



MARCH WOMEN'S DAY

"WOMEN'S DETERMINATION IS STRONGER THAN STEEL."

Celebrated every year on March 8th, International Women's Day stands out as a day to raise awareness and send strong messages about gender equality not only for women but for all humanity. In addition to having a history dedicated to women's rights and equality, this special day is also recognized as a symbol of the struggles that still continue today.

The World Economic Forum's annual Global Gender Inequality Report highlights the cost to the global economy of gender inequality in labor force participation and income distribution. Globally, this inequality represents a loss of around \$12 trillion, with some countries experiencing losses of up to 35%. Economic inequality in particular has been exacerbated by the COVID-19 pandemic, negatively impacting women in leadership roles and income inequalities.

To address this, the World Economic Forum is working on Gender Equality Accelerators, which focus on improving legislation and workplace policies that address economic gender inequality. Countries such as Argentina, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Honduras, Mexico and Panama are working to increase access to economic opportunities for 867,318 women by adopting these accelerators. These efforts are supported by the Inter-American Development Bank (in partnership with Egypt, Jordan, Kazakhstan, Kenya and Japan).

However, investments in gender equality remain insufficient. The UN warns that conflicts and price increases could lead to cuts in public spending in 75 percent of countries by 2025, negatively affecting women and basic services. To overcome these challenges and achieve the goal of gender equality by 2030, an additional investment of 360 billion dollars a year is needed.

According to the Turkish Statistical Institute, the employment rate of women is less than half that of men. This situation reveals the difficulties women face in participating in economic life. Labor force participation rates vary significantly across regions, showing how economic gender inequality can vary depending on local dynamics.

In traditionally male-dominated industries, such as the iron and steel sector, the increasing presence of women in leadership roles and with knowledge can be considered a sign of progress. Commemorating strong women in this sector reinforces the meaning of International Women's Day on March 8th.

Dating back to the struggle for women's rights, International Women's Day on March 8th is celebrated as a symbol of women's struggle for equality and justice. However, the meaning of this day is not only limited to remembering the painful events of the past; it is also a symbol of an ongoing struggle for a fairer and more equal world for future generations.

This year, the theme set by the UN, 'Invest in Women: Accelerate Progress', is a strong call for greater awareness of gender inequality, increased investment and encouragement for women to play a more active role in economic, social and political spheres. Let's not forget that an equitable world is all of our responsibility and taking a step in this fight means shaping the future.

As SteelRadar, we have compiled March 8th International Women's Day messages from strong women from around the world who are actively involved in life and in a struggle.



DILER HOLDING
Import Purchasing
Manager
Ülkü YILDIZ DOĞAÇ

"In recent decades, there has been significant progress in the iron and steel industry becoming more active. As a woman who has worked in this sector for 20 years, I have experienced both comfortable and challenging moments. However, as women, we can certainly overcome any kind of difficulty. I believe that the diversity, distinctiveness, and discipline we bring to this industry are crucial. Indeed, even in traditionally male-dominated heavy industrial sectors, such as steel, I observe an increasing preference for women. Hopefully, over time, an environment will emerge where more women occupy higher positions. Happy International Women's Day!"



FOCUS
Focus Industry Deputy
General Manager
Eva Hybrid General
Manager
Hülya Yıldız

"With the increasing advancement of women in the business world, gender equality has become a concept that everyone is aware of. There were times when I was the only woman at a meeting table in all sectors, especially in the heavy metal industry, but I can foresee that this situation will change in the coming days. We see many examples of women executives taking their companies to higher levels thanks to their social skills and solution-oriented approaches. On March 8, International Women's Day, I wish all women who are housewives, mothers, employees and managers to achieve many successes that will be mentioned with pride and praise."



mabda
MABDA International Trading Company
Monireh Sabagh
CEO

"Women today play a significant role in many professions and industries, and the steel industry is no exception. Currently, many women work in the steel field, and I have embraced the challenges of this industry with a positive outlook. By aiming to improve my surroundings and create value within, I work as the CEO of an international trading company in Iran. I have learned never to give up on my dreams, to be determined and motivated, to continuously learn, and to move toward the future with a growth mindset. Additionally, all my efforts are driven by the desire to be an ambassador for Iran and a role model and source of motivation for hardworking women in my homeland. In the end, 'Where we come from in the world doesn't matter; the determination of some women is stronger than steel.'"



