

INTERNATIONAL WOMEN'S DAY 2024

SPECIAL EDITION

February - March 2024

INTRODUCTION

International Women's Day, observed annually on March 8th, is not just a day to honor women; it is a global movement that highlights the need for gender equality and inclusivity. The day serves as a reminder of the progress we've made and the work that still lies ahead in creating a world where every woman, regardless of background, is empowered to thrive.

"Inspire Inclusion" is more than a theme; it's a commitment to recognizing and celebrating the rich tapestry of experiences, cultures, and perspectives that women bring to the table. It encourages us to foster environments that uplift and amplify the voices of all women, ensuring that no one is left unheard or unseen.

Join us as we celebrate International Women's Day with the spirit of unity, empowerment, and a collective resolve to inspire inclusion. We have a whole host of offerings lined up exclusively tailored for your women employees.

Together, let's build a world where every woman is valued, every voice is heard, and every story is an integral part of the tapestry of progress.

DECODING THE GENDER PAY GAP: STRATEGIES FOR EQUALITY AND WOMEN EMPOWERMENT

In the relentless routine of professional life, a discreet but pervasive issue continues to cast a shadow over women in the workforce – the enduring gender pay gap. Beyond mere monetary figures, it represents a systemic imbalance ingrained in antiquated convictions. The perpetuation of this trend, marked by the reluctance to hire more women or remunerate them on par with their male counterparts, is propelled by deep-seated factors such as patriarchy, insufficient education, and outmoded biases.

The gender pay gap manifests as a disparity in earnings, positioning women at a disadvantage when compared to their male peers in similar roles. Simply put, it quantifies the average income differential between men and women undertaking identical job responsibilities. Fostering an environment of true inclusivity should extend beyond rhetoric, encompassing the imperative of ensuring women receive equitable compensation for their contributions. **Read more here** <https://www.kelphr.com/blogs/gender-pay-gap-in-india/>



5 THINGS TO YOU CAN DO TO EMPOWER WOMEN IN YOUR LIFE

For generations, we have pigeonholed women into aspects across their behaviours, appearance, and roles in society. Poised demeanour, ideal homemaker, born to be a mother – for the longest time, this is how society has recognized women. These stereotypes are limiting and harmful, and do not reflect the full range of experiences and abilities of women.

With centuries of protests, awareness, and social movements, women are now breaking these shackles and redefining femininity and womanhood to gain equality in society. **Read more** <https://www.kelphr.com/blogs/5-things-to-you-can-do-to-empower-women-in-your-life/>

BREAKING DOWN GENDER BIASES: SOLUTIONS FROM OUR DIVERSE PANEL

For many years, gender bias against women has been a widespread global issue, and although many reforms, movements, and efforts have taken place, the urgency to combat it remains unshaken. Sure, we have come a long way. But with the number of stereotypes, judgements, and struggles that women of every generation go through, it seems as if we have barely scratched the surface. How do we deal with this?

Throughout our discussions, over the past 2 years we have addressed the common biases faced by women in the workspace and the solutions for changing the paradigm of gender bias, covering community efforts, institutional policies, and workplace initiatives. **Read more** <https://www.kelphr.com/blogs/breaking-down-gender-biases/>



STRATEGIES FOR NEGOTIATING FAIR PAY IN INDIA

Whether they are just starting out in the corporate world or climbing the ladder of success, negotiation skills are crucial. Despite the prevailing belief, women actually negotiate for their salaries at rates comparable to or even higher than men. However, the existence of the gender pay gap highlights systemic issues that hinder their efforts. **Read more** <https://www.kelphr.com/blogs/8-strategies-for-negotiating-fair-pay-in-india/>



SHAKTI

THE EMPOWERED WOMAN

STORIES FROM WOMEN ACHIEVERS

At IWD over the years, we've had the pleasure and privilege of meeting with and interviewing women achievers from diverse backgrounds; these powerful women are pioneers and thinkers across industries, experience and expertise. From them we've seen the kind of stories we wished to see and hear, the kind of conversations we wanted to hear; from men, women and others who broke barriers and are now striving for equity, inclusion and diversity. They gave us key learnings, insights, ideas, best practices, struggles, challenges and just shared with us a bit of their lives and their experiences.

To watch all these videos and learn from them, visit our Youtube channel and access all the videos here

https://www.youtube.com/playlist?list=PL_bREO-5d5wA6nrEPM7I6aquf0VTK2CgA



THE CRUCIAL ROLE OF EMPOWERING WOMEN TO SPEAK UP AGAINST SEXUAL HARASSMENT

In the pursuit of a more just and equitable society, it is imperative to recognize the paramount importance of empowering women to vocalize their experiences of sexual harassment. From early childhood to the workplace, women have been subjected to various forms of harassment, ranging from explicit demands for sexual favors to unwarranted explicit communications. The empowerment of women in the face of sexual harassment is not just a matter of individual strength; it represents a critical stride towards societal transformation. This issue knows no geographical boundaries, impacting countless lives and perpetuating a culture of fear and silence. Read more <https://www.kelphr.com/blogs/why-should-you-empower-women-to-speak-against-sexual-harassment/>

INITIATIVES THAT INCREASE WOMEN'S RATIOS AT MANAGERIAL LEVELS

A report by McKinsey and LeanIn.org states that for every 100 men promoted to manager, only 79 women are promoted. This difference persists although studies show that gender-diverse teams contribute to their companies being 1.4 times more likely to have sustained profitable growth. Despite the established economic rationale of having more women in managerial levels, their rise to these levels has been sluggish. Here are a few initiatives that can increase women's ratios in managerial levels

Read more

<https://www.kelphr.com/blogs/initiatives-that-increase-womens-ratios-in-managerial-levels/>

#InspireInclusion

Give your women employees the gift of these exclusively tailored workshops for International Women's Day 2024



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