**INTEGRATING THE GENDER DIMENSION IN RESEARCH & INNOVATION**

It is an umbrella term covering the integration of sex and/or gender analysis through the entire R&I cycle, from the setting of research priorities through defining concepts, formulating research questions, developing methodologies, gathering and analysing sex/gender disaggregated data, to evaluating and reporting results and transferring them to markets into products and innovations which will benefit all citizens and promote gender equality. Addressing the gender dimension in research and innovation thus entails taking into account sex and gender in the whole R&I process. It is different from addressing issues of gender balance and equal opportunities among the project’s team members or among participants to events (e.g. conferences) organised by the project. Definitions of key-related terms:

1. Sex refers to biology. Sex is determined by several biological features, according to functions that derive from the chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits (morphology) in sexually reproducing organisms. In humans, sex refers to the biological attributes that distinguish male, female, or intersex. In non-human animals, sex refers to biological attributes that distinguish male, female, or hermaphrodite. In engineering & product design research, sex includes anatomical and physiological characteristics that may impact the design of products, systems, and processes. Sex differences may be relevant for many R&I projects.
2. Gender refers to sociocultural norms, identities and relations that categorise people, structure societies and organisations, and shape behaviours, products, technologies, environments, and knowledge. Gender attitudes and behaviours are complex and change across time and place, as cultural norms and values change. How we speak, our mannerisms, the things we use and our behaviours all signal who we are and establish rules for interaction. Gender is an organising principle that structures behaviours, attitudes, physical appearance and habits. We generally consider three related dimensions of gender: gender norms (socio-cultural expectations of what is appropriate for women, men or gender-diverse individuals, often relying on gender stereotypes), gender identities (how individuals or groups perceive and present themselves in relation to gender norms, with most commonly used categories including woman, man, and non-binary or gender-diverse) and gender relations (how sex and gender shape social interactions in families, schools, workplaces and public settings, often involving power relations). As such, gender can be an important aspect of research and design.
3. Intersectionality describes overlapping or intersecting categories such as gender, ethnicity/racial origin, age, socioeconomic status, sexual orientation and geographic location, that compound to determine the identities and experiences of individuals. Researchers and innovators should not consider gender in isolation. Gender identities, norms and relations both shape and are shaped by other social attributes.