

working women

advancing towards gender equal cities



Waarom Ierse moeders volgens de grondwet toch nog de hoeksteen van het gezin blijven

Terwijl u dit leest ligt ergens een vrouw op een behandeltafel te huilen van de pijn

OPINIE
Huis-tuin-en-keuken-seksisme is schadelijker dan vrouwenhaat van de voetbalkantine

Het verlof van nieuwe ouders betekent de institutionalisering van de deeltijdprinses

Rolpatronen Moeders krijgen meer verlof dan vaders. Daar begint de genderongelijkheid op de werkvloer al, betoogt Merle Kooijman.

Emancipatie Als je je niet verzet tegen het subtiele seksisme en object vrouwen word je medeplichtig aan de vernederende status quo, schrijft Houwink ten Cate.

NIEUWSBERICHT
Waarom vrouwen in het meest gelijkwaardige land ter wereld massaal staken

Loonkloof IJslandse vrouwen staken dinsdag voor het eerst sinds 1975 een hele dag. Ze vragen aandacht voor de loonkloof en seksueel geweld.

Femicide in Nederland: voor deze vrouwen bleek hun relatie een doodvonnis

ACHTERGROND
'Doe jij vanavond je hakken aan?', vroeg de leidinggevende haar

Grensoverschrijdend gedrag Een baas die te dichtbij komt, collega's die vrouwonvriendelijke opmerkingen maken: op veel werkvloeren komt grensoverschrijdend gedrag voor. Wanneer komt dit vaker voor? Zes vrouwen vertellen over hun ervaringen. „Ik was lamgeslagen. Hij had me in zijn macht.”

De loonkloof groeit weer. Mannen lijken meer te profiteren van de hoge inflatie

Ongelijkheid Volgens onderzoek van Intermediair en Nyenrode Business University is het salarisverschil tussen mannen en vrouwen weer toegenomen en bovendien op ieder opleidingsniveau zichtbaar.

Sezen Moeliker & Julia Vié | 2 oktober 2023 | Leestijd 4 minuten

NIEUWS

Prominente planeetonderzoeker loopt aan tegen machocultuur en vertrekt bij TU Delft

Daphne Stam, een van de bekendste planeetonderzoekers van Nederland, is opgestapt bij de TU Delft. Ze liep naar eigen zeggen 'keihard aan' tegen het old boys network binnen.

Stan van Pelt | 29 augustus 2023, 05:00

Vrouwen in beeldende kunst verdienen 20 procent minder dan mannelijke collega's

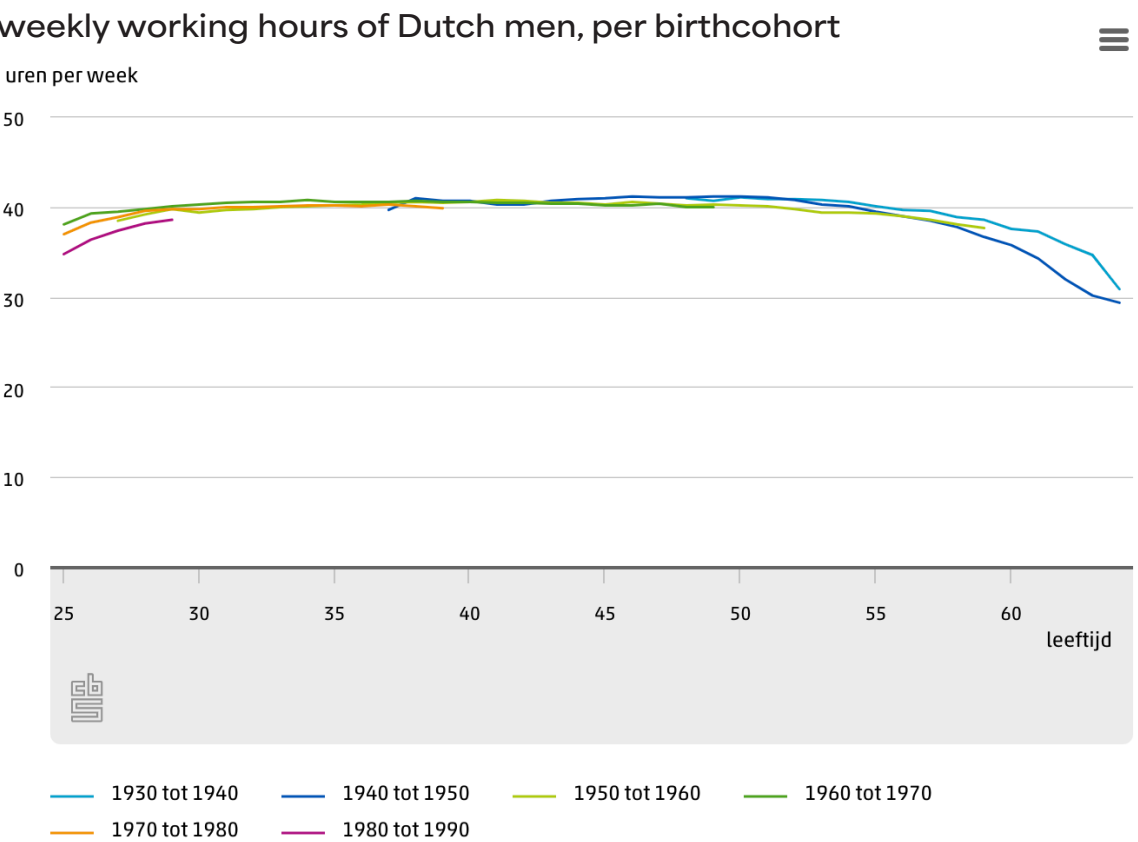
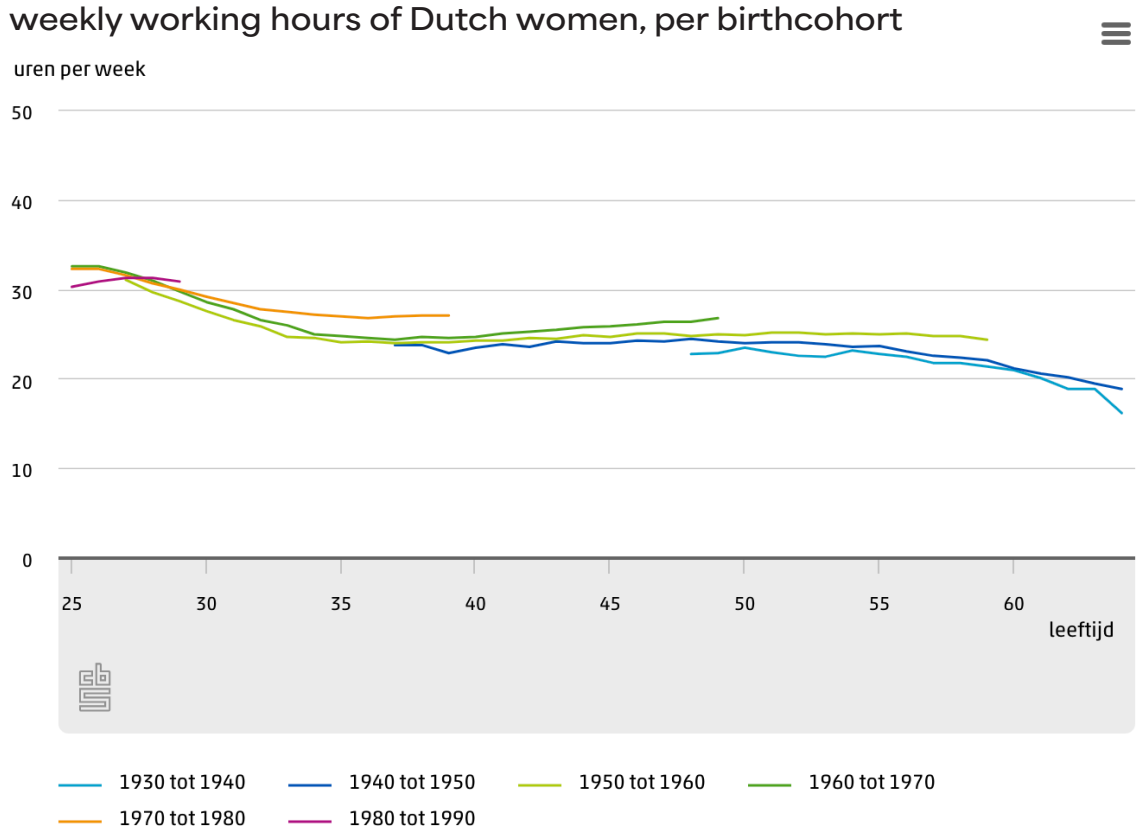
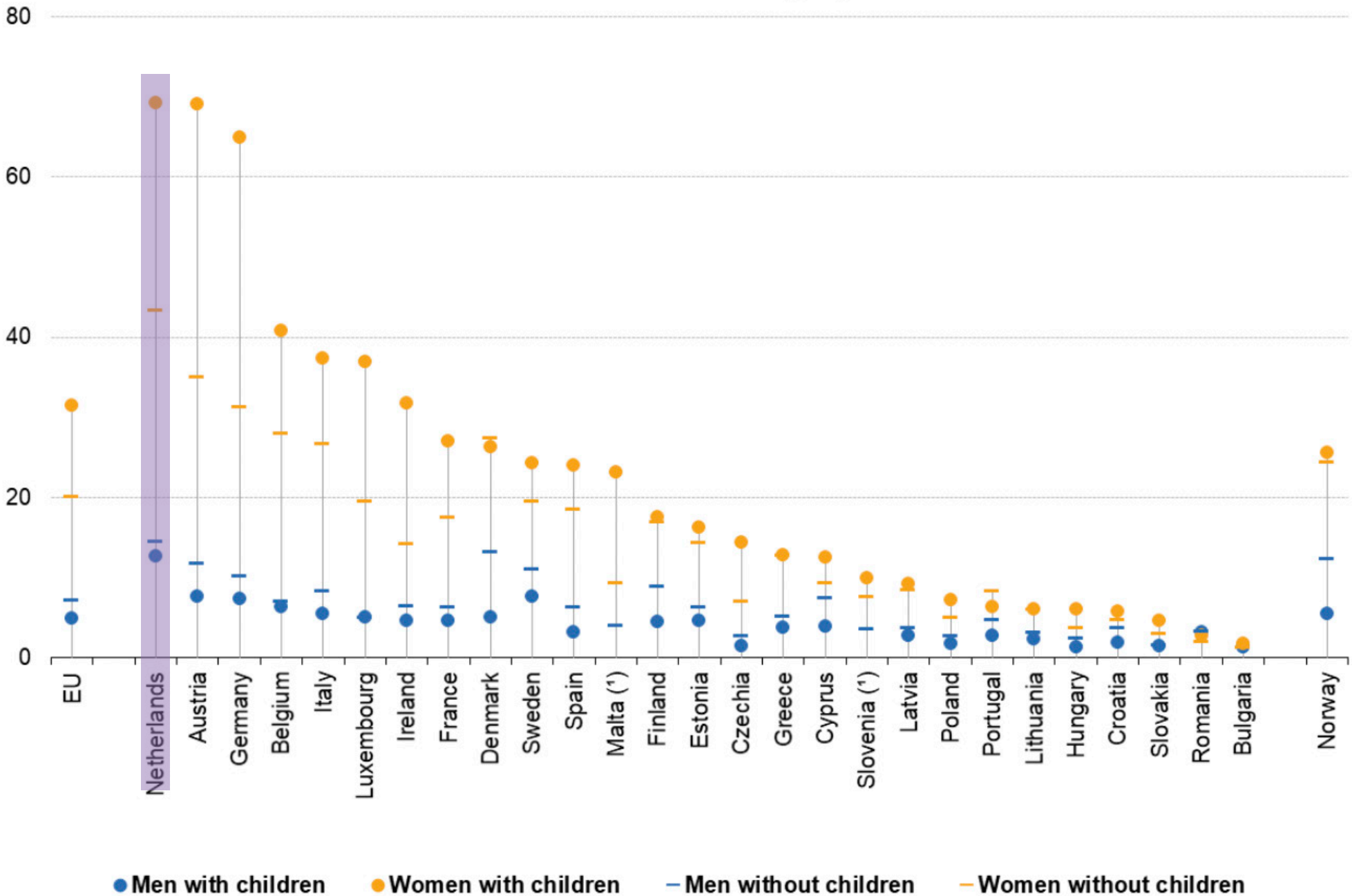
Femicide: het is nergens gevaarlijker dan thuis

ACHTERGROND
Hij kon zijn handen niet thuishouden, en nu kreeg hij een lintje

Verdriet dat niet verjaart Hoe ga je om met voorvallen die lang geleden zijn gebeurd, maar die nog steeds pijn doen? Die vraag houdt een aantal advocaten bezig sinds hun oud-collega een lintje kreeg.

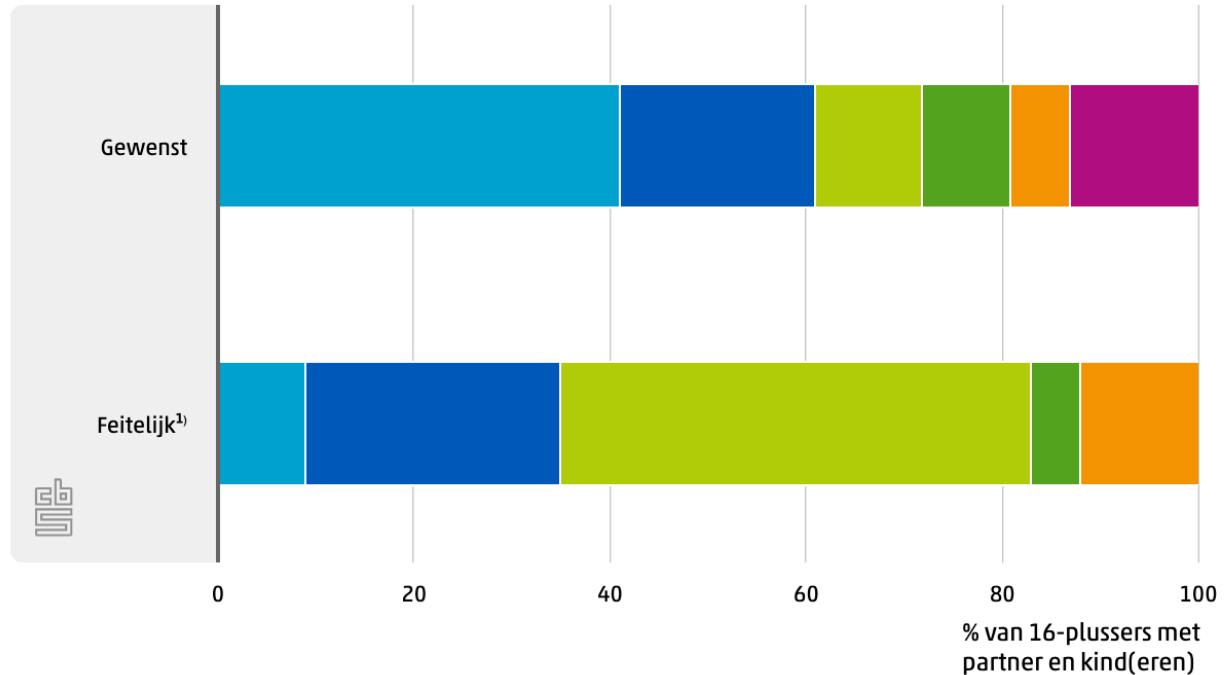


employment



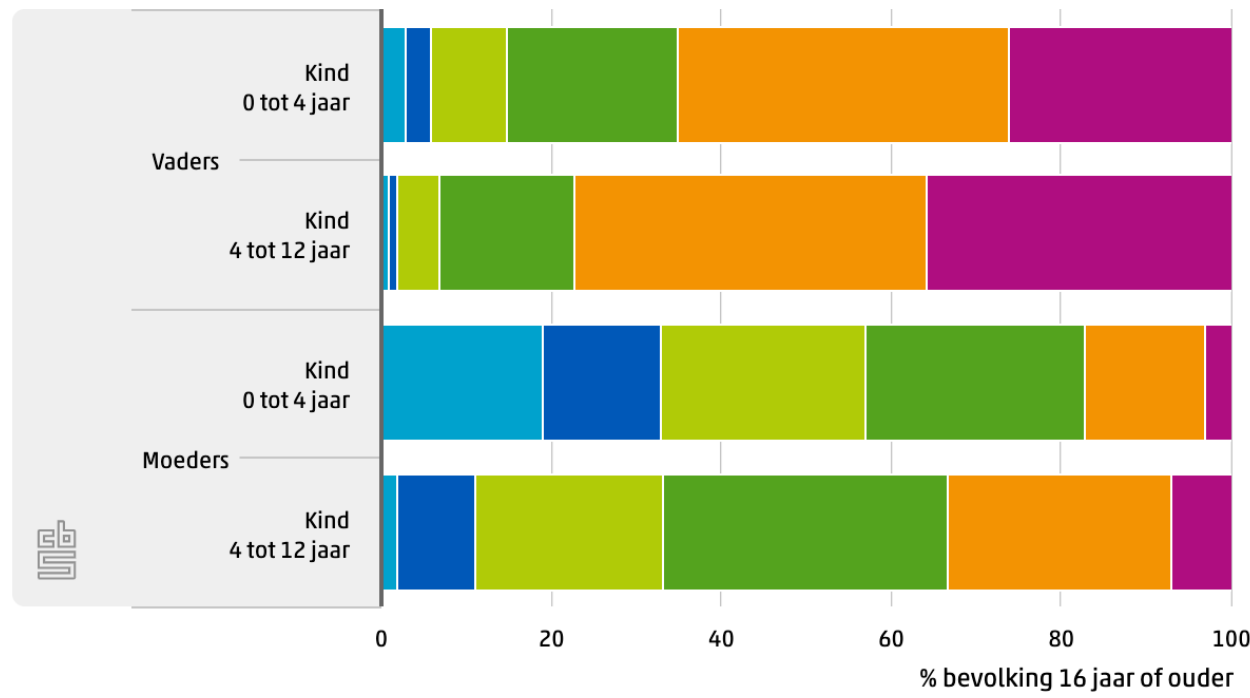
division of labour

division of paid labour and childcare, 2022



- Werk gelijk / zorg gelijk
- Man meer werk / zorg gelijk
- Man meer werk / vrouw meer zorg
- Werk gelijk / vrouw meer zorg
- Anders
- Nooit over nagedacht

Dutch opinion on appropriate working hours for parents, 2022



- Geen werk
- tot 12 uur
- 12 tot 20 uur
- 20 tot 28 uur
- 28 tot 35 uur
- 35 uur of meer

deeltijdprinsesjes

‘Deeltijdprinsesjes’

deeltijdprinses

de Nederlandse ‘deeltijdprinses’

