Deliverable Report

Responsible Research Management Report

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[1]   PU = Public
     PP = Restricted to other programme participants (including the Commission Services)
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Summary

The deliverance deals with Responsible Research and Innovation (RRI) within European-funded research, particularly under Horizon 2020 (H2020). RRI signifies a shift in perspective, emphasizing collaboration between science and society, with co-creation as a core principle. It stresses the involvement of various stakeholders—policymakers, researchers, educators, businesses, and civil society—in shaping technological progress, emphasizing themes like public engagement, open access, and gender equality.

Within the context of the SALEMA project, the deliverable illustrates how RRI principles are implemented and monitored. Activities focus on user engagement, gender equality, and open access, integrated into project management and coordination. The project coordinators and consortium partners, have specific roles to ensure RRI adherence throughout the project. Internal communication channels and agile-based management are used for transparency, adaptability and inclusivity.

In conclusion, the document emphasizes monitoring project activities from an RRI perspective, advocating for a comprehensive approach encompassing user engagement, gender equality, and open access. Prioritizing these elements enhances project relevance and societal impact, contributing to responsible research and innovation practices overall.

Disclaimer

Abbreviations

Abbreviation / Acronyms	Description
EC	European Commission
EU	European Union
RRI	Responsible Research and Innovation
WP	Work Package
WPL	Work Package Leader

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1. Introduction and background

In the current landscape of research and innovation in the European funded research and innovation field, the concept of Responsible Research and Innovation (RRI) is being established as a guiding principle, emphasizing the reciprocal relationship between science and society in the broadest sense. Under the umbrella of programs such as Horizon 2020 (H2020), the European Commission (EC) has articulated concrete actions to advance the principles of RRI. At its core, RRI signifies a shift in perspective, recontextualising scientific endeavours not merely as pursuits of knowledge, but as collaborative activities with broader societal implications.

Core principle of RRI is the notion of co-creation, wherein stakeholders actively participate in shaping the research and innovation process to ensure alignment with societal values, needs, and expectations. Through targeted interventions and support mechanisms, H2020 engages dialogue and collaboration, with the aim to foster a more inclusive, responsive, and ethically grounded approach to scientific inquiry, innovation, and technological development.

1.1.   Context

As introduced above, RRI goes beyond traditional models of scientific inquiry by providing a systematic and structured framework for a holistic approach that acknowledges the diverse stakeholders involved in the research and innovation process. Gone are the days of detached scientific endeavours in the ivory tower of academia; RRI is a transversal issue in H2020 and advances research and innovation conducted "with society, for society" (EC, 2013) in H2020 projects and beyond. This perspective recognizes the interconnectedness between scientific advancements and societal well-being, underscoring the imperative for researchers, policymakers, businesses, and civil society to collaborate in shaping the trajectory of technological progress. Apart from the general perspective of societal wellbeing this has tangible connections to economic performance as it directly connects research with innovation, IP topics, labour markets, and competitiveness of European research, development and products in a geo-political context.

The societal actors included in the RRI framework are the following:

1. **Policy makers**
   Research and innovation policies and regulations are deliberately developed with the shared values, expectations and demands of society in mind.
2. **Research community**
   Working in a transdisciplinary manner individuals and institutions are required to demonstrate research integrity, transparency, innovation power, know-how on scientific activities and outcomes.
3. **Education community**
   As seen through the rise of fake news, misinformation and general mistrust towards "science" it is more important than ever to teach and demonstrate critical thinking skills. Applicable tools and real examples are applied to promote society's participation in any discourse concerning research and innovation.
4. **Business and Industry**

Working closely together, industrial level R&I, governance and civil society can establish a new level of trust, while assuring businesses that their legitimate business interests and IP are protected and promoted- both locally and globally.

5. **Civil Society Organisations**

   CSOs are often overlooked, underestimated, or even marginalised in the industrial and research landscapes. Civil society, as a pilar of democracy, is integral in the transdisciplinary and therefore viability of research and scientific endeavours in terms of technological innovation, marketability and economic impact.

