



Role Models for boosting mobility of women scientists in geosciences

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More and more women today are choosing to study science and undertake scientific careers. Likewise mobility during one's career is increasingly important as research tends to be undertaken via international collaboration, often within networks based on the researchers mobility, especially in geosciences.

We have developed an ebook on Role Models for boosting mobility of women scientists to showcase the careers of women scientists who have undertaken mobility during their careers. It is hoped that their stories will provide young women who are just starting out in their science careers with inspirational role models, and that these stories give them realistic information about career opportunities: many of them are women scientists in geosciences. These are not famous scientists, but rather real examples of people who express all the passion of the world of science. It is hoped that reading about successful scientists who have achieved a healthy work-life balance while moving to new locations will be particularly helpful for those individuals considering mobility in their own career. The ebook is available to be used by programs that support the development of systematic approaches to increasing the representation and advancement of women in science, engineering and technology, since mobility plays a key role in these programs. The stories contained herein will be useful to mentoring or advising program focusing on career, networking opportunities, discussion and grants opportunities in conjunction with mobility.

There is still a gap between female graduates and the pool of female job applicants – even though the proportion of female graduate students and postdocs in most scientific fields is higher today than it is ever been. Therefore we suggest that focus should be placed on examining the real challenges which women need to overcome, particularly when "mobility" comes into play. Role models who have overcome these challenges will continue to play an important part in moving in the right direction, because it may take some time to achieve true gender equity in science.

The MCAA is committed to the promotion of women scientists and is sensitive to gender issues in science, and thus a Women in Science working group has been established, namely the Gender Equality for Mobile researchers in Science (GEMS).

The GEMS working group has been active since September 2014 in order to promote mobility among the women scientists community, provide feedback from the European Community on policy issues regarding mobility in particular, and to collaborate with other associations and organizations active in the same fields. The main goal is to find ways to promote the participation of and motivation for women with regard to science and therefore finding and analyzing reasons why women face problems or give up at the high levels of the science field.

The WG GEMS has participated in WiS conferences at the European level and outside of it, including Gender Summit, WIRES, MARIE CURIE CONFERENCES, ESOF2016, and are also applying to HORIZON2020 to study different types of researchers' mobility, such as virtual mobility, Intersectoral mobility between industry and academia, interdisciplinary mobility, and others.