? Why?
- Do you feel more or less safe at different times of the day (such as morning, afternoon, evening, or night), or on different days of the week (such as weekdays versus weekends)?
- Where do you go with your children?
- What places have a special meaning to you (such as a good memory or a historical place)?
- Where are the closest facilities and services (such as health services, cultural or religious facilities, public transport, sport facilities or educational facilities)?

Each question can be responded to by using different colors, icons or key words to mark different characteristics. The map will reflect different perceptions and daily experiences of female community members. Alternatively, the project team can invite women they meet in the area to respond to the questions and participate actively in the development of the community map.

**Step 3:** Compare and discuss maps noting similarities and differences. Engage the different groups in this comparison and discussion.

**Step 4:** Based on this process, present critical elements, perceptions, and key information to the community and/or to local government and local leaders, for incorporation into policies and urban transformation programmes.

**Methodology**

The photo walk helps to register, through photographs, the elements and situations that are considered important for describing daily surroundings. The photographs will help to explain through the women’s eyes, the images they have of their neighbourhood and city.

**Step 1:** Set an easy and central meeting point to begin the walk. Invite 20 female community members, including representatives of local organizations, local governments, and businesses.

**Step 2:** Distribute a walking route map and a series of questions:

- Which place do you like the most?
- Which place do you like the least?
- Which place for you is the most representative of the neighborhood?
- Is it safe and easy to move around the neighborhood?
- Are there areas you would avoid if you were on your own or in small groups? If so, why?
- What are the main advantages of this neighborhood?
- What do you think are the main challenges in this neighborhood?

**Step 3:** The participants are divided in smaller groups and walk around the area, taking photos of the spaces, objects and activities they consider significant for responding to the questions and explaining women’s life in the city. Alternatively, the project team can guide the group.

**Step 4:** Pictures are collected, and the emerging themes are then discussed collectively.


The map of women’s daily itinerary helps to recognize, describe and evaluate women’s daily tasks in a neighbourhood and to identify favourable and unfavourable characteristics of the area where activities are carried out.

**Step 1:** Gather a group of 20 to 30 women living in an area. Ask them to individually list the tasks they accomplish outside their houses on a daily basis (such as buying food, accompanying children, or meeting a friend), the time needed to complete them, the people with whom the women carry out activities (alone, with children, or with friends), the mode of transport they use to travel, and the space where these activities take place (such as market, square or a street corner).

**Step 2:** After completing the list, each participant is asked to describe the favourable aspects (such as a tree that offers shade or a calm and pedestrian-friendly street) or unfavourable aspects (such as the lack of public transport or the lack of lighting of a public space) of the urban environment that affect her daily routine.

**Step 3:** Participants draw the information on an individual map. They need to locate their house and their daily itinerary and spaces they use. They can use different colours to identify the modes of transport and the favourable or unfavourable issues.

**Step 4:** Participants are divided into small groups and each group presents their daily itinerary map. The group then chooses and agrees on three favourable aspects and three unfavourable aspects of their daily itinerary maps that affect women’s daily activities in the urban area.

**Step 5:** Each group presents and motivates their choices to the rest of the participants. Participants debate and describe possible solutions to the themes that groups have prioritized. The ideas can be collected through a brainstorming session.

If participants have problems writing fluently, facilitators should take notes.


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d. Women Safety Audit

**Total time: One day**

**Methodology**

The women’s safety audit process can be used to look at the physical environment with the goal of enhancing personal safety and can be used as an opportunity to discuss the problem of violence against women. Based on this, physical environments can be designed to be safer. Although changes in the physical design alone will not end sexual assault and harassment of women, they may reduce the risk and increase women’s access to public spaces.

Using a checklist, a group of women users of a specific urban or community space walks around that space, noting factors that make those users feel unsafe or safe in that space. The original Women’s Safety Audit Checklist included seven categories: lighting, sightlines (seeing what is ahead and around), social visibility, movement predictors, overall design, signage, and maintenance. The women then formulate and prioritize recommendations and organize to bring about the recommended changes, notably by entering a dialogue process with the local government and other key actors (for example, private landowners or police) to work towards implementation of the recommendations.

**Step 1:** Organize the safety audit, choosing the sites to be audited, developing a safety audit checklist (see the example of a list below), and recruiting participants.

**Step 2:** Using the safety audit checklist, the group walks through an area to identify where and why they feel uncomfortable, and what other aspects of the area help them to feel safe.

**Step 3:** Debrief, discussing what participants observed during their walk, writing down findings, and developing recommendations for changes that would make the area feel safer.

**Step 4:** Share the results of the safety audit with community members, decision-makers, and municipal staff to inform policies and projects.

**Step 5:** Review people’s experience of the process, the effectiveness of the actions taken to improve safety, and what else should be done.
The following sample checklist shows issues that can be identified in a safety audit.

Sample Safety Audit Checklist

**LIGHTING**
- Is the lighting bright enough, even and in good repair?
- Are walkways, directional signs or maps sufficiently illuminated?
- Do trees or bushes obscure the lighting?

**SIGNAGE**
- Do signs tell where someone is or how to get to emergency services?

**SIGHTLINES**
- Are there places someone could hide in?
- Does the design of the space, corner, and residual areas prevent the visibility of the complete spaces?
- Can you see where to get emergency services?

**SOCIAL VISIBILITY**
- Does a direct visual relationship exist between housing and public spaces?
- Are there different uses that favour continual activity on the ground floor during day and night hours?
- Are projects and activities promoted within the neighbourhood to create relationship and cultural cooperation exchanges?
- Are there many people around the area?
- Do the surrounding land uses encourage people to be there?
- Are there spaces with social conflicts that cannot be freely used?

**MOVEMENT PREDICTORS**
- Are there clear and visible alternative routes?
- How easy would it be for an attacker to predict your movements?
- How easy would it be to get away if you were threatened?

**MAINTENANCE**
- What is the level of maintenance in the area?
- Does the area feel cared for?

**OVERALL DESIGN**
- Is it easy to find your way around the area?
- What are your general impressions?


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## EXTERNAL REFERENCES

- Asian Development Bank. 2013. Tool Kit on Gender Equality Results and Indicators.