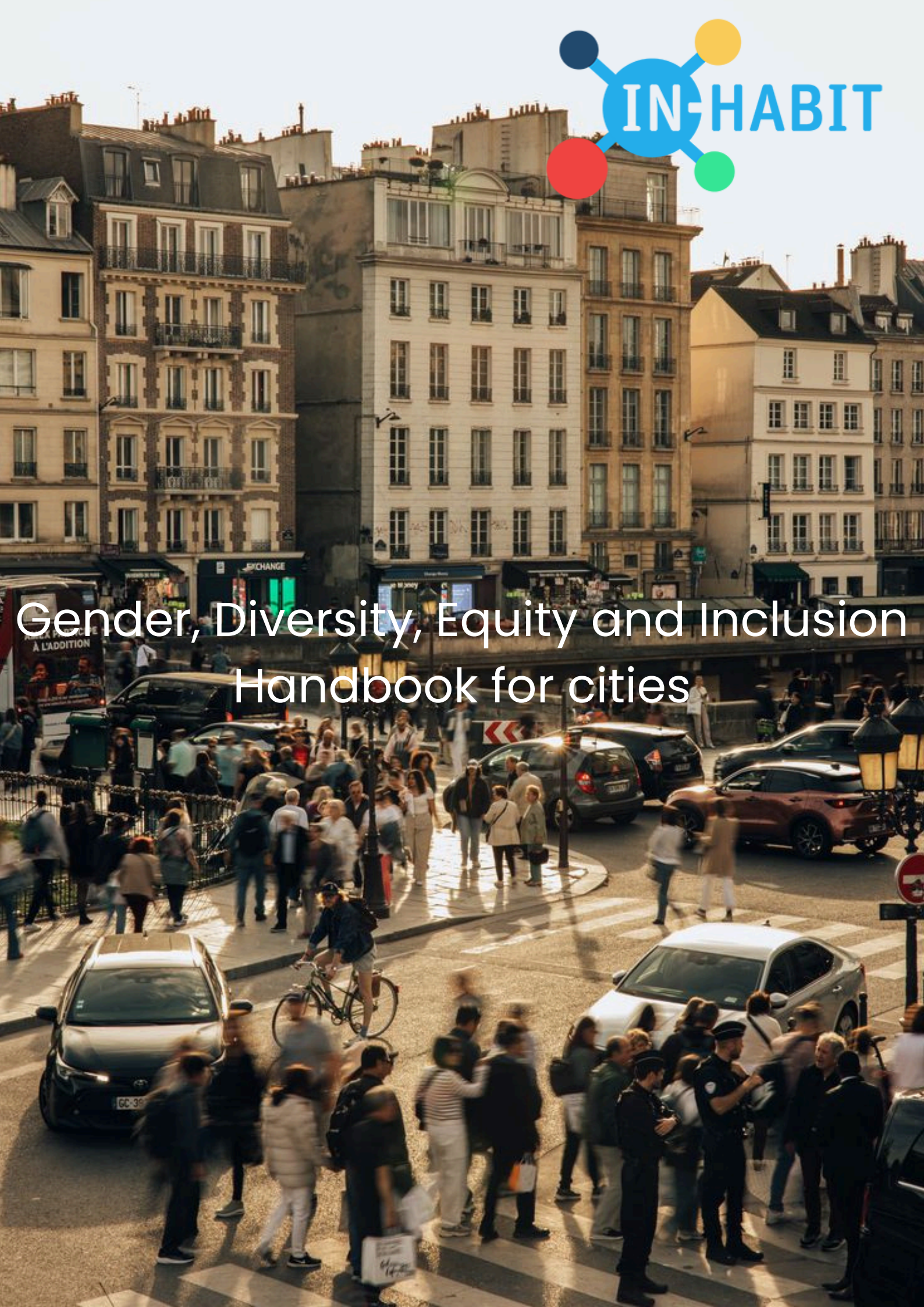
IN-HABIT
Gender, Diversity, Equity and Inclusion
Handbook for cities

IN-HABIT – INclusive Health And wellBeing In small and medium size ciTies

D6.4 – Gender, Diversity, Equity and Inclusion Handbook for Cities

Project Number	869227	**Acronym**	IN-HABIT
Full Title	INclusive Health And wellBeing In small and medium size ciTies		
Project URL	https://www.inhabit-h2020.eu/		
Document Type & Name	Deliverable, D6.4, Gender, Diversity, Equity and Inclusion Handbook for Cities		
Project Coordinator	University of Córdoba		
Project Call and Funding Scheme	SC5-14-2019 – Visionary and integrated solutions to improve well-being and health in cities H2020-SC5-2019-2 (IA)		
Date of Delivery	M60 – 31st of August, 2025		
WP, WP Leader	WP6, University of Turin		
Status	Final		
Dissemination level	Public		

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 869227

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VERSION HISTORY

Version	Status	Date	Contributor/partner	Summary of changes
1	Final	31st of August, 2025	University of Turin	

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 869227

EXECUTIVE SUMMARY

This handbook presents tools and strategies to implement Gender, Diversity, Equity, and Inclusion policies in cities based on the experience of the the IN-HABIT Horizon 2020 project, which explores how small and medium-sized European cities can promote inclusive health and well-being. IN-HABIT was implemented in four cities—Córdoba (Spain), Riga (Latvia), Lucca (Italy), and Nitra (Slovakia)—each focusing on innovative dimensions such as culture and heritage, food, human–animal bonds, and art and environment to foster inclusivity. Central to the project is the recognition that health and well-being are common pool resources (CPRs) that must be co-created and managed collaboratively to ensure equitable access and sustainability.

The handbook builds on the Gendered Landscape (GL) framework, developed earlier in the project, which diagnoses and evaluates gender inequalities in urban contexts through three interconnected pillars: Institutions, Policies, and Outcomes. These pillars provide a practical structure for policymakers to mainstream gender and diversity considerations in urban planning and governance. For each pillar, a set of resources and recommendations derived from the literature are illustrated in practice by concrete actions implemented in each of the four IN-HABIT cities.

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1. Introduction

IN-HABIT is a Horizon 2020 research project on inclusive health and well-being in four small and medium size European cities funded by the European Commission. Each city aims to develop new solutions in four dimensions to foster inclusive health and well-being. More specifically, Cordoba (Spain) uses culture and heritage to promote inclusivity; Riga (Latvia) mobilises food to nurture daily healthier lifestyles; Lucca (Italy) promotes human-animal bonds as new relational urban good; Nitra (Slovakia) works with art and environment to connect places and people. Each city focuses its action on deprived areas and vulnerable groups such as children, elders, women, persons with disability, ethnic minorities and migrants.

A distinct approach of the programme has been to consider health and well-being as a common pool resource (CPR), created, managed and used by the community but affected by low excludability and high subtractability. Common pool resources are shared and available to everyone but are also scarce, with a finite supply. This makes them susceptible to exploitation and diminished availability if individuals pursue their own self-interest. Moreover, if individuals and groups' social interests are in conflict - for instance in cases in which they may have different willingness to cooperate and participate in the management of the resource - then there would clearly be incentives for users to ignore the social costs.

Viewing cities from a gender equality and diversity perspective requires understanding of the main differences affecting the use of the urban space. Acknowledging that different groups have different needs and experiences in the urban space is the first step towards more user-sensitive and inclusive public services, and ultimately more efficient ones.

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Therefore, integral to IN-HABIT is the development of a systemic urban planning framework based on innovative gender and diversity approaches. In order to establish this framework, INHABIT has developed, in a previous deliverable, a new methodology based on the idea of the Gendered Landscape. The concept of the Gendered Landscape is reflected in a comprehensive framework designed to help cities both diagnose existing gender inequalities and evaluate the effectiveness of policies that aim to reduce them. The motivation behind this framework comes from the recognition that cities are not neutral spaces; instead, they are shaped by historical, social, and political forces that often reflect and perpetuate gender inequalities.

The relationship between gender and urban spaces has a long history. Since the late 19th century, women's movements advocated for a "municipal housekeeping" approach, arguing that cities should be planned with attention to social care, public health, and community well-being—functions traditionally linked to women's roles. However, despite some progress in recent decades, cities have largely been designed and governed by male-dominated institutions, which means urban spaces often fail to accommodate the diverse needs of women and other marginalized groups.

Many studies show that women remain among the most vulnerable populations in urban areas. They face challenges related to mobility, safety, employment opportunities, and access to services, which are compounded by unpaid care work and social norms. Yet, paradoxically, women also play a crucial but often invisible role in sustaining the livability of cities.

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The Gendered Landscape approach, fully described in D6.2 of May 2022, was developed on the basis of a solid understanding of the relevant available literature and the practical experiences to-date, particularly an in-depth understanding of the mostly practitioners-based experiences, such as that of Vienna (Austria) and Umea (Sweden), but also feedback and discussions with key practitioners in URBACT Gender Equal Cities and exchange of ideas on similar initiatives in other clustering projects funded by the Horizon 2020 and other stakeholders. The aim is to allow the framework to reflect the specific local contexts; to identify key macro areas which could be applied across time and space and to be able to deliver practical tools for cities and stakeholders.

All that resulted in a methodology for gendered landscapes based on three pillars: one on **Institutional Landscape**, one on **Policies Landscape** and one on **Welfare outcomes Landscape**. This allows the gendered landscape to consider those dimensions that are key to gender mainstreaming overall but also those that are specific to the context of the cities in which the approach is operationalised.

For this reason, this report employs the same three pillars to provide a practical set of tools for policy makers in medium-sized cities; tools that can be deployed to ensure the effective consideration of GDEI into the planning, development and administration of cities. In fact, the focus on institutions, policies and outcomes offers an ideal and structured approach to the description of practical tools for policymakers who aim to establish and/or improve their organisation's planning from GDEI perspective.

The report is structured as follows. Section 2 introduces some definitions of concepts that are relevant to the consideration of GDEI in cities. Section 3 provides the bulk of the report by describing the set of tools. We present them within each of the three pillars of the Gendered Landscape framework. Therefore, for each of three sections, a brief summary of the pillar's key characteristics and aims is followed by two subsections on **how** and **what**. The former introduces the relevant tool and provides respective sources, resources and links to facilitate

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their implementation and use, while the latter summarises the various relevant initiatives of the INHABIT project in the four cities as they relate to the respective pillar.

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2. Gender Diversity and Inclusion in Cities - Definitions

This section introduces key concepts on the GDEI in cities. GDEI stands for Gender, Diversity, Equity, and Inclusion.

