

# CITIES ALLIANCE GENDER JOINT WORK PROGRAMME

## GRANTS PORTFOLIO

GENDER ASSESSMENT FOR THE PROGRAMME UNIT

**AUGUST 2016**

This publication was produced for review by the Cities Alliance Gender Joint Work Programme. It was prepared by UNOPS Social Inclusion and Gender Equality Specialist.



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## ACRONYMS AND ABBREVIATIONS

CATF	Catalytic Fund
CP	Country Programmes
FCA	Future Cities Africa
GBV	Gender-Based Violence
GES	Gender Equality Strategy
GET	Gender Equality Team
JWP	Joint Work Programme
LGBTQI	Lesbian, Gay, Bi-Sexual, Queer, Questioning and Intersex
MTS	Medium Term Strategy
PU	Programmes Unit
SDG	Sustainable Development Goals
SOW	Statement of Work
TOR	Terms of Reference
UNOPS	United Nations
WIEGO	Women in Informal Employment: Globalizing and Organizing



# I. EXECUTIVE SUMMARY

## Purpose and Methodology

The Cities Alliance has committed itself to address and reduce gender inequalities in developing cities to achieve inclusive urban development, aligned with Sustainable Development Goal (SDG) 5 to achieve gender equality and empower all women and girls. Recognizing that gender-based inequalities deprive cities of a significant source of human potential and commits, the Cities Alliance second thematic pillar under the Medium Term Strategy (MTS) 2014-2017 is the cross-cutting promotion of gender equality. In March 2015 the Cities Alliance launched the Gender Equality Strategy (GES), followed by the Gender Terms of Reference (ToR) in January 2016, which provides guidelines for institutionalizing gender mainstreaming in all work areas.

For the Programme Unit, the grant making process was identified as a promising area for long-term engagement and gaining Quick Wins. The purpose of this baseline study is to inform the Cities Alliance Programme Unit regarding the gender responsiveness of its grant-making and contracts process. To set further targets and indicators for the Programme Unit, a well-informed baseline study is needed to provide comparative and objective data to assess the gender responsiveness of grants proposals and contracts, focused on three grant types (Catalytic Fund, Country Programmes and The Joint Work Programmes) and Future Cities Africa (FCA) contracts, covering a two-year grant period from 01 January 2014 to 31 December 2015.

The qualitative and quantitative analysis of this data serves the basis of the recommendations and checklist found in this document to assist Cities Alliance PU staff and their project managers on how to incorporate gender responsiveness in their grant portfolios.

## Key Findings

Key findings are presented across grant type. Key overarching findings include the following:

- Comparatively, CATF and JWP have the strongest integration of gender mainstreaming throughout, with the caveat that both have slightly skewed numbers since one grant in each are explicitly focused on either gender equality (JWP *GenD*) or women's empowerment (*SafetPin* India focused on reducing violence against women).
- While over half of the Regional Strategies include gender mainstreaming plans, FCA contracts exclude them and both Regional Strategies and FCA contracts for the most part are silent on gender equality.
- Across all grant types there is a significant gap in the mainstreaming of gender throughout outcomes, outputs, activities, indicators, and budget, even where a gender mainstreaming plan is included.
- Most proposals tend to discuss women's issues or women's empowerment, excluding discussion of men and boys or male engagement.
- Cities Alliance currently does not include issues relevant to Lesbian, Gay, Bi-Sexual, Transsexual, Queer, or Intersex (LGBTQI) or gender-based violence (GBV) within the MTS or GES. However, given the importance of these two issues internationally and within urban contexts, this gender assessment briefly explains the importance and discusses gaps. Currently there is a binary view of gender as male vs. female, and no proposals address LGBTQI issues. Although some proposals do discuss gender-based violence (GBV), mostly in CATF, very few highlight GBV in the *Background* or *Approach*.

## Recommendations

Based on these assessment findings, this report includes recommendations on strengthening gender integration into the grant-making process, and also includes a checklist for staff to utilize for reviewing proposals. Overarching recommendations at the strategic level to improve integration of gender equality within the grant portfolio include the following:

- Ensure all grant proposals include criteria for gender mainstreaming throughout all sections, including the background, project description/ approach, outcomes, outputs, activities, indicators, and budget. Consider removing the stand-alone gender-mainstreaming plan, and instead including requirements to integrate gender into each discrete section.
- Ensure points are awarded for grant proposals not just for existence of a gender mainstreaming plan, but how good gender is integrated within each of these sections, including the outcomes, outputs, indicators, activities, and budget.
- Ensure points are awarded for grant proposals that exhibit knowledge about gender equality, including male engagement, rather than focused exclusively on women without considering the broader societal context and relationship with males.
- Consider a requirement or recommendation for grantees to include in proposals how they will address LGBTIQI and/or GBV in Background and Approach, where relevant.
- Consider requiring grantees to show line items for allocation of resources, or percentage of budget, dedicated exclusively to gender equality, gender mainstreaming, and women's empowerment.
- Write criteria for contracts/ procurement to ensure the contracts are gender-responsive, with outcomes, outputs, activities, deliverables, etc. that integrate gender equality and women's empowerment. Consider developing contracts standards and providing training for contracts/ procurement staff developing and executing SOWs and TORs.

## II. PURPOSE

### Background

The Cities Alliance has committed itself to address and reduce gender inequalities in developing cities to achieve inclusive urban development. Gender equality has been part of the international development agenda for many years. In addition to being a key part of the Millennium Development Goals, it continues as a discrete goal in the Sustainable Development Goals (SDGs) and is integrated throughout all SDGs. SDG 5 aims to achieve gender equality and empower all women and girls. The Cities Alliance responds to the globally acknowledged importance of gender equality in many ways.

The Cities Alliance Charter recognizes that gender-based inequalities deprive cities of a significant source of human potential and commits the Cities Alliance to promote gender equity and equality in cities, and to tackle the uneven consequences of urbanization. The Cities Alliance' Medium Term Strategy 2014-2017 (MTS) is envisaged to make a decisive contribution to the Programme Outcome approved by all Members in the Results Framework: *Cities increasingly characterised by effective local government, active citizenship, and delivering improved and responsive services to the urban poor.* Three thematic pillars contribute to this goal. The second thematic pillar for the Cities Alliance under the MTS is the promotion of gender equality as a cross-cutting theme.

In March 2015 the Cities Alliance launched its strategy to promote Gender Equality in cities (Gender Strategy). The Gender Equality Strategy (GES) describes how the Cities Alliance will address and reduce gender inequality in developing cities, include gender equality into their joint activities for sustainable urban development and become the pre-eminent partnership promoting gender-inclusive cities. The Cities Alliance Secretariat has undertaken various measures to promote gender equality internally. The Gender Equality Team (GET) has been set up, including a member of each unit of the Secretariat. The GET provides (i) guidance; (i) institutional monitoring and (iii) quality assurance of the work of the Secretariat.

To support and institutionalize the GET, the Gender Terms of Reference (ToR) was approved in January 2016. The Gender ToR provides extensive guidelines for improving gender equality and institutionalizing gender mainstreaming in all work areas of the Cities Alliance. The ToR will form the basis of the Cities Alliance Gender Action Plan. For the Programme Unit (PU), The grant making process was identified as promising area for long-term engagement and gaining Quick Wins. The desk review and Quick-Win checklist will thus focus on the provision on gender within the active Cities Alliance grants.

### Objective

To set gender-responsive targets and indicators for the Programmes Unit, a well-informed baseline study is needed to provide comparative and objective data to assess the gender responsiveness of final grant proposals and other related documents, including Terms of References and contracts.

The expected outcome of the desk review is improved project manager's awareness of gender equality throughout the grant making process that results in informed decision-making to improve gender-responsive grant-making processes. This baseline will further serve as a basis for decision-making and will provide a benchmark with targets and indicators.

To achieve this, the expected output of this desk review is a detailed baseline study informed by the grant making processes, recommendations, and a checklist to guide project managers in gender-responsive grant-making.

## Methodology

The methodology to achieve the objective and desired outcome is based exclusively on a desk review of 83 Cities Alliance final grant proposals, which includes the background, activities, outputs and the budget. It is a qualitative and quantitative desk review that covers a two-year period from 01 January 2014 to 31 December 2015. The grant proposal content reviewed within this timeframe are summarized in **Table 1** below.

