Urban and Social Policies: Gender Gap for the Borderless Cities

Celestina Fazia[1(✉)], Tiziana Campisi[1(✉)], Dora Bellamacina[2], and Giulia Fernanda Grazia Catania[1]

[1] Faculty of Engineering and Architecture, University of Enna Kore, Cittadella Universitaria, 94100 Enna, Italy
{celestina.fazia,tiziana.campisi}@unikore.it, giuliafernandagrazia.catania@unikorestudent.it
[2] Mediterranea University, 89 100 Reggio Calabria, Italy
dora.bellamacina@unirc.it

Abstract. The variables that insist on the gender gap in transport affect several topics. From being a corporate user or employee, to customs and habits in terms of travel, to sensitivity towards sustainable urban models and proximity mechanisms, in line with the urban transition processes in order with the 15-min city. Analyses of the use of the travel system show that individual choices, also influenced by social inclusion, are decisive. The European Green Deal would represent an opportunity for strategic repositioning in the transport sector towards minimising the gender gap. In Europe in terms of employment, the transport sector is typically attractive for men and less so for women. How are cities re-organising the supply of services, urban amenities and public transport according to changing demand? Is it sufficient to carry out the planning of interventions and resources, the operation of projects, the systematic verification of results in terms of effectiveness and quality of performance, or is a gender impact assessment also necessary? The essay will address the issues related to the new social dimension, beyond gender limits, hypothesising ways and strategies for the functioning of the city without borders, in the era of the multicultural and fuzzy society.

Keywords: Gender gap · Regeneration · Inclusion · Urban planning · Urban transport · Sustainable mobility

1 Introduction

The following dissertation deals with the theme of the gender gap in the context of urban planning and urban transport. From a first analysis of the literature on the concept of the gender gap in urban transport, also in consideration of the recent pandemic phase, the dissertation will answer the research question on how urban regeneration can contribute to bridging the gap. The data of the European indices demonstrating the gender gap at EU level, followed by a dissertation on some case studies referring to projects aimed at bridging the gap, demonstrate what good practices are and what is being done to solve the problem. Then the conclusions that define the guidelines deduced from the study follow [1].

© The Author(s), under exclusive license to Springer Nature Switzerland AG 2023
O. Gervasi et al. (Eds.): ICCSA 2023 Workshops, LNCS 14106, pp. 133–146, 2023.
https://doi.org/10.1007/978-3-031-37111-0_10

2 What's Gender Gap in Urban Transportation?

2.1 Concept of Gender Gap in Mobility and Transport Services

In recent years, a number of cities around the world, although still in a tentative stage, are implementing a number of strategies and actions to plan and implement more sustainable and equitable city models and transport networks for all [2–4].

However, the number of women in leadership positions is still minimal in various sectors such as transport and logistics, and women are often confronted with various stereotypes.

The gender gap is highlighted by the variation of the different roles of women in the transport sector, i.e. as a manager but also as a driver or as a simple passenger [5].

Several research studies have pointed out that men's daily journeys are direct journeys, often by a single means of transport (home-work, home-visit), whereas women's journeys are related to multiple modes of transport. This is connected to the fact that it is almost always women who drive their children to school or to various activities, as well as the elderly in the family (mostly business trips) [6, 7].

Furthermore, not only do women and men use means of transport differently, but the factors causing this, such as different social, economic and physical aspects, are also different. Studies worldwide have shown that women are more likely to walk and use public transport as a means of transport. As women's travel patterns are more complex than those of men, these differences show the negative consequences when transport planning focuses primarily on commuting [4, 8].

During the recent pandemic phase, women were the ones who felt most fearful about commuting and reduced their mobility by public transport such as buses, trams and trains [9, 10].

Moreover, recent modal forms such as the use of electric scooters for first- and last-mile journeys are characterised in several cities by a higher percentage of male users, not only because of safety or physical problems in using scooters, but also because women often place great importance on physical appearance and clothing for going to work, and this is often in contrast to the use of e-scooters [11, 12].

A number of researches have pointed out that shared means of transport are more suited to men's physicality just think of tall e-bikes or heavy electric scooters. Vehicles that in any case, unlike men, women would feel safer using in dedicated lanes, away from cars [13].

