

Gender and Sustainable Cities



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Introduction

The Global Platform for Sustainable Cities (GPSC) is a knowledge platform and partnership that promotes integrated solutions for today's cities. With more than half of the world's population already living in cities, continued urbanization presents great opportunities as well as significant challenges. How cities respond to this growth will have a profound impact on the global environment. It is therefore essential not only to help cities grow in a way that promotes sustainability, but also to ensure that cities develop and respond to challenges in an inclusive way. This Guidance Note is intended to help World Bank task teams as well as city and national governments to consider the gendered impacts of greening cities interventions.

Why does gender matter for the World Bank Group's greening cities interventions?

Climate change

Climate change is set to exacerbate existing inequalities across regions and negatively impact already-vulnerable populations: the urban poor will be hit the hardest by the unevenly balanced climate change impacts. More than 1 billion members of the global population are slum-dwellers: they are the poorest and most vulnerable to climate risks due to overcrowding, substandard housing and living conditions, and lack of housing rights, physical infrastructure, and access to services. Women often constitute the majority of slum dwellers¹: data from 59 developing countries across Latin America and the Caribbean, Central and Southern Asia, and sub-Saharan Africa has indicated that women are overrepresented in slums in 80 per cent of these countries, facing the highest risk to climate change². Major environmental issues in cities, such as air pollution, biodiversity loss, deforestation, waste disposal and exposure to toxic chemicals, are further exacerbated as a result of climate change and tend to impact women and girls the most.

Cities

With more than 80 percent of global GDP generated in cities, urbanization can lead to sustainable and inclusive growth, if managed well. But rapid urbanization has major implications for resource competition, municipal infrastructure, and service provision. Added to this struggle are risks posed by climate change, population growth, pandemics, and other environmental pressures.

Cities are at the center of discussions around GHG mitigation and adaptation to climate risks and play a key role in tackling climate change. As cities grow, they are exposed to climate and disaster risks, particularly in coastal areas where they are exposed to floods and rising sea levels. Heat waves, water stresses, droughts, flash flooding, and severe storms are some of the climate-induced disasters faced

1. <https://unhabitat.org/sites/default/files/2020/06/harsh-realities-marginalized-women-in-cities-of-the-developing-world-en.pdf>

2. <https://sdgs.un.org/sites/default/files/2021-01/harsh-realities-marginalized-women-in-cities-of-the-developing-world-en.pdf>

by cities³. If action is not taken, cities are set to experience a range of climate impacts in the short term.

Gender

Women's increased vulnerability to climate change is the result of existing gender inequalities rooted in socio-economic and cultural norms. Women's lack of adaptive capacity to the adverse impacts of climate change is closely linked to a lack of ownership and control over resources due to legal, cultural and social norms, gender differences in property rights, access to skills and technology, gendered division of labor access to information and social capital, as well as voice and agency. According to the United Nations Development Programme (UNDP), 80 percent of people displaced by climate change are women. For instance, over 70 percent of those displaced as a result of flooding in Pakistan in 2010 were women and children⁴, while 70 percent of people who died in the 2004 Asian tsunami were women⁵. Evidence also shows that women head 40 percent of the poorest households in urban areas: in the Philippines' Tondo District, the largest urban slum in South East Asia, women make up 80 percent of the adult slum-dwellers.

Persistent gender gaps constrain women from building their resilience to climate change impacts. Cities have historically been designed by men and for men, thereby resulting in not meeting women's needs; sometimes even being unwelcoming, unsafe spaces for women. In general, cities tend to work better for heterosexual, able-bodied, cisgender men than they do for women, girls, sexual and gender minorities, and people with disabilities.⁶

Globally, women face a glass ceiling in participating in decision-making roles at the city level: only 5 percent of the world's mayors are women, while 20 percent of local councilors worldwide are women.⁷ ⁸ These statistics are changing, though: since 2014, the number of women mayors of the world's biggest C40 cities has increased five-fold, reaching 21 percent of C40 mayors being women.⁹ Women's participation in climate-related decision-making structures is negligible: at the World Energy Council, only 4 percent of chairs and 18 percent of secretariats are female.¹⁰ Out of 464 energy companies in Spain, Sweden and Germany—three similarly industrialized, Western European nations—64 percent had no women on their boards and only 5 percent achieved gender parity on the boards.^{11 12}

Women's lack of access to resources severely limits their ability to adapt to climate change. Property rights can be a catalyst for economic development and resilience enhancement, yet women own less

3. <https://www.cdp.net/en/research/global-reports/cities-at-risk>

4. https://pdf.usaid.gov/pdf_docs/pnaea121.pdf

5. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/723731468234284901/making-womens-voices-count-integrating-gender-issues-in-disaster-risk-management-overview-and-resources-for-guidance-notes>

6. <https://www.worldbank.org/en/topic/urbandevelopment/publication/handbook-for-gender-inclusive-urban-planning-and-design>

7. https://www.uclg.org/sites/default/files/women_paris_2015-_eng-web_0.pdf

8. <https://www.uclg.org/en/issues/gender-equality>

9. https://www.c40.org/press_releases/20-women-mayors-of-c40-cities-reveal-the-growing-power-of-the-women4climate-movement

10. <https://www.worldenergy.org/>

11. <https://www.sciencedirect.com/science/article/abs/pii/S2210422412000731>

12. https://w4c.org/sites/default/files/2019-02/W4C_REPORT_Gender%20Inclusive%20Climate%20Action%20in%20Cities_BD.pdf

than 20 percent of land globally.¹³ Similarly, women face significant barriers in accessing economic opportunities in highly-paid male-dominated sectors: women's share in the transport workforce across 46 countries stands 17.3 percent¹⁴ and women's share of employment in water utilities does not exceed 18 percent.¹⁵ While women in Cairo (Egypt) make up 26 percent of workers in the informal waste sector, only 1 percent of workers in the formal waste sector are women.¹⁶ Women's access to economic opportunities is limited given that women spend more time than men on household and care responsibilities, ranging from 30 percent more in Cambodia to six times more in Guinea. Women devote from 70 percent more time (in Sweden) to ten times more time (in Iraq) than men to childcare. In Latin America, women spend three times more time than men on housework.¹⁷

Women living in cities may also face additional barriers in accessing basic infrastructure and services, such as energy, water and sanitation. While women often are the primary users of those services given that they spend more time than men on household chores, the design and delivery of those services is rarely gender-responsive. Globally, women are mainly tasked with fetching water: they spend 200 million hours every day collecting water.¹⁸ In sub-Saharan Africa, one round trip journey to collect water is, on average, 25 minutes in urban areas; in Asia this trip lasts for, on average, 19 minutes.¹⁹ Women spend more time at home and in their community than men and are directly exposed to environmental health risks as a result of poor sanitation caused by poor drainage and contact with human feces and solid waste.²⁰ Moreover, lack of transport is the biggest barrier to women's labor force participation in developing countries, reducing the likelihood of women's participation in the labor market by 16.5 percentage points, according to studies.²¹ Lack of adequate, safe urban transport systems may further reduce women's mobility: in Mexico City, over 65 percent of women using public transportation have experienced sexual harassment while travelling.²² Overall, women and girls living in cities experience various forms of sexual violence in public spaces, whether these incidents occur in and around public transportation, schools, workplaces, public toilets, parks, water distribution sites. This severely constraints their ability to attend school, access jobs and participate in public life.

