



AWARENESS

## NATIONAL WOMEN'S DAY

**Dispelling the inequalities between men and women in the workplace is still a challenge. You have to defy long-standing stereotypes that enable the inequalities to remain. Here are some tips on how to exert yourself.**

- **Enjoy your career**

Are you doing what you really want to be doing? Or have you chosen a career path simply because it's 'more suitable' for a woman. Be sure about the path you want to follow and the goals you wish to attain.

- **Broaden your skill base**

Look for training opportunities, internally and externally, to broaden your skill base. Stay on top of the latest technologies or processes in your field and develop your leadership skills through recognised, accredited qualifications. This will add weight to your CV and demonstrate your commitment to personal growth.

- **Network, network, network**

Use every opportunity to build up a network of contacts within the organisation. If the traditional cocktail-hour and sport events don't appeal to you, try non-traditional ways of networking, such as online groups, book clubs, and dinners.

- **Find a mentor**

If your company doesn't have an official mentorship programme, contact a member of management you identify with, or inform your supervisor that you would appreciate the support of a mentor.

- **Stay visible**

Your achievements and skills will not help your career if they are in the background. Be articulate in meetings and participate in many working groups, particularly those with decision-making authority. Jump at the opportunity to work with other departments to raise your profile with other managers and to increase your knowledge.

- **Take on challenges and responsibilities**

Try to take on challenging assignments and extra responsibility where you can, without compromising your work-life balance. This shows your commitment to the company and your determination to further your career. Be clear on your career goal, arm yourself with knowledge and work on your skills.

Never limit yourself to only doing what 'a woman is supposed to do'.