

Gender and career-stage distribution at EGU General Assemblies

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The European Geosciences Union (EGU) is the leading organisation for Earth, planetary and space science research in Europe. The annual EGU General Assembly is the largest and most prominent European geosciences event, attracting over 16,000 scientists from all over the world in the year 2019.

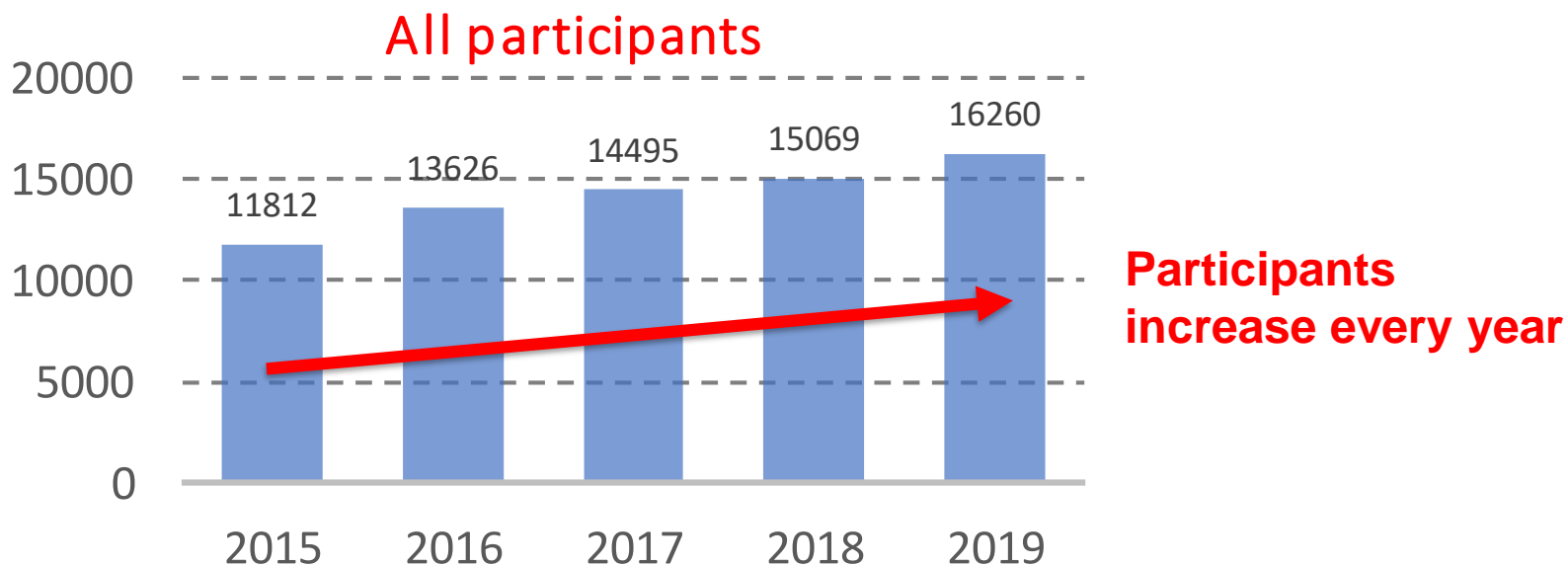
We present some info on gender and career stage distribution at the last (2015 to 2019) EGU General Assemblies (GA).

Data and statistics are presented on the attendance, but also on the role in the general assembly, i.e. first author, convener, presenter.

Data are collected by Copernicus GmbH and we warmly thank Martin Rasmussen for providing the anonymized data base.

