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Gender equality in science can be achieved, but it requires ambitious effort from society, institutions and individual leaders.

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Gender equality is rare in science, technology, engineering and mathematics (STEM) fields, with men dominating the scientific positions. However, for CAGE Centre for Arctic Gas Hydrate Environment and Climate at UiT The Arctic University of Norway achieving gender equality has never been a problem. The Norwegian centre of excellence has had gender equality in all positions from its start in 2013. During this time, CAGE scientists have produced over 300 scientific papers and welcomed 18 CAGE-babies to the world. The leadership group consists of 75 percent women, while the Steering Board of CAGE is an even split between genders. **How is it possible for a centre that has geosciences as primary fields of research, to achieve gender equality?** CAGE is an excellent case study on how larger societal and structural incentives, as well as leadership ambitions, can make gender equality in STEM more than a pipe dream. There are several aspects that have helped us reach and maintain gender equality: good parental leave and heavily regulated working conditions in Norway that make work/life balance achievable, which in turn makes us attractive to qualified young female scientists; institutional incentives help us find good female candidates and nurture them to more prominent positions, and CAGE center structure allows us to maintain a good progression in our projects, even when the project managers are away on parental leave.