**Table 1. Cities Alliance Grants Reviewed**

Cities Alliance Grant Proposals Reviewed (Jan 1 2014 – 31 Dec 2015)		
Grant Type	Quantity	Description of Source Reviewed
Catalytic Fund (CATF)	17	All are final grant proposals with a background, activities, outputs, outcomes, indicators, budget, stakeholders, etc.
Country Programmes	13	All are final grant proposals with a background, activities, outputs, outcomes, indicators, budget, stakeholders
Joint Work Programmes	7	5 are final grant proposals with a background, activities, outputs, outcomes, indicators, budget, stakeholders; 1 is a contract and 1 a Secretariat Activity
Future Cities Africa Programme	11	8 contracts, 1 TOR, 1 grant, 1 feasibility study guide, which exclude budgets, indicators)
Regional Strategies	10	All are final grant proposals with a background, activities, outputs, outcomes, indicators, budget (6 from Africa strategy, 4 from LAC strategy)
ASA1	3	Two are final grant proposals, and one is an annex to a final grant proposal

Quantitative data was collected by simple counting of the total number of times a certain standard occurred (e.g. how many times sex-disaggregated data was presented, how many times presented budget was explicitly allocated to gender equality or women’s empowerment, etc.), as detailed in **Table 2** below. The data is presented throughout this baseline assessment, provided both as raw numbers and as percentages, where applicable. Qualitative data was collected by reviewing all data sources and sections and answering descriptive questions (as detailed below) to provide context to the quantitative data presented.

**Table 2. Qualitative and Quantitative Assessment Questions, by Source**

Qualitative and Quantitative Assessment Questions	
Background	How many (number and percentage) grant proposals, by grant type, include an analysis of gender equality considerations within the grant proposal situation analysis/ background information?
	For the grants that do have any analysis, qualitatively describe the nature and quality of the gender equality considerations in the background, any indication of gender mainstreamed into problem tree analysis, including how different issues are addressed (e.g., gender equality, mainstreaming, female empowerment, male engagement, LGBTQI, GBV, etc.).
	How many grant proposals (number and percentage) use sex-disaggregated data anywhere in the proposal, disaggregated by proposal type?
	Qualitatively describe the quality and extent to which sex-disaggregated is presented, used, analysed, and thoughtfully woven into the background analysis and throughout the proposal.
Activities	How many (number and percentage, disaggregated by grant type) grants include at least one discrete activity related specifically to gender equality? For those projects that include at least one activity, what is the average number of discrete gender equality activities?
	Qualitatively describe the nature and quality of the gender-specific activities (e.g., does it discuss male engagement? Roles and responsibilities of men, women, boys, and girls? LGBTQI concerns?)

Qualitative and Quantitative Assessment Questions	
	How many (number and percentage, disaggregated by grant type) grants include at least one activity that targets specifically women and girls? For those projects that include at least one activity, what is the average number of activities that target women and girls?
	Qualitatively describe the nature and quality of the gender mainstreamed activities.
Outputs	How many (number and percentage, disaggregate by grant type) proposals include gender equality in at least one projects output? Out of those, what is the average number of explicit gender equality specific outputs included?
	Describe qualitatively the quality and nature of gender equality outputs.
	How many (number and percentage, disaggregate by grant type) proposals include the targeted action to women and girls in at least one projects output?
	Out of those, what is the average number of explicit women-targeted outputs included?
	Describe qualitatively the quality and nature of these outputs.
Budget	How many grants (number and percentage, disaggregated by grant type) include a specific budget allocated for activities to enhance gender equality, taking into account the needs of women and men, boys and girls?
	What is the average and range of the percentage of the overall project budget, disaggregated by grant type, allocated to gender equality?
	How many grants (number and percentage, disaggregated by grant type) include a specific budget allocated for targeted action to respond to the disadvantages or discrimination of women and girls?
	What is the average and range of the percentage of the overall project budget, disaggregated by grant type, allocated to female empowerment?

## Importance of GBV and LGBTQI

Although the Cities Alliance Medium Term Strategy (MTS) and Gender Equality Strategy (GES) do not specifically address GBV or LGBTQI, these two important issues are addressed and assessed in this report. This is because development practitioners and organizations, including the UN and various organizations, recognize both issues as important human rights issues, and fundamental in conversations about gender equality. Below are brief explanations regarding the importance of considering these two issues.

### *Gender-Based Violence (GBV)*

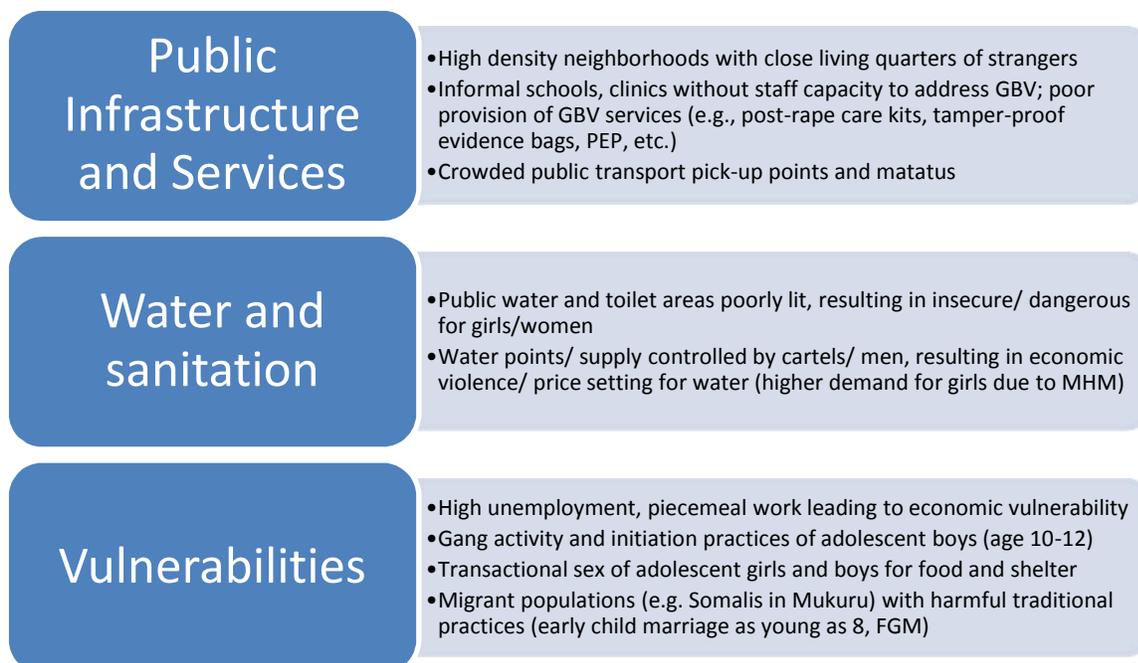
Gender-based violence is inextricably linked to gender equality—we cannot talk about gender equality without talking about GBV, particularly in urban contexts. GBV can take many forms—physical, sexual, and psychological violence that may occur within families and homes and within communities; it may include dowry-related violence, marital rape, female genital mutilation, rape, sexual abuse, sexual harassment, human trafficking and forced prostitution, among other forms of violence. It is estimated that 35 per cent of women worldwide have experienced either physical and/or sexual intimate partner violence or sexual violence by a non-partner at some point in their lives. However, some national studies show that up to 70 per cent of women have experienced physical and/or sexual violence from an intimate partner in their lifetime.<sup>1</sup>

We cannot talk about inclusive growth and gender equality within cities without talking about how a cities’ policies, services, and infrastructure can either exacerbate threats to GBV, or may be solutions to what is a public health and economic crisis in many urban contexts. There are unique threats and vulnerabilities in urban settings, particularly in informal settlements and slums characterized by dense populations, close living quarters, transient and migrant populations, and poor infrastructure. As exemplified in the SafetPin (India) project, a CATF grant, further discussed in the next section, urban settings in densely populated cities, such

<sup>1</sup> UN Women: <http://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

as Delhi or Mumbai in India, present specific challenges for infrastructure and public transport solutions to recognize and address violence against women and gender-based violence.

For example, in informal settlements of Nairobi such as Kibera and Mathare, the following contribute to increased threats and vulnerabilities to GBV, including rape:



The costs of gender-based violence borne by individuals, families, communities and societies as a whole are enormous and impact growth. Individuals pay out of pocket expenses, and their families experience a change in their consumption choices as a result. Individuals and their families also bear the burden of reduced income, reduced savings and loss of household output. Communities cover the costs of private services provided by the local agencies such as churches or volunteer workers in crisis centres. Municipal, state or provincial, and national governments bear the costs of public services offered within their jurisdictions, as well as supporting private initiatives through granting programs. The exact services provided by each level of government depend on the country, its history and its political culture. Overall, the entire economy and the whole national society are affected by the monetary losses resulting from violence against women.<sup>2</sup>

In 1993, the UN General Assembly Declaration on the Elimination of Violence against Women provided a framework for action on the pandemic. Since that time, GBV has been integrated systematically into UN agency and donor programming globally, recognizing the critical human rights issues in addition to the negative impacts across health, education, and economic growth development objectives.

### *Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI)*

The United Nations (UN) voted in June 2016 to create its first LGBT rights watchdog. The measure ensures that an appointed member will monitor “violence and discrimination based on sexual orientation and gender identity.” Language used in the resolution suggests that LGBT rights should be the concern of human rights laws across the world. The UN Free and Equal Campaign is a campaign for LGBT equality, supported by numerous UN organizations, including UNDP and UNFPA. Free & Equal is a global public education campaign for LGBT equality that raises awareness of homophobic and transphobic violence and

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<sup>2</sup> Day, et al (2005). The Economic Costs of Violence Against Women: An Evaluation of the Literature Expert brief compiled in preparation for the Secretary-General's indepth study on all forms of violence against women. <http://www.un.org/womenwatch/daw/vaw/expert%20brief%20costs.pdf>

discrimination, promotes greater respect for the rights of LGBT people everywhere, and promotes fair treatment of LGBT people and support for measures to protect their rights.

