



**International Women's Day** is on 8<sup>th</sup> March 2022. The theme for this year is to **#BreakTheBias** by celebrating women's achievements, raise awareness against bias and take action for equality.

Here at Dedalus we have so many incredible women who work hard for their cause, inspire others and collaborate to improve healthcare across the globe. In the Middle East and Africa region, we asked some of our colleagues for their thoughts on International Women's Day. Based primarily in the Egypt and the UAE, here is what they had to say:

### **Why do you think it is important to celebrate International Women's Day?**

"International Women's day is not just about celebrating one day, but about highlighting the work and effort that so many people put into driving gender equality. I am sure that many women across the globe, like myself, have unfortunately experienced gender inequality, bias or discrimination. This day not only demonstrates unity but should also celebrate the success of women."

Ashleigh Tarmey, Marketing and Comms Leader

"I think it is important to celebrate Women's day since no one can deny the significant work women do every single day, they are wives, mothers, teachers, workers and do all the vital life tasks daily. She deserves to be appreciated everyday for her great role in life. Women are smart, strong, passionate and fragile, a mix not anyone can appreciate nor understand! That's why we need to honor women and appreciate their roles in a daily basis not only yearly."

Eman Awad, Integration Developer Leader

"International Women's Day is celebrated worldwide. On this day women are recognized for their achievements, contributions and leadership roles and I like to be part of these achievements and to focus on gender equality and spread the message that without the inclusion of half of the population of the globe no vision can ever be fulfilled."

Rania Kandil, Human Resources BP Leader

"Its amazing support to world's women, give them positive energy and push them to go forward."

Doaa Holiel, Application Developer

"To Identify, celebrate and increase the visibility of women's achievements can help forge equality. To enhance the worldwide awareness raising via meaningful narratives, resources and activity can help combat gender bias and discrimination to accelerate gender parity."

Inas Abdelrazik, Senior Professional Application Analyst



## **Have you faced barriers in your career due to being a woman? If so, how did you overcome them?**

“I was fortunate, I did not face any barriers or difficulties as a woman, on the contrary, I always found encouragement and support.”

Zeinab Asfour, Integration Test Leader

## **What is the most important piece of advice you have been given?**

“I recently listened to a discussion with two women, one was the CEO and Chairman of PepsiCo, and the is the UAE Minister of State for International Cooperation and Director-General of Expo 2020 Dubai. The advice they gave stuck with me, one was the importance of having a leader who brings out the best in you, who inspires you and believes in you. The other was the importance of balance, taking time for yourself, your family, your mind and body.”

Ashleigh Tarmey

“Push your limits.”

Mariam Ramzy, Support Leader

“Success is not about working hard, but to work smart.”

Maha Omar, Complex Projects Leader:

“Work on yourself, always look ahead, the past is past, and finally don't let anything or anyone stop your dreams.”

Zeinab Asfour

“Keep moving and fight to achieve your dreams.”

Doaa Holiel

“Focus on what you can control When you focus on what is within your control, you're in the driver's seat. You're being intentional about your attitude and how you spend your energy. This is where you are being emotionally mature and thinking rationally and clearly in a sunshine state of mind.”

Inas Abdelrazik

## **How can we encourage more women to pursue entrepreneurship or senior leadership roles in their career?**

“Trust that you can do, despite any pressures of early failures. Or feeling tired of many responsibilities. When time passes, you will feel that it was really worth it, to be persistent and not to give up.”

Maha Omar

“I think the first thing should be from the beginning of childhood, How to treat and deal with women as an independent entity that deserves appreciation and to be given any position as long as she paid the effort it was worth. On the other

side, In the professional world, we must treat ourselves as human beings not men and women we are all human. Whoever works hard and deserves will get roles and positions.”

Zeinab Asfour

**What is the most important message you want to send out to young women thinking about their careers?**

“Nothing can stop you but yourself.”

Mariam Ramzy

“I would like to send a message to every woman to work, learn and educate hard while taking into work-life balance and on top of that to have fun and take care of her mental health, stay surrounded by people who makes her feel good and accepted. Also never neglect her vital role in life of creating a happy, healthy and balanced generations that will help improve our world and create a better future.”

Eman Awad

“Think big...You are bis as your dream was!”

Maha Omar

“International Women's Day means different things to different people, but the global focus on equality and celebration is clear. Throughout ancient and modern history, women have collaborated and lead purposeful action to redress inequality in the hope of a better future for their communities, children and themselves. Whether through bold well-documented action or through humble resistance that never made it into the history books, women have united for equality and achievement forever. Ten values that guide International Women's Day are: Justice Dignity Hope Equality Collaboration Tenacity Appreciation Respect Empathy Forgiveness Let us continue the work and spirit of the almighty Suffragettes, fighting the good fight. And let us recognize, honor and celebrate the important and impressive achievements of women globally.”

Rania Kandil

**Is there anyone that inspired you in your career?**

“Yes.... In early steps of my career, I have seen couple of Moms in high leadership positions. So, I felt that if you can balance your time. You are able to succeed.”

Maha Omar

**Why do you think diversity in the workplace is so important?**

“To gather different ideas from different cultures and make use of them, these are important for growth and progress.”

Mariam Ramzy

“Because we have been created different to complement each other. So if we understand that being different is a blessing, we can utilize our difference to fit in different roles so work will be perfectly fulfilled.”

Maha Omar

“It's healthy, Diversity means different cultures, it will help in sharing knowledge and this difference will give a better work environment as different mindsets.”

Zeinab Asfour

“Its good chance to diverse the community to discover different cultures, making new friends.”

Doaa Holiel

**If you could have dinner with three inspirational women, dead or alive, who would they be and why?**

“Saint Mary: to learn the gift of unconditional love. Mother Theresa: to learn the gift of giving. Oprah Winfrey: to learn how to stay strong and succeed despite all the obstacles.”

Mariam Ramzy

“1) Khadija (Prophet Mohamed Wife).. She was a great and experienced business women and in the same time, she played a big role in supporting him in the first years of Islam beside running her business and being a mom for 6 children + 3 more children from her previous marriages . 2) Angela Merkle - I like her style of being so cool and calm, while she is running a big county like Germany. Also maintaining a successful economy despite the many challenges in European economy in general! 3- Heba Rashed (Founder of "Mersal" - Egyptian Charity organization). She is young lady, he has no worries in life but to help and support people. In just 6-7 years, she has built this organization to be one of the biggest in Egypt, and with no publicity at all, she is the hope for many who really needs help.”

Maha Omar

“Cleopatra, is one of the best-known women in history, famed for her supposed beauty and intellect, and her love affairs with Julius Caesar and Mark Antony, her incredible life, her quest her for power and her untimely end is worth to explore her. Helen Keller was an American author, disability rights advocate, political activist and lecturer. She lost her sight and hearing after a bout of illness at the age of nineteen months. learned other methods of communication, including Braille and other method in which hands on a person's face — touching lips, throat, jaw and nose — are used to feel vibrations and movements associated with speech.”

Rania Kandil

“I'm adore about the hidden stories behind any successful person so I will not enumerate starts but I will describe the criteria which I'm looking forward. 1) Any

disability challenger or any disease specially Cancer - how she overcome the of Loss health or Loss any part in her body, also losing her beauty while being a woman and challenge all of this to be succeeded. 2) A unique-minded scientist has a talent in her own field 3) A woman who has gone from extreme poverty to being good or even rich. Especially if you are a housewife A woman who enjoys simplicity, but the ability to manage things and deal with them intelligently. In the end, our lives are full of successful women, not only those who got lucky and become famous.”

Zeinab Asfour