



Metropolises for Women and Girls

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Metropolis supports cities and large metropolitan areas to find innovative and sustainable answers to current and future urban challenges. Bringing together over 150 member cities and 700 million inhabitants worldwide, Metropolis serves as a global hub where metropolises can connect, share experiences and mobilise on issues related to social cohesion, sustainability, gender equality, governance and quality of life.

Metropolis' vision is a blueprint for action, a commitment to building thriving metropolitan communities where the benefits of urbanisation are shared equitably and responsibly. To this end, **Metropolis champions the integration of gender equality in urban and metropolitan policies and advocates for the inclusion of gender equality in global agendas.** Covering a wide range of topics related to gender equality; from governance and leadership to public space and mobility, Metropolis is an organisation committed to equality between women and men.

Metropolis strives to build thriving, equitable metropolises where everyone has the opportunity to succeed. Through its initiatives and projects, Metropolis aims to reduce poverty and inequality, support care and caregiving, and create a more equitable distribution of economic opportunity. Metropolis also prioritises gender equality and aims to mainstream gender perspectives across public policies. It promotes women's leadership in metropolitan governance and develops tools to measure gender equality.



Metropolis' work on gender equality focuses on four key areas



City projects

Metropolis connects cities around the world to share best practices and learn from each other on how to advance gender equality.



Learning programmes

Metropolis puts in place exchange, training, networking and mentoring initiatives designed to empower women municipal managers and promote their advancement in highly masculinised areas of government.



Public advocacy

Metropolis uses its platform and voice to raise awareness of gender inequality and advocate for policies that promote gender equality.



Research and good practices

Metropolis develops research and publications on gender equality in large cities.

Action 1: City projects

A. Connecting Caring Cities

Care is a fundamental human need and a cornerstone of social well-being. However, care work is often undervalued and disproportionately performed by women. This perpetuates gender inequality and hinders progress. The Connecting Caring Cities project aims to address these issues by promoting gender-responsive care systems in metropolises across the world. Leveraging Latin American examples and political leadership, Metropolis aims to connect large metropolises in the Middle East, North Africa and Southeast Asia with Latin American cities to explore together care policies and tackle structural inequalities around care provision

Connecting Caring Cities focuses on:

- 1 **Empowering metropolises** to adopt gender-responsive care systems.
- 2 **Nurturing knowledge** exchange and peer-to-peer learning among cities.
- 3 **Raising awareness** about the importance of care work and gender-responsive care systems.
- 4 **Supporting the implementation of care policies** in lighthouse cities and tailoring care system projects that reflect local needs and contexts.

B. Advancing transport for equality and the environment

AVANTIA is an ongoing, Bogotá-based project aimed at promoting sustainable urban mobility with a transversal gender vision. Traditional transportation systems often fail to account for the unique challenges and needs of women, perpetuating gender disparities and environmental burdens. AVANTIA breaks away from this paradigm, embracing a gender-responsive approach that ensures that sustainable mobility solutions are designed with women at the forefront. The project, which is funded by the European Union, acts in Bogotá but serves as a model for cities worldwide, demonstrating how to integrate sustainability and gender equality into their mobility strategies.

Action 2: Learning programmes

A. Leadership programme for women in municipal management

The *Leadership Programme: Building Opportunities* is an annual mentoring initiative designed to empower women municipal managers and promote their advancement in highly masculinised areas of government. The programme specifically targets emerging and established women leaders within municipal management.

***Leadership Programme: Building Opportunities* focuses on:**

- 1 Empowering emerging women leaders:** Equip emerging women municipal managers with the knowledge, tools and skills necessary to excel in leadership roles.
- 2**
- 3 Enhancing career development:** Assist women municipal managers in achieving their career aspirations by acquiring new skills and expertise.
- 4 Building meaningful networks:** Foster a vibrant and supportive community of women municipal managers to foster connections, share insights and collaborate on future projects.

Promoting diversity and inclusion: Empower women municipal managers from minority groups to overcome barriers and reach their full leadership potential.

Action 3: Public advocacy

In 2023, Metropolis launched the Metropolis Care Campaign, a transformative initiative to revolutionise cities through care. The campaign aimed to elevate care and caregivers to the forefront, championing it as an indispensable aspect of urban planning and management. Through a series of impactful events and initiatives, Metropolis raised awareness of the crucial role of care, advocating for a paradigm shift in our social system that recognises and supports care work.

Moreover, Metropolis secured a grant from the Open Society Foundation to support its advocacy efforts for gender equality. This funding will empower Metropolis to champion women in leadership positions within metropolitan governments, spearheading pilot initiatives to foster care systems in cities around the globe. By empowering women and strengthening care systems, Metropolis is paving the way for inclusive and equitable urban development.

Through its targeted and strategic public advocacy efforts, Metropolis amplifies the voices of its member cities, mobilising support for its advocacy agenda and shaping more equitable communities worldwide. Metropolis also partners with organisations committed to gender equality, including the United Nations Development Programme (UNDP), City Hub and Network for Gender Equity (CHANGE) and the Global Alliance for Care (GAC).



Action 4: Research, data and good practices

Metropolis is making a significant contribution to advancing gender equality in cities and sharing the lessons learned and results through its toolkits and publications.

Publications

- [Participatory Governance in Local Care Programs: Lessons from Bogotá and Chicago](#)
- [Metropolitan policies to foster digital inclusion](#)
- [Public space strategies for a sustainable metropolitan future: A collection of best practices](#)
- [Safety and Public Space: Mapping Metropolitan Gender Policies. Phase II](#)

Policy briefs and manuals

- [Gender-Based Data and Policy Action](#)
- [Data gathering as a transformative process for the common good](#)
- [Non-sexist language manual](#)

Video explainers

- [It's time to care](#)
- [How can digitalisation bridge barriers?](#)

Metropolis has been a leading voice for gender equality in cities for almost 40 years. Through its work on city projects, training programmes, public advocacy and research, Metropolis has helped improve the lives of millions of women and girls around the world.