In too many places, LGBT people are among the most persecuted, marginalized, or at risk. In every corner of the world, LGBT people continue to face threats of violence and discrimination in their work and private lives. At the same time, there is growing promise and opportunity. Unprecedented progress has been made in recent years, and seismic shifts have occurred in support for equal rights for all, especially among younger generations. However, a significant gap remains. A study that looked at 39 countries found a link between marginalization of a country's LGBT community and corresponding loss of economic output. The World Bank conducted a study that found transphobia and homophobia costing up to 32 billion dollars per year, the size of India's economy.

In urban settings, such as informal settlements in Nairobi, LGBTQI are discriminated against and denied public services by health workers, police officers, and other public officials. Policies and laws criminalize or marginalize them in places like Nairobi, although in some places (e.g., Mexico and other Latin American countries) there is a more inclusive and supportive legal framework. In places such as Nairobi, LGBTQI individuals are at higher risk of verbal, physical, economic sexual violence, particularly if they are "outed" by friends, family, neighbors. In Nairobi's informal settlements, an "outed" LGBTQI individual may face eviction, often physically violent, by their landlord or neighbors. LGBTQI in Nairobi are denied economic opportunity and discriminated against in work places if they are "out" or "outed." As a consequence, a high percentage of men who have sex with men (MSM) in Nairobi are also sex workers out of economic necessity, fueling disproportionately higher rates of HIV/AIDS.

Because LGBTQ individuals in urban settings like Nairobi are often socially, economically, and legally excluded and marginalized, we cannot talk about inclusive growth and gender equality without talking about LGBTQI issues.<sup>3</sup>

## Limitations

This assessment is based solely on the review of existing resources, so there are few limitations. Because some grant types, such as Future Cities Africa (FCA) which completely excluded discussion of gender equality, and the Regional Strategies which had minimal integration, these sections are quite brief.

It is important to consider that subjective judgment is made by the reviewer of the materials in deciding how to categorize gender responsiveness. The review of these sources was completed by a gender specialist viewing the materials through a gender lens. When completing future assessments, it will be important to replicate this viewpoint through review by a trained gender specialist in order to have meaningful comparative data.

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<sup>3</sup> UN Foundation: <http://www.unfoundation.org/features/lgbt-rights.html?referrer=https://www.google.co.zm/>

### III. BASELINE DATA

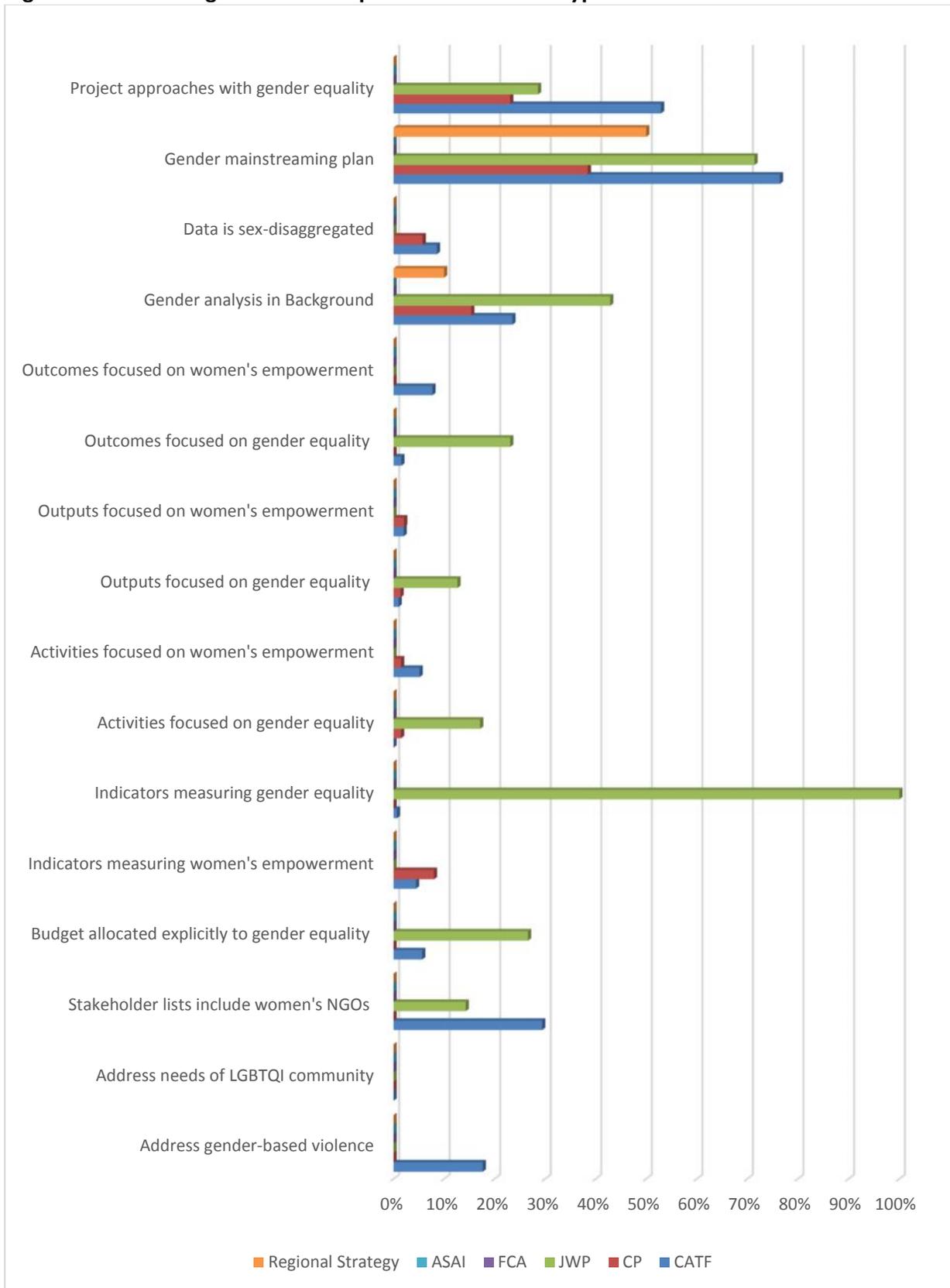
This section presents the qualitative and quantitative baseline data for each grant type. **Table 3** below presents a snapshot of aggregated quantitative baseline data across grant types. Full disaggregated baseline data in both numbers and percentages are available in an accompanying Excel attachment.

**Table 3. Summary Descriptive Baseline Data of Gender Mainstreaming across Grant types**

Summary Descriptive Data of Gender Mainstreaming in Cities Alliance Grant Proposals (January 2014-December 2015)							
CRITERIA		CATF	CP	JWP	FCA	ASAI	Regional Strategy
Total number of each grant type		17	13	7	11	3	10
Background	Percentage of grants that include gender analysis in background	24%	15%	43%	0%	0%	10%
	Percentage of presented data that is sex-disaggregated or gender descriptive	9%	6%	0%	0%	0%	0%
Activities	Percentage of activities explicitly focused on gender equality	0%	1%	17%	0%	0%	0%
	Percentage of activities explicitly focused on women's empowerment	5%	1%	0%	0%	0%	0%
Outputs	Percentage of outputs explicitly focused on gender equality	1%	1%	13%	0%	0%	0%
	Percentage of outputs explicitly focused on women's empowerment	2%	2%	0%	0%	0%	0%
Outcomes	Percentage of outcomes explicitly focused on gender equality	2%	0%	23%	0%	0%	0%
	Percentage of outcomes explicitly focused on women's empowerment	8%	0%	0%	0%	0%	0%
Indicator	Percentage of indicators explicitly measuring progress toward gender equality	1%	0%	100%^	N/A	N/A	0%
	Percentage of indicators explicitly measuring progress toward women's empowerment	4%	8%	0%	N/A	N/A	0%
Budget	Total budget allocated explicitly to gender equality and women's empowerment	\$180K	\$0	\$245K	\$0	\$0	\$0
	Percentage of budget allocated explicitly to gender equality and women's empowerment	6%	0%	27%	0%	0%	0%
Project Approach	Percentage of project approaches/ descriptions that discuss gender equality or women's empowerment	53%	23%	29%	0%	0%	0%
	Percentage of stakeholder lists that include women's NGOs or CBOs	29%	0%	14%	0%	0%	0%
	Percentage of grant proposals that address gender-based violence	18%	0%	0%	0%	0%	0%
	Percentage of grant proposals that address needs of LGBTQI community	0%	0%	0%	0%	0%	0%
	Percentage of grants that include a gender mainstreaming plan	76%	38%	71%	0%	0%	50%

*For JWP, only 1 out of the 7 proposals had indicators, which was the one JWP program focused explicitly on gender; thus this number is skewed as it only describes the JWP program for gender and not the others.*

**Figure I Gender Integration into Proposals Across Grant Types**



Overarching trends across grant types include the following:

- 1) Most grant proposals generally only mention gender in their Background or in a very brief Gender Mainstreaming Plan, but there is a significant gap in the mainstreaming of gender throughout outcomes, outputs, activities, indicators, and budget.
- 2) Cities Alliance may strengthen commitments to gender by more explicitly requiring grantees to comply with a thorough gender-mainstreaming programme cycle.
- 3) To this end, Cities Alliance may reflect strengthened gender mainstreaming within its grant templates and proposal requirements—by ensuring gender is a requirement not as a separate mainstreaming plan, but required to be mainstreamed throughout each section of proposal.