In sum, women lag behind in most measures of human endowments, economic opportunity, ownership and control over assets and resources, as well as voice and agency. Addressing gender disparities is critical to analyzing and forecasting social impacts of climate change. Increasingly, though, women play a key role in leading the way toward a less carbon-intensive economy, contributing to climate mitigation and resilience outcomes

13. <https://www.weforum.org/agenda/2017/01/women-own-less-than-20-of-the-worlds-land-its-time-to-give-them-equal-property-rights/>

14. <https://www.itf-oecd.org/sites/default/files/docs/gender-dimension-transport-workforce.pdf>

15. <https://openknowledge.worldbank.org/handle/10986/32319>

16. https://www.giz.de/de/downloads/The%20Economics%20of%20the%20Informal%20Sector%20in%20Solid%20Waste%20Management_2011.pdf

17. https://publications.iadb.org/publications/english/document/Gender_Inequalities_in_Cities.pdf

18. <https://www.unicefusa.org/stories/how-long-does-it-take-get-water-aysha-eight-hours-day/30776>

19. <https://www.unicef.org/press-releases/unicef-collecting-water-often-colossal-waste-time-women-and-girls>

20. <https://www.un.org/womenwatch/feature/urban/factsheet.html>

21. <https://www.ilo.org/global/research/global-reports/weso/trends-for-women2017/lang--en/index.htm>

22. https://publications.iadb.org/publications/english/document/Gender_Inequalities_in_Cities.pdf

Box 1. Key definitions and strategic documents on gender and climate change

Gender refers to the roles, behaviors, activities and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities, and relationships are socially constructed and are learned through socialization processes.³¹

Gender equality refers to the equal rights, responsibilities, and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.³²

The [World Bank Group Gender Strategy \(2016-2023\)](#) identifies four objectives to achieve gender equality and support the Bank's twin goals of ending extreme poverty and boosting shared prosperity.³³

- Improving human endowments—health, education, and social protection: addressing first generation gaps in health (maternal mortality) and education.
- Removing constraints for more and better jobs: increasing women's labor force participation, boosting access to higher quality jobs, reducing occupational segregation, and providing care services and safe transport.
- Removing barriers to women's ownership of and control over assets: closing gender gaps between women and men in ownership and control over finance, land, housing, and ICT.
- Enhancing women's voice and agency and engaging men and boys: addressing gender-based violence in relevant operations, especially in conflict situations, and promoting women's leadership in local service delivery.

The [World Bank Group's Climate Change Action Plan \(2021-2025\)](#) aims to increase climate finance to reduce emissions, strengthen climate change adaptation, and align financial flows with the goals of the Paris Agreement. Five key systems transitions were prioritized that generate 90% of GHG emissions and face significant adaptation challenges. The World Bank has committed to fully align financing flows with the objectives of the Paris Agreement by July 1, 2023.

The preamble to the Paris Agreement acknowledges that humankind faces the global challenge of climate and that 'Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights,' including 'gender equality' and the 'empowerment of women.'³⁴ In Article 7, it is recognized that adaptation efforts need to be gender-responsive, while in Article 11, capacity-building activities need to be gender-responsive, too.

23. <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

24. <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

25. <http://documents1.worldbank.org/curated/en/820851467992505410/pdf/102114-REVISED-PUBLIC-WBG-Gender-Strategy.pdf>

26. Paris Agreement, preambular para 11.

Addressing Gender Inequalities in Sustainable Cities

Context

To ensure development interventions in sustainable city infrastructure are effective, there is a need to simultaneously pursue climate change resilience and mitigation, as well as gender equality and women's empowerment outcomes. Addressing persistent gender inequalities in the context of sustainable cities infrastructure requires taking into consideration women's and men's differentiated needs, priorities, responsibilities, and capacity to build their resilience to climate change. It is therefore critical to ensure that urban services designed and provided are gender-responsive in terms of:

ACCESSIBILITY 	Ensuring that service provision is equally accessible by both men and women, enabling access to economic opportunities and reducing time poverty.
MOBILITY 	Recognizing that women and men's different mobility patterns are rooted in the gendered division of roles in both the labor market and the household, which affect women's employment conditions, income levels, and mobility needs (women travel shorter distances, are more likely to use public transportation and make more multi-stop trips). ²⁷
SAFETY and SECURITY 	Providing satisfactory privacy and safety conditions of sanitation facilities, transport infrastructure, and public spaces, ensuring adequate street lighting, pavements, and sidewalks, and introducing gender-based violence prevention and response services.
AFFORDABILITY 	Ensuring that transport, water, energy, ICT services, and other municipal services are affordable for both men and women, considering women's lower income (lower employment rates, part-time and low-wage positions, informality) and increased needs for those services.
RELIABILITY 	Ensuring that women and men have access to reliable service provision, which often creates an additional time burden that disproportionately impacts women who are usually the primary users of such services (water, energy, urban transport).
HEALTH and HYGIENE 	Ensuring services provided contribute to the reduction of health risks that can cause chronic illnesses to service users such as indoor air pollution (since women are primarily tasked with cooking indoors using unhealthy cooking methods), water and vector-borne diseases (since women are the first ones to get sick from water-related diseases given they work as cooks, cleaners and caregivers and as such they are more exposed to contaminated water), etc.
RESILIENCE 	Ensuring that services are not disrupted as a result of climate shocks and other stressors (COVID-19, political instability) resulting in economic losses, decreased safety, risk of gender-based violence during emergencies, and other risks.

27. https://civitas.eu/sites/default/files/civ_pol-an2_m_web.pdf

Table 1. Types of interventions to promote gender equality and women's empowerment

Governance	Promote enhanced representation of women in cities' governance structures, decision-making, and management processes, given their primary role in natural resource management.
Policy	Develop, adopt, and implement gender-responsive urban infrastructure/environmental policies that take into consideration women and men's differentiated needs, priorities, and preferences and address persistent gender gaps.
Incentives Structure	Provide subsidies and grants (credit subsidies for women entrepreneurs, wage subsidies for female employees), tax incentives (for hiring women, for firms to provide services such as child care, parental leave, and training), and public procurement incentives (provide certain types of firms (in this context, women-led MSMEs receive preferential consideration in the bidding process to supply goods or services to public sector entities) can be used to promote gender equality through green cities interventions. ²⁸
Financing	Enable women to access green financing to set-up and run green MSMEs in sustainable urban infrastructure sectors.

What happens if we overlay gender gaps and climate risks?

Climate risks need to be assessed from a gender perspective because impacts might exacerbate existing gender gaps due to differentiated impacts along gender lines. It is therefore critical to apply both climate and gender lenses to ensure that development interventions in sustainable urban infrastructure achieve climate mitigation and adaptation/resilience outcomes, while simultaneously reducing gender inequalities. Moreover, according to the ILO, climate action is expected to create more than 65 million new jobs by 2030²⁹. Green job creation and transformation in urban settings will create opportunities that can be accessed by women in male-dominated sectors with high earning potential (energy, construction, transport,) where women are currently under-represented.

The following table provides an overview of the most common gender gaps identified across countries and regions with greening cities interventions at varying degrees. Links to relevant data sources are also provided to ease sex-disaggregated data collection and analysis.

28. <https://openknowledge.worldbank.org/bitstream/handle/10986/32055/WPS8935.pdf?sequence=6&isAllowed=y>

29. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_628654.pdf

Table 2. Gender gaps in Greening Cities interventions

WBG Gender Strategy	Gender Gaps	Data Sources
Human Endowments	<ul style="list-style-type: none"> ❖ Women and children disproportionately suffer from water-borne diseases because of limited access to freshwater ❖ Women's lower literacy and education levels impacts adaptive capacity and emergency response 	Project specific gender assessment needed.
Human Endowments	<ul style="list-style-type: none"> ❖ Women under-representation in STEM subjects (varies by region) ❖ Women's educational attainment not translated into quality jobs for women because of social barriers (women's reproductive role, sexual harassment at work, etc.) 	<ul style="list-style-type: none"> • UNESCO Women in Science Data • World Economic Forum
More & Better Jobs	<ul style="list-style-type: none"> ❖ Women-led MSMEs and/or employees' limited share of employment in traditionally male-dominated sectors (infrastructure, urban planning, energy and water utilities, solid waste) ❖ Women's over-representation in informal urban economies versus men (varies by region) 	<ul style="list-style-type: none"> • ILO • World Bank Data
More & Better Jobs	<ul style="list-style-type: none"> ❖ Gender pay gap for traditionally male-dominated sectors (unequal pay for work of equal value) 	<ul style="list-style-type: none"> • ILO Global Wage Report
More & Better Jobs	<ul style="list-style-type: none"> ❖ Limited share of firms with female participation in ownership and/or female top manager ❖ Lack of women-led MSMEs participating in public procurement/contractors ❖ Women's limited access to finance 	<ul style="list-style-type: none"> • World Bank Data • Global Findex Database
More & Better Jobs	<ul style="list-style-type: none"> ❖ Women's time burden because of household chores and care responsibilities ❖ Women's increased share in unpaid domestic and care work ❖ Women's larger share in contributing family workers ❖ Women's lower access to social protection, insurance schemes (linked to informal and low employment) 	<ul style="list-style-type: none"> • World Bank Data • Social Institutions and Gender Index (SIGI)
Ownership & Control of Assets	<ul style="list-style-type: none"> ❖ Women's limited share of land titles in urban areas 	<ul style="list-style-type: none"> • Prindex Data • Social Institutions and Gender Index (SIGI)