These actions encompass thematic elements such as public engagement, open access, gender equality, ethics, science education, and governance:

1. **Public engagement**

   Bringing together researchers, policy makers, industry and civil society organisation and NGOs, and citizens, to deliberate on matters of science and technology

2. **Open access**

   The practice of providing online access to scientific information that is free of charge to the user and is reusable

3. **Gender equality**

   Promoting equal economic independence for women and men, closing the gender pay gap, advancing gender balance in decision making and ending gender-based violence

4. **Ethics**

   Promoting the highest standards of ethics and integrity in the performance and governance of research and innovation

5. **Science Education**

   Making science education and careers attractive for young people, targeting to drastically improve science and technology-literacy in our society

6. **Governance**

   Any form of coordination designed to foster and mainstream RRI within an organisation or in the interaction with other stakeholders, following the principles of inclusiveness, transparency, reflectivity and adaptability

In sum, the evolution of responsible research and innovation management emphasises an elementary redirection towards a more inclusive, transparent, and socially conscious approach to scientific inquiry and technological innovation. Under the complexities of the modern era, the principles of RRI serve as a framework to guiding society towards a future where science serves not only the pursuit of knowledge but also the betterment of society as a whole.

2. SALEMA and RRI

Under the grant Agreement, the DoA for WP10- Project Management, *Task 10.2. Responsible Research and Innovation* foresees the monitoring of the different activities of the project from a RRI perspective.

2.1. Activities and outcomes

2.1.1. Monitoring Project Activities from a RRI Perspective

Whether during formally established fora such as monthly Project Board meetings, the annual General Assembly Meetings, or through the day-to-day management and coordination activities and internal communication channels of the project, the project has thrived to foster open communication between partners. The following elements related to RRI were specifically focussed on:

1. **User Engagement**
   Measures for the involvement of users in the definition of requirements, understanding of their real needs and addressing not only the generic, but also the particular circumstances
2. **Gender Equality**
   From the point of view of the development, user's interfaces and dissemination and communication activities, differences can be found in attending women needs, and perspective of men and women. In this task, monitoring of potential findings and measures for ensuring integration and equity will be reported
3. **Open access**
   Identification of the mechanisms for providing, as much as possible, open access to the research data and results of the project and assess its potential impact among the identified stakeholders

Nevertheless, to streamline resources, Task 10.2 not only cooperates closely with all WPs and consortium partners, but it is fed by the results and outcomes under WP8- *Boosting SALEMA Impact* and WP9- *Communication and Dissemination*, and with Task 10.3 to ensure that Data Management follows RRI principles.

As pointed out above, RRI aspects are directly or indirectly embedded in the work of the other transversal WPs. In addition to the WPs, specific task managers were assigned to monitor activities the project:
1. Exploitation manager: Marc Arona, EUT, as it corresponds 100% with his role as WP8 leader.
2. Data Manager: Marc Arona and Manel da Silva, EUT in their respective roles as WP leaders and technical coordinator of SALEMA.
3. Dissemination manager: Laura Durnford, ESCI, as it corresponds 100% with her role as WP9 lead.
4. In addition, a risk manager (Hannah Arpke, EUT) and quality manager (Manel da Silva, EUT) were also nominated, again in alignment with their roles as overall and technical coordinators.

2.1.2. User Engagement

User engagement, or better defined as Stakeholder Engagement, establishes measures for the involvement of users in the definition of requirements, understanding of their real needs, expectations and barriers.

2.1.3. Gender equality

In theory, technical development, user interfaces, dissemination and communication activities to integrate different gender perspectives and priorities equitably should be included in all EU projects.

Nevertheless, as it is a project relying heavily on industrial scale R&D, additional avenues of incorporating RRI principles into the project work were explored: Partner UNE provided an overview of Gender in standardisation (see annex 1) to highlight the shift towards considering a diversified and heterogenous stakeholder basis in terms of both end-users of EV, and uptake for industrial application.

2.1.4. Open Access

Open access to research data and results is not only a regulatory obligation but a fundamental aspect of RRI. As per the Grant Agreement, projects are mandated to provide open access to research outputs and assess their potential impact among identified stakeholders.

Task 10.3 contributes significantly in RRI, ensuring that Data Management follows RRI principles by promoting transparency, accessibility, and ethical considerations. By adhering to open access principles, projects can foster greater collaboration, innovation, and societal benefit, thereby realizing the full potential of research outcomes.

2.2. Internal Communication Channels

Facilitating continuous dialogue and collaboration is essential for embedding RRI principles into project activities. Internal communication channels, such as file sharing platforms, email, and contact lists, serve as vital conduits for fostering engagement, sharing insights, and soliciting feedback from diverse stakeholders. By keeping communication channels open and accessible, SALEMA cultivated a culture of transparency, inclusivity, and accountability, thereby facilitating the integration of RRI principles into day-to-day operations.