Comparatively, CATF and JWP have the strongest integration of gender mainstreaming throughout, with the caveat that both have slightly skewed numbers since one grant in each are explicitly focused on either gender equality (JWP *GenD*) or women’s empowerment (*SafetPin* India focused on reducing violence against women).

Further, most proposals tend to discuss women’s issues or women’s empowerment, excluding discussion of men and boys or male engagement. Additionally, no proposal discusses issues relevant to Lesbian, Gay, Bi-Sexual, Transsexual, Queer, or Intersex (LGBTQI), indicating a binary view of gender as male vs. female issue. Lastly, very few discuss gender-based violence (GBV). **Table 4** below summarizes key findings by grant type.

**Table 4. Summary of Key Findings across Grant Type**

Source	Key Findings
CATF	<ul style="list-style-type: none"> <li>• Out of the 17 CATF grant proposals 24 percent include gender analysis within the <i>Background</i></li> <li>• Gender analysis is brief and focused predominantly on the situation of women and girls, with little or no mention of comparison to men and boys, or the role of men or boys; however, the quality of analysis is better than other grant types as it is generally backed with gender-descriptive data.</li> <li>• 18 percent address issue violence against women in the <i>Background</i> and <i>Approach</i></li> <li>• Out of 74 times data points, 5 percent data are sex-disaggregated or gender-descriptive</li> <li>• 76 percent include a gender mainstreaming plan</li> <li>• The gender mainstreaming plans are largely focused on women and exclude men/ boys, but tend to be more specific and action-oriented than some other grant types.</li> <li>• 29 percent include a at least one gender equality or women’s NGO as a stakeholder</li> <li>• 50 percent exclude any mention of gender equality and 47 percent exclude women’s empowerment within the <i>Approach</i></li> <li>• Out of 65 outcomes only 8 percent explicitly focus on women’s empowerment and only one (2 percent) on gender equality; 3 out of 4 are from <i>SafetPin</i> (India) focused on reducing violence against women</li> <li>• Out of the 301 outputs only 1 percent focus explicitly on gender equality and 2 percent on women’s empowerment, all of which are from <i>SafetPin</i> (India)</li> <li>• Out of 223 activities none focus explicitly on gender equality and 5 percent are explicitly focused on women’s empowerment, all from <i>SafetPin</i> (India).</li> </ul>

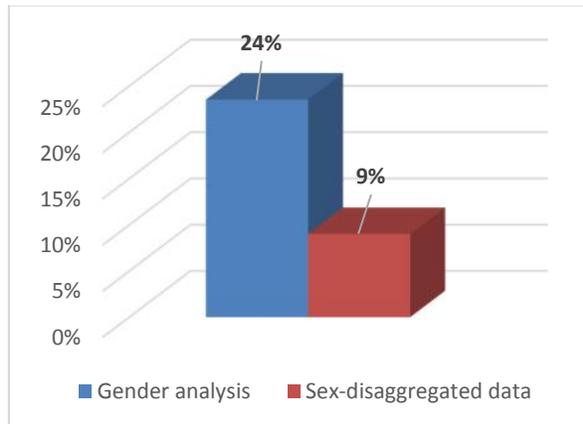
Source	Key Findings
	<ul style="list-style-type: none"> <li>• Out of the 293 indicators only two (one percent) explicitly measure gender equality and 13 (4 percent) explicitly measure women’s empowerment, all from <i>SafetPin</i> (India)</li> <li>• Out of US\$3.2 million in proposal budgets, 6 percent is explicitly for gender equality or women’s empowerment, including all US\$169K of <i>SafetPin</i> budget, and \$11K from RedACTES (Guatemala)</li> </ul>
Country Programme	<ul style="list-style-type: none"> <li>• Out of the 13 grant proposals only 15 percent include gender analysis within the <i>Background</i>, focused predominantly on women and girls, and exclude LGBTQI and GBV</li> <li>• For those proposals that do include a gender analysis, it is brief and focused predominantly on the situation of women and girls, with little or no mention of comparison to men and boys, or the role of men or boys.</li> <li>• Out 52 data points, six percent is sex-disaggregated or gender-descriptive data. One data point simply states that need to collect sex-disaggregated data regarding women, and the other describes the feminization of a targeted constituency.</li> <li>• Only 38 percent include a gender mainstreaming plan, mostly focused on women, 23 percent integrate gender or women into the <i>Approach</i>, and GBV, male engagement, and LGBTQI issues are completely excluded</li> <li>• Out of those five that do include a gender mainstreaming plan, most focus explicitly on women, although some briefly discussed plans to address the needs of both boys and girls. Further, many tend to be at more of a strategic level.</li> <li>• No stakeholder list includes a women’s, girl’s, or gender equality NGO or CBO</li> <li>• Out of the 48 outcomes two percent are focused explicitly on gender equality or women’s empowerment</li> <li>• Out of the 144 outputs two (1 percent) focus explicitly on gender equality and 3 (two percent) on women’s empowerment</li> <li>• Out of 134 activities two (one percent) focus explicitly on gender equality, and two (one percent) on women’s empowerment</li> <li>• Out of the 25 indicators none explicitly measure gender equality and two (8 percent) explicitly measure women’s empowerment</li> <li>• None of the US\$4.26 million in budget proposals include line items or percentages allocated explicitly to gender equality or women’s empowerment</li> </ul>
Joint Work Programme (JWP)	<ul style="list-style-type: none"> <li>• Three out of the total of seven (43 percent) include gender analysis within the <i>Background</i>, one of which is <i>GenD</i>, a proposal focused exclusively on gender equality</li> <li>• Those that mention gender analysis do so generally to discuss the need for gender analysis in the learning agenda for the programme, but do not include an actual gender analysis</li> <li>• While <i>GenD</i> discussed male engagement in the <i>Background</i> and <i>Approach</i>, no other proposal did, and none, including <i>GenD</i>, discussed GBV or LGBTQI issues.</li> <li>• Out of the two data points, none are sex-disaggregated or gender descriptive</li> <li>• 71 percent include a gender mainstreaming plan and 29 percent include discussion of gender equality or women’s empowerment in the <i>Approach</i>; with the exception of <i>GenD</i>, the others predominantly discuss mostly women</li> <li>• Gender mainstreaming plans generally focus on collecting sex-disaggregated data or mainstreaming gender into reporting</li> </ul>

Source	Key Findings
	<ul style="list-style-type: none"> <li>• The only stakeholder list to include a gender equality or women’s NGO is <i>GenD</i></li> <li>• Out of 13 outcomes only 13 percent are explicitly focused explicitly on gender equality, all of which are for <i>GenD</i>, and none related to women’s empowerment</li> <li>• Out of 95 outputs only 13 percent focus explicitly on gender equality, all for <i>GenD</i>, and none are focused on women’s empowerment</li> <li>• Out of 70 activities only 17 percent, all <i>GenD</i>, include anything related to gender, and none to women’s empowerment</li> <li>• Only six indicators are presented across the JWP proposals, 100 percent of which are <i>GenD</i></li> <li>• Out of US\$920K of grant proposal budgets, 27 percent is for <i>GenD</i> in its entirety (US\$245K), which is exclusively as a whole focused on gender equality; all other proposals exclude gender budgeting</li> </ul>
<p><b>Future Cities Africa Programme (FCA)</b></p>	<ul style="list-style-type: none"> <li>• Gender equality or women’s empowerment is completely excluded from all 11 contracts, including in the background, data, outcomes, outputs, activities, or budget,</li> <li>• Lack of gender equality discussion means no discussion about male engagement, LGBTQI, or GBV</li> <li>• Nothing can be stated about the quality of gender analysis, activities, or mainstreaming plan as it is excluded from FCA contracts</li> </ul>
<p><b>ASA1</b></p>	<ul style="list-style-type: none"> <li>• Nothing can be stated about the quality of gender analysis, activities, or mainstreaming plan as it is excluded from ASA1 grants</li> </ul>
<p><b>Regional Strategies</b></p>	<ul style="list-style-type: none"> <li>• 50 percent of the 10 regional strategies include a brief description of a gender mainstreaming plan (50 percent of both LAC and Africa), mostly focused on women’s empowerment and no mention of GBV, male engagement, or LGBTQI</li> <li>• Those that include a gender mainstreaming plan are generally brief, with some only one sentence mentioning that data will be sex-disaggregated data, while some were still brief but more advanced, discussing plans to integrate gender mainstreaming into TORs</li> <li>• Only 1 (10 percent) included some gender analysis in the Background, although this was simply to call out in a bullet point that gender equality will be included as an item on the learning agenda</li> <li>• Gender equality nor women’s empowerment was excluded from all other areas (e.g., project description, outcomes, outputs, activities, indicators, and budget)</li> </ul>

