GENDER–INCLUSIVE URBAN SPACES REPORT

22nd March, 2024

Authored by

NA NIKORE ASSOCIATES

Knowledge Partners

FOREWORD

In the pursuit of creating inclusive societies, it is imperative that we examine various facets of citizen experiences from the perspective of stakeholders, including the often-overlooked intersection of urban infrastructure and gender. Urban infrastructure refers to mobility, sanitation, care and public spaces. It is at this very intersection of these four very critical services that we will be able to find a host of solutions to create more equitable and inclusive societies.

In this TalentNomics research paper, the authors delve into the complexities of this intersection, shedding light on the unique challenges faced by women and girls in accessing safe, reliable, efficient and affordable services related to urban infrastructure. Most women have very few choices – choices that limit their ability to participate in economic opportunities, education, care, social participation and personal freedom. For many women in our societies, transportation remains a barrier rather than a bridge to these opportunities, care facilities are insufficient, sanitation is woefully inadequate and public spaces are a luxury. Whether due to safety concerns, lack of affordable options or inadequate infrastructure, women are disproportionately impacted.

There are no easy answers. Through excellent research and insightful analysis, the authors of this paper explore the myriad ways in which gender shapes the infrastructure-related experiences of women and girls. The authors also highlight the innovative solutions that are being tried and implemented, often at the grass-roots level. These findings confront prevailing stereotypes and biases, challenging existing policies, design methods, pricing mechanisms and operating practices and provide options for the development of innovative solutions to address these challenges.
.
As we navigate the complexities of gender and urban infrastructure, let us pay special attention to the needs of those who have too often been marginalized or ignored. Let us work towards providing infrastructure options that not only address the practical challenges but also dismantle the entrenched inequalities that are prevented in our urban systems today.

I am very hopeful that this paper will serve as a catalyst for meaningful dialogue and action, inspiring policymakers, designers, and operators to make inclusive and equitable services a reality. By doing so, we can build a future where safe and accessible urban infrastructure and services are truly available to all, at all times, regardless of gender, age and economic status so every girl and woman can exercise their right to live, learn, work, learn, and travel freely and safely throughout their cities.

Suparno Banerjee
Member of the Board, Talentnomics Inc.
March, 2024

ACKNOWLEDGEMENT

In our quest for moving to an Equiverse- a Universe where gender equity is the norm, it is critical to build inclusive urban spaces.

As we navigate the complexities of urban development in South Asia, gender equity emerges as a paramount concern. The data speaks volumes, revealing a stark disparity in female labour force participation across countries in the region. From India to Afghanistan, social norms continue to exert a profound influence, shaping urban landscapes that often fall short of providing women with equitable access to opportunities and well-being.

In our ongoing pursuit of progress, the emergence of smart cities has captured global attention. Yet, as we celebrate success stories like Singapore, it becomes increasingly evident that a significant gap persists in the quest for truly inclusive urban environments.

Drawing upon the rich discussions and innovative ideas that surfaced during our 8th Annual Global Conference on November 24th, 2023, TalentNomics embarked on a journey to deepen the dialogue surrounding gender-inclusive urban development.

This report serves as a testament to our collective commitment to fostering gender equity in urban spaces. It is a reflection of our unwavering dedication to creating cities that not only accommodate but empower every individual, irrespective of gender.

I would like to thank TalentNomics Inc. for their support of the conference and for sponsoring this report.

I extend my heartfelt gratitude to our knowledge partners, Nikore Associates, whose invaluable insights and support have enriched this endeavour. This report has been authored by Mitali Nikore and Vaanya Ranade, with research assistance from Radhika Khandelwal and Ojaswi Anand. We are grateful for inputs and peer reviews from Suparno Banerjee.

Together, let us continue to push the boundaries of possibility, propelling South Asia towards a future where gender equality thrives in every corner of our cities.

Warm regards,

Ipsita Kathuria
Founder & CEO
TalentNomics India

I. INTRODUCTION

India's urban spaces are a melting pot of different cultures and traditions. Currently, 56% of India's population lives in cities, which is expected to grow to 70% by 2050. In 2023, the World Bank reported that 36.4% of India's total population resided in urban areas. The urban population of India has been increasing steadily over the years, from 17.3% in 1960 to 35.39% in 2021. These trends indicate that India's urban population is growing faster than its rural population, which is fuelling India's economic growth and development, with increased urban infrastructure and high demand for jobs, also leading to increased inequality.

According to the World Bank, India's urban population is growing faster than its rural population. The annual urban growth rate in 2020 was 2.4%, while the annual rural growth rate was 0.1% and the annual overall growth rate was 0.99%. The Labour Force Participation Rate (LFPR) in India has been increasing over the years, with a significant increase in rural areas from 48.9% in 2017-18 to 56.7% in 2022-23 and in urban areas from 47.1% to 49.4%. This increased growth and labor force participation in urban areas is fuelling India's economic growth and development, with increased urban infrastructure and high demand for jobs, however, also leading to increased inequality.
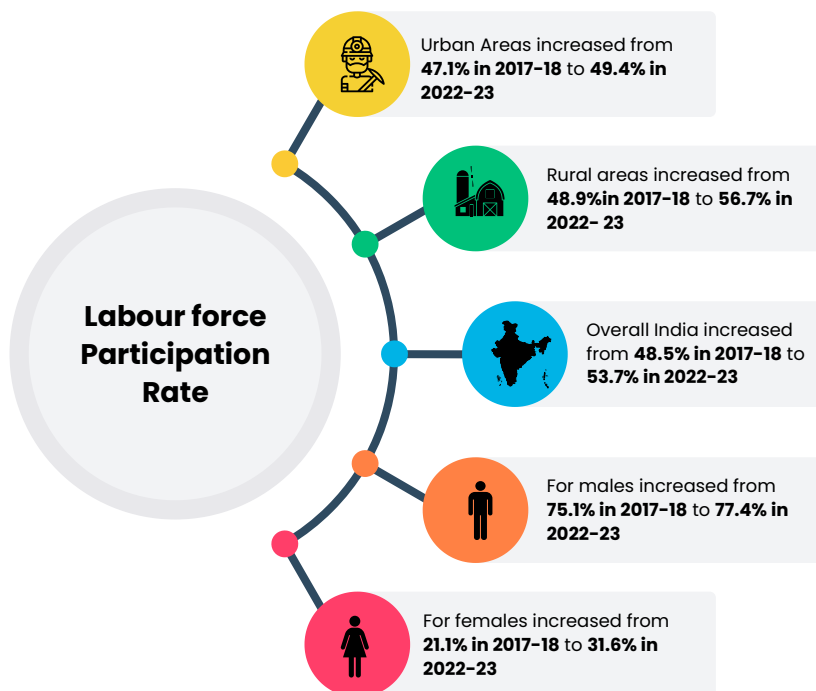

Urban Areas increased from **47.1% in 2017-18** to **49.4% in 2022-23**

Rural areas increased from **48.9% in 2017-18** to **56.7% in 2022- 23**

Overall India increased from **48.5% in 2017-18** to **53.7% in 2022-23**

For males increased from **75.1% in 2017-18** to **77.4% in 2022-23**

For females increased from **21.1% in 2017-18** to **31.6% in 2022-23**

Figure 1: Labour Force Participation Rate Trends

The LFPR data sheds light upon how the labor force participation rate for females has grown more than 10% whereas for males has only risen by 2%. Concerning historical data, we have witnessed how, the Female Labour force participation rate, or the FLFPR, started rising post 1718, and kept rising till 1990. However, according to the World Bank, the FLFPR in India has declined from 31.2% in 1990 to 20.5% in 2019. This is one of the lowest rates in the world, and far below the global average of 47%.

