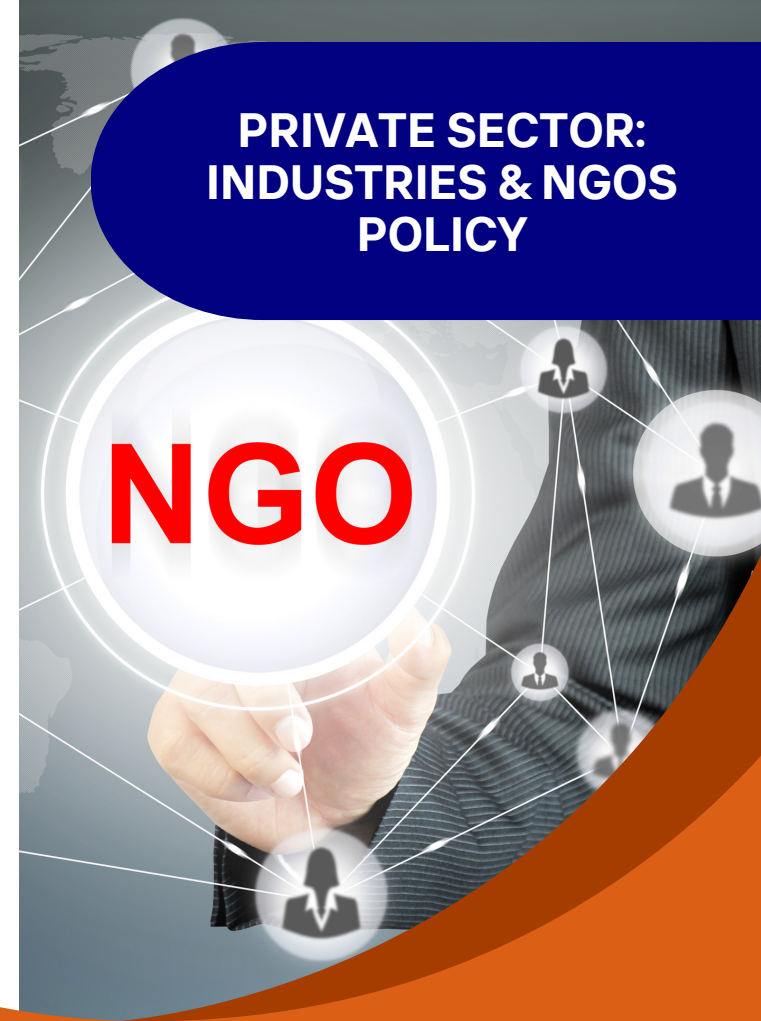# EUGAIN

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.

PRIVATE SECTOR: INDUSTRIES & NGOS POLICY

NGO

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.

COST
EUROPEAN COOPERATION
IN SCIENCE & TECHNOLOGY

Funded by the European Union

For more information
eugain.eu

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!

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.

For more information
eugain.eu