Public transport, on the other hand, does not seem to be designed for people carrying pushchairs, children, shopping and prams (an even more serious issue for disabled citizens). And there is, finally, the question of safety. Very often women are forced to change lines or skip a stop because they are considered unsafe. All it would take is careful video surveillance, more lighting at the platforms [14].

Several European and non-European cities highlight a number of strategies developed to counter this gender gap.

Barcelona has attempted to prioritise people-centred design and gender inclusion in mobility design by carrying out several actions for the decarbonisation of transport and the transformation of public space, as well as gender urbanism [15, 16].

The city of Buenos Aires is reclaiming street space and the government is attempting to implement strategies to close the cycling gender gap [17].

These actions include, for example, incentives to increase bicycle use, walkability projects and the transition to clean energy. These actions respond to the objective of generating a transformation of citizens' mobility that improves their quality of life and is consistent with the goals set in terms of resilience, inclusiveness and carbon neutrality.

In European cities known for their cycle paths, such as Amsterdam and Paris, the gender gap is in parity. Since the majority of public transport users in many European contexts are not women, there is a need for women in executive level roles to shape a service that affects them more often than their male counterparts [18, 19].

Transport systems can only become truly inclusive and gender-responsive if women's voices, perspectives and experiences are reflected at all levels of the sector. As more women enter the transport sector and assume leadership positions, design and planning for women is gaining importance and it is hoped that we will quickly see the redesign of our transport networks to make them more liveable and human-centred.

2.2 How Much the Reorganization of Transport Can Make the City Inclusive, Case Studies

In order to overcome "marginalization" and "inequality", mobility services (and consequently infrastructures) must improve the social conditions of the citizen. However, many do not oppose social, economic and political life and therefore ensure a more accessible and inclusive life. This happens because barriers often cause a lack of transport networks that are difficult to implement on a municipal or international scale. In the transport sector, planning and design activities to promote accessible mobility for all include the full and active participation of those who live and inhabit cities. Researcher Malvika Dixit's case study at Delft University of Technology led to the combination of smart card data on the public transport network and income data on a smaller scale, the neighborhood. The result of the research was that residents of low density open areas have to travel cumbersome itineraries with relative higher costs to face for tickets. This has led to an understanding of a profound link between income and the complexity of the journeys, in neighborhoods with higher income it is possible to guarantee direct journeys, which leads to lower distances, and therefore costs [20] (Figs. 1 and 2).

Everything translates thus fueling an inequality of a society already divided from a social point of view. What to do for a more socially inclusive mobility? The Boston Consulting Group and the University of St. Gallen in Switzerland analyzed three different cities that share traffic congestion and the presence of underserved, therefore isolated, neighborhoods, such as Berlin, Chicago and Beijing [21] (Fig. 3).

In planning and designing the transport network in these cities, the systems have been adapted to people with disabilities and those coming from disadvantaged socio-economic backgrounds, such as for example the use of shuttles that bring them closer to the stations or car sharing at affordable prices. Furthermore, both supply and demand must be taken into account, for example it was realized in Chicago that increasing the frequency of night transport does not necessarily lead to a greater flow of passengers. These are measures that must go hand in hand with the real understanding of the demand and user preferences, for example if you want to increase the use of the subway by adding



Fig. 1. Research Boston Consulting Group and University of St. Gallen - self-driving vehicles (AV) Source: https://slowrevolutionitalia.wordpress.com/2021/01/04/veicoli-autonomi-contro-il-traffico/



Fig. 2. Chicago. – aerial gondolas. Source: https://design.fanpage.it/chicago-skyline-i-futuri-mezzi-di-trasporto-in-citta/;



Fig. 3. Bejing. - transit elevated bus. Source: https://ilgiornaledellebellenotizie.com/2016.

rides or carriages to trains it will not help, but you could consider a first class service for this band of users thus allowing to improve travel conditions. An important role is also played by innovative and modal transport systems that go beyond mass transport, among these we find car-sharing applications, micro-mobility offers - bikes, scooters, scooters -, shuttles on request. This type of system can also help in finding innovative solutions to combat climate change. Another aspect not to be underestimated is the involvement of local communities in the decision-making process through data collection ensuring an accurate analysis of the choice and the possible problems and obstacles that can be solved [22].

