

# GENDER ISSUE GUIDE

GENDER RESPONSIVE URBAN RESEARCH  
AND CAPACITY DEVELOPMENT



**UN HABITAT**  
FOR A BETTER URBAN FUTURE



# **GENDER ISSUE GUIDE**

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AND CAPACITY DEVELOPMENT**

**UN  HABITAT**

## **Gender Issue Guide: Gender Responsive Urban Economy**

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Participatory planning in Yervandashat community,  
Armavir region © UNDP in Armenia



## Introduction

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The Urban Research and Capacity Development Branch (R&CD) comprises of three units: Research, Capacity Development, and the Global Urban Observatory units.

Urban policy making, design, planning and financing require skills, knowledge and information. The R&CD branch directs its efforts towards the production of knowledge, the collection of sex-disaggregated data and analysis and monitoring the Habitat Agenda, the Millennium Development Goal targets and reporting results through global flagships reports and the urban Indicator Programme.

The expected outcomes for the R&CD branch include:

- Increased capacities of national and local authorities and partners to formulate and implement evidence-based, equitable programmes promoting sustainable urban development;
- Improved knowledge of sustainable urbanisation issues at local, national and global levels; and
- Improved monitoring of urban conditions and trends.



Public space, River Thames,  
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SECTION  
1

## Gender Responsive Urban Research

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### URBAN RESEARCH UNIT

The research unit;

- Serves as an interface between the Global urban Observatory Unit (GUO) and the Capacity Development Unit. It deploys the data and information that is generated by GUO and develops it into knowledge that is utilized by:
  - The capacity unit and other units & branches
  - Municipalities
  - Professional Associations
  - Governments.
- Backstops other branches with respect to their knowledge requirements:
  - Feeding into preliminary conceptualization of project formulation for UN-Habitat branches.
- If a UN-Habitat branch is preparing a summit or conference the Research unit will take the lead in developing concept notes or providing documentation; or undertaking research or analysis as needed.
- Produces knowledge products:
  - The global “World Cities report”
- Undertakes programming in the following areas:
  - Developed the Habitat 3 background paper
  - “Urban Futures” the long-term urban perspectives analysis
  - Production of the City Prosperity Index (CPI) and support to cities in implementing the CPI tool.

## GENDER ISSUE(S)/CONCERN(S) AND NEEDS OF URBAN RESEARCH

The Urban Research unit's work is a demand based service. Although there has been no demand for its research support on gender issues; given its mandate it is well placed to provide research and intellectual work on gender and urbanization issues. The Research unit can also help provide analytical support for urban development policies, urban programmes and urban strategies of UN-Habitat partners from a gender perspective with a view of informing urban policy and helping ensure gender positive impacts.

Women, men, girls and boys are differentially affected by the conditions of urbanization. For instance, women are "invariably disadvantaged compared to men in cities in terms of equal access to employment and shelter, health and education, transport, asset ownership, experiences of urban violence and ability to exercise their rights. These disadvantages are especially marked for poor urban women"<sup>1</sup> These gendered dimensions of cities require continual examination if inequalities are to be understood and addressed for equitable and sustainable development. The Research unit can potentially help enhance understanding of this human-urban environment interface from gender perspectives.

## MAINSTREAMING GENDER INTO URBAN RESEARCH TO ACHIEVE SUSTAINABLE URBANISATION/DEVELOPMENT

Mainstreaming gender into research will mean:

- Producing and ensuring high-quality interdisciplinary research and knowledge on emerging gender issues in the urban milieu through publications, and sharing knowledge with UN-Habitat networks; and developing and implementing gender-sensitive methodologies for research;
- Organizing, conducting, and contributing to internal and external training events, workshops, and seminars on gender issues to strengthen the capacity of UN-Habitat and its partners and to share knowledge;
- Convening gender resource persons within UN-Habitat to determine research needs;

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1 UN-Habitat, 2012. State of Women in Cities 2012/2013: Gender and prosperity in cities, overview and summary of finding. UN-Habitat, Nairobi. Page 2

- Providing research inputs to branches management on gender issues to help inform gender responsive:
  - Allocation of funds
  - Programme design
  - Articulation of policies
  - Setting of urban development priorities
  - Organisational structures
- Assisting with research and writing on gender and urbanization for discussions on UN-Habitat knowledge networks; discussions need to especially inclusive of how gender relations influence urban economic roles, power and access to urban resources.
- Facilitating in-depth discussion and exchange of research on recent trends, policy responses and practical strategies that are being developed in key areas across Habitat 111 Agenda

