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PATH- WAYS TO SUC- CESS

*BRINGING A GENDER LENS
TO THE SCIENTIFIC LEADERSHIP
OF GLOBAL CHALLENGES*

PATHWAYS TO SUCCESS: BRINGING A GENDER LENS TO THE SCIENTIFIC LEADERSHIP OF GLOBAL CHALLENGES

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This report explores the issue of women's leadership in science and brings to the discussion some related issues not usually taken into consideration. The initial motivation was to look at the career trajectories of women in positions of scientific leadership to show how power and knowledge can cohere in institutions to create and maintain dominant pathways. The report demonstrates the importance of having a gender perspective that would assure 'equal opportunity for entry and advancement into larger-scale science, technology, engineering, mathematics disciplines (STEM) and innovation systems', one of the transformative actions so aptly described by the UN Commission on Science and Technology for Development (UNCSTD) Gender Advisory Board. Through interviews with women and men who lead international science and technology projects, the document highlights different pathways to success and how institutional change is so elusive and hard to achieve.

Este informe explora la cuestión del liderazgo femenino en la ciencia e introduce en el debate algunos temas conexos que no siempre son tenidos en consideración. La motivación inicial consistía en analizar la trayectoria profesional de mujeres en puestos de liderazgo científico para mostrar como el poder y el conocimiento añan fuerzas para crear y mantener en las instituciones determinadas trayectorias dominantes. El informe demuestra la importancia de incorporar la perspectiva de género para garantizar "la igualdad de oportunidades en el acceso y promoción dentro de los sistemas de gran escala del campo de la innovación y las disciplinas STEM", una de las acciones transformadora convenientemente descrita por el Comité Asesor de Género de la Comisión de Ciencia y Tecnología para el Desarrollo de la ONU (UNCSTD). A través de entrevistas con mujeres y hombres que lideran proyectos científicos y tecnológicos de escala internacional, el texto destaca diferentes trayectorias de éxito y las dificultades que se dan para alcanzar el necesario cambio institucional.

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