Basically, most of the transport systems have the same appearance and function as in the 1950s, what changes today is society with the sole objective of promoting socio-economic growth and social equity. This can ensure jobs, access to various social and cultural services and therefore progress up the social ladder as mobility should not be seen as a tool that simply 'moves' people from one place to another. Today, however, these social changes, with respect to mobility that has remained unchanged, have led to a gap between the needs of citizens and the ways of moving guaranteed by cities. What limits this development of mobility is dictated by the fact that the system at a physical and socio-economic level does not benefit from some solutions that technology itself offers us - such as on-demand shuttles or apps for sharing means of transport.

3 What's Gender Gap in City Planning?

3.1 How Much the Reorganization of Transport Can Make the City Inclusive, Case Studies

The sudden development of urbanization is bringing strong pressure on environmental life and above all on social and economic results that take into account factors such as accessibility, inclusion, quality of life and resilience. We need to sensitize the various countries to work on initiatives and resources to fight social inequalities, forms of poverty and climate change all under an inclusive key. It is necessary to guarantee mobility and transport systems that are safe - also from a road point of view -, accessible by all and sustainable for the different needs of users - women, children, the elderly, people with disabilities [23] (Fig. 4).



Fig. 4. Global Gap Report 2022: selected examples, cities on all over the world. Source: https://www.thegoodintown.it/la-mobilita-come-strumento-di-inclusione-sociale/

This must not involve "special" planning and design for the most vulnerable users, but guarantee universal access to green and public environments by guaranteeing their inclusive factors. This would involve not only an environmental and sustainable benefit but also an optimization of social and psychological costs. To obtain these results, it is necessary to launch large initiatives with large investments of resources, planning activities and monitoring systems. It is possible to observe that if on the one hand temperatures are constantly growing, on the other hand society is constantly evolving and growing in terms of habits and environment. Resilience is today a necessary component for sustainable and accessible development, acting first of all on the organizational and management models of urban systems. Accessibility policies must provide for correct information on the use and destination of services dedicated to the most vulnerable people - women, children, the elderly, people with disabilities -, as well as the promotion of initiatives dedicated to the use of sites of tourist interest and cultural by the same without, however, alluding to a "special" type of planning and programming. Public

administrations are not the only ones to play an important role, but so are the city users who populate and experience these spaces firsthand. The problem with our country is that it is characterized by unique cities rich in history and art, and often these do not allow them to be enjoyed by everyone due to their artistic and touristic heritage. However, all this is not impossible, the enhancement of the accessibility of the territories could be ensured through a plan to improve the conditions of mobility - regional, provincial or municipal roads - taking into account the population that inhabits these places. One could start from an adaptation of the flooring, and therefore of the signage and lighting, creation of paths and reduction of environmental pollution in order to improve the conditions for the protection of public safety and exposure to hydrogeological risk [24].

3.2 Gender Impact: Which European and National Guidelines?

A definition of urban planning: "a multidisciplinary approach that defines where to build and why. Urban planning is conceived as a relationship between people and the built environment, so that this environment is made livable and the conditions of the people inside it are perceived as safety and well-being. Urban planning achieves these objectives through the protection and development of the environment, transport, housing, public spaces and urban design" (Fig. 5).