### ***Examples of gender-sensitive indicators in Urban Research***

Expected Outcomes	Illustrative Indicators
Improved knowledge of equitable and gender responsive urban conditions and trends	<ul style="list-style-type: none"> <li>• Availability of gender related research reports and articles covering sustainable urban development.</li> <li>• Number of key partners and branches that demand for gender research to promote gender responsive programming.</li> </ul>



Agenda

1	Leadership Panel
2	Open Remarks
3	Gender Equality Action Assembly - High Level
4	Gender Equality
5	The Gender Challenge
6	Gender and Smart
7	Panel Discussion

Gender Equality Action Assembly, World Urban Forum 7, Medellín, Colombia © UN-Habitat/CamaraLucida



## Gender Responsive Capacity Building

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### URBAN CAPACITY DEVELOPMENT UNIT

#### CAPACITY DEVELOPMENT: URBAN/HUMAN SETTLEMENT ISSUE(S)

The purpose of this unit is to help cities develop the capacities to address the myriad of urban problems they are facing.. As part of a cross-cutting branch, the unit also endeavours to strengthen the institutional capacities of the other UN-Habitat branches so that they can better deliver their work programmes in support of equitable and sustainable urbanisation.

More specifically the Capacity Development unit aims to:

- Create and strengthen the skills of local governments to deal with urbanization issues.
- Strengthen the capacities of individuals, including urban professionals, members of civil society and government officials to successfully undertake their tasks in promoting or steering a path towards sustainable urbanization.
- Develop training tools and other capacity building materials and deliver workshops to local government training institutes on the use of these materials to empower them as trainers to deliver the latest knowledge and best practices to their cities.

All UN-Habitat branches create knowledge, and the Capacity Development Unit seeks to extract and disseminate this knowledge within the institution and to its partners to help in evidence-based decision-making. However, for the Capacity Development Unit to respond effectively and efficiently, UN-Habitat branches and partners must first articulate a demand for knowledge, skills, or information. Training provided by the Capacity Development Unit is in addition demand driven.

## GENDER ISSUE(S)/CONCERN(S) AND NEEDS OF CAPACITY DEVELOPMENT

There are often institutional concerns about the gaps in staff capacity to address gender concerns within sustainable urbanization.

Local and national authorities often lack adequate capacities for gender responsive urban planning and budgeting.

There is often inadequate understanding of how gender perspectives can be identified and addressed for sustainable urbanization.

Internally, at UN-Habitat there has been little gender mainstreaming or gender training given to staff, and instead responsibility for gender interventions is often left to gender units or gender focal points rather than being perceived as necessary capacity for all institutional actors responsible for envisioning, planning and budgeting.

**Capacity development for gender should enable understanding of the linkages between gender perspectives and the different focus areas of the work of UN-Habitat.**

## MAINSTREAMING GENDER INTO CAPACITY DEVELOPMENT TO ACHIEVE SUSTAINABLE URBANISATION/DEVELOPMENT

The Capacity Development Unit can play a very critical role in providing expertise for building institutional and individual capacities among urban stakeholders for ensuring that gender responsive analysis, planning and budgeting are applied to all UN-Habitat's programmes.

Gender training is more than sensitisation and awareness, and more critically about developing skills, competence and attitudinal change for recognising and addressing gender issues in urban development.

Gender training is what enables capacity building to be more holistic; and to engage both women and men as partners for sustainable and transformative change. Gender training is also the tool for achieving gender mainstreaming. Consequently, gender training is not a one-off, short mandatory course.

As a result gender responsive capacity development must enhance:

- Knowledge on gender perspectives and urbanisation issues at local, national and global levels to inform decision making;
- Capacities for the monitoring of gender and urban conditions in order to understand where applicable the differing effects of urbanisation on women, men, girls and boys;
- Capacities of UN-Habitat staff, local and national authorities and partners to formulate and implement informed gender responsive and inclusive policies and programmes. As a result capacities will be required to facilitate:
  - A broader understanding of the term gender; that it is not synonymous with women. Both men and women need to be seen and understood as gendered beings and therefore gender issues affecting both need to be on the agenda of sustainable urban development.
  - The development of Gender responsive indicators where applicable;
  - Mainstreaming gender into policies and programmes using an evidenced-based approach;
  - The application of gender mainstreaming to policy analysis and development; research agendas; data collection, analysis and dissemination;
  - An organizational environment conducive to the promotion of gender equality.