In addition, the application of agile-based management principles ensured a close, needs-based and output-oriented follow-up on the status of the various WPs and technical activities.

3. Conclusion

In essence, accompanying and monitoring project activities from a RRI perspective requires a multifaceted approach that encompasses user engagement, gender equality, open access, and robust internal communication channels. By prioritizing these elements, projects can not only enhance their societal relevance and impact but also contribute to the broader advancement of responsible research and innovation practices.

4. Sources

European Commission, Directorate-General for Communication, Directorate-General for Research and Innovation, *Responsible research and innovation (RRI), science and technology – Report*, Publications Office, 2013, https://data.europa.eu/doi/10.2777/45726

RRI Tools: building a better relationship between science and society, EU FP7 project, Grant Agreement No. 612393, 2013, https://rri-tools.eu/

5. Annex: WP10, Task 10.2 Gender in standardisation prepared by partner UNE

GENDER IN STANDARDIZATION

Foreword

Gender equality contributes to faster economic growth, productivity, and innovation. Equal access to education, employment, entrepreneurship, trade opportunities, and leadership positions enlarges the pool of labour and talent available to the economy and contributes to productivity and innovation. Gender equality can help enterprises succeed. Enterprises with supplier-diversity programmes outperform other ones. Finally, gender equality is a precondition to reduce poverty. Expanding women's opportunities contributes to increasing household income, asset accumulation, and spending on child welfare. There are numerous initiatives at global, regional and domestic levels focused on women's economic empowerment. However, the lack of clear and universally agreed definitions to describe enterprises owned or led by women has created challenges across the women entrepreneurial ecosystem. Particularly, these challenges revolve around collection of gender-disaggregated data, research, policymaking, international comparability, and access to capacity building, finance and markets. Creating a definition for enterprises owned or led by women and guidance on its use will allow for clear and targeted efforts in advancing women's economic empowerment and will contribute to the overall achievement of the United Nations Sustainable Development Goals (SDGs) for 2030, including several gender-specific targets under SDG 5 on gender equality.

1. **Gender in the ISO Framework**

ISO (the International Organization for Standardization) is a worldwide federation of national standards bodies (ISO member bodies). The work of preparing International Standards is normally carried out through ISO technical committees. Each member body interested in a subject for which a technical committee has been established has the right to be represented on that committee. International organizations, governmental and non-governmental, in liaison with ISO, also take part in the work. To date, 193 ISO standards have been identified as contributing, or have the potential to contribute, to GOAL 5 "GENDER EQUALITY" (ISO - Gender Equality). Below we will highlight, among others, the following:

- ISO 26000:2010, Guidance on social responsibility
- IWA 34:2021, Women's entrepreneurship. Key definitions and general criteria
- ISO 30415:2021, Human resource management. Diversity and inclusion
- ISO 45001:2018, Occupational health and safety management systems.

Requirements with guidance for use
- Under the direct responsibility of ISO/PC 337: ISO/CD 53800, Guidelines for the promotion and implementation of gender equality

ISO 26000:2010, Guidance on social responsibility

Gender equality is a key component of social responsibility, and the empowerment of women and their equality in society is underlined in ISO 26000 Guidance on social responsibility. This standard has been adopted in Europe as EN ISO 26000 Guidance on social responsibility. This standard aims to eliminate bias and promote parity through recommending that organizations have a balanced mix of men and women in governing structures and management, ensure both sexes are treated equally when it comes to recruitment, career opportunities and pay, and make sure the needs of men and women are given equal consideration in company decisions and activities. In addition, ISO aims to encourage equal representation in standardization, to strengthen the participation of women in the development of ISO International Standards and to make them more relevant to women around the world. For this reason, ISO has recently joined the International Gender Champions a leadership network working to advance gender parity in executive management.

ABSTRACT: This document provides guidance to all types of organizations, regardless of their size or location, on:
• concepts, terms and definitions related to social responsibility;
• the background, trends and characteristics of social responsibility;
• principles and practices relating to social responsibility;
• the core subjects and issues of social responsibility;
• integrating, implementing and promoting socially responsible behaviour throughout the organization and, through its policies and practices, within its sphere of influence;
• identifying and engaging with stakeholders; and
• communicating commitments, performance and other information related to social responsibility.