NLMK Clabecq
Technical Manager, Quality &
Metallurgy Department
Monique Jojczyk

"I have been working in the steel sector for over 25 years. At that time, we were only a handful of women, and the welcome was very warm and respectful. The diversity within the company allowed us to approach things from a different perspective, as stated by the male colleagues of that time. Today, women are no longer seen as exceptional recruits. The world of steel reflects today's society. It is a pleasant place to live and work in serenity. Soon, thanks to the development of tools, I hope that more and more women will be able to access not only management positions but also operational roles."



ArcoNinol Industrieel
Operational Director
Sandra Le Manchet

"I'm really proud to be a woman in the industry, I am also the only one in my whole family. It hasn't been easy every day, you always have to prove more to convince people as a woman, even today. But fortunately, I've noticed that things have been changing in France over the last ten years. The industry is starting to become more feminine, and work-life balance is becoming a key area of development for companies. But there's still a long way to go. We need to promote the various jobs offered in the industry, continue to fight prejudice and highlight successful women to encourage others to join this exciting and challenging adventure."



ÖZÇELİK
General Manager
Sibel Coban

I am proud that women's power is growing in the steel industry. Steel is stronger with women. Happy March 8th International Women's Day.

WOMEN ARE THE KEY FIGURES THAT STRENGTHEN SUSTAINABILITY WITH THEIR OUTSTANDING PERFORMANCE AND VISION IN BUSINESS LEADERSHIP POSITIONS



SOYBAŞ
Foreign Trade Manager
Esra SOYBAŞ

"In our country, we realize that the number of female employees in the industry and iron and steel sector is increasing every year and we are happy. We attach great importance to this issue in our company, and we evaluate the newly opened positions primarily to increase the number of female employees. We see that the fact that ensuring equal opportunity and gender equality in education, business and social life is an indispensable element of development is gaining more importance all over the world. We celebrate International Women's Day on March 8th with great pleasure, with the belief that women and men, regardless of gender, adding meaning to life together, adding value to oneself, one's family and the society in which one lives, provides material and spiritual welfare."



NLMK Europe
Segment Manager
HCE
Ouda VERHOOGEN

"Just like your age or country of origin, your gender should not make any difference when you are performing. Diversity is actually leading to better results, so I'm happy to personally experience that we women today are valued for our technical expertise and business acumen as much as our male colleagues are. The majority of managers in the steel sector might still be men, but we do see an increasing number of women in management roles. And with some of our customers in the construction industry, all the contacts are women. So, female or male, we're all different individuals and we all contribute equally to the success of the team!"



eib
Deputy General
Secretary
Cigdem ÖNSAL

"Women are the key figures that strengthen sustainability with their outstanding performance and vision in business leadership positions. To achieve global goals such as the EU Green Deal and the United Nations' Sustainable Development Goals, women leaders are contributing to a stronger and more resistant sector with their sensitive and determined perspectives. As a Professional Organization, we must provide support and encouragement for women leaders to continue to be a cornerstone of sustainability. In this regard, we need to ensure that more women leaders are at the forefront, guided by the principles of parity and equal opportunity. On March 8, we would like to thank all women leaders and valuable female employees in our industry and promise to walk together to a sustainable future in the second century of our Republic."



