



The Gender Tool Box gathers knowledge material and method support on gender equality in the form of Tools, Briefs and Thematic Overviews.

Gender equality is achieved when women and men, girls and boys, have equal rights, life prospects and opportunities, and the power to shape their own lives and contribute to society.

[BRIEF]

Gender, Urban Infrastructure and IFIs

Urban poverty challenges are multidimensional. Sida strives to combat poverty and stimulates economic growth by supporting investments in municipal services and urban infrastructure, and ensuring access to services for all. This brief gives an overview of entry-points for gender mainstreaming in urban infrastructure projects with Multilateral Development Banks/International Finance Institutions (hereafter referred to as IFIs).¹

Why gender mainstreaming in urban infrastructure?

Gender equality is a human right. Women and men, girls and boys have equal rights, irrespective of ethnicity, age, sexual orientation or identity, and socio-economic status, etc. Some human rights based arguments (here understood as both legal and political commitments) are, *inter alia*:

- Most countries have signed or ratified the Convention of Elimination of all forms of discrimination against women (CEDAW).
- Politically binding agreements/treaties have been signed by most states stipulating gender mainstreaming, such as the Beijing Action Platform, the New Urban Agenda/Habitat III and agenda 2030 for sustainable development.
- Most countries have Gender Equality legislation.
- Many countries have national policies and strategies requiring gender equality, such as access to consultations, to decision-making and to work opportunities.

¹ Examples on how gender mainstreaming can support sustainability in projects are provided for solid waste, waste water, urban transportation and district heating. Each example is linked to efficiency gender argu-

Gender roles and solid waste management

Solid waste has multidimensional gender aspects (see also brief on gender and environment²). Women and men, girls and boys tend to produce and manage different kinds of waste, consequently they tend to look upon reduction, reuse and recycling differently. Women and children may take the waste to the nearest collection point (legal or illegal), whereas men will typically be in charge of moving large waste to the landfill. Both the perception of what is considered waste and who handles the waste at certain stages, may affect investment considerations such as where collection points are set-up, what the containers should look like (e.g. children may not be able to open container doors if placed too high or if too heavy, leading to dumping waste beside the containers), and who the waste company should engage with to decrease illegal dumping.

Another argument relates to efficiency and effectiveness, that evidence shows that gender equality boosts organizational performance and results of investment projects. Since the mandate of IFIs is to enhance economic development the efficiency argument is a good complement. Two overall 'efficiency' arguments are, *inter alia*:

- Women and men, girls and boys have different needs, experience and interests; good urban solutions are consequently best found by involving diverse groups in decision-making, implementation and maintenance.
- Addressing gender inequality can support legitimacy of public and private institutions and their services,

ments: roles, communication, decision-making and affordability. The examples can be linked to any of the gender aspects.

² Sida's Gender Tool Box, Brief on Gender and Environment

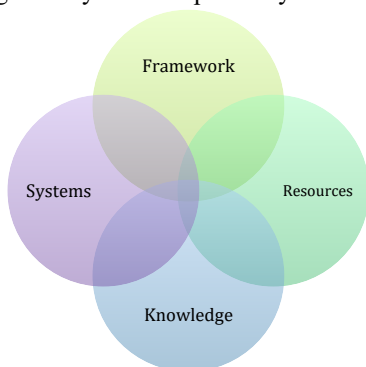
improve quality of services, decrease complaints, and increase willingness to pay for public services.³

Gendered communication and waste water

Investments in waste water treatment plants (WWTP) can benefit from strategic communication, taking gender roles and equality into account. Often WWTPs have cost-recovery challenges but tend to underestimate the use of strategic communication to increase payment rates, but also to decrease the pollution from the source, which also has economic benefits for the WWTP. If women and men have different roles, at different ages, they will also tend to pollute with different substances (for instance men might tend to wash the car, whereas women may use detergents for washing). Children and youth tend to respond stronger to messages related to pollution of the environment, and adult women tend to react stronger to messages linking health with pollution, again this depends highly on the culture in question.⁴

IFIs set-up for gender mainstreaming

The IFIs capacity for gender mainstreaming can be analysed by looking at their framework, resources, knowledge and systems respectively.



Generally, IFIs have a **framework, such as a gender policy** and have action plans or strategies for the implementation of these gender policies.

Larger IFIs, such as EBRD, WB, AfDB and AsDB⁵, also have **resources** such as tools for gender mainstreaming in the project cycle. They have gender focal points as well as advisors or experts. In addition, many IFIs have specific funds set aside for gender mainstreaming.

Knowledge about *what* gender is often exists but this does not mean that all staff understand *why* gender equality is important for results and *how* mainstreaming in infrastructure projects can be done in practice. If gender experts are located mainly at headquarter level, there is a risk of lack of gender mainstreaming knowledge at project level which can impact how well the IFI make use of their tools and available resources.

Finally, most IFIs have **systems** for planning of gender results, monitoring and internal learning, which for example includes the use of gender responsive indicators and collection of sex disaggregated data.