This standard is intended to assist organizations in contributing to sustainable development. It is intended to encourage them to go beyond legal compliance, recognizing that compliance with the law is a fundamental duty of any organization and an essential part of their social responsibility. It is intended to promote common understanding in the field of social responsibility, and to complement other instruments and initiatives for social responsibility, not replace them. In applying this standard, it is advisable that an organization take into consideration societal, environmental, legal, cultural, political and organizational diversity, as well as differences in economic conditions while being consistent with international norms of behaviour. ISO 26000:2010 is intended to provide organizations with guidance concerning social responsibility and can be used as part of public policy activities. However, for the purposes of the Marrakech Agreement Establishing the World Trade Organization (WTO). It is not intended to be interpreted as an "international standard", "guideline" or "recommendation", nor is it intended to provide a basis for any presumption or finding that a measure is consistent with WTO obligations. Further, it is not intended to provide a basis for legal actions, complaints, defences or other claims in any international, domestic or another proceeding, nor is it intended to be cited as evidence of the evolution of customary international law.

ISO 26000:2010 is not a management system standard. It is not intended or appropriate for certification purposes or regulatory or contractual use. This standar is not intended to prevent the development of national standards that are more specific, more demanding, or of a different type.

IWA 34:2021, Women's entrepreneurship. Key definitions and general criteria

ABSTRACT: This document establishes a set of common definitions related to women's entrepreneurship, such as those for women-owned business and women-led business. This document also defines women-led cooperatives and women-led informal enterprises. These definitions can be used, for example, in women's economic empowerment programmes (such as procurement and trade

programmes) and for the collection of internationally comparable data on women's entrepreneurship (including the impact on local and national economies). This document also provides criteria for evaluating important factors related to these definitions, such as ownership, management, and control, as well as how to handle dilution by investment. This document does not provide recommendations on how to initiate programmes based on the definitions and criteria, for example on public procurement. In addition, this document does not address issues such as how to promote conformity assessment.

NOTE If an enterprise cannot be categorized according to the definitions given in this document, it does not necessarily mean that the enterprise is male-owned or male-led.

ISO 30415:2021, Human resource management. Diversity and inclusion

Developing an inclusive workplace requires an ongoing commitment to diversity and inclusion (D&I) to address inequalities in organizational systems, policies, processes and practices, as well as people's conscious and unconscious biases and behaviours.

In today's increasingly interconnected world, recognizing and leveraging D&I can be critical for organizations seeking to increase innovation, and enhance their resilience, sustainability and reputation. Each organization is different and decision makers need to determine the most appropriate approach for integrating D&I into their strategy and business processes, based on their organizational context. To achieve D&I objectives, organizations need to be brave and committed to actively tackling sensitive issues and addressing non-inclusive behaviours and cultural norms, and unfair and discriminatory organizational practices, whether these are developed by people or associated with technologies. Fostering a diverse and inclusive organizational culture can enable individuals and teams to thrive and do their best in conditions that enable effective collaboration and participation. Building fairer, more inclusive, socially responsible organizations can help people, regardless of identity, background or circumstance, to access work and develop knowledge, skills and abilities critical to their personal development and well-being. This document is relevant to the following United Nations Sustainable Development Goals: (5) Gender Equality; (8) Decent Work and Economic Growth; (9) Industry, Innovation and Infrastructure; and (10) Reduced Inequality, and is guided by the principles of human rights at work. This document supports organizations to embed D&I in their workplaces by providing guidance and methods on:
a) prerequisites for demonstrating ongoing commitment to D&I;
b) accountabilities and responsibilities for D&I;
c) approaches to valuing diversity and fostering development of an inclusive workplace; and
d) identifying D&I objectives, opportunities and risks, actions, measures, outcomes and impacts.

It is intended to help organizations achieve D&I objectives, evaluate the impact on people, communities and society, and meet sustainable development goals. It can also support independent and external validation of organizational approaches to embedding D&I in the workplace.