# Catalytic Fund (CATF)

## A. Evidence Based Proposals: Gender Analysis and Sex-Disaggregated Data

**Figure 2 Percentage of CATF Proposals that Integrate Gender in the Background**



Out of the 17 CATF grant proposals four of those (24 percent) include any type of gender analysis within the *Background*. For those CATF proposals that do include a gender analysis, it is brief and focused predominantly on the situation of women and girls, with little or no mention of comparison to men and boys, or the role of men or boys. None of the 17 CATF proposals, discuss issues relevant LGBTQI. Examples of how gender analysis was integrated into *Backgrounds* include:

- “Urban spaces provide new opportunities for people to build their homes and lives, while reinforcing existing inequalities and often creating new ones. Gender is a central axis of discrimination along with poverty, disability and other vulnerabilities. Women face the fear of sexual violence as a constant threat to their ability to move around, to work and their general wellbeing. The

Gender Inclusive Cities Programme which was carried out in four cities across continents reported that the vast majority of women interviewed (between 75 and 89 per cent) stated that gender is the number one personal identity-related factor which contributes to their lack of safety.” (*SafetPin*)

- “Communicating the dimensions of those problems accurately to relevant stakeholders including potential bus passengers, women’s anti-violence groups, public institutions responsible for providing safety and efficient public transportation, as well private sector groups responsible for or impacted by safe and efficient public transportation delivery (e.g. the bus owners’ association)”

However, three of the grant proposals (25 percent) do touch upon the issue violence against women within the background or project context. For example, *SafetPin* (India) states in the *Background*, “Many women who suffer physical, sexual or psychological violence lose income as a result and their productive capacity is impaired.”

Out of the 17 CATF proposals data is presented in the *Background* a total of 140 times, out of which five percent of data is disaggregated by sex or presented as gender-descriptive data. In most of these instances where data is presented it is specific to women without presenting comparative statistics regarding men or boys. Most of the CATF grants do not provide a strong data-driven or evidence-based context for the project to make the case for working on gender equality. However, the *SafetPin* project from India does so, presumably because it is the only CATF proposal focused almost exclusively on reducing violence against women. For example, the *SafetPin* project presents the following data:

*“2,443 women have been victims of violence in public transport. The last survey from the Municipal Secretary of Women conducted in March 2014 revealed that 19.7% of women participants have experienced harassment (were touched) in public transport during the week before the survey; 6% faced obscene stares, 27.6% received inappropriate comments, 15.1% were victims of physical violence and 35.6% avoided using public transport because they felt afraid to be sexually abused.”*

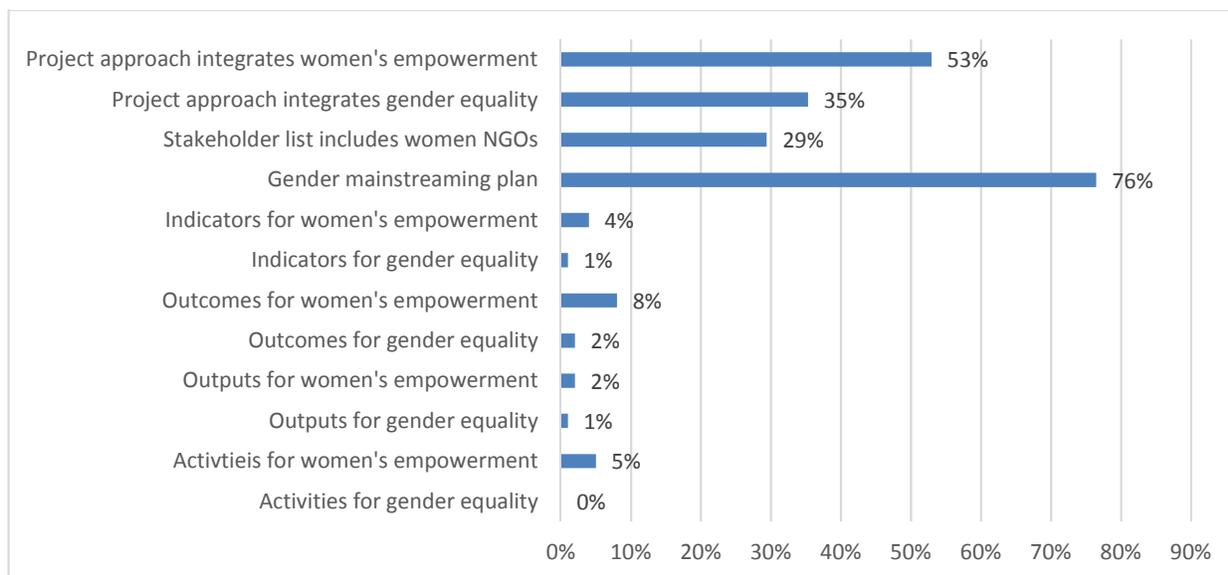
## B. Planning for Gender Mainstreaming to Putting into Action

Out of the 17 CATF proposals, 76 percent include a section on a gender mainstreaming plan, most of which are focused explicitly on women with some briefly discussed plans to address the needs of both boys and girls. The quality of the plans for CATF tend to be more specific and action-oriented than some other grant types. Examples include:

- Equal gender participation in all project activities: All project activities – including community profiling and data collection, paralegal services, and meetings/forums – will be required to draw on equal participation of female and male participants. Adapted profiling process captures different gender perspectives and experiences: The adapted profiling questionnaire will generate data that can be disaggregated by gender in measuring migrant demographics and experiences. Female paralegals address particular needs of female urban migrants: By training individuals to provide services within their own communities, we will leverage local knowledge, language skills, and similarities in experience to give context specific services. Accordingly, female migrant paralegals will be uniquely positioned to address the needs of female urban migrants. (*Inclusive Lagos Project: Embracing Diversity in the Megacity, Nigeria*)
- Gender equality is central to the project in several inter-related ways: Generating a strong evidence base for the governance factors that contribute to the violence against women; Working directly with women and girls, as well as several women’s groups, including the Guatemalan Women’s Group, Widows of Bus Conductors Association, and Survivors to identify and document the problems they face, especially violence and insecurity, on the public transportation system; Involve the women’s groups directly in the development of proposals for policy reform, advocacy for that reform, and monitoring of the implementation of those reforms and the eventual impact they may have on the lives of women and girls; Ultimately, the project will enable women and girls, with improved and safer options for travel to schools and work opportunities, to have greater agency in their pursuit of education and livelihood strategies (*RedACTES, Guatemala*).

Out of the 17 proposals, three (18 percent) mention GBV within the project description. The stakeholder list includes at least one women’s, girl’s, or gender equality NGO or CBO in five (29 percent) of the proposals. However, the gender mainstreaming plans and project descriptions, across proposals, exclude discussion of male engagement as well as LGBTQ.

**Figure 3 Percentage of CATF Proposals that Integrate Gender**



Despite the presence of a gender mainstreaming plan in all proposals, in most instances this does not translate into gender-responsive outcomes, outputs, activities, indicators and budget. Approximately half of the proposals exclude any mention of gender equality (50 percent) or women’s empowerment (47 percent) within the project approach or description. Further, out of 65 outcomes only 8 percent explicitly focus on women’s empowerment and only one (2 percent) on gender equality. Three out of these four outcomes are all from India’s *SafetPin* project focused on reducing violence against women, the main purpose of the project.

Out of the 301 outputs presented across the 17 CATF grants, only 1 percent focus explicitly on gender equality and 2 percent on women’s empowerment, all of which are from *SafetPin* (India), which by virtue of the project has outputs centered around reducing violence against women. The 17 CATF grant proposals outline 223 activities, out of which none focus explicitly on gender equality, and twelve (5 percent) are explicitly focused on women’s empowerment, again all from *SafetPin* (India). None of the other 16 CATF proposals explicitly discuss gender equality or women’s empowerment within activities, despite three-quarters having gender mainstreaming plans.

Out of the 293 indicators presented across the 17 CATF programs, only two (one percent) explicitly measure gender equality and 13 (4 percent) explicitly measure women’s empowerment, including all six from *SafetPin* by virtue of the project.

Generally, gender budgeting is not integrated into the 17 proposals, totaling approximately US\$3.2 million. However, because the *SafetPin* project is explicitly focused on reducing violence against women, the whole of that project’s budget, approximately US\$169K, is considered as funding directed toward women’s empowerment, and an additional \$11K from RedACTES (Guatemala) is included with an output focused explicitly on women that includes a budget line item. This represents a total of \$180K (6 percent) of overall CATF proposal budgets that are directly designated for women’s empowerment.

