

# Tips to fight inequality this Women's Day



As a woman, you can contribute to Women's Day by helping to create an enabling environment for other women. While much has been done to promote equality in the workplace between the sexes, there is still work to do. Here are some tips to help grow your career.

- ***Enjoy your career.***

Be sure about the path you want to follow and the goals you wish to attain. Consider your choices in the workplace carefully.

- ***Identify opportunities for promotion.***

Find out which departments or areas managers are traditionally recruited from. Companies usually have profiles of senior staff on their websites. Use this information to decide which part of your company to apply for.

- ***Broaden your skill base.***

Look for opportunities, internally and externally, to broaden your skill base. Always stay on top of the latest technologies or processes in your field.

- ***Develop your leadership skills.***

Acquire recognised, accredited qualifications in leadership and management skills. These can be specific to your field, or general courses.

- ***Consider finding a mentor.***

Even if your company does not have an official

mentorship programme, you can contact a member of management you identify with or inform your supervisor that you would appreciate the support of a mentor.

- ***Network, network, network.***

Use every opportunity to build up a network of contacts within your organisation. Try some non-traditional ways of networking, such as online groups, sports clubs, book clubs, or dinners. Identify external organisations that exist to support women within your profession.

- ***Stay visible.***

Your achievements and skills will not help your career if they are in the background. Be articulate in meetings and participate in as many working groups as possible, particularly those with decision-making authority.

- ***Take on challenges and responsibilities.***

Try to take on challenging assignments and extra responsibility where you can, without compromising your work/life balance. This will show your commitment to your company and your determination to further your career.

