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SUPPORT OF THE URBAN POLICY (SOUP) PROJECT

GENDER ANALYSIS AND STRATEGY

April 2016

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**SUPPORT OF THE URBAN POLICY (SOUP) PROJECT
TASK ORDER NO. AID-OAA-TO-15-00049**

GENDER ANALYSIS AND STRATEGY

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Acronyms and Abbreviations

Although an effort was made to reduce the number of acronyms used in this document, many are commonly used and are included here – specifically for names of donors, government institutions and commonly used technical terms. Whenever the acronym or abbreviation appears the first time, it is defined in the text.

E3	Bureau for Economic Growth, Education and Environment
FtF	Feed the Future
GBV	Gender-based violence
GCC	Global Climate Change
GHI	Global Health Initiative
HO	Home Office
IDIQ	Indefinite delivery indefinite quantity contract
IDPs	Internally displaced persons
LGBT	Lesbian, gay, bisexual and transgender
MCW	Making Cities Work
SOW	Statement of work
STD	Sexually transmitted disease
TO	Task Order
USAID	United States Agency for International Development
USG	United States Government

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**Support of the Urban Policy (SOUP) Project
Gender Analysis and Strategy
April 2016**

PART I

I. BACKGROUND

I.1. Gender Dynamics in Cities

Sustainable urban service delivery is of critical importance to the cities in developing countries that are growing at unprecedented rates. According to the United Nations Human Settlements Program (UN-Habitat), on average, 200,000 people migrate from rural to urban cities every day. Services such as water, sanitation, electricity, affordable housing, public health, and other municipal services have to expand to meet the needs of the growing population. Economic development, municipal finance, and food systems are also affected. As populations skyrocket, municipal and local governments find it challenging, politically and technically, to inclusively engage their citizens and effectively coordinate between levels of governments to effectively and efficiently deliver a complete set of public services.

As cities have expanded, urban services have often not satisfied the basic needs of urban residents, especially the urban poor. Services are plagued by poor planning and operating capacity, corruption, inadequate maintenance, unresponsiveness to user demand, and negative environmental impacts. These gaps do not affect populations uniformly: women, youth, the disabled, and growing numbers of refugees and internally displaced persons (IDPs) are most affected. Compared with men, women in cities face unequal access to work, housing, health, education and representation in urban governance.

Women and men migrating to urban areas who find themselves in poverty are particularly vulnerable to working unsanitary and dangerous jobs with few social protections, and be at risk for different forms of violence. Women more often work in the informal sector where they may be subjected to sexual harassment at the workplace, or when traveling to and from their job. Despite their close proximity to urban health services, the costs as well as administrative and other barriers may prevent women from accessing them. Migrant men, already less likely to seek healthcare than women, may also face different barriers in accessing needed urban health services for treatment of workplace injuries, injuries due to violence, or diseases (chronic, sexually transmitted diseases [STDs], etc.).

Refugees and IDPs face particular challenges of integrating into urban areas because they are scattered among the broad urban population, unwilling to identify or reveal their status, and therefore less likely to benefit from service interventions aimed at the urban poor. More than half of the world's estimated 10.5 million refugees and at least four million IDPs are thought to live in urban areas. Women and girl IDPs and refugees struggle with the double burden of caring for children and other family members while engaging in income-generating activities, and also may suffer from physical injuries and psychological trauma associated with the conflicts they fled. Men and boy IDPs and refugees, if they are present, may also have untreated injuries and trauma, and still may be at risk for recruitment or forced conscription from the city setting. Human trafficking, street harassment and domestic violence also can increase during the chaos and stress of conflict, and can have spillover effects even after relocation to a city.

Current evidence suggests that barriers to women's empowerment remain widespread in urban environments. While women in most developing countries contribute significantly to the prosperity of cities through providing essential services, substantial upkeep of urban housing stock, managing household finances, and enhancing the quality of life in their homes and communities, they are often the last to benefit. This is evidenced in notable gender gaps in employment, quality of work, pay, tenure rights, accumulation of assets, personal security and safety, and representation in formal structures of

urban governance. It is therefore essential to identify the needs and gender disparities affecting not only poor women living in cities, but also those of the young, elderly, married, single, rich, and professional, while considering ethnicity, religion, sexual orientation and gender identity, and employment status.

1.2. Gender and the SOUP Project

On October 1, 2015, USAID, on behalf of the Bureau for Economic Growth, Education and Environment (E3), executed a contract with ECODIT LLC for Support of the Urban Policy (SOUP) Task Order (AID-OAA-TO-15-00049) under the framework of the Making Cities Work (MCW) IDIQ. The project’s period of performance consists of one Base Year and four Option Years.

The SOUP Project entails training programs (both in the US and overseas), conducting urban analyses, and performance and impact evaluations of related USAID programs, as well as a focus on knowledge management, communications and outreach. Through an integrated systems approach, the SOUP Project will deliver a series of inter-related activities to support USAID’s Urban Programs Team to demonstrate to internal and external audiences that sustainable urban service delivery is vital to making progress in such key development sectors as climate change, health, education, food security, and economic growth.