gender inequality in the built environment



care activities



safety



accessibility

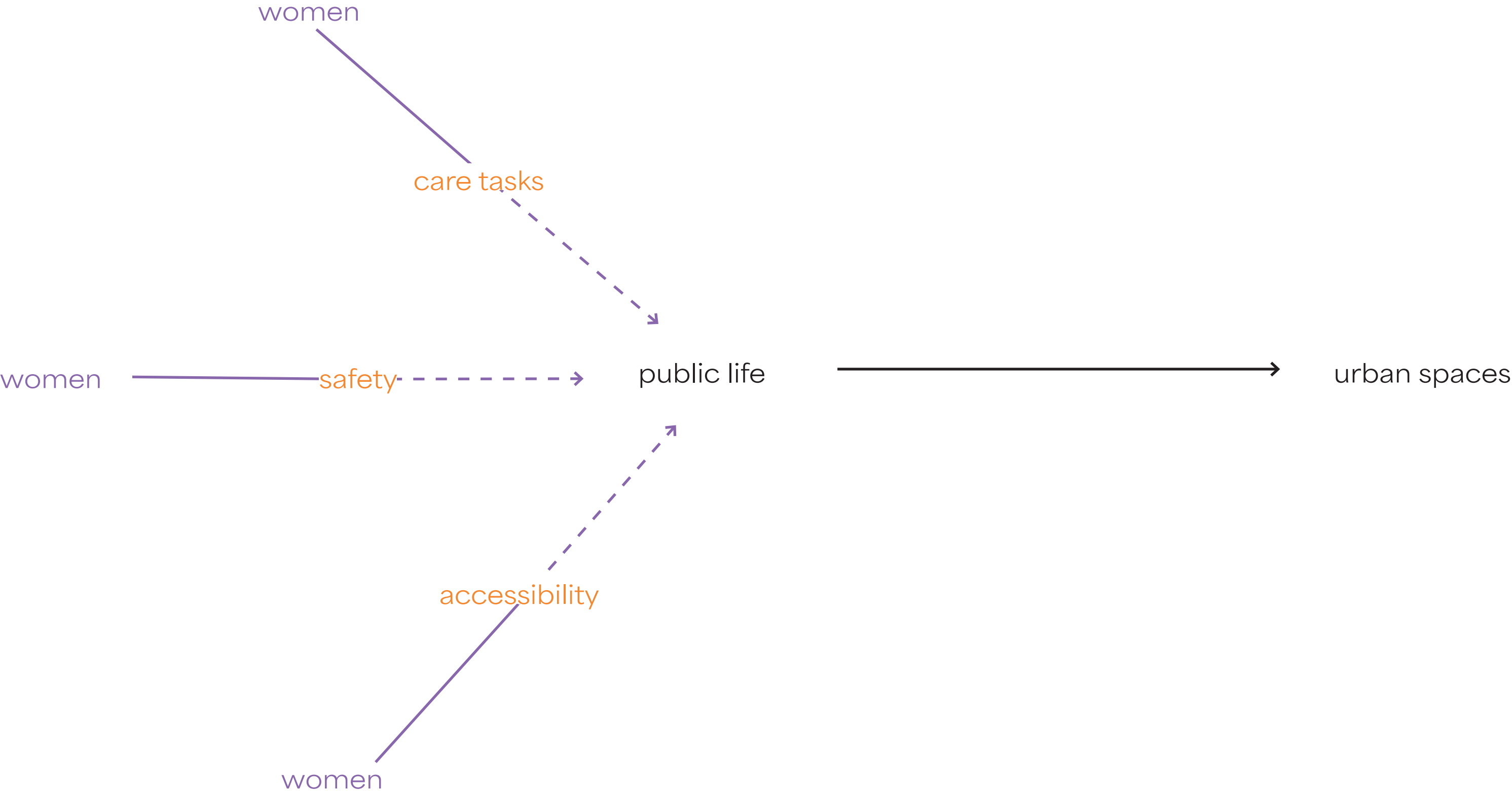


lack of understanding

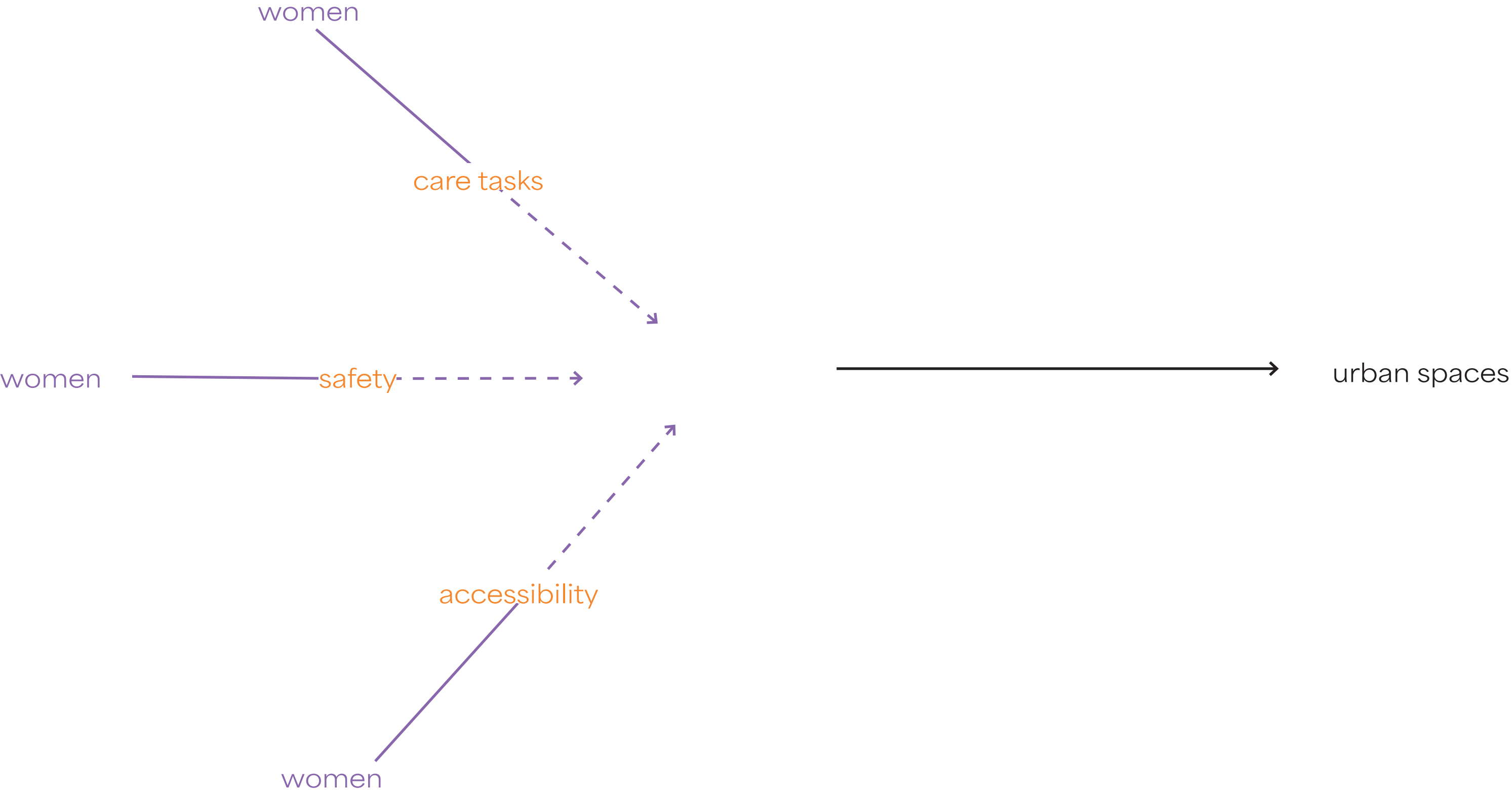
gendered right to the city



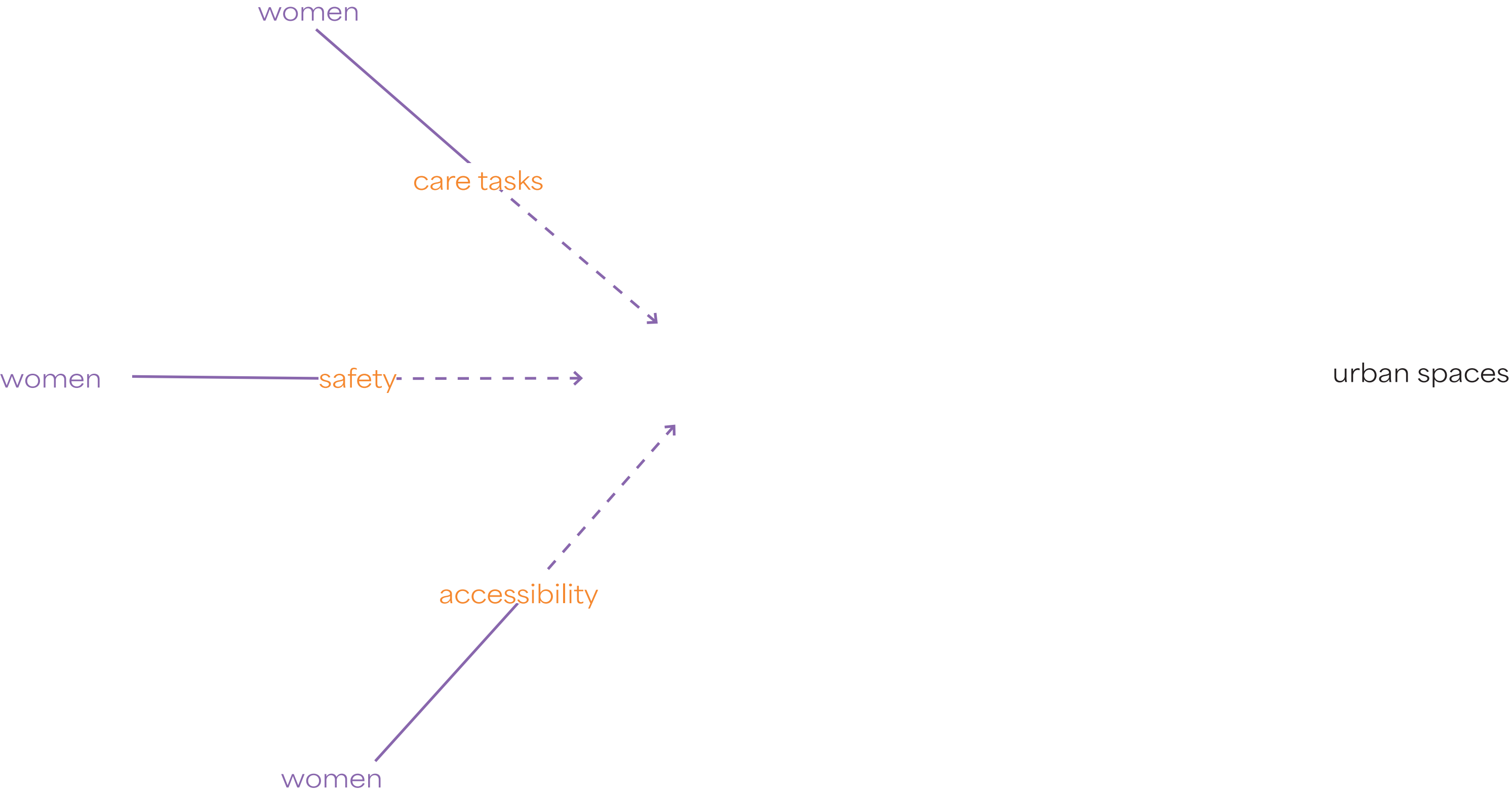
gendered right to the city



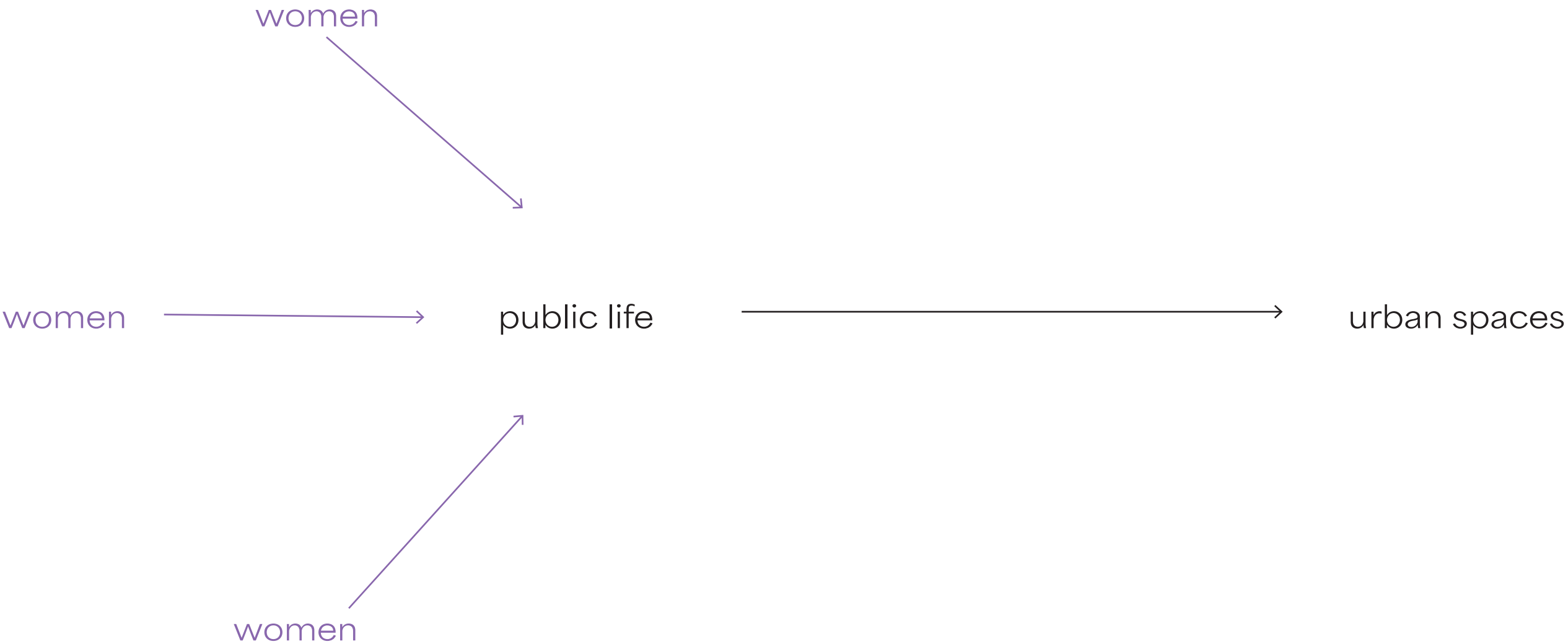
gendered right to the city



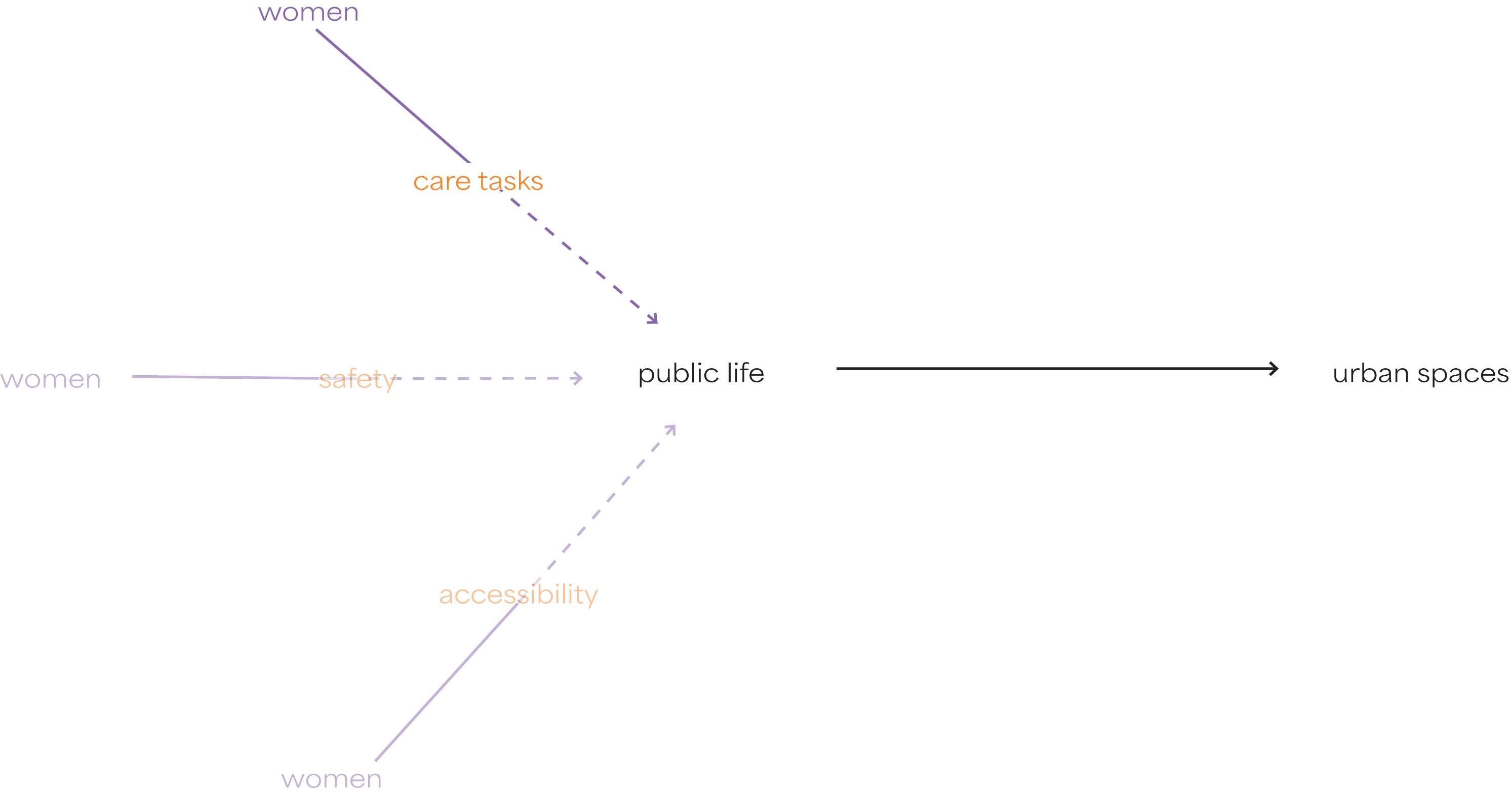
gendered right to the city



gendered right to the city



focus



focus

care tasks

women perform care tasks more often

cities are not designed for people performing care tasks

focus

care tasks

women perform care tasks more often

cities are not designed for people performing care tasks

project aim

The aim of this project is to develop legislative and design interventions that facilitate a gender-equal city, which allows women to exercise their right to the city.

These interventions need to be developed based on an understanding of two aspects: the interplay between the societal process of gender inequality and the spatial elements of the city and the needs and activities of working women in the city.

focus group

working women

women who fulfil the care tasks in their families. These care tasks vary between household activities, taking care of children, and taking care of the elderly. Women may or may not do this next to a daytime job, either part- or full time.

What urban transformations can help enhance gender equality in the city, increasing opportunities in the everyday environment of working women?

What urban transformations can help enhance gender equality in the city, increasing opportunities in the everyday environment of working women?

context

In what ways are gender inequality and equality present in West European culture?

In what ways do these (in)equalities manifest themselves in Dutch cities, specifically Rotterdam?

In what way have gender mainstreaming processes helped to reduce gender inequalities in the city?

analytic

What needs do working women have in the city?

What design and legislation principles can improve opportunities for working women in the city?

In what way is Katendrecht an unequal or equal neighbourhood?

projection

How Katendrecht be transformed into a gender-equal neighbourhood?

reflection

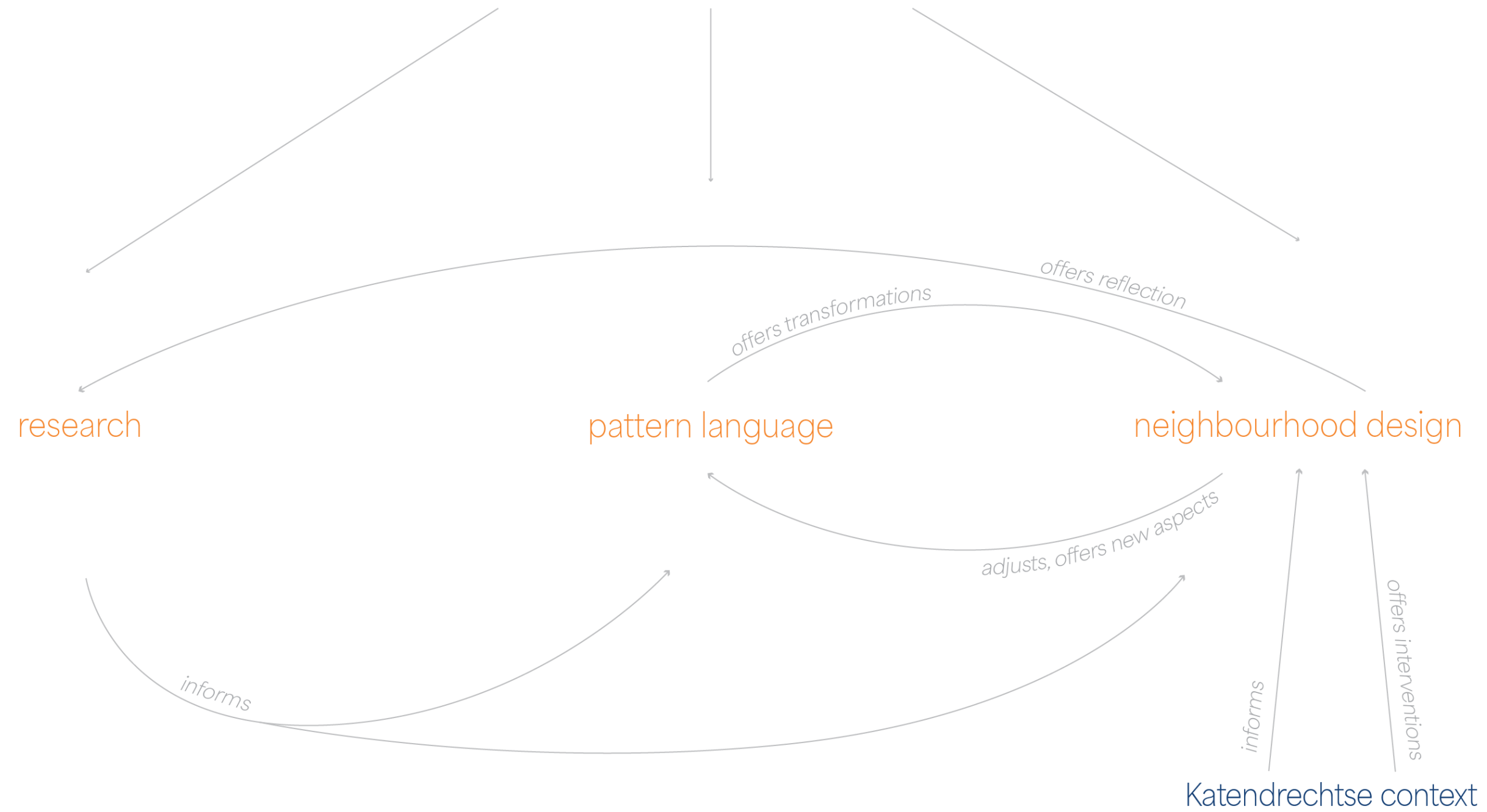
How do these principles apply to other neighbourhoods or other groups of women?

Are there limits to implementing gender equality principles in the city?

Rotterdam



working women



research

how is the city unequal? what needs do women have? what solutions are there?

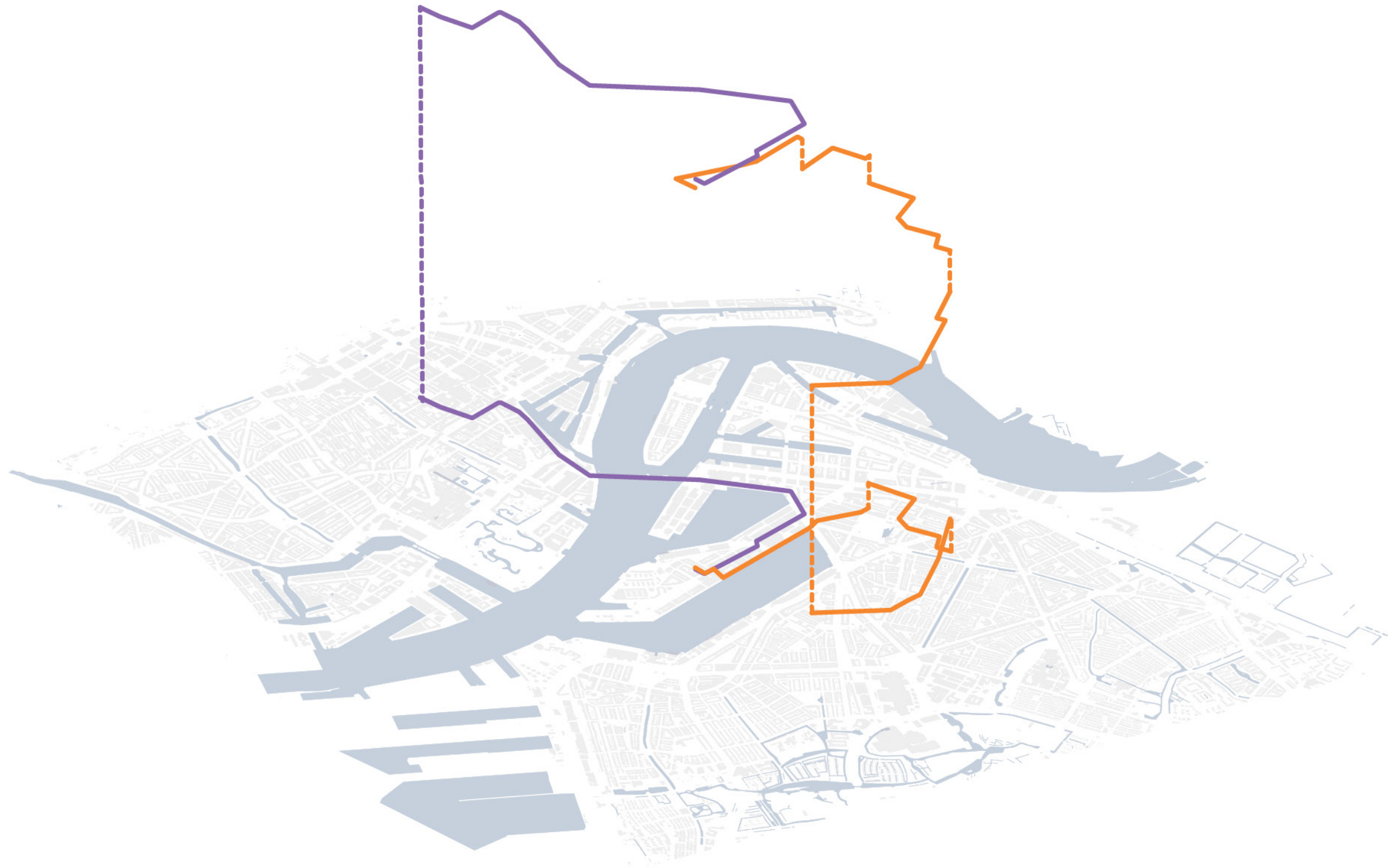
how is the city unequal?

how is the city unequal?

traveling time

lack of community

traveling time



man
08:15-08:30 home to work

woman
08:15-08:25 home to daycare
08:40-09:00 daycare to school
09:10 - 09:30 school to work

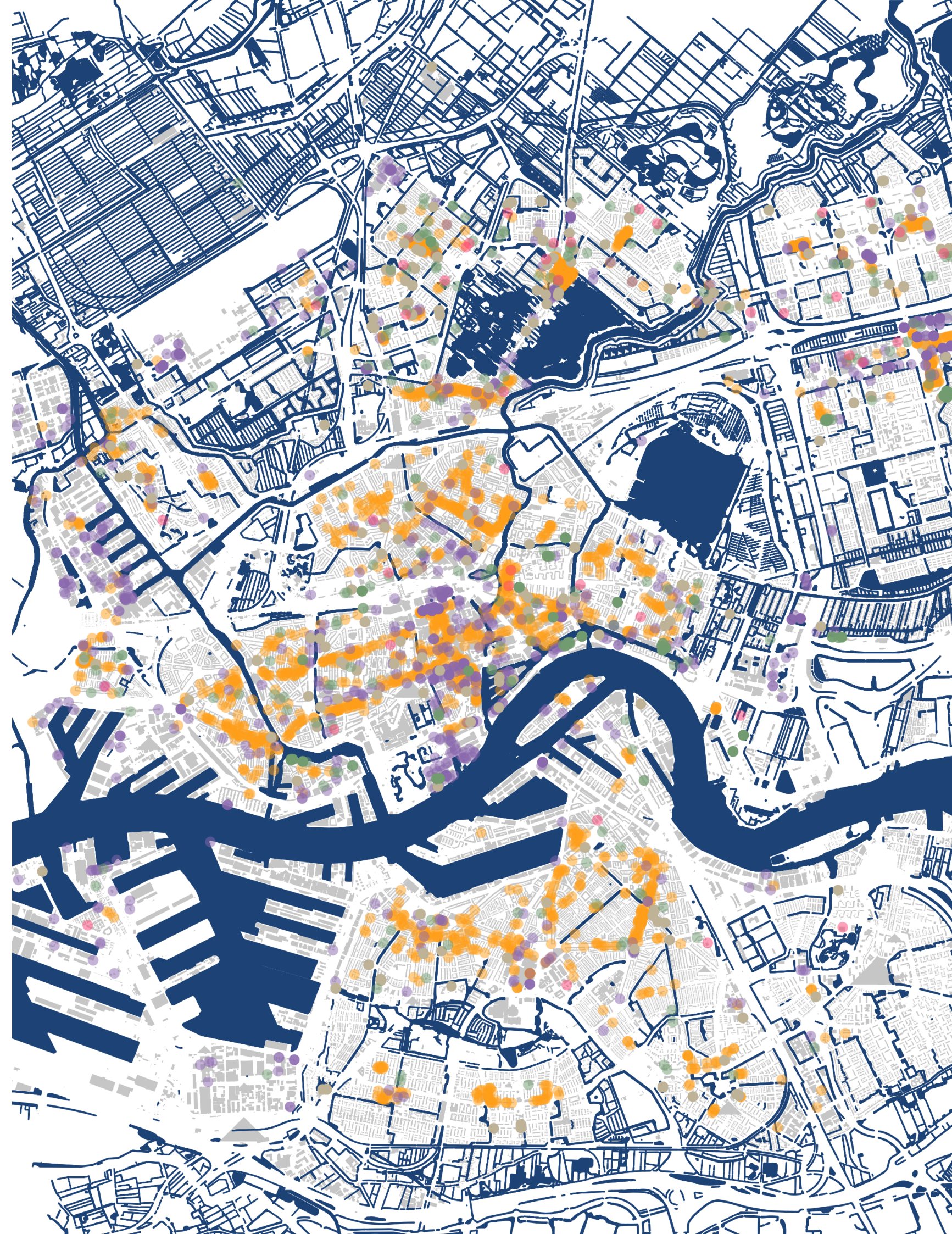
17:00-17:15 work to home

14:30- 15:00 work to school
15:15- 15:35 school to daycare
15:50 - 16:00 daycare to supermarket
16:30 - 16:45 supermarket to home