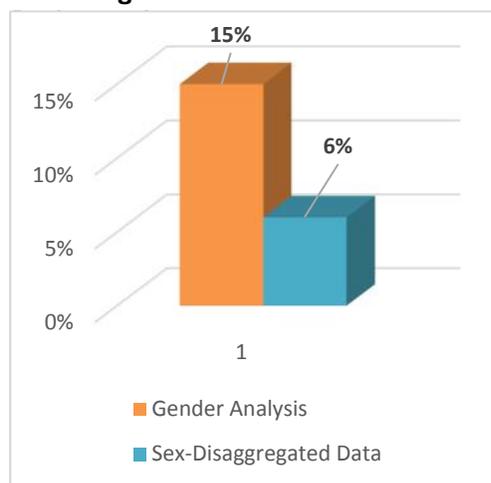
**Figure 4 Proportion of CATF Proposal Budgets Allocated to Gender Equality**



## Country Programmes

### Evidence Based Proposals: Gender Analysis and Sex-Disaggregated Data

**Figure 5 Percentage of CP Proposals that Integrate Gender in the**



Out of the 13 Country Programme grant proposals two of those (15 percent) include any type of gender analysis within the background or project context. For those proposals that do include a gender analysis, it is brief and focused predominantly on the situation of women and girls, with little or no mention of comparison to men and boys, or the role of men or boys. For example, *Collection and Validation of Baseline data in Burkina Faso* simply notes that one of its indicators will be collecting data on the number of women employed by the municipality. The other, from *Building the Capacity of the Urban Poor for Inclusive Urban Development in Ghana (SDI)*, also does not include a specific gender analysis but notes:

*“To strengthen the engagement, this project will mobilise within each assembly a constituency of slum dwellers capable of engaging in a solution-oriented dialogue on issues that affect the urban poor and to develop capacities among the assemblies to effectively engage in local community dialogue. This will include introducing into the dialogue the importance of*

*strategies to bridge gender inequality gaps manifest in present urban planning and service delivery processes. Historically such fora have focused on human settlement issues and not on household livelihoods, greater emphasis will be given to issues of the informal economy and its interface with the city.”*

None of the 13 Country Programme proposals, including among the 15 percent that include some type of gender analysis, discuss issues relevant to GBV or LGBTQI.

Out of the 13 Country Programme proposals data is presented in the *Background* a total of 52 times, out of which 10 percent of data is disaggregated by sex or presented gender-descriptive data. In the two instances where data is presented, one simply describes the need for a specific indicator about female employment. The other is descriptive, from Building the Capacity of the Urban Poor for Inclusive Urban Development in Ghana:

*“In phase 2 greater efforts will be made to ensure equal participation of women in all groups and platforms on urban development promoted by the project. PD as a support NGO to the Federations of informal settlers is very conscious of gender issues when it comes to equality. This is because the largest constituency to the Federations is female (80%).”*  
*Most of the Country Programme grants do not provide a strong data-driven or evidence-based Background to make the case for working on gender equality.”*

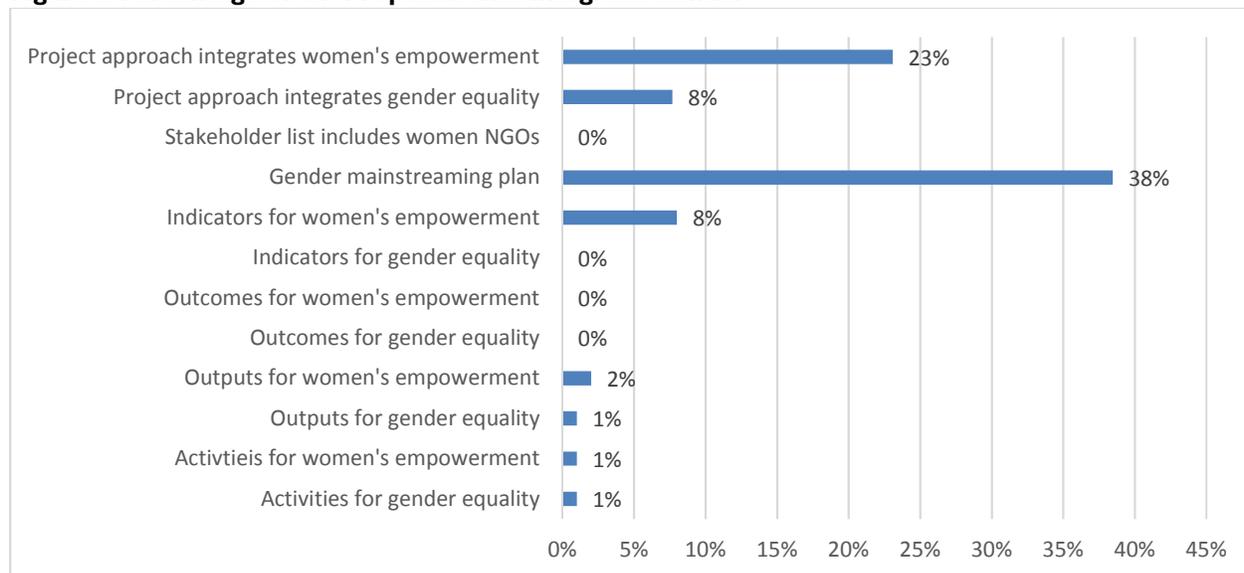
## B. Planning for Gender Mainstreaming to Putting into Action

Only five (38 percent) of the Country Programme proposals include a section with a gender mainstreaming plan. In the seven instances that lack a gender mainstreaming plan, it appears that this is omitted from the grant template completely. Out of those five that do include a gender mainstreaming plan, most focus explicitly on women, although some briefly discussed plans to address the needs of both boys and girls. Further, many tend to be at more of a strategic level. Examples include:

- “A quota of at least 30% women representative will be decided prior to each event with the aim to ensure their engagement and contribution during all the process. The project will organize special session with women and girls during consultation and have a list of women leaders and decision makers to interview. Specific issues relevant to women and youth like urban safety/security and women’s role in the urban economy will form part of the feasibility study. The Ministry of Gender will be involved in this process. During the validation, women and girl views will be captured separately. The results of the project will compare and highlight women and men’s position. The dissemination of the outcomes and selected outputs will be also done through women network and market places to increase their awareness.” (*Liberia National Urban Forum 2015*)
- “It goes without saying that this grant will give special attention to gender issues in line with GIZ’s gender policy. Under the components 1 to 4, the various inputs, position and research papers to be elaborated will, wherever appropriate, include gender analysis. The ToRs of these documents will formulate this requirement and provide the necessary tool for monitoring. Additionally, all members of the Country Programme will actively work with the Cities Alliance Gender Equality Strategy Team in 2015, in order to develop further actions for implementation. Likewise, including gender perspectives is indispensable for meaningful exchange towards and for developing a coherent approach to building an active citizenry, which is at the core of the fourth component; special care will therefore be taken to include the gender perspective in the selection criteria for the cross-visits (objectives of the visit, who will travel and what is to be visited) and also to the joint proposal to leverage support and resources for the building of an active urban civil society.” (*Support to the Development of a National Urban Agenda in Mozambique*)

Only 23 percent of all proposals include any mention of gender equality or women’s empowerment within the project approach, one explicitly discussing gender equality and three discussing women’s empowerment. The gender mainstreaming plans and project approaches, across proposals, exclude discussion of GBV, male engagement, or LGBTQ. No stakeholder list includes a women’s, girl’s, or gender equality NGO or CBO.

**Figure 6 Percentage of CP Proposals that Integrate Gender**



Even in the instances where there is a gender mainstreaming plan, this generally does not translate into gender-responsive outcomes, outputs, activities, indicators and budget. Out of the 48 outcomes across the 13 grant proposals, none are focused explicitly on gender equality or women’s empowerment. Out of the 144 outputs presented across the 13 grant proposals, only two (1 percent) focus explicitly on gender equality and 3 (two percent) on women’s empowerment. The 13 grant proposals outline 134 activities, out of which two (one percent) focus explicitly on gender equality, and two (one percent) on women’s empowerment. Out of the 25 indicators presented across the 13 Country Programme proposals none explicitly measure gender equality and two (8 percent) explicitly measured women’s empowerment. Generally, none of the budgets for the 13 proposals, totaling approximately US\$4.26 million, include line items or percentages allocated explicitly for gender equality or women’s empowerment.

## Joint Work Programme (JWP)

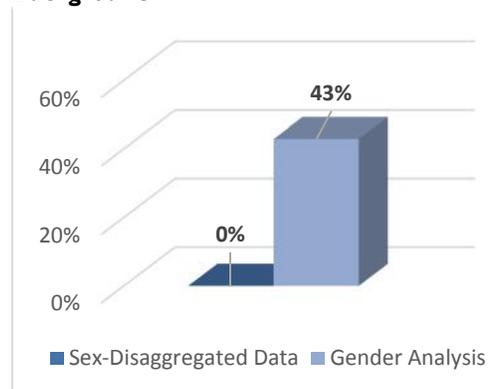
### Evidence Based Proposals: Gender Analysis and Sex-Disaggregated Data

Out of the seven JWP proposals, one is a contract (SOW) and one is a Secretariat Activity.; the remaining are final grant proposals. One final grant proposal, *Diagnosis of Gender Equality in Cities Alliance Country Programmes (GenD)*, was focused explicitly on gender, and thus skews many of the below results.