The current capacity for gender mainstreaming needs to be assessed to identify where analytic and planning skills are needed to respond to issues of equality between women and men relevant to the UN-Habitat's mandate. Capacities are usually needed in the following areas:

- Gender awareness to assist policy makers and implementation staff to identify and address gender issues;
- Gender analysis, which identifies differences between women and men in access to and control over resources, participation in decision making and benefits and the direct and indirect impact of policies, programmes and projects;
- Gender statistics, which (1) collect and present all individual-level data disaggregated by gender; and (2) provide specific data on gender issues such as the effects of urban design on women and girls safety and security.

- Developing and monitoring indicators which measure progress or worsening in gender equality, and can measure the impact of particular approaches and strategies being employed by UN-Habitat and its partners.
- Gender budgeting which analyses resource allocations in terms of the shares directed toward meeting the needs of women and men, and report the extent to which governments and agencies match their commitments to gender mainstreaming with concrete financial allocations to address gender and women's issues.

Mainstreaming gender further requires developing resources and tools for *capacity development* on the practice of Gender Mainstreaming itself. Other resources such as fact sheets on the linkages between gender and urban issues, and briefing notes on the linkages between gender and different focus areas of UN-Habitat work, will also be needed for the effective achievement of equitable and sustainable urban development.

The **Habitat University Network Initiative (UNI)** is UN-Habitat's network for academia and research partners collaborating to address urban issues. UNI is organized under several thematic hubs which are linked to UN-Habitat's focus areas of work. One of the first Hubs created focuses on Gender. It will facilitate networking, knowledge exchange, training modules and curriculum development on Gender issues within urban development. The Gender Hub will be holding its first activity in January, 2014.

Further, the Capacity Development Unit in 2008 developed the tool '*Gender in Local Government, A source book for Trainers*' in response to the difficulties encountered by local government trainers when addressing gender relations in local governance. A number of training events for local authorities and other partners have been conducted with the aid of the tool. Resources permitting future activities could include additional training events based on the tool. Also impact monitoring and development of new and specific tools targeted at key partners in sustainable urban development, to address gender statistics, equality and equity may be desirable.

***Examples of gender-sensitive indicators in Capacity Development***

Expected Outcomes	Illustrative Indicators
<p>Increased capacities of institutional, national and local authorities and partners to formulate and implement informed, equitable and gender responsive plans and programmes.</p>	<ul style="list-style-type: none"> <li>• Gender responsive indicators and gender mainstreaming incorporated into policies and programmes using evidenced-based approaches</li> <li>• Increased demand for gender training</li> <li>• Number of Capacity development programmes designed and implemented for developing institutional and individual capacities for gender responsive policies, planning and programmes for urban stakeholders</li> </ul>



Ho Chi Minh city, Vietnam  
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## Gender Responsive Global Urban Observatory

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### GLOBAL URBAN OBSERVATORY (GUO)

#### GLOBAL URBAN OBSERVATORY: URBAN/HUMAN SETTLEMENT ISSUE(S)

There is an ever-increasing demand for the collection, management and sharing of reliable spatial information. This growing demand is driven by rapid urbanisation. The global Urban Observatory (GUO) collects and analyses data responding to the demands of UN-Habitat for knowledge and information.

GUO notes that “we are an eye that looks to see the way the world is changing monitoring the habitat agenda and the implementation of the MDGs”. GUO accesses data that is produced from around the world and monitors what results from interventions being carried out by governments. As a result GUO’s substantive activities are key reference documents for UN-Habitat. These include the production of Best Practices Database; Global Report for Human Settlement; State of the Cities Report; Global Urban Indicators Database; City Prosperity Index; regional reports on state of cities; Urban inequality survey; and Software called “urban info” provides data in various forms. This platform which is web based is updated every 2 years.

#### GENDER ISSUE(S)/CONCERN(S) AND NEEDS FOR THE GLOBAL URBAN OBSERVATORY

Information is required by a variety of urban stakeholders, for example, policy makers, to help inform decisions. These policy decisions can in turn have different consequences for women, men, girls and boys. Collecting and analyzing information to understand the outcomes of urban policy making on women, men, girls and boys thus becomes very critical. This means using statistics to obtain information that is representative of women and men. Such statistics are needed to;

- Provide evidence and unbiased basis for urban policies and measures;
- Monitor and evaluate urban policies and measures with respect to gender dimension.
- Raise consciousness, persuade policy makers and promote changes;<sup>2</sup>

Sex-disaggregated data thus helps to

- Generate awareness of the present situation of women, men, girls and boys with regards to the variety of urban issues that are within UN-Habitat's mandate.
- Develop appropriate gender-impact indicators for monitoring progress within the relevant urban issues.