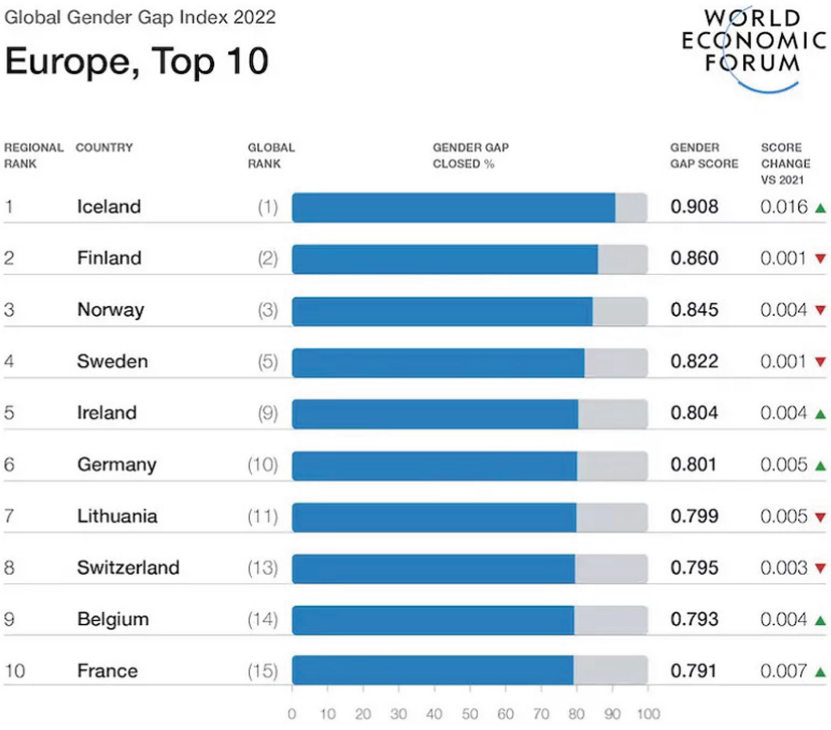

Fig. 5. Global Gap Report 2022: Global Gender Gap Index. https://www.weforum.org/reports/global-gender-gap-report-2022/

Although gender inequality in social, cultural and economic terms has greatly improved towards social equity in recent decades, it is still a current and ever-changing theme [24]. The system of gender difference is in fact determined by cultural constructions dependent on the temporal sphere in which they function. Therefore conditioned by society and by historical moments in which mainly political factors contribute [25].

The Global Gender Gap Report 2022 [4] found that the global gender gap has been closed by 68.1%. Although the figure is defined as slightly improving, it is necessary to consider the generational loss of the two-year period '20–21 (also aggravated by the global pandemic condition) which has clearly increased the trend according to which in 2020 this gap would be filled by 2120, postponing it until 2156.

What are the indicators able to define the aforementioned trend? Mainly these are four macro areas:

1. health;
2. education;
3. economic opportunity;
4. political participation.

In the 146 countries covered by the indicator, the gender gap has narrowed significantly between health and survival and on the level of education by 94.4%; sufficiently regarding the economic opportunities of 60.3%; however only 22% in the area of political participation.

The international comparison sees North America leading all regions, having filled 76.9% of the gender gap, followed by Europe, which filled 76.6% of its gap. Asia (Central and Eastern, because Southern Asia remains at the bottom of the ranking) is positioned only towards the middle of the ranking, making up 69%. More than four percentage points less for sub-Saharan Africa, the Middle East and North Africa, which closed 63.4% of the gender gap

Europe holds the second place in terms of gender equality - at 76.6%. It is certified that the gap can be filled in 60 years on average.

Gender gaps are influenced by several factors. Cultural revolutions, political debate, economic and technological transformations. In particular, in recent decades, the 2008 crisis has played a fundamental role, limiting the sectors that provide the core of the social infrastructure, influencing the outcomes for families and primary health workers which was then followed by a further aggravation during the pandemic.

Furthermore, the gap is also suffering from geopolitical conflict, in Africa, Asia and Eastern Europe and from climate change.

On the economic issue, the countries that lead the performance in this sub-index are Sweden, Latvia and Iceland, while Italy, together with Bosnia Herzegovina and North Macedonia are at the bottom of the ranking, ending 2022 with a development indicator below the 70% threshold - compared to a ranking governed by countries with an improvement of more than 10 percentage points over Italy.

What steps are being taken in designing future scenarios leading to a zero difference? The European Commission in 2021 presented the "EU Action for Equal Pay", with the intention of tackling the gender pay gap with the aim of "promoting the effective

principle of equal pay by creating new legislation and monitoring its implementation". The measure, with 24 action points, distributed in 8 main strands of action, aims to:

- improve the application of the principle of equal pay;
- combating segregation in professions and sectors;
- break the glass ceiling: tackle vertical segregation;
- face the care penalty;
- make better use of women's skills, efforts and responsibilities;
- discover inequalities and stereotypes;
- warn and inform about the gender pay gap;
- strengthen partnerships to address the gender pay gap.