SWEDISH MINING INNOVATION
Project Manager
Lotta Sartz

"Being a woman in the mining industry has always been inspiring for me. I feel like people are interested in hearing my view on things because I often have other perspectives. The industry is going through an extensive change with the twin transition, and I think it will be more appealing for women to be part of in the future, starting already now"



PERGAMON DSTATUS
General Manager
Nurten ESKİ

"With the development of foreign trade, the number of women managers in the sector is increasing. Our women, who hold the keys to both their home and business, are achieving success in business life for their strong future. Women managers who go beyond the challenging and uniform systems continue to make a difference in the business world. Seeing more female managers in the future evokes positive signals of the balance in the business world. Happy '8 March International Labouring Women's Day'. I hope that a bright generation of women who always aim further will bring a strong breath to the business world."

You Heroic Turkish Woman!

You deserve to be raised on shoulders above the skies,
not to crawl on the ground.

Mustafa Kemal Atatürk



"I hope that the employment of women in our sector will increase not only in the office but also in our production areas."

RAM
Dış Ticaret Direktörü
Foreign Trade Director
Aslı ŞAHİN



"Working in the steel industry has always been natural for me. When I look back to 25 years ago, when I started, it was more problem for men to accept women in this environment. Luckily, so many years later, I see more and more women occupying different positions in the steel industry (production managers, process engineers, quality and safety departments) with great success both at work and at home."

NLMK Clabecq
Logistics Manager
Anne POLET



"Many years ago, when I was choosing this major for university, everyone criticized me saying "what are you going to do in industry surrounded by men". I ignored the criticism and always looked forward. I have had many experiences in my career journey, including production. Consequently, I must say that we, women, are an essential part of this sector. We observe day by day that women make a difference in the industrial sector with our perspective and our ability to think in multiple ways due to our nature. With the number of us increasing day by day, I am sure that we will continue to flourish the sector. Happy March 8th Women's Day."

NORM
FASTENERS
Procurement Specialist
Buse GÜNAY



"Being a women in the steel industry at the moment is truly remarkable. Women are defying stereotypes and making valuable contributions to the field. It's inspiring to see the progress we've made and the opportunities we're opening for future generations. Women in the industry are driving positive change and creating a more inclusive environment for all. It's great to see far more women now socialising at networking events, and breaking 'glass ceilings' ."

AS
Sales Executive
Zahra McDougall



Hope women will be more and more free.
For myself, hope I can do a better business this year.
And have a successful lose weight :)

FADA STEEL
Sales Assistant
Audrey Chen



I hope that more women will be employed in our sector by giving the right to give women's names to blast furnaces and I celebrate the world laborer women's day:)

HYUNDAI
Corporation
Steel Sales Manager
Nisa Küçük



Women have become a large part of the work sector, even in the field of heavy industries and steel. I'm a mechanical design and Production engineer in Syria and I work in a steel melting plant factory by designing pieces of metal by engineering drawing programs, and there are no women other than me here who work in the same specialty, but it was not a problem for me, reverse this, it was a motivation to continue and develop, and make myself a model for the women of my country to create their independent personalities. In conclusion, Women, you are more than half of society, you are its pillars!

HMMAR
Hmisho Steel Melting Plant
Mechanical Design Engineer
Hala Issa



The world is a better place because of us, Happy women's day!

Ronsco
Business Manager
Winnie Wong



As the SteelRadar family, we are aware of our role in supporting each other, growing together and shaping the future, as well as being present in the business world. Every step we take on this path is part of an effort to leave a mark that will affect not only today but also future generations.

Women's Day not only reminds us of our achievements, but also provides an opportunity to achieve more. With our trust in each other and our solidarity, we have the potential to create change not only in the business world, but in every aspect of life. Carrying the responsibility of shaping the future together is not only a duty for us, but also a privilege.

As all women of the SteelRadar family, we are walking towards a future filled with determination, love and hope. With the hope of sharing many more successes with you, our esteemed readers, and strengthening our support for each other, we sincerely congratulate all women on Women's Day.