However, the FLFPR in India has shown some signs of recovery in recent years, especially after the Covid-19 pandemic. The FLFPR in India increased to 25.1% in 2020-21 and 37% in 2022-23. This increase was mainly driven by the rural areas, where the FLFPR rose from 24.6% to 30.5% in 2020-21. The urban areas, however, saw a marginal decline in the FLFPR from 16.1% to 15.5% in 2020-21. This decrease in the urban female labor force participation rate was caused due to the migration of women from urban areas to rural areas during the COVID-19 pandemic and raises a cause of concern.

Urban spaces serve as catalysts for growth, employment generation, and groundbreaking innovations, with 80% of India's GDP coming from cities. Urban spaces function as economic powerhouses and innovation hubs boasting extensive markets that can allure investments, expertise, and skilled personnel, fostering innovation and creating economic opportunities. The close interaction between workers and businesses in cities results in heightened labor productivity through agglomeration economies.

In Indian urban areas, we have seen the rise of urban agglomerations. Urban agglomerations suffer from poor connectivity, high traffic congestion, and increased commute times due to insufficient public transportation infrastructure. Cities such as Delhi, Chennai, and Bangalore are densely populated and have been unable to develop into twin cities, which essentially are neighboring urban centers that, over time, develop into a single conurbation, due to transport and connectivity issues. These gaps then become barriers for women to access urban spaces. In a recent Delhi NCR study by Nikore Associates, it was highlighted that men travel an average of 12 km for work every day, while women only travel 6 km per day, and that women are restricted from traveling longer distances, which limits them to nearby work opportunities.

According to a study conducted by the Gender and Policy Lab in Chennai in 2023, women in the city generally avoid venturing out after 6 pm due to safety concerns. The study also highlights that only 16-17% of women's travel is for social and recreational reasons and that 36% of women preferred to travel in groups as a safety measure. As per the Institute for Transportation and Development Policy, safe, comfortable, convenient, and affordable transport can play an important role in not only helping meet women's practical needs such as access to schools and markets but also in contributing to their strategic empowerment by facilitating access to social and economic opportunities. Similarly, barriers such as sanitation infrastructure, care infrastructure, and the basis of designing public spaces restrict women from not only accessing these public spaces but also restrain them from availing of work opportunities.

The motivation behind this report is to explore possible ways to mainstream gender in infrastructure elements and highlight tools for designing gender-responsive urban spaces. This report aims to intricately highlight the importance of gender mainstreaming of urban public spaces in India. The report examines infrastructure elements such as urban mobility, sanitation infrastructure, care infrastructure, and design of public spaces by recognizing gaps and recommending efforts to mainstream gender with the help of case studies in the second section. Additionally, in the third section of this report, we highlight essential tools for gender-responsive cities like gender-disaggregated data, gender action plans, gender budgeting, partnerships, and women's leadership and decision-making through various international and Indian best practices.

II. INFRASTRUCTURE ELEMENTS TO BE GENDER MAINSTREAMED

Creating gender-inclusive urban public spaces necessitates a comprehensive examination of infrastructural elements with subsequent revisions. This section focuses on infrastructural policy actions related to urban public spaces, providing examples of best practices in the following areas: Urban Mobility, Sanitation Infrastructure, Care Infrastructure, and Design of Public Spaces.

FIGURE 2: INFRASTRUCTURE ELEMENTS TO BE GENDER MAINSTREAMED

Urban Mobility

Sanitation Infrastructure

Care Infrastructure

Design of Public Spaces
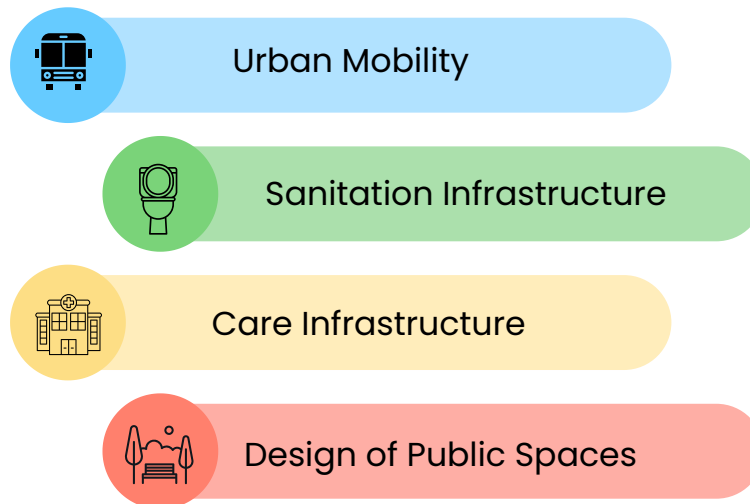
a. Urban Mobility

In the quest for gender-responsive urban public spaces, a fundamental step involves delving into the nuanced realm of gender-specific mobility patterns. By acknowledging and comprehending the distinctive ways in which different genders navigate urban environments, urban planners can tailor their strategies to address the diverse needs and preferences that influence individuals' commuting behaviors. This understanding forms the bedrock for crafting policies and interventions that cater to the specific challenges faced by different genders in the realm of urban mobility.

According to the World Bank, women are active public transport users across Indian cities. 84% of women's trips are by public, intermediate public, and non-motorized modes of transport. However, women's concerns around safety, affordability, accessibility, connectivity, and over-crowding are often neglected by policy-makers and technical staff who design urban mobility systems, they rather develop a system that benefits a "neutral" male user.

Barriers to accessing public transport, lack of safety during travel, and social norms restricting mobility, severely impact women's work, education, and life choices. The existing transport sector policies, regulations, plan documents, legal frameworks, and guidelines must be reviewed to identify gaps in gender inclusion and responsiveness.

The incorporation of gender-responsive elements in fixed and movable public transport assets, such as buses, metro trains, bus stops, and stations, among others is a significant step. Introducing short, circuitous bus routes to meet the needs of women commuters, and ensuring sufficient seating for women, children, and elderly at stations and in vehicles along with adequate storage space in vehicles for small bags, strollers, and wheelchairs is important. Additionally, ensuring ease of entry/exit on vehicles, lowering the floors of buses, and provision for additional services/ stops near markets, schools, and hospitals away from the city center must be focused on.

Moreover, pathways and walkways are integral parts of utilizing public urban spaces. Prioritizing walking infrastructure – wide, obstruction-free footpaths, street lighting, and clear signages, and developing dedicated bicycle lanes are some important infrastructure tools to improve mobility while considering safety. This would directly impact cases of sexual harassment on darker and empty streets, making them safer for women to access.