The SOUP Project Task Order (TO) contract requires that the contractor conducts a gender analysis to integrate gender in trainings and evaluation to increase institutional capacity, promote gender equality, and sustainable development outcomes. The approved Base Year Work Plan for the project includes the completion of such analysis, with the main purpose of determining how SOUP Project activities can best promote an understanding of gender equality and gender-sensitive issues in urban programming.

1.3. Furthering Gender-Sensitive Outcomes

The roll-out of USAID’s *Sustainable Service Delivery in an Increasingly Urbanized World* policy (Urban Policy) is a major step signifying focused Agency attention on the important role of cities in inclusive development. The policy notes that a potential outcome of applying USAID’s gender policy to ensure equitable service delivery and participation of women could be reduced gender disparities in access to services and reduced gender-based violence by improving safety and security through greater gender sensitivity in urban design. However, every potential outcome of USAID’s policies has gender-relevant issues that can and should be considered. Illustrative gender considerations and/or gender-sensitive outcomes are presented in *Exhibit 1* below.

Exhibit 1. Illustrative Gender Considerations and Gender-Sensitive Outcomes of USAID Policies or Strategies

Policy or Strategy	Illustrative Interventions	Potential Outcomes	Illustrative Gender Considerations / Gender-Sensitive Outcomes
Evaluation (2011)	Monitoring and reporting of urban projects; improved capacity to collect geospatial data	Improved effectiveness of urban service delivery	Improved effectiveness of urban service delivery to women and men of different ages, ethnicities, income, sexual orientation and gender identity, ability, etc.
The Development Response to Violent Extremism and Insurgency (2011)	Improve transparency and accountability of service providers; support provision of services to marginalized or excluded groups; reduce corruption	Increased urban security; mitigation of drivers of violent extremism	Increased urban security for women and men, boys and girls (recognizing differing needs and vulnerabilities); mitigation of drivers of violent extremism for men and women, boys and girls

Education (2011)	Vocational training for urban-based industries; improved infrastructure to ensure equitable access to education; improved educational facilities in urban areas	Improved workforce development; improved reading skills; greater engagement by urban communities; increased access to equitable education; increased student retention; increased learning outcomes, safer learning opportunities	Gender equitable outcomes for men and women, boys and girls; addressing gender disparities in skills, opportunities and pressures from gender norms regarding roles and responsibilities
Climate Change and Development (2012)	Policy assistance to help cities reduce GHG emissions; improve energy systems and public transportation; reduce coastal erosion	Carbon reduction and accelerated achievement of United Nations Framework Convention on Climate Change goals; improved design that extends life span of infrastructure and protects populations and economic assets from climate change	Impacts for women and men may differ, and infrastructure priorities may differ for women and men, and boys and girls
Gender Equality and Female Empowerment (2012)	Ensure equitable service delivery and participation of women	Reduced gender disparities in access to services; reduced gender-based violence	
Youth in Development (2012)	Promote youth participation in urban planning and support the provision of comprehensive youth-friendly services, including employability, life-skills, and non-formal educational training	Increased youth civic engagement, employment, and access to services, including financial, health, and education	All outcomes should focus on both male and female youth. Young men and women may face different obstacles in achieving equal participation due to gender norms, family and community pressure. The goal should be equitable access to services, including financial, health, and education for young women and young men.

Building Resilience to Recurrent Crisis (2012)	Disaster risk reduction through improved urban infrastructure and adaptation to local conditions	Adaptive capacity increased and risk reduction to better withstand recurrent crisis	Adaptive capacity increased and risk reduction for women and men (considering gender disparities and different needs, strengths and vulnerabilities) to withstand recurrent crisis
Water and Development (2013)	Improved policies for water and sanitation; support for municipal systems	Cleaner and healthier urban areas; reduction of disease; planned growth for peri-urban areas	Reduced time and economic impact for women caregivers of sick family members
Democracy, Human Rights and Governance (2013)	Anti-corruption efforts; supporting the fair and impartial establishment and implementation of laws to allocate public services; promote equality of opportunity and access to public services, particularly with respect to poor and marginalized populations	Increased access to public service; more transparent city and financial management; citizen confidence in public institutions; non-discriminatory provision of services; and promotion of individual and collective rights	Equitable increased access for women and men to public service; More transparent city and financial management for both women and men; Citizen confidence in public institutions for both women and men (including young women and men); Non-discriminatory provision of services including gender-based discrimination; and Promotion of individual and collective rights including women's rights as human rights (CEDAW implementation).

The SOUP Project presents an opportunity to encourage the adoption and application of an “urban lens” to various phases of the Agency’s Program Cycle, particularly within the context of important Congressional Earmarks for such initiatives as Global Climate Change (GCC), Global Health Initiative (GHI), and Feed the Future (FtF). All of those initiatives integrate gender considerations into their work as required by USAID’s Gender Policy. Similarly, ECODIT will do its part to promote gender equality and female empowerment through knowledge management, communications, and outreach activities.

1.4. Approach

Based on a brief literature review (see *Annex A, Resources List*), the **gender analysis** provides an overview of differences in the roles and status of women and men in urban settings and identifies gender disparities using five domains of gender analysis – (i) laws, policies, regulation and institutional practices; (ii) cultural norms and beliefs; (iii) gender roles, responsibilities and time used; (iv) access to and control over resources and assets; and (v) patterns of power and decision-making. Several illustrative examples of gender disparities in each domain are provided as part of the report. The illustrative examples are based on urban development literature as well as readily-available reports and evaluations of urban

projects to identify gender disparities relevant to some key programmatic areas – urban health, water and sanitation, community participation, local government, urban safety, the urban economy – to highlight elements of gender-sensitive programming.