ABSTRACT:
This document provides guidance on D&I for organizations, including their governance body, leaders, workforce and recognized representatives, and other stakeholders. It is intended to be scalable to the needs of all types of organizations in different sectors, whether in public, private, government or non-governmental organizations (NGO), regardless of size, type, activity, industry or sector, growth phase, external influences and country-specific requirements. This document presents fundamental prerequisites for D&I, associated accountabilities and responsibilities, recommended actions, suggested measures and potential outcomes. It recognizes that each organization is different and that decision makers need to determine the most appropriate approach to embedding D&I in their organization, based on the organization's context and any disruptive challenges that emerge. This

document does not address the specific aspects of relations with labour unions or work councils, or country-specific compliance, legal requirements or litigation.

ISO 45001:2018, Occupational health and safety management systems. Requirements with guidance for use

An organization is responsible for the occupational health and safety of workers and others who can be affected by its activities. This responsibility includes promoting and protecting their physical and mental health. The adoption of an OH&S management system is intended to enable an organization to provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve its OH&S performance. The purpose of an OH&S management system is to provide a framework for managing OH&S risks and opportunities. The aim and intended outcomes of the OH&S management system are to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces; consequently, it is critically important for the organization to eliminate hazards and minimize OH&S risks by taking effective preventive and protective measures. When these measures are applied by the organization through its OH&S management system, they improve its OH&S performance. An OH&S management system can be more effective and efficient when taking early action to address opportunities for improvement of OH&S performance. Implementing an OH&S management system conforming to this document enables an organization to manage its OH&S risks and improve its OH&S performance. An OH&S management system can assist an organization to fulfil its legal requirements and other requirements. The implementation of an OH&S management system is a strategic and operational decision for an organization. The success of the OH&S management system depends on leadership, commitment and participation from all levels and functions of the organization.

ABSTRACT:
This standard specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. This standard is applicable to any organization that wishes to establish, implement and maintain an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies), take advantage of OH&S opportunities, and address OH&S management system nonconformities associated with its activities. This standard helps an organization to achieve the intended outcomes of its OH&S management system. Consistent with the organization's OH&S policy, the intended outcomes of an OH&S management system include:
a) continual improvement of OH&S performance;
b) fulfilment of legal requirements and other requirements;
c) achievement of OH&S objectives.

ISO 45001:2018 is applicable to any organization regardless of its size, type and activities. It is applicable to the OH&S risks under the organization's control, taking into account factors such as the context in which the organization operates and the needs and expectations of its workers and other interested parties. This standard can be used in whole or in part to systematically improve occupational health and safety management. However, claims of conformity to this document are not acceptable unless all its requirements are incorporated into an organization's OH&S management system and fulfilled without exclusion. ISO 45001:2018 does not state specific criteria for OH&S performance, nor is it prescriptive about the design of an OH&S management system. This standard does not address issues such as product safety, property damage or environmental impacts, beyond the risks to workers and other relevant interested parties.

ISO/CD 53800, Guidelines for the promotion and implementation of gender equality (Under the direct responsibility of ISO/PC 337)

ABSTRACT:

Standardization in the field of gender equality with the aim of developing a technical guidance on how to promote and implement gender equality in all types of organizations, public or private, regardless of their size, location and field of activity.

The objective is to develop guidelines on:
- Concepts, terms and definitions;
- Identification of existing good practices;
- Definition of actions, strategies, policies for the promotion and implementation of gender equality Standardization work related to diversity in human resources management as covered by ISO/TC 260 "Human resources management" is excluded.

2. Gender in the UNECE Framework

UNECE (United Nations Economic Commission for Europe) supports countries in the implementation of the 2030 Agenda and the Sustainable Development Goals (SDGs) thanks to its role as a platform for governments to cooperate and engage with all stakeholders on norms, standards and conventions, its unique convening power across the region, its multisectoral approach to tackle the interconnected challenges of sustainable development in an integrated manner and its transboundary focus, which helps devise solutions to shared challenges. The UNECE Working Party on Regulatory Cooperation and Standardization Policies (UNECE WP.6) encourages increased regulatory coherence in specific sectors that have a critical impact on sustainable development and promotes greater resilience to natural and man-made hazards.

WP.6 also works to:
- Promote the use of standards by policy-makers and business as a tool for reducing technical barriers to trade, promote increased resilience to disasters, foster innovation and good governance
- Advocate the use of standards in the implementation of UN-wide goals, including the implementation of the Agenda 2030 and the Sendai framework for action.