Gender refers to the meaning that a culture gives to biological differences ascribed to men and women at birth. Social construction (concept from sociology and anthropology) states that our identities are shaped through the inculcation of values into children from birth in the family, education systems, mass-media, etc. These are going to shape our behaviour and values along different dimensions of diversity, including class, ethnicity, age, gender, physical and mental ability, immigrant status, etc.

Identity relations are therefore different in different cultures, and they are not given by nature but socially constructed. Identity is not determined by biology, but by belonging to the social world, and the extent to which an identity is associated with negative perceptions has an important part in explaining the discrimination experienced by those who carry it.

Diversity refers to the range of different demographics and identities held by individuals and groups. It includes, but is not limited to, legally protected characteristics such as sex, gender, sexual orientation, race or ethnicity, nationality, age, health status, disability status, cultural background, political affiliation, religious affiliation, education type or level, socio-economic status, as well as other factors such as neurodiversity, lifestyle choices, personality types, and life experience.

Equity refers to the experience of fairness and justice achieved by the removal of barriers to opportunities and removal of discrimination. Achieving equity requires taking into account different needs and resources to achieve equal results. It also seeks to address historical and systemic inequalities to create conditions for everyone to have an equal chance to succeed. It is a means to equality.

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Equality refers to the notion that all human beings have the same value, implying that we all have the same fundamental human rights, should all receive the same level of respect and treatment with dignity, as well as all enjoying the same access to opportunities. It is the ultimate goal of equity.

Inclusion refers to an environment that is trusted by all to be respectful of differences and one that reduces inequities. Often referred to as belonging, inclusion refers to the attitudes, behaviours and practices that create that sense of belonging. It refers to a structured and intentional set of good practices

Intersectionality refers to the intersection and overlap of different aspects of a person's identity (e.g. those mentioned in the definition of diversity), creating compounded, unique and contextual experiences of privilege, discrimination, or oppression. It emphasizes the importance of understanding and addressing these overlapping and compounding effects

Discrimination is a situation in which individuals with identical productive characteristics are treated differently from each other on the basis of observable personal characteristics (such as age, ethnicity, gender, BMI, etc). This means that when discrimination occurs talent is systematically undervalued and both economic growth and innovation are hampered.

Stereotypes are cognitive shortcuts we use automatically to generate expectations of others' behaviour: we thus attach the expectation of what we think a group does to a person that comes from that group. Cerebral networks used to process self-identity (and connected to gender, ethnicity etc.) are different to those used to process more general knowledge and harder to change: correcting stereotypes with direct experience is difficult.

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Unconscious bias is the use of past learning that has never been challenged, that drives behaviour on the basis of past experience. Even though these biases have never been consciously noticed, they drive behaviour unconsciously which is why it is important to deal with them. They are better described as unconscious hypocrisy. Unconscious bias is different from bigotry or conscious prejudice where different groups of people are consciously judged negatively and these judgements are acted upon.

Shifting unconscious biases can be quite hard: we all have confirmation bias (we pay much greater attention to the information that confirms what we already believe than to new information), and we are also more likely to forget information that is contrary to our beliefs – belief bias.

A test which measures unconscious biases, the implicit association test (IAT): https://implicit.harvard.edu/implicit/demo.

Relevant references

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3. Toolkits for consideration of GDEI in policy making

The Gendered Landscape (GL) framework provides a structured way to understand and map gender inequalities in urban contexts. It consists of three interconnected pillars:

1. Institutional Landscape
2. Policies Landscape
3. Welfare outcomes Landscape

A fuller description and discussion of the GL approach is available in D.6.2 "Gendered Landscape in the 4 IN-HABIT cities" [https://www.inhabit-h2020.eu/wp-content/uploads/2022/06/D-6.2-Gendered-Landscapes-in-the-4-Cities.pdf] and in the "Gendered Landscape: a framework for diagnosis and evaluation of gender inequalities in urban contexts" [Della Giusta, M., Dubois, F. M. & Razzu, G., 2024]. Here, we employ this framework to introduce and discuss the key relevant tools that will help policy-makers to establish and develop a consistent approach to the consideration of GDEI into their policies. The GL approach around the three pillars of institutions, policies and outcomes, in fact, allows for a consistent and structured introduction and description of the essential tools for policy makers. Each of the tools are, therefore, presented within the most appropriate pillar.

The following three sections are structured in a similar way. First, there is a brief introduction and description of the pillar; the **how** present the most relevant tools associated with the pillar; finally, the **what** describes the INHABIT initiatives that are most relevant to the respective pillar.

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3.1. Pillar I - Institutions

The aim of this pillar is to produce an exhaustive mapping of the institutional and legislative framework that support decision-making, in order to assess the extent to which gender and diversity issues are taken into account. Each step of the design of an urban policy can produce discriminating effects. Therefore, policy makers' commitment to more inclusion is a key institutional element. Publicly displaying their willingness to design an inclusive urban policy is essential but requires credible counterparts to demonstrate the policy makers' commitment. The existing legal framework can provide legally binding documents to set transparent and verifiable objectives supported by sex disaggregated data. Fair representation and involvement of all the discriminated groups in decision-making help to take their needs and experiences into account. Finally, clearly mapping all the relevant stakeholders and resources involved, and their concrete actions, contribute to the necessary transparency and accountability.

Therefore, this pillar examines how GDEI considerations are incorporated into the organization's key institutional governance structures, legal frameworks and decision-making processes. It asks whether there are explicit commitments to gender equality, whether resources (such as dedicated budgets and staff) are allocated, and whether gender equality is embedded in both formal institutions (such as administrative departments and offices)) and informal networks.

The institutional landscape is assessed along six key dimensions:

i) Stakeholder Involvement: Inclusion of diverse groups, gender-balanced leadership, and mechanisms for citizen participation.

ii) Political Commitment: Presence of gender equality strategies and gender-focused political roles within the organisation governance.

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iii) Legal Framework: Laws, regulations, and policies that embed gender equality in local governance.

iv) Resources and Structures: Availability of budgets, dedicated offices, and trained personnel for gender issues.

v) Accountability: Mechanisms such as gender audits, impact assessments, and gender budgeting that ensure policies are implemented effectively.

vi) Data and Knowledge: Availability and use of gender-disaggregated data and evidence to inform policy-making.

How

Policy makers can implement the institutional landscape through a dedicated ***survey*** administered to key stakeholders and organisations. A draft survey is available in **Annex 1**.

The data collected through the survey can be used to construct indices for each of the six relevant dimensions of Pillar 1. **Annex 2** provides a detailed step-by-step guidance on how to transform the data collected through the survey into indexes that can then be used in a summative assessment. This summative assessment can be represented very effectively to show how far each dimension is from an ideal state, for instance through a ***radar diagram*** as the one shown in **Figure 1**, which was developed from data collected from the INHABIT cities.

This information can be then employed by policy-makers to develop a ***SWOT analysis*** of strengths and weaknesses of the city that emerge from the analysis of the six dimensions of the pillar.

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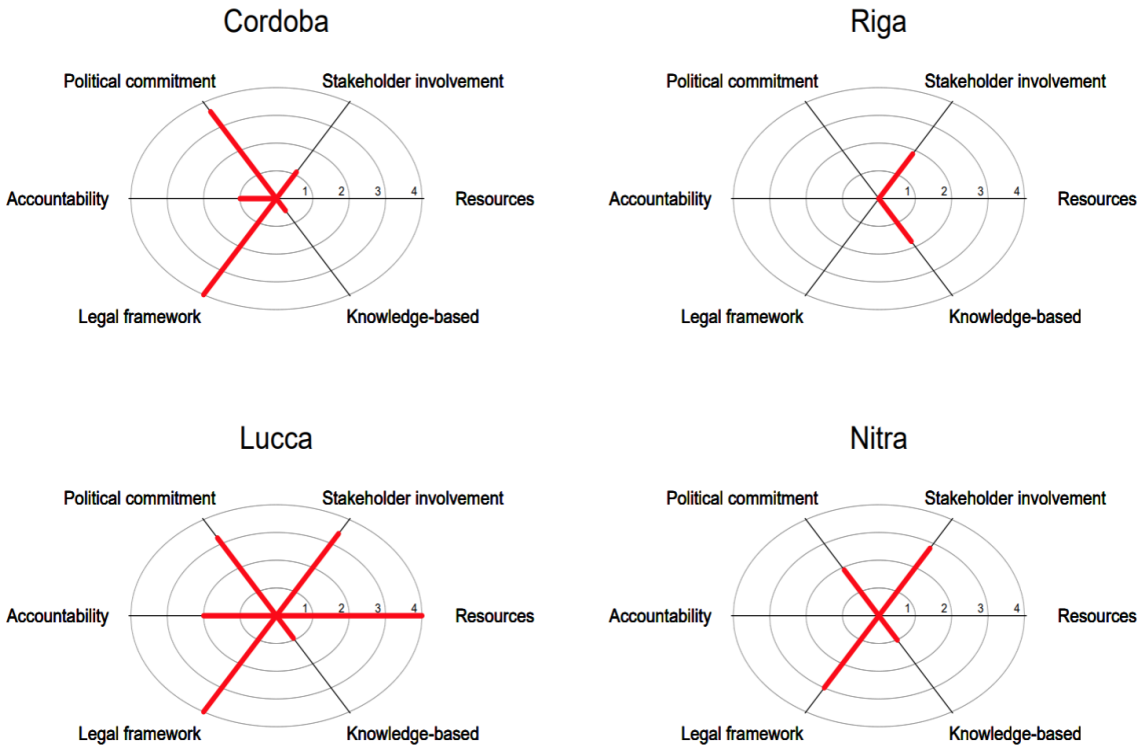
Figure 1: Institutional Landscape in INHABIT



The information collected from the survey can be integrated with a ***mapping of stakeholders*** involved with the GDEI agenda in the relevant project/community/city. An example of stakeholder mapping is provided in **Annex 3** for the city of Cordoba. Stakeholders include a range of actors, such as NGOs, municipal authorities, local residents, educators, universities, and professionals. The process to map stakeholders news to follow the principle of completeness and inclusiveness, so to ensure mapping of all actors relevant to the project/community/city.

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What

Across the four pilot cities, IN-HABIT embedded Gender, Diversity, Equity, and Inclusion (GDEI) within institutional frameworks by combining introspection, participatory governance, and multi-level stakeholder collaboration. The foundation of this effort was a shared recognition that health outcomes and access to urban resources are deeply shaped by structural inequalities and that GDEI principles must be integrated into governance structures, decision-making mechanisms, and public engagement strategies.