— man — woman

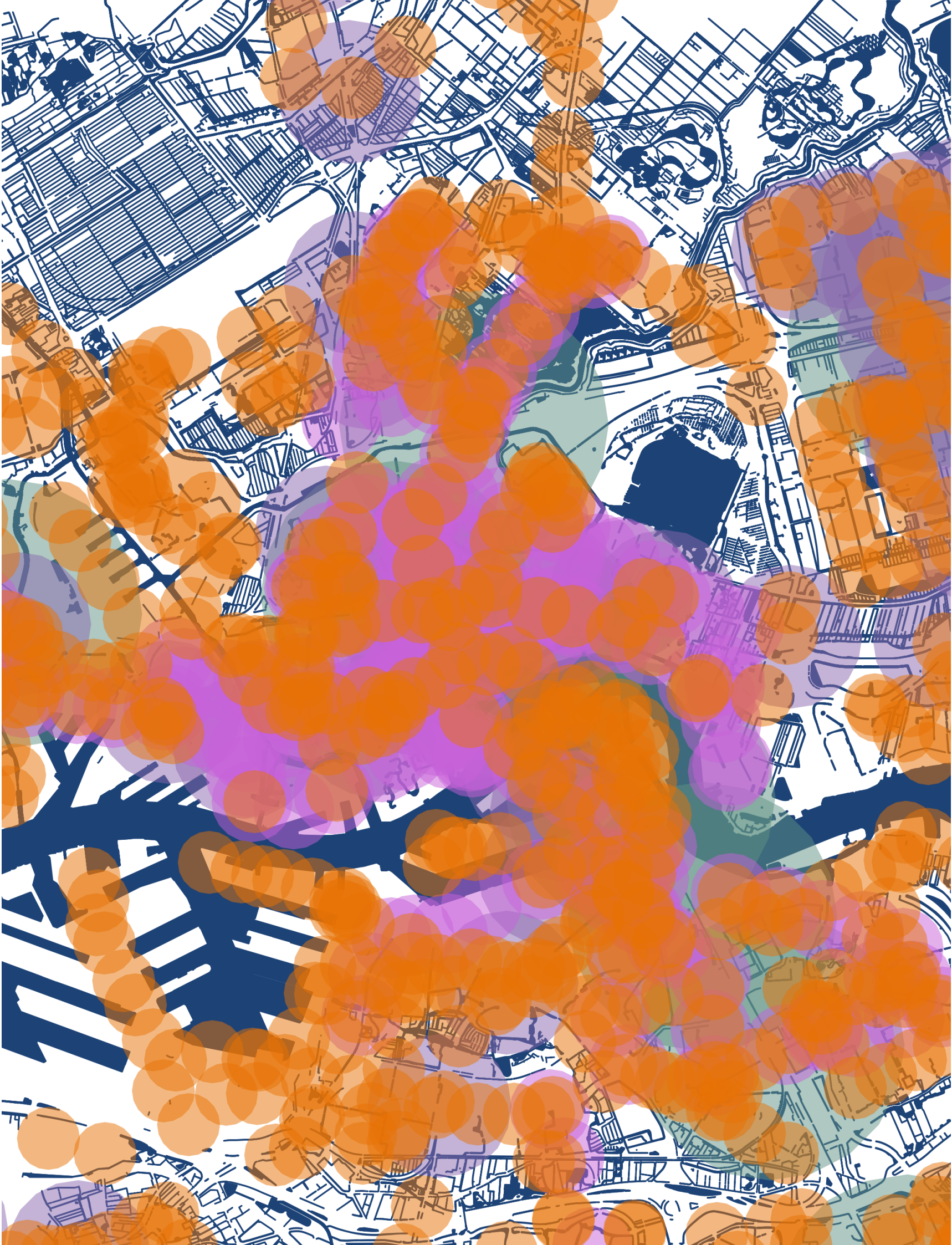
function distribution

- sports
- education
- healthcare
- offices
- shops

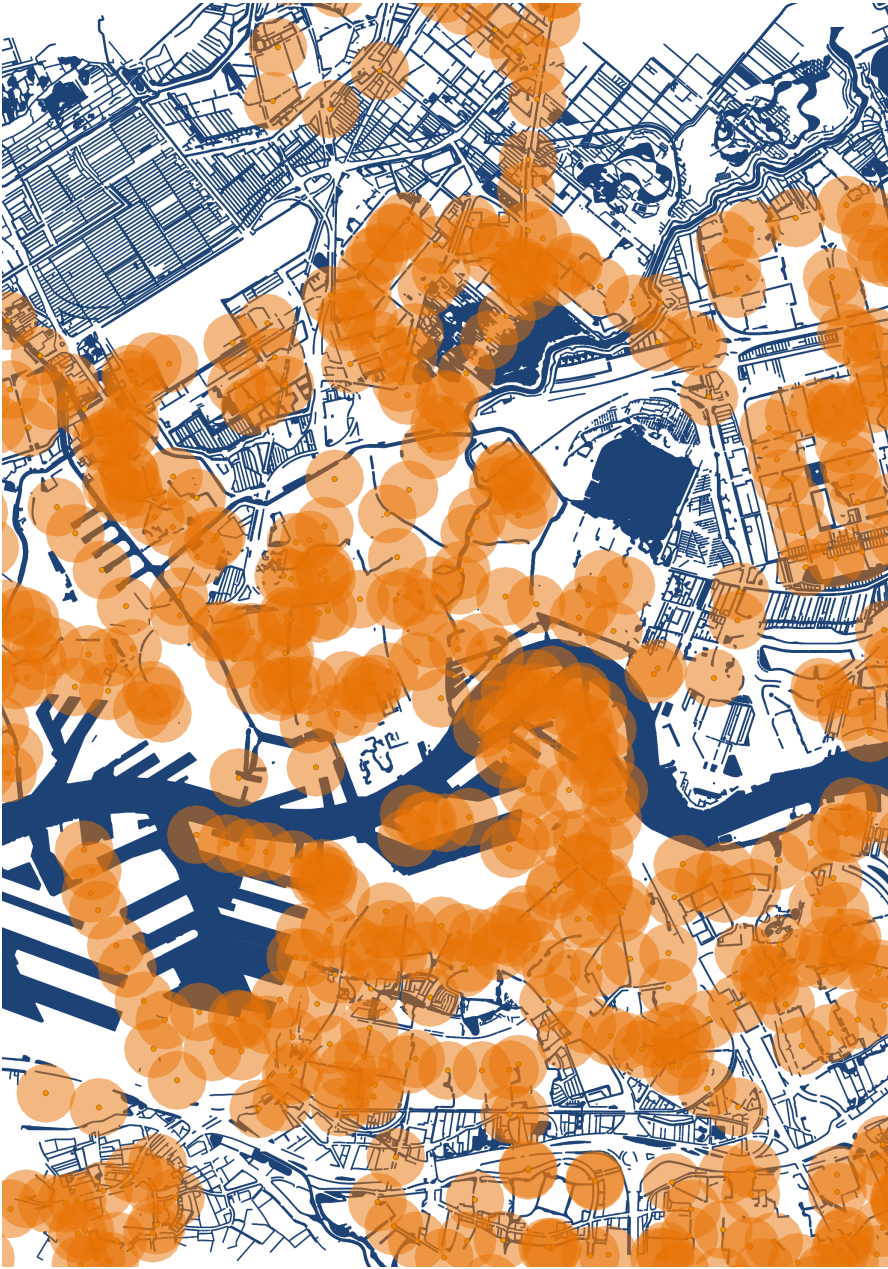


public transit coverage

- 350m to busstop
- 450m to tramstop
- 800m to metrostation
- 1.5km to trainstation



public transit coverage



350m to busstop

450m to tramstop

800m to metrostation

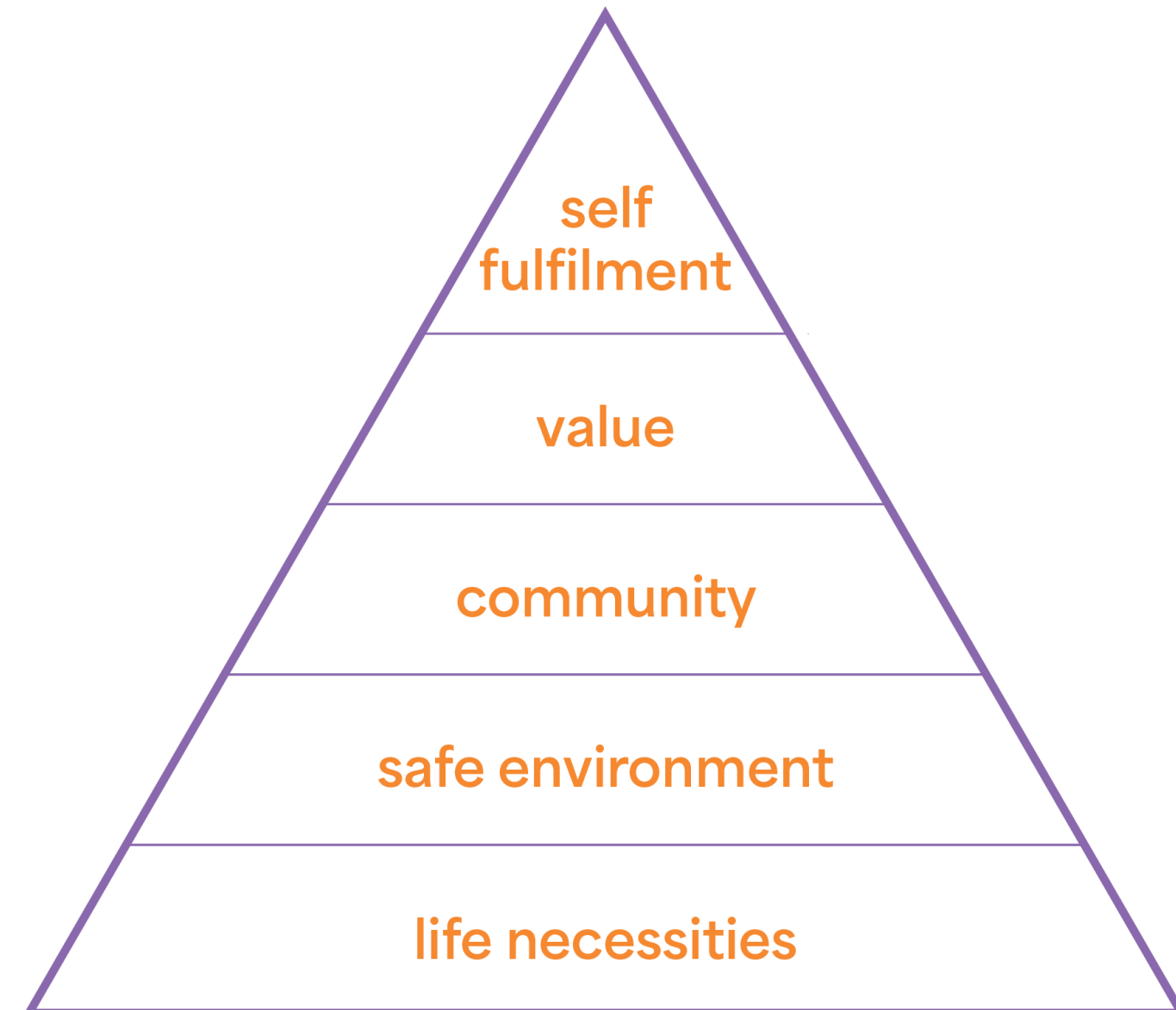
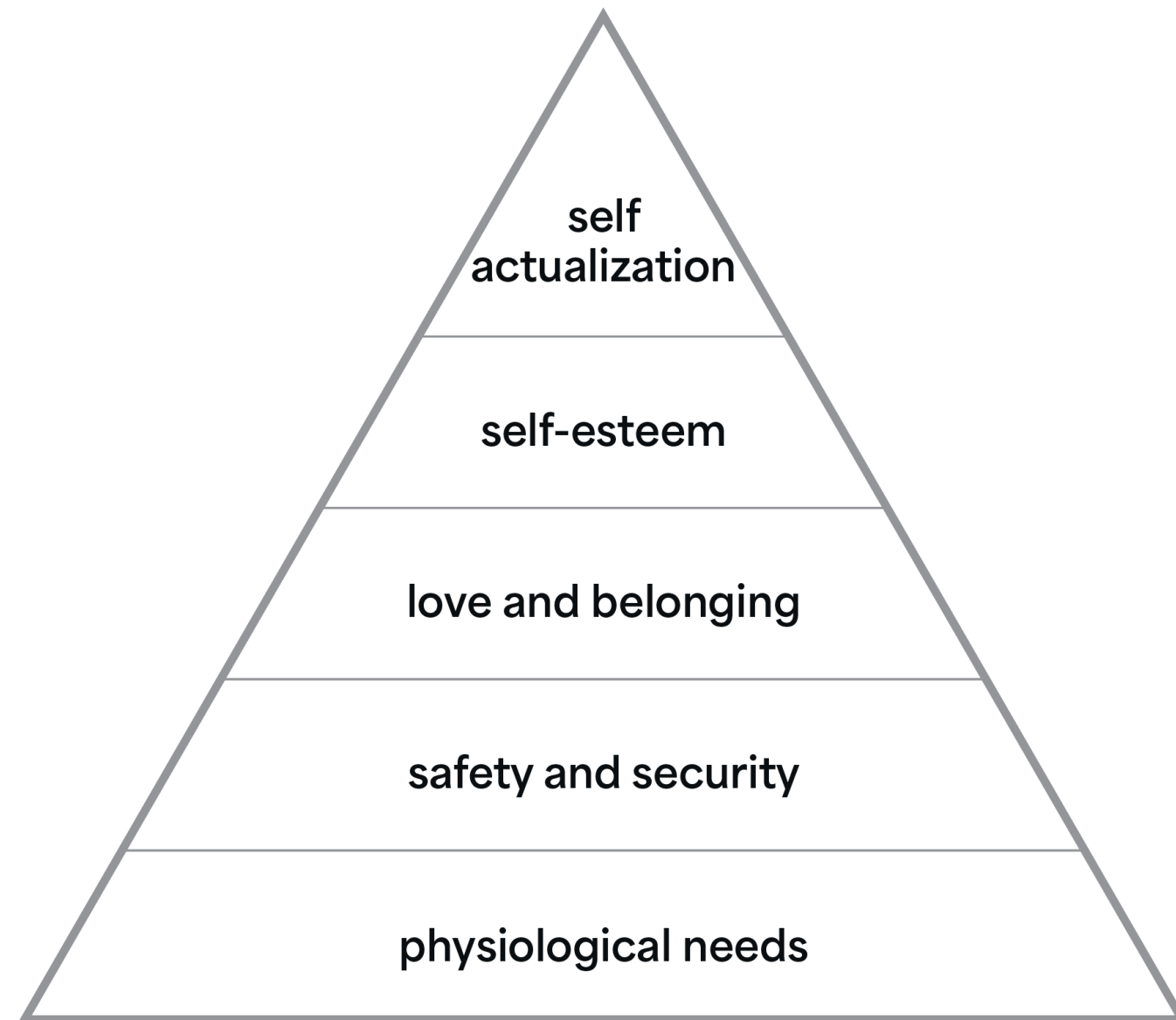
1.5km to trainstation

lack of community

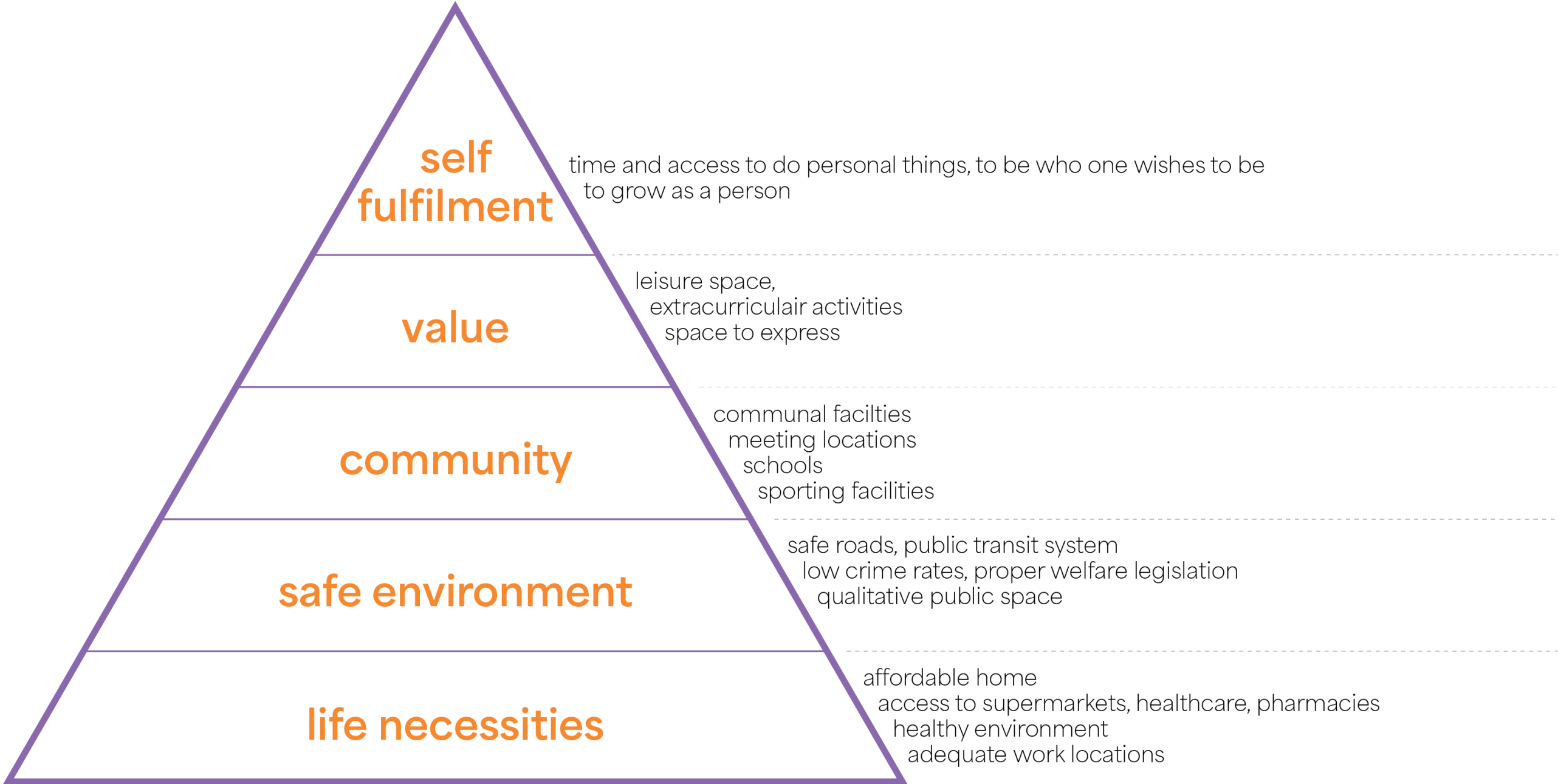


what are the needs of working women in the city?

