

RRI Dimensions and related Key Performance Indicators

Gender Equality - General Description

Gender equality (GE) in RRI may fall into two categories – promotion of equal participation in research activities, and integration of gender aspects in R&I content. Indicators focus on the processes of institutional change in gender equality. The indicators also address such issues as changes in processes that impact the career path of women in research areas, bias-reducing cultural changes, including unconscious gender bias, etc. The second category (content) may be addressed by measuring the number of research activities that include gender analysis. Process indicators here include the proportion of research institution that implement gender equality plans, or provide training in gender issues. Output indicators may include the proportion of women in advisory committees, and in expert groups. Other indicators may include the perception of young people regarding gender roles in science, and the perception of R&I workers regarding gender equality (Strand et al., 2015, pp. 26-27).

Gender equality – List of Indicators

Criteria	Type	Indicator
Gender equality	Process	Gender equality commitments/frameworks (organization structure, mission, values, goals) among partners
		Inclusion of gender equality into evaluation
		Number and type of events/trainings promoting gender equality/representation
	Outcome	Percentage of women a) attending events; b) facilitators and collaborators; c) in Advisory Boards
		Number and share of women participants from the ICT sector (vs. social sciences)
		Percentage of women initiating/leading citizen initiatives (leading discussions, raising issues, shaping events etc.)
		Percentage of women sharing feedback (surveys, interviews) / content of feedback - what is relevant to them, what is of interest, what is missing?
		Percentage of projects/collaborations developed as a result of HubIT that involve a gender dimension
Gender equality	Perception	General perception of gender equality
		Perception of opportunities for women in ICT/SSH (compared to men?)
		Perception of gender equality efforts (generally - at the project level and at specific events)
		General perception of gender equality issues in ICT/SSH
		Perception/awareness of gender equality efforts/initiatives in ICT/SSH
		Perception/awareness of gender equality issues in ICT/SSH relevant to their own lives
		Attitudes towards gender equality in science