The **gender strategy** establishes objectives and actions for SOUP Project activities to use an urban programming lens to identify where interventions and outcomes might affect men and women differently and where attention must be paid in programming to achieve equitable urban development goals for both sexes.

I.5. Limitations

- The scope of work (SOW) for the Gender Analysis and Strategy was focused on SOUP Project activities specified in the Base Year Work Plan for the five key project tasks: (1) training, (2) evaluation, (3) knowledge management, (4) outreach / communications, and (5) analysis and research, in support of urban programming, rather than urban program activities themselves.
- The “preliminary gender analysis” is an overview of potential gender disparities relevant to a wide range of urban programming in a wide range of countries. It was not designed as a typical gender analysis conducted at the country or comprehensive project level, which necessarily limits the specificity of information and analysis.
- The objective of the preliminary gender analysis is not to assess the current situation of men and women in urban settings and therefore does not present any findings. Rather, illustrative issues provide examples of the types of findings a gender assessment on specific urban programming in a given county might yield based on some of the available research on the topic, such as those listed in *Annex A*.
- The literature review was limited to selected sources primarily focused on gender issues in urban settings in key programmatic areas: urban health, water and sanitation, community participation, urban safety, and urban economy.
- No data or descriptive statistics are used. Because gender data relevant to urban programming will necessarily be country- and context-specific, no data or descriptive statistics are used for this preliminary analysis.

2. PRELIMINARY ANALYSIS OF GENDER DISPARITIES MOST RELEVANT TO URBAN PROGRAMMING

Informed by USAID's *Gender Equality and Female Empowerment Policy*, the purpose of this preliminary gender analysis is to provide background on USAID requirements and an overview of gender issues relevant to the objectives, stakeholders and tasks of the SOUP Project.

Of critical importance to note is that any gender analysis must be current and location, culture, setting and project specific to be most relevant to the work to be done. National and local gender experts as well as written reports can provide appropriate background material and advice on issues of critical importance and efforts already underway at the national and local level in furtherance of gender equality. A good starting place for a gender analysis is descriptive statistics on the status of males and females, ideally disaggregated by age, income, ethnicity, race, disability status, location, lesbian, gay, bisexual and transgender (LGBT) or other socially relevant category as appropriate, in education, health, political participation, economic activity and earnings, time use, violence and other relevant areas.

What is Gender Analysis?

Gender analysis is a subset of socio-economic analysis. It is a social science tool used to identify, understand, and explain gaps between males and females that exist in households, communities, and countries. It is also used to identify the relevance of gender norms and power relations in a specific context (e.g., country, geographic, cultural, institutional, economic, etc.). ADS 205.3.1

Using five domains of gender analysis, the illustrative examples provided below comprise gender issues from urban development literature (see *Annex A*). Although the issues may be applicable to both urban and rural settings, they are presented here to highlight gender disparities that can create barriers to sustainable and gender equitable development outcomes in urban programming.

2.1. Illustrative Urban Gender Issues Related to Laws, Policies, Regulations, and Institutional Practices

Laws, Policies, Regulations, and Institutional Practices that influence the context in which men and women act and make decisions. Laws include formal statutory laws and informal and customary legal systems. Policies and regulations include formal and informal rules and procedures adopted by public institutions for making decisions and taking public action. Institutional practices can be formal or informal and include behaviors or norms related to human resources (hiring and firing), professional conduct (workplace harassment), and the like. ADS 205.3.1. Gender bias in laws, policies, regulations and institutional practices includes *de jure* (as written) and *de facto* (impact) discrimination between how males and females are treated.

Lack of full labor rights. Urban women often face barriers to employment related to their lack of full labor rights. To the extent that women dominate the informal sector, they do not have the labor protections afforded by laws to those working in the formal sector. Gender segregation and gender-specific labor laws can restrict the opportunities available to women seeking employment, and may increase their vulnerability to discrimination and harassment.

Citizenship and residency rights. Poor, elderly, migrant and non-traditional women may not have the documentation necessary to access public services, such as a birth certificate or residency permit.

Limited property rights. Restrictions on the ownership, transfer and/or inheritance of property by women can increase their economic vulnerability and limit or increase the cost of their entrepreneurship opportunities. Moreover, limited property rights in urban settings affect the ability of occupants to advocate for or defend their positions regarding urban improvement, renewal, or

development. Gender disparities often reduce the voice and agency of women (and non-gender-conforming men) in promoting their own welfare.

Local laws: Lack of proactive legislation and policies to enforce civil rights and security of women, girls, and LGBT community may exist at the municipal and other local levels of government. For example, local legislation or policies that characterize and prosecute street harassment as a crime can help change social norms and increase effective mobility of women, girls, and LGBT who might otherwise not be able to take advantage of educational or economic opportunities.