To fortify the foundation of gender-responsive urban planning, it is imperative to dissect safety concerns and the perceived threats that linger in public transport and spaces. By gaining insight into the unique safety challenges experienced by individuals of different genders, authorities can sculpt policies and initiatives that prioritize the creation of secure and inclusive public environments. By integrating a gender lens into both new and existing policies, fostering inclusivity in decision-making processes, and advocating for mandatory training for duty-bearers, urban spaces can be transformed into havens that are not only accessible but also responsive to the diverse needs of the entire community.

In the recent times, Chennai has emerged as India's first gender-inclusive city due to the consistent efforts of the Greater Chennai Corporation (GCC) in combination with the Gender and Policy Lab, the following Case Study, encapsulates its best practices.

CHENNAI'S GENDER AND POLICY LAB

Initiatives	Description
City	Chennai
Year	2022
About the initiative	• The Gender and Policy Lab (GPL) was operationalized in February 2022 by the Greater Chennai Corporation under the Nirbhaya Funds as part of Chennai City Partnership between the Government of Tamil Nadu and World Bank. • The objective of the Lab is to enhance women's access to opportunities by improving safety and gender responsiveness in public spaces and transport through a collaborative approach involving multiple government departments, civil society organizations, elected representatives, and academic and research institutions. .
Framework of the Initiative	The initiatives of the Gender and Policy Lab can be classified under the following four focus pillars: 1. Assess Ground Situation: Studies on women's access and safety in Chennai by understanding perception and by assessing civic infrastructure. 2. Strengthen Policy: Review of state policies and developing operational manuals concerning women and providing recommendations for strengthening the same. 3. Build Capacity and Awareness: Conduct campaigns and workshops to promote women's access and work in the city. 4. Strengthen Infrastructure and Services: Provide recommendations to different departments for making infrastructure and services better for women and girls.
Outcome of the Initiative	• Chennai has been an exceptional benchmark for providing a gender lens on existing mobility infrastructures and transit services, institutional capacity, grievance redressal systems, mindsets of different stakeholders and expectations of women commuters in Chennai. • It has been instrumental in creating a system with seamless inter-departmental coordination within the government and outside the system to facilitate gender mainstreaming in urban development.
Gender and Policy Lab's inauguration Chennai	

b. Sanitation Infrastructure

In the urban landscape, the role of sanitation infrastructure is pivotal in shaping inclusive and gender-responsive public spaces. Constructing gender-sensitive toilets is crucial due to issues disproportionately affecting women, girls, and third-gender individuals. Unhygienic public restrooms expose women and girls to reproductive tract infections, and cultural norms often compel them to delay toilet use until after dark, impacting their health. Inadequate delivery and postnatal care, coupled with limited access to water, sanitation, and hygiene (WASH) facilities, contribute to maternal and infant illnesses. Menstruating girls and women experience absenteeism from school or work due to inadequate WSS conditions, potentially leading to dropouts. Pregnant women require safe sanitation facilities, and using public toilets, especially at night, poses safety risks. Similarly, third-gender individuals face threats when using toilets aligned with their identity, necessitating separate facilities.

To address safety and privacy concerns, several policies can be implemented. To begin with, separate entrances for male, female, and third-gender sections with sufficient distance are essential. Locals, particularly women, girls, and third-gender individuals, should be consulted about the toilet's location. The availability and accessibility of public sanitation infrastructure should be maintained in all urban public spaces. Accessibility considerations involve proximity to homes, accessible cubicles, clear opening times, and amenities for caregivers, such as charging stations and private spaces for breastfeeding. A noteworthy initiative by the government of India has been the launch of "Find X Toilet" a toilet tracking app in Delhi.

TOILET LOCATOR APP IN DELHI

Initiatives	Description
City	New Delhi
Year	2016
About the initiative	Find x Toilet, launched as part of the Swachh Bharat Initiative, is a valuable app for locating the nearest toilet in Delhi. Here are the key features: Toilet Locator: The app uses your phone's GPS to find nearby publicly accessible toilets. Once the nearest toilet is located, it provides the shortest route to its exact location. Quality Ratings: Users can rate the quality and upkeep of public toilets. This helps others find clean facilities. Crowd-Sourced Data: The app includes information on 1,000 toilets in Delhi (approximately 80% of the total). Users can also add toilets that are not already listed, contributing to a comprehensive database.
Outcome of the Initiative	The app has been able to track over 1,000 toilets covering 80% of Delhi. This has made locating a clean toilet and the shortest route to it very easy, making access to public sanitation infrastructure more gender inclusive.

Moreover, attention to women's specific needs and challenges is integral. Adequate lighting, and ventilation systems that maintain privacy are crucial. Menstrual hygiene management requires handwashing facilities, accessible menstrual products, litter bins, and mirrors in each toilet block, are essential.

After ensuring the existence of separate public toilets for women, the most important factor is maintenance. It is imperative to designate trained female attendants for all public toilets, ensuring their presence throughout operational hours. There should be regular clean-ups and hygiene checks of the facilities. Additionally, it is recommended to deploy a security guard specifically for female toilet blocks that remain open during nighttime hours. This measure aims to enhance safety and instill confidence among users, creating a secure environment within public spaces.

The Petrapole Land Port in India serves as an exemplary case study for the implementation of women's sanitation facilities, showcasing a commendable model particularly suited to its location and thereby setting a noteworthy standard for urban spaces.

SANITATION INFRASTRUCTURE AT PETRAPOLE LAND PORT

Initiatives	Description
City	India- Bangladesh Border
Year	2017
About the initiative	The IDFC Foundation and the LPAI are collaborating on a project to improve sanitation facilities at Petrapole Land Port. This included the Land Port at Petrapole having separate, well maintained, women's washrooms, with proper sanitation facilities in place. Additionally, shaded rooms are provided for female DEOs that prevent them from harmful exposure to the sun and facilitate a safe and comfortable working environment.
Outcome of the Initiative	Women workforce at LPAI constitutes more than 12% of its total employees at this Land Port. In a recent visitation of the Petrapole Land Port by the World Bank Team, it was highlighted how the women workforce greatly appreciated the level of sanitation the facility holds. The existence of such well-maintained sanitation infrastructure for women at a Land Port Facility has been witnessed as a best practice for not only other Land Ports, but also Urban Spaces.
	World Bank Team at the Petrapole Land Port Women Workers at the Petrapole Land Port

Source: World Bank Study of Gender Mainstreaming at Land Ports of India

c. Care Infrastructure

In the dynamic nature of urban development, the provision of child and elderly care infrastructure emerges as a pivotal cornerstone in fostering gender-responsive public spaces. By unraveling the intricate layers of child and elderly care within urban settings, this report aims to shed light on strategies that not only enhance accessibility and safety but also contribute to the creation of public spaces that are genuinely responsive to the diverse needs of caregivers and their dependents.

In the context of India, the burden of caregiving more often than not falls on women. A recent Gender and Policy Lab study in India found that women spend eight times more hours on unpaid care work than men. Analysing 2019 data, showed Indian women spend 4.5 hours daily on caregiving. The study highlights the pandemic's unequal impact on women's employment, limiting their time for paid work and skill development compared to men.