The conceptual framework underpinning the project, particularly in Córdoba, emphasized Inclusive Health and Wellbeing (IHW) as a Co-Created Common Pool Resource (CCPR), drawing on models such as the Social Determinants of Health (WHO) and Minority Stress Models. Here, exclusion based on gender, ethnicity, disability, or migration status was acknowledged as fundamentally undermining wellbeing. Operationalized through the CO-CO-CO-CO methodology (Co-design, Co-deployment, Co-management, Co-monitoring), this approach ensured that interventions were not externally imposed but co-created with local communities.

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Each city developed institutional arrangements to match this ambition. Córdoba's IN-HUB adopted a three-ring polycentric model of stakeholder involvement, supported by door-to-door campaigns, stakeholder mapping, and structured engagement across institutional, civic, and community domains. The IN-HUB launched in November 2021 through a dual event hosted at the University of Córdoba and in Las Palmeras, symbolizing its dual institutional and local identity. Key principles guiding this inclusive governance model included safe spaces for vulnerable groups, transparent and non-instrumental decision-making, and community validation of outcomes. Local Community Activators (LCAs), recruited through an open and inclusive process, played a pivotal role as trusted facilitators of sustained engagement and participatory design.

In Riga, institutional inclusion was fostered through collaboration with KQ, a local social enterprise, which leveraged existing relationships with community members and municipal bodies. This partnership enabled multi-level network engagement across the neighbourhood (Āgenskalns), city (Riga), and regional scales. The hybrid governance structure—combining public ownership of land with private management and community activation of open space—allowed stakeholders to assert identity and influence, transforming the market into a "place of identity." Real-time feedback mechanisms and co-articulated evaluations allowed for adaptive management, keeping inclusivity central to implementation.

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Lucca pursued institutional introspection through a city-wide assessment of gender and diversity integration in policymaking. A GDEI-specific questionnaire administered in collaboration with the councillor for education and gender budgeting analysed political representation, budget allocations, and institutional accountability—key pillars of gender mainstreaming. The IN-HUB established in January 2022 became the institutional anchor for inclusive co-design, supported by structured tools like engagement diaries, stakeholder mapping, and organizational charts. Municipal departments for social affairs, gender policy, and education were full partners in project governance, while online meetings with councillors helped to build administrative awareness around pets as a nature-based solution and to identify policy barriers to GDEI.

Nitra institutionalized GDEI by embedding process-driven inclusion into all project phases. Stakeholder engagement was comprehensive, involving municipal actors, technical experts, artists, cultural practitioners, and the general public. The CO-CO-CO-CO process proved particularly effective at fostering trust and cohesion, with soft solutions such as workshops and events strengthening the institutional legitimacy of participatory governance. Although the co-deployment phase showed a weaker correlation with perceived outcomes, the breadth of engagement—from residency programs to public consultations—ensured that GDEI values were reflected in institutional practice.

In all cities, stakeholder mapping and structured consultations were essential tools for identifying gaps in representation, adjusting outreach, and ensuring participation from diverse and often marginalized communities. Through layered governance structures, real-time responsiveness, and inclusive methodologies, IN-HABIT advanced institutional models that placed equity, diversity, and co-creation at the centre of urban transformation.

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3.2. Pillar II - Policies

This pillar evaluates whether the city's specific policies reflect gender-sensitive planning. It covers various sectors, including (but not limited to):

- Transportation
- Public safety
- Housing
- Public spaces and parks
- Education and employment
- Healthcare

A critical aspect here is whether cities use co-design processes involving women and underrepresented groups in developing solutions. This pillar focuses on policies from two perspectives. On one hand it aims to map, from a gender lens, the policies of the city in specific areas, such as those above. The goal is to determine whether cities are not only adopting gender-equality policies but also embedding gender perspectives throughout the entire policy cycle—from planning to implementation and evaluation. An important aspect of this will be information on the policy process and the extent to which this incorporates the key gendered experiences in the urban space under consideration, for instance by adopting co-design approaches and involving key stakeholders. On the other hand, this pillar aims to use the mapping of existing policies and principles - which, in certain circumstances, can be considered as providing a baseline - in order to understand how to evaluate and, therefore, design policies from a gender perspective both in relation to their outcomes and in relation to the extent to which the policies themselves are designed in an inclusive manner. An important step is certainly to fully evaluate the impact of interventions, which is often a missing element in consideration of gender equality in many contexts.

How

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One key objective to the implementation of all that is involved in pillar 2 is to **sharpen the quality awareness in the planning and design of policies**.

In fact, a GDEI-sensitive perspective should inform the entire planning process, from the analysis of planning tasks and the formulation of goals to the implementation and evaluation of measures taken in each specific case. Policy objectives and measures should be evaluated through a systematic analysis of their potential effects on disadvantaged groups. For instance, despite the improvement in workplace equality, time use, unpaid household work, caring for children and relatives are all still heavily gendered. Therefore, any planning or urban development policy that impacts on the home and housing environment, transport and so on, should take consideration of the everyday routines of women who tend to take care of the home, children and relatives, often alongside paid work. Some basic principles to ensure this increased awareness in the planning process have historically been developed by Vienna and include:

- ***Taking account of and supporting the compatibility of family duties and paid work*** - for instance through the idea of a "city of short distances" to ensure the accessibility of key destinations near the home;
- ***Equitable resource distribution through awareness of different spatial needs***, to ensure balance between the needs of different groups;
- ***Attractiveness, safety and security of the housing environment***, including adequate illumination, the avoidance of anxiety-creating zones, clearcut signage;
- ***Representation based on equitable participation and involvement of all groups in development and decision-making processes,*** to enable all groups to have a say in decision-making and to ensure maximum equality of opportunities to participate in planning processes.

In order to sharpen awareness, **training and behaviour change** of policy makers are key tools. A key objective of the training will be to raise awareness of policy makers on the role of, and ways in which, stereotypes operate, therefore affecting the policy-making process.

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Stereotypes are cognitive shortcuts used automatically to generate expectations of others' behaviour: we thus attach the expectation of what we think a group does to a person that comes from that group. Unconscious biases are the use of past learning that has never been challenged, that drives behaviour on the basis of past experience. Even though these biases have never been consciously noticed, they drive behaviour unconsciously which is why it is important to deal with them. They are better described as unconscious hypocrisy – and everyone has them. Shifting unconscious biases can be quite hard: we all have confirmation bias (we pay much greater attention to the information that confirms what we already believe than to new information), and we are also more likely to forget information that is contrary to our beliefs – belief bias. A test which measures unconscious biases, **the implicit attitudes test** (IAT): https:// implicit.harvard.edu/implicit/demo

A next practical step for aware policy-maker will be to carry out **Gender impact assessments**, **ex-ante or ex-post evaluations and analysis** of policies and/or programmes, which offer policy-makers a framework for the estimation of different gendered effects - whether positive, negative or neutral - of any policy or activity implemented to achieve specific objectives and outcomes. Ex-ante, it allows for a comparison and assessment, according to gender relevant dimensions, of the current situation and patterns with the expected development of the key outcome of interest resulting from the introduction of the proposed policy. Ex-post, it allows for an assessment of the extent to which the actual outcomes differ from those expected from the policy and activity. The European Institute for Gender Equality (EIGE) has developed a five-step guide to enable policy makers to carry out this kind of ex-ante impact assessment, as follows: Step 1: Definition of policy purpose; Step 2: Checking gender relevance; Step 3: Gender-sensitive analysis; Step 4: Weighing the gender impact; Step 5: Findings and proposals.

A relevant toolkit is available here:
https://eige.europa.eu/sites/default/files/documents/eige_gender_impact_assessment_gender_mainstreaming_toolkit.pdf

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Similarly, URBACT Knowledge Hub, within their specific programme on Gender Equal Cities, has developed a ten steps guidance that policy makers in cities can take to implement change towards gender equality. These range from addressing governance issues, such as working towards 50/50 representation in local governance and signing the European Charter for Equality of Women and Men in Local Life to ensure commitment, to mainstreaming gender across all departments and collecting disaggregated data to underpin policy development.

The ten-step guidance is available here: **https://urbact.eu/knowledge-hub/gender-equal-cities**

Another important tool at the policy level is the application of **gender budgeting**. This is a gender-based assessment of the budgetary process (i.e. budget formulation and resource allocation, budget execution, reporting and performance analysis) by considering all sources of revenues and expenditure and, therefore, all public finance decisions, with the aim of improving gender equality. Moreover, gender budgeting not only advances gender equality but also promotes accountability and transparency in public finance planning and management and stimulates the participation of civil society in budget decision-making. It is important to note that gender budgeting does not involve a separate budget only for women and girls, nor the application of 50% of budget for men and boys and 50% of budget for women and girls, nor the planning of more budget funds for women and girls than for men and boys, nor a separate policymaking and/or budget process. Instead, it is a tool that allows the allocation of resources to respond to the different needs of women and men, providing them with the opportunity to benefit equally from public money.

A range of approaches and tools for carrying out gender budgeting at different levels can be found here:

https://eige.europa.eu/gender-mainstreaming/toolkits/gender-budgeting/gender-budgeting-eu-funds-practical-tools-and-examples?language_content_entity=en

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What

IN-HABIT's policy approach across the four pilot cities reflects a deep commitment to GDEI principles through co-creation, participatory planning, inclusive urban design, and data-informed evaluation. Policy instruments and operational frameworks were not imposed top-down but developed through iterative, place-based collaboration with communities, particularly those historically excluded from urban decision-making. This participatory model was foundational for embedding GDEI into each phase of design, implementation, and monitoring.

Córdoba's adoption of Participatory Action Research (PAR) grounded its Visionary and Integrated Solutions (VIS) in the lived realities of vulnerable populations. Over 20 soft VIS were designed and implemented through the IN-HUB, focusing on gender, culture, youth inclusion, digital literacy, and environmental health. Initiatives such as women's leadership workshops, intergenerational storytelling, and gardening therapy not only addressed structural exclusion but built social capital and agency. The flagship hard VIS—the renaturalisation of Las Palmeras—was co-designed with residents and assessed via longitudinal surveys, observational tools, and media tracking. Its success was reflected in measurable improvements: reduced vandalism, increased use of public space, positive media visibility, and the direct involvement of marginalized groups in care and co-management. Sustaining this transformation, the Las Palmeras Committee emerged as a multi-actor governance structure advocating for community priorities such as educational access and local ownership of urban change.