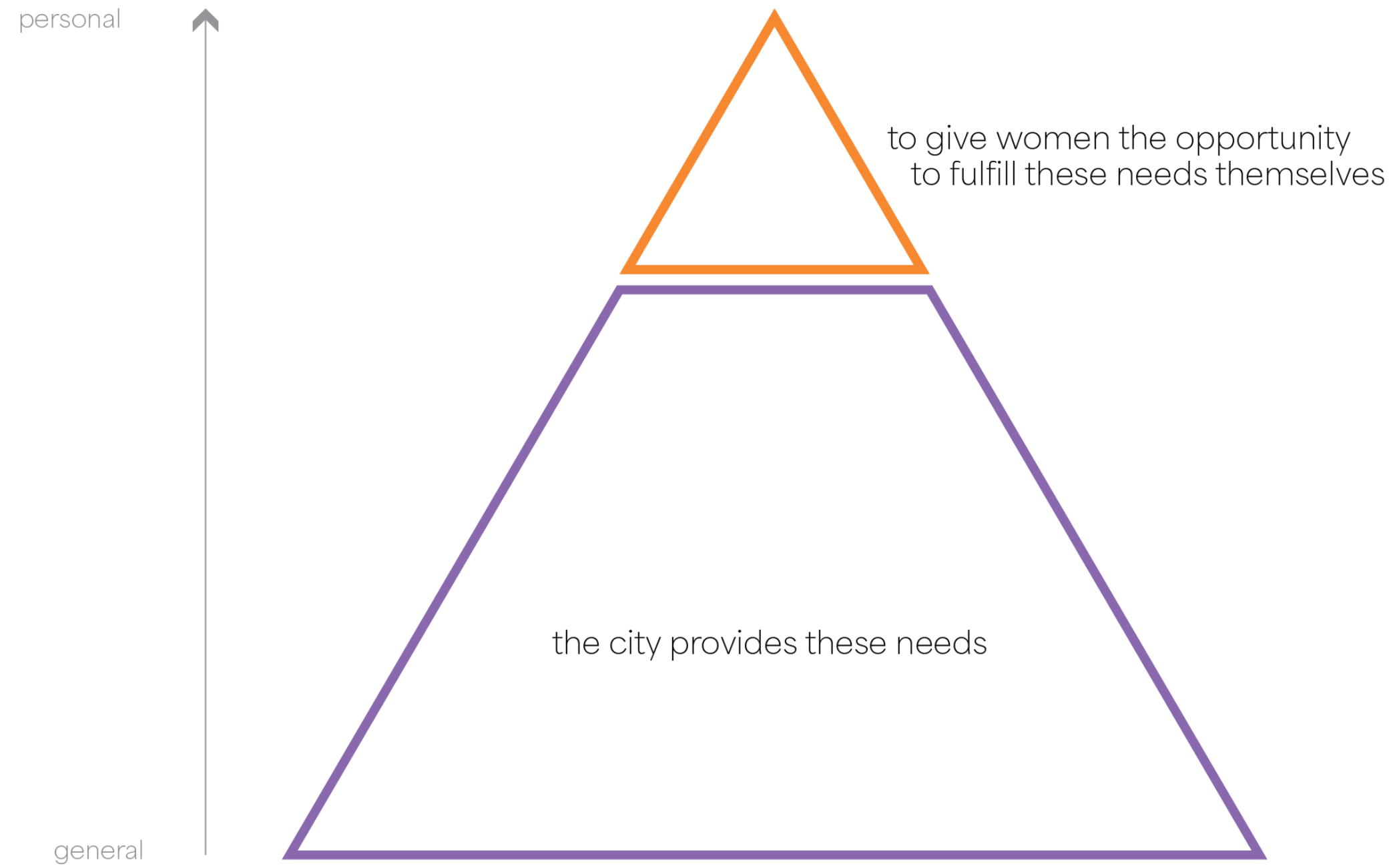
working women needs



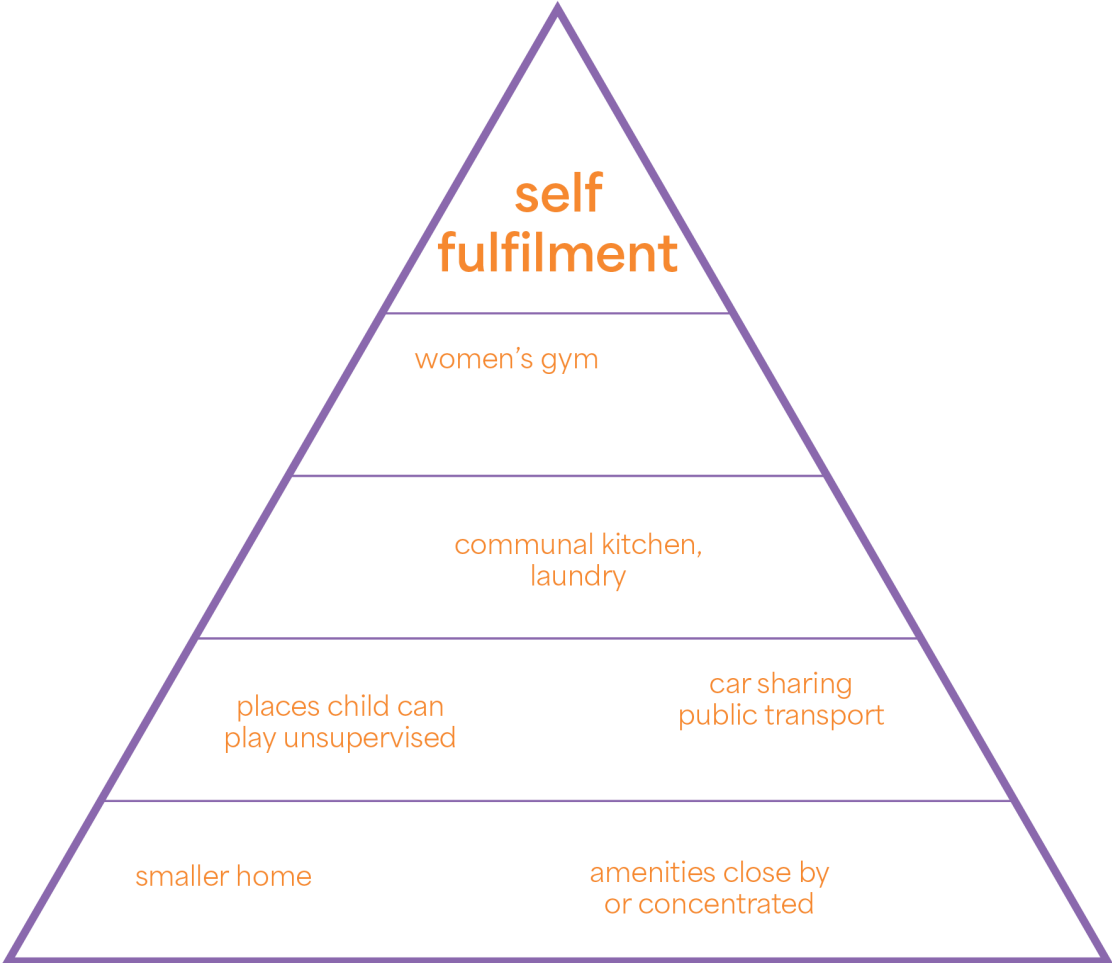
working women needs



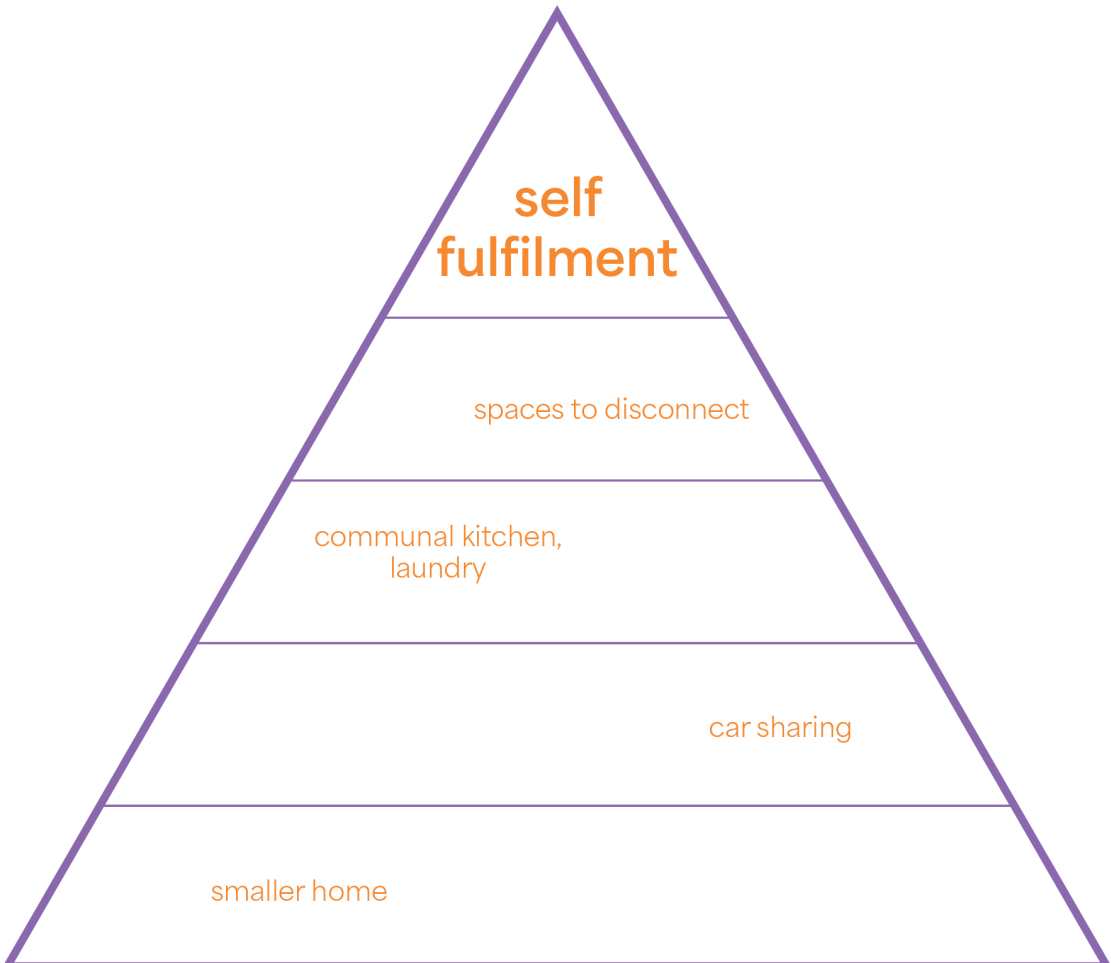
working women needs



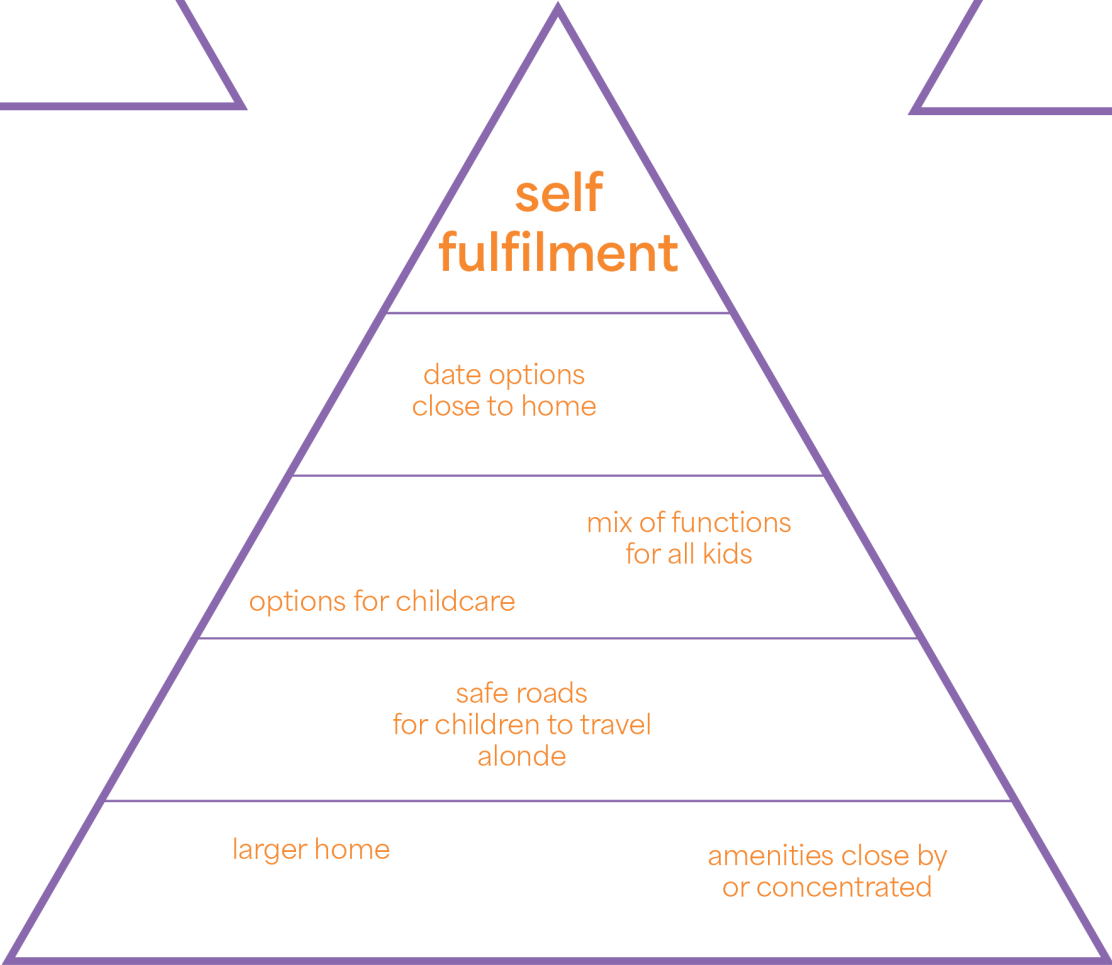
differing sets of needs



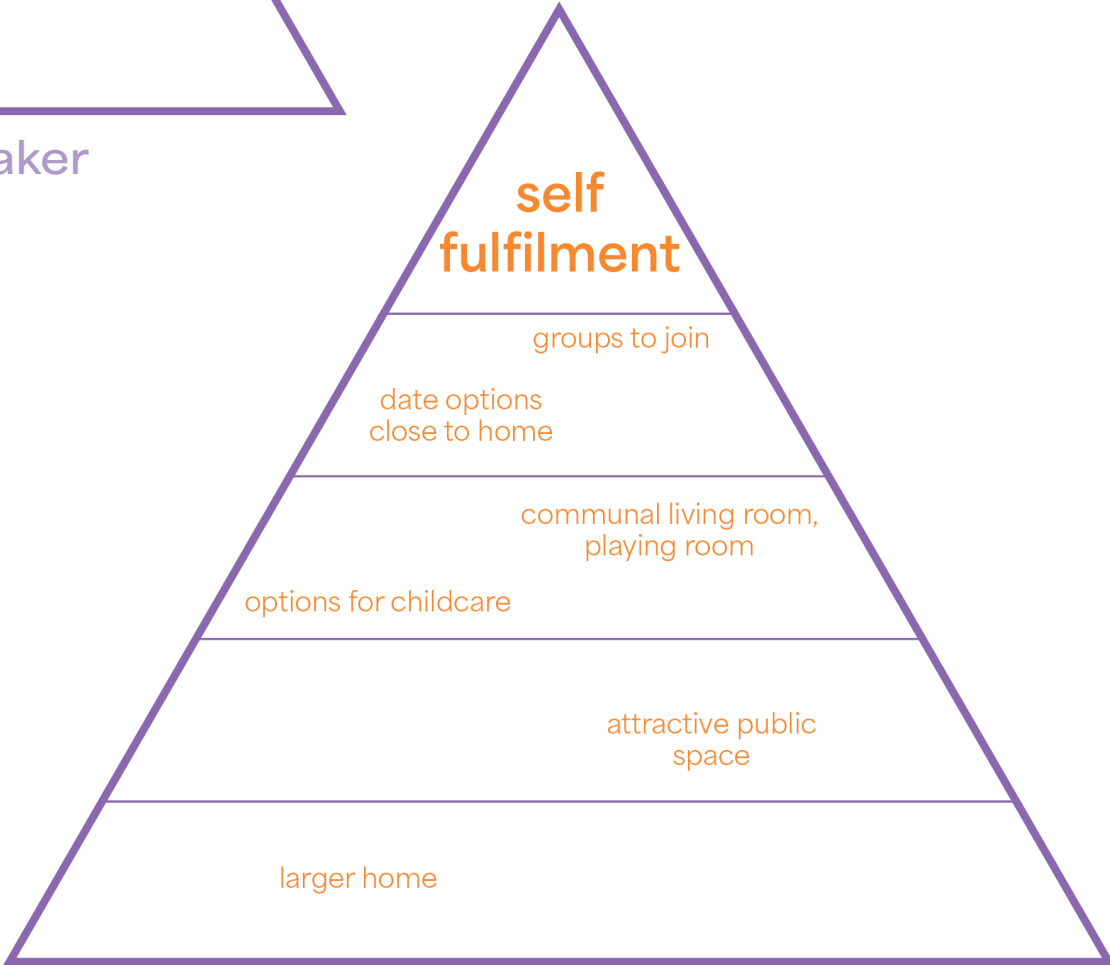
single mom, one child



single woman, caretaker



working mom, three children



stay at home mom, two kids

are there solutions to gender inequality in the city?

gender mainstreaming

gender mainstreaming

the practice of ensuring women and men are accounted for equally in policy, legislation, and the distribution of resources

examples from Vienna

mobility services

park design

general attention to gender

function distribution

housing projects

mobility services



improving pedestrian network

function distribution



amenities throughout the grid, in the plinth of residential buildings

housing projects



ensuring view of public space, facilitating community, creating opportunity for interaction

park design



facilitating activities for women

general attention to gender



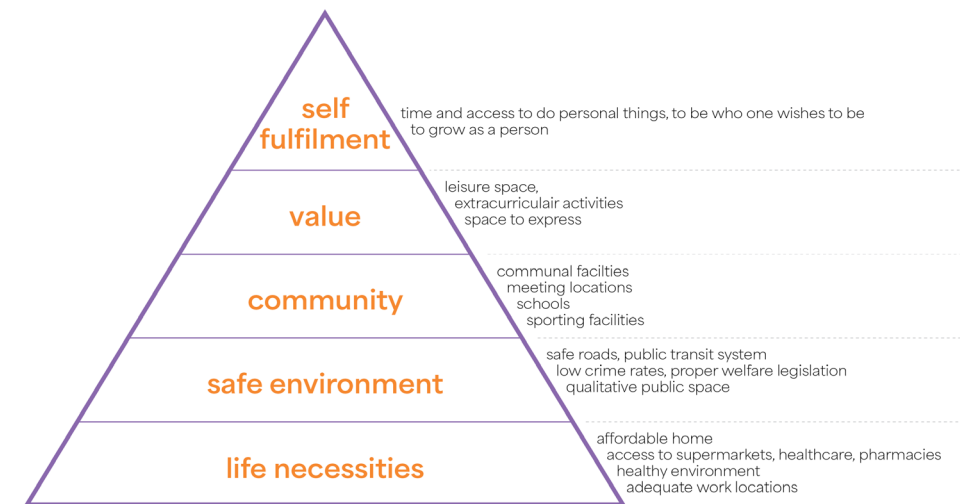
using non-gendered language, naming streets for women



ways the city is unequal



needs from the city



gender mainstreaming examples



pattern language

pattern language

set of interventions developed to improve the everyday environments of working women

pattern language


design input

communication method


Working Women pattern language

love thy neighbour (21)

a good relationship with surrounding neighbours and community connections means care labour can be shared amongst multiple people outside of the nuclear family unit




practical implementation
Research that encourage connection and meeting between neighbours, such as neighbourhood meetings and community events, with women should take place in convenient, accessible spaces such as community centres or long-term tenements with common rooms which can be used by multiple households.




communal housing facilities (22)

shared facilities in housing encourages the sharing of care responsibilities across families and neighbours



practical implementation
Communal facilities should include communal facilities such as communal kitchen, laundry rooms, daycare or playroom, communal living room. These facilities should be readily accessible to all households in the building.



meeting over a gentle cycle (23)

programming active functions in open, accessible and visible locations encourages increasing meeting possibility for neighbours and encourages connection between neighbours




practical implementation
The laundry room and other frequent collective building facilities should be located in a centrally open location of the building.




flex work place (24)

having the opportunity to work near home makes it easier for women to combine paid and care labour




practical implementation
These flexible working spaces and locations for small businesses in the ground of buildings should be designed to be flexible, adaptable and able to be used for various types of work.




amenities throughout the city (25)

properly distributed amenities throughout the city significantly decrease women's travelling time




practical implementation
The location of neighbourhoods should facilitate a high quality shopping and care services, such as grocery stores, pharmacies, and other amenities, which are accessible to all households. It should be located in the center of these neighbourhoods.




reliable public transit network (26)

a reliable public transit network ensures women can move freely and securely throughout the city




practical implementation
Public transport systems should consist of multiple methods of transportation, such as buses, trams, ferries, and bicycles, and should be accessible to all households. It should be located in the center of these neighbourhoods.




gradations of outdoor space (27)

different levels of outdoor public space dispersed throughout the city increase the accessibility of outdoor space

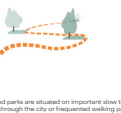


practical implementation
The quality of outdoor space should be facilitated throughout the city. Different levels of outdoor space should be dispersed throughout the city, from small public spaces such as a small playground in the city blocks and formal public space in large open areas to park-like open spaces in the city perimeter or close to green spaces closer to home based on the need they have at that moment.




walking to the park (28)

situating public spaces on important walking and cycling networks increases their accessibility




practical implementation
Public outdoor spaces should be situated on important street networks such as connecting cycling routes through the city or frequent walking paths.




quick change (29)

a public transit hub located in each neighbourhood decreases women's time spent travelling




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




quick trip to the shops (30)

accessing a short distance increases the flexibility with which care tasks can be fulfilled and distributed within a family




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




the doctor is downstairs (31)

care facilities such as health-care, childcare and schools that are dispersed throughout the city and integrated in mixed function buildings are easier accessible




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




the next stop... the park (32)

public transit stops at city parks increase the parks' accessibility




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




private outdoor space (33)

sufficient private outdoor space ensures everybody has access to personal outdoor space to utilize the way they want to




practical implementation
Each household should have private outdoor space, either in the form of a garden or balcony. The space should be accessible to all households and should be designed to be used for various purposes.




semi-public outdoor space (34)

semi-public, or collective, outdoor space allows neighbours space to interact and organize events in a safe and known environment

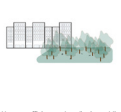


practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




public outdoor space (35)

public outdoor space offers people the opportunity for 'accidental' interaction with others and more active use of traffic spaces




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




text me when you get home (36)

a qualitative long distance cycling network throughout the city increases people's experience of safety



practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.



something for everyone (37)

diversity in public spaces, taking cultural differences into account, provides access to public space for everyone




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




lounging function in park (38)

sufficient seating in parks facilitates more activity in the park, as well as more gender diversity in the type of activities




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




female active function (39)

programming public parks with active functions focused on women allows for them to participate in active endeavors in public settings



practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




all eyes on us (40)

activities surrounding public space adds social control which is beneficial to women, children and marginalized groups alike




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




i'm walking here (41)

wider sidewalks provide more space for pedestrians with prams, grocery bags, wheelchairs or children, increasing the feeling of traffic safety




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




non-obstacle crossings (42)

ensuring crossings in the city are accessible without obstacles improves people's experience of safety




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




quick pitstop (43)

qualitative public toilets increase the access women have to the city




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




parent is a two-person noun (44)

enforcing parental leave legislation in particular partner leave, leads to a shared parental responsibility in two-parent families




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




wage gap correction (45)

women who earn the same as their partner are less likely to be the default parent to fulfil the care work in the family



practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.



non-gendered language (46)

using non-gendered language and visual information helps move away from gendered social expectations




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




female statues (47)

showcasing female role models expresses the message that women are also important and people to look up to




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




female streetnames (48)

using female names for streets and squares acknowledges that women are also important figures in our history




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




protesting space (49)

having sufficient public space to protest aids women in their fight for equality




practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.




changing table in all restrooms (50)

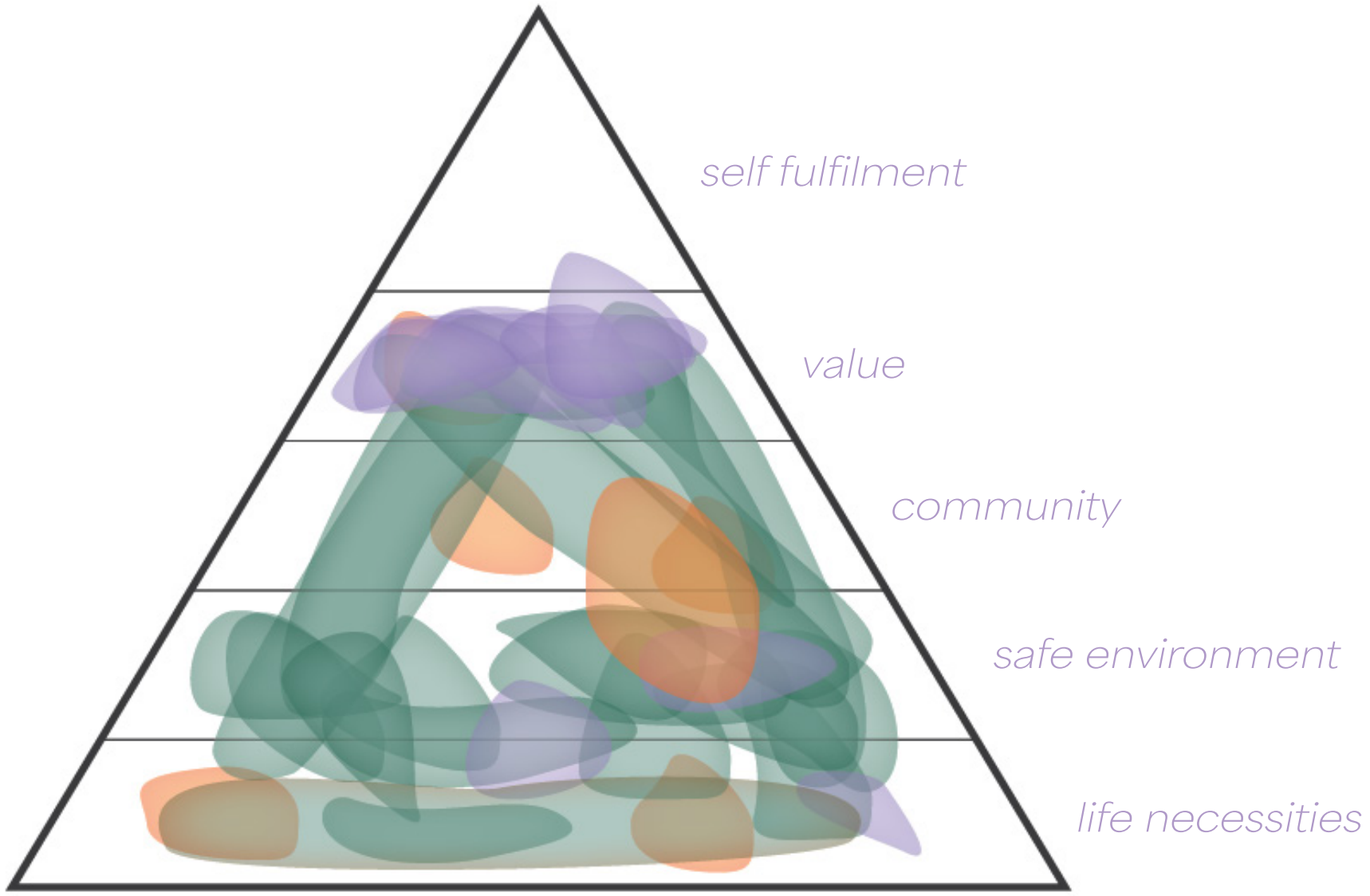
building a changing table in restrooms increases gender equality for all parents to be able to change their child's diaper



practical implementation
Each neighbourhood or important travel junction should have centrally located transport hubs and facilities, including public transport, bicycle parking, and other facilities, which are accessible to all households.



pattern field



division of labour symbology accessibility

D **S** **A**

amenities throughout the city A1

properly distributed amenities throughout the city significantly decrease women's travelling time

the different activities connected to the care labour in the family are often situated at locations dispersed throughout the city. this results in erratic and time-consuming travelling patterns, which increases the amount of time it takes for someone to fulfill these tasks. properly distributing qualitative amenities throughout the city will significantly decrease their travelling time



women

all people

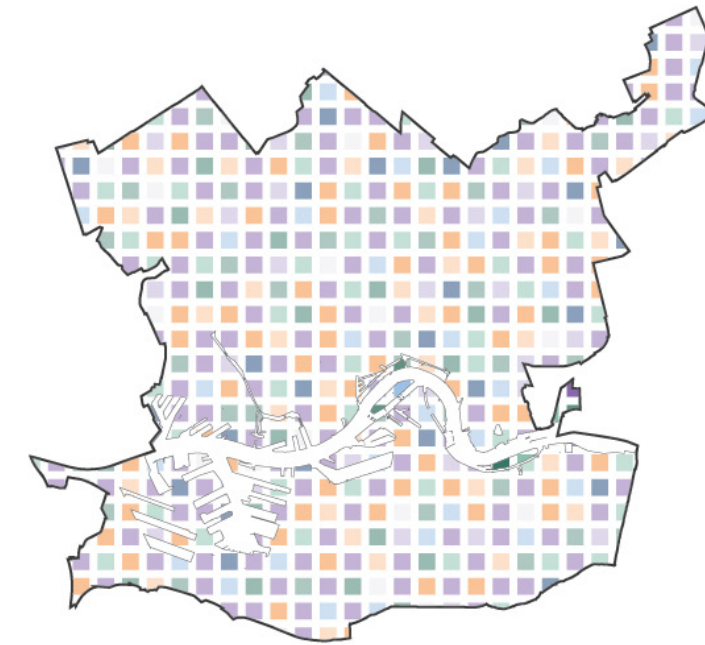
specific cultures

all cultures

scale: national
city
neighbourhood

block
street
building

connected to D4 A6 A7



practical implementation

all neighbourhoods should centrally facilitate a high quality shopping and care centre, schools and extracurricular facilities. larger facilities may be shared by a maximum of three neighbourhoods, if located on the border of these neighbourhoods

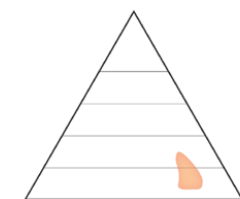
sources



objectives



needs

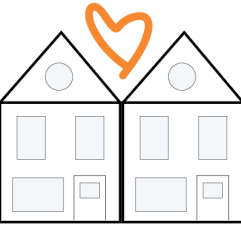


division of labour

love thy neighbour D1


a good relationship with surrounding neighbours and community connections means care labour can be shared amongst multiple people outside of the nuclear family unit


in individual families, the responsibility of care work is focused on one person per family. by forming connections with neighbours and the forming of a community, care labour can be shared throughout multiple community members. this decreases the load for each individual woman.



scale: national city neighbourhood block street building connected to D2 D3 A10

practical implementation
organise events that encourage connection and meeting between neighbours, such as neighbourhood festivals and communal days. such events should take place in protected, collective spaces such as a communal courtyard or living room, to ensure a safe environment which cannot be entered by outsiders.