2.2. Illustrative Urban Gender Issues Related to Cultural Norms and Beliefs

Cultural Norms and Beliefs: Every society has cultural norms and beliefs (often expressed as gender stereotypes) about what are appropriate qualities, life goals, and aspirations for males and females. Gender norms and beliefs are influenced by perceptions of gender identity and are often buttressed by and embedded in laws, policies, and institutional practices. They influence how females and males behave in different domains and should be explicitly identified in the gender analysis at the country level and especially in project design because they affect potential participation of males and females in project activities. ADS 205.3.1

Restrictive gender norms. Urban women, even those who achieve economic success, still may be discouraged by societal gender norms to participate in public decision-making by attending, speaking or expressing opinions in public fora. However, while norms constrain participation in public decision-making, the aggregation of women in close proximity provides increased opportunity for development of women's organization and women's groups that can act together through supportive associations and movements.

Cultural norms regarding freedom of movement. Urban women, especially those living in tight-knit ethnic or religious minority enclaves, may be more subjected to restrictions regarding freedom of movement to attend to their health and other needs. The availability of public transportation can help women overcome restrictions on movement depending on the cost, convenience and safety of the transportation service. Restrictions can also be less where services, especially gender-specific services, are placed in smaller neighborhood facilities rather than one centralized difficult-to-reach location.

Cultural norms for boys and young men. Minority young men and boys living in urban settings may feel more pressure to engage in bullying and aggressive behavior, and may be more vulnerable to extremist movements if they become isolated and disaffected.

LGBT youth. LGBT youth are also at increased risk by official and unofficial harassment and violence in urban settings at the same time they might have increased opportunities for social contact with other LGBT youth.

2.3. Illustrative Urban Gender Issues Related to Gender Roles, Responsibilities and Time Used

Time obligations designated to women (and girls). For many of the poor, one of the great time drains is lack of access to water – potable or otherwise – for cooking, personal hygiene, and washing of clothes caused by inadequate basic infrastructure. In some situations, the upgrading of water infrastructure on a fee basis results in the poor using even more degraded “free” water sources that have been abandoned by those with an ability to pay for cleaner water. Urban women, especially the poor, also lack the time-saving devices and community support to share time-consuming obligations such as child and elder care, or responsibility for caring for sick or disabled family members, while at the same time they are pressured to earn money. The double duty of family and work obligations limits the ability of urban women to engage in civic participation.

Health challenges. Urban gender and health issues have been identified as a research gap since much of the literature is focused on rural health disparities among men and women. Harassment and violence while engaging in activities outside the home, changes in lifestyle, as well as health care costs, disadvantage women and girls in urban settings. The health impacts of GBV include treatment for and trauma of the victims (primarily, but not exclusively, women). More generally, the lack of public transportation, especially when combined with restrictions on female travel, can make it more difficult for women seeking healthcare for themselves and their families.

Patterns of Power and Decision-making: This domain of gender analysis examines the ability of women and men to decide, influence, and exercise control over material, human, intellectual, and financial resources, in the family, community and country. It also includes the capacity to vote and run for office at all levels of government. Analyses should examine to what extent males and females are represented in senior level decision-making positions and exercise voice in decisions made by public, private, and civil society organizations. ADS 205.3.1

2.4. Illustrative Urban Gender Issues Related to Access to and Control over Assets and Resources

Access to and Control over Assets and Resources: A key component of gender analysis is an examination of whether females and males own and/or have access and the capacity to use productive resources – assets (land, housing), income, social benefits (social insurance, pensions), public services (health, water), technology – and information necessary to be a fully active and productive participant in society. While gender gaps in access to resources can be identified at the country level, they are especially important at the project-level. ADS 205.3.1

Costly education. As in rural settings, costs associated with urban education may create barriers for urban women and girls to continue their education beyond the basic level. Boys may be pressured out of school to engage in income-generating activities.

Language and literacy barriers. In poor urban communities, especially among the elderly and minorities, women are less likely to be literate and more likely to face language barriers to accessing information and services. Rural women who migrate to cities may be particularly disadvantaged if they are isolated from others who speak their dialect or local language.

Risk of gender-based violence. Globally, one in three women has experienced either physical or sexual intimate partner violence, and seven percent of women will experience sexual violence from a non-partner at some point in their lives. Poor women and men, including LGBT, face additional risks of gender-based street violence due to living in city neighborhoods with inadequate lighting, (low-cost) transportation, and police protection. Similarly, the lack of access to resources including housing options, employment and police and other social protection adversely affects the ability of domestic violence victims to escape their situation. Urban women isolated from extended family and with none or a limited social network and support may be more vulnerable to GBV and have fewer options for responding once they have become a victim. GBV costs include health care, trauma recovery, lost wages and low productivity. Victims may be blamed for the violence and ostracized from their family or community, or even be subjected to honor crime. Law enforcement responses to domestic violence may exacerbate the situation, with fines and imprisonment of the perpetrator/spouse adding to the family's financial hardship.

2.5. Illustrative Urban Gender Issues Related to Patterns of Power and Decision-Making

Lack of economic power. Women who head households in urban slums are particularly economically vulnerable due to lower paying jobs and higher illiteracy rates.

Lack of decision-making power. Urban women, especially those isolated from extended family, may have more limited decision-making power and freedom of movement due to safety concerns and transportation costs.