Ownership & Control of Assets	<ul style="list-style-type: none"> ❖ Women's limited mobility ❖ Lack of gender-sensitive infrastructure 	<p>Project specific gender assessment needed.</p>
Ownership & Control of Asset	<ul style="list-style-type: none"> ❖ Women's limited access to internet and mobile phone use (gender digital divide) 	<ul style="list-style-type: none"> • ICT facts and figures 2020 • The Mobile Gender Gap Report 2020 • The Inclusive Internet Index 2021 • Gallup data
Voice & Agency	<ul style="list-style-type: none"> ❖ Women lack access to information in disaster risk management and recovery projects (including cultural norms about women's mobility and sanitation and safety needs), putting them at greater risk in the case of a disaster 	<p>Project specific gender assessment needed.</p>
Voice & Agency	<ul style="list-style-type: none"> ❖ Lack of safety features that reduce risks of GBV incidents, which severely restrict women's ability to work, travel and run businesses 	<ul style="list-style-type: none"> • Social Institutions and Gender Index (SIGI) • Gallup data
Voice & Agency	<ul style="list-style-type: none"> ❖ Women's under-representation in parliament and ministerial positions ❖ Women's under-representation in municipal administration, policy-planning, and decision making ❖ Women's lack of representation in Disaster Risk Management Committees to influence emergency planning 	<ul style="list-style-type: none"> • Inter-Parliamentary Union • Social Institutions and Gender Index (SIGI)
Voice & Agency	<ul style="list-style-type: none"> ❖ Women's under-representation in stakeholder consultations to reflect different responsibilities, priorities and needs, tariff structure, service design (locations for public taps and toilets, information on sources of water contamination and sanitation), and service usage patterns 	<p>Project specific gender assessment needed.</p>

Environmental challenges, gender gaps, and opportunities for women's empowerment

Of course, environmental challenges lie beyond climate change. Once these challenges are addressed, many of the following opportunities for women's economic empowerment and sustainable livelihoods arise. For instance, urban women, who rely on buying food from stores, are vulnerable to price inflation which causes food poverty and could be mitigated through access to urban farming -biodiversity. At the same time, women slum-dwellers are often exposed to pollution that severely impacts their health and could be reduced if women had more voice and agency with regards to urban planning, environmental decision-making.

1. Nature-based Solutions (NbS)

Creating public green spaces (urban forests, green roofs, green walls), improving public health (redesign of waste spaces), green infrastructure (such as natural wastewater plants), combined nonmotorized transport and ecosystem corridors, and other green, blue, and hybrid infrastructure and reducing flood risk and energy loss are some examples of NbS. Quite often such improvements will primarily benefit women, who are usually the main users of urban infrastructure.



NbS can also create economic opportunities that can be accessed by women.³⁰

2. Urban Biodiversity

Urban biodiversity conservation is needed in locations and economic sectors that are both vulnerable to climate change and are critical for sustaining women's livelihoods. Recognizing women's role as environmental stewards and their increased vulnerability to climate change impacts is



critical, given that their livelihoods often depend on natural resources that are threatened by biodiversity loss. Lack of biodiversity places a disproportionate burden on women and girls by increasing the time required to collect resources such as water, fuelwood, and medicinal plants, thereby reducing the time they can spend on income generating activities and education.³¹

30. <https://www.iied.org/women-ally-nature-adapt-climate-change>

31. https://www.cbd.int/gender/doc/cbd-towards2020-gender_integration-en.pdf

3. Exposure to toxic chemicals

More often than not, it is women who constitute the majority of the poorest city-dwellers and, consequently, the ones living next to landfill sites, incinerators and/or hazardous waste dumps. Exposure to harmful chemicals varies between women and men depending on their daily activities; what also varies is their physiological susceptibility to the effects of chemical

exposure, which can affect reproduction cycles (pregnancy, lactation, menopause). Women are more likely to store higher amounts of environmental pollutants in their tissues given they generally have higher body fat percentages.³² Effective strategies for protection from harmful chemicals and waste reduction can simultaneously help reduce gender gaps:

in Cameroon, an intervention to promote integrated sustainable urban development and environmentally sound management of municipal solid waste aimed to create economic opportunities for both women and men, while also reducing and eliminating exposure risk to persistent organic pollutants, lead, and other toxics.³³



4. Circular Economy



As primary household managers, women play a leading role in adopting and promoting sustainable consumption practices that minimize waste, whilst promoting the sharing economy. The City of Quillota in Chile implemented capacity-building programs for women entrepreneurs to invest in the reuse of goods and products activities.³⁴ Economic opportunities in recycling and waste management that can be accessed by women also arise; it is critical to ensure these are good quality, good-paying, decent jobs by tackling the health risks of waste picking and manual recycling of products.

32. <https://www.undp.org/content/dam/aplaws/publication/en/publications/environment-energy/www-ee-library/chemicals-management/chemicals-and-gender/2011%20Chemical&Gender.pdf>

33. African Development Bank. 2017. Request For Project Endorsement / Approval. Integrated Sustainable Urban

5. Outdoor Pollution

Women face increased risks due to biological factors (motherhood, menstruation, lactation), lack of employment opportunities, traditional gender roles and cultural norms.³⁵ Research found that of the 2.7 to 3.4 million global preterm births in 2010, 18 percent were associated with air pollutants exposure³⁶. Pollution disproportionately affects women, which is why policies to address pollution must consider gender.



34. <https://www.oecd.org/env/GFE-Gender-Issues-Note-Session-5.pdf>

35. <https://www.sei.org/featured/5-ways-reducing-pollution-can-improve-equality-for-women/>

36. <https://www.sei.org/featured/air-pollution-preterm-births/>

Gender Analysis: How do we assess these gaps – are there key questions to be asked?

To better understand gender differentiated needs and priorities in service design and delivery, it is key to undertake a gender analysis to identify gender gaps through a collection of sex-disaggregated data, while engaging with women's groups to ensure their views are taken into consideration.

Box 2. Key Questions for Gender Analysis

- **Decision-making and participation at the policy-level:** Do women and men participate equally in cities' governance structures (both formal and informal), decision-making, and upstream urban planning and design? Do women and men participate equally in stakeholder engagement processes by sharing their views, expressing their needs, and voicing their priorities in decision-making processes?
- **Livelihoods:** What is share of FHH in the city? What is their poverty level? What are women's livelihoods activities? Do they engage in informal sector activities from their home (sewing, cooking, etc.)?
- **Time burden:** What is the difference in time spent on household and care tasks (M/F)? Do women fetch water for household use? Do they collect energy sources?
- **Services:** Do women have adequate access to affordable water, toilets, electricity, and transport? Is infrastructure gender-responsive? Does it have gender-informed design features?
- **Housing and the Built Environment:** Do women and men enjoy tenure security and rights to HLP on an equal basis?
- **Water and Sanitation:** Do women and men enjoy equal access to water and sanitation facilities? What is the percentage of households (MHH/FHH) connected to piped water?
- **Transportation:** Do women and men use public transport equally? Does the transport system design take into consideration women's needs?
- **Care:** Are there public childcare options available? And are they well located (close to public transportation, for example)?
- **Health:** What is the level of water- and vector-borne diseases (M/F)? Indoor air pollution? How do slums and informal settlements' inadequate drainage and solid waste management, as well as poorly lit roads and lanes, etc., further compromise women's and girls' safety, security, and health?
- **Employment:** what is the share of women's employment in the sector/economy? Do women and men have equal access to economic opportunities? Do they have equal access to skills training? Are women more likely to be employed in informal sector? Are girls finishing secondary school and accessing STEM subjects, both of which are key for accessing low-carbon economy jobs?
- **Gender-Based Violence (GBV):** Do women and girls face increased risk of sexual harassment and assault?
- **Climate Risks:** What are the current climate and resilience risks? How do these intersect with existing gender gaps?