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In Riga, GDEI-oriented policies prioritized multifunctionality, accessibility, and age-friendly design. The transformation of the Āgenskalns market into a space for cultural, social, and educational interaction extended its use far beyond commercial transactions. Co-design workshops and participatory decision-making ensured that interventions—like lift installation, walkability improvements, and senior-dedicated zones—responded to the specific needs of vulnerable groups. Free or low-cost programming reduced economic barriers, while community events strengthened social cohesion. The project also addressed exclusion risks by proactively managing gentrification pressures and designing targeted responses, such as discounts and social programs, for lower-income populations. The market's evolution exemplified inclusive spatial planning as an ongoing policy process.

Lucca applied a gendered landscape approach, aligning policies with three analytical pillars: institutions, lived experiences, and spatial health inequalities. A baseline inclusivity assessment—using surveys, focus groups, and storytelling—identified visibility gaps and access barriers, which were then addressed through tailored outreach strategies. From the outset, stakeholder mapping targeted populations at risk of exclusion, such as people with immunodeficiencies or low-income pet owners. The IN-HABIT Toolkit's GDEI guidelines were implemented across local activities, from training Local Community Activators to developing Inclusive Health and Wellbeing (IHW) indicators. Co-design processes spanned both top-down initiatives (e.g., institutional consultations) and grassroots engagement through the IN-HUB. Five thematic working groups brought together NGOs, teachers, and minority advocates to shape outputs. Supporting coordination, instruments like engagement diaries, shared calendars, and gender-budgeting questionnaires helped monitor participation and institutional alignment.

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Nitra's policy design reflected a sophisticated intersectional lens, extending beyond gender to address overlapping vulnerabilities across groups such as migrants, persons with disabilities, LGBTQI+ individuals, the elderly, families, and Roma communities. Policies were shaped through the CO-CO-CO-CO process—co-design, co-deployment, co-management, and co-assessment—which placed citizens at the heart of decision-making. Inclusive spatial planning was implemented in areas like Hidepark and the cyclotraffic corridor, blending biophilic design with cultural expression to improve safety and emotional well-being. Data disaggregation enabled differentiated impact assessment, allowing interventions to be tailored and refined. Feedback loops proved essential in adapting to evolving needs, notably in response to the Ukrainian refugee crisis. Sites were chosen for their potential to host inclusive use, and variations in perceived impact across neighbourhoods underscored the need for spatially sensitive policy tools.

Across all pilots, IN-HABIT's policies were distinguished by their integrative and adaptive nature. Whether through structured participatory frameworks, multifunctional urban spaces, or reflexive evaluation tools, the projects reinforced GDEI not only as a normative commitment but as a dynamic process of continuous learning and community empowerment. By weaving inclusion into the policy fabric of each city, IN-HABIT laid the groundwork for systemic, sustainable change.

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https://eige.europa.eu/gender-mainstreaming/toolkits/gender-budgeting?back=&language_content_entity=en

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https://www.tandfonline.com/doi/full/10.1080/09540962.2023.2201041?scroll=top&needAccess=true#d1e462

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3.3. Pillar III - GDEI Outcomes

The third pillar focuses on measuring gender inequalities in outcomes that directly affect people's well-being. It goes beyond policy intentions to assess actual results, looking at a range of possible wellbeing outcomes that are relevant to the specific context, programme, project. It aims to provide an answer to the key question on what the ultimate outcomes that the project, programme or activity wants to achieve. These could include:

- Economic well-being
- Health outcomes
- Educational attainment
- Safety and perceptions of safety
- Access to services and public spaces
- Subjective well-being (life satisfaction, mental health, happiness)

...

How

This pillar relies heavily on quantitative data, including time-use surveys, employment data, public service usage and so on. Various indicators could be employed to carry out the assessment of gender inequality in the relevant outcomes of interests. For instance, psychological well-being indicators like the WHO-5 Well-being Index, the Kessler Psychological Distress Scale (K6), and the Ryff Scale of Psychological Well-being could be used to assess gender inequality in life satisfaction, mental health and psychological well-being. Similarly, employment and participation rates, or wages, could be employed to assess gender inequality in labour markets if the programme or policy had specific labour market focus.

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Ex-post gender impact evaluations offer an effective way of assessing the impact of the policy or programme on the relevant outcomes of interest. These are similar to ex-ante evaluations in many respects (referred to in Pillar 2 section). A range of methodological approaches are available to carry out the evaluation of policies, including: theory-based methods such as qualitative comparative analysis, analysis of the most significant changes and contribution tracing; experimental and quasi-experimental methods, which include randomised control trials, difference-in-differences analysis or time series analysis that does not require the use of a control group; cost-benefit or cost-effectiveness analysis.

A very practical summary of a range of methods, what they are, how they are used, their pros and cons and relevant sources is available here:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/879418/Magenta_Book_Annex_A._Analytical_methods_for_use_within_an_evaluation.pdf

The use of behavioural games has become very relevant in mapping inequality in key outcomes. These are particularly appropriate at the level of a specific policy and programme, more so in a limited geographical context such as neighbourhood or municipality. They can be run to elicit preferences and find targeted solutions for collective problems; reveal the presence and extent of stereotypes and evaluate solutions and test nudges to promote behaviour change. Within-subjects design allows the experiment to assess preferences and reveal decision making using, while between-subjects design, with control and treatment groups, will allow for the evaluation of the impact of new measures.

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Annex 4 [Behavioural Games Handbook for cities] provides a handbook for cities on the implementation of so-called common pool resource games, which can be used to assess the willingness to cooperate to establish, develop and sustain a common resource, activity, service. In fact, present biased individuals may be less likely to perceive the long-term advantages associated with cooperation and the adoption of sustainable lifestyle. Moreover, social norms and trust may play a significant role in the extent to which people want to "join forces" and cooperate.

What

The IN-HABIT project demonstrated a comprehensive and inclusive approach to outcome evaluation, applying mixed-methods and participatory strategies to capture changes in health, wellbeing, and social cohesion, particularly among vulnerable and underrepresented groups. Outcomes were assessed across five interconnected dimensions of Inclusive Health and Wellbeing (IHW): subjective wellbeing, spatial and environmental wellbeing, social wellbeing, economic wellbeing, and healthy lifestyles. Evaluation tools included quantitative instruments such as the WHO-5 and K6 scales, as well as qualitative and creative approaches like storytelling, focus groups, observational studies, behavioural games, and gamified surveys. These tools were carefully disaggregated by gender, ethnicity, disability, and socioeconomic status, enabling precise measurement of differentiated impacts.

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Across the pilot cities, a key outcome of the project was the cultivation of trust, belonging, and civic engagement, especially in structurally disadvantaged communities. In Córdoba, the combination of longitudinal surveys and community-led data collection revealed notable improvements in perceptions of safety, spatial justice, and psychological wellbeing. The use of storytelling and gamified tools allowed participants—including Roma residents, LGBTIQ+ individuals, women survivors of gender-based violence, and children in marginalized neighbourhoods—to articulate experiences often excluded from traditional metrics. The integration of soft and hard interventions not only produced measurable results (e.g., decreased vandalism and increased public space usage) but also reinforced residents' roles as co-creators and stewards of their environments.

In Riga, the renovated multifunctional market emerged as a strong contributor to social cohesion and collective identity. The project fostered a sense of shared belonging and mutual respect through inclusive cultural programming, walkability improvements, and the creation of safe and welcoming spaces for seniors. A 2024 focus group revealed that participants perceived the market as a community anchor. Monitoring combined statistical and sociological methods to trace changes in social capital and engagement. Recommendations from the local team stressed the importance of expanding mixed-method evaluation to better capture nuanced effects, particularly among groups at risk of economic exclusion.

Lucca's outcomes illustrate how intersectional wellbeing can be embedded in both urban design and community life. Inclusive events, pet-friendly infrastructure, and protection of vulnerable users through municipal ordinances advanced physical and emotional safety in public space. High levels of female and Roma participation were achieved during the ISIM focus group and co-design workshops. However, the project also identified persistent barriers in reaching LGBTQ+ and other marginalized populations, which were explicitly acknowledged as priorities for future action. The baseline study and five storytelling interviews highlighted improvements in perceived inclusion, leisure access, and health–animal–human interaction, framed through the "One Health" and "human–animal bond" approaches.

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Nitra's outcome evaluation emphasized the differentiated impacts of its interventions across an expansive range of vulnerable groups, including migrants, persons with disabilities, LGBTQI+ individuals, the elderly, and people living alone. Spatial and psychological wellbeing outcomes were most pronounced among those who were most engaged in the project, with co-design participation strongly correlated with perceived benefits—especially in the domain of social wellbeing. At the same time, the project recognized equity gaps, especially for the Roma community and elderly populations, prompting a call for more tailored approaches. A Social Return on Investment (SROI) analysis confirmed that the interventions generated substantial social value, reinforcing the effectiveness of inclusive urban innovation.

Taken together, these results affirm the value of embedding GDEI-sensitive outcome frameworks into urban transformation processes. IN-HABIT's approach transcended technical metrics by embracing the complexity of lived experience, diversity, and local agency. The project demonstrates that inclusive outcomes are not only possible but measurable, when interventions are shaped with, rather than for, communities.

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Resources for cities

Name / Organization	Website link	Policy domain focus	Type of resource	Relevance for city policy-makers
European Institute for Gender Equality (EIGE) – Gender Statistics Database	https://eige.europa.eu/gender-statistics/dgs	Data / monitoring across 14 policy areas	Data portal	Benchmark local gaps, build indicators for municipal strategies and reporting.
OECD – Toolkit for Mainstreaming and Implementing Gender Equality (2023)	https://www.oecd.org/en/publications/toolkit-for-mainstreaming-and-implementing-gender-equality-2023_3ddef555-en.html	Governance, budgeting, procurement, HR	Toolkit	Use to audit municipal systems and design an equality action plan.

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OSCE ODIHR – Gender-Responsive Governance Toolkit	https://www.osce.org/odihr/	Public administration, participation, governance	Toolkit & guidance	Improve municipal processes, participation and accountability with a gender lens.
CIB–UCLG – Gender Toolkit for Local Governments	https://w.cib-uclg.org/gender-hub/gender-toolkit	Local government services, planning, budgets	Toolkit	Directly applicable to municipal departments and programmes.
Cities Alliance – Women-Friendly Urban Planning Toolkit	https://www.citiesalliance.org/resources/publications/cities-alliance-knowledge/women-friendly-urban-planning-toolkit	Urban planning, public space, services	Toolkit (planning)	Use for neighbourhood plans, public realm, lighting, safety audits.
Metropolis – Gender Equality in Metropolitan Contexts	https://www.metropolis.org/what-we-do/advocacy/gender-equality/	Urban governance, mobility, care, public space	Case studies & guidance	Peer learning and examples for city-scale strategies.