To create gender-responsive urban spaces, it is essential to consider this burden that women have and implement policies that cater to women as unpaid caregivers. The availability and accessibility to care facilities should be granted to women. There should be elderly care infrastructure planned in the urban master plans. There should be a creche at every urban workspace. According to the Maternity Benefit Act of 2017, every company should have crèches in their offices, however, most company offices in India don't have childcare facilities like creches. Furthermore, the accessibility of these care facilities is also important. The public transport of a city should be well connected with easy commute to and from these child and elderly care facilities.

The government's role also plays an important hand, when it comes to collaborating and addressing the infrastructural gaps in the care economy of India. Governments should prioritize public investment in care infrastructure, focusing on expanding childcare and elderly care facilities, particularly in underserved areas. Countries should increase fiscal allocations for care policies, following the lead of nations like Canada, Germany, China, and the United Kingdom. Additionally, formalizing care work through skill training programs and comprehensive frameworks can improve working conditions for care workers.

Recognizing caregiving as a "critical social good and an essential human right," public-private partnerships (PPPs) emerge as pivotal instruments in devising effective care service delivery models. Leveraging public-private partnerships (PPPs) for care services and infrastructure is crucial for gender-inclusive recovery, and governments should incentivize investments in community-based organizations and social enterprises, especially in rural and informal sectors. Governments and the private sector can collaborate across three intervention types in the care economy, an extraordinary example of this can be seen in the economy of the United Kingdom.

For these partnerships to work, firstly, leave and benefits policies, including mandated paid maternity leave and normalized paid paternity leave, aim to support caregivers. Nations should adopt gender-inclusive parental leave frameworks, emphasizing equal leave for mothers and fathers. Funding for childcare leave can be achieved through a mix of employer-employee contributions, insurance, and public funding. Extend leave benefits to informal workers through initiatives like parental cash transfers. Shared parental leave provisions further encourage gender-neutral caregiving responsibilities, with considerations for extending coverage to informal workers. Subsidies for care services, in the form of individual tax credits for parents and tax concessions for businesses promoting childcare benefits, incentivize the provision of care-related amenities. Employers offering facilities like breastfeeding rooms and supporting care leaves may receive tax breaks.

Collecting gender-disaggregated data on care work through surveys and standardized frameworks is essential for informed policymaking and tracking progress. The government should collaborate on common data collection methodologies to actively monitor care-related fiscal investments and job creation. Examples from various countries, such as the Household Satellite Accounts system in Mexico, provide valuable models for effective data collection.

The enhancement of skill training and formalization of existing care work structures are imperative for fostering improved working conditions within the caregiving sector. This entails the development of enhanced organizational frameworks, incorporating comprehensive job roles and payment bands that align with the diverse skills, duty hours, and experience of care workers. By addressing these aspects, policymakers can contribute to the creation of a more dignified and equitable environment for those engaged in care work, recognizing the value of their skills and dedication to promoting a thriving care economy.

However, the care economy grapples with inherent challenges. Care workers often endure precarious conditions, informality, and low wages, disproportionately affecting women and perpetuating gender inequalities. The marketization of care raises concerns about prioritizing profit over quality, potentially leading to the exploitation and commodification of caregiving services. Addressing these drawbacks necessitates policy interventions, skill training, and the formalization of care work structures to ensure fair conditions and prospects for care workers, thereby fostering a more equitable and responsive care economy.

The United Kingdom's care sector sheds how even though these gaps exist, it serves as an exemplary example for India when it comes to care infrastructure and creating more gender-neutral urban spaces
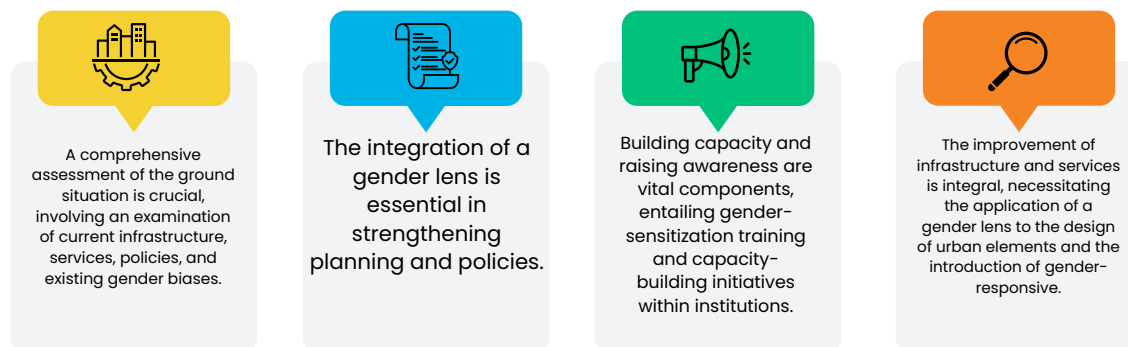
UK CARE SECTOR SCHEMES

Initiatives	Description
City	England
Year	2023
About the initiative	Due to rising childcare costs in Britain taking up nearly 30% of the income of a couple with two young children, the government of United Kingdom provides 30 hours of free childcare per week to eligible working parents of children aged under five by 2025. Funding to nurseries for the existing free hours will be expanded by 288 million pounds ($ 350 million) in 2024-25, in addition to more than 4.1 billion pounds by 2027-28 to fund the expansion. Some additional initiatives include: · 15 hours of free childcare: Starting in April 2024, children aged two and up will be entitled to 15 hours of free childcare per week. In September 2024, this will be extended to children aged nine months and up. · 30 hours of free childcare: Starting in September 2025, working parents of children aged nine months and up will be entitled to 30 hours of free childcare per week until their child starts school. · Staffing ratio: For two-year-olds, the staffing ratio will change from 1:4 to 1:5.
Outcome of the Initiative	· This plan helps in reducing the burden of childcare costs that increases productivity of parents and improves parental and childcare outcomes. The government has put plans in place for increased childcare funding for the children of working parents: 30 free childcare hours for children aged over nine months, to be rolled out by 2025
Childcare sector reforms by the UK government	

Source: BBC, SIRM

talent
nomics
The Ripple of Change
INDIA

TALENTNOMICS

NA NIKORE ASSOCIATES

d. Design of Public Spaces

Lastly, when aiming to create gender-responsive urban spaces, the design of public spaces stands as a powerful pillar for fostering a gender lens. To ensure that cities can emerge as true engines of inclusive growth, job creation, and innovation for women and persons of minority genders, urban planning, and design need to evolve. The design of a public space should prioritize goals such as fair accessibility, adaptability for various uses with clear information, suitable dimensions and layout for easy access, minimal physical exertion, and an allowance for errors.

Urban design operates on several foundational principles given by the World Bank to create gender-responsive public spaces:

A comprehensive assessment of the ground situation is crucial, involving an examination of current infrastructure, services, policies, and existing gender biases.	The integration of a gender lens is essential in strengthening planning and policies.	Building capacity and raising awareness are vital components, entailing gender-sensitization training and capacity-building initiatives within institutions.	The improvement of infrastructure and services is integral, necessitating the application of a gender lens to the design of urban elements and the introduction of gender-responsive.

This multifaceted approach aims to enhance the overall inclusivity and safety of public transport and public spaces, promoting a more equitable urban environment.

Urban spaces like Parks, Markets, Playgrounds, Pathways, and Pedestrian Streets, need to be designed in a way to incorporates the safety and inclusion of women. There needs to be sufficient lighting plans, making it safe for women even after dark, there should be no blind spots and installation of CCTV cameras should be assured. The monitoring of these spaces should be strict.