sources L **objectives** D **needs** 



women — all people — specific cultures — all cultures

meeting over a gentle cycle D3

programming collective functions in open, accessible and visible locations in the building increases meeting possibility for neighbours and encourages connection between neighbours

building a connection with neighbours and founding a community helps women handle their care work, as there are more people who can assist them in fulfilling their tasks and sharing the work. to facilitate connection between neighbours, meeting opportunities need to be facilitated in the building. facilitating the laundryroom in a location that is visible to and accessible by all residents facilitates more and better meeting opportunities than placing it in an undesirable an hidden location such as the basement.



scale: national city neighbourhood block street building connected to D1 D3

practical implementation
the laundry room and other frequented collective building facilities should be located in a desirable, open location in the middle of the building, which is clearly visible from multiple points of view throughout the building.

sources F R **objectives** D **needs** 

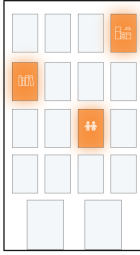


women — all people — specific cultures — all cultures

communal housing facilities D2


communal facilities in housing encourage the sharing of care responsibilities across families and neighbours


single-family housing and the focus on the nuclear family tasks the responsibility of care work with every woman separately. communal housing facilities such as a shared kitchen, daycare or communal living room make it easier for neighbours to assist each other in the tasks, dividing the load between families.



scale: national city neighbourhood block street building connected to D1 D3 A10

practical implementation
multi-family housing structures should have communal facilities such as communal kitchens, laundry rooms, daycare or playing room, communal living room. these facilities need to be easily accessible from all residential units. single-family housing blocks can also facilitate communal facilities, in a central and accessible location in the block.

sources L F R **objectives** D **needs** 

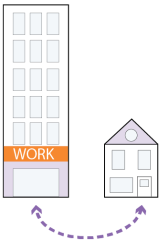


women — all people — specific cultures — all cultures

flex work place D4


having the opportunity to work near home makes it easier for women to combine paid and care labour


childcare and the care of dependents is the biggest reason women start working part-time, as these two responsibilities are harder to combine due to the erratic structure of child and home care. facilitating working locations near home, either in the neighbourhood or in the building, makes it easier for women to conduct paid labour irregularly, as this decreases their travelling time and increases their flexibility.



scale: national city neighbourhood block street building connected to A1 A6 A7 S2

practical implementation
house flexible working spots and locations for small businesses in the plinth of buildings throughout the neighbourhood. locations should be distributed in a manner that everyone can be there in 10 minutes or less, ideally in such a way that women who live closeby are in range of a baby monitor.

sources L **objectives** D **needs** 



women — all people — specific cultures — all cultures

communal housing facilities

D2

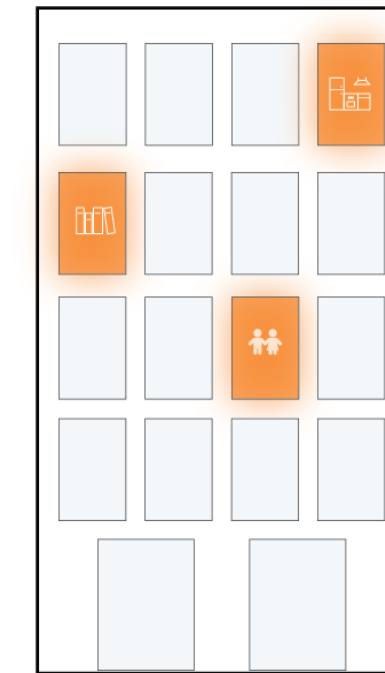
scale: national
city
neighbourhood

block
street
building

connected to D1 D3 A10

communal facilities in housing encourage the sharing of care responsibilities across families and neighbours

single-family housing and the focus on the nuclear family tasks the responsibility of care work with every woman separately. communal housing facilities such as a shared kitchen, daycare or communal living room make it easier for neighbours to assist each other in the tasks, dividing the load between families.



women all people specific cultures all cultures

practical implementation

multi-family housing structures should have communal facilities such as communal kitchens, laundry rooms, daycare or playing room, communal living room. these facilities need to be easily accessible from all residential units.

single-family housing blocks can also facilitate communal facilities, in a central and accessible location in the block.

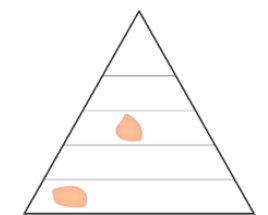
sources



objectives



needs

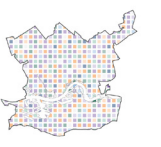


accessibility

amenities throughout the city A1

properly distributed amenities throughout the city significantly decrease women's travelling time

different activities connected to the care labour in the family are often situated at locations dispersed throughout the city. This results in extra and time-consuming travelling patterns, which increase the amount of time it takes for someone to fulfil these tasks. Properly distributing qualitative amenities throughout the city will significantly decrease their travelling time.




practical implementation
all neighbourhoods should centrally facilitate a high quality shopping and care centre, schools and extracurricular facilities. Larger facilities may be shared by a maximum of three neighbourhoods, if located on the border of these neighbourhoods.

sources 1 2 **objectives** 1 2 **needs** 1 2

quick change A5

a public transit hub located in each neighbourhood decreases women's time spent travelling

women are more likely to use public transport than men, as most public transport systems are organized around public transit users' need to travel often, decreasing efficiency. Coordinating travelling time & distance, efficiently coordinated transport hubs decrease walking and travelling time for public transit users.




practical implementation
neighbourhoods at important transit junctions should facilitate centrally located transport hubs that facilitate different modes of transport. Transport timetables need to be aligned with each other to facilitate optimal transfer opportunities. Hubs need to be equipped with enough seating, seats, rain coverage and light in order to feel safe and comfortable for everyone.

sources 1 **objectives** 2 3 **needs** 1 2

private outdoor space A9

sufficient private outdoor space ensures everybody has access to personal outdoor space to utilize the way they want to

access to private outdoor space provides women with an area of outdoor space to view as an extension to the home. This offers a feeling of comfort in private outdoor space, which increases the ease with which women can choose to go outside.



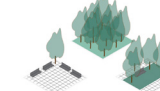
practical implementation
all residential units should have private outdoor space, either in the form of a garden or balcony. The space should be reasonably sized according to the size of the unit, and have light and an ideally, this space is shaded from view.

sources 1 **objectives** 2 3 **needs** 1 2

something for everyone A13

diversity in public space, taking cultural differences into account, provides access to public space for everyone

people with different cultural background require different elements in public space, where women from various ethnic and cultural backgrounds to feel safe. Women from other cultural backgrounds may prefer these elements: greenery, water, public space to be more sheltered in order for them to feel safe. Even women with the same cultural background may differ in their preferences for public space or other experiences of safety. Facilitating public space to offer elements that cater to these differences ensures that public space is accessible by and desirable for people with differing preferences, increasing the number of women who can experience and enjoy public space.




practical implementation
each neighbourhood houses public space tailored to different cultural needs. This can either be by variety within public spaces, or variety of public spaces throughout the neighbourhood. Variety needs to be made between open and sheltered space, active and passive use of public space and natural and more urban public space.

sources 1 **objectives** 2 3 **needs** 1 2

i'm walking here A17

wider sidewalks provide more space for pedestrians with prams, grocery bags, wheelchairs or children, increasing the feeling of safety

small sidewalks alongside busy car roads feel unsafe. This feeling of unsafe is increased when women are also carrying groceries or walking with children. widening these sidewalks, such as widening the space for crossing pedestrians, such as widening the sidewalks, make it easier to navigate the city as they diminish all of these aspects.




practical implementation
important walking routes should have sidewalks that are at least 2.5 meters wide.

sources 1 2 **objectives** 3 **needs** 1 2

reliable public transit network A2

a reliable public transit network ensures women can move freely and assuredly throughout the city

research has shown that women use public transport more often than men, with generally two thirds of public transport users being women. Unreliable public transport prevents them from moving through the city as they wish by adding time to their travelling patterns or even prohibiting them from travelling to their destination at all. By ensuring the public transit system is reliable, women have a more stable experience moving through the city.




practical implementation
other public transport systems should consist of multiple methods of transportation (train, metro, tram, bus, bicycle, ferry), run on a dedicated schedule, and where possible drive on reserved tracks and lanes, in order to avoid traffic-related delays. In case of unforeseen circumstances that lead to delays or cancellations, the system should have sufficient alternatives or quick replacement transport.

sources 1 2 **objectives** 3 **needs** 1 2

quick trip to the shops A6

amenities within a short distance increase the flexibility with which care tasks can be fulfilled and distributed within a family

travelling distance has a great influence on the time it takes for people to fulfil a care task for the family. Decreasing this distance makes it easier for women to be flexible with their time, and may also encourage the partner or other family members to take over parts of these tasks and the care labour.




practical implementation
amenities such as daycare, grocery stores or healthcare facilities should be within walking distance, or at most a 5 minute cycling distance, from residential areas at central locations in the neighbourhood.

sources 1 **objectives** 2 3 **needs** 1 2

semi-public outdoor space A10

semi-public, or collective, outdoor space allows neighbours space to interact and organize events in a safe and known environment

collective outdoor space can offer multiple women-friendly aspects. Firstly, it provides larger outdoor space in a controlled environment, allowing them and their possible children the option to use outdoor space with less effort and less need for supervision. Additionally, it gives neighbours a guaranteed location to interact and meet, meaning they can build a better connection. It also provides them with a location for neighbourhood events.



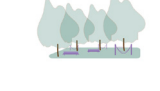
practical implementation
all housing blocks should have a collective outdoor space that residents can use, either individually or together. The area should be large enough to house all connected residents together in case of an event. The area should be protected from outsiders, either through the use of architecture, or protective street design.

sources 1 2 **objectives** 3 **needs** 1 2

lounge function in park A14

sufficient seating in parks facilitates more activity in the park, as well as more gender diversity in the type of activities

research in Vienna has shown that from a certain age, boys start to dominate in the usage of public parks and their facilities. This is because from this moment on, girls are gaining an interest in different types of activities, which have more to do with social interaction than with the use of public facilities. By adding these elements, such as parking benches or lounge furniture in parks, it increases girls' participation of parks, and the presence of benches and other forms of furniture also facilitates activities for other park visitors, who can use the benches to sit and watch their children, or read a book, or use it as a location to meet their group.



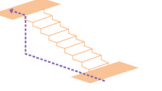
practical implementation
all outdoor public space should facilitate sufficient benches, tables with seating, and other types of lounge furniture.

sources 1 2 **objectives** 3 **needs** 1 2

non-obstacle crossings A16

ensuring crossings in the city are accessible without obstacles improves freedom of movement

crossings with height obstacles such as stairs are obstructing to people who are walking with prams, wheelchairs or who are mobility impaired. Providing such locations with ramps of 8% increases the ease with which people of these categories move through the city.




practical implementation
ensure that important crossings through the city that deal with height differences are first with this ramps or other interventions that bridge the height difference.

sources 1 2 **objectives** 3 **needs** 1 2

gradations of outdoor space A5

different levels of outdoor public space dispersed throughout the city increase the accessibility of outdoor space

the presence of multiple forms of outdoor space throughout the city facilitates more opportunity for inhabitants to use the public space depending on their needs. By facilitating private (or collective) green spaces (such as a courtyard) in the housing blocks, informal public spaces (such as a small playground in the structure of the city block) and formal public space (a large, designed city park taking up more space in the city), women can choose to visit green space closer to home based on the need the use at that moment.




practical implementation
three levels of outdoor space should be facilitated dispersed throughout the city, decreasing in frequency when increasing in size. All blocks should have private/communal outdoor space, semi-formal outdoor space should be measuring throughout the grid, larger city parks can serve multiple neighbourhoods.

sources 1 **objectives** 2 3 **needs** 1 2

the doctor is downstairs A7

care facilities such as healthcare, childcare and schools that are dispersed throughout the city and integrated in mixed function buildings are easier accessible

one of the biggest problems women face is the extra travelling time it takes to fulfil care tasks. By integrating facilities connected to these tasks in a way that they are situated on the way to work or home, or even in the same building as one's home, this extra time is diminished as there is no additional effort needed to reach these locations.



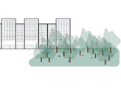
practical implementation
program important facilities such as healthcare, childcare and other frequent destinations in the vicinity of housing dispersed throughout the city, making sure they are distributed more throughout the city and are accessible to the neighbourhood they serve. Functions that may need more privacy, such as healthcare can be facilitated in more private atmosphere, such as further inward in the building or in a more residential area.

sources 1 2 **objectives** 3 **needs** 1 2

public outdoor space A11

public outdoor space offers people the opportunity for 'recursions', interaction with others and more active use of outdoor space

public outdoor space in the form of city parks provides women with larger outdoor spaces to interact with others and from new communities. It also allows more active participation of outdoor spaces, such as in programmed sports that are facilitated in the city park. It also provides them with a location to sit away from the home but in qualitative public space.



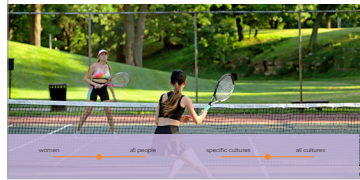
practical implementation
each neighbourhood should house sufficient and qualitative public outdoor space to facilitate different activities than those that can be done in private and collective public space. These spaces need to be accessible for everybody in the neighbourhood.

sources 1 2 3 **objectives** 4 5 **needs** 1 2

female active function A15

programming public parks with active functions focused on women allow for them to participate in active endeavours in public settings

boys and men dominate sports and active functions in public spaces. This makes participating in such activities less desirable for girls and women, due to different reasons. By facilitating active functions that cater to women, they can also take part in active activities.




practical implementation
public space should be programmed with active functions that cater to women and girls, such as volleyball or basketball courts.

sources 1 **objectives** 2 **needs** 1 2

quick pitstop A18

qualitative public toilets increase the access women have to the city

while there are many public toilets in Dutch cities, there are less qualitative public restrooms. Being assured of access to a restroom is crucial when spending a day or night out in public space, being able to relieve oneself is a basic necessity of life, and a lack of public restrooms discourages women from spending a lot of time in the city, as they either don't use a restroom or need to plan in advance. Providing public toilets, women know that they have the option to go should it be necessary, which increases the likelihood they will spend longer in public space.



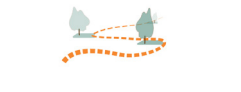
practical implementation
ensure that the city is filled with clean, qualitative public restrooms that have doors and can lock. These restrooms need to be accessible, A17 and are dispersed through the city in a manner that there is a restroom within 5 minutes walking distance.

sources 1 **objectives** 2 3 **needs** 1 2

walking to the park A4

qualifying public spaces on important walking and cycling networks increases their accessibility

parks and squares that are located along walking and cycling networks in logical places in the network locations, make routes for example from school to the park, more accessible. In the parks, this saves time, as they can be combined in an already existing trip, instead of requiring a separate trip.




practical implementation
ensure city and neighbourhood parks are situated on important slow traffic networks, such as connecting cycling routes through the city or following walking paths.

sources 1 **objectives** 2 3 **needs** 1 2

the next stop is... the park A8

public transit stops at city parks increase the park's accessibility

larger city parks are often dispersed throughout the city, they may be hard to reach without a car. By adding a public transit stop to the park, the trip is made easier by connecting them to the city's public transit network. This makes it easier to reach the park, and it becomes better accessible for everyone, mostly for people who do not live close to a public park.




practical implementation
each large park in Amsterdam should be served by a public transit stop within a walking distance of less than 5 minutes walking. This public transit stop should facilitate multiple modes of transport and offer a last connection to the rest of the city.

sources 1 **objectives** 2 3 **needs** 1 2

text me when you get home A12

a qualitative (long distance) cycling network throughout the city increases peoples' experience of safety

low quality bicycle paths through unsafe parts of the city deny access to the city for people who are not used to riding. Providing a qualitative cycling network provides access to the city for all people, and specifically women, as they more frequently experience feelings of unsafe in the city.




practical implementation
cities should facilitate a cycling network that connects all parts of the city, the routes within this network should be well lit, have activated points at strategic locations, have proper signage, few turns and no hedges or other elements that make biking.

sources 1 **objectives** 2 3 **needs** 1 2

all eyes on us A16

activities surrounding public space adds social control which is beneficial to women, children and marginalized groups alike

activities surrounding or on streetscapes that ensure view over and control of these streetscapes provides a social control that facilitates a feeling of safety for women, children and marginalized groups alike. This social control should be facilitated by the network of shops, cafes, restaurants, bars, cultural institutions, or other activities with wide opening hours that ensure the presence of many people and offer an orientation of these people towards to the public space or traffic route.



practical implementation
important slow traffic routes and public spaces should be surrounded by an active pinch, allowing for optimal contact between (private buildings and the public life on the street). Functions that can be programmed are restaurants and bars, cultural institutions, or other activities with wide opening hours that ensure the presence of many people and offer an orientation of these people towards to the public space or traffic route.

sources 1 **objectives** 2 3 **needs** 1 2

lounge function in park

A14

sufficient seating in parks facilitates more activity in the park, as well as more gender diversity in the type of activities

research in Vienna has shown that from a certain age, boys start to dominate in the usage of public parks and their facilities. this is because from this moment on, girls are gaining an interest in different types of activities, which have more to do with social interaction than with exercising or playing sports. by facilitating these activities, such as by putting benches or lounge-furniture in parks, it increases girls' participation of parks. the presence of benches and other forms of furniture also facilitate activities for other park visitors, who can use the benches to sit and watch their children, or read a book, or use it to as a location to meet their peers

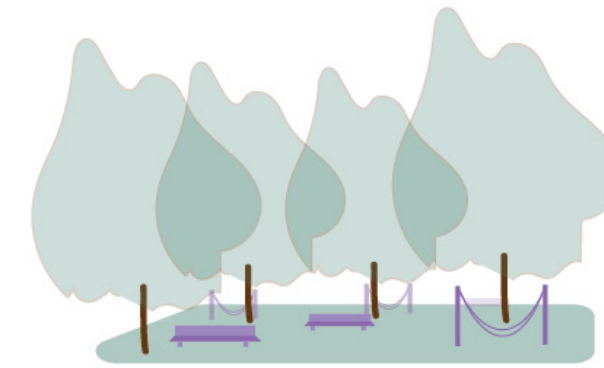


women ——— all people ——— specific cultures ——— all cultures

scale: national
city
neighbourhood

block
street
building

connected to **A13** **A15**



practical implementation

all outdoor public space should facilitate sufficient benches, tables with seating, and other types of lounging furniture

sources



objectives



needs



symbolology

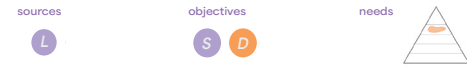
parent is a two-person noun S1

improving parental leave legislation, in particular partner-leave, leads to a shared parental responsibility in two-parent families

poor paternity leave regulations give the expectation that parenting is solely a task for the mother. by improving these regulations, the message that it is important for partners to also be an active parent is sent.



practical implementation
design parental leave legislation that offers longer and better paid leave. introduce measures that encourage the partner to take their leave, such as increasing the birthing parents' leave when the partner takes time off



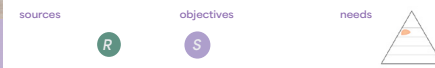
scale: national city neighbourhood block street building connected to S1 S2 S7

female statues S4

showcasing female role models expresses the message that women are also important and people to look up to



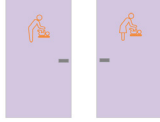
practical implementation
ensure the city has at least as many female as male statues, preferably in central locations in order to allow as many people as possible to see the statues



scale: national city neighbourhood block street building connected to S4 S6

changing table in all restrooms S7

facilitating a changing table in all restrooms regardless of gender allows for all parents to be able to change their child's diaper



practical implementation
public restrooms and publicly accessible toilets in buildings need to be equipped with a changing table that is accessible by all genders. this can be done by either locating the changing table in a separate room, or facilitate a changing table in all gendered bathrooms.



scale: national city neighbourhood block street building connected to S7 S3

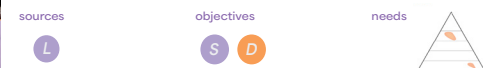
wage gap correction S2

women who earn the same as their partner are less likely to be the default parent to fulfill the care work in the family

besides from cultural expectations, a big reason a female partner cuts down on working hours in lieu of a male partner is due to their salary being lower, saving the family a larger decrease of income. the current corrected wage gap in the Netherlands is 7.4%, meaning women earn 93.6% of a man's income in comparable functions. by correcting the wage gap and increasing women's income, money is no longer a factor in the decision on which parent is cutting back on hours and is more responsible for the care labour of the family



practical implementation
implement national legislation encouraging equal pay between men and women.

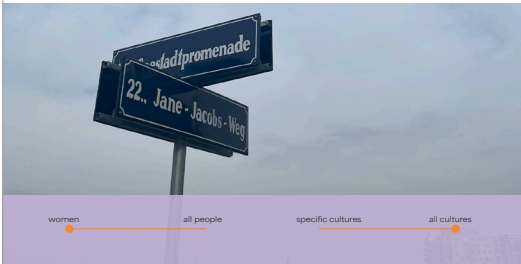


scale: national city neighbourhood block street building connected to S1 S3 D4

female streetnames S5

using female names for streets and squares acknowledges that women are also important figures in our history

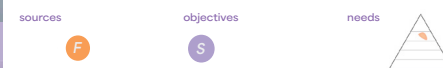
street names symbolize the people our society values. a lack of female street names expresses the message that women are less important to society than men are. naming streets for (influential) women expresses the message that women are of equal importance



Lotte Stam-Beesestraat

Aletta Jacobsweg

practical implementation
ensure the city has at least as many female as male street names, preferably distributed throughout the city in order for every neighbourhood to have female street names



scale: national city neighbourhood block street building connected to S4 S6

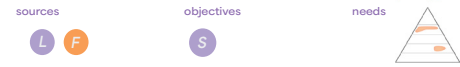
non-gendered language S3

using non-gendered language and visual information helps move away from gendered societal expectations

gendered language (visual or written) embeds an expectation of gender roles or of a male default (by a standard use of the word 'he' when speaking about a subject that could be of any gender for instance). adjusting official signage and messages to reflect a non-gendered basis helps eliminate such gendered social ideas



practical implementation
signage and language issued by the government and municipality, on public transport and in the public space needs to be gender neutral, allowing for all (or no) genders to appear in their messaging



scale: national city neighbourhood block street building connected to S1 S2 S7

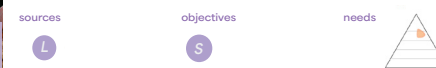
protesting space S6

having sufficient public space to protest aids women in their fight for equality

in the history of the fight for female rights, most successes have been booked through the use of protests. to this day, all Icelandic women protest every International Women's Day to continue asking for attention for gender inequalities. demonstrating is a fundamental right, and the city should house enough locations for people to gather and be able to exercise their freedom of speech



practical implementation
the city should facilitate enough open public spaces in order to allow for women to organize protests. these locations should be large enough to house a multitude of people protesting, be located in public locations to attract attention, and be central enough to allow for a connected march should that be desirable. the locations need to be easily accessible by public transport.



scale: national city neighbourhood block street building connected to A1F

parent is a two-person noun

S1

improving parental leave legislation, in particular partner-leave, leads to a shared parental responsibility in two-parent families

poor paternity leave regulations give the expectation that parenting is solely a task for the mother. by improving these regulations, the message that it is important for partners to also be an active parent is sent.

scale: national
city
neighbourhood

block
street
building

connected to S1 S2 S7



women ——— all people ——— specific cultures ——— all cultures

practical implementation

design parental leave legislation that offers longer and better paid leave. introduce measures that encourage the partner to take their leave, such as increasing the birthing parents' leave when the partner takes time off

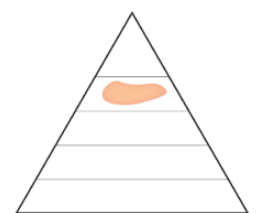
sources

L

objectives

S D

needs



Working Women pattern language

A grid of 48 cards, each representing a different urban design strategy for supporting working women. Each card includes a title, a brief description, a photograph, and a diagram illustrating the concept.