Low participation in local governance. Women in urban settings are generally much less likely than men to participate in local governance activities, including attending community meetings and running for elected office.

2.6. Illustrative Approaches to Address Urban Gender Constraints and Imbalances

Through gender sensitive activity planning and implementation, urban programming can start to address gender constraints and imbalances most relevant to the activities being done. As noted in section 1.3 above, USAID’s Urban Policy focuses on equitable service delivery and participation of women as key elements of inclusive development. Gender constraints and imbalances, and examples of urban planning approaches to address them are presented in *Exhibit 2* below. The questions and approaches are grouped by three urban sectors: (1) urban service delivery; (2) local economic development; and (3) urban security.

Exhibit 2. Illustrative Urban Planning Approaches to Address Relevant Gender Constraints and Imbalances

Sector	Gender Issues and Illustrative Approaches
Urban Service Delivery	<ul style="list-style-type: none"> • Known and potential gender disparities relevant to the delivery of different urban services (e.g., water and sanitation, education, health, transportation) <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Especially relevant to women and girls, public transportation planning should not only address accessibility by route and timing to health and education facilities, but also safety issues and cultural norms about shared space. • Various groups of men and women unintentionally marginalized, or adversely affected by programs to improve specific urban services <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Water service upgrades that result in new fees can adversely affect the poor and marginalized groups. Special outreach programs, including the potential of subsidies, can help alleviate the risk of continued use of polluted water supplies still available for free. • Increasing women’s participation in the decision-making process in service provision at the local level through boards, commissions, citizen groups and citizen monitoring <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: As in rural settings, increasing women’s participation in decision-making processes can be achieved by requiring minimum participation of women and men on boards, or establishing a specific quota or reserved seats for women, and seeking out candidates to fill those positions through community outreach.
Local Economic Development	<ul style="list-style-type: none"> • Gender gaps in employment, working conditions, pay and benefits <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Urban enforcement of labor standards related to working conditions, pay and benefits in women-dominated workplaces

	<p>can be helpful in addressing sex discrimination where the legal framework is already established. Urban economic development programming can also work with business associations to promote international business standards and economic competitiveness related to addressing such discrimination as well as sexual harassment and workplace violence (which more often affects women than men).</p> <ul style="list-style-type: none"> • Impediments to employment and economic access which correlate to gender, including relevant legal and cultural restrictions, such as banking and labor laws, land tenure and property ownership provisions, residency requirements for benefits eligibility, and treatment of migrants <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: A wide variety interventions have been successful in overcoming barriers to women’s entrepreneurship including expanding bank loan collateral requirements to include assets more typically owned by women (e.g., jewelry), retraining and making gender sensitive adjustments to credit risk analysis, promoting women’s land tenure through inheritance and changing cultural norms about transfer to male family members. • Making local economic development planning responsive to local gender disparities and expansion of opportunities in various cultural and legal settings <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Eliminating residency permits and local residency requirements for access to benefits and services can help reduce impediments that affect women and other vulnerable groups who relocate to cities for a variety of reasons, such as economic necessity and/or opportunity, marriage or to escape violence.
<p>Urban Security</p>	<ul style="list-style-type: none"> • Security challenges in urban settings, especially for women and the LGBT community <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Gender-based violence is one of the greatest security challenges. Street lighting and sensitively planned (accessible, affordable, convenient) public transportation can reduce the risk by creating safer spaces for movement to and from home, work, school, community services and events. Planning and design of residential and commercial districts should integrate gender considerations related to safety near the house, on the street and when using public facilities (including bathrooms). • Safety issues that are inherent to the integration of migrants into cities, with a particular focus on gender disparities <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Raising public awareness about available responses to violence, including easily accessible hotlines and helplines, is important to increase the likelihood that victims of domestic violence and street violence will seek help. Culturally and linguistically appropriate services and outreach can be critical to reaching migrants, including through the use of community radio and newspapers. • Crime reduction strategies for protecting women, girls, and other vulnerable groups <ul style="list-style-type: none"> ○ ILLUSTRATIVE APPROACH: Gender sensitive community policing and a coordinated community response (bringing together police, prosecutors, health, education, social services, etc.) to gender-based violence are important crime reduction strategies especially in urban settings where the community is fragmented.

To promote gender equality, urban programming should ensure equitable participation of women and men for (i) trainings, (ii) hiring, (iii) methodology for training and messaging (different implications for men and women), and (iv) policy processes (ensuring women are included among government counterparts and civil society organizations that are engaged in urban policy planning and implementation). As needed and appropriate, urban programming staff as well as local counterparts and implementers should receive training in gender analyses and application of available analyses. Monitoring and evaluation activities should collect, analyze and report on sex-disaggregated data, and consider the collection of age-disaggregation, by age bands, as appropriate.