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POLIS Network – Gender & Mobility	https://www.polisnetwork.eu/topic/gender/	Transport, mobility, safety	Topic hub & reports	Support for transport departments on inclusive design and operations.
ITF (OECD) – Gender Analysis Toolkit for Transport Policies	https://www.itf-oecd.org/itf-gender-analysis-toolkit-transport-policies	Transport policy & projects	Toolkit	Adopt for project appraisal, KPIs and user research.
UN Women – Gender-Responsive Budgeting (GRB)	https://www.unwomen.org/en/focus-areas/women-poverty-economics/gender-responsive-budgeting	Public finance, budgeting	Guidance & training	Embed gender priorities in municipal budgets and M&E frameworks.
EIGE – Gender-Responsive Public Procurement (GRPP) Toolkit	https://eige.europa.eu/gender-mainstreaming/toolkits/grpp	Procurement, contracts	Toolkit	Integrate gender in tenders for services, works and infrastructure.

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World Bank – Gender Data Portal	https://genderdata.worldbank.org/	Data & indicators (global)	Data portal	Context and benchmarking for local strategies; supports evidence-based policy.
UN Women Data Hub – Thematic Dashboards	https://data.unwomen.org/	Violence against women, SDGs, rights	Data portal & dashboards	Track VAW, participation and SDG progress for city action plans.
CHANGE – City Hub and Network for Gender Equity	https://www.citieschange.org/resources/gender-equality-toolkit/	Municipal functions, equity	Toolkit & playbooks	Concrete municipal actions and templates for departments.
IUCN – Gender and Environment: GBV & Environment Linkages	https://genderandenvironment.org/	Environment, climate, GBV	Policy briefs & toolkits	Integrate safety and gender into climate/resilience and public space projects.

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UN-Habitat – Her City Toolbox	https://hercity.unhabitat.org/	Urban planning, youth & girls' participation	Digital tool box	Use for co-design of neighbourhoods and public spaces.
UN-Habitat – Gender Equality Action & Urban Safety resources	https://unhabitat.org/	Urban safety, planning, governance	Guidance & reports	Policy framing and practical tools for safer, inclusive cities.
World Bank – PPP Gender Toolkits	https://ppp.worldbank.org/gender-toolkits	Infrastructure, procurement, PPPs	Tool kits	Apply to concessions and service contracts led by municipalities.
Council of Europe – Gender Equality Resources & Data	https://www.coe.int/en/web/genderequality	Policy frameworks, data sources	Portal & guidance	Align local policy with European standards; find data sources.

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European Commission – Gender Equality Strategy & Resources	https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality_en	EU policy, funding, mainstreaming	Policy & guidance hub	Inform local plans and connect to EU funding streams.
ICLEI – Gender, Climate & Resilience resources	https://iclei.org/	Climate action, resilience, equity	Guidance & case studies	Integrate gender in climate/energy plans and community programmes.
C40 Cities – Inclusive Climate Action (Gender & Equity)	https://www.c40.org/what-we-do/scaling-up-climate-action/inclusive-climate-action/	Climate, equity, participation	Guidance & case studies	Inspiration and tools for city climate plans with a gender lens.
EUROCITIES – Gender Equality in Cities	https://eurocities.eu/	Urban governance, services, participation	Network & reso	Peer exchange and examples from European municipalities.

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			urce s	
U.S. Government – Gender-Based Violence (VAW) Evidence & Tools (as reference)	https://www.endvawnow.org/	Violence prevention, services	Tool kit & evid ence	Design city safety strategies and coordinated local services.
WHO – Urban Health & Gender resources	https://www.who.int/health-topics/gender	Health, urban health equity	Guid ance & data	Integrate gender in primary care, prevention and urban health programmes.
European Urban Initiative / URBACT – Gender Mainstreaming in Cities	https://urbact.eu/	Urban policy, local action planning	Case studi es & tool kits	Hands-on tools and EU-funded peer networks for local projects.
Open Government Partnership (OGP) – Gender & Inclusion	https://www.opengovpartnership.org/topic/inclusion/	Transparency, participation, inclusion	Guid ance & case	Use OGP Local approaches for participatory gender policy design.

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			studies	
CEMR (Council of European Municipalities and Regions) – European Charter for Equality of Women and Men in Local Life	https://www.charter-equality.eu/	Local governance, equality commitments	Charter & implementation tools	Adopt the Charter and access tools for action planning and monitoring.
Global Network for Safer Cities (UN-Habitat) – Safer Cities for Women and Girls	https://unhabitat.org/safe-cities	Urban safety, GBV prevention in public spaces	Programme resources & tools	Implement local safety audits, design guidelines and partnerships.

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Annexes

Annex 1 - Institutional Landscape Questionnaire

1. Political and Executive

a) Members of city government by gender	/ Total members	
b) Members of political parties by gender	Women / Total members	
c) Is there a member of the government with specific role on equal opportunities?	☐ Yes	☐ No
d) Is there a member of the government with specific role on gender equality?	☐ Yes	☐ No
e) Are there stated political objectives on equal opportunities/gender equality?	☐ Yes	☐ No
f) Does the city government state targets and measures in terms of equal opportunities/gender equality?	☐ Yes	☐ No

2. Administration

a) Is promoting gender equality/equal opportunities part of the organisation general mandate?	☐ Yes	☐ No
b) Is gender/equal opportunities mainstreaming integrated in the regulations of the city administration?	☐ Yes	☐ No
c) Is there an administrative department on equal opportunities?	☐ Yes	☐ No
I. If yes, how many staff it employs?	Answer 2d	

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II.	If yes, what is the last annual budget allocated to that department?	Answer 2d / Answer 2d
III.	If yes, what was the annual budget allocated to that department	
	one year before?	Answer 2d / Answer 2d
	No budget that year	☐
	two years before?	Answer 2d / Answer 2d
	No budget that year	☐
	three years before?	Answer 2d / Answer 2d
	No budget that year	☐
d)	Has the city administration an Equality Strategy in place?	☐ Yes ☐ No
I.	If yes, what period does it cover?	Answer 2e
II.	If yes, what areas does it cover:	
	i. Finance?	☐
	ii. Social services?	☐
	iii. Transport?	☐
	iv. Sport and Leisure?	☐
	v. Culture?	☐
	vi. Health?	☐
	vii. Education?	☐
	viii. Economic activities?	☐
	ix. Environment?	☐
	x. Housing?	☐
	xi. Urban and planning?	☐
	xii. Work/Labour market?	☐
	xiii. Other?	Answer 2e

e) Has the city administration, in the last five years, carried out any of the following:

	Yes	No	When last	When next
I. Equality audit	☐	☐	Answer 2f_I	Answer 2f_I

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II.	Equality impact assessment	☐	☐	Answer 2f_II	Answer 2f_II
III.	Equality evaluation	☐	☐	Answer 2f_III	Answer 2f_III
IV.	Equality stakeholder consultations	☐	☐	Answer 2f_IV	Answer 2f_IV
V.	Gender budgeting?	☐	☐	Answer 2f_V	Answer 2f_V

f) Does the administration run surveys of the population in the following areas (whether separately or in combination)?

		Yes	No	When last	When next	By gender	Any other group
I.	Finance?	☐	☐	Answer 2g_I	Answer 2g_I	☐	☐
II.	Social services?	☐	☐	Answer 2g_II	Answer 2g_II	☐	☐
III.	Transport?	☐	☐	Answer 2g_III	Answer 2g_III	☐	☐
IV.	Sport and Leisure?	☐	☐	Answer 2g_IV	Answer 2g_IV	☐	☐
V.	Culture?	☐	☐	Answer 2g_V	Answer 2g_V	☐	☐
VI.	Health?	☐	☐	Answer 2g_VI	Answer 2g_VI	☐	☐
VII.	Education?	☐	☐	Answer 2g_VII	Answer 2g_VII	☐	☐
VIII.	Economic activities?	☐	☐	Answer 2g_VIII	Answer 2g_VIII	☐	☐
IX.	Environment?	☐	☐	Answer 2g_IX	Answer 2g_IX	☐	☐
X.	Housing?	☐	☐	Answer 2g_X	Answer 2g_X	☐	☐
XI.	Urban and planning?	☐	☐	Answer 2g_XI	Answer 2g_XI	☐	☐
XII.	Work/Labour market?	☐	☐	Answer 2g_XII	Answer 2g_XII	☐	☐

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XIII.	Other? Please specify	☐	Answer 2g_XIII	Answer 2g_XIII	☐ ☐

g) Has the administration collected any gender disaggregated data in any of the following area in the last five years?			
I.	Population and demography?	☐ Yes	☐ No
II.	Transport?	☐ Yes	☐ No
III.	Health?	☐ Yes	☐ No
IV.	Education?	☐ Yes	☐ No
V.	Culture?	☐ Yes	☐ No
VI.	Sport?	☐ Yes	☐ No
VII.	Environment?	☐ Yes	☐ No
VIII.	Housing?	☐ Yes	☐ No
IX.	Economic activities?	☐ Yes	☐ No
X.	Urban and Planning?	☐ Yes	☐ No
XI.	Work/Labour market?	☐ Yes	☐ No
XII.	Other?	Please specify	☐ No

Annex 2 - How to represent the Institutional Landscape

The Questionnaire in Annex 1 collects a range of information and data for the six dimensions of the Pillar. Most of the questions ask for the presence (or absence) of specific GDEI tools and the specific areas covered. To analyse these data, we converted each answer into a numeric value. Therefore, each positive answer takes the value 1, while a negative answer is coded 0. When several items are grouped together by dimension, all dimensional values are summed up

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together and this sum is divided by the total number of items in the respective dimension. This ensures that the final dimensional value is between 0 and 1. We can interpret this score as either the average number of positive answers per item in the dimension or the share of positive answers in the dimension. Only three questions result in numeric values: these are the gender compositions of governing assemblies, the gender composition of local workforces; the annual budget of GDEI departments. We need to convert these values into a 0-1 range as per other variables/dimensions above. Gender compositions are defined as the share of women in a position, so we can transform such share into an inequality measure that it is bounded between 0 and 1, with 1 indicating no inequality. More formally, we compute the absolute difference between the share of women in a position and the ideal equal distribution (i.e. 50%) divided by 50. This can be interpreted as the relative change in women's share necessary to achieve an equal distribution. Then, we subtract this value from 1 so that it is monotonically increasing and has its maximum at 1. Note that, with such formulation, an excess of women is treated similarly as an excess of men. We have now transformed all scores into variables between 0 and 1. We sum all of them by dimension, and because not all dimensions have the same number of items, we rescale all dimension indices so that they have the same maximum. Formally, the rescaling factors are computed for each dimension as the maximum theoretical value in all dimensions divided by the maximum theoretical value in the rescaled dimension. These computed indices can then be plotted into radar diagrams as the one shown in Figure 1.