Understanding how the IFIs are set-up for gender mainstreaming is important for Sida's dialogue on how to improve gender mainstreaming in urban infrastructure projects. For Trust Funds and discretionary projects it is therefore relevant for Sida to discuss the following:

- How will implementation of the gender policies and strategies be carried out in practice?
- What kind of gender resources will be made available? (human, budget, tools)?
- How can gender knowledge on *how* to mainstream be activated or built (as needed)?
- How is gender equality integrated in analysis, results, monitoring and evaluation systems?

Entry-points - people focused

Documentation and analysis in the field of urban infrastructure development projects is often technical in nature, which can be an obstacle to understanding why gender mainstreaming is needed. By asking IFIs to analyse urban infrastructure considering the below four groups (and women, men, girls and boys in these), gender mainstreaming tends to be easier to understand:

1. Are there equal opportunities for **staff and managers** of clients and consultancy firms to ensure best possible and inclusive teams⁶ and results⁷?
2. Will **beneficiaries** have equal access to economic and non-economic benefits from the investment?
3. Will **stakeholder** engagement and consultations be broad and inclusive?
4. Do **customers and consumers** have equal affordability and willingness to pay?

Entry-points – project phases⁸

Entry-points are here presented following the project/programme cycle. A trust fund modality may not allow for a detailed analysis or dialogue on gender mainstreaming, however, a trust fund set-up can describe what strategies will be put in place to ensure equal access to decision-making, to resources, to job opportunities and to the services invested in. Overall suggestions regarding trust fund agreements are provided in the box below.

³ SKL SymbioCity.

⁴ The Nielsen Global Survey of Corporate Social Responsibility and Sustainability (2015) with 30,000 consumers in 60 countries throughout Asia-Pacific, Europe, Latin America, the Middle East, Africa, and North America.

⁵ European Bank for Reconstruction and Development, World Bank, African Development Bank and Asian Development Bank.

⁶ Vinnova (2010) "Gender and Innovation". Mixed groups of women and

men (50/50 or 40/60) have twice as good innovation conditions.

⁷ Credit Suisse Institute (2013) revealed that male dominated firms had recovered more slowly than gender-balanced firms since the 2008 financial downturn.

⁸ IFIs make use of different terminology for different phases, terms can be the same, but have different meaning.

Trust fund agreements with IFIs

General aspects:

- Contextual/sectoral descriptions must be mainstreamed.
- Results formulations and indicators attached must be mainstreamed.

Potential generic aspects:

- Explanation on how IFI will activate the existing capacity (resources, systems, framework and knowledge).
- IFI sector gender analysis attached to the agreement.
- IFI regional gender analysis attached to the agreement.
- Annex list of generic gender indicators (and other cross-cutting issues) to be measured at aggregated level and in all investments, such as the ones suggested on page 4.
- Annex list of gender mainstreaming tools the IFI commits to make use of in all projects.
- Annual reports from IFI on results related to women, men, boys and girls (potentially based upon the list of indicators proposed here).

Project/programme⁹ preparation/fact finding

The identification of an urban infrastructure project should describe the need for the investment, this should include analysis of stakeholders' (women and men, girls and boys) needs and interests. It is likely that IFIs will be most interested in the customers and consumer groups, as affordability and willingness to pay is directly linked to the financial viability and risks of the investment.

It is therefore a potential entry-point during preparatory work to ask the IFI what kind of assumptions the financial models consider when calculating the rate of return and cost recovery and how potential impact of gender differences have been taken into account. Suggested questions on the models are:

- differences in affordability for women and men?
- different willingness to pay by women and men?
- impact of migration patterns, in particular differences between impact of young women and men migrating?
- differences in how women and men, boys and girls are likely to make use of the urban infrastructure service over time?

Project/programme design/development

Sometimes one group's needs (such as men's needs) are prioritised over another group (e.g. women's needs). For instance, building a road through a residential area, without considering speed bumps, sidewalks, bus lanes, lights and trees for shade, is likely a project where women's voices have not been included, as men tend to drive more and might prefer investing in as many kilometres of road as feasible, whereas women, girls and boys and elderly women and men, and in particular the poor tend to walk

and use public transportation more and would likely prioritise differently. Who participates, who is consulted in the design phase and how, is therefore essential. However, a WWTP or district heating design phase will require less consultations on technical aspects compared to a road, but all projects require outreach to the stakeholders for aspects such as stable payment rates and changes in environmental behaviour.

Decision-making and urban transportation

Travel patterns are determined by two factors: (i) the respective roles and responsibilities of men and women regarding work and care responsibilities; and (ii) the availability and reach of different forms of public and private transport. Women of all ages, and children of both sexes, tend to use public transportation more than adult and young men. Decisions such as the route of a bus, how often the bus should be cleaned, reasonable cost, how long time the bus should wait etc. are, however, often taken by men. Effects can be lack of political actions to improve public transportation in line with the needs of the actual users.¹⁰

The following questions will help address gender equality during the design phase:

- How can gender equality competence be secured? (Terms of References should stipulate gender expertise and concrete deliverables during implementation).
- What outcomes and/or output level results are relevant, and how is this reflected in work?
- What indicators could be disaggregated by sex and how will monitoring be carried out?
- What kind of gender responsive baseline studies will the project build on? (e.g. Social Impact Assessments, SIA)?
- Do risk assessments consider lack of gender equality in different project areas?
- Do projects use thematic gender studies and country and/or regional gender profiles in the design?
- Are projects in line with national gender policies and strategies?
- Are projects in line with international conventions (e.g. CEDAW) as well as political commitments (e.g. Habitat III)?