Confusion between "sex" and "gender" often exists among producers and users of statistics. Data are *disaggregated by sex*, not by gender. "Sex" refers to biological differences and "Gender" refers to socially constructed differences in attributes and opportunities associated with being female or male and the social interactions and relationships (including power relationships) between women and men.<sup>3</sup> Data should necessarily be sex-disaggregated. Sex-disaggregated data is data that is collected and presented separately on women, men, girls and boys. It is quantitative statistical information on the differences and inequalities between women, men, girls and boys.

There are also often several issues of concern with regards to sex-disaggregated statistics. For example there may be inadequate planning or advocacy for gender statistics development; it can be difficult to obtain data on certain sectors such violence against women; under-development of statistical units in national authorities; inadequate statistical infrastructure; inadequate sex disaggregated data management and absence or inadequate dissemination of gender sensitive data in the standard analytical reports or databases produced by national statistical offices.

There are further constraints. For example, people tend to be unknowing or illiterate about data or people don't ask or enquire about sex-disaggregated data even when it exists. Data also tends to be published mainly in absolute numbers even when the original data collection was sex and age disaggregated and unless there is this awareness that sex-disaggregated data can remain invisible.

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2 International Expert Workshop Measuring Gender Equality Taking Stock – Looking Forward OECD Development Centre, Issy-les-Moulineaux. Presented by Ms. Thokozile Ruzvidzo. African Centre for Gender and Social Development United Nations Economic Commission for Africa. 24th-25th of May 2007

3 Ionica Berevoescu, (nd) Consultant. United Nations Statistics Division.

In urban issues male/female data that is currently being collected include population data, and urban demographics given the Habitat agenda and the Millennium Development Goals (MDGs) which have required such data for their specific indicators.

Urban stakeholders must therefore have clarity about what it is they want to know or what information they seek in order for GUO to provide them with the relevant information and knowledge.

Sex disaggregated and gender statistics has been promoted by the GUO through provision of technical assistance to countries and cities to initiate as well as establish urban observatories. The three pillars of development of indicators - Indicators Programme (UIP) guidelines, Guide to set up urban observatories and UrbanInfo - were developed with an important gender component that cross-cut all chapters of the Habitat Agenda (Shelter, Social Development, Environment, Economic Development and Governance). Monitoring systems have been through the establishment of urban observatories at the national and local levels, within a collaborative effort between UN-Habitat and its partners, particularly National Statistics Offices, Ministries responsible for urban issues, City and Metropolitan authorities and the Research community. This integrated system of partners work toward the collection of reliable, locally relevant and internationally comparable data on urban conditions and trends to inform all levels of policy making and the development of indicators that reflect priority issues within urban areas.

GUO prepared in 2004 a statistical report on gender indicators for selected African cities. In 2008=2009, GUO supported UNECA to prepare a report on Gender and the MDGs in Africa. GUO recommends that this report be updated with the support of the Gender Unit.

To support GUO efforts the Research and Capacity Development Unit can help create awareness and capacity for urban stakeholders, especially policy makers, to demand for sex-disaggregated data and the gender analysis of that data so that they have the evidence to inform equitable and sustainable urbanisation. GUO must therefore provide through its services and publications;

- Knowledge of gender issues and urbanisation issues at local, national and global levels;
- Monitoring of gender inequalities/equality and urban conditions.

## MAINSTREAMING GENDER INTO THE GLOBAL URBAN OBSERVATORY TO ACHIEVE SUSTAINABLE URBANISATION/DEVELOPMENT

The Beijing Declaration mandates every government to gender mainstream; while ECOSOC (Agreed Conclusions, June 1997) mandates every UN Agency. Gender mainstreaming is the methodology for the attainment of gender equality. Therefore, mainstreaming gender perspectives into GUO mean bringing gender into all statistical activities, from;

- Identifying the gender issues within urbanisation
- Identifying the data needed to address the gender issues
- The methods of data collection chosen to be gender-sensitive and to produce sex-disaggregated data.
- Dissemination of sex-disaggregated statistics and gender analysis of the data are incorporated in regular publications or databases, therefore they reach a wider audience

Collecting and analyzing sex-disaggregated statistics on the different experiences and needs of women, men, girls and boys in the urban environment are therefore critical to understanding the multidimensional aspects of urbanization as it relates to safety and security, access to capabilities, resources, services, economic opportunities, housing, and risk reduction and resilience. Such understanding provides the necessary insights that will enable urban stakeholders to better address equitable and sustainable urban development.

Gender considerations must consequently be consistently included and appropriately addressed in all the materials and services provided by GUO. For example, GUO is responsible for the production of various technical materials:

- Global Urban Indicators Data base
- Urban info
- Urban inequities surveys
- Local Urban Observatory and a guide for Local Urban Observatory
- City prosperity Index

- Composite Streets Connectivity Index
- Streets as Public Spaces (Streets for All)

These are all data collection tools and they must promote data collection and the calculation of indicators that highlight gender issues and conduct analyses on gender-disaggregated and age-disaggregated data.

