Towards a balanced computing workforce to create a work environment that is not only competitive and efficient but also creative, nurturing, and flexible.

Let's build together inclusive workspace.

EUGAIN

COST ACTION CA19122
European Network For Gender Balance in Informatics

This visual is based upon work from COST Action EUGAIN, CA19122, supported by COST (European Cooperation in Science and Technology).

COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.

cost EUROPEAN COOPERATION IN SCIENCE & TECHNOLOGY

Funded by the European Union

For more information
eugain.eu

PRIVATE SECTOR: INDUSTRIES & NGOS POLICY

Empower Women in Informatics

Support, Strengthen and Promote

EUGAIN

Effective Instruments to Improve the Working Environment

Self-development

Provide courses to let women uplevel their skills as well as expand their networks.

Mentoring

Active mentoring across all career stages, if possible woman-to-woman, and face-to-face.

Family Support

Important meetings happen between 9am and 4pm, and partial home office is a possibility.

Engagement & Collaboration

Encourage working groups (e.g., in 'female-strong' teams) to collaborate beyond the usual work.

EUGAIN

FOR INDUSTRY & NGOS

Support, Strengthen, and Promote Gender Balance!

Engage, Recognize, and Encourage Empowerment!

For more information
eugain.eu

Effective Instruments to Promote Inclusion and Career Paths

Role Models

Celebrate the female contributors for their successes.
Digital storytelling can communicate as much as awards.

Job Ads

Frame and phrase position descriptions so they are attractive to women - welcome them.

Quotas

For limited period of time until the percentage sustains itself, as the system needs correction, e.g. in upper management.

Maturity Models

Follow the maturity model EUGAIN designed specifically for that in your business models.