In December 2022, the Law on Equal Pay [26, 27] was published in No. 285 of the Official Gazette of the Italian Republic, aimed at raising awareness of those who oppose the phenomenon known as the gender gap. The certification of gender equality had already entered into force in January, which attests to the obligation adopted by companies and administrations - with more than 50 employees, those with fewer only on a voluntary basis - to draw up a report on gender inequality every two years.

At it stands, gender impact is believed to be suffering from the climate crisis; women, together with the most vulnerable minorities, are more severely impacted than men. This is due to persistent social, cultural, economic and political inequalities. It is necessary to discuss and deliberate innovative strategies in terms of energy regulation and the fight against climate change in order to support minorities who are victims of gender inequalities.

3.3 Gender Impact: What is the State of Implementation of the Projects and the Results Achieved? A Review

The report "Why the European Green Deal needs ecofeminism - Moving from gender-blind to gender-transformative environmental policies", maps gender gaps and opportunities. And, it also provides recommendations on how to move from gender-blind environmental policies to environmental policies that bridge the gender gap (Fig. 6).

In the context of urban planning, the relationship between cities and vulnerabilities also includes the issue of gender inequality [28, 29]. In terms of perceived security, in fact, the urban morphology is subject to describing areas of "freedom" and not. Certain contexts, in fact, are more subject than others to gender inequalities. Although, as widely stated, the theme of the gender gap is national and European, as well as international, in some areas, due to the social and cultural context, these phenomena tend to be negatively amplified.

The Handbook for Gender-Inclusive Urban Planning Design is a document that identifies six so-called "discriminating" areas for the female gender in the context of perceived safety. Also connected to the issue of the ability to counter and mitigate the effects of climate change.

The role of urban planning as a practice of modeling the environment determines the way communities live in a specific place. Planning is therefore closely connected in the definition of urban processes also in social terms with respect to the inequalities inherent in the population. In this sense, urban planning can act as a programmer of conditions

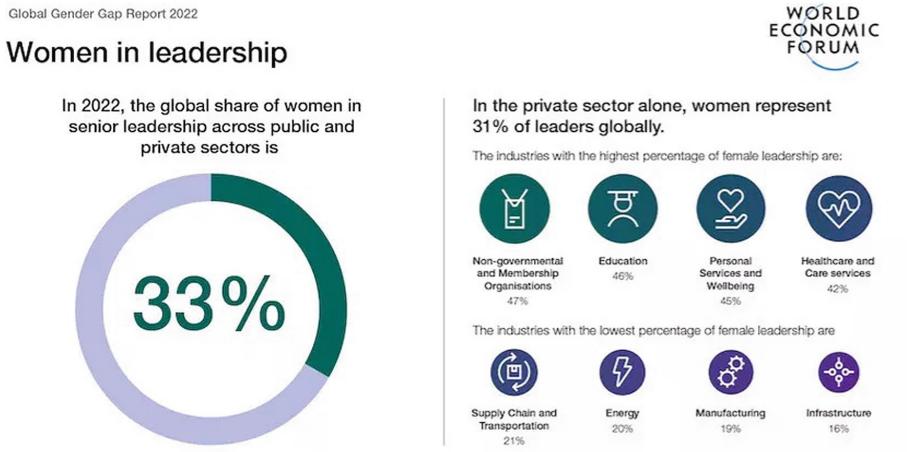

Fig. 6. Global Gap Report 2022: women in leadership. https://www.weforum.org/reports/global-gender-gap-report-2022/

that make the lived environment safe with respect to the gender gap. In other cases, in fact, the urban fabric increases inequalities (Fig. 7).

What is the appropriate way to plan urban transformations taking into account inequalities, towards an objective of social equality within cities?

In fact, the urban planning discipline catalyzes issues such as that of public transport, infrastructural mobility, the urban landscape, public space, basic urban services, energy [30]. Case studies of gender-inclusive projects in cities show how simple measures to improve urban access can significantly increase safety and well-being, as well as liveability. Below is a review of some European projects on the subject [31]. “EUROPA - MIND THE GAP [32]: towards gender equality", quoting the famous phrase from the London subway, is a European project whose promoters are Italy, Belgium, Portugal and Spain. It is proposed to achieve a general macro-objective by addressing gender stereotypes in schools, thus reducing the influence of gender expectations on the choices of girls and boys in matters of education, work, and life choices, and a specific one aimed at strengthening ability of educators and other adults dealing with children to identify and address gender stereotypes in education, including their own unconscious biases. Through certain lines of action, it basically aims to:

– discover and deconstruct gender preconceptions;
– combating gender segregation in study disciplines;
– deal with stereotyped social implications together with students by encouraging them to deconstruct negative gender roles that fuel the gap;
– integrate the gender perspective into guidance practices and psychological counseling to support school structures.