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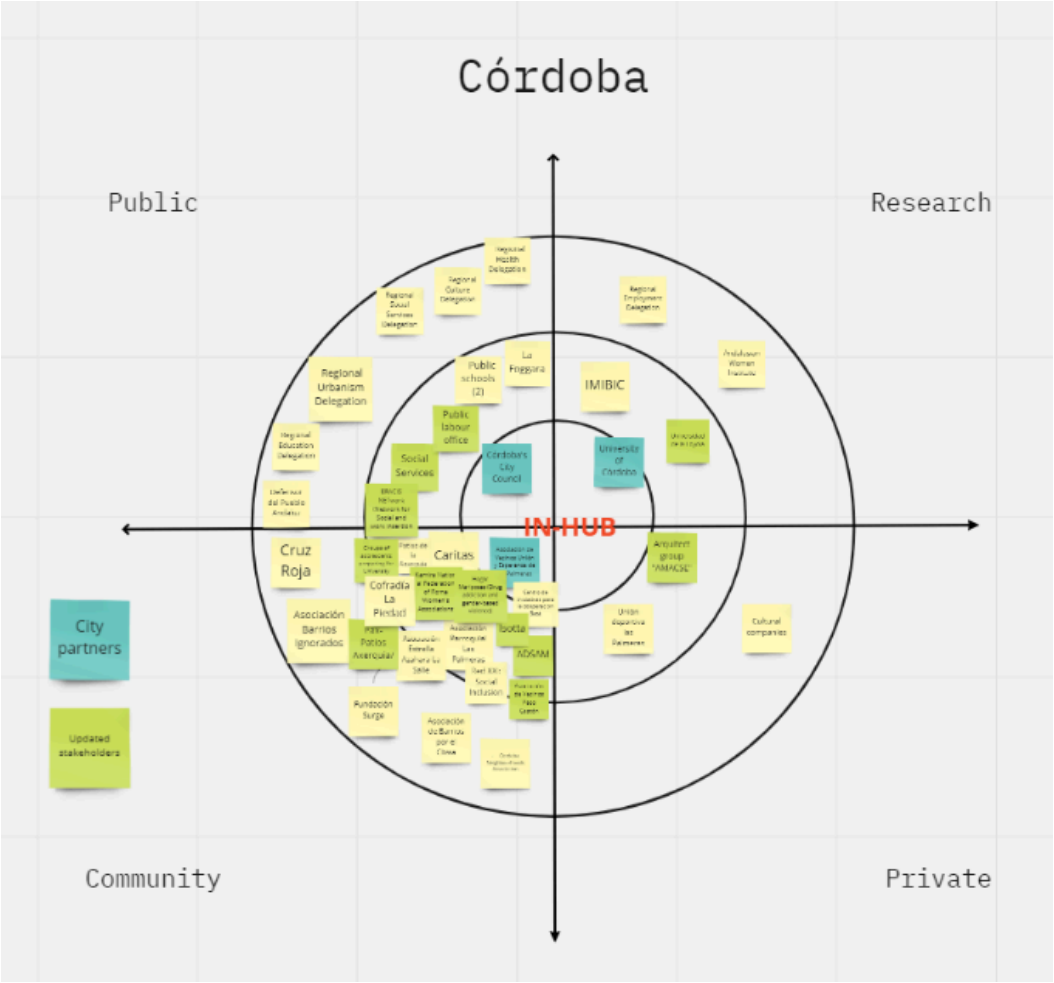
Annex 3 – Stakeholders mapping Cordoba.

November 2020



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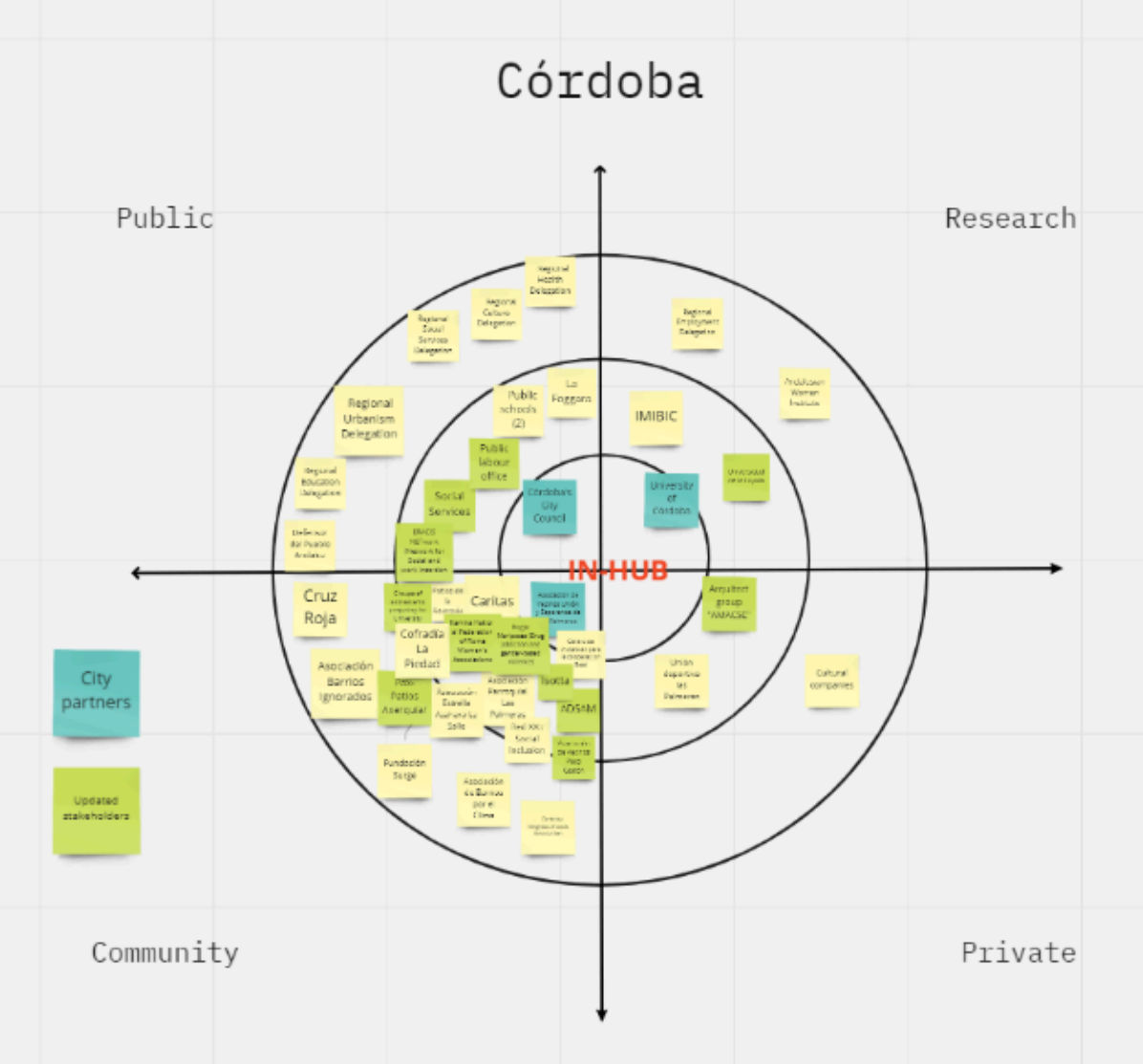
March 2021



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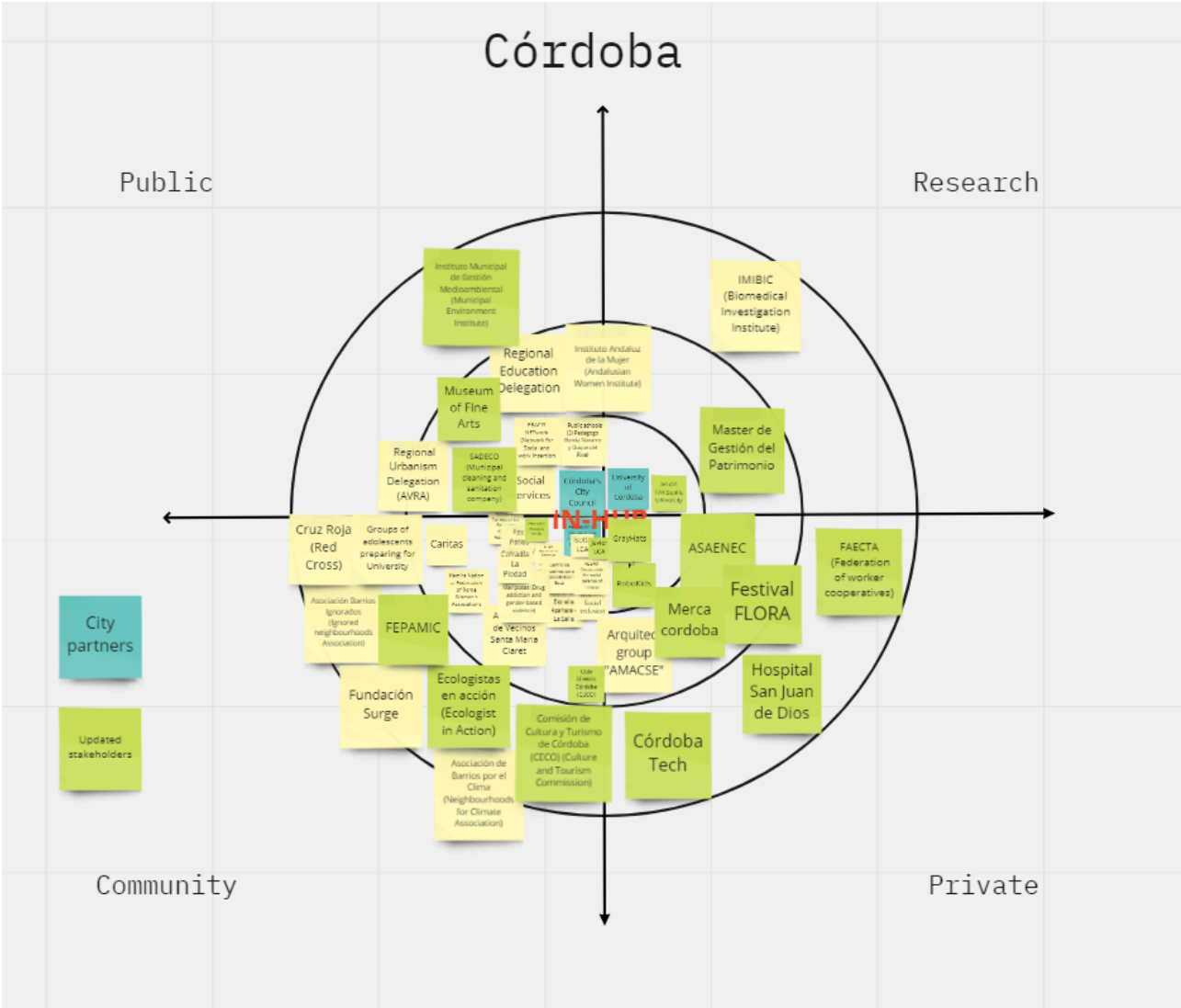
November 2021



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Annex 4 - Behavioural Game Handbook for cities.