- love thy neighbour (01):** A good relationship with surrounding neighbours and community connections makes care labour less likely to be shared amongst multiple people outside of the nuclear family unit.
- gradations of outdoor space (A5):** Different levels of outdoor public space dispersed throughout the city increase the accessibility of outdoor space.
- private outdoor space (A6):** Sufficient private outdoor space ensures everybody has access to personal outdoor space to utilize the way they want to.
- female active function (A16):** Programming public parks with active functions focused on women allows for them to participate in active endeavours in public settings.
- wage gap correction (52):** Women who earn the same as their partner are less likely to be the default parent to fulfil the care work in the family.
- communal housing facilities (02):** Single family housing and the focus on the nuclear family takes the responsibility of care labour away from women; communal housing facilities with a shared kitchen, laundry, and other facilities allow for neighbours to assist each other in the home, dividing the load between families.
- walking to the park (A4):** Situating public spaces on important walking and cycling networks increases their accessibility.
- semi-public outdoor space (A10):** Semi-public, or collective, outdoor space allows neighbours space to interact and organize events in a safe and known environment.
- all eyes on us (A16):** Activities surrounding public space adds social control which is beneficial to women, children and marginalized groups alike.
- non-gendered language (53):** Using non-gendered language and visual information helps move away from gendered social expectations.
- meeting over a gentle cycle (03):** Programming collective functions in open, accessible and visible locations while building increases meeting possibility for neighbours and encourages connection between neighbours.
- quick change (A5):** A public transit hub located in each neighbourhood decreases women's time spent traveling.
- public outdoor space (A11):** Public outdoor space offers people the opportunity for 'accidental' interaction with others and more active use of traffic space.
- i'm walking here (A17):** Wider sidewalks provide more space for pedestrians with prams, grocery bags, wheelchairs or children, increasing the feeling of traffic safety.
- female statues (54):** Showing female role models expresses the message that women are also important and people to look up to.
- flex work place (04):** Having the opportunity to work near home makes it easier for women to combine paid and care labour.
- quick trip to the shops (A6):** Proximity within a short distance increases the flexibility with which care tasks can be fulfilled and distributed within a family.
- text me when you get home (A12):** Low quality bicycle paths through unsafe parts of the city deny access to the city for people with children and those who are concerned about safety. Safe paths are needed for all, but especially for women, as they more frequently experience feelings of fear and concern when they are out alone.
- non-obstacle crossings (A18):** Creating crossings in the city that are accessible without obstacles improves people's experience of safety.
- female streetnames (55):** Street names celebrate the female role models in our society; a lack of female street names sends a message that women are not as important as men in our history.
- amenities throughout the city (A1):** Properly distributed amenities throughout the city significantly decrease women's traveling time.
- the doctor is downstairs (A7):** Care facilities such as healthbars, childbars and schools that are dispersed throughout the city and integrated in mixed function buildings are easier accessible.
- something for everyone (A15):** Diversity in public spaces, taking cultural differences into account, provides access to public space for everyone.
- quick pitstop (A19):** Qualitative public toilets increase the access women have to the city.
- protesting space (56):** Having sufficient public space to protest allows women in their fight for equity.
- reliable public transit network (A2):** Research has shown that women use public transport more often than men with generally fewer trips and longer trips. A reliable public transit network allows women to move freely and securely throughout the city.
- the next stop... the park (A8):** Larger city parks are often dispersed throughout the city, they may be hard to reach without public transit stops at city parks increase the parks' accessibility.
- loungue function in park (A14):** Research in Vienna has shown that from a certain age, boys start to dominate in more public parks. Sufficient seating in parks facilitates more activity in the park, as well as more gender diversity in the type of activities.
- parent is a two-person noun (51):** Poor parental leave regulations give the expectation that parenting is solely a task for the mother. Parental leave regulations that recognize that it is important for partners to also be an engaged parent.
- changing table in all restrooms (57):** Changing a child diaper is a large part of the combination of chores, changing tables in a public and private child care are not always available. Facilities for changing babies in women's restrooms and public restrooms and public accessible toilets in buildings need to be equipped with a changing table that is accessible for parents. It is possible for parents to ask for help by placing the changing table in a separate room, or facilities a changing table in gendered bathrooms.

design

application on Katendrecht



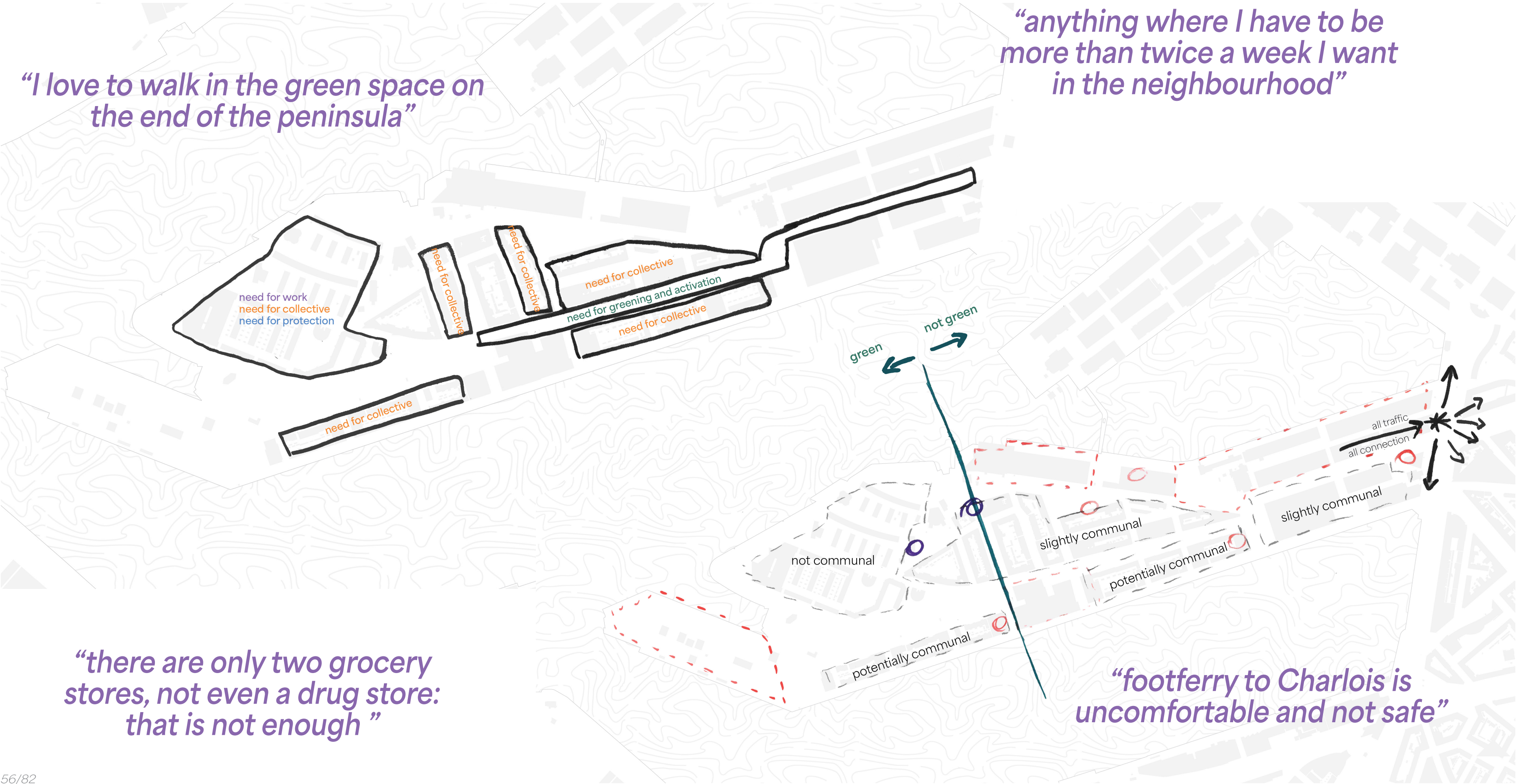
history



input from the context

“I love to walk in the green space on the end of the peninsula”

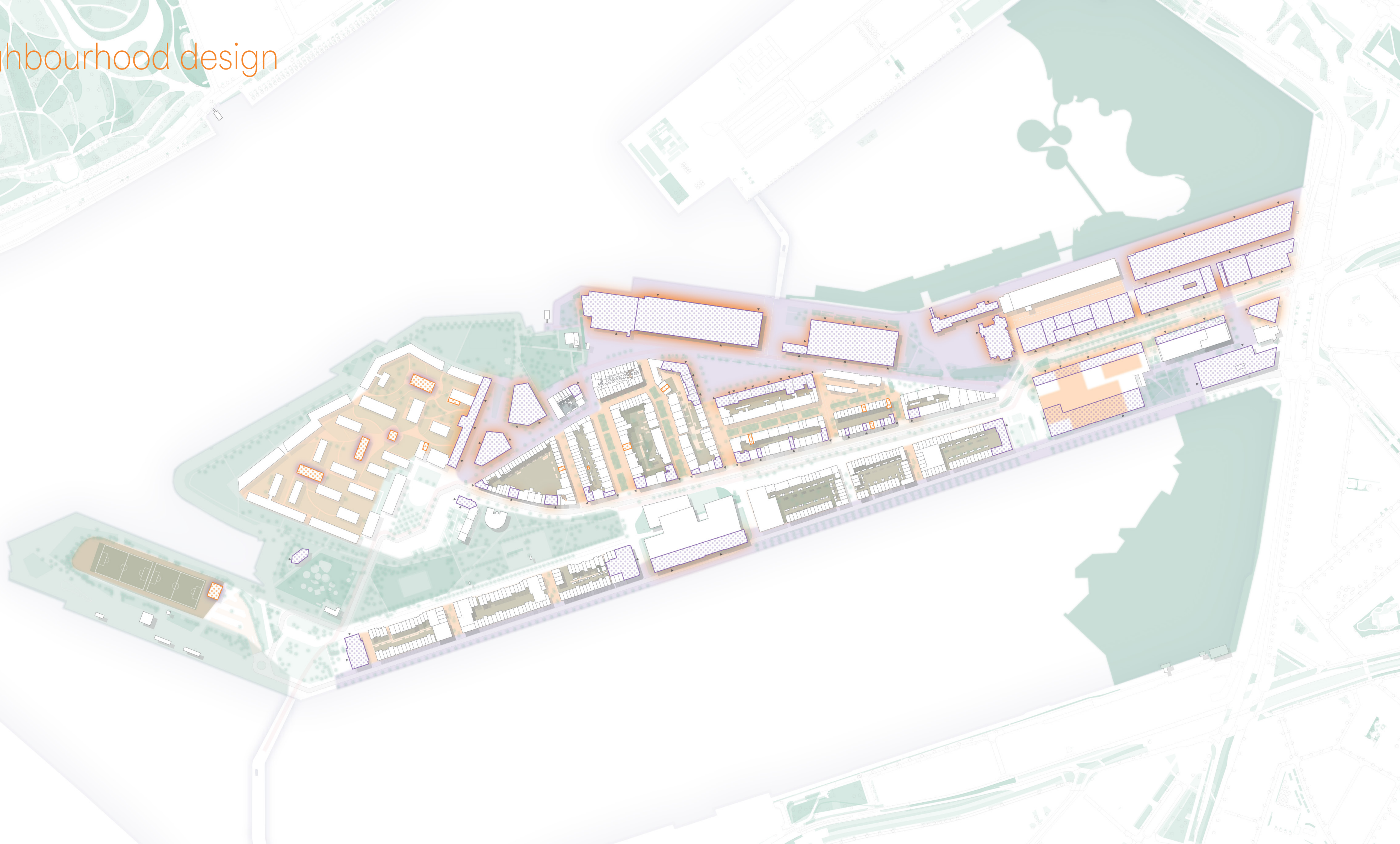
“anything where I have to be more than twice a week I want in the neighbourhood”



“there are only two grocery stores, not even a drug store: that is not enough”

“footferry to Charlois is uncomfortable and not safe”

neighbourhood design



text me when you get home

the next stop is... the park

female streetnames

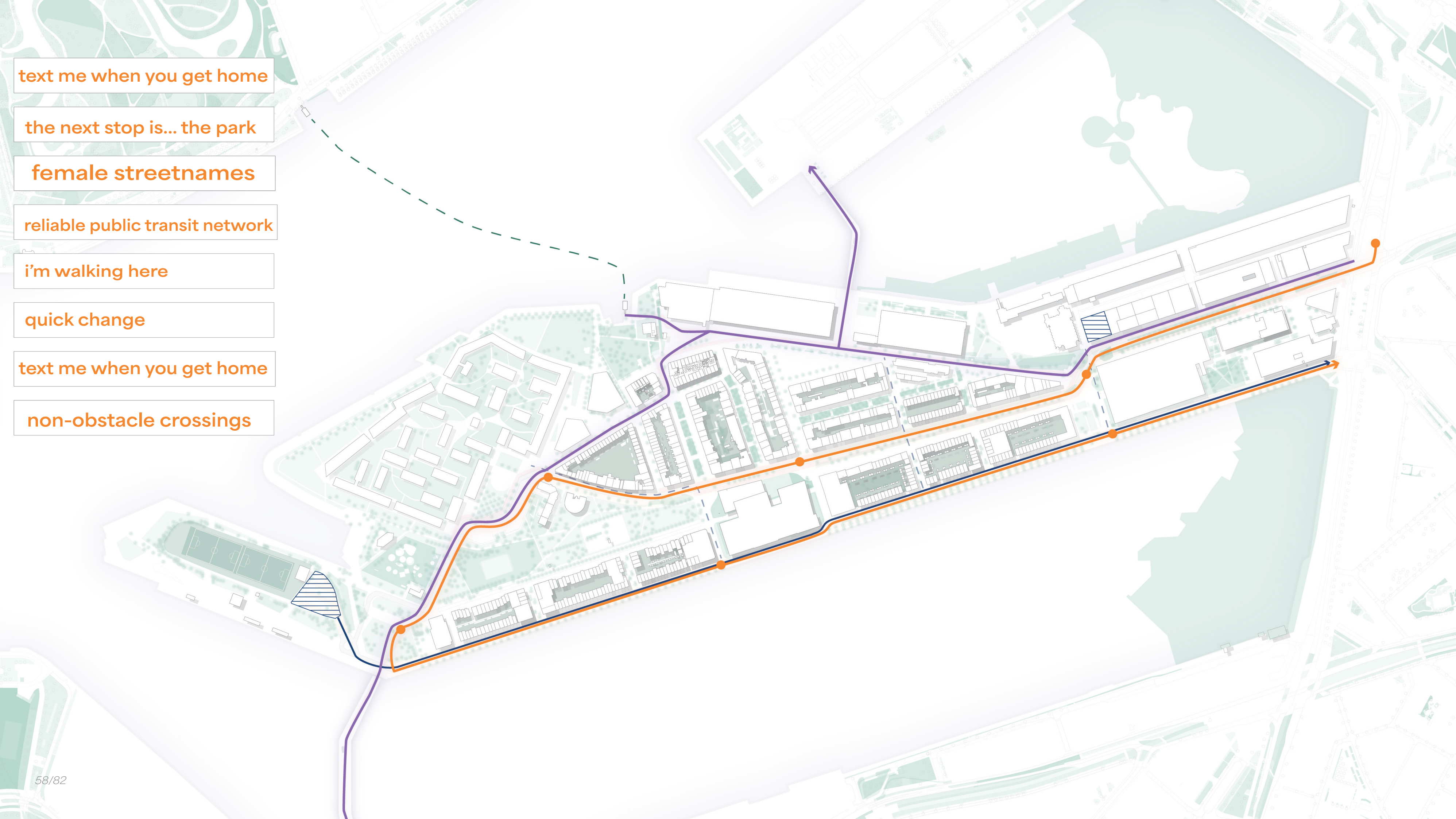
reliable public transit network

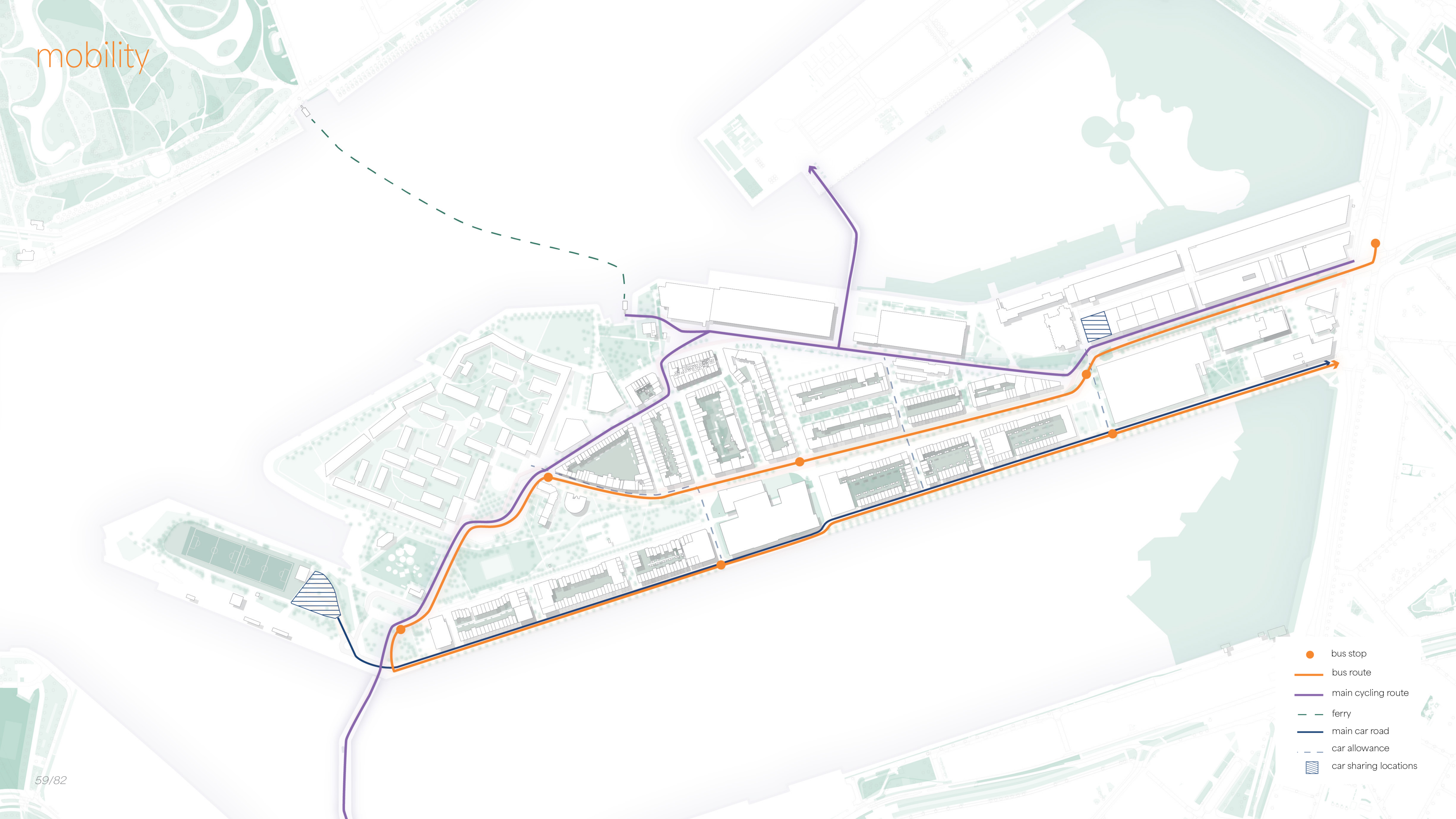
i'm walking here

quick change

text me when you get home

non-obstacle crossings





- bus stop
- bus route
- main cycling route
- - - ferry
- main car road
- - - car allowance
- ▨ car sharing locations

amenities throughout the city

flex work place

quick trip to the shops

all eyes on us

the doctor is downstairs

text me when you get home



functions



- leisure
- life necessities
- community
- school/daycare
- healthcare
- work
- new function

amenities throughout the city

flex work place

protesting space

lounge function in park

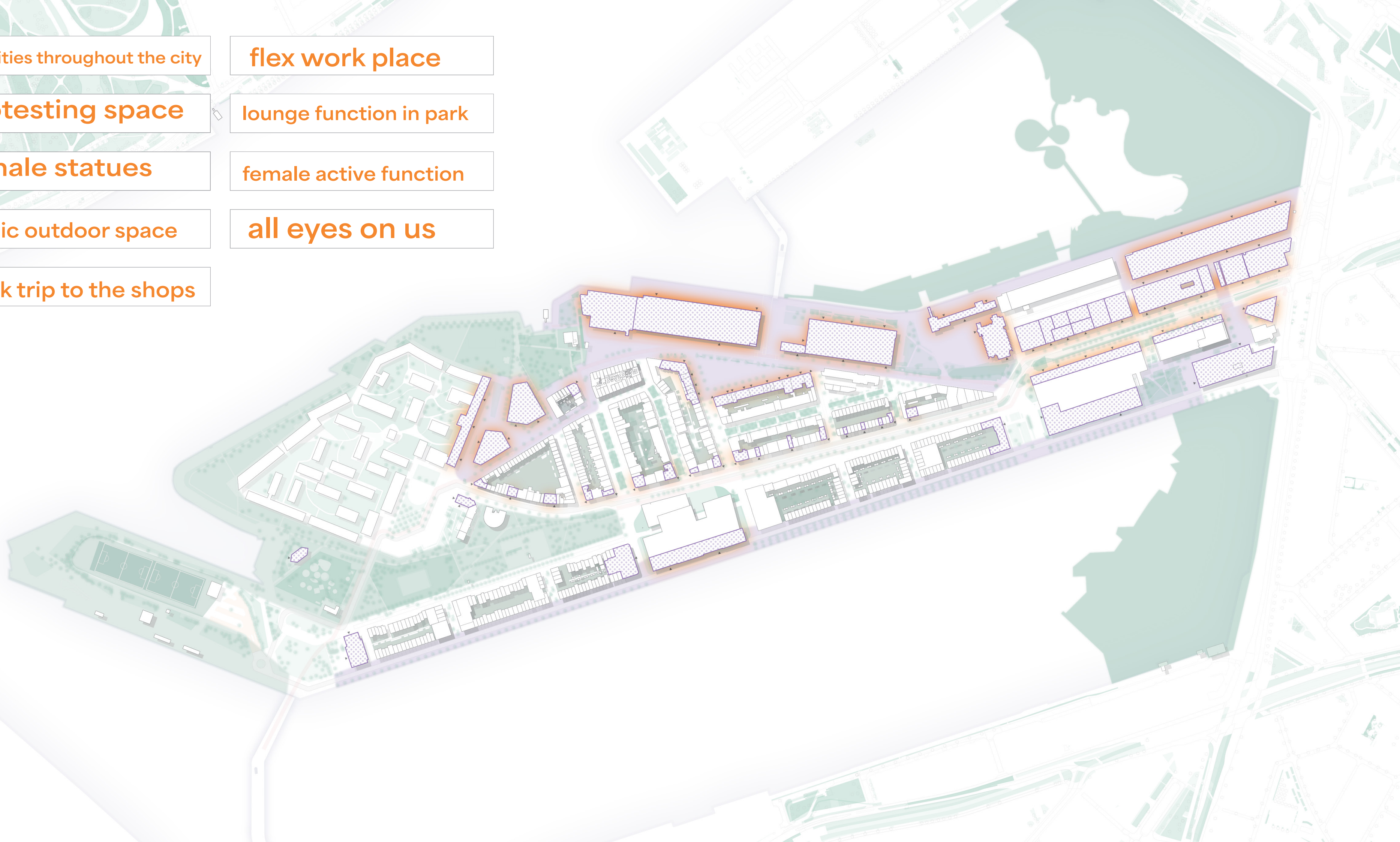
female statues

female active function

public outdoor space

all eyes on us

quick trip to the shops



public sphere



- public building / plinth
- public space
- green public space
- activity on street
- entrance

love thy neighbour

the doctor is downstairs

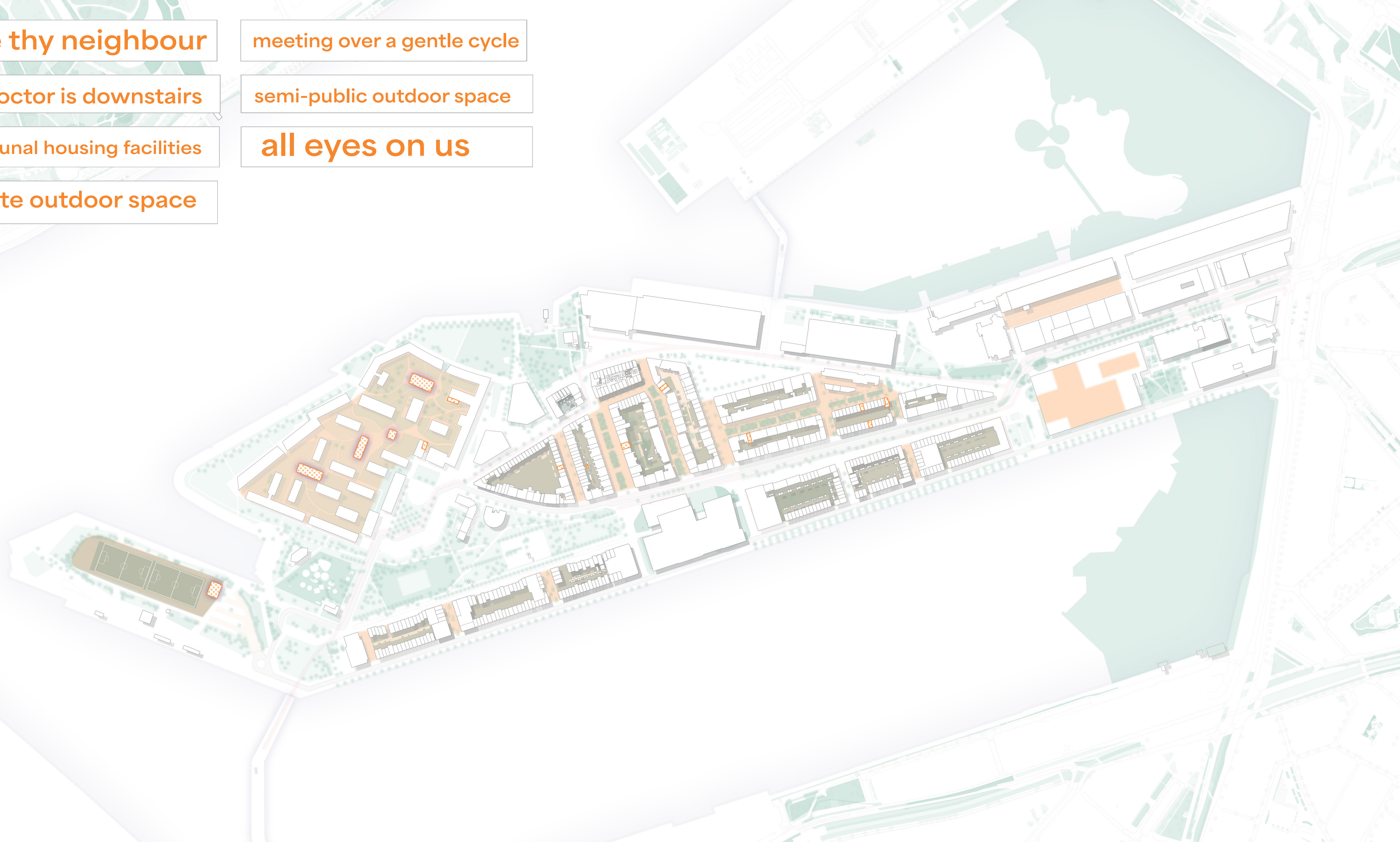
communal housing facilities

private outdoor space

meeting over a gentle cycle





semi-public outdoor space

all eyes on us



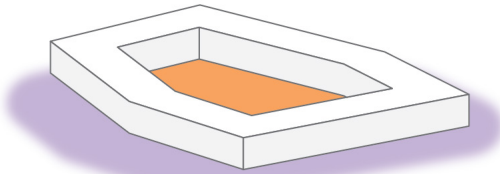
collective sphere



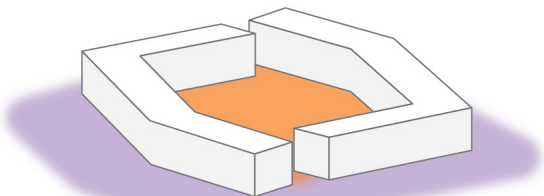
-  collective space
-  collective courtyard
-  activity on street
-  collective building / plinth