- (Main scientific) Division
- **Gender**
- Country (of host institution)
- **ECS (Early Career Scientist) condition***
- Status: student, PhD student, regular, retired
- Age group (18-25, 26-35, etc.)
- Role(s) at GA
 - **Session Convener**
 - **First author**
 - Author
 - **Presenter oral**
 - Presenter poster
 - Presenter PICO

** ECS: under- or postgraduate student or a scientist who has received their highest degree (BSc, MSc, or PhD) within the past 7 years, excluding parental leaves*



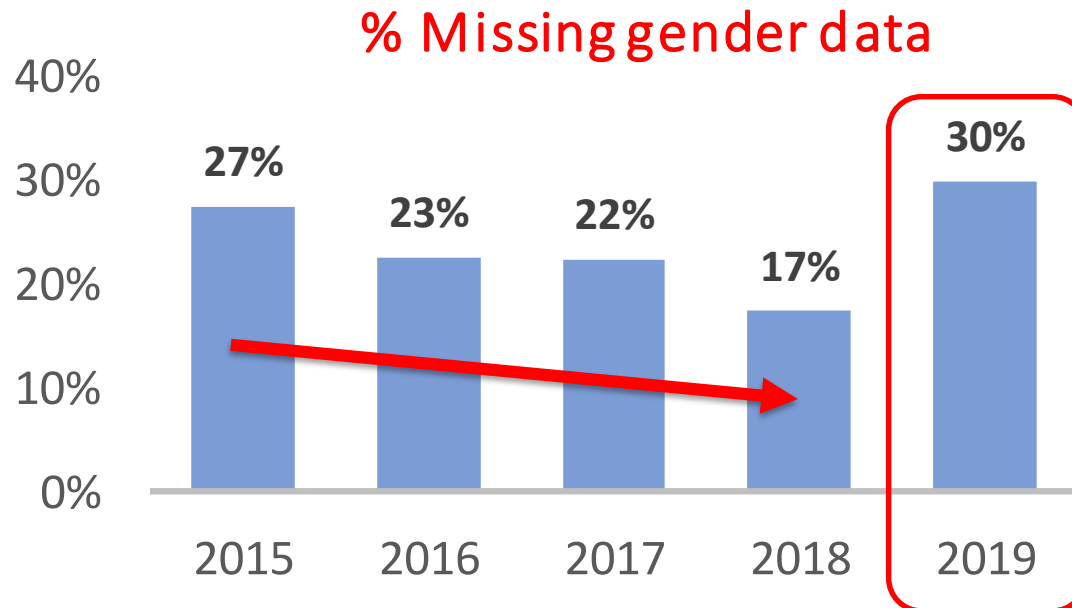
MISSING DATA

- Every year, 1100 to 1200 participants are given free registration and are entered into the system by Copernicus. In the future, they will fill out a free registration form due to GDPR, but in the past they never went through the statistics form.
- In addition, some participants preferred not to answer on Division, Gender, Country, Age Group.

Available data on gender

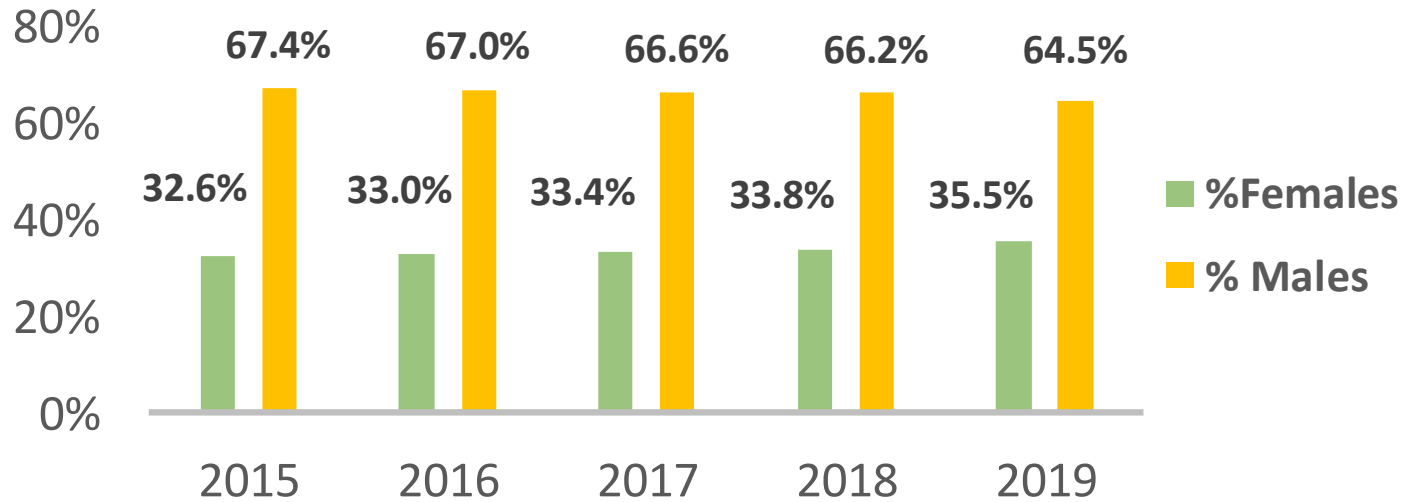
Change in 2019: Copernicus dropped the salute, used in the invoice address but also for gender assignment, in their administration system to reduce the amount of collected private data. Mandatory salute was skipped, but the optional statistics entry on gender was added.