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Table of content

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General objectives

- We will use a mix of behavioural games for understanding preferences in each of the different cities and for testing targeted interventions with a G&D approach

  - Run behavioural games to elicit preferences and find targeted solutions for collective problems
  - Study how to foster cooperation using CPR games
  - Reveal stereotypes and evaluate solutions
  - Test nudges to promote behaviour change

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Behavioural games at different stage of the project

- INHABIT will provide innovative ways to design, implement and appraise policy interventions (e.g. simple heuristics, hyperbolic discounting, use of social norms, nudges and behavioural games).
- Behavioural games will be employed to serve different functions at different stages of the work programme:
  - Studying preferences and decision-making: incentivized experiments to reveal decision making using within subjects design
  - Evaluating the impact of new measures: between subjects design with control and treatment groups

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The role of preferences in fostering cooperation

- In the early stages of the project, games will be used as a method of preference elicitation from a broad sample of citizens in each of the cities (recruited via the community activators and neighbourhood observers).
- There is a long tradition in the use of behavioural games in the elicitation of preferences (Chaudhuri, 2009), especially around the allocation of public goods and resources (Andreoni, 1995), and they can be used to help understand the circumstances under which more equitable distributions of goods are likely to be accepted, and the key drivers at play in these circumstances.
- The preferences elicited will then help building a picture of the key drivers of behaviour and barriers to change in each of the focal communities and inform the design of the INHABIT-APP.
- In this phase of the project, behavioural games will be integrated with the baseline study on IHW carried by partner ISIM as well as with the co-design of VIS carried by the pilot cities and TSR. In fact these three processes will be performed in parallel, by involving the same group of local community representatives ("observers") and using integrated methodologies.

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The role of preferences in fostering cooperation

- *Present biased individuals* (eg. Hyperbolic discounting) may be less likely to perceive the long term advantages associated to cooperation and the adoption of sustainable lifestyle (Andreoni and Sprenger, 2012)
- Social norms and trust play a significant role in cooperation in addition to the fact that some people may be '*conditional cooperators*'. (Fehr and Fischbacher, 2004; Gächter, 2007)
- The way information is provided and the framing of uncertain future outcomes will impact differently individuals' willingness to act pro socially
  - Important to understand the behavioural characteristics of each community to design targeted interventions
  - Behavioural games will help to reveal those characteristics and inform future solutions

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The role of Stereotypes in Cooperation

- Stereotyping might influence individuals' perception of cooperation, from free riders to high contributors and affect the productivity of the group in managing CPR. (Andreoni and Petrie, 2008)
- Repeated CPR games offer a setting where stereotyping is possible (groups with several participants). Participants will have the opportunity to confront their expectations of behavior (based on stereotype) and if they match observed behavior. Participation in subsequent rounds will inform about how people adjust to their revision of stereotypes.
- We will run games to reveal stereotypes on gender and diversity and how people react/adjust to them in repeated interactions

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Behavioural games for understanding barriers to cooperation and how to design VIS and INHABIT-APP

- The games have been co-designed to help reveal the perspective of marginalized target groups and those who should cooperate with them in the realization of the VIS for each city.
- In each city, the implementation of behavioural games will take place in the local language and will be facilitated by the LCAs and dedicated helpers to be recruited specifically for the purpose of running the games.
- The sample of participants will include a representative range of citizens with PCs who are often excluded in traditional sampling, by targeting citizens via services with which they are already engaged e.g. surgeries, schools, retirement communities. Games will be made available in paper version so as not to exclude those who might not have access to mobile technology.

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Behavioural games to test solutions

- In the later stages of the project (Yrs 4 & 5), behavioural games will perform a different function. Here we will instead employ games that are designed to help supporting and maintaining behaviour change.
- In these games we will build on the work done across the programme in understanding a "day in the life" of individual citizens (especially those within designated at-risk or marginal groups), to develop games that support perspective taking.
- These games will additionally be tailored to the specific context examined in each of the city focus concept (culture, food, animals, art and environment) ensuring that they are as closely aligned with the key inclusion goals as possible, taking into account the geographical, cultural and psychological context as much as possible and making use of the INHABIT-APP prototype.
- This includes testing solutions to promote the adoption of sustainable lifestyle such as nudges, reminder and frequency of reminders, information framing (figures, ranking, peer information) etc…

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Common-pool resource games

- **Common-pool resources** are goods characterized by **low excludability** (difficulties to prevent that other individuals use the good) and **high subtractability** (the availability of the good decreases when the good is used/consumed).
  - e.g. fish banks, forests, water…
  - In IN-HABIT, **health and well-being**

- **Common-pool resource games**
  - Artificial situation where players have to manage common-pool resources. They may choose how much of the CPR to extract for their own good at the expense of the other players and their ability to extract again in the future.

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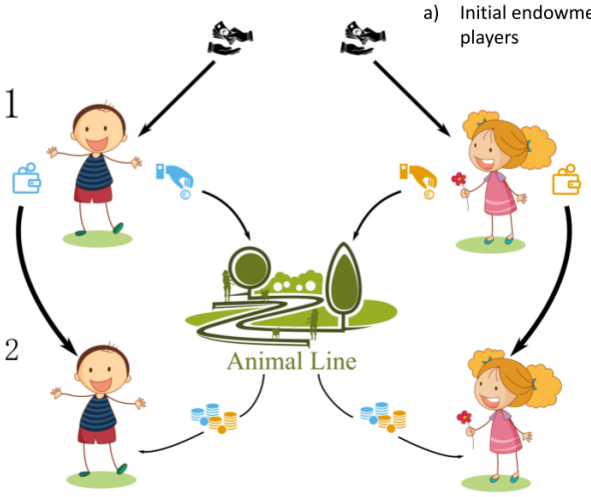
Common-pool resources game

a) Initial endowments are given to players

b) Players can either **contribute** to the common good or **keep** the money

c) The common good generates a premium depending on all contributions

d) Players get a share of the total value of the common good plus what they have kept



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What are we testing

Competitive vs cooperative norms

- To what extent nudging social norms could increase cooperation within cities?
- How to best design your message to foster cooperation?

	Control	Treatment 1	Treatment 2
Step 1	Nudge 'neutral' norm *'what people in the city do'*	Nudge 'cooperative' norm *'what people from <u>your</u> group do'*	Nudge 'competitive' norm *'what people from the <u>other</u> group do'*
Step 2	Common Pool Resource Game		
Step 3	City Intervention		
Step 4	Evaluation		

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Next steps

- Work with cities to co-design behavioural games TAILORED to their interventions (particularly around promotion of soft-solutions)
- Provide logistics support, training and resources for running the games

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Preparation logistics

- Indicative number of participants: 150-200 per city (minimum 50 per group, C, T1, T2)
- Funds cover:
  - participation fees (e.g. mobility, child care, and other opportunity costs / special needs)
  - show up fee
  - game winnings up to 50 euros pp (including show-up fee)
  - Helpers
  - Games materials
- In advance of sessions materials will be translated into the local language. Two translators will enable back translation, in order to make sure translation introduces no biases.
- Recruitment and training of helpers (at least two weeks before)
  - 1 helper per 10 participants => ~6 helpers in total
  - Helpers will help with recruitment of participants, organization of spaces, running the games and entering the data collected (in spreadsheet prepared by UREAD)
- Recruitment of participants (tailored to target groups of each cities) (at least one week ahead, remember special needs participants need more time)
- Organization of spaces (at least two weeks ahead)
- Assignment of participants to groups (groups need to be diverse)
  - Groups have to represent all the targeted personal characteristics
- One member of UREAD will travel to assist and help coordinate the games

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Games logistics - Single round CPR game

- 30 participants per session
- 3 coordinators (one main coordinator + 2 coordinators)
- pen and paper for the participants
- numbers from 1 to 30 to identify participants and ensure anonymity (numbers to be reported on each individual answer sheets)
- one room with larger capacity, depending on the setting (space should be enabled between participant to facilitate privacy).
- 30mn-1h per session, up to 4 sessions per day
  - Comprises the CPR game
  - A sociodemographic survey
  - A short survey on pillar 2 gender landscape

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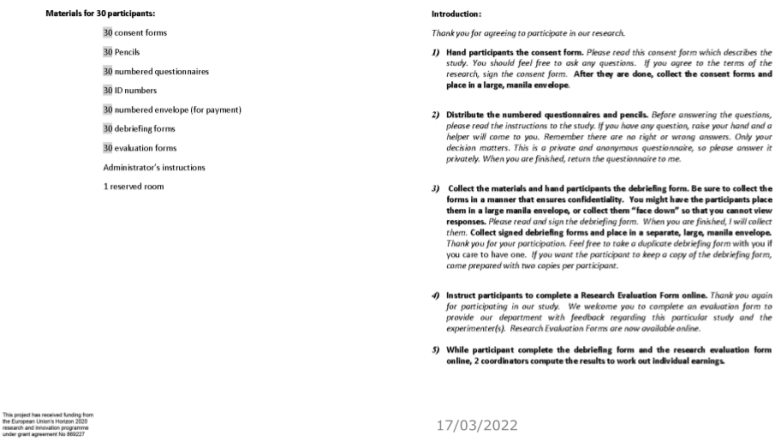
Instructions sheet for experimenters



Instructions sheet for experimenters

Materials for 30 participants:

- 30 consent forms
- 30 Pencils
- 30 numbered questionnaires
- 30 ID numbers
- 30 numbered envelope (for payment)
- 30 debriefing forms
- 30 evaluation forms
- Administrator's instructions
- 1 reserved room

Instructions sheet for experimenters

Introduction:

Thank you for agreeing to participate in our research.