Additionally, Sexual Harassment is a key issue concerning public spaces. The gap in the prevalence and reporting of sexual harassment needs to be addressed through efficient redressal mechanisms. As per a report done by the World Bank in 2022, in Delhi, 88% of women surveyed, reported facing sexual harassment in public transport but only 1% reported it to the police. A similar trend of underreporting is visible in Chennai, Pune, and Mumbai.

Undertaking regular safety audits of public transport and public spaces is a necessity. The government should analyze and generate heat maps across the city and identify "red zones" or hot spots of sexual harassment. Deployment of police may be increased at the hot spots. Additionally, the provision of female police officers in public spaces would allow women to feel safer and would increase the probability for women accessing these public spaces to make complaints and reach out.

A grievance redressal cell must be established. There must be provisions to create awareness of the redressal mechanism. The multiplicity of redressal systems which confuses and discourages women from reporting incidents of sexual harassment, must be acknowledged. Moreover, the consequences of not adhering to these mechanisms are also integral when looking at the efficient and strict implementation of these systems in urban spaces. Incorporating these aspects incorporate a gender lens when designing urban public spaces

An exemplary example of the efficient implementation of gender-responsive design of public spaces can be seen in Vienna. Vienna is considered a pioneering city in gender planning for its more than 25 years of practice. The Women's Office initiated planning-centered efforts in 1991, leading to a dedicated coordination office in 1998.

GENDER-INCLUSIVE DESIGN OF VIENNA

Initiatives	Description
City	Vienna
Year	1990s to present
About the initiative	Gender mainstreaming became a city-wide strategy in 2000, expanding into spatial development. From 2005 to 2010, Vienna executed about 60 pilot projects across planning levels. This approach, guided by a gender planning expert, involved interdisciplinary collaboration across administrative levels. The development of Lake City Aspern focused on gender-related aspects and women's needs—for instance, their higher sensitiveness to safety in public spaces and their larger share of care work. Women's requirements were accounted for in the design of the area and of individual buildings. This encompassed park designs, sidewalk width and accessibility, seating availability in public spaces, lower buildings with streets being visible, well-lit streets, and a polycentric structure with facilities within a 15-minute walk.
Framework of the Initiative	Addressing affordable housing with a gender lens, the project creates a safe and accessible urban environment for women. Spaces that induce anxiety, such as underground parking lots, were carefully designed to improve the feeling of safety. Residents express high identification with the community. Many report they feel like urban pioneers.
Outcome of the initiative	Special focus is planned on safety features, such as footpaths being clearly visible and parks being well lit. The crime rate against women of Vienna is significantly lower when compared to other cities. Provisions such as wider footpaths, ramps for bikes and prams, better lighting facilities have reduced the anxiety for mobility; and gender budgeting has improved the access to the city (Hunt, 2019). An interesting initiative in transport service is the inclusion of gender-balanced public signages such as female pictograms on the pedestrian crossing and road worker signages (Peters, 2013)
	Claudia Prinz Brandenburg, landscape architect, Park Department of the City of Vienna explains the gender mainstreaming principles in Einsiedeln park

III. TOOLS FOR DESIGNING GENDER-RESPONSIVE CITIES

This section of the report covers a spectrum of tools that aid in the designing of Gender-Responsive Cities, it examines international best practices for each of the tools and presents the application of each in the Indian context with an example. Implementation of Gender-disaggregated data, a Gender Action Plan, Gender Budgeting, having Partnerships with stakeholders, and having Women in leaderships positions would directly allow urban spaces to be designed from a gender lens.

FIGURE 3: TOOLS FOR DESIGNING GENDER-RESPONSIVE CITIES
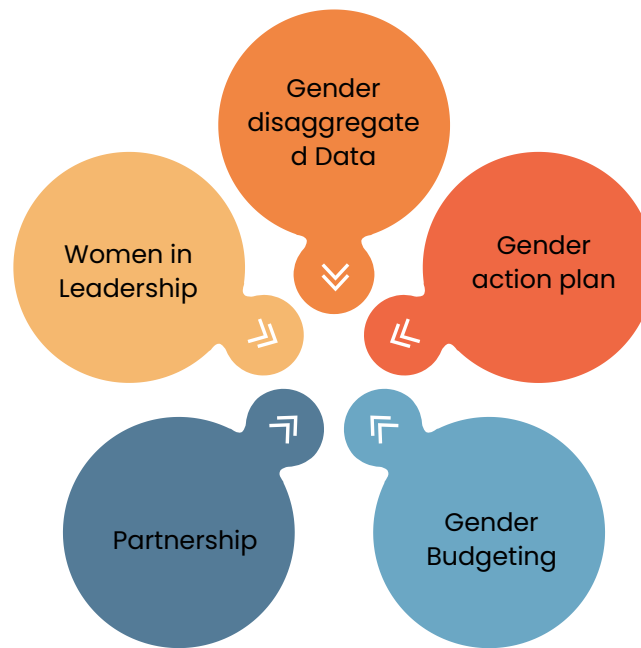
a. Gender-disaggregated Data

Gender-disaggregated data refers to information collected and categorized separately for women and men. This data enables the measurement of disparities between the genders across diverse social and economic dimensions. Cities that actively gather and utilize gender-disaggregated data in their planning and design processes gain a more comprehensive understanding of the distinct needs of different groups. This approach allows them to address the challenges faced by women more precisely.

An illustrative example on the international stage is found in Tanzania and is elaborated upon below:

COLLECTION OF GENDER-DISAGGREGATED DATA UNDER THE TANZANIA GENDER NETWORKING PROGRAMME (TGNP)

About the initiative	The Tanzania Gender Networking Programme (TGNP), a national NGO, acted as the catalyst for conducting TUS in the United Republic of Tanzania. They are pioneers of collecting gender disaggregated data. Additionally, TGNP organized workshops for government officials from the National Bureau of Statistics, the Ministry of Finance and the Planning Commission on the importance and uses of TUS data in uncovering unpaid domestic and care work and how this information could be used in economic modelling and policy design. TGNP also conducted small-scale research on time-use patterns in households with HIV patients. Following this pilot research and advocacy by TGNP, the country's National Bureau of Statistics decided to add a time-use module to the 2006 HLFS with technical assistance from TGNP.
Conferences by the TGNP	 **Source**: Budlender 2007

Source: Sex Rights Africa Network

Similarly, in India, the utilization of data reflecting diverse gender-based experiences empowers cities to address and rectify inequalities by allocating resources more responsively and equitably. An example of this is as follows:

THE INDIAN MINISTRY OF WOMEN AND CHILD DEVELOPMENT ENCOURAGES GENDER DISAGGREGATED DATA	
About the initiative	The Indian government has adopted Gender Budgeting as a tool for mainstreaming gender perspective at various stages of planning, budgeting, implementation, impact assessment and revisiting of policy/programme objectives and allocations. The concerned Ministries / Departments of Government have been regularly collecting gender-disaggregated data in various fields for achieving gender equality. The Ministry of Women and Child Development has been pursuing towards strengthening statistical systems through capacity building of the data collecting institutions and Gender Budgeting Cells, and perusing with all the Ministries/ Departments to report their schemes in the GBS to Ministry of Finance. It frequently publishes reports and provides sex-disaggregated statistics, which will facilitate the assessment of gender gaps in various aspects of development