Three out of the total of seven (43 percent) include any type of gender analysis within the *Background*, one of which was *GenD*. None were necessarily gender analyses, but rather referred to the need to conduct gender analyses. For example:

- “Among the conclusions was to develop a partnership approach between national government, local authorities and organized civil society to make a difference in promoting: urban governance and planning, inclusive and social development, financing and economic development; housing and slum dwellers, **gender equality**, climate change, territorial approach, mobility and security of tenure.” (*Promoting the New Urban Agenda towards Habitat III*)

**Figure 7 Percentage of JWP Proposals Mainstreaming Gender in the Background**



- “Access to land for housing including the themes of security of tenure, **gender**, disaster resilience, and slums will be key issues addressed in this project.” (*Equitable Economic Growth in Cities: An Exploratory Diagnostic to Understand and Assess Equitable Growth Potentials and Challenges in Selected Cities of CA Country Programmes*)

*GenD* was the only one to discuss male engagement, although none, including *GenD*, discussed GBV or LGBTQI issues. *GenD*, by nature of the proposal explicitly focused on gender equality, mainstreamed gender throughout. *GenD* ensured it used language regarding men and boys throughout the proposal, including the following:

*“The strategic intent of the Gender JWP is therefore to develop knowledge programmes and partnerships that will leverage this context into concrete gender-responsive activities, so that urban women and men, girls and boys may not only have more opportunities to contribute to sustainable urban development, but also secure the right to political representation, economic inclusion and dignified living. It will ensure that the knowledge, experiences and needs of men and women, especially at the grassroots and community level, are harvested and fed into improved urban development and management.”*

Out of the seven JWP proposals data is presented in the *Background* only twice, and no data is sex-disaggregated or gender descriptive. The majority of the JWP grants do not provide a strong data-driven *Background* for to make the case for working on gender equality, including *GenD*.

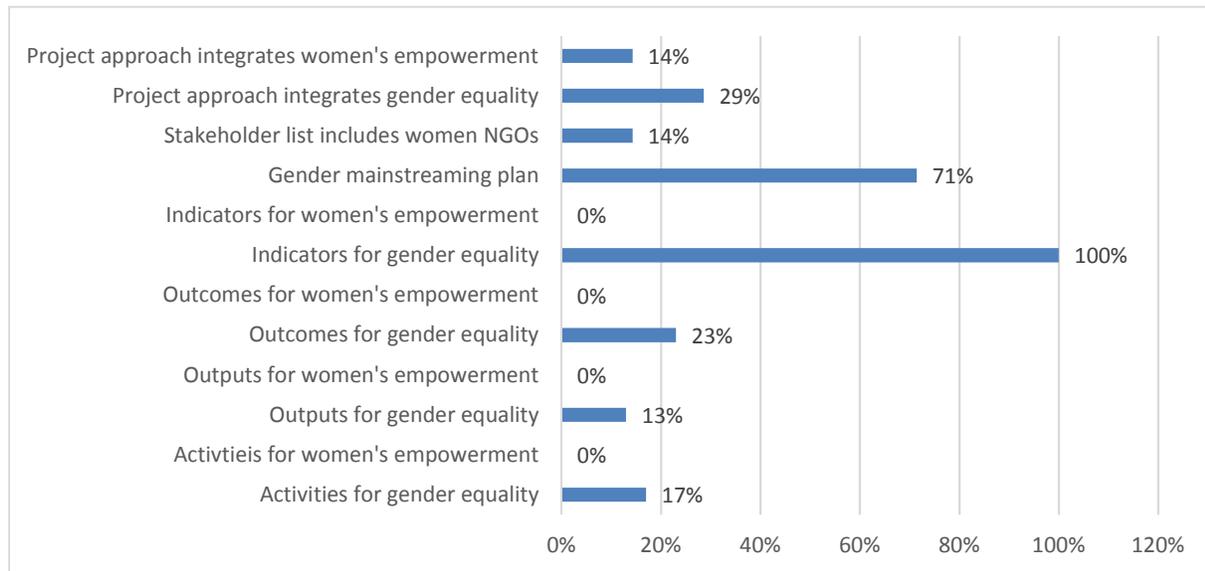
## B. Planning for Gender Mainstreaming to Putting into Action

Five (71 percent) of the JWP proposals include a section on gender mainstreaming; one that does not is a contract and the other (*Urban Resilience Tools*) excludes a section on a gender mainstreaming plan from the proposal template. Gender mainstreaming plans generally focus on collecting sex-disaggregated data or mainstreaming gender into reporting. Examples include:

- “Gender is a critical aspect that cuts across all three components of the project. It is a specific subtheme of Habitat for Humanity’s global advocacy campaign and will be featured prominently on the website and throughout the campaign. Habitat will work to specifically engage gender based partners in the campaign and include organizations representing vulnerable groups. Habitat will also be tracking policy changes disaggregated by gender through the global campaign. It has also just published its flagship report on gender and property rights.” (*Promoting the New Urban Agenda towards Habitat III*)
- “All deliverables and products of this assignment will put special attention on how data can be gender differentiated. Gender parity will be ensured in the data collection phase. All reports will have a dedicated section on gender mainstreaming.” (*Equitable Economic Growth in Cities: An Exploratory Diagnostic to Understand and Assess Equitable Growth Potentials and Challenges in Selected Cities of Cities Alliane Country Programmes*)

With the exception of *GenD*, which focuses on gender equality and includes male engagement, the other four gender mainstreaming plans predominantly discuss issues relevant to women. Only 29 percent of proposal project approaches discuss gender equality or women’s empowerment. All gender mainstreaming plans and project approaches exclude discussion of LGBTQI and GBV. The only stakeholder list to include at least one women’s, girl’s, or gender equality NGO or CBO is *GenD*.

**Figure 8 Percentage of JWP Proposals that Integrate Gender**



The gender mainstreaming plan is, in most instances, not translated into outcomes, outputs, activities, indicators and budget. Out of the 13 outcomes across the 7 JWP grant proposals, only three (13 percent) are explicitly focused explicitly on gender equality, all *GenD*, and none related to women’s empowerment. Out of the 95 outputs presented across the 7 JWP grants, only 12 (13 percent) focus explicitly on gender equality, all part of *GenD*. None focused on women’s empowerment. Similarly, out of the 70 activities, only the 12 activities (17 percent) as part of *GenD* include anything related to gender, and none to women’s empowerment. Only six indicators are presented across the 7 JWP proposals, 100 percent of which are *GenD*, thus 100 percent of the indicators are relevant to gender equality and none to women’s empowerment.

Generally, gender budgeting is not integrated into the 7 proposals, totaling approximately US\$920K. However, because *GenD* is explicitly focused gender equality, the whole of that project’s budget, approximately US\$245K, or 27 percent of all JWP proposal budgets, is considered as explicitly funding gender equality.

## Regional Strategies

Although 50 percent of the 10 regional strategy proposals include a brief gender mainstreaming plan, and 10 percent include some amount of gender analysis in the *Background*, gender equality nor women’s

empowerment are further discussed or mentioned explicitly in the planning (e.g., project description, outcomes, outputs, activities, indicators, or budget).

Out of the five that included a gender mainstreaming plan, two were from LAC and three from Africa, representing 50 percent of the LAC regional strategies and 50 percent of the Africa regional strategies. However, again, none from LAC or Africa that did include a gender mainstreaming plan integrated this into clear actionable outputs, activities, indicators, or budget. None of the 50 percent that did include a gender mainstreaming plan discuss male engagement, GBV, or LGBTQI, and most focus on women’s empowerment.