Are there aspects of the legal framework that should be reviewed?

In spite of significant legislative progress made over the last 50 years by removing legislation that is discriminatory against women, women still face multiple barriers in accessing assets, employment, and entrepreneurship opportunities across the world. The 2021 [Women, Business and the Law report](#) measures laws and regulations affecting women's economic inclusion in 190 economies across different areas, such as mobility, access to jobs, equal pay for work of equal value, entrepreneurship, access to assets, protection from violence, and family status. The available data confirm that more work is needed to ensure that women have equality of opportunity when entering the workforce and starting their own business. On average, women have just three-quarters of the rights men have³⁷, which presents an opportunity to identify gender-gaps in legislation and engage in policy dialogue activities to promote changes in legislation.

Are social norms relevant (for example, with property rights and access to employment)?

Even if legal reforms are implemented and discriminatory legal provisions against women are removed, these changes are not always fully implemented as a result of weak law enforcement and a lack of knowledge among policy makers. This can often be attributed to deeply entrenched social norms that do not always allow women to fully exercise their rights. Both laws and social norms reflect societal values and both change over time to adapt to evolving circumstances. The [OECD Social Institutions and Gender Index](#) measures discrimination against women in social institutions across 180 countries by taking into consideration laws, social norms, and practices and capturing the underlying drivers of gender inequality.

Box 3. Indicative Women, Business and the Law Indicators

- Can a woman get a job in the same way as a man?
- Does the law prohibit discrimination in employment based on gender?
- Is there legislation on sexual harassment in employment?
- Can a woman work at night in the same way as a man?
- Can a woman work in a job deemed dangerous in the same way as a man?
- Can a woman work in an industrial job in the same way as a man?

37. <https://openknowledge.worldbank.org/bitstream/handle/10986/35094/9781464816529.pdf>

Annex 1. Matrix of Gender Gaps, Gender Actions, and Gender Indicators

Greening Cities sub-sectors	
Urban infrastructure / Development	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Streetscapes • Public Spaces • Greening programs to reduce urban heat island • POS programs to support flood mitigation, creates safe spaces for women • Street lighting / Pavements / Sidewalks / Public Toilets • Childcare facilities • Elderly Care • Disability-informed infrastructure • Neighborhood Upgrading • Integration of transport and urban development planning (multiple land-use, walking communities, transit connectivity)
Potential Gender Gaps	<ul style="list-style-type: none"> • Women's absence from the urban design / planning process – not in decision-making / lead roles • Lack of affordable, accessible care services for children and the elderly • Women's limited access to safe, affordable, accessible infrastructure • Gender-blind infrastructure design that doesn't consider and address women's needs • Time use on unpaid domestic work and care activities (male/female)
Gender Informed Actions	<ul style="list-style-type: none"> • Set a target for women's representation in Municipal Council/Committees • Mentoring and training of women members of municipal councils in hard skills (planning/budgeting) and soft skills (leadership and effective decision-making) • Training of municipal staff members in gender-inclusive urban planning • Demonstrate design, implementation, and operation of public spaces through gender-responsive participatory process³⁸ • Creates safe spaces for women for informal work/ outdoor markets, etc.
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % of investments prioritized by women beneficiaries • % municipalities that have institutionalized inclusive citizen engagement processes with equal representation of women • % municipalities that adopt gender-oriented development objectives in their planning processes • Set quota for % projects implemented under project that are gender responsive • % of women participating or in leadership positions in Municipal Council / Committees/other governance structure

38. For example, UNHabitat her city, or WB gender sensitive public open space design manual

	<ul style="list-style-type: none"> • % increase of availability of care infrastructure • % of women with access to improved infrastructure (disaggregated by infrastructure type) • % increase in women users' satisfaction levels for infrastructure services provided • Change in time used by mothers of children aged 3-72 months on unpaid care work • Women and girls using GBV services as a result of the project • Setting up systems for reporting/documenting of sexual violence in public (Y/N) • Increased perception in safety of services • Increase in self-reported use of services
Useful Sources	<ul style="list-style-type: none"> • CDC. Sector Profiles, Infrastructure • ADB. Gender-Inclusive Approaches in Urban Development • UN HABITAT. Gender Issue Guide. Urban Planning and Design • ITU. Action Plan to Close the Digital Gender Gap
Urban Transport	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Mobility Infrastructure / Cycling infrastructure / Charging stations / Non-motorized transport (greener) • Road Safety Interventions • Parking Spaces • Low-carbon Bus / Tram / Train / Metro (biofuel fueling) • High-occupancy vehicle lanes, congestion charging or road pricing, parking management, restriction or auctioning of license plates, car-free city areas, low-emission zones creation
Potential Gender Gaps	<ul style="list-style-type: none"> • Women face skills gaps and occupational sex segregation (World Bank Data on Employment) • Lack of gender-responsive infrastructure design • Modal split (female/male), indicating that women have less access to cars (varies by region) • Low female ridership due to risk of sexual harassment • Women self-limit their movements due to their perception of risk • Lack of facilities around transit areas that meet women's needs (toilets, breastfeeding rooms, safe spaces, police stations) or give rise to economic opportunities for women (such as market areas for women-led MSMEs) • Women's complex travel patterns due to multiple needs and responsibilities not considered in tariff setting and ticketing
Gender Informed Actions	<ul style="list-style-type: none"> • Addressing sexual harassment on the way to and from work • Gender-responsive infrastructure design features (separate buses/carriages, sections, well-lit stations, CCTV systems, separate seating spaces at stations, separate toilets at bus and rail stations, space for strollers, baby carriages, height of handrails, steps too high or too low)

	<ul style="list-style-type: none"> • Integrated fares (for multiple stops), adequate number of bus stops, predictable schedules with better access to periphery areas that tend to respond better to women's needs, safe waiting areas with public facilities • Trainings aimed at fostering behavior change by focusing on education campaigns for operators, increasing the use of law enforcement to make urban transport more women-friendly and challenge adverse masculine social norms • Implement a GBV prevention and response program enabling women to access a range of services to recover from the impacts of GBV (legal and psychological support services for victims, law enforcement, etc.)
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % increase in female employment in the urban transport sector • % increase of lighted bus stops, lighting in stations, design of buses and trains that allow for strollers, alarm systems • % increase in female ridership as a result of safe, affordable, reliable urban transport • % increase in mixed land uses around transit facilities that meet women's needs • Enhanced pricing measures in place (based on analysis of women's travel patterns especially ticketing and route design) • Women and girls using GBV services as a result of the project • Setting up systems for reporting/documenting of sexual violence in public (Y/N) • Increased perception in safety of services • Increase in self-reported use of services
Useful Sources	<ul style="list-style-type: none"> • IFC. Integrating Gender in Transport Operations • USAID. Gender-Based Violence on Public Transportation: A Review of Evidence and Existing Solutions • VAWG. Resource Guide. Transport Brief • World Value Surveys
Water, Sanitation, and Hygiene	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Urban Water Supply • Safe sanitation facilities • Wastewater Infrastructure / Treatment reducing GHG • Public toilets
Potential Gender Gaps	<ul style="list-style-type: none"> • Women face skills gaps and occupational sex segregation (World Bank Data on Employment) • Women's lack of representation in the sector, limited representation on water boards, community water groups • Women in urban areas spend triple the time collecting water for HH use (as compared to men) • Reduced school attendance of girls who don't have access to clean water and sanitation facilities (menstrual hygiene limits girls' mobility/freedom)