Source: Ministry of Women and Child Development

b. Master Plan/ Urban Planning: Gender Action Plan

A crucial measure to eliminate inherent gender bias within urban settings involves the implementation of a gender action plan. This plan revolves around four key themes: safety and security, justice and equity, health and wellbeing, and enrichment and fulfillment. Notably, the city of Umea in Sweden has adopted a compelling gender-based action plan in its urban planning and development efforts. A case study discussing this is as follows:

THE GENDERED LANDSCAPE OF UMEA

About the initiative	The gendered landscape in Umea is an innovative way of demonstrating how a gender equality-based approach is taking shape in the city. In line with Umea's ambitious plans on sustainability and gender equality, the gendered landscape approach has been developed in Umea, and it is the first of its kind in Europe. The 'the gendered landscape' approach is being used to educate and create awareness about the importance of a cohesive understanding of gendered power structures concerning all urban planning in the city. • One example is the Freezone Park, a collaboration between different parts of the municipality and groups of girls and young women in the city. The collaboration led to a better understanding of the expectations that young women deal with every day and the need for public spaces where there are no preconceptions. • Increased lighting, rounded corners, and a large entrance in the middle are a few examples of a gender equality-based approach to building the new station tunnel in Umea. The tunnel connects the city center with the neighborhood of Haga and is a good example of how physical planning can benefit from a gender equality approach.
Gender Equality and inclusiveness in city planning	

Source: Smart city Sweden

An illustrative case in India is found in Maharashtra, where the government acknowledges and responds to the distinct needs, preferences, and experiences of both women and men within urban environments. The objective is to foster the development of cities that are inclusive, safe, accessible, and sustainable for individuals of all genders.

WATER, SANITATION AND HEALTH (WASH) PLAYS AN IMPORTANT ROLE WHEN IT COMES TO IMPROVING GENDER INCLUSIVITY IN MAHARASHTRA

About the initiative	To translate the spirit of current national guidelines that look at gender perspectives in sanitation into robust on-ground policies, Maharashtra has developed an action plan WASH under which the government has ensured to rebuild cities which are gender responsive. Maharashtra is the second-most urbanized state in India accounting for 10% of India's population. The Government of Maharashtra has taken proactive measures to empower women and contribute towards their welfare policies and institutional frameworks. • In the ongoing work, as part of Swachh Bharat Mission (SBM) 2.0, while construction of Individual Household Toilets (IHHT) or Community Toilet/Public Toilet (CT/PT) facilitates access to sanitation infrastructure, efforts have also been made to increase women's agency and move towards transformation. • The state has legislated that 50% of elected representatives at local level should be women. The state policy envisages both top-down and bottom-up approaches in strengthening women's participation across the sanitation service chain and facilitating women's access to opportunities both at local/ community level and at state level.
Outcome of the Initiative	Based on these pioneer interventions, women in Maharashtra are already leading compared to other states, as there is immense opportunity for them to become engaged in Faecal Sludge and Septage Management (FSSM).

Source: International Water Association

c. Gender Budgeting

Gender Responsive Budgeting (GRB) serves as a crucial instrument in overseeing policy commitments pertaining to gender equality, ensuring their proper representation in budget allocations. This tool enhances the collection and analysis of gender-disaggregated data to effectively narrow gender gaps while promoting accountability and transparency.

A notable example of this approach is evident in Malaysia, where the implementation of gender-responsive budgets stands out for addressing the specific needs and challenges faced by women

MALAYSIA AS AN EXTRAORDINARY EXAMPLE FOR GENDER-SENSITIVE BUDGETING

About the initiative	Gender-sensitive budgeting is extremely crucial. One such pilot example is Malaysia, which goes by the slogan "our money, our say." A proper analysis of the gender-responsive plan is executed. A large proportion of women from different walks of life are involved in the consultation process. This is done mainly through workshops and discussion groups to understand their needs and challenges. Based on this, projects are identified, planned, and implemented every year. A democratic process in the elections is also followed. Upgradation of recreational packs in a city along with city planning through active women's participation has aided Malaysia in becoming successful. A public pool is also created and visited frequently.
Outcome of the Initiative	This has improved in bridging the gap between local administration and communities across the country. Strategic needs and the empowerment of women have scaled up the success of gender-responsive policies. Hence, urban planning, even on a small scale, can yield great results. Thus, the institutionalization of gender planning in cities through organizations and the devolution of funds for gender-friendly budgets goes a long way.

Source: UNDP Malaysia

In India, Tamil Nadu is distinguished for its systematic and gender-friendly approach to gender budgeting, demonstrating a commitment to addressing gender-specific concerns through thoughtful planning.

TAMIL NADU'S GENDER-RESPONSIVE BUDGETING	
About the initiative	Tamil Nadu is emerging as a leader in gender-responsive budgeting, and the importance of creating a better Nirbha program in the coming years has been recognized. In Tamil Nadu, gender budgeting is a tool for gender mainstreaming and is concerned with gender-sensitive formulation of legislation, policies, plans, programs, and schemes; allocation and collection of resources; implementation and execution; monitoring, review, audit, and impact assistance. It is a continuous process that must be applied to all levels and stages of the policy process. • The departments delegate one or two existing staff members from the budget cell to the gender cell with additional responsibility, and they may be sensitized to gender budgeting. The gender cell identifies the three to six largest programs in terms of budget allocation and the major sub-programmes to analyze gender issues addressed by them. • They collect data to identify the impact of the program, take initiatives to facilitate or improve access to services for women, and encourage their active participation in the decision-making process at various levels, among others. All the new schemes are passed through the gender checklist and classified as gender transformative, responsive, neutral, and blind. Those who are blind are rejected, and those who are neutral are suitably modified.
Tamil Nadu promotes women centric policies by implementing gender budgets	

Source: UNWomen Entrepreneur India

d. Partnerships

Collaborative initiatives between governments, local counterparts, and non-governmental organizations (NGOs) are widely embraced as an effective means of fostering gender-responsive cities. This involves leveraging digital tools and innovative partnerships to heighten awareness of safety concerns, encourage active participation, and integrate gender equality into decision-making through the establishment of policies and task forces.

An international illustration of this approach is found in the city of New York, where a collaborative approach has been instrumental in promoting gender-responsive urban development, leading to a safer city.

NEW YORK'S WOMEN'S SAFETY PROJECT	
About the initiative	The Women's Safety Project in New York City is a partnership between the New York City Police Department, the New York City Housing Authority, and the Center for Court Innovation. The project aims to improve safety in public housing developments by increasing the participation of women in community policing efforts, providing training to police officers on gender-based violence, and creating a network of community organizations to support survivors of violence. The project has implemented several initiatives to make public spaces more gender-responsive. For instance, the project has established a Women's Safety Committee in each public housing development, which is responsible for identifying safety concerns and developing strategies to address them. The project has also created a Women's Safety Corps, which is a group of trained volunteers who patrol public spaces and report any safety concerns to the police. In addition, the project has developed a Gender-Based Violence Curriculum for police officers, which provides training on how to identify and respond to gender-based violence. The curriculum covers topics such as domestic violence, sexual assault, and human trafficking. The Women's Safety Project has been successful in improving safety in public housing developments in New York City. According to a report by the Centre for Court Innovation, the project has led to a significant reduction in crime in public housing developments, and has increased the participation of women in community policing efforts .