Implementation¹¹

Even if gender is mainstreamed in the design, the gender perspective is not safeguarded in the implementation by default. Monitoring is imperative. During the implementation process, Sida staff may receive a large number of ToRs, proposals and reports.

Some key aspects to raise are:

- Technical assistance ToRs should include presentation of gender mainstreaming methodology with budgeted activities and relevant expertise in teams,

⁹ Programme is here also referring to trust funds multi or single donor.

¹⁰ Example taken from a real case on an EBRD project on public transportation.

¹¹ Implementation here refers to construction, technical assistance, capacity building and all other potential components from inception phase to inauguration.

clearly reflected in the evaluation criteria.

- Progress and results reports should use disaggregated statistics, present outcome level results of gender mainstreaming (in addition to activities and outputs) and discuss challenges, possibilities and recommendations related to the gender equality related to project activities.

Other actions are also needed directly from Sida, such as:

- Dedicated meetings with IFI gender specialists reporting on activities and progress.
- Dedicated meetings with clients' gender focal points discussing project results.
- While on field visits consulting both female and male beneficiaries.
- Meetings with women's or gender equality organisations to get their view on the implementation process.
- Making use of local gender experts with sector specific knowledge.
- Monitoring the use of SIA and other gender related design products (how were the findings used?)

Affordability and willingness to pay in district heating

It is important that financial models for calculating repayments are based on studies of affordability and willingness to pay by citizens, and that these are done from a gender perspective. Men and women may for instance have different ability to pay tariffs or potential connection fees required, and they may also have different willingness to pay due to lack of trust and/or understanding of non-payments. Cross-subsidy systems may be discussed (from industries to households and from richer households to poorer). The key aspect is that the company understands what financial constraints may exist for customers (women and men), as well as what may trigger dissatisfaction, in order to find solutions that ensure equal access to and benefit from the services.

Mid-term reviews and evaluations

Some questions to consider include:

- Did the IFI use own gender resources for the project/trust fund? And how?
- Did results confirm the financial assumptions on rate of return?
- What were the outcome level results of gender mainstreaming (e.g. access to decision-making, consultations, job opportunities)?
- What were the impact level results (e.g. access to services, direct or indirect effects on gender roles and relations at organisational and household level)?

OTHER RESOURCES

EBRD, 2011: [Gender 1: Urban rehabilitation and transport projects](#)

AfDB, 2009: [Checklist for gender mainstreaming in infrastructure.](#)

AsDB: [Gender checklist: urban development and housing](#)
IDB, 2014: [Mobility for all: the link between gender and Urban Mass Transit, synopsis note](#)

WB, 2010: [Making infrastructure work for women and men, review](#)

UN Habitat, 2012: [Gender Responsive Urban Planning and Design](#)

Gender business cases relevant for all sectors

- Companies with more women on their boards were found to outperform their rivals with a 42% higher return on sales, 66% higher return on invested capital and 53% higher return on equity.¹²
- In a survey of 279 of the big corporate enterprises in the UK, France, Germany, Spain, Sweden, Norway, and the BRIC countries it was found that the companies which had women in top management were more successful than the companies without. The return on equity was 41% higher and the EBIT margin (earnings before interest and taxes) was 56% higher.¹³
- Other studies found that mixed groups of women and men (50/50 or 40/60) have twice as good innovation conditions.¹⁴

Example of generic indicators

- % of women and men trained (by type and position)
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- % of women and men in study tours.
- % of women and men receiving grants.
- % women and men in local, regional and national consultations.
- % of women and men with paid work at contractor's level (and distribution of salaries by sex).
- % of IFI gender expert time compared to total expert time (for IFI reporting only).
- % of IFI infrastructure projects marked as 0 or 1 according to the OECD/DAC gender marker.

Examples of relevant SDG indicators

- SDG 5, indicator 42: Average number of hours spent on paid and unpaid work combined (total work burden), by sex.
- SDG 5, complementary indicator: 5.1 Gender gap in wages, by sector of economic activity.
- SDG 6, indicator 45: Percentage of population using safely managed water services, by urban/rural (by sex).
- SDG 6, indicator 46: Percentage of population using safely managed sanitation services, by urban/rural (by sex).
- SDG 11, indicator 67: Percentage of people within 0.5km of public transit running at least every 20 minutes (by sex).

¹² EBRD calculations, based upon the Catalyst, 2007, The Bottom line: corporate performance and women's representation on boards.

¹³ McKinsey "Women at the top of corporations- Making it happen" Women

Matter 2010, McKinsey and Company, Paris, 2010.

¹⁴ Vinnova (2010) "Gender and Innovation".