2.7. Programmatic Responses to Gender and Urbanization Challenges

A wide variety of programmatic responses are recommended to address gender and urbanization challenges once gender disparities are identified. Case studies explore urban planning and governance approaches that are more inclusive and sensitive to the safety and public space needs that women prioritize more than do men. However, strengthening social resources and human capital is seen as equally, if not more, important as building physical structures:

Strategies of urban regeneration, preventing violence, and securing social peace, increasingly focus on the social instead of the physical ecology of cities and neighborhoods through promoting social cohesion, civic engagement, and active community participation. People may be part of the problem, but they also are the only viable solution to the problems, because they are most abundant and powerful economic, social, political, and cultural asset that any community, town, city, or region possesses. (Jaekel, 2006)

Applying best practices from shared gender resources and expertise, including toolkits and country-, sector- and program-specific gender analysis can create cross-cutting synergies across programming, breaking up the tendency to stove-pipe development interventions by sector. Preventing and responding to gender-based violence (GBV) is one example of a USG development goal that requires such a coordinated approach to be effective and achieve positive results. Relevant to urban programming:

- GBV is exacerbated by a victim's housing and employment situation.
- Legal issues such as residency permits required for education, health and other services can create barriers for a victim to leave their violent situation.
- Barriers to education such as fees and school safety issues encourage families to arrange early marriages for their daughters.
- Urban lighting and affordable sensitively-planned transportation can be critical safety elements in preventing GBV in the street.

Creating gender inclusive processes and engaging women and men of various backgrounds in consultative planning requires a paradigm shift. Gender sensitivity does not come naturally to most women or men, and the realities of various groups of women are not immediately known to those of a different socio-economic, ethnic or religious background. Yet, gender integration focuses on the critical intersection of issues from every sector that when put together create opportunities for systemic and sustainable change toward a more inclusive, democratic, and equitable society.

PART II

3. Strategy to Promote Gender Equality in Urban Programming through SOUP Project Activities

3.1 Strategic Objectives

This Strategy provides recommendations on how to best integrate gender into activities across the five SOUP Project tasks, in order to improve the project audience's understanding of the issues and how urban development and urban programming can contribute to gender equality and female empowerment. Within the limited scope of its sectoral promotion and support activities, ECODIT will prioritize the cross-cutting issue of gender integration not only to improve outcomes, but also to provide valuable learning for use in its analytical work as part of the SOUP Project TO.

The three strategic objectives are the following:

Objective 1: Ensure that SOUP Project Activities Comply with USAID's Gender Policy

- Action 1.1: Determine relevance of gender roles and power dynamics to the five SOUP Project tasks – training, evaluation, knowledge management, outreach and communications, analysis and research – and identify equitable strategies to overcome any relevant gender constraints.
- Action 1.2: Design and implement SOUP Project tasks applying the principles and practices of the USAID gender policy, especially with regard to (i) seeking out opportunities to promote female empowerment; (ii) collecting analyzing and reporting sex-disaggregated data; and (iii) promoting equitable participation of and benefit to both women and men from project activities. Where applicable, efforts to combat GBV should also be considered.

Objective 2: Integrate Gender Considerations into SOUP Project Activities in a Way that Will Improve Institutional Capacity, Promote Gender Equality, and Increase Sustainable Development Outcomes

- Action 2.1: Seek out existing analyses and national/local expertise regarding gender constraints – and recommended approaches to address them – relevant to the urban programming targeted by each project evaluation, analysis and research activity, such as:
 - Jobs, income, and financial stability
 - Sustainable service delivery (e.g., water, sanitation, electricity, affordable housing, public health, and other municipal services)
 - Engaging citizens and coordination by municipal and local governments
 - Other issues: economic development, municipal finance, and food systems
- Action 2.2: Implement gender-sensitive approaches appropriate for each relevant project activity that will promote an equitable and sustainable impact on both men and women within the project's target audience.

Objective 3: Promote an Understanding of Gender Equality and Gender-Sensitive Issues in Urban Programming

- Action 3.1: Provide this preliminary gender analysis and resources list to USAID urban programming staff

- Action 3.2: Highlight identified gender issues, and use relevant sex-disaggregated and gender data, and illustrative examples in SOUP Project reports, trainings, outreach and communication activities, etc.
- Action 3.3: Upon request, provide targeted gender technical assistance to urban programming staff and implementing partners including, but not limited to, gender training, consultation, analysis, assessment, and evaluation. Such requests could be fielded through the SOUP TO.

3.2. Gender-Sensitive Approaches to SOUP Project Activities

Illustrative examples of gender-sensitive approaches to be used for project training, evaluation, knowledge management, outreach and communications, analysis and research activities include the following:

- **Sex-disaggregated data.** Throughout its analytical work under the SOUP Project, ECODIT will seek to put processes and resources in place to support gender analysis, primarily the collection, analysis and reporting of sex-disaggregated (quantitative) and (qualitative) gender data for monitoring and evaluation purposes. For example, when forms, data management, or other systems are being developed or improved, care will be taken to maximize opportunities to identify and collect sex-specific information that can later be analyzed. For performance monitoring, all people level indicators will be sex-disaggregated. Reporting formats will include space/sections for sex-disaggregated data, an explanation of discrepancies and identification of gender issues relevant to the project.
- **Women’s Participation.** Project activities will be designed in ways that enable equitable participation of both women and men. As relevant to SOUP Project evaluation and analysis and research activities, efforts will be made to identify and encourage both male and female development staff, researchers and experts, community members, political leaders, business owners, etc. to participate in the activities.
- **Recruitment Strategies.** As relevant to project activities, ECODIT will employ specific gender recruitment strategies to maximize opportunities for women project researchers, field staff and collaborators. To the greatest extent feasible, ECODIT activities will be implemented by mixed teams of women and men who will work with diverse men and women stakeholder groups.