protection and transitions

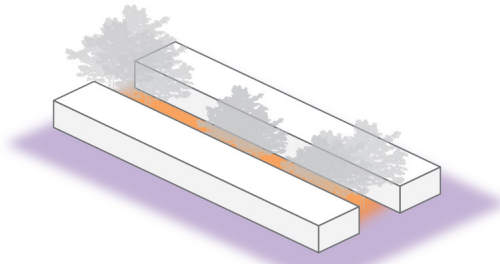
protection



closed building blocks

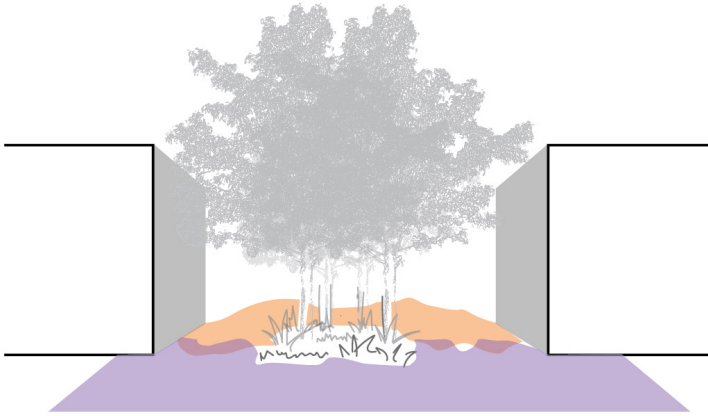


building blocks with large masses and narrow entrances

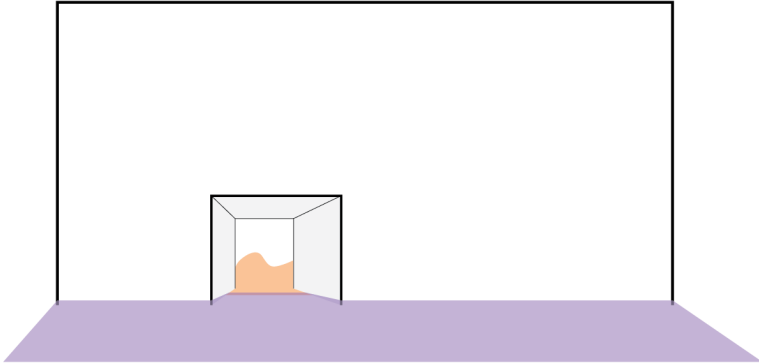


vegetation to narrow a street

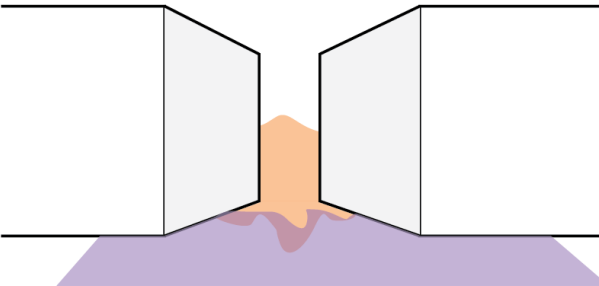
transitions



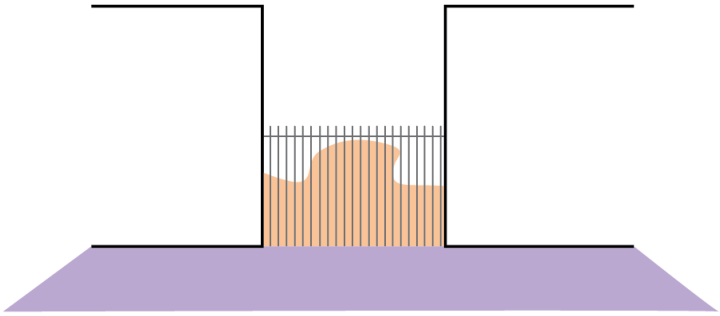
vegetation



underpass

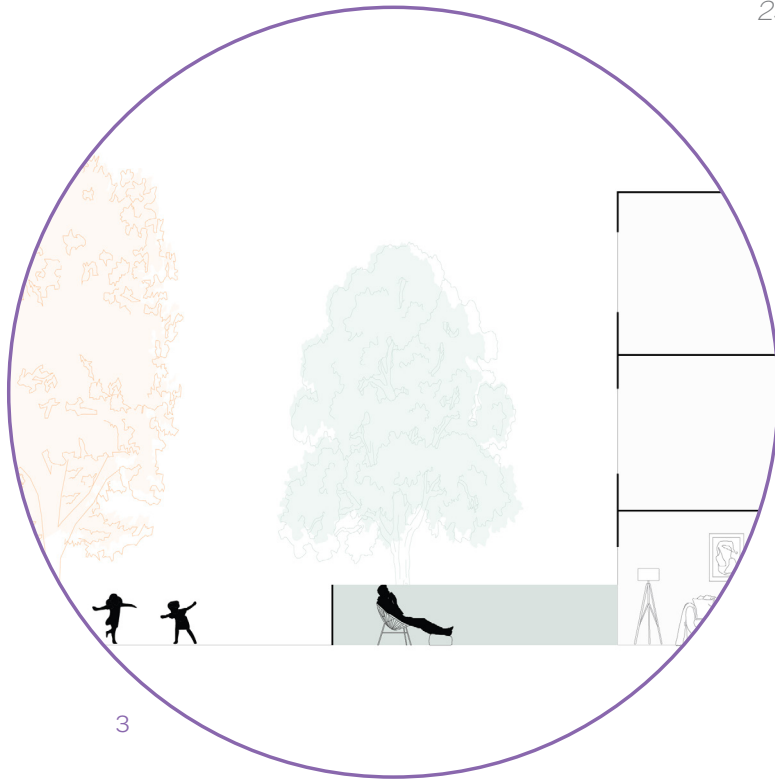
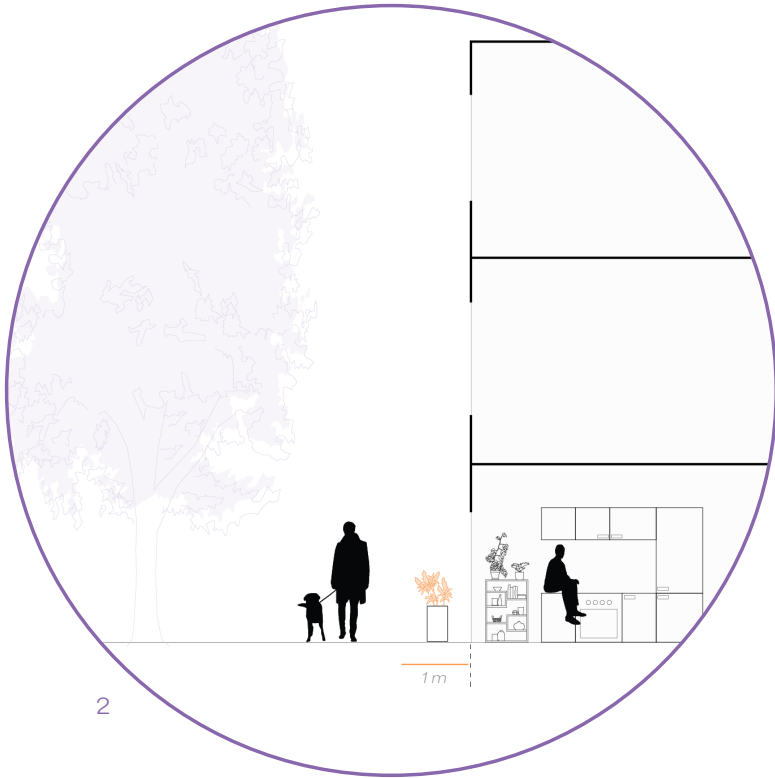
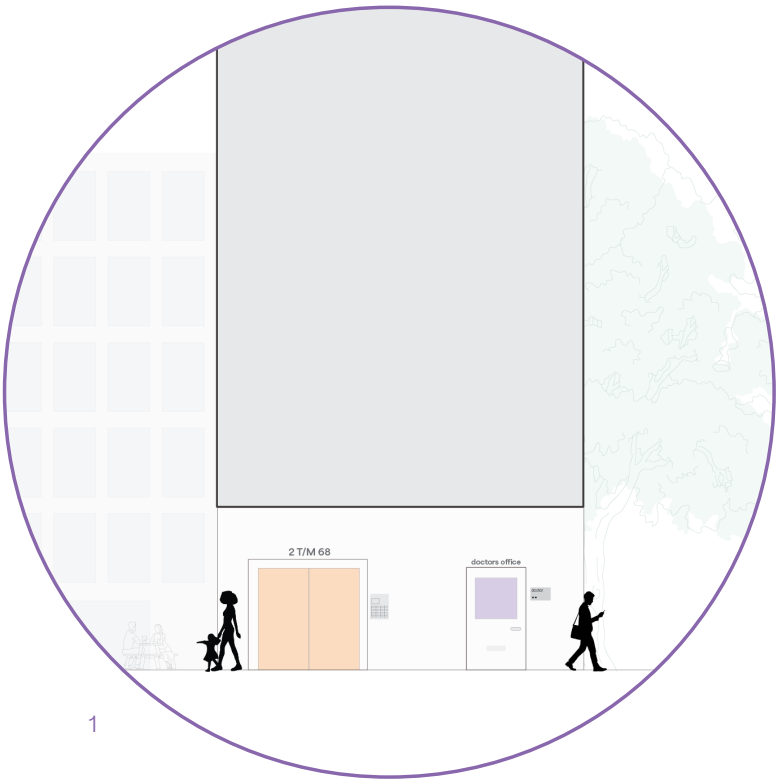
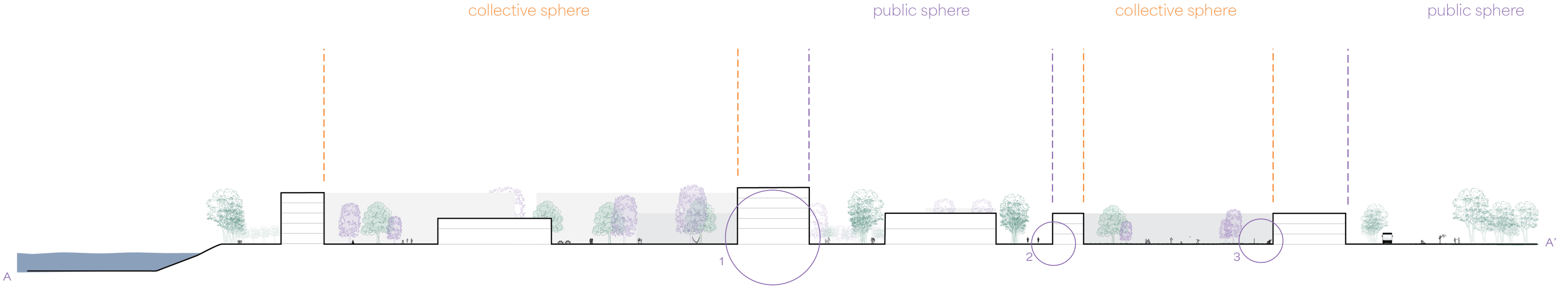


narrowing of building blocks

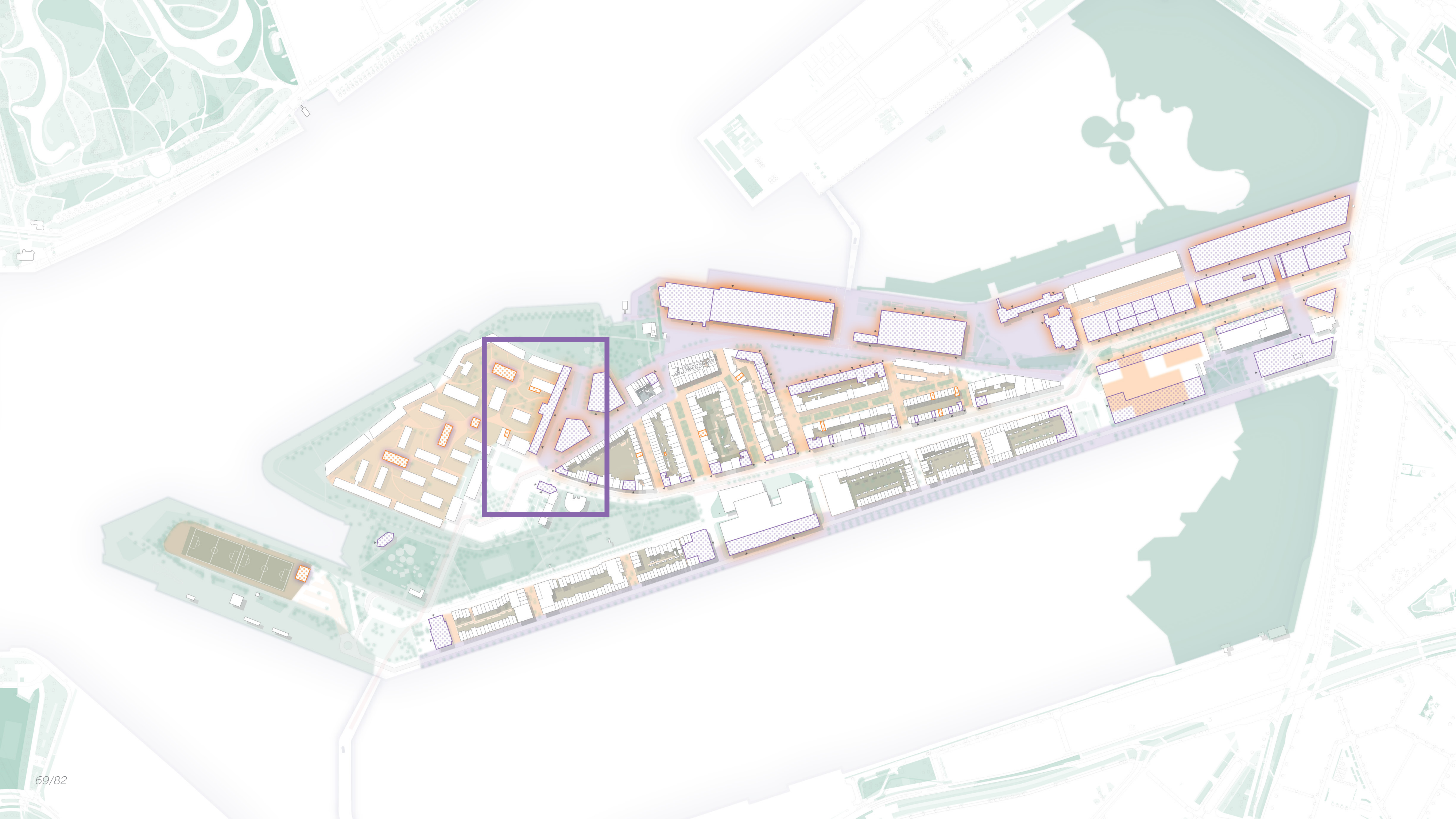


fence

transitions







current situation

no communal spaces and little potential

streets dominated by car and parking

a lot of unused public space



transformed centre

- D1 love thy neighbour
- D2 communal housing facilities
- D3 meeting over a gentle cycle
- D4 flex work place
- A3 gradations of outdoor space
- A6 quick trip to the shops
- A7 the doctor is downstairs
- A8 the next stop is... the park
- A10 semi-public outdoor space
- A11 public outdoor space
- A12 text me when you get home
- A14 lounge function in park
- A16 all eyes on us
- A17 i'm walking here
- A19 quick pitstop
- S4 female statues
- S5 female streetnames
- S6 protesting space
- S7 changing table in all restrooms

 programmatic transformation
 spatial transformation

implementation of public restroom building

implementation of protective architecture to guarantee collective space

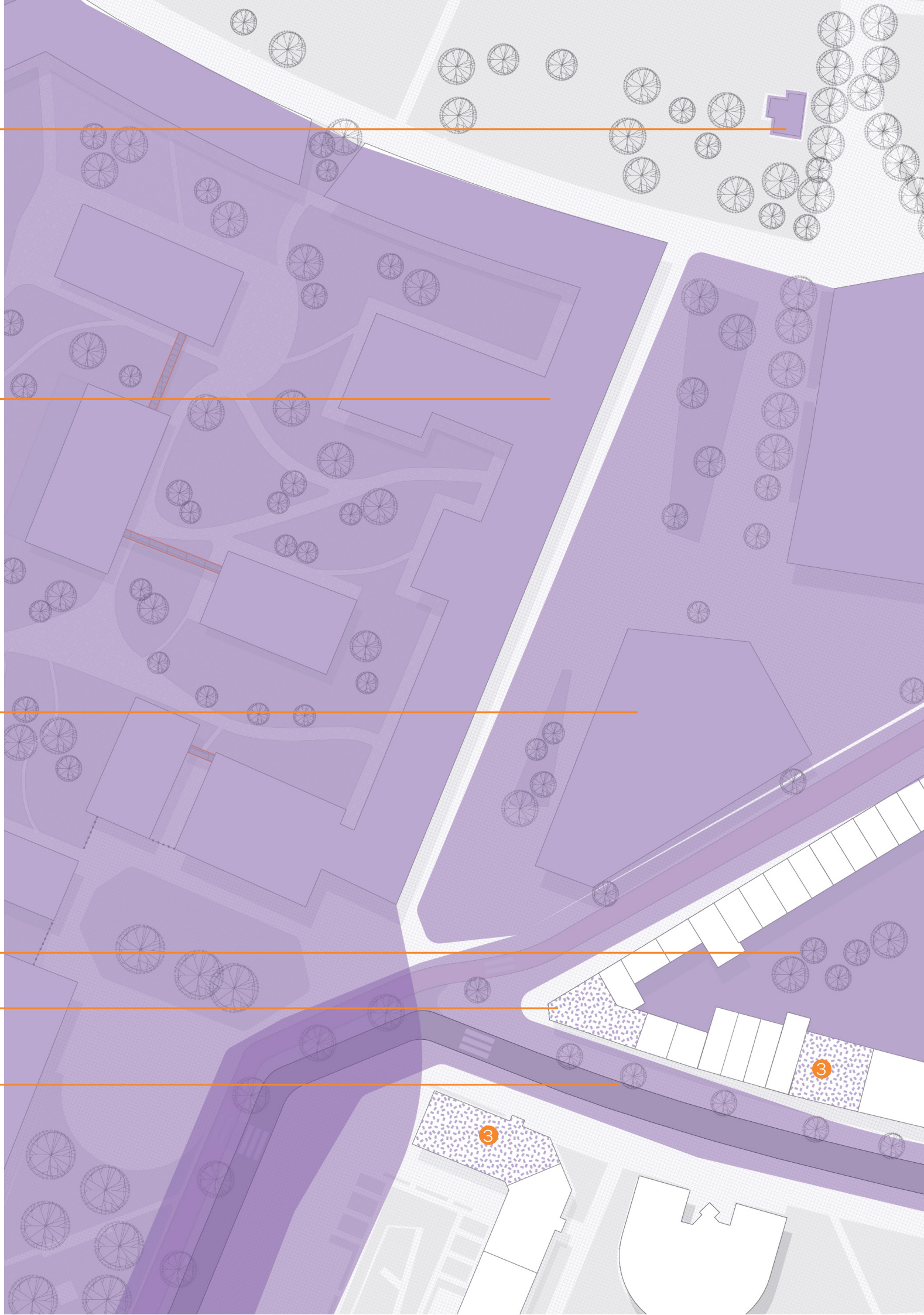
transformation of underused public space into new public centre with important functions

transformation of existing courtyard structure

plinth-activation on strategic locations alongside important routing

transformation of street to prioritise slow (cyclist, pedestrian) and shared (public transport) mobility

20 metres 



transformed centre

collective
sphere

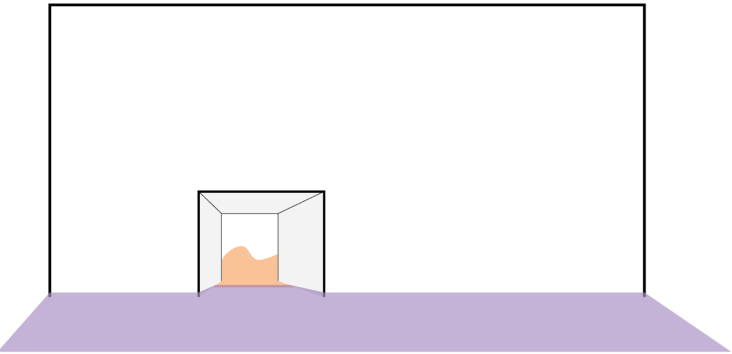
protective
architecture

public sphere

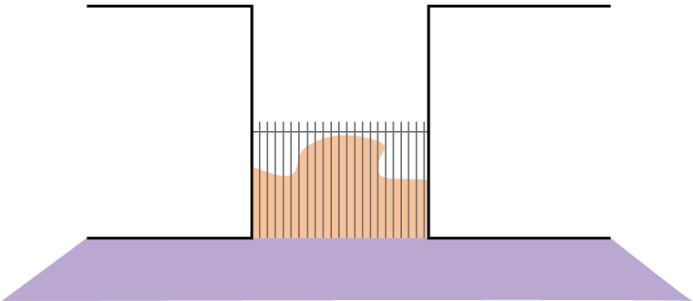
-  tree
-  street lighting
-  pedestrian area
-  bike path
-  bus lane
-  grass
-  collective plinth
-  public plinth



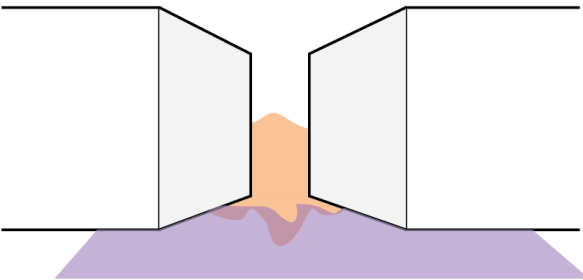
public and collective sphere



Transition in the form of an underpass



Transition in the form of gate or fence



Transition in the form of the narrowing of building blocks

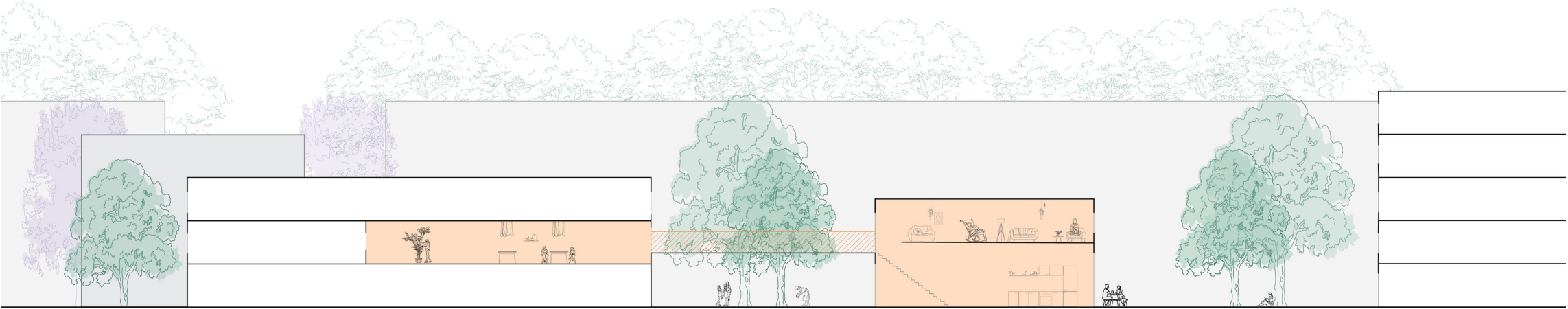


- collective space
- collective building
- collective entrance
- public building
- public activity
- public entrance
- transitions
- gate
- vegetation
- architecture