Further, the quality of the “gender mainstreaming plans” are generally very bare minimum, sometimes only a couple of sentences. The two examples below show the briefest and longest:

- “Throughout the execution, gender will be mainstreamed in two main forms: (i) seek for balanced gender participation in the workshops, and (ii) introduction of gender perspective on the papers and final publications.” (Entire Gender Mainstreaming Plan for *Support for the Sector Dialogue Brazil European Union - Sustainable Cities and National States' Policies for Urban Development*)
- “The Think Tank will seek to promote the recognition of gender issues through two means: through the composition of the Think Tank and its secretariat, and through the substantive focus of its work. The composition of the Think Tank will seek to promote diversity in terms of sex, as well as linguistic and regional context, as much as possible. The composition of the Think Tank secretariat based at the ACC will also promote gender diversity, with the overall project to be managed by a woman. The need to make gender-based perspectives (in relation to African urban development and policy) more visible will be a major concern of the Think Tank’s work programme. The imperative of considering gender equality issues will be written into the terms of reference for Think Tank members and the expert think pieces to be reviewed by the Think Tank. It is possible that one of the policy briefs produced by the Think Tank will specifically address the need to promote gender equality in urban development, and the range of potential strategies to do so. In addition, the survey and monitoring exercise will specifically seek to assess the impact of gender equality perspectives on various target audiences.” (*Gender Mainstreaming Plan for Providing leadership and profile to the Cities Alliance Africa Strategy through the Cities Alliance Think Tank*)

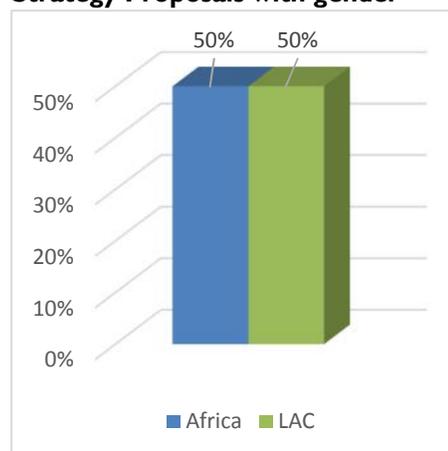
The only regional strategy that as counted for including a gender analysis in the *Background* was *Providing leadership and profile to the Cities Alliance Africa Strategy through the Cities Alliance Think Tank*. However, the “analysis” counted was simply the recognition of the need for additional analysis related to gender in a list of priority learning areas:

*“How to promote gender equality as a cross-cutting theme in urban research and policy development, and how equitable growth can be linked to the promotion of gender equality to help women to build economic power, increase their political voice and advance their rights in cities?”*

Although the proposal indeed calls this out as a key area for learning, there are missed opportunities to address gender within the Background to highlight major concerns, and to integrate gender throughout outcomes, outputs, activities, and indicators. For example, the following is part of the Background section of *Providing leadership and profile to the Cities Alliance Africa Strategy through the Cities Alliance Think Tank*.

*“The scope and scale of this challenge is further complicated by the demographic and labour market structure of Africa. Evidence demonstrates that at present, 50% of the African population is younger than 19 years of age. This reflects the onset of a youth demographic bulge that will work through the labour force cohort over the next forty years as Africa*

**Figure 10 Percentage of Regional Strategy Proposals with gender**



*continuous its urban transition. Since at present, 63% of labour force are in vulnerable employment, it points to the fact that most urban households will simply be unable to afford living in a formal house, pay taxes or contest the “rules of the game” when it comes to formal politics.”*

First, in this instance there are two statistics presented that could be sex-disaggregated to call attention to the need to look at differences between males and females. Second, there is a missed opportunity to briefly call out the type of vulnerable employment that is distinct for males vs. females (e.g., sex work and domestic work for females? Farm labor or piecemeal labor for males?).

## **ASAI**

Out of the three ASAI grant proposals reviewed, none have any information, data, language, requirements, deliverables, etc. related to gender equality or women’s empowerment. Although outcomes, outputs, activities, and budgets are presented in the contracts, nothing is explicitly mentioned or allocated for gender equality or women’s empowerment, including male engagement, LGBTQI, and GBV. Indicators are not included in any contract.

## **Future Cities Africa (FCA)**

Out of the 11 Future Cities Africa contracts reviewed, none have any information, data, language, requirements, deliverables, etc. related to gender equality or women’s empowerment. Although outcomes, outputs, activities, and budgets are presented in the contracts, nothing is explicitly mentioned or allocated for gender equality or women’s empowerment, including male engagement, LGBTQI, and GBV. Indicators are not included in any contract.

## V. RECOMMENDATIONS

This section provides recommendations for the Programme Unit at Cities Alliance to strengthen gender mainstreaming within its grants proposals and contracts. Recommendations are presented first for improving gender mainstreaming at the strategic level based on this assessment. This is followed by

### Recommendations for Strategic Gender-Responsive Grant-Making

Development of an overarching strategy to improve a gender-responsive grant-making process for Cities Alliance is informed by this baseline assessment. Below are some suggestions to include across all grant types:

- Ensure all grant proposals include criteria for gender mainstreaming throughout all sections, including the background, project description/ approach, outcomes, outputs, activities, indicators, and budget. Consider removing the stand-alone gender-mainstreaming plan, and instead including requirements to integrate gender into each discrete section. Examples include:
  - **Background:** Is gender analysis a fundamental part of the Background or concept? At minimum, does the background recognize the differential impacts on women, men, boys, and girls?
  - **Project Description/ Approach:** Does the project's Theory of Change explicitly consider gender equality? Does the approach consider the different needs of women, men, boys, and girls, and how the approach will affect each differently? If safety or security is central to the project, is GBV explicitly addressed? Are a broad range of stakeholders included, including male and female community members, as well as women's or gender equality NGOs or CBOs?
  - **Outcomes:** Does at least one outcome focus explicitly on gender equality, or is gender equality explicitly mainstreamed throughout the outcomes driving project performance?
  - **Outputs:** Are there explicit outputs designed to promote gender equality and women's empowerment, including male engagement?
  - **Activities:** Are there concrete activities designed to promote gender equality, including engagement of men and boys, to achieve outputs and outcomes related to gender equality?
  - **Indicators:** Are there specific indicators that go beyond sex-disaggregated data and thoughtfully measure change in gender equality (knowledge, attitudes, practices) at both the output and outcome levels?
  - **Budget:** Is budget explicitly allocated to fund gender-specific activities, or is a percentage of the budget allocated to mainstreaming gender throughout all activities?
- Write criteria for contracts/ procurement to ensure the contracts are gender-responsive, with outcomes, outputs, activities, deliverables, etc. that integrate gender equality and women's empowerment aligned with proposal criteria above (e.g., proposal criteria on gender should be replicated within SOWs and TORs, and contracts should ensure these standards are written into contracts, including in expected deliverables).
- Develop and providing training for all staff, including contracts/ procurement staff developing and executing calls for proposals, SOWs and TORs.
- Ensure evaluation criteria points are awarded for grant proposals not just for existence of a gender mainstreaming plan, but how good gender is integrated within each of these sections, including the outcomes, outputs, indicators, activities, and budget. For example, consider

awarding one evaluation criteria point per proposal that mainstreams gender into each distinct section.

- Ensure evaluation points are awarded for grant proposals that exhibit knowledge about gender equality, including male engagement, rather than focused exclusively on women without considering the broader societal context and relationship with males. For example, consider awarding five evaluation criteria points to proposals that discuss gender equality as the relationship between women, men, boys, and girls, rather than discussing women only.
- Consider a requirement or recommendation for grantees to include in proposals how they will address LGBTQI and/or GBV in *Background* and *Approach*, where relevant. This is particularly relevant in proposals addressing safety and security in urban slums.
- Consider requiring grantees to show line items for allocation of resources, or percentage of budget, dedicated exclusively to gender equality, gender mainstreaming, and women's empowerment.

The checklist below, including scaling, intends to guide PU staff in reviewing, assessing, and approving the content of final grant proposals, aligned with the recommendations made above.

**Cities Alliance Grant Proposals Gender Integration Checklist**

<b>Area</b>	<b>Provision</b>	<b>Missing</b>	<b>Limited</b>	<b>Sufficient</b>	<b>Substantial</b>
<b>Background</b>	Gender equality is assessed in the situation analysis/ background information	Gender equality is not mentioned	Gender equality is mentioned as an add-on, or only focused on women	Gender equality is directly linked to one or more aspects of the project proposal, including discussion of both males and females	Gender equality is at the core of the problem analysis, addressing constraints and opportunities of both males and females
<b>Activities</b>	Activities are gender responsive, including targeted actions to respond to the disadvantages of, discrimination against or special needs of women, girls, boys or men	Gender equality is not mentioned	One activity explicitly works toward gender equality or women's empowerment	30% to 50% of activities are targeted actions to correct a gender inequality, at least one addressing male engagement	More than 50% of the activities are targeted actions to correct a gender inequality, including male engagement
<b>Outputs</b>	Gender equality is explicitly reflected in the projects outputs that respond to disadvantages of, discrimination against or special needs of women, girls, boys or men	Gender equality is not mentioned	One output reflects gender equality or women's empowerment	30% to 50% of the outputs reflect gender equality, at least one addressing male engagement	More than 50% of the outputs reflect gender equality, including male engagement
<b>Indicators</b>	Indicators are gender-responsive, including measurement of change in gender equality as a result of project activities	No indicators measure gender equality	One indicator measures gender equality or women's empowerment	30- 50% of indicators measure gender equality, with at least one addressing male engagement	More than 50% of indicators measure gender equality, including male engagement
<b>Budget</b>	A specific budget is allocated for activities to enhance gender equality and respond to disadvantages and discrimination of women, girls, boys, and men	A specific budget is not allocated to achieve gender equality	A specific budget is allocated to achieve gender equality or women's empowerment	30 – 50 % the budget is allocated to achieve gender equality, including budget to engage men	More than 50 % the budget is allocated to achieve gender equality, including budget to engage men