	<ul style="list-style-type: none"> • Women and girls’ limited use of public toilets / latrines due to increased risk of sexual harassment • Women’s higher morbidity levels due to water-borne diseases
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • Develop and implement a Gender Action Plan at the water utility level to increase women’s share in employment • Set targets for women’s participation in water users’ associations and water user and sanitation committees • Implement hygiene, sanitation, and efficient water use awareness campaigns targeting women • Introduce free connection or fees into billing for equitable tariff structure (pricing, payment methods, and operation) • Design water supply and sanitation infrastructure considering women’s needs in accessing water points, number, types, and location of facilities, easy-to-operate hand and water pumps, latrine design (including communal toilet blocks), and technology • Increase women’s enrollment in water training institutes • Set quotas for women representation on decision-making boards
Useful Sources	<ul style="list-style-type: none"> • IFC. Integrating Gender into Water and Sanitation Projects • World Bank. Toolkit for Mainstreaming Gender in Water Operations • World Bank. Women in Water Utilities: Breaking Barriers
Energy	
Type of Investment / with climate features	<ul style="list-style-type: none"> • Energy supply and service provision (energy efficient solutions) • District Heating (Central Asia) • Electrification (electrified solar cities)
Potential Gender Gaps	<ul style="list-style-type: none"> • Women face skills gaps and occupational sex segregation (World Bank Data on Employment) • Female-headed households are among the poorest and often lack access to basic services; they also lack resources or collateral to pay for initial connection costs and the purchase of appliances that can be used for income generation (fridges etc.) • Lack of energy-related appliances increases women’s time burden • Women’s time burden due to collection of energy sources • Women’s under-representation on ‘utility’ boards
Gender Informed Actions	<ul style="list-style-type: none"> • Skills training and credit provided to facilitate establishment of women’s businesses (biogas production, PV distribution enterprises) • Include women in the training in maintenance and development of energy services • Introduce program to support women’s engagement in vocational, non-traditional trades including non-discriminatory training to avoid the trap of men’s vs women’s work • Provide financing mechanisms for adoption of cleaner cooking technologies, appliances, fuels, targeting women

	<ul style="list-style-type: none"> • Pay as you go models and smart meters progressive tariffs can be linked to female-headed households; also explore alternative methods for payment (cash/in-kind, remote payment, etc.) • Increase representation in 'utility' boards, women's participation in decision-making activities and employment
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % increase in female employment in the energy sector (energy utilities) • % increase in electricity connections of female-headed households • % women accessing STEM/low-carbon careers • % increase in use of energy-efficient appliances resulting in time savings for women • % of reduced biomass energy by households (female and male-headed) and increased time savings for women • % increase in female representation on 'utility' boards • Quotas for FHH to benefit from solar energy projects – rooftop PVS, bulbs, etc.
Useful Sources	<ul style="list-style-type: none"> • UNIDO. Guide on Gender Mainstreaming: Energy and Climate Change Projects • IFC. Integrating Gender in Power Operations • World Bank. Integrating Gender Considerations into Energy Operations • IRENA. Renewable Energy: A Gender Perspective • ICRW. Gender-Smart Investing Resource Hub: Off-Grid Energy • ICRW. Gender-Smart Investing Resource Hub: Power Sector
Housing and the Built Environment	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Slum Upgrading • Housing • Green environment • Housing upgrading (Energy efficiency); financing for retrofitting of houses
Potential Gender Gaps	<ul style="list-style-type: none"> • Women's under-representation in local governance structures (formal and informal) (national data) • Women's limited ownership/registration of HLP rights • Female-headed households more likely to live in environmental danger zones/flood zones heavily impacted by climate change • Women have more insecure tenure (Prindex.net) • Women's limited entrepreneurial activity • Women not registered as property taxpayers in cadastral units • Women's lack of knowledge of their property/ownership rights.
Gender Informed Actions	<ul style="list-style-type: none"> • Set a target for women's participation in Housing Committees • Program to advocate for women's greater awareness of their rights to property • Legal support for women to claim property rights • Provide joint titles for husbands and wives in all housing developments; revise land titling forms to ensure that both names can be registered

	<ul style="list-style-type: none"> • In case of resettlement, ensure new housing settlements are close to markets and employment centers • Consider a housing design that will enhance resilience and provide women with adequate space and facilities (i.e., workspace, storage, and lighting for home-based income-generating activities); provide electrical outlets in cooking areas to allow for the possible use of electrical appliances in the future (this may encourage families to save money for the purchase of energy efficient labor-saving devices).
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % of women participating/leading in Housing Committees • % of joint ownership/registration or female ownership/registration of HLP • % of FHH/women no longer living in a floodplain or low-elevation coastal zone • FHH benefiting from houses rebuilt with resilient standards (sex-disaggregated) • % of women benefiting from enhanced security of tenure • % increase in female-led home-based enterprises
Useful Sources	<ul style="list-style-type: none"> • World Bank. Addressing Gender Gaps in Housing Interventions • VAWG. Resource Guide. Land Sector Brief
Solid Waste Management	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Sorting, recycling, and reuse of waste products (circular economy) that involves capture of combustion of methane emissions, waste to energy
Potential Gender Gaps	<ul style="list-style-type: none"> • Women face skills gaps and occupational sex segregation (World Bank Data on Employment) • High level of exposure to harassment and GBV for women in waste sector • Women’s limited access to circular economy income-generating activities in the SWM sector • Addressing informality of women’s work as waste pickers • Gender pay gap in the SWM sector • Limited share of women-led MSMEs in SWM • Low satisfaction levels of women beneficiaries for SWM services provided
Gender Informed Actions	<ul style="list-style-type: none"> • Awareness-raising activities targeting women in environmental SWM practices for the promotion of sanitary solid waste disposal practices (such as littering, randomly using dumpsites, dumping trash outside containers, and recycling practices) inside the HH • Conducting surveys for random groups of women and men in the project areas • Conducting outreach programs with the goal of increasing the number of women and involvement through the following outreach initiatives: School, household, NGOs, University outreach programs • Support women’s access to formal waste sector jobs

	<ul style="list-style-type: none"> • Train women in waste sector & provide basic equipment to upskill & access higher value activities – recycling • Respond to needs of women waste workers – GBV, health, childcare support • Social protection support for informal sector waste workers
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % increase in female employment in the solid waste management sector • Number of female waste-pickers engaged in income-generating circular economy activities • Equal pay between female and male waste pickers • Women-led MSMEs entering the SWM market • % of women beneficiaries satisfied by the services provided • % reported increase in access to GBV programs • % perceived increased safety of female waste-pickers
Useful Sources	<ul style="list-style-type: none"> • USAID. Women’s Economic Empowerment and Equality in Solid Waste Management and Recycling • Ocean Conservancy. The Role of Gender in Waste Management • USAID. Women’s Economic Empowerment and Equality (WE3) Technical Assistance Municipal Waste Management and Recycling WE3 Gender Analysis Report
Communications and ICT	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Digital solutions and programs dedicated to reducing GHG emissions • Cross-reference ICT toolkit • How information is disseminated
Potential Gender Gaps	<ul style="list-style-type: none"> • Women face skills gaps and occupational sex segregation (World Bank Data on Employment) • Women have lower access to internet use (gender digital divide) • Women have lower mobile phone ownership and use levels (gender digital divide) • Women and girls’ under-representation in STEM subjects
Gender Informed Actions	<ul style="list-style-type: none"> • Set a target to increase women’s representation in the ICT sector • Promote teleworking to increase employment opportunities for women • Increase women’s and girls’ access to digital technologies including through local communication campaigns • Implement Gender in STEM programs at the secondary level to build the technological capacity and digital literacy of women and girls
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • % increase in female employment in the ICT sector • % increase in the presence of cameras, improved lighting, complaints/grievance mechanisms, and passenger awareness campaigns • % increase in internet use by women • % increase in mobile ownership and use by women