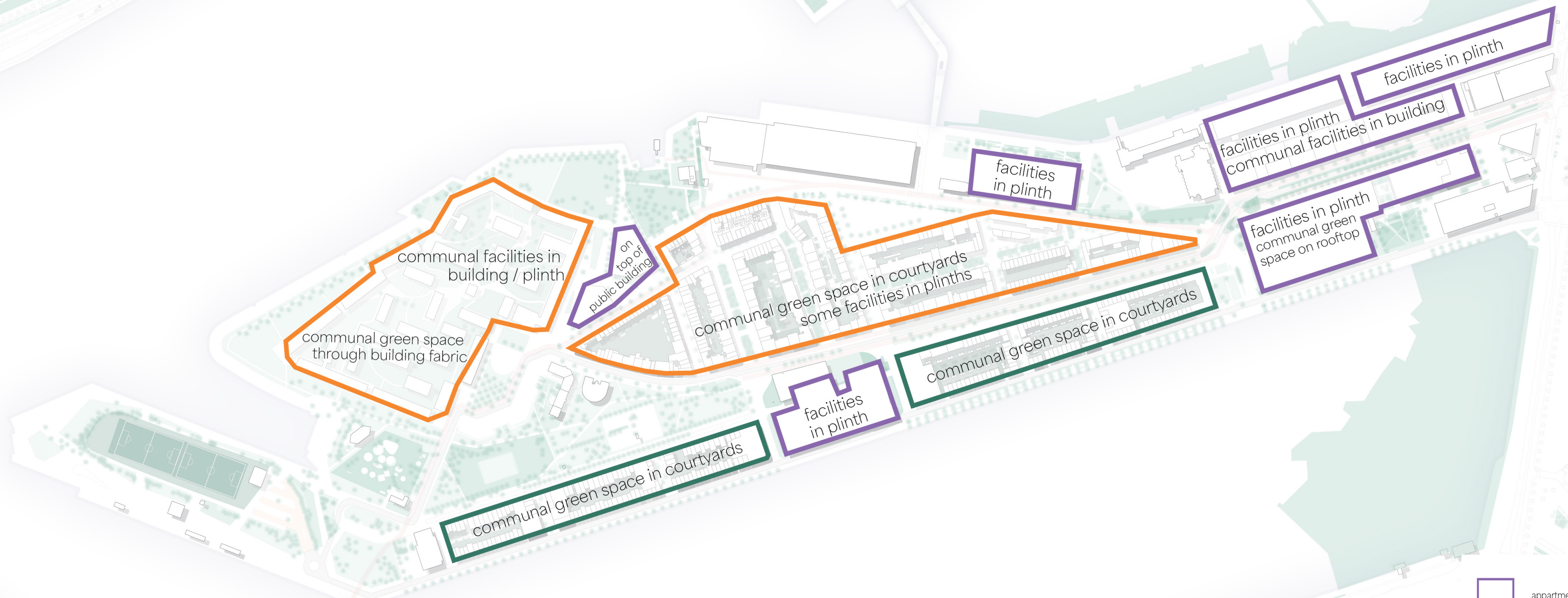
functions




- 1 leisure
 - 2 life necessities
 - 3 community
 - 4 school/daycare
 - 5 healthcare
 - 6 work
- collective building
 - public building

- tree
- street lighting
- pedestrian area
- bike path
- bus lane
- grass



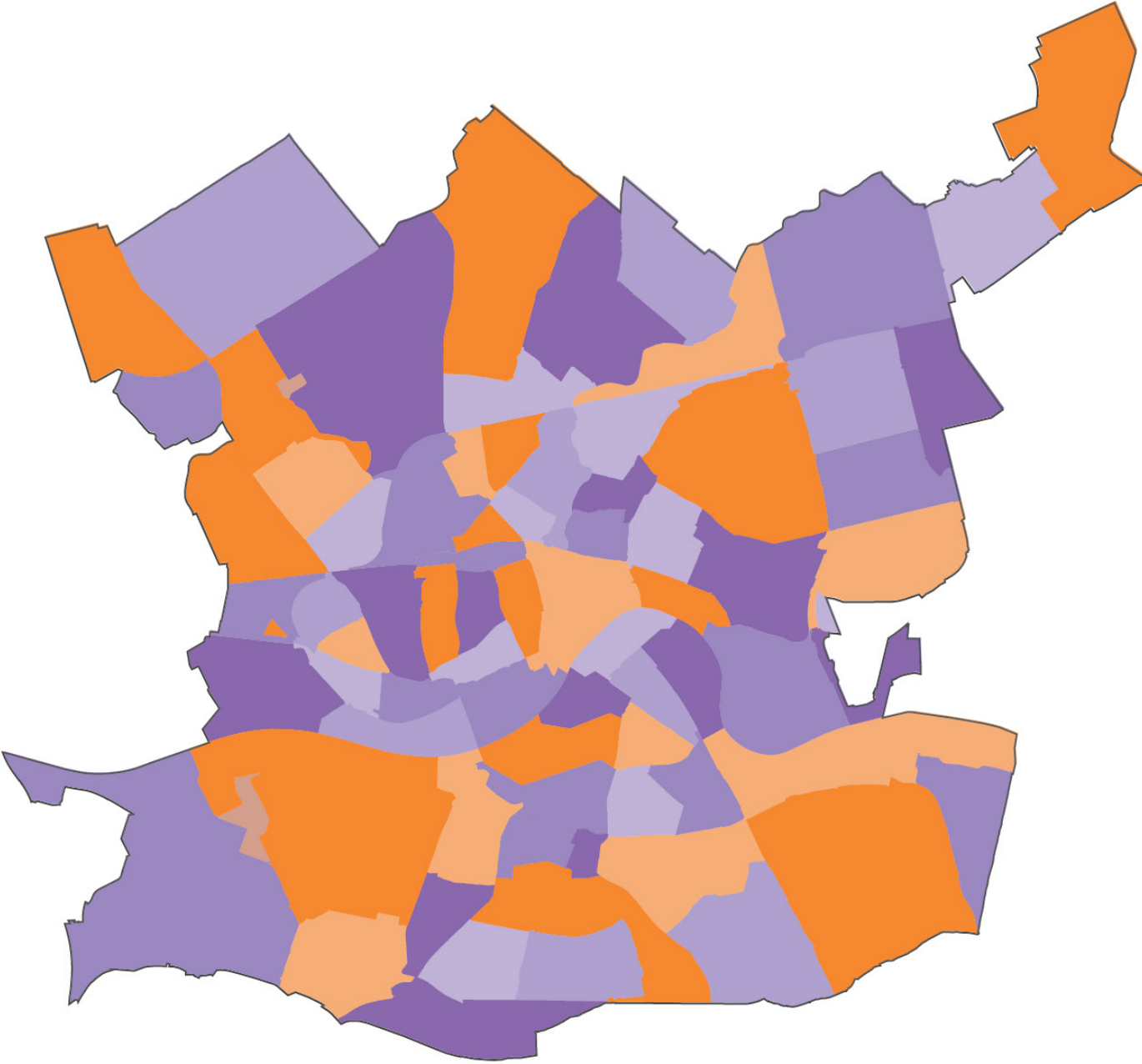
living environments



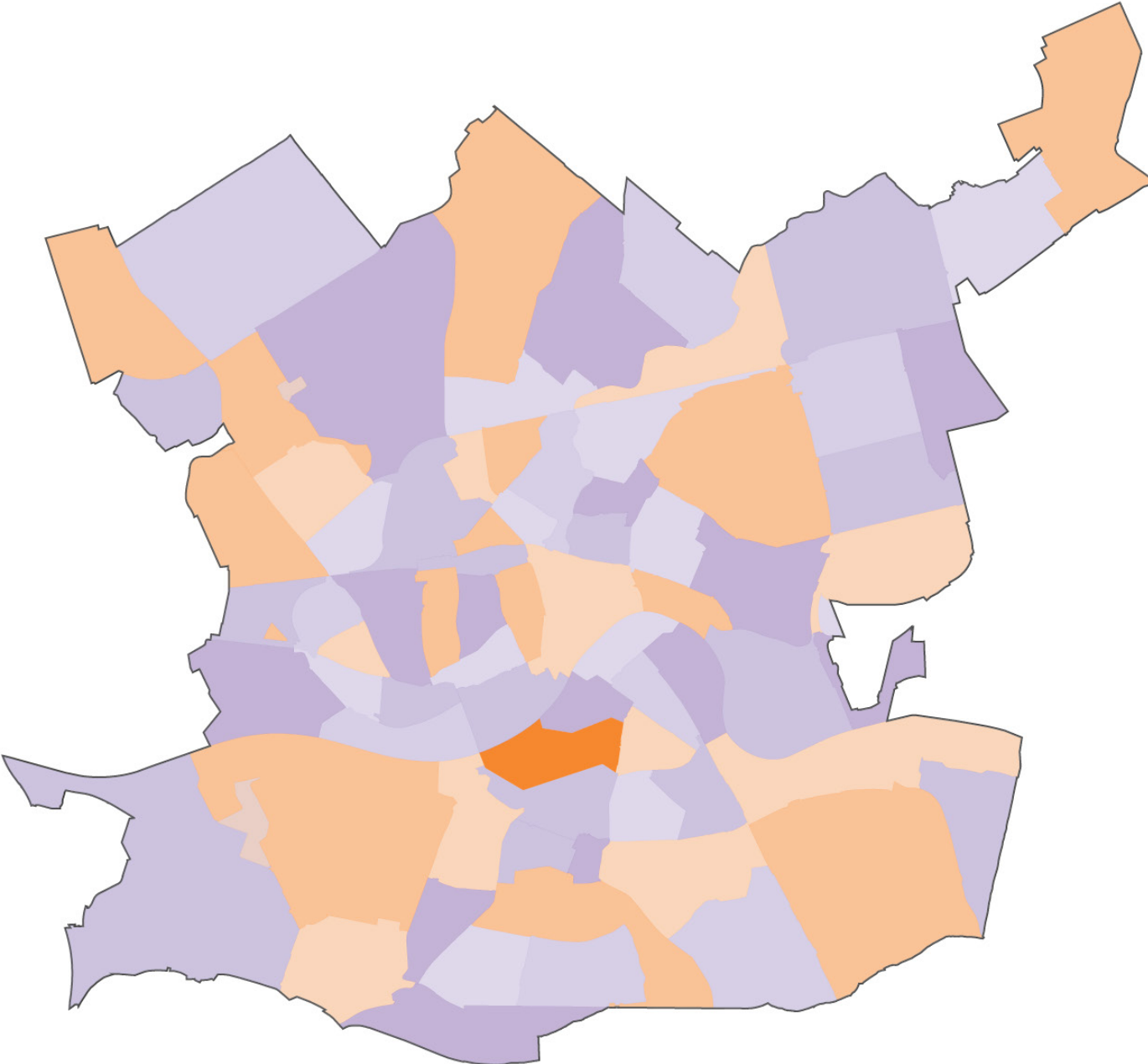
-  apartments
-  multi-family homes
-  single-family homes

a gender equal future

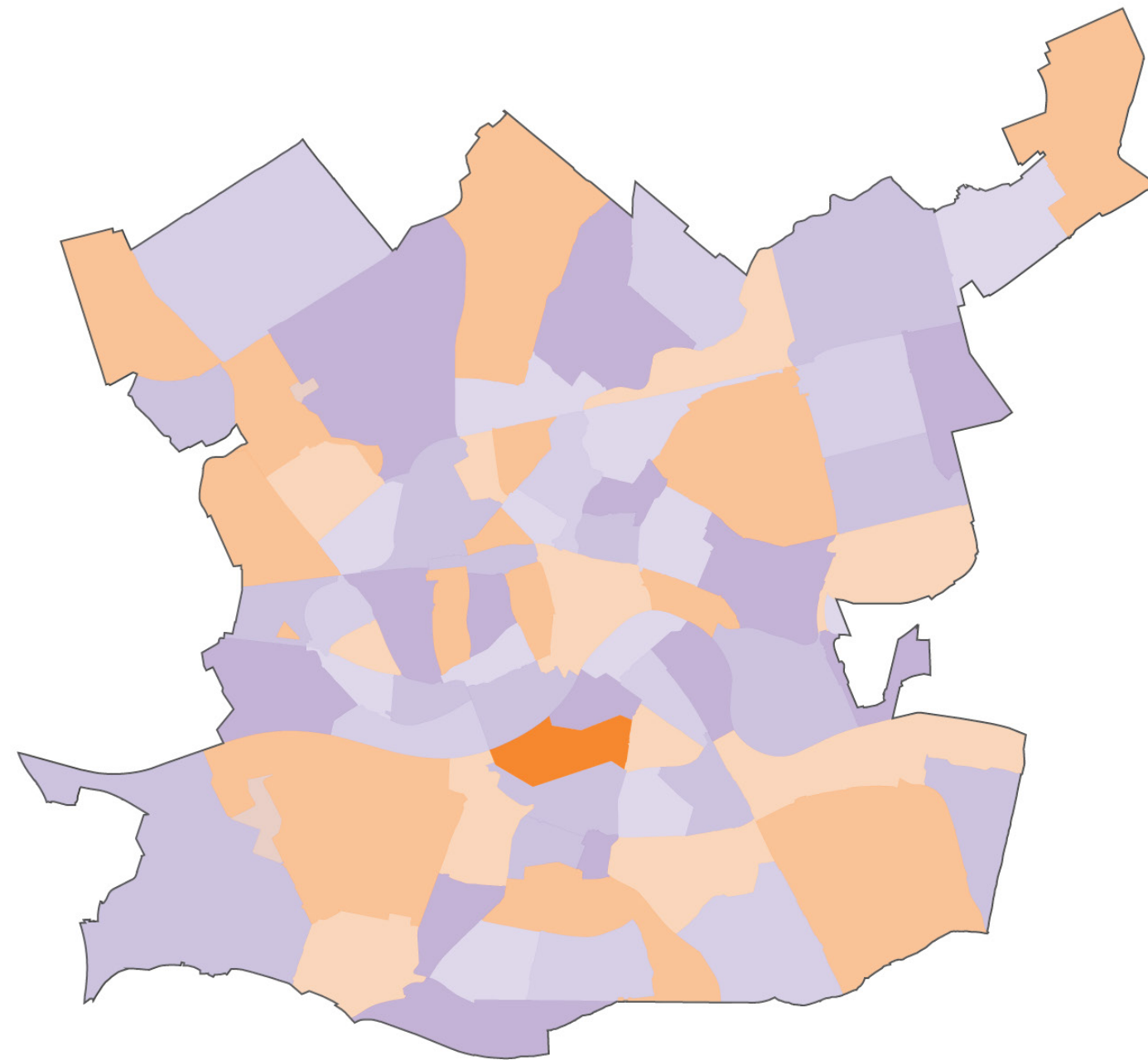
freedom to choose



freedom to choose



freedom to choose

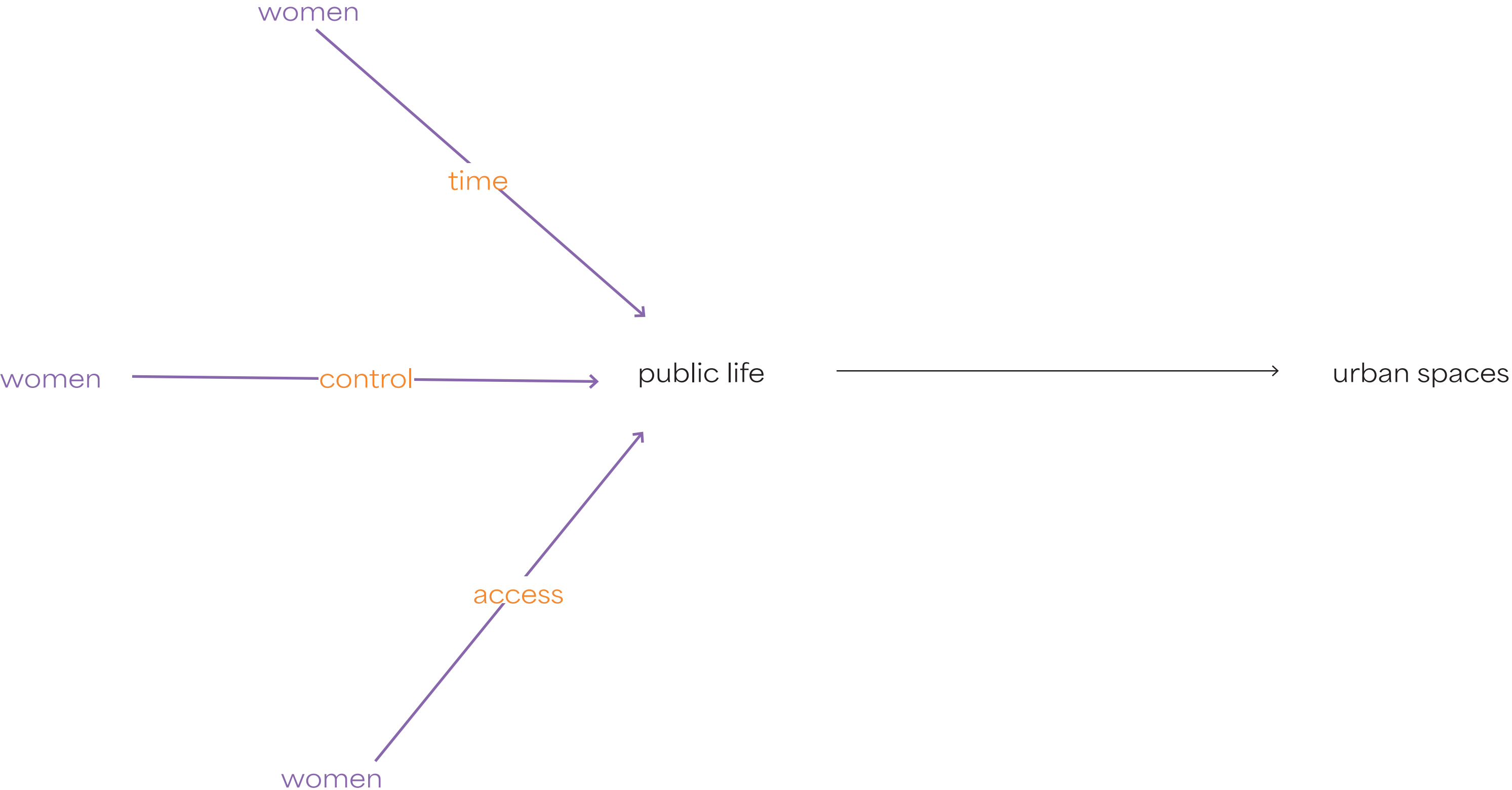


time

control

access

female right to the city



What urban transformations can help enhance gender equality in the city, increasing opportunities in the everyday environment of working women?

prioritise slow and shared mobility

facilitate community

increase the accessibility of public space and amenities


offer diverse environments



love thy neighbour D1


a good relationship with surrounding neighbours and community connections means care labour can be shared amongst multiple people outside of the nuclear family unit


in individual families, the responsibility of care work is focused on one person per family, by forming connections with neighbours and the forming of a community, care labour can be shared throughout multiple community members. this decreases the load for each individual woman.



scale: national city neighbourhood block street building connected to D2 D3 A10

practical implementation
organise events that encourage connection and meeting between neighbours, such as neighbourhood festivals and communal days, such events should take place in protected, collective spaces such as a communal courtyard or living room, to ensure a safe environment which cannot be entered by outsiders.

sources: L objectives: D needs: 




women — all people — specific cultures — all cultures

social quality to obtain

communal housing facilities D2


communal facilities in housing encourage the sharing of care responsibilities across families and neighbours


single-family housing and the focus on the nuclear family tasks the responsibility of care work with every woman separately, communal housing facilities such as a shared kitchen, daycare or communal living room make it easier for neighbours to assist each other in the tasks, dividing the load between families.



scale: national city neighbourhood block street building connected to D1 D3 A10

practical implementation
multi-family housing structures should have communal facilities such as communal kitchens, laundry rooms, daycare or playing room, communal living room, these facilities need to be easily accessible from all residential units. single-family housing blocks can also facilitate communal facilities, in a central and accessible location in the block.

sources: L F R objectives: D needs: 



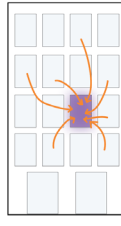
women — all people — specific cultures — all cultures

programmatically implementation to facilitate

meeting over a gentle cycle D3


programming collective functions in open, accessible and visible locations in the building increases meeting possibility for neighbours and encourages connection between neighbours


building a connection with neighbours and founding a community helps women handle their care work, as there are more people who can assist them in fulfilling their tasks and sharing the work, to facilitate connection between neighbours, meeting opportunities need to be facilitated in the building, facilitating the laundryroom in a location that is visible to and accessible by all residents facilitates more and better meeting opportunities than placing it in an undesirable an hidden location such as the basement.



scale: national city neighbourhood block street building connected to D1 D3

practical implementation
the laundry room and other frequented collective building facilities should be located in a desirable, open location in the middle of the building, which is clearly visible from multiple points of view throughout the building.

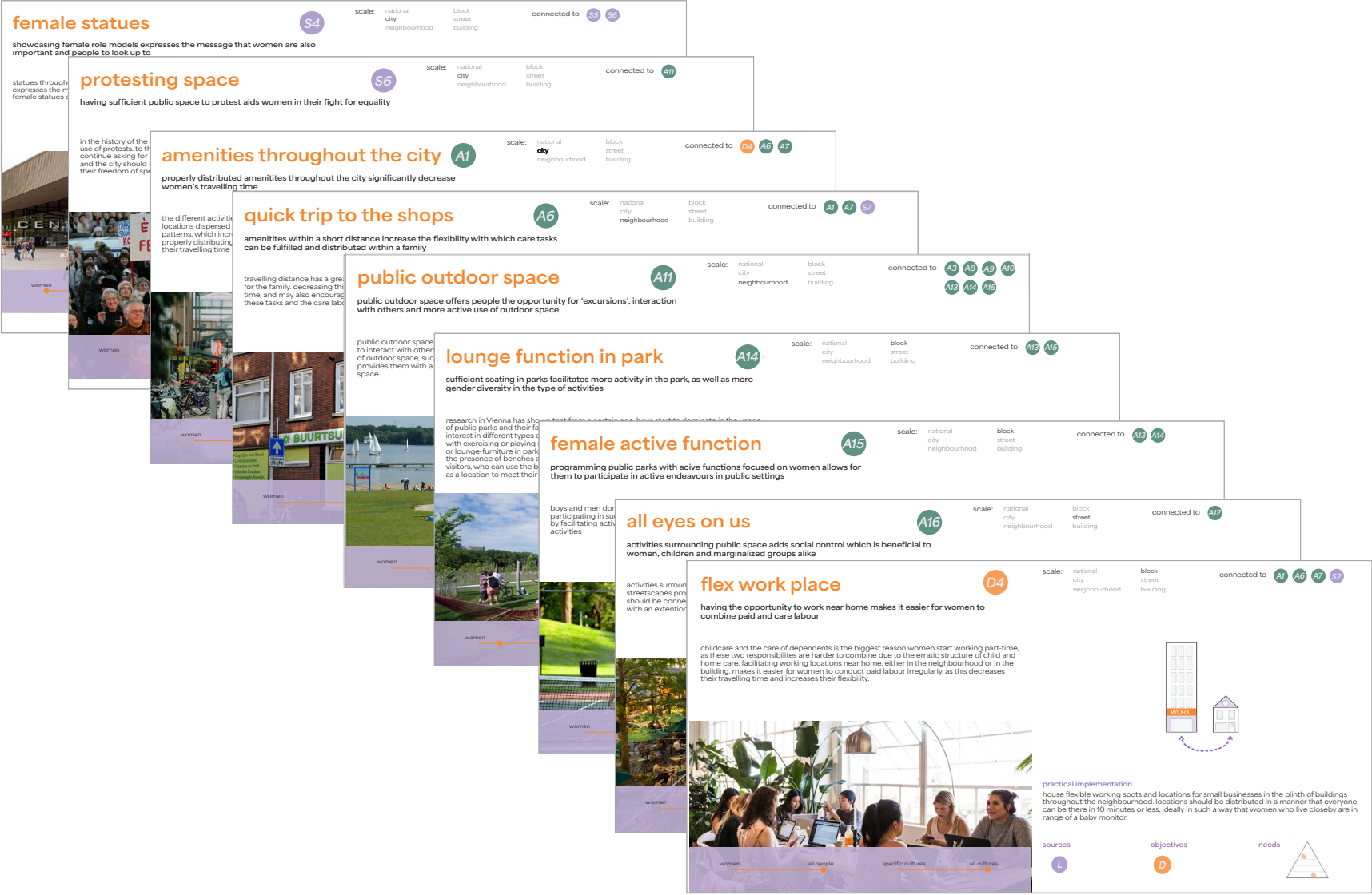
sources: F R objectives: D needs: 



women — all people — specific cultures — all cultures

specific location of that program

transferability



input from specific context

limitations

change in national legislation

need for a societal mindset change