➔ **2019: increase in percentage of unavailable gender data, that was instead consistently decreasing over the years.**



Gender: all participants

% Female/Male: all participants

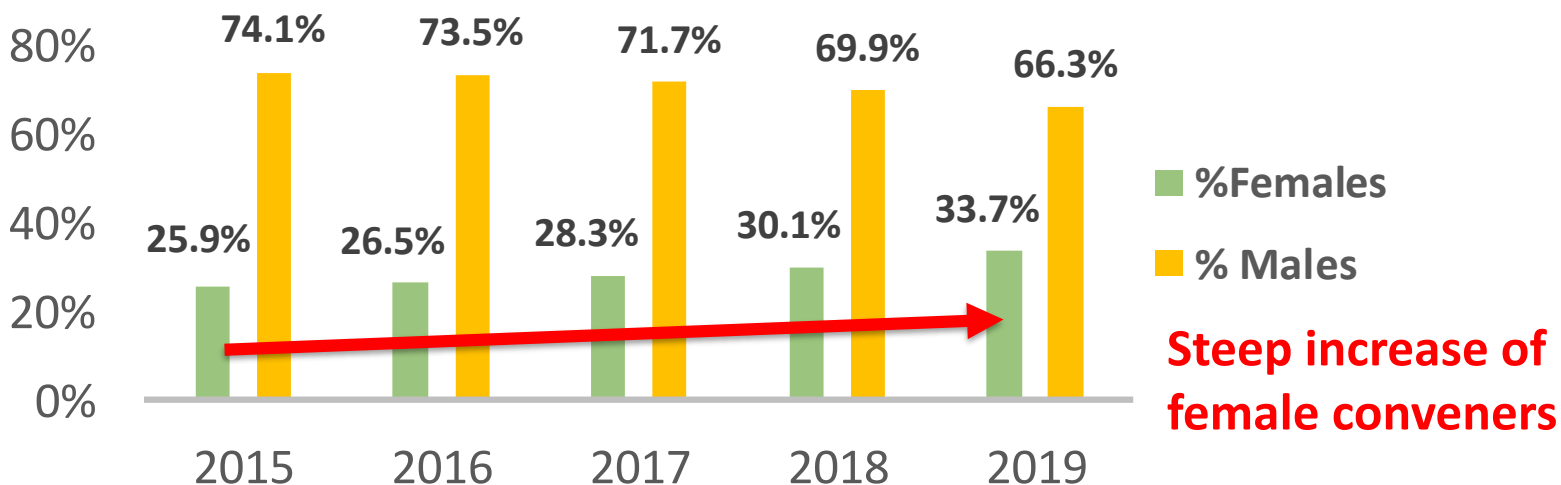


As expected, given the academic history of the geosciences as a male - dominated field, a gender gap is observed, with an overall gender breakdown of EGU GA's attendance of about **one third of women and two thirds of men.**