	<ul style="list-style-type: none"> • Increased number of women studying in STEM and ICT programs at secondary level • % increase in the share of women registered users of mobile phone applications designed for early warning systems • Women and girls using GBV services as a result of the project
Useful Sources	<ul style="list-style-type: none"> • USAID. Gender and ICT Survey Toolkit
Disaster Risk Resilience	
Type of Investment / with Climate Features	<ul style="list-style-type: none"> • Climate Resilience • Disaster risk management (weather and climate forecasting) • Early warning systems • Flood protection
Potential Gender Gaps	<ul style="list-style-type: none"> • Women’s limited participation in shelter management committees • Lack of access to information (‘disaster literacy’) • Social norms restrict women to certain household roles, thereby limiting their mobility and increasing their vulnerability when disasters strike • High risk of gender-based violence (GBV) incidents, both in initial temporary shelters and during prolonged displacement
Gender Informed Actions	<ul style="list-style-type: none"> • Women’s equal participation in the citizen engagement services • Implement capacity-building programs to enhance women’s “disaster literacy” and foster ownership of community shelters • Design of livelihood restoration activities that take into consideration women’s needs • Introduce multipurpose cyclone shelters and other amenities for women or families
Gender Entry Points / Indicators	<ul style="list-style-type: none"> • Share of women’s participation in the shelter management committees for each ‘safe-haven’ constructed and rehabilitated by the project (sex-disaggregated) • Minimum % of women-led MSMEs who are sub-contracted (public procurement) • % of women registered for early warning systems (also via mobile phone apps) • % reduction in women’s mortality due to climate disasters • Number of safe havens constructed and rehabilitated in line with gender-responsive infrastructure design features
Useful Sources	<ul style="list-style-type: none"> • VAWG. Disaster Risk Management Brief • World Bank. Gender Dimensions of Disaster Risk and Resilience: Existing Evidence

Annex 2. Examples of Good Practices

URBAN INFRASTRUCTURE AND DEVELOPMENT	
World Bank: Dhaka City Neighborhood Upgrading Project ³⁹	
Country	Bangladesh
Project Objective	To enhance public spaces and improve urban services in selected neighborhoods in Dhaka.
Gender Gaps	<ul style="list-style-type: none"> • Access to and use of public spaces is a bigger challenge for women in Dhaka compared to men, which reduces women's ability to participate in public and economic life. • Mobility, walkability, and access to public spaces for women is limited due to a mixture of poorly planned infrastructure and services (lack of adequate pavements, sidewalks, streetlights/lighting, public toilets, and dedicated open spaces) and prevailing socio-cultural norms. • Perceptions of, and actual threats to, public safety limit women's use and convenience of public spaces and facilities. • Lack of gender-sensitive service provision: 93 percent of Dhaka's women do not use public toilets, while 42 percent perceive the city's parks to be unsafe.
Gender Actions	<ul style="list-style-type: none"> • Infrastructure improvements in public spaces to meet user needs in public spaces and improve accessibility, security, and mobility, with a focus on women, people with disabilities, and youth. • Consultations with women in the selected neighborhoods helped identify selected public space improvements. • Include measures to reduce identified gender gaps to the extent possible. Public space enhancements will benefit women by improving their access, mobility, and security. • Public awareness campaigns for commuters to help those who are pregnant or disabled to travel safely and comfortably, identify and address incidents of sexual harassment, and encourage other travelers to be more considerate of their fellow commuters.
Gender-responsive M&E	<ul style="list-style-type: none"> • Percentage increase in the number of women accessing enhanced public spaces. • Percentage of women who report feeling safe in public spaces in the selected neighbourhood locations. • Percentage of women in selected neighbourhoods who consider that their views have been considered in the subproject designs.

39. <https://projects.worldbank.org/en/projects-operations/project-detail/P165477>

URBAN INFRASTRUCTURE AND DEVELOPMENT	
World Bank: Dynamic City Integrated Development Project - Thai Nguyen⁴⁰	
Country	Vietnam
Project Objective	To improve access to urban infrastructure and to improve integrated urban planning and management in the project city.
Gender Gaps	<ul style="list-style-type: none"> • Gender baseline survey indicated (a) considerable difference between women and men on time spent on unpaid childcare work (due to a lack of affordable and quality childcare facilities) and (b) women’s absenteeism from work due to childcare responsibilities. • Specifically, mothers spend two hours during their most productive time of the day on childcare, compared to 0.45 hours for fathers and 1.1 hours for mothers who send their children to kindergartens (public and private). • As many as 25% of mothers who do not send children to a kindergarten have an average rate of 1.6 days of absenteeism from work per month to support their home-based child minders, compared to a rate of zero for male partners. • Parents leave children at home because seats are unavailable, the quality of care is considered low in the existing public kindergartens, and they may not be able to afford private care whose costs can be triple those of a public care facility.
Gender Actions	<ul style="list-style-type: none"> • A series of municipal investments will be financed to improve the access to and quality of critical urban infrastructure services, including those in urban environmental sanitation, urban transport, and urban amenities. The design and implementation of sub-projects will factor in access to services for women and men (e.g., differentiated travel patterns and safety).
Gender M&E	<ul style="list-style-type: none"> • Change in time used by mothers of children aged 3-72 months on unpaid childcare work (down 45%). • Achievement of government standard for teacher to student ratio per class from the current 2:45 (for children aged 25-72 months) to a government standard of 2:25-35 (for children in the same age groups). • User satisfaction with childcare facilities (females).

40. <https://projects.worldbank.org/en/projects-operations/project-detail/P160162>

URBAN INFRASTRUCTURE AND DEVELOPMENT	
GEF/WORLD BANK: CHINA SUSTAINABLE CITIES Supporting Green and Low Carbon Development^{41 42}	
Country	People's Republic of China
Project Objective	To support participating cities to develop a systematic and integrated approach to the green and low carbon strategies and planning.
Gender Gaps	<ul style="list-style-type: none"> • Women do not have equal access to policymaking for planning or improving their participation in decision making process for urban sustainability. • Women are not aware of gender-friendly options for urban design. • Women tend to have less access to planning policymaking information and planning instruments, resulting in a reduced capacity with such facts compared to men. • Women lack access to the tools and means to exercise their rights to participate in gender inclusive urban planning.
Gender Actions	<ul style="list-style-type: none"> • The project aims to increase women's participation in policymaking process for urban sustainability and to ensure women benefit fully from the project activities. Infrastructure investments will incorporate gender aspects to further synergize government efforts to improve women's participation in the transformation of low carbon lifestyle. • Provide men and women with equal access to decision making for urban sustainability. • Incentivize urban planning and design institutions to provide opportunities for women to participate in planning process with focus on gender-friendly design. • Provide gender-inclusive planning prioritizing women as a target group. • Empower women by creating gender-inclusive planning groups. • Educate women on gender-friendly options and procedures. • Plan for small neighbourhood centres where public spaces are combined with key public and social services as well as a supply of basic goods to improve access, provide opportunities for participation in the public realm, and promote social cohesion to increase safety for women and sexual and gender minorities. • Create a broad mix of green spaces (including pocket parks, plazas, and regional parks) within proximity of residential areas to provide opportunities for play, recreation, and exercise, promote exchanges between diverse user groups, and mitigate the negative impacts of climate change and air pollution which put particular burdens on women and other primary caregivers. • Promote low-carbon and renewable energy sources to women, girls, and sexual and gender minorities through awareness activities and projects in order to promote cleaner cooking and more efficient energy consumption in the household. • Incorporate educational and skill-building opportunities for women and sexual and gender minorities of all ages and abilities into climate action plan implementation, by training them, for example, in green infrastructure construction techniques. This will improve social and economic inclusion as well as promoting ownership over new infrastructures, helping support maintenance, and sustainability.