Source: World bank

In India, notable example of effective city planning through collaborative partnerships is Bhopal. The city of Bhopal has undertaken commendable initiatives by engaging in partnerships, showcasing a proactive approach to inclusive urban development

PARTNERSHIP THAT MADE BHOPAL A GENDER-INCLUSIVE AND SAFE CITY

About the initiative	In 2015, Safetipin, in partnership with WRI Cities Ross, conducted a study to assess women's safety in public transport in Bhopal. The study collected data using the Safetipin app in and around specific bus stops and corridors. The study found that women in Bhopal faced several challenges while accessing and using public transport, including inadequate street lighting, poor road conditions, and a lack of safe spaces for women in public transport. In 2018-19, Bhopal was studied again from the perspective of mobility of women in the city in partnership with The Asia Foundation. The study aimed to identify the issues and challenges faced by women commuters while accessing and using public transport in their everyday lives. The study used a combination of quantitative and qualitative tools, including safety audits using Safetipin applications, structured surveys with women respondents, and focus group discussions with diverse urban transport providers. The findings from the study highlighted that women from different age groups, educational backgrounds, and occupations rely on modes of available public transport, including Intermediate Public Transport (IPT) for their daily activities. The study recommended several interventions to improve women's safety in public transport, including improving street lighting, increasing the number of women in the police force, and creating safe spaces for women in public transport.
Outcome of the Initiative	In response to the study, the municipal government of Bhopal launched a Women's Safety Walk program, which involves community members, including police officers, civil society organizations, and local residents, in conducting safety audits of public spaces. The program has helped identify safety concerns in public spaces and develop solutions to address them, such as improving street lighting, increasing police patrols, and creating safe spaces for women in public transport.
Bhopal's Women Safety	

Source: Safetipin, The Times of India, The Asian Foundation

e. Women' leadership and Decision Making

The pivotal role of women's leadership in gender-responsive city planning cannot be overstated. Recognizing women as valuable assets to cities, and contributing to the economy through both formal and informal channels is essential for building inclusive urban environments. Furthermore, it is imperative to collect gender-disaggregated data throughout city landscapes and integrate gender-specific designs and planning.

An exemplary case study illustrating this approach is found in Rwanda, where a gender-inclusive electoral framework has paved the way for women to attain positions of power, contributing significantly to the country's progress.

RWANDA PROMOTES GENDER INCLUSIVITY THROUGH A COLLABORATIVE APPROACH

About the company	Rwanda promotes the participation of women at all administrative levels, from the smallest cell to provincial and national levels. Rwanda introduced two electoral innovations: - The triple balloting system and a parallel system of women's councils and women-only elections. The triple balloting system introduced in March 2001 guarantees the election of women to a percentage of seats at the district level. - Through this system, each voter uses three ballots: a general ballot, a women's ballot, and a youth ballot. Through a subsequent indirect election, a district council is chosen from candidates who win at the sector level. - This district council includes all those elected on the general ballot—one-third of the women and one-third of the youth. - From this group, the district mayor and other executive committee officials are chosen. This system has been successful in putting women into office. It also provides room within the system for women who are not comfortable challenging men directly in elections. Instead, they can compete against other women and gain experience campaigning and serving in government. - The women's councils and women-only elections guarantee a mandate for women in all elected bodies. These ten member councils include representatives of legal affairs, civic education, health, and finance. These councils have an advocacy role. - They are involved in skills training and making local women aware of their rights, as well as advising the generally elected bodies on issues that affect women and taking women's concerns to heart. - They ensure that the views of women on education, health, and security are communicated to the local authorities. Rwanda's achievements can be attributed to its membership in regional inter-governmental organizations that are involved in empowerment initiatives for women.
RWANDA aas the country with the highest number of women in power	

Source: Gender Mainstreaming in Local Authorities: Best practices by the UN

In *India, Sikkim stands out as the state with the highest representation of women in positions of power*. The indicators that have propelled Sikkim towards achieving gender-responsive urban planning are delineated below.

WOMEN PLAYING PIVOTAL ROLE IN DEVELOPMENTAL AREAS OF SIKKIM	
About the initiative	Sikkim has taken a leading role in advancing the presence of women in influential positions and decision-making capacities. As per a study conducted by Sikkim University, the engagement of women in political affairs has seen a notable rise, particularly after the introduction of reserved seats for women in panchayats. In the year 2020, the representation of women in Sikkim included 10 Advisors and Chairpersons, Deputy Mayor, along with 7 Adakshyas and Upadakshyas. Additionally, there has been a notable increase in women's participation in financial decision-making, challenging traditional norms and contributing to the improvement of their economic status.
Outcome of the Initiative	According to the National Family Health Survey (NFHS-5) 2019-21 report, published in March 2021, 66.2% of women in Sikkim have the freedom to move alone to all three places (market, health facility, and places outside the village or community). 89.7% of currently married women in Sikkim participate in household decisions, which is lower than the national average of 93.3% 1. Additionally, 76.4% of women in Sikkim have a bank or savings account that they themselves operate, which is higher than the national average of 67.8%.

CONCLUSION

I*n conclusion, this comprehensive report identifies the current infrastructural gaps in urban spaces, recommends policies to make urban spaces more gender-responsive, and presents multiple case studies as best practices.* Especially with a decrease in Female LFPR in Indian urban areas, recognizing these challenges that women face, particularly in terms of mobility and public safety, is integral.

The report emphasizes the need for gender-responsive urban planning. It details the issues related to urban mobility, sanitation infrastructure, care infrastructure, and the design of public spaces, providing insights into potential solutions and policy interventions. Infrastructure elements such as urban mobility require tailored strategies that address the unique needs and concerns of women in public transport. Safety, affordability, accessibility, and connectivity must be prioritized in urban mobility planning to ensure inclusivity. The discussion on sanitation infrastructure underscores the importance of gender-sensitive toilets. Attention to privacy, lighting, and cleanliness is crucial, along with the appointment of trained caretakers for maintenance and security. The burden of caregiving, predominantly borne by women, requires dedicated policies and infrastructure. Public-private partnerships, supportive leave policies, subsidies, and investments in care infrastructure are essential for creating a more equitable caregiving environment. The design of public spaces emerges for fostering gender-responsive urban environments. Principles of Universal Design, safety audits, and efficient grievance redressal mechanisms are critical components for ensuring public spaces are inclusive, accessible, and secure for all genders.

Further, the report discusses tools on how urban planning can be looked at from a gender lens. It discusses noteworthy examples from international and national cities. It encompasses the case studies of successful implementation of Gender-disaggregated data, incorporating a Gender Action Plan, the importance and best practice of Gender Budgeting, initiating Partnerships, and having a larger representation of Women in powerful and decision-making positions.

Overall, the report provides valuable insights into the fundamental concept of creating gender-inclusive urban spaces. It underscores the significance of well-implemented policies in fostering urban public spaces that are more attuned to the needs and experiences of women.