GUO data are used to produce two flagship substantive documents;

- Global Report on Human Settlements
- State of the World Cities Report.

The R&CD branch working with specialists versed in the disciplines associated with the various thematic areas of UN-Habitat and the related gender issues can provide the support required by promoting the collection of appropriate data by GUO and by ensuring that gender differences and gender inequalities and the effects of policies on gender are systematically and consistently addressed in the analyses of the themes of the flagship reports.

R&CD must further participate in the launch of its reports and tools and follow-up events to respond to media and the public for clarification and additional information on the Flagship reports' findings in terms of gender issues.

## **WOMEN'S EMPOWERMENT AND THE GLOBAL URBAN OBSERVATORY**

Empowerment means women and men having the capacities and capabilities that enable: self-confidence and self-reliance; control over their own lives; and the ability to solve their own problems. Access to information and knowledge is therefore empowering because it can enable and support these capabilities and capacities in women and men.

The Global Urban Observatory can support the empowerment of women and urban populations with data to understand how their city is growing, what the needs of city residents are and how local governments are delivering on them. Such information will need to be user friendly so that people find the information they want in a manner they can utilise.

**Examples of gender-sensitive indicators for the Global Urban Observatory**

Expected Outcomes	Illustrative indicators
Improved monitoring of gender equality and women's empowerment in urban conditions and trends	<ul style="list-style-type: none"> <li>• Increased demand for data disaggregated by sex, age, (among others), taking into account the different groups in cities.</li> <li>• Increased number of national statistical offices producing urban data and indicators desegregated by sex where possible.</li> </ul>
Improved knowledge of sustainable, equitable and gender responsive urbanisation issues at the local and, national and global levels	<ul style="list-style-type: none"> <li>• Increased percentage of local and national governments have used UN-Habitat equitable and gender responsive best practices database, equitable and gender responsive training and gender responsive capacity development tools and guidelines. Current Baseline? Target for next planning year?</li> <li>• Increased number of countries producing national cities reports that have data disaggregated by sex to enhance local and national policy planning. <ul style="list-style-type: none"> <li>▪ What is the current Baseline?</li> <li>▪ What is the target for the next planning period?</li> </ul> </li> </ul>

## Good Practices: Research, Capacity Development and the Global Observatory

Ensure that women's rights and gender equality are central to urban Research

- Women's rights and gender equality is reflected in the agendas of Urban Research.

Ensure that women's rights and gender equality are central to Capacity Development

- Women's rights and gender equality is reflected in the agendas of Capacity Development.

Develop a process for collecting and disseminating information that reflects an understanding of the different experiences of urban women, men, girls and boys.

- Recognize that urban women, especially poor women and girls face numerous and diverse constraints given their diverse locations as indigenous people, ethnic minorities, youth, widows, people with disabilities, elders, or slum dwellers in expressing their experiences as urban dwellers, in accessing information on how their needs as city residents facing enormous challenges are being incorporate into urban policy making and how local governments are delivering on their needs.
- Provide user friendly data to city residents, especially poor women so that women find the information they want in a manner they can utilise.

Ensure that collection, management and sharing of urban data, information and knowledge are guided by gender responsive principles and are ultimately being used for the benefit of the poorest women, girls, boys and men.

- All UN-Habitat technical materials and flag ship reports will substantively reflect the collection and gender analysis of sex-disaggregated data to
  - Improve monitoring of urban conditions for the benefit of the poorest women, men, boys and girls.
  - Improve knowledge of equity issues in urbanisation



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Urban Research and Capacity Development Branch comprises of three units: Research, Capacity Development, and the Global Urban Observatory units. Urban policy making, design, planning and financing require skills, knowledge and information. The Urban Research and Capacity Development branch directs its efforts towards the production of knowledge, the collection of sex-disaggregated data and analysis and monitoring the Habitat Agenda, the Millennium Development Goal targets and reporting results through global flagships reports and the urban Indicator Programme. The objective of this gender issue guide on Urban Research and Capacity Development is to:

- Increase understanding of gender concerns and needs in Urban Research and Capacity Development
- Develop staff and partners' capacity to address gender issues in select human settlement areas
- Encourage staff and partners to integrate gender perspectives into policies, projects, and programmes for sustainable urban development
- Support institutionalization of the culture of gender mainstreaming and gender equality through the implementation of gender-sensitive projects/ programmes and the monitoring of gender mainstreaming progress.

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