On the other hand, **the fraction of female attendees is very slightly but constantly increasing in the years.**

Gender: conveners

% Female/Male: conveners



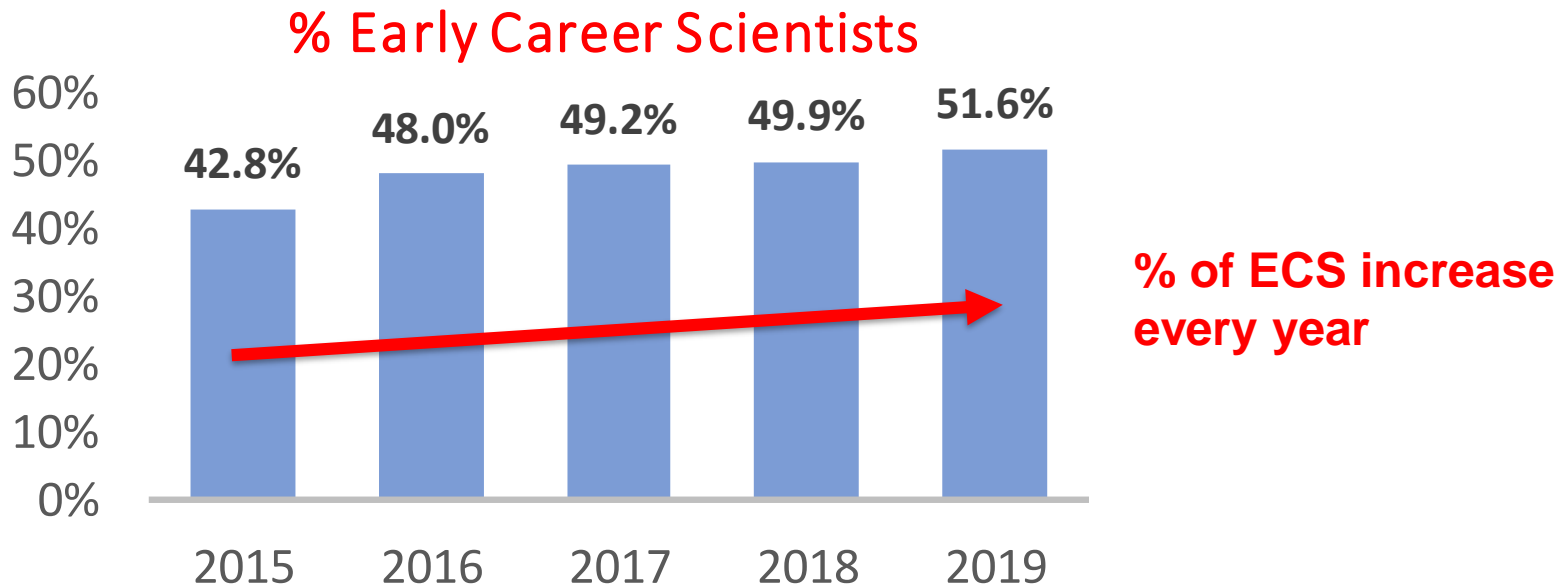
When looking at **organisational roles**, much steeper is the increase in the fraction of female conveners: the percentage of female conveners was 30.1% in 2018 (33.7% in 2019, perhaps not reliable in terms of gender data), that is much closer to that of the overall female attendees, whereas it was about 26% only 3 years earlier.

