



COST ACTION CA19122 European Network For Gender Balance in Informatics

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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.

RECOMMENDATIONS FOR PUBLIC ADMINISTRATION



We advocate for legislative changes and promote gender balance through education, communication, and the abolition of cultural barriers.

**Be inspired by our
actionable
recommendations!**



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For more information
eugain.eu

Empower Women in Informatics

**Support, Strengthen
and Promote**



Effective Instruments to Support and Strengthen

→ **Legislative Changes**

Address the gaps in legislation on gender-balanced ecosystem support

→ **HR Policy**

Assure gender-based structure for equal opportunities

→ **Increase Competencies**

Raise competencies through boosting skills.

→ **Educate and Upskill**

Educate on the importance of continuous upskilling

→ **State Budget**

Assure gender-mainstream state budget

→ **Monitoring Results**

Analyze the results on gender balance improvement



**FOR PUBLIC
ADMINISTRATION**

**Support, Strengthen,
and Promote
Gender Balance!**

**Engage, Recognize,
and Encourage
Empowerment!**



For more information
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Effective Instruments to Promote Inclusion and Career Paths

→ **Representative Quota**

Reflect gender balance in elected officials

→ **Equal Workforce**

Assure equity in access to Informatics job market

→ **Educate Decision-Makers**

Educate them for anti-bias on gender

→ **Communications**

Enhance communication tools for inclusion and career paths

→ **Cultural Barriers**

Abolish institutional cultures that create obstacles

→ **Career Choices**

Encourage and support staff in making informed career decisions.