The STEAMiamoci project [33] aims to “promote concrete actions to reduce the gender gap because STEM skills are and will be the skills of the future”.

Indeed, the data on university enrollments show that women represent the majority of enrolled students (55%), however in STEM degree courses the data records only 37%

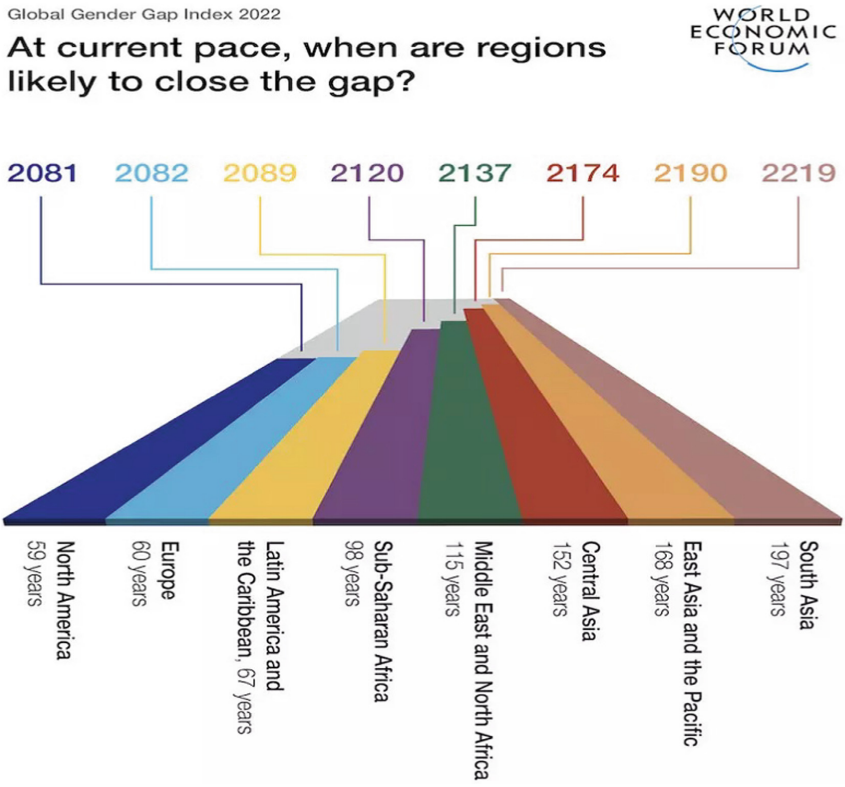

Fig. 7. Global Gap Report 2022: the regions and the gap. https://www.weforum.org/reports/global-gender-gap-report-2022/

of female presences among scholars. In fact, the research shows, as the most striking fact, that 82% of those enrolled in the humanities are female, while only 20% of enrolled women attend engineering courses.

Among the objectives of the project are:

- organize the current situation in order to provide elements to guide university policies;
- provide tools for communication and media dissemination activities;
- organize orientation days with managers specifically trained to state the benefits of attending STEM university courses for future access to the world of work;
- promote the visibility and sharing of best practices;
- increase school-business-institution activities and collaboration on the subject.

The GE&PA - Gender equality and public administration [34] project offers training courses for gender equality in the PAs - co-financed by the Emilia Romagna Region - with the aim of making communities capable of assuming such skills so that public policies are directed towards European and national gender equality goal.

A community is able to bridge gender inequalities by pursuing urban objectives of accessibility, networks, security, climate resilience.