Gender: first authors and oral presenters

Percentage of female colleagues among the first authors: 33-34%: slight increase over the years and **very close to the percentage of female attendees.**

Percentage of female colleagues among the oral presenters: 30-31% despite a very slight increase over the years, it is always (including the dubious 2019 year) **~2% lower than the percentage of female attendees (33-34%).**

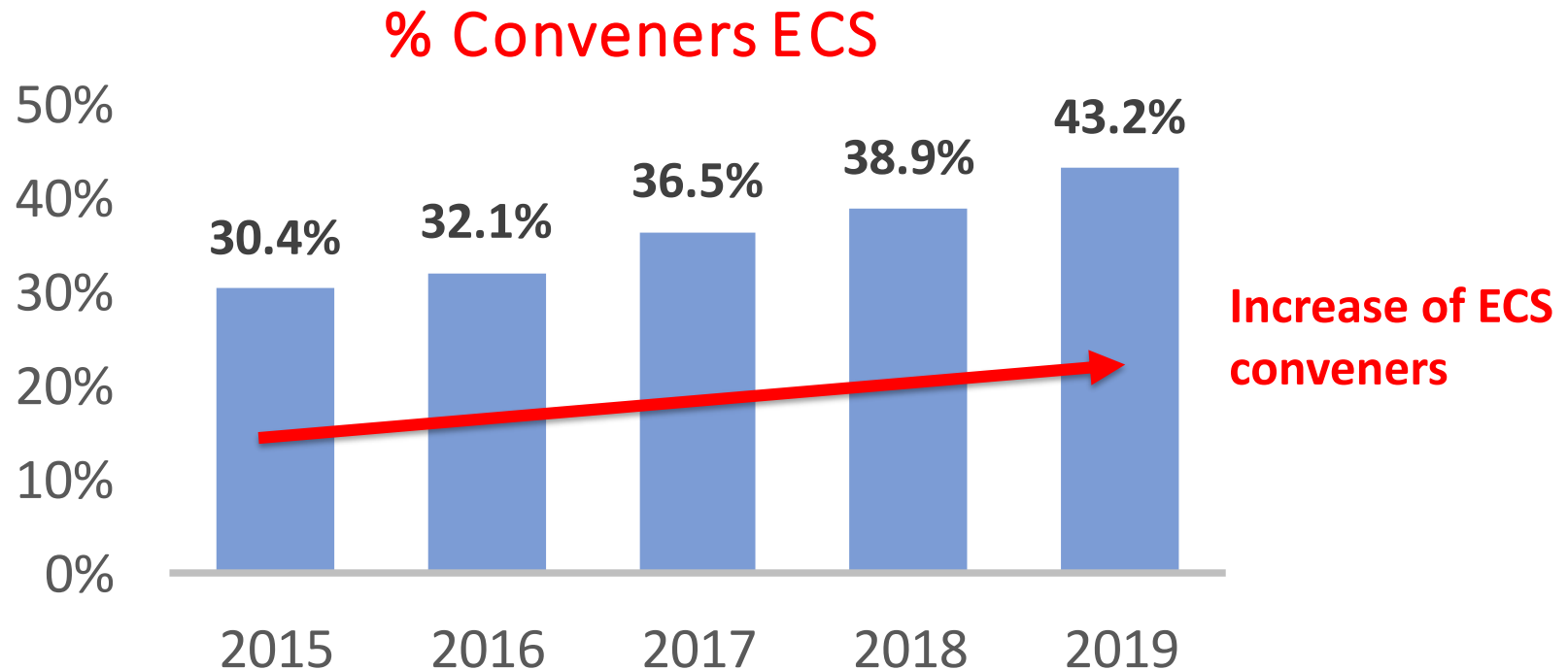
Early Career Scientists (ECS)



Looking at career stages, **the fraction of early-career scientists* among the overall attendees is substantially increased** in the last years (from 43% in 2015 to 52% in 2019)