1) **Hand participants the consent form.** *Please read this consent form which describes the study. You should feel free to ask any questions. If you agree to the terms of the research, sign the consent form.* **After they are done, collect the consent forms and place in a large, manila envelope.**

2) **Distribute the numbered questionnaires and pencils.** *Before answering the questions, please read the instructions to the study. If you have any question, raise your hand and a helper will come to you. Remember there are no right or wrong answers. Only your decision matters. This is a private and anonymous questionnaire, so please answer it privately. When you are finished, return the questionnaire to me.*

3) **Collect the materials and hand participants the debriefing form. Be sure to collect the forms in a manner that ensures confidentiality. You might have the participants place them in a large manila envelope, or collect them "face down" so that you cannot view responses.** *Please read and sign the debriefing form. When you are finished, I will collect them.* **Collect signed debriefing forms and place in a separate, large, manila envelope.** *Thank you for your participation. Feel free to take a duplicate debriefing form with you if you care to have one. If you want the participant to keep a copy of the debriefing form, come prepared with two copies per participant.*

4) **Instruct participants to complete a Research Evaluation Form online.** *Thank you again for participating in our study. We welcome you to complete an evaluation form to provide our department with feedback regarding this particular study and the experimenter(s). Research Evaluation Forms are now available online.*

5) **While participant complete the debriefing form and the research evaluation form online, 2 coordinators compute the results to work out individual earnings.**

Instructions - double-click

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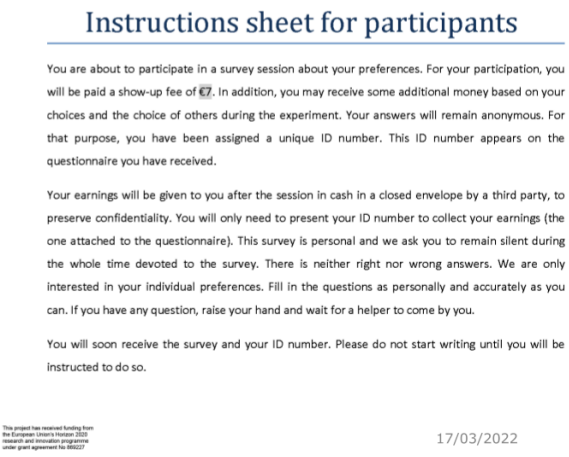
Instructions sheet for participants (to be read by LCAs to all participants)



Instructions sheet for participants

You are about to participate in a survey session about your preferences. For your participation, you will be paid a show-up fee of €7. In addition, you may receive some additional money based on your choices and the choice of others during the experiment. Your answers will remain anonymous. For that purpose, you have been assigned a unique ID number. This ID number appears on the questionnaire you have received.

Your earnings will be given to you after the session in cash in a closed envelope by a third party, to preserve confidentiality. You will only need to present your ID number to collect your earnings (the one attached to the questionnaire). This survey is personal and we ask you to remain silent during the whole time devoted to the survey. There is neither right nor wrong answers. We are only interested in your individual preferences. Fill in the questions as personally and accurately as you can. If you have any question, raise your hand and wait for a helper to come by you.

You will soon receive the survey and your ID number. Please do not start writing until you will be instructed to do so.

Participants - double-click

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Participant Information Sheet

Research Project: INclusive Health And wellBeing In small and medium size cITies (IN-HABIT).
Project Team Members: Pr. Marina Della Giusta (Principal Investigator), Dr. Sophie Clot, Dr. Florent Dubois, and Dr. Rachel McCloy

We would like to invite you to take part in a research study about public goods.

What is the study?
The study is being conducted by the University of Reading. IN-HABIT is a Horizon Europe research project that aims at improving health and well-being in 4 European cities (Córdoba, Nitra, Lucca, Riga). Each city revitalizes one of their neighbourhoods with a new public good to reach this goal. In your city, IN-HABIT is changing [X] to improve health and well-being through [Y].

Why have I been chosen to take part?
You are living in the neighbourhood being revitalized or you are a potential user of the infrastructure being deployed. As such, you are directly concern about how this public good will be used and maintained, and we would like to understand how and why you will use it or not.

Do I have to take part?
It is entirely up to you whether you participate. You may also withdraw your consent to participation at any time during the project, without any repercussions to you, by contacting the Project Principal Investigator, Dr Marina Della Giusta, Tel: 0118 378 5068, email: m.dellagiusta@reading.ac.uk

What will happen if I take part?
You will be asked to complete a short survey and will participate in a social game. You will be given a show-up fee to compensate for your participation and you may earn an additional monetary reward at the end of the game.

What are the risks and benefits of taking part?
The information you give will remain confidential and will only be seen by the research team listed at the start of this letter. This study is entirely anonymous. You will not be identifiable in any published report resulting from the study.

Participants in similar studies have found it interesting to take part. You will learn about your own unconscious biases and new methods for you to have better and more inclusive teaching practices and environment. We anticipate that the findings of the study will be useful for teachers and learning staff in planning how they teach and/or support learners.

What will happen to the data?
Any data collected will be held in strict confidence and no real names will be used in this study or in any subsequent publications. No identifiers linking you to the study will be included in any sort of report that might be published. Participants will be assigned a number and will be referred to by that number in all records. The data will be stored securely on a password-protected computer and only the research team will have access to them. At the end of the study, the data will be securely anonymized or pseudonymized so that it will erase permanently any way to identify individuals. The results of the study will be presented at national and international conferences, and in written reports and articles. We can send you electronic copies of these publications if you wish.

What happens if I change my mind?
You can change your mind at any time without any repercussions. During the research, you can stop completing the activities at any time. If you change your mind after data collection has ended, we will discard your data.

Who has reviewed the study?
The project has been subject to Ethical Review and has been approved by the ethics committee of the University of Reading to ensure all data collection, analysis and storage are in compliance with GDPR (you can check details here: https://ico.org.uk/). The University has the appropriate insurances in place. Full details are available on request.

What happens if something goes wrong?
In the unlikely case of concern or complaint, you can contact Professor Marina Della Giusta email: m.dellagiusta@reading.ac.uk

Where can I get more information?
If you would like more information, please contact Professor Marina Della Giusta

email: m.dellagiusta@reading.ac.uk

We do hope that you will agree to your participation in the study. If you do, please sign the associated consent form and wait for the coordinators' instructions.

Thank you for your time.

Information sheet
- double-click

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Consent form

Research Project: INclusive Health And wellBeing In small and medium size cITies (IN-HABIT)

Participant Consent Form

I have read the Information Sheet about the project and received a copy of it.

I understand what the purpose of the project is and what is required of me. All my questions have been answered.

Name of participant: _____

Please tick as appropriate:

I consent to completing a questionnaire. ☐
I consent to participating in a social game. ☐
I consent to completing a feedback form. ☐
I consent to be contacted for a follow up survey in 3-6 months. ☐

Signed: _____

Date: _____

Consent form - double-click

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Preliminary Protocol

A/Control B/T1

Anonymous questionnaire n° 1

Please answer this questionnaire in private and as accurately as possible.
There are no right nor wrong answers.

Thank you for taking part in this survey. This survey is entirely anonymous and voluntary (you are free to withdraw at anytime). You have been allocated a random number at the top of the questionnaire and on the corner of the sheet. Please detach the number in the corner of the sheet. You will receive your payment which will be calculated based on your answers in this questionnaire, at the end of the session upon presentation of this number.

A sum of 30 euros has been allocated to you for this event: 20 euros to cover for your participation and 10 euros to be used as tokens in the game below, which could be either invested towards the community or that you can keep for yourself. If you invest tokens, you can earn from 0 up to 30 euros in addition to your 20 euros. You will thus end the game with total earnings ranging from 20 euros up to 50 euros. Or you can choose to not invest tokens and end the game with 30 euros. This decision is entirely yours and we guarantee anonymity. The privacy of your decision is ensured by the number you have been allocated.

You have 300 tokens (1 euros = 30 tokens) to play the game.

This game is about investing in a [child care project]. The specific type of project will depend on the fund collected. The project will benefit the entire community, but will target in particular [people with very low income].

There are 4 stages in this game:

-Stage 1: starting the project.

-Stage 2 & 3: running the project.

-Stage 4: benefit from the project.

At the end of the game, depending on your decisions as well as decisions from other people in your group, you will receive the benefit from the project. This benefit will depend on the state of the project, which relies on your decision and your group decision over the 3 stages. Each group is made of 5 individuals. You all have 300 tokens each.

At stage 4, the total number of tokens invested in the project from all members of the group is tripled, and then shared out equally between the group members. For example, if together you invest 1200 tokens altogether over the 3 stages, you will each receive again of 720 tokens (1200*3/5 participants) in addition to your participation fee, so 44€ euros total (24€ from the game + 20€).

You have 300 tokens in total and you can invest up to 100 tokens at each stage. Your final gain will depend from the state of the project.

-Stage 1: Starting the project.

How many tokens you invest at this stage: _____(from 0 to 100)

How many tokens, on average, do you think other people in your group have invested in stage 1? _____(from 0 to 100)

-Stage 2: Running the project.

For this second stage, we ask you to invest tokens depending on how many tokens other members of the group have invested in stage 1.

Total tokens invested in Stage 1 by your group	How many tokens you invest at stage 2 (0-100)
High: >300	_____
Medium: 200-300	_____
Low: <200	_____

How many tokens, on average, do you think other people in your group have invested in stage 2? _____(from 0 to 100)

-Stage 3: The maintenance stages – looking after the garden.

For this third stage, we ask you to invest tokens depending on how many tokens other members of the group have invested over stage 1 & stage 2.

Total tokens invested by your group – Stage 1 + Stage 2	How many tokens you invest at stage 3 (0-100)
Very High: >800	_____
High: 600-800	_____
Medium: 400-600	_____
Low: 200-400	_____
Very Low: <200	_____

How many tokens, on average, do you think other people in your group have invested in stage 3? _____(from 0 to 100)

Stage 4:

This table shows your individual earnings depending on how many tokens you have invested as a group

The total contribution will be calculated by adding up the sum invested in stage 1 and the corresponding sum collected in a group in stage 2 and 3. For example, if the total group contribution at Stage 1 is 250, then the corresponding amount invested in Stage 2 (for the 'Medium' level) will be added up for the 5 members of the group.

Total contribution	Individual average contribution per	Individual payoff	Gain in euros	Total payment

Protocol - double-click

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