One of the key areas of work most recent is "Gender initiative". The UNECE "Gender Responsive Standards Initiative" aims at providing a practical way forward for standards bodies wishing to take a step towards making the standards they develop and the standards development process they follow gender responsive. The initiative started work in response to a mandate by the Working Party on Regulatory Cooperation and Standardization Policies (WP.6). It aims to:

- strengthen the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls),
- integrate a gender lens in the development of both standards and technical regulations,
- elaborate gender indicators and criteria that could be used in standards development.

The initiative is ongoing, and continue to bring together a diverse working group composed of representatives from standardization bodies as well as experts on gender issues and women's empowerment, representative of regulatory bodies and policymakers, as well as NGOs, UN Organizations and members of the academic community from the entire world. Among others, the following institutions participate:
- International standards bodies (ASTM International, IEC, ISO, ISEAL) national and regional standards bodies (AFNOR, BSI, the Swedish Standards Institute, CEN-CENELEC, the Institute for Standardization of Moldova),

- Governmental authorities, regional and intergovernmental organizations (WorkSafe New Zealand, the European Commission, the Eurasian Economic Commission),
- NGOs (BSR, International Gender Champions, L'Association Réseau Normalisation et Francophonie, EDGE Certified Foundation),
- UN organizations (the International Trade Centre (ITC), ITU, UNAIDS, UNICEF, UN/WOMEN, and the World Meteorological Organization) and
- Academic and research institutions.

The meetings allow participants to exchange information and best practice about successful approaches to gender-responsive standards development and implementation.

The activities of the Gender Responsive Standards Initiative culminated in the drafting of the Declaration for Gender Responsive Standards and Standards Development. The Declaration invites all standards bodies, whatever their business model and operations modality to pledge to make the standards they develop and the standards development process they use gender responsive by: signing the Gender Responsive Standards and Standards Development Declaration, creating and proactively implementing a gender action plan for their organization and tracking progress, collecting and sharing data, success stories and good practices.

Guidelines on Developing Gender-Responsive Standards

This document was finalized in 2021 and is intended to be officially presented in November 2022. This copy of the guide addresses highly relevant issues such as:
- What are gender-responsive standards?;
- Why is gender important for standardization?;
- Who needs to act to improve gender-responsiveness in standardization?;
- How can standards developers ensure standards are gender-responsive?;
- Balanced representation, inclusive meetings, etc.

ABSTRACT:
There is a growing recognition that standards are not gender-responsive. Through the Declaration for Gender Responsive Standards and Standards Development, the United Nations Economic Commission for Europe (UNECE) has invited standards bodies to commit to take action to ensure the efficacy of standards for men, women, boys, and girls.

Research has shown that the failure to account for women in standards development can have dire consequences. This document provides practical advice for standards developers on how they can improve the gender-responsiveness of their standards. Specifically, the guidelines address how to improve the representation of women on technical committees and ensure that meetings are inclusive to foster the participation of women, and how to ensure that standards are gender-responsive, regardless of the number of women participating on the technical committee. While the guidelines can be used by any standards developers to improve gender-responsiveness, leaders of technical committees and standards bodies play an important role in promoting and empowering the application of a gender-lens in standards development. The guidelines provide recommendations on how to consider gender in standards development. These guidelines are intended to be a living document that, in the spirit of standards development, will need to be updated as knowledge in the area evolves. While the guidelines are specific to gender, many of the principles could also be applied to other groups who may be marginalized in the standards development process.

3. Gender in the ITU Framework

ITU (International Telecommunication Union) seeks to become a model organization for gender equality and to use the ICTs to empower both women and men. The role of ICTs is to advance gender equality and empower women in many ways. Mainstreaming a gender perspective in ITU and promoting gender equality and the empowerment of women through ICTs. ITU's work on gender equality is guided in particular by Resolution 70: Mainstreaming a gender perspective in ITU and promotion of gender equality and the empowerment of women through information and communication technologies. ITU is working in a number of areas to include women and girls in the digital transformation of economies and societies. ITU regularly collects and disseminates ICT indicators related to individuals accessing and using ICTs. These indicators can be disaggregated by gender, age, education, labor force status, and occupation. ITU monitors and tracks three gender-related indicators that are included in the SDG Indicators Monitoring Framework: (1) "proportion of individuals who own a mobile telephone, by sex", (2) "proportion of individuals using the Internet, by sex", and (3) "proportion of individuals with ICT skills, by sex".