4 Conclusions

Case studies analized on gender-inclusive projects in cities show how simple measures to improve urban access can increase safety and well-being, as well as liveability. The principle of equal opportunities between women and men is found precisely within the structural policies.

of the European Union and has an increasingly significant importance, as known, starting from the Platform action adopted at the Fourth World Conference on Women held in Beijing in 1995, to then continue with the Treaty of Amsterdam, in which the member countries have provided for formalize the commitment and attention towards equality policies and mainstreaming at European level, in particularly starting from the regulations of the structural funds for 2000–2006 [35].

Precisely the regulations represent a culminating point of the process started at Community level, identifying in the indication of equal opportunities one of the priorities to which all member countries must.

strive in the implementation of programming, and a concrete way to impress greater strength to take gender issues into account.

The regulations establish that programming incorporated into the set of policies and actions identifies the application of the principle of mainstreaming. This means always having as a reference, in all the fora of definition of policies and typologies of intervention, the attention to the possible different effects on the respective conditions of women and men, i.e. the assumption of a gender perspective which leads to systematic questioning of such actions and policies in their significant differentials for gender [36].

Contribution Authors Corresponding authors: although the research is the result of the work carried out jointly by all the authors, which Celestina Fazia is the supervisor, the drafting of the essay is to be attributed differently to each of them:

§ abstract and introduction by Celestina Fazia; § 1.1 by Tiziana Campisi; § 1.2 by Giulia Fernanda Grazia Catania; § 2.1 by Celestina Fazia and Giulia Fernanda Grazia Catania; § 2.2 by Dora Bellamacina; § 2.3 by Dora Bellamacina; § Conclusions by Celestina Fazia and Tiziana Campisi.

Essay review: Tiziana Campisi.

References

1. Fazia, C.: I Nuovi Contesti Della Governance, CAT Iiriti, Reggio Calabria (2012)
2. Clark, B.Y., Brudney, J.L., Jang, S.G., Davy, B.: Do advanced information technologies produce equitable government responses in coproduction: an examination of 311 systems in 15 US cities. The American Rev. Public Admin. **50**(3), 315–327 (2020)
3. Di Ciommo, F., Shiftan, Y.: Transport equity analysis. Transp. Rev. **37**(2), 139–151 (2017)
4. Campisi, T., Georgiadis, G., Basbas, S.: Developing cities for citizens: supporting gender equity for successful and sustainable urban mobility. In: Computational Science and Its Applications–ICCSA 2022 Workshops: Malaga, Spain, July 4–7, 2022, Proceedings, Part VI, pp. 410-422. Springer International Publishing, Cham (2022). https://doi.org/10.1007/978-3-031-10592-0_30
5. Scott, A., Davis-Sramek, B.: Driving in a man's world: examining gender disparity in the trucking industry. Int. J. Phys. Distribution Logistics Manage. **53**(3), 330353 (2023)