41. [https://projects.worldbank.org/en/projects-operations/project-detail/P173316?](https://projects.worldbank.org/en/projects-operations/project-detail/P173316?locations=CN)

42. <https://documents1.worldbank.org/curated/en/356701593449014757/pdf/Concept-Environmental-and-Social-Review-Summary-ESRS-GEF-China-Sustainable-Cities-Supporting-Green-and-Low-Carbon-Urban-Development-P173316.pdf>

	<ul style="list-style-type: none"> • Integrate social and economic strategies into climate resilience planning, for example by promoting rainwater harvesting as a flood adaptation strategy and basic resource for women and girls, who are usually the primary water-fetchers. • Preserve well-defined lines of sight along the street, considering the placement of trees, signage, infrastructure, and construction scaffolding. All designs must consider scenarios where plantings will be fully mature to ensure that sight lines are preserved in the future. • Develop a “brand” or visual identity for the public space that is inclusive and welcoming to women, girls, and sexual and gender minorities of all ages and abilities. Ideally, this visual identity would be designed with women, girls, and sexual and gender minorities from the immediate community, and would be portrayed in the signage, art, and wayfinding of the site.
<p>Gender-responsive M&E</p>	<ul style="list-style-type: none"> • Options for gender consideration identified in the urban regeneration sites (Number). • Options for gender consideration identified in the demonstration sites for nature-based solutions (#) (Number). • Percentage of women with access to decision making for gender-inclusive planning. • Percentage of women with increased access to gender-friendly design. • Number of gender-inclusive planning groups set up and running. • Number of women trained on gender-friendly options and procedures.

HOUSING AND THE BUILT ENVIRONMENT

For good practice examples, please see: [Guidance Note Addressing Gender Gaps in Housing Interventions, Annex 2](#)

SOLID WASTE MANAGEMENT	
World Bank: Gaza Solid Waste Management Project⁴³	
Country	West Bank & Gaza
Project Objective	To improve solid waste management services in the Gaza Strip through provision of more efficient and environmentally and socially sound waste management systems.
Gender Gaps	<ul style="list-style-type: none"> • Women's limited participation in Local and Legislative Councils: only one in five members of Local Councils are women and even fewer are Legislative Council members (11 percent). • Female-headed households less satisfied with the overall quality of waste management service delivery as compared to male-headed households.
Gender Actions	<ul style="list-style-type: none"> • Service satisfaction survey related to solid waste service provision (sex-disaggregated) • Women-only focus groups • Outreach programs with the view to increase women's involvement in the solid waste management sector through school, university, household, and NGOs • Awareness-raising program targeting women with school-aged children (kindergarten and elementary) • Awareness-raising program targeting women NGOs • Formation of a 'women's committee' with 15 members
Gender-responsive M&E	<ul style="list-style-type: none"> • % of female project beneficiaries aware of solid waste management practices. • Bridging the solid waste service satisfaction gap between male and female-headed households • Targeted communication programs for women • Increased level of awareness and learning for women with regard to solid waste management practices • Increased participation and role of women in decision making of the JSC-KRM through formation of a 'women's committee'.

43. <https://documents1.worldbank.org/curated/en/953501603237887861/pdf/West-Bank-and-Gaza-Solid-Waste-Management-Project-Additional-Financing.pdf>

DISASTER RISK RESILIENCE	
World Bank: Comoros Post-Kenneth Recovery and Resilience Project⁴⁴	
Country	Comoros
Project Objective	To support recovery and increase disaster and climate resilience of select public and private infrastructure in the areas affected by Cyclone Kenneth.
Gender Gaps	<ul style="list-style-type: none"> • Limited participation in the public sphere and decision-making processes for project planning and implementation. • Limited access to income-generating opportunities. • Insecure land tenure for women. • Lack of support structure for gender-based violence.
Gender Actions	<p>Increase women's participation in post-disaster activities by:</p> <ul style="list-style-type: none"> • involving women's groups in the project to ensure women's feedback and concerns are reflected in the decision-making process for the reconstruction and recovery activities; • ensuring the membership of Housing Committees include female representatives of the local women's groups so that women are meaningfully represented in the consultation and decision-making processes; • providing DRR training to women to strengthen emergency preparedness capacity. <p>Promote women's participation in infrastructure rehabilitation and construction activities by:</p> <ul style="list-style-type: none"> • providing gender sensitization training to contractors and the Project Implementation Unit; • conducting outreach activities to enable women to access employment opportunities in reconstruction; • enable women to access training opportunities by introducing quotas for women in the procurement documents for contractors. <p>Increase women's access to land tenure rights by:</p> <ul style="list-style-type: none"> • establishing procedures for prior registration of houses and land ownership that considers both male and female owners while helping the reconstruction process; • improving women's awareness about the benefits of registering a land title; • setting up an accessible feedback and grievance redress mechanism to address land-titling processes.
Gender-responsive M&E	<ul style="list-style-type: none"> • Number of women trained in DRR. • Number of local job opportunities created by the project (Number), of which women. • Percentage of women representatives in the participating Housing Committees. • Number of female-headed households who rebuilt their houses (baseline of 0 and target of 400).

44. <https://projects.worldbank.org/en/projects-operations/project-detail/P171361>

URBAN PLANNING & CITIZEN ENGAGEMENT	
GEF/UNDP: Asuncion Green City of the Americas – Pathways to Sustainability ^{45 46}	
Country	Paraguay
Project Objective	To improve the quality of life in the Asuncion Metropolitan Area (AMA) and to deliver multiple benefits through the integration of transport, solid waste management, and green infrastructure into a framework for a sustainable and resilient city.
Gender Gaps	<ul style="list-style-type: none"> • Weak institutional structure for gender mainstreaming at the municipal level. • Lack of women’s participation in municipal government (only 13 percent of decision-making positions are occupied by women). • Weak citizen participation in gender actions at the level of public policies for cities.
Gender Actions	<ul style="list-style-type: none"> • Engage with women leaders/officials of local governments who have been spearheading urban sustainability and mobilizing investments. • Provide capacity building and city-city knowledge exchange activities. • Working groups comprised of 60 percent women. • Proposals for the design of urban infrastructure with the incorporation of the gender perspective (bicycle lanes networks, bus shelters). • Carrying out environmental awareness activities promoting the gender perspective. • Data generation with an emphasis on key questions about gender inequalities.
Gender-responsive M&E	<ul style="list-style-type: none"> • Percentage of women trained in urban issues (solid waste management, urban park rangers, urban nurseries, disaster risk management, municipal finances, land-use planning). • Segregated data in mobility surveys, use of green areas, use of bus shelters. • Number of women involved in environmental awareness activities.

45. <https://www.thegef.org/project/cities-iap-asuncion-green-city-americas-pathways-sustainability>

46. <https://www.py.undp.org/content/paraguay/es/home/projects/proyecto--asuncion--ciudad-verde-de-las-americas--vias-a-la-sust.html>

URBAN PLANNING & CITIZEN ENGAGEMENT	
GEF/African Development Bank/UNIDO: Abidjan integrated sustainable urban planning and management⁴⁷	
Country	Cote d'Ivoire
Project Objective	To enhance local capacity for assessing and responding to environmental degradation through the application of integrated sustainable urban planning and management methods, while encouraging the uptake of innovative lower carbon technologies to reduce Greenhouse Gas (GHG) emissions and improve air quality in the city of Abidjan. To put in place an integrated approach to improve government capacity- through the Ivorian Centre against Air Pollution (CIAPOL) - to evaluate and improve industrial air quality in Abidjan.
Gender Gaps	<ul style="list-style-type: none"> • Low representation of women in the industrial sector. • Lack of awareness on health and environmental risks of industrial air emissions. • Lack of gender-sensitive guidelines on best available techniques and best environmental practices for the industrial sector while women are more heavily impacted by health-related issues linked to emissions.
Gender Actions	<ul style="list-style-type: none"> • Conduct preliminary gender analysis of the country context and preliminary gender assessment conducted • Ensure gender-sensitive recruitment in selection of project experts and consultants • Map partners, counterparts and stakeholders identifying gender focal points • Engage with 1 woman-led industry and promoting gender recruitment at the level of industrial partners • Develop gender-sensitive awareness raising material to communicate on health risks caused by emissions affecting women
Gender-responsive M&E	<ul style="list-style-type: none"> • Monitoring of progress and impact including through sex disaggregated indicators in capacity-building activities with 37% women participation in all capacity-building activities.