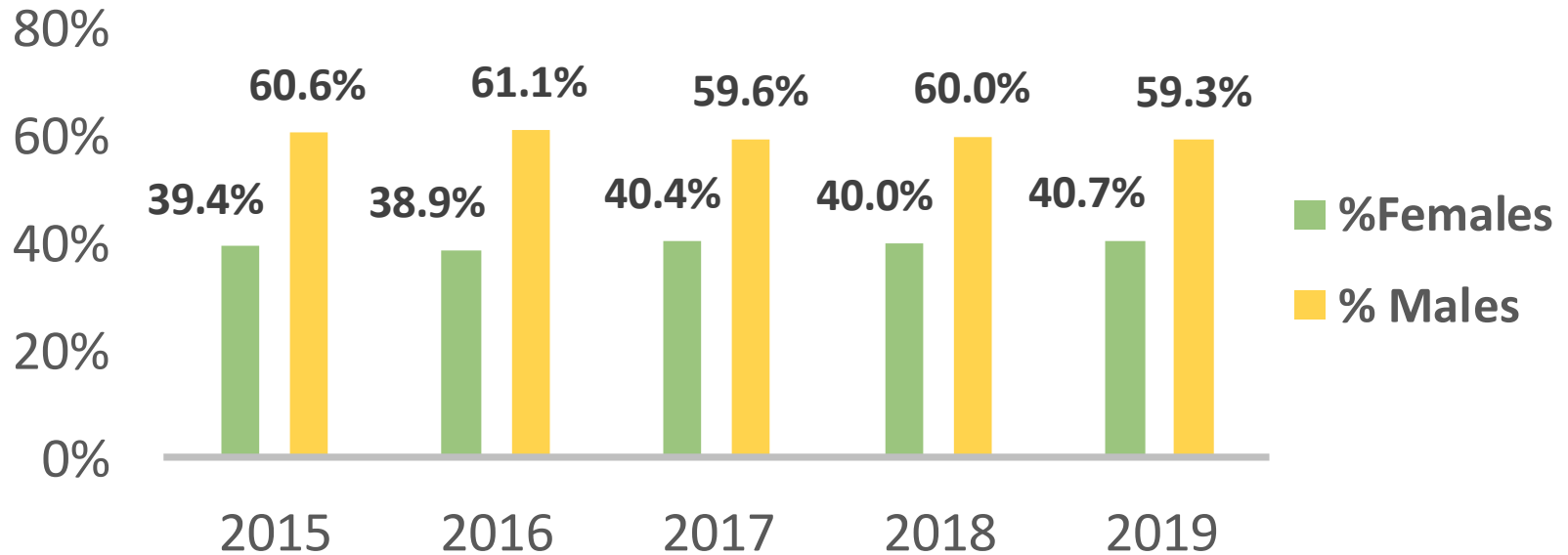
**ECS: under- or postgraduate student or a scientist who has received their highest degree (BSc, MSc, or PhD) within the past 7 years, excluding parental leaves*

ECS among Conveners



Increase of early-career conveners from 30% of all conveners in 2015 to 43% in 2019: fraction of conveners in an early career stage is lower (as expected) than that of ECS participants, but it increased substantially.

% Female/Male: only ECS



The **percentage of female attendees is higher among the early career scientists** (39-41% vs 33-34% among overall participants).

Conclusions

The percentage of early career and, to a lesser extent, of female attendees to the EGU General Assemblies, is increasing.

The analysis on the number of conveners, even if there is still a skew towards male and mid-career or senior scientists, shows that there has been **a noticeable improvement in the balance of gender and career-stage over the last years in terms of key-roles in the organisation** of the main EGU event.

Despite such improvements, more can certainly be done inside the Union, starting from **improvements in the collection of the data needed to compile useful statistics.**

Suggestions for future data collection

On collecting data on EGU-GA participants:

- Some 'non-mandatory fields' should become mandatory: i) Division; ii) Country; iii) Gender; iv) Age group: these data are the basis of any demographic study.
- Add 'nationality' and not collect only 'host institution country'. This would allow for interesting analysis on mobility in the geosciences (who is more or less mobile).
- Assess how many people come to GA once and never return (or return only every other year, etc.). Knowing this could be very valuable to identify underrepresented groups (e.g. EU13), see possible patterns and try to survey which efforts could be made to improve their participation.