References

- ·Ollivier,Gerald Paul; Nikore,Mitali; Lnu,Sarah Natasha; Vasudevan,Vandana; Shah,Sonal Navin; Singhal, Akshat; Banerji, Ayushi; Varghese, Aleena. India - Toolkit for Enabling Gender Responsive Urban Mobility and Public Spaces : Volume 1 - The 'What-To-Do' Note for Policymakers (English). Washington, D.C. : World Bank Group. References

- ·"Changing Structure of Rural Economy of India Implications for Employment and Growth" by Ramesh Chand, S. K Srivastava and Jaspal Singh References

- Chand, Ramesh, S. K. Srivastava, and Jaspal Singh. "Changing Structure of Rural Economy of India Implications for Employment and Growth." NITI Aayog, Jan. 2023, https://niti.gov.in/sites/default/files/2023-01/DiscussionPaper_RuralEconomy.pdf.

- "Periodic Labour Force Survey (PLFS) Annual Report 2022-2023 Released." Ministry of Statistics and Programme Implementation, 29 Dec. 2023, http://mospi.nic.in/sites/default/files/publication_reports/PLFS%20Annual%20Report%202022-23.pdf.

- "Female Labour Utilization in India." International Labour Organization, 2023, https://www.ilo.org/wcmsp5/groups/public/—asia/—ro-bangkok/—sro-new_delhi/documents/publication/wcms_800826.pdf.

- "Female labour participation rises to 25.1 per cent in 2020-21." The Hindu Business Line, 29 Dec. 2023, https://www.thehindubusinessline.com/economy/female-labour-participation-rises-to-251-per-cent-in-2020-21/article34899655.ece.

- "2020-21: Female labour participation increased to 25.1%." The Times of India, 29 Dec. 2023, https://timesofindia.indiatimes.com/business/india-business/2020-21-female-labour-participation-increased-to-25-1/articleshow/79898763.cms.

- ·India | Data. https://data.worldbank.org/indicator/SP.URB.TOTL.IN.ZS?locations=IN.

- ·India Urban Population 1960-2023 | MacroTrends. https://www.macrotrends.net/countries/IND/india/urban-population.

- ·The Urban Population of India (2018 - 2026, People) - GlobalData. https://www.globaldata.com/data-insights/macroeconomic/the-urban-population-of-india-137042/.

- ·India Population (2023) - Worldometer. https://www.worldometers.info/world-population/india-population/.

- World Bank. "Urban population (% of total population) - India." World Bank Data, 2021, https://data.worldbank.org/indicator/SP.URB.TOTL.IN.ZS?locations=IN.

- International Labour Organization. "Female Labour Utilization in India." ILO, 2023, https://www.ilo.org/wcmsp5/groups/public/—asia/—ro-bangkok/—sro-new_delhi/documents/publication/wcms_800826.pdf.

- National Sample Survey Office. "Periodic Labour Force Survey (PLFS) Annual Report 2022-2023." Ministry of Statistics and Programme Implementation, 29 Dec. 2023, http://mospi.nic.in/sites/default/files/publication_reports/PLFS%20Annual%20Report%202022-23.pdf.

- Chand, Ramesh, S. K. Srivastava, and Jaspal Singh. "Changing Structure of Rural Economy of India Implications for Employment and Growth." NITI Aayog, Jan. 2023,https://niti.gov.in/sites/default/files/2023-1/DiscussionPaper_RuralEconomy.pdf.
- "Women of Chennai speak up through the work of the Gender and Policy Lab." Citizen Matters, Chennai, 25 Oct. 2023
- ·European Institute for Gender Equality. "Sex-disaggregated Data." EIGE, 2024, https://eige.europa.eu/gender-mainstreaming/tools-methods/sex-disaggregated-data?language_content_entity=en.
- ·"Call for Disaggregated Data to Improve Cities for Women." Cities Today, 9 Jan. 2024, https://cities-today.com/call-for-disaggregated-data-to-improve-cities-for-women/.
- ·"Gender-Responsive Urban Planning." Drishti IAS, 9 Jan. 2024, https://www.drishtiias.com/daily-updates/daily-news-editorials/gender-responsive-urban-planning#:~:text=Generating%20Gender%2DDisaggregated%20Data%3A&text=Therefore%2C%20it%20is%20important%20to,opportunities%20for%20gender%2Dresponsive%20interventions.
- ·UN Women. "Gender-Responsive Budgeting in India." UN Women Asia and the Pacific, 2022, https://asiapacific.unwomen.org/sites/default/files/2022-06/id-GRB-Final-UN-Women-India-s.pdf.
- ·Ollivier,Gerald Paul; Nikore,Mitali; Lnu,Sarah Natasha; Vasudevan,Vandana; Shah, Sonal; Singhal, Akshat; Banerji, Ayushi; Kapoor, Anju; Sarma Nongpiur,Philarisa; Reddy, Divya. India - Unlocking Gender Differences : Designing Inclusive and Safe Public Transport Systems - A Guidance Brief Based on the Toolkit for Enabling Gender Responsive Urban Mobility and Public Spaces (English). Washington, D.C. : World Bank Group.
- Ollivier,Gerald Paul; Nikore,Mitali; Lnu,Sarah Natasha; Vasudevan,Vandana; Shah,Sonal Navin; Singhal, Akshat; Banerji, Ayushi; Kapoor, Anju; Sarma Nongpiur,Philarisa; Reddy, Divya. India - Streamlining Grievance Redressal Mechanisms : Detering Sexual Harassment on Public Transport and Urban Spaces - A Guidance Brief Based on the Toolkit for Enabling Gender Responsive Urban Mobility and Public Spaces (English). Washington, D.C. : World Bank Group.
- Ollivier,Gerald Paul; Nikore,Mitali; Lnu,Sarah Natasha; Vasudevan,Vandana; Shah,Sonal Navin; Singhal, Akshat; Banerji, Ayushi; Kapoor, Anju; Sarma Nongpiur,Philarisa; Reddy, Divya. India - Making Public Transport and Urban Spaces Safer and Inclusive for Women : Policy Brief - Based on the Toolkit for Enabling Gender Responsive Urban Mobility and Public Spaces (English). Washington, D.C. : World Bank Group.
- Olivier, Gerald; Nikore, Mitali; Natasha, Sarah. 2022. Enabling Gender Responsive Urban Mobility and Public Spaces. Washington, DC. © World Bank.

- ··Nikore,Mitali; Thomas, Margo; Kumar, Sunaina; Sachetti, Florencia Caro; Langat, Gloria; Langou, Gala Díaz; Robino, Carolina; Sharma, Mannat; Anand,Sukriti. Leveraging Care Economy Investments to Unlock Economic Development and Foster Women's Economic Empowerment in G20 Economies, 2023, https://www.orfonline.org/wp-content/uploads/2023/06/TF6_610_CareEconomy.pdf
- ·   Radhakrishnan, Shobana. "Women of Chennai Speak up through the Work of the Gender and Policy Lab." Citizen Matters, Chennai, 26 Oct. 2023, chennai.citizenmatters.in/gender-lab-chennai-women-safety-roads-public-transport-gcc83626#:~:text=The%20study%20also%20highlights%20that,rates%20against%20women%20in%20society.