47. GEF financed through African Development Bank and UNIDO <https://www.thegef.org/project/cities-iap-abidjan-integrated-sustainable-urban-planning-and-management>

URBAN PLANNING & CITIZEN ENGAGEMENT	
GEF/World Bank/UNIDO: Sustainable Cities Initiative⁴⁸	
Country	Senegal
Project Objective	To improve capacity to plan and implement sustainable city management practices, including enhancing climate resilience, in selected urban areas.
Gender Gaps	<ul style="list-style-type: none"> • Poor involvement and representation of women in the industrial sector • Lack of gender-sensitive strategy for green industrial parks and integrated urban planning while women are more heavily impacted by health-related issues linked to emissions
Gender Actions	<ul style="list-style-type: none"> • Conduct preliminary gender analysis of the country context and preliminary gender assessment conducted • Ensure gender-sensitive recruitment in selection of project experts and consultants: project team comprised of 67% women • Integrate gender in decision-making processes: involve female experts from key national executing partners: around 50% of women in key project teams • Map partners, counterparts and stakeholders identifying gender focal points, women in leadership and/or gender policies and strategies. <p>Promote gender-balanced participation across all project activities:</p> <ul style="list-style-type: none"> • Cooperate with private industries with a woman as environment expert and focal point • Integrate the gender dimension integrated into a strategy for green industrial parks: <ul style="list-style-type: none"> - gap analysis including gender aspects - recommendations on specific gender capacity-building activities by gender-specialized NGOs - recommendations on services fostering women empowerment - recommendations on awareness raising campaigns focusing on gender specific issues: women health and domestic violence • Integrate the gender dimension into a Toolkit for the environmental assessment of industrial parks in Senegal - specific gender criteria aiming at assessing a company's position on social issues including women empowerment when it is applying to industrial parks
Gender-responsive M&E	<ul style="list-style-type: none"> • Sex-disaggregated indicators in capacity-building activities: 34% female participation in all capacity-building activities.

48. <https://www.thegef.org/project/cities-iap-sustainable-cities-initiative>

Annex 3. Additional Resources

General Resources

- [Cities Alliance. Realizing Gender Equality in Cities \(2019\)](#)
- [Urban 20. White Paper: Gender Inequalities in Cities⁴⁹](#)
- [USAID. Advancing Gender in the Environment: Gender and Urban Services \(2019\).](#)
- [Asia Pacific Adapt. Integrating Gender in Climate Change Adaptation Proposals. Module 1: Urbanization and Cities.](#)
- [Women4Climate. Gender Inclusive Climate Action in Cities](#)
- [IADB. Gender Inequalities in Cities](#)
- [IFC. Integrating Gender in Cities Projects \(2020\)](#)
- [World Bank. Handbook for Inclusive Urban Planning and Design \(2020\)](#)

Gender and Green/Climate Change/Sustainable Finance

- [UNFCCC. Gender and Climate Change Finance](#)
- [OECD. Making Climate Finance Work for Women](#)
- [UNDP. Gender and Climate Finance](#)
- [DCED. Gender Responsive Green Growth - Green Finance](#)
- [Gender and Climate Finance](#)

Gender and Climate Finance

- [2X Climate Finance Taskforce. The Gender-Smart Climate Finance Guide: Toolkit](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Agriculture, Food and Forestry](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Manufacturing](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Water Supply and Sanitation](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Energy](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Financial Services](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Transport](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Sustainable Cities](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Climate Change Adaptation](#)
- [2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: Climate Change Mitigation](#)

49. Urban 20 (U20) is a new city diplomacy initiative developed under the leadership of, Horacio Rodríguez Larreta, Mayor of the City of Buenos Aires, Anne Hidalgo, Mayor of Paris and Chair of C40 Cities Climate Leadership Group

- 2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: [Biodiversity Conservation and Ecosystem Restoration](#)
- 2X Climate Finance Taskforce. Ways to Gender-Smart Climate Finance: [Green Jobs](#)

Urban Infrastructure / Development

- [CDC. Sector Profiles, Infrastructure](#)
- [ADB. Gender-Inclusive Approaches in Urban Development](#)
- [UN HABITAT. Gender Issue Guide. Urban Planning and Design](#)
- [ITU. Action Plan to Close the Digital Gender Gap](#)

Urban Transport

- [IFC. Integrating Gender in Transport Operations](#)
- [USAID. Gender-Based Violence on Public Transportation: A Review of Evidence and Existing Solutions](#)
- [VAWG. Resource Guide. Transport Brief](#)
- [World Value Surveys](#)

Water, Sanitation and Hygiene

- [IFC. Integrating Gender into Water and Sanitation Projects](#)
- [World Bank. Toolkit for Mainstreaming Gender in Water Operations](#)
- [World Bank. Women in Water Utilities: Breaking Barriers](#)

Energy

- [UNIDO. Guide on Gender Mainstreaming: Energy and Climate Change Projects](#)
- [IFC. Integrating Gender in Power Operations](#)
- [World Bank. Integrating Gender Considerations into Energy Operations](#)
- [IRENA. Renewable Energy: A Gender Perspective](#)
- [ICRW. Gender-Smart Investing Resource Hub: Off-Grid Energy](#)
- [ICRW. Gender-Smart Investing Resource Hub: Power Sector](#)

Housing and the Built Environment

- [World Bank. Addressing Gender Gaps in Housing Interventions](#)
- [VAWG. Resource Guide. Land Sector Brief](#)

Solid Waste Management

- [USAID. Women's Economic Empowerment and Equality in Solid Waste Management and Recycling](#)
- [Ocean Conservancy. The Role of Gender in Waste Management](#)

- [USAID. Women's Economic Empowerment and Equality \(WE3\) Technical Assistance Municipal Waste Management and Recycling WE3 Gender Analysis Report](#)

Communications and ICT

- [USAID. Gender and ICT Survey Toolkit](#)

Disaster Risk Resilience

- [VAWG. Disaster Risk Management Brief](#)
- [World Bank. Gender Dimensions of Disaster Risk and Resilience: Existing Evidence](#)

Gender and Nature-based Solutions (NbS)

- [FTA. Promoting nature-based solutions for gender equality](#)
- [UNECE. Policy initiatives to foster Women Entrepreneurship in Natural Resource Management](#)
- [CBD. Gender & Ecosystem Restoration: unlocking resilience for a post-2020 world](#)
- [Mary Ellen Dingley. Women, Water and Nature Based Solutions](#)
- [WFP at COP24. Invest in women to support nature based solutions](#)

Gender and Circular Economy

- [OECD. Gender-specific consumption patterns, behavioural insights, and circular economy](#)
- [UN Women. Women can be the engines and souls of the circular economy](#)
- [WEF. Why gender is at the heart of transforming the plastics value chain](#)
- [Circular Collective. Addressing the Social and Gender aspects in Circular Economy](#)

Gender and Green/Sustainable Buildings/Built Environment (including EDGE and LEED)

- [COVID-19 Raises Gender Equity Concerns for Women in Green Building](#)
- [Women in Construction: The State of the Industry in 2021](#)
- [USGBC. Minding the Gender Gap in Green Buildings](#)