6. Gordon, P., Kumar, A., Richardson, H.W.: Gender differences in metropolitan travel behaviour. Reg. Stud. **23**(6), 499–510 (1989)
7. Assaker, G.: Age and gender differences in online travel reviews and user-generated-content (UGC) adoption: extending the technology acceptance model (TAM) with credibility theory. J. Hospitality Marketing Manag. **29**(4), 428–449 (2020). https://www.swissinfo.ch/ita/economia/il-forum-economico-mondiale-pu%C3%B2-fermare-la-deglobalizzazione-/47609604
8. Al-Rashid, M.A., Nahiduzzaman, K.M., Ahmed, S., Campisi, T., Akgün, N.: Gender-responsive public transportation in the Dammam metropolitan region, Saudi Arabia. Sustainability **12**(21), 9068 (2020)
9. Campisi, T., Basbas, S., Skoufas, A., Kaltsidis, A., Tesoriere, G.: The impact of COVID-19 is not gender neutral: regional scale changes in modal choices in Sicily. Trans. Res. Proc. **69**, 584–591 (2023)
10. Campisi, T., et al.: Anxiety, fear and stress feelings of road users during daily walking in COVID-19 pandemic: sicilian cities. Trans. Res. Procedia **62**, 107–114 (2022)
11. Campisi, T., Skoufas, A., Kaltsidis, A., Basbas, S.: Gender equality and E-scooters: mind the gap! a statistical analysis of the sicily regio, Italy. Social Sci. **10**(10), 403 (2021)
12. Wild, K., Woodward, A., Shaw, C.: Gender and the E-bike: exploring the role of electric bikes in increasing women's access to cycling and physical activity. Active Travel Studies **1**(1) (2021)
13. Pazzini, M., Cameli, L., Lantieri, C., Vignali, V., Dondi, G., Jonsson, T.: New micromobility means of transport: an analysis of e-scooter users' behaviour in trondheim. Int. J. Environ. Res. Public Health **19**(12), 7374 (2022)
14. Gauvin, L., et al.: Gender gaps in urban mobility. Humanities and Social Sci. Commun. **7**(1), 1–13 (2020)
15. Cubells, J., Marquet, O., Miralles-Guasch, C.: Gender and age differences in metropolitan car use. recent gender gap trends in private transport. Sustainability **12**(18), 7286 (2020)
16. Maciejewska, M., Marquet, O., Miralles-Guasch, C.: Changes in gendered mobility patterns in the context of the great recession (2007–2012). J. Trans. Geography **79**, 102478 (2019). https://www.infrajournal.com/it/w/la-mobilit%C3%A0-come-motore-di-inclusione-sociale-in-citt%C3%A0
17. Alvarado, B.E., Guerra, R.O., Zunzunegui, M.V.: Gender differences in lower extremity function in Latin American elders: seeking explanations from a life-course perspective. J. Aging and Health **19**(6), 1004-1024 (2007).
18. Goel, R., Oyebode, O., Foley, L., Tatah, L., Millett, C., Woodcock, J.: Gender differences in active travel in major cities across the world. Transportation **50**(2), 733749 (2023)
19. Havet, N., Bayart, C., Bonnel, P.: Why do gender differences in daily mobility behaviours persist among workers? Trans. Res. Part A: Policy Practice **145**, 34–48 (2021)
20. https://www.progettoinclusivo.it/progetto/2019/03/accessibilita-fa-rima-con-sostenibilita-citta-e-obiettivi-di-sviluppo-sostenibile/
21. https://www.sunrisemedical.it/blog/citta-accessibili
22. https://www.thegoodintown.it/la-mobilita-come-strumento-di-inclusione-sociale/
23. DiPrete T., Buchmann C.: The rise of women. The Growing Gap in Education and What It Means for American Schools, Russel Sage Foundation, New York C (2013)
24. Rattanachot, W., Wang, Y., Chong, D., Suwansawas, S.: Adaptation strategies of transport infrastructures to global climate change. Transp. Policy **41**, 159–166 (2015)
25. Davies, S.A.: Gender Gap. Causes, Esperiences and Effects. Nova Science Publishers, Hauppauge (2011)
26. Global Gap Report 2022. https://www.weforum.org/reports/global-gender-gap-report-2022/

27. https://www.payanalytics.com/it-it/area-stampa/what-italys-new-equal-pay-legislation-means-for-italian-compa-nies#:~:text=Il%203%20dicembre%202021%20l,donne%20al%20mercato%20del%20lavoro
28. Reeves, D., Parfitt, B., Archer, C.: Gender and Urban Planning. Issues and Trends, United Nations Human Settlements Programme, Nairobi (2019)
29. Chant, S., Mcllwaine, C.: Cities, Slums and Gender in the Global South. Towards a Feminised Urban Future. Taylor & Francis, Oxfordshire (2015)
30. De Simone, L.: Gender-conscious urbanism and urban planning. Gender Equality. Encyclopedia of the UN Sustainable Development Goals, pp. 685–695 (2020)
31. Zibell B., Damyanovic D., Sturm U.: Gendered Approaches to Spatial Development in Europe. Perspectives, Similarities, Differences, Taylor & Francis, Oxfordshire, (2019)
32. https://aidos.it/project/mind-the-gap-verso-luguaglianza-di-genere/
33. https://steamiamoci.it
34. https://www.progettogepa.unimore.it
35. Moraci, F., Fazia, C.: "Ambiguità degli effetti delle discipline regionali sul consumo di suolo zero e sulla verticalità in architettura", in Technè n. **17** (2017)
36. Moraci, F., Errigo, M.F., Bellamacina, D., Fazia, C.: Cities, territories, infrastructures and flows in the Asian and post-pandemic century. The Silk Road 5.0, in M. Ricci, Medways Open Atlas, LetteraVentidue (2022)