3.3. Specific Actions to Include Gender Considerations in SOUP Project Tasks

Task A. Training

When the annual training topics for SOUP Project training activities are selected, we will take into consideration known and potential gender issues and gaps relevant to the topic, along with tools and approaches to address these issues in projects. The training design team will include both men and women, and the Project will strive for equitable representation among training participants.

Task B: Evaluations

Evaluations to be conducted under the SOUP Project will be designed to:

- Determine whether the subject program design considered gender disparities, and whether actual program implementation utilized tested approaches to promote gender equality;
- Assess whether all data collected for an evaluation was sex-disaggregated in order to measure differential rates of change and results for men versus women;

- Analyze different participation rates by men and women as well as levels of benefits afforded to each group, and examine the reasons for these differences and what interventions were employed to address them;
- Seek to identify unintended consequences or adverse effects of the program relevant to gender equality;
- Identify obstacles to addressing gender issues and promoting gender equality within a specific cultural and legal setting; and
- Ascertain the degree of institutionalization of gender equity measures.

Task C and D: Knowledge Management and Outreach/Communications

The proposed Making Cities Work (MCW) website redesign provides an opportunity to highlight the urban dimensions of gender issues and to provide resources for further research. The website resource index will have a gender rubric featuring an index of gender tools and resources, as well as individual documents, studies, reports, analyses and evaluations from a variety of sources with gender focused programming to facilitate easy access to relevant materials. Urban programming approaches will be included to address gender issues as a focus area in the SOUP Project communication strategy, using social media to communicate updated information on new products, reports or events, and link these to web site offerings. Gender issues, resources, and success stories will be featured on social media.

Task E: Analysis and Research

The SOUP Project calls for development of a high-level research paper on an annual basis, which should integrate relevant gender dimensions into the selected topic. In the Base Year, the research will focus on a Cost Benefit Analysis to Advance Urban Infrastructure Climate Change Adaptation. Gender issues in this area may include an analysis of how climate change could impact men and woman in different ways in terms of urban infrastructure and services; how planning for climate change adaptation would address such needs; and how gender considerations should be factored into the corresponding cost-benefit analysis.

ANNEX A: GENDER AND URBANIZATION RESOURCES LIST

SOUP Project Gender and Urbanization Resource List

USAID Gender Policy and Related Documents

USAID (2013). *ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle*.

USAID (2012). *Counter Trafficking in Persons Policy*. Washington, DC: USAID.

USAID (2010). *Guide on How to Integrate Disability into Gender Assessments and Analysis*. Washington, DC: USAID.

USAID (2014). *LGBT Vision for Action: Promoting and Supporting the Inclusion of Lesbian, Gay, Bisexual, and Transgender Individuals*. Washington, DC: USAID.

USAID (2012). *USAID Gender Equality and Female Empowerment Policy*. Washington, DC: USAID.

USAID (2013). *Sustainable Service Delivery in an Increasingly Urbanized World: USAID Policy*. Washington, DC: USAID.

United States Government (2012). *United States Strategy to Prevent and Respond to Gender-based Violence Globally*. Washington, DC: USDOS & USAID.

Gender Budgeting

Elson, D. (1999). *Gender Budget Initiative: Background Paper*. London: Commonwealth Secretariat.

Seguino, S. (2013). *Financing for Gender Equality: Reframing and Prioritizing Public Expenditures to Promote Gender Equality*. UN Women, Policy Brief.

Gender and Urban Health

Garcia-Moreno, Claudia, and Manupreet Chawla. 2011. "Making Cities Safe for Women and Girls: Integrating a Gender Perspective into Urban Health and Planning". In *Women's Health and the World's Cities*, edited by Afaf Ibrahim Meleis, Eugenie L. Birch, and Susan M. Wachter, 53–70. University of Pennsylvania Press.

Meleis, Afaf Ibrahim, Eugenie L. Birch, and Susan M. Wachter, eds. 2011. *Women's Health and the World's Cities*. Philadelphia: University of Pennsylvania Press.

Gender and Urban Education

Messner, Lyn, Sylvie Morel-Seytoux, Kai Spratt, and Abby Ladd. 2015. *Beyond Access: Toolkit for Integrating Gender-based Violence Prevention and Response into Education Projects*. Rockville, MD: USAID's Advancing the Agenda of Gender Equality (ADVANTAGE), Task Order 3.

The Netherlands Development Organization (SNV) and IRC International Water and Sanitation Centre (2013). *Study on menstrual management in Uganda: Main report on the study results*. [education and sanitation]

United Nations Educational, Scientific and Cultural Organization (UNESCO) (2012). *World Atlas of Gender Equality in Education*. Paris: UNESCO.

Gender and Urban Water and Sanitation

ADB (2015). *Gender Equality Results Case Study: India Urban Water Supply and Environmental Improvement Project*. Manila: ADB.

Intermediate Technology Group, Ed. (2005). *Livelihoods and Gender in Sanitation, Hygiene & Water Services among Urban Poor [Kenya]*.

International Water Association (2014). *An Avoidable Crisis: WASH Human Resource Capacity Gaps in 15 Developing Economies*. London: IWA.

South Africa: Samson, M. (2003). *Dumping on Women: Gender and privatisation of waste management*. Athlone, South Africa: South African Municipal Workers' Union (Samwu).

United Nations Department of Economic and Social Affairs (UN-DESA) and UN-Water Decade Programme on Capacity Development (UNW-DPC) (2009). *Gender-Disaggregated Data on Water and Sanitation: Expert Group Meeting Report*. New York: UN-DESA and UNW-DPC.

Water and Sanitation for the Urban Poor (WSUP) (2014). *Practice Note: A gender-inclusive approach in practice: communal sanitation*.

World Bank Water and Sanitation Program (2010). *Gender in Water and Sanitation*. Nairobi: WSP.

Gender and Urban Participation and Governance

Beall, J. (1996). *Urban Governance: Why Gender Matters*. Online: <http://www.gdrc.org/u-gov/doc-whygendermatters.html>

Institute for Women's Policy Research (IWPR). *White Paper: Gender, Urbanization and Democratic Governance*. Washington, DC: National Democratic Institute.

Jaeckel, M. and van Geldermalsen M. (2006). "Gender Equality and Urban Development: Building Better Communities for All". *Global Urban Development 2*:1 March 2006.

Pereira, F. "Gender and Community Participation in Latin America and the Caribbean". Latin American Public Opinion Project, "Insights" series. Nashville: Vanderbilt University.

UN-HABITAT (2008). *Gender in Local Government: A Sourcebook for Trainers*. Nairobi: UN-HABITAT.

UN-HABITAT (2008). *Gender Mainstreaming in Local Authorities: Best Practices*. Nairobi: UN-HABITAT.

Gender and Urban Planning and Safety

Dymen, C. and Ceccato, V. (2012). "Chapter 13: An International Perspective of the Gender Dimension in Planning for Urban Safety". In V. Ceccato (ed.), *The Urban Fabric of Crime and Fear*, DOI 10.1007/978-94-007-4210-9_13, # Springer Science+Business Media B.V.

Hossain, N. (2011). *Security and the pathways of women's empowerment: findings from a thematic synthesis of the Pathways of Women's Empowerment research*. Brighton, UK: Institute of Development Studies.

Nadimpalli, (2011). "Urban Safety and Gender in Hyderabad: Findings from a Pilot Safety Audit." *Progressive Planning*. No. 188: Summer 2011.

Zonta International (2014). *Safe Cities for Women Project in Guatemala City and San Salvador Final Project Report: January 2011 – November 2013*.

Gender and Conflict

Feuerschütz, Susann (2012). *Gender and Urban (In)Security in Conflict Affected Areas*. Ottawa: The North-South Institute.

Gender and Urban Economy

Abbott, T, and Sotelo, L. (2014). "Recognizing the role of gender in the informal urban economy" *The City Fix* (published by World Resources Institute), 28 August 2014.

Asia Development Bank (2014). *Gender Toolkit: Micro, Small and Medium-Sized Enterprise Finance and Development*. Philippines: ADB.

IOM (2015). *World Migration Report 2015 Migrants and Cities: New Partnerships to Manage Mobility*. Geneva: IOM.

Lastarria-Cornheil, S. et al. (2013). *Toolkit for Integrating Gender-Related Issues in Land Policy and Administration Projects*. New York: The World Bank, FAO and IFAD.

Tacoli, C. (2012). *Urbanization, gender and urban poverty: paid work and unpaid carework in the city*. London: International Institute for Environment and Development (IED) and UNFPA.

Tacoli, C. and Swatterthwaite, D (2013). "Editorial: Gender and Urban Change". *Environment and Urbanization*. 25:1 (April 2013).

UN-HABITAT (2014). *Gender Issue Guide: Gender Responsive Urban Economy*. Nairobi: UN-HABITAT.

White, M. and Diamond N. (2005). *Gender Training Handbook: Integrating Gender into Trade and Economic Growth Programs and Analysis*. Washington, DC: USAID/Bangladesh.

Gender and Men

Barker, G., Greene, M., Goldstein-Siegel, et al. (2010). *What men have to do with it: Public policies to promote gender equality*. Washington, DC: International Center for Research on Women.

Esplen, E. (2006). *Engaging men in gender equality: Positive strategies and approaches: Overview and annotated bibliography*. Brighton: BRIDGE Institute for Development Studies, University of Sussex.

Gender Monitoring & Evaluation

Asian Development Bank (2013). *Tool kit on Gender Equality Results and Indicators*. Manila: ADB.

Bloom, S. (2008). *Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators*. Washington, DC: USAID/East Africa, IGWG and Measure Impact.

Golla, A., Molhotra, A., Nanda, P. & Mehra, R. (2011). *Understanding and Measuring Women's Economic Empowerment: Definition, Framework and Indicators*. Washington, DC: ICRW.

Menon, J., Rames, V. and Morris, P. (2014). *Toolkit for Monitoring and Evaluating Gender-Based Violence Interventions Along the Relief to Development Continuum*. Washington, DC: USAID.

UN Women (2015). *Position Paper: Monitoring Gender Equality and the Empowerment of Women and Girls in the 2030 Agenda for Sustainable